

# List of Signatures

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2024 - VMS Trancparency act due dilligence account.pdf

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# Transparency Act - account of due diligence

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## Introduction

July 1st 2022 the transparency act was enforced. The purpose of the act is to highlight respect for fundamental human rights and working conditions for businesses in the production of goods and services. The act is intended to secure public insight to how businesses handle negative consequences of human rights and working conditions, if any.

The act is applicable for larger entities based in Norway, that offer goods and services both in Norway and internationally. Vimond Media Solutions AS ("Vimond") is enforced by the transparency act due to threshold criteria of revenue and balance amount. The following is Vimond's report of responsible business conduct for the period January 1, 2024 to December 31, 2024.

The report is available at our website: <https://www.vimond.com/company/transparency-act>

For questions in relation to the report or Vimond's work in regards to the Transparency Act contact Head of Finance Thomas Lundberg, email: [thomas.lundberg@vimond.com](mailto:thomas.lundberg@vimond.com)

## Organisation and area of operation

Vimond is an international company based in Bergen, with subsidiaries in Australia and the US. Vimond was established in 2011 and operates in the media technology industry globally. Vimond develops and markets a modular, browser-based, online video content management platform for the delivery of OTT live streams and VOD.

Vimond is a part of TV 2 Gruppen, owned by Egmont and operate by Egmont's Code of Conduct that sets out a number of social and legal compliance requirements, including non-discrimination, compensation, protection of the environment, freedom of association, health and safety, anti-corruption, non-harassment and hours of work.

## Routines and guidelines

Vimond has carried out risk-based and prioritised due diligence assessments as required under the Norwegian Transparency Act to anticipate, prevent and minimise risk of potential negative



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impact or damage on human rights or decent working conditions in our own operations, supply chain and other business relationships. Vimond has in place systems for receiving and responding to requests for information and continuous assessment of supply chain and business partners and taking steps to prevent or mitigate any such adverse impact.

## Risk assessments

Prioritisation of risk is done by categorising suppliers and other business partners in risk groups based on the line of business, country of operation and size of purchased goods and services together with severity, extent, and probability of potential negative impact that these suppliers and business partners have on human rights and decent working conditions, and the interval re-assessments are to be conducted.

1. High Risk : Needs to be assessed every 12 months
2. Middle Risk: Uncertain risk. Assessment every 12-24 months.
3. Low Risk: Assessed to have low risk, or a risk Vimond can not impact. Assessments on an ad-hoc basis, or based on information on changes.

The current assessments have not concluded any high risk findings. For the reporting period and per signature date Vimond has not detected any negative impact or damage on human rights or decent working conditions in Vimond or in the supply chain. Vimond has further not received reports of any such incidents.

Bergen, June 12, 2025

(Signed digitally)

Axel Dahl  
Chairman of the board

Christian Birkeland  
Member of the board

Lene Eltvik Vindfeld  
Member of the board

Fredrik Gunnestad  
General Manager

