

Transparency Act Statement 2025

1. Introduction

The Norwegian Transparency Act, which governs companies' duty to promote fundamental human rights and decent working conditions, went into force on July 1, 2022. Questback AS is subject to the scope of this legislation.

Questback AS takes its social responsibility seriously and aims to contribute to a better and more sustainable society by acting responsibly towards its employees, customers, suppliers, and shareholders.

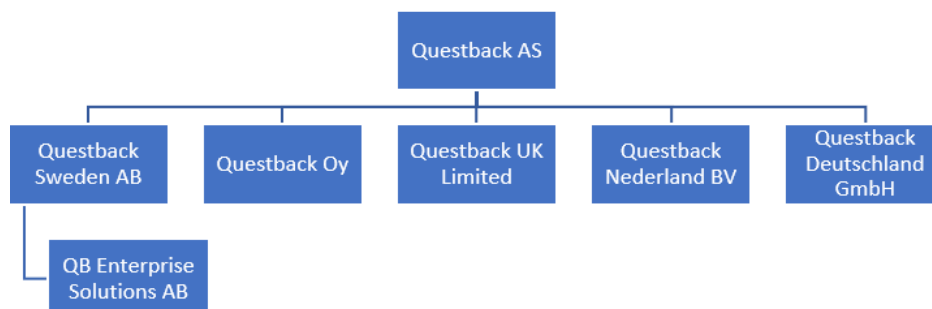
We are committed to ensuring respect for fundamental human rights and decent working conditions throughout our own operations and value chain. We work towards this by adhering to ethical guidelines, actively promoting sustainability, and complying with all applicable laws and regulations.

2. About Us

Questback was founded in Oslo, Norway in 2000. Since then, the company has grown and today serves approximately 1,600 customers across more than 20 countries. We also have offices in Stockholm, Espoo, and Amsterdam. We provide software and advisory services for customers, employees, and market research.

2.1 Our Structure

Questback AS is the group's headquarters, based in Oslo. The CEO is employed by Questback Sweden AB and reports to the board of directors.



2.2 What We Do

We help organizations make better decisions through insights and feedback. We provide digital solutions and advisory services that support customers, employees, and market insight.

3. Standards and Commitments

Questback sets clear expectations for itself and its suppliers to promote human rights, decent working conditions, and ethical business practices across the value chain. Our key principles include:

- **Compliance with laws and regulations:** We comply with all applicable laws and regulations in the markets in which we operate.
- **Diversity and non-discrimination:** We do not tolerate discrimination and are committed to diversity and equal opportunities.
- **Fair compensation:** We are committed to fair compensation and equal pay for work of equal value.
- **Safety and development:** We promote a safe, inclusive, and growth-oriented working environment.
- **Health and safety:** We safeguard the physical, mental, and social well-being of our employees.
- **Respect for human rights:** We have zero tolerance for violations of human rights, both internally and across our supply chain.
- **Privacy and data security:** We ensure the privacy and security of all employees, customers, and partners.
- **Anti-corruption:** We do not tolerate any form of corruption or bribery.
- **Environmental responsibility:** We work continuously to reduce our environmental impact.

4. Due Diligence Assessment 2025

Questback conducted due diligence assessments in 2025 in accordance with the requirements of the Norwegian Transparency Act. The purpose of these assessments was to identify and mitigate any adverse impacts on human rights and working conditions in our supply chain.

4.1 Scope and Methodology

In 2025, Questback had approximately 190 active suppliers across the group. We applied a proportionate, risk-based approach and limited the detailed supplier assessment based on the following criteria:

- Annual procurement above NOK 100,000, including VAT, to focus on suppliers where Questback has a more regular or material business relationship.
- Regular use (one-off purchases were excluded).
- Risk evaluation based on industry, geography, and type of service/product.

After applying these criteria, 60 suppliers were selected and contacted for assessment via a questionnaire.

4.2 Results

Based on the assessment conducted, the information received from suppliers, and our internal evaluation, Questback did not identify any actual adverse impacts or material potential adverse impacts related to human rights or decent working conditions that required corrective measures in 2025.

5. Activities in 2025

- We established routines for monitoring obligations related to suppliers and partners considered to have elevated risk.
- We reviewed our routines and policies related to sustainability and responsible procurement and established a clearer policy framework.
- Questback AS exited its previous canteen arrangement and tested new suppliers with a stronger sustainability focus, including initiatives aimed at reducing food waste.

6. Plans for the Future

During the summer of 2026, Questback AS will move into new office premises. This provides an opportunity to prioritize sustainable choices when setting up the new office, including the selection of suppliers and partners with a strong focus on environmental and sustainability considerations.

In addition, Questback plans to:

- Review and update the employee handbook where relevant.
- Update onboarding and hiring policies where needed.
- Review due diligence procedures for suppliers considered to have elevated risk.

This statement is approved by the Board of Directors of Questback AS through signature and will be published on the company's website following approval.

Inquiries related to the Transparency Act or our policies may be directed to: post@questback.com

This statement has been prepared in accordance with Section 5 of the Norwegian Transparency Act and applies to the reporting year 2025.