

FORSTA'S NORWEGIAN TRANSPARENCY ACT STATEMENT 2025

1. Introduction

The Norwegian Act on Transparency in Enterprises and Work on Fundamental Human Rights and Decent Working Conditions (the "Norwegian Transparency Act" or "Transparency Act"), requires large enterprises with tax liability in Norway, carry out human rights' due diligence ("HRDD") assessments with the purpose of identifying actual and potential adverse impacts for fundamental human rights and decent working conditions, and to publish an annual account of the due diligence process ("Statement"). Forsta AS (Forsta) falls within the scope of the Norwegian Transparency Act. This Statement constitutes Forsta's account for the year 2025.

2. Structure, area of operations, guidelines, and procedures.

2.1 *Enterprise's structure and area of operations*

Forsta is part of a group of companies ultimately controlled by Press Ganey, a healthcare company headquartered in the USA. Forsta's primary area of operations is the development and marketing of software, which is an industry that is generally recognized to be low risk in relation to the Norwegian Transparency Act violations.

Forsta has five fully owned subsidiaries located in Germany, Australia, Canada, Sweden, and United Kingdom. Their operations are considered to form a part of Forsta's own operations in relation to HRDD in accordance with the Transparency Act.

2.2 *Guidelines and procedures*

The Forsta board of directors have adopted a HRDD Policy, thereby embedding accountability and compliance with the Transparency Act in the company's policies.

2.3 *Carrying out the HRDD*

Forsta has mapped its supply chain and business partners and assessed selected suppliers/business partners on a risk-based approach to identify risks of adverse impacts for fundamental human rights or decent working conditions.

3. Findings

Forsta has not identified any actual adverse impacts or significant risk of adverse impacts for fundamental human rights and decent working conditions, neither in its own operations, supply chain, nor with its business partners.

This statement was approved and signed by the board of directors as of the date listed below.



Kyle Ferguson
Board Member
Forsta AS
May 2025



Devin Julian Anderson
Chairman of the Board
Forsta AS
May 2025