

Norwegian Transparency Act Statement 2023

This statement has been prepared in accordance with the Norwegian Transparency Act section 5 and summarizes the policies and procedures in 3D perception AS (3DP) with respect to safeguarding of human rights and decent working conditions. The statement should be read together with the latest published Annual Report.

Who We Are

3DP is a Norwegian company, with a fully owned daughter company in the USA. 3DP is in the business of delivering seamless, immersive simulation visual display systems for land, air, sea, and space applications. With an international team of highly skilled engineers, project managers, installers, and support staff, we've been serving worldwide defense and aerospace customers since 1997.

Our Commitment to Human Rights and Decent Working Conditions

3DP acknowledges and respects internationally recognized human and labor rights standards. Our human rights policies follow the UN Guiding Principles on Business and Human Rights and the OECD Guidelines for Multinational Enterprises.

Governance, Policies and Standards

3DP has a carefully crafted and clear governance framework by which we conduct our affairs:

- Our Code of Conduct requires, among other things, that all employees comply with applicable laws and regulations, ensure a safe working environment and respect human rights and dignity.
- Our Business Partner Code of Conduct applies to all suppliers and requires a commitment to comply with best employment practices including no modern slavery, no child labor, no harassment or discrimination, freedom of association and working hours and living wages set in accordance with applicable law.
- Contractual HSSE requirements: In addition to the Business Partner Code of Conduct, 3DP has embedded health, safety, security, and environmental requirements in all its contracts with suppliers.

- Our Anti-Corruption Policy sets out 3DP's zero tolerance towards corruption and other illegal or unethical business practices, requiring suppliers to adhere to the same principles.
- Our Whistleblowing Procedures set out protocols for reporting concerns, including through hotlines, anonymously if preferred, about possible violations of our governance, policies and standards.

Our Organization

At yearend 2023, 3DP had a workforce of 22 employees, of which 1 were employed outside of Norway. In USA, 3DP had 12 employees at yearend 2023 of which 100 percent were local employees.

It is 3DP's policy to provide reasonable and competitive compensation and benefits to our employees in all locations.

We respect our employees' right to freedom of association. We conduct salary mapping to avoid discrimination based on gender. We celebrate diversity and inclusion. We do not condone threatening or degrading conduct, nor do we tolerate any behavior which is disrespectful of our differences. 3DP encourages employees, contractors, and other stakeholders to raise concerns and report suspected violations of applicable laws and regulations and 3DP's Code of Conduct, without fear of retaliation. 3DP organizes Code of Conduct training for its staff, either through computer-based training modules or seminars conducted in local languages where appropriate.

Our Supply Chain

We require that our suppliers adhere to 3DP's Business Partner Code of Conduct when they act on our behalf or provide a service to 3DP. As part of its due diligence in purchasing goods and services, 3DP requires that its suppliers adhere to a set of practices in relation to human rights and decent working conditions. Notably, we assess and minimize risks relating to occupational health and safety, corruption and childhood labor.

The supplier risk assessment is informed by such factors as the nature of goods and services provided, sourcing and reports of prior violations. When necessary, 3DP takes corrective actions.

further strengthened in response to these incidents.

Looking Ahead

3DP has long been committed to promoting fundamental human rights and decent working conditions in our operations and supply chain. Within the Company, we continue to improve the quality and measurement of our compliance training for employees.

With respect to our suppliers, we will step up due diligence. As risk is ever evolving, we will evaluate and modify our policies and procedures accordingly.

Additional information is available on request from the company.

This statement is electronically signed by Knut Krogstad, CEO on May 29th, 2024.