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Tekna Holding ASA

# 2023

January 1—December 31

# Human Rights and Transparency ~~Act~~ Report

(part of **Annual Report** Tekna Group published on April 11, 2024 )

*as enhanced per July 2024 to also meet requirements of the Canadian Anti-Slavery Act*

*(update published as stand-alone report on July 17, 2024, changes marked in red)*





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# Introduction

Tekna Group (“Tekna” or “Group”) is subject to the two following legal frameworks, both having the objective of improving respect for fundamental human rights in supply chains and increasing transparency on the topic.

- 1 January 2024, the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act came into effect.
- 1 July 2022, the Norwegian Transparency Act came into effect.

Tekna is publishing this updated report to include compliance with the reporting obligation following the aforementioned Canadian act.

## Tekna’s value chain

Tekna is a world-leading provider of advanced materials, headquartered in Sherbrooke, Canada. Tekna produces high-purity metal powders for applications such as 3D printing serving the aerospace, medical and consumer electronics industries, as well as optimized induction plasma systems for industrial research and production. With its unique, IP-protected plasma technology, the company is well-positioned in the growing market for advanced nanomaterials within microelectronics. Building on 30 years of delivering excellence, Tekna is a global player recognized for its quality products and its commitment to over 200 customers including multinational blue-chip customers.

Tekna Holding ASA and its subsidiaries (“Tekna”) consists of ten legal entities (including one joint venture), of which three are in Europe (“EU”) (31 employees), four are in North America (“NA”) (186 employees) and three are in Asia (5 employees). Manufacturing takes place in Canada and France, whereas the other entities are sales offices. Refer to the appendix for a full overview of entities and an organisation chart.

In our sustainability journey, we have focused our attention on understanding the impacts of our own operations. However, Tekna has a diversity of interactions across the value chain: suppliers, customers, our own operations and interactions related to the end user and end-of-life process. Our supply chain and geographical footprint are examples of factors that affect the value chain and our impacts, risks and opportunities. Tekna can have a positive or negative impact on the value chain. Examples of a positive impact is the enabling

strength of our high-quality additive manufacturing (“AM”) materials converting more customers to resource efficient AM methods. As a global business, the need for business travel and the related Greenhouse gas emissions (GHG) is an example of a negative impact. Raw materials for the manufacturing of metal powders is the area with the highest risk for negative impact in our supply chain.

### Potential risk and impact areas in our value chain

Notwithstanding our commitment to respecting all human rights, the human rights issues most relevant to our business operations are:

Community impact	Labor conditions
<ul style="list-style-type: none"> <li>• Freedom of expression</li> <li>• Digital security/privacy</li> <li>• Access to water and sanitation</li> <li>• Displacement and loss of livelihoods</li> <li>• Environmental degradation</li> <li>• Land rights</li> <li>• Security forces</li> <li>• Gender equality and women’s right</li> <li>• Minority rights</li> <li>• Rights of Indigenous People</li> <li>• Rights of refugees and migrants</li> <li>• Conflict minerals in the supply chain</li> </ul>	<ul style="list-style-type: none"> <li>• Freedom of association and the effective recognition of the right to collective bargaining</li> <li>• Forced labor</li> <li>• Child labor</li> <li>• Non-discrimination in respect of employment and occupation</li> <li>• Safe and healthy working environment</li> <li>• Working conditions (wages, working hours)</li> </ul>



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## Introduction (continued)

We have a general understanding of the potential impacts and risks associated with raw material extraction and refining in our supply chain. This may include child labor, forced labor, pollution of land, soil, water and air, perilous working conditions, hazardous workplaces, exposure to hazardous chemicals, conflict and disputes in local communities and GHG emissions. We need to study the impacts specifically for the feedstock materials we use, from extraction to delivery at Tekna. Only this way can we mitigate negative impacts. In 2023 we have started to focus our attention to upstream impacts and much work remains to be done to complete the understanding. Afterwards we will shift and continue downstream.

### REACH, RoHS and potential conflict minerals

Our procurement team has delivered third-party verification guaranteeing our powder products are meeting REACH (toxic chemicals) and RoHS (hazardous substances) requirements.

Tekna is following the Responsible minerals initiative (Conflict minerals reporting) for tungsten and tantalum. Both are sourced exclusively from Conflict-Free material based on OECD due diligence and Dodd-Frank requirements. Tekna has the declaration on conflict-free material, which is made with all the information from partners in the entire supply-chain from smelters up to Tekna.

Below is a simplified overview of the Tekna value chain for the two business segments. We have indicated in red the part with highest negative impact, which materials are on the Critical raw material list, and which are potential conflict material.

### Risk mitigation

80 per cent of Tekna’s global spend comes from suppliers based in the EU or NA, which we deem well-governed by legal standards. The remaining 20 per cent, approximately, is spent on a key raw material, i.e. titanium, supplied by two regularly audited manufacturers in China. Both are well-established and qualified suppliers to major western industrial conglomerates.

Business Segments	Value chain	Suppliers & Resources	Tekna Operations	Customers	End-users (& End-of-life-stage)
Advanced Materials BU's:		<i>Raw materials to feedstock:</i>		<i>Production of:</i>	<i>Utilization:</i>
Additive Manufacturing		Aluminum Alloys Nickel alloys Tantalum <sup>1,2</sup> Titanium <sup>1</sup> Tungsten <sup>1,2</sup>	Processing feedstock by plasma atomization: heating the metals until they turn into liquids or vapor and subsequently develop the liquids or vapor into micro- and nanoscale advanced materials.	Tier 1 and Tier 2 Metal part manufacturers	Aerospace, medical implants, automotive and consumers (enabling additive manufacturing)
	Microelectronics	Nickel			
Systems		Parts and subassembly producers	Manufacturing, commissioning and servicing of Plasma systems	Research institutes and companies	Research and small production of (new) materials (enabling electrification)

Figure 1: simplified overview of the Tekna value chain for the two businesses.

1: Critical raw material list. 2: Potential conflict material Tekna’s supplier guaranteed material purchased non-conflict.



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## Guidelines and routines

Several guidelines and routines have been created and communicated for handling actual and potential negative consequences for basic human rights and decent working conditions.

For any concerns about business conduct, or advice regarding the policies and practices for responsible business conduct, the first point of contact internally is the HR department, externally it is the CFO and, alternatively the whistleblowing channel is available if the informant wishes to remain anonymous. Any interaction will be taken into consideration on a continuous basis.

Tekna has established an Ethics and Compliance Committee (“ECC”) to ensure we operate fairly across all business operations and engage to not use prohibited practices. This showcases our commitment to do business with diligence.

The newly formed ECC reports to the Audit Committee and consists of key executives and managers. One of its roles is to ensure adequate up-to-date guidelines and routines are in place and properly implemented and followed.

### Code of Conduct

Tekna has embedded responsible business conduct in its Code of Conduct (“CoC”). The CoC was approved by the Board of Directors as part of the Corporate Governance Code on February 8, 2022. It is available in both English and French to ensure a good understanding with the employees and enable them to use good judgment, and in the case of uncertainty, seek guidance.

Implementation began in 2022 and an updated version was released in December 2023. At March 31, 2024, 100% of the global employees have signed<sup>3</sup> the CoC. It is also compulsory for new employees to read and sign the CoC as part of their onboarding. A CoC training with employees will take place in 2024.

The CoC is available on [www.Tekna.com/esg](http://www.Tekna.com/esg) .

### Supplier Code of Conduct

Tekna has embedded responsible business conduct for suppliers in its Supplier Code of Conduct (“SCoC”) put in place in 2021. The SCoC was approved by the Chief Executive Officer on August 16, 2021. It is available in both English and French to ensure a good understanding with our supply base.

The Suppliers Code of Conduct and Supplier self-assessment were rolled out to our medium and large suppliers (starting with > CAD 100 thousand spend in 2021). An unchanged number of suppliers have submitted a signed SCoC to us (20).

To further enhance our Supplier due diligence, early 2023 we signed a collaboration with Factlines AS, who provide a systematic digital approach to supplier due diligences.

We will also expand the scope of the SCoC to include and address Business Partners, rather than just suppliers (action carried from 2023).

The SCoC is available on [www.Tekna.com/esg](http://www.Tekna.com/esg) .

## Human rights

Tekna’s Business Partners shall respect human rights, and always act in line with the rules and principles laid out in the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Fundamental Principles and Rights at Work and the International Bill of Human Rights, and the OECD Guidelines for Multinational Enterprises

### Prohibition of child labour

Tekna does not accept any form of child labour or that children below the lawful minimum age for admission to employment are engaged in our or our Business Partners’ business. If persons below the age of 18 are involved, Tekna demands special precautions to safeguard their health, security and rights. Persons below the age of 18 shall not perform dangerous or night-time labour, and their work shall not inflict damage on their education or development. Tekna and its Business Partners fully support, and will act in accordance with, the UN Convention on the Rights of the Child.

### Labour rights, health and safety

Tekna does not accept any involuntary labour and expects all its Business Partners to comply with all fundamental labour rights and applicable laws and regulations. Business Partners shall ensure fair salaries, safe working conditions (including necessary supervision and protection from fire and other dangers), the right to organize, a good workplace environment, and have in place a whistleblowing procedure for the reporting concerns by employees.

<sup>3</sup>: Signing includes online acceptance on our Document Management System ISOVISION.



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## Guidelines and routines (continued)

### Hazardous substances and conflict resources

Tekna and its Business Partners shall comply with applicable laws and regulations regarding the use, prohibition and restriction of hazardous substances and shall avoid the use of conflict materials, i.e. materials that originate from conflict areas and contribute to fund governments and movements which violate fundamental human rights.

### Discrimination and harassment

Any kind of discrimination due to gender, ethnicity, national origin, descent, skin colour, language, religion, sexual orientation, family situation or disability is not accepted in Tekna or any of its Business Partners. All people shall at any time be treated with respect and dignity.

### Whistleblowing

Tekna encourages transparency and Business Partners and their employees are expected to report any concerns about potential violations of the (S)CoC or applicable laws and regulations to the Chief Financial Officer without delay.

If our employees suspect any unethical conduct in breach of this Code or other policies and applicable laws, they shall immediately report this to the corporate or local HR department following the internal complaint procedure.

The first point of contact is the HR department, but reports can be made to one of the people listed in the CoC, depending on the nature and content of the report. Violations involving a member of the executive team should be reported directly to a Board member.

If an employee reporting a violation wishes to remain anonymous, all reasonable steps will be taken to keep their identity confidential. Anyone who reports such matters, in accordance with the internal complaint form, will be protected from retaliation. As such, no employee shall be discriminated or retaliated for reporting in good faith a violation of Tekna’s policies. However, any employee who intentionally has made a false claim of violation may receive disciplinary actions up to and including, when appropriate, termination of employment.

Tekna will endeavour to protect whistleblowers against retaliation. Tekna may, however, disclose information to competent authorities to the extent appropriate.

In 2023, Tekna established a partnership with Whistleblower Software, enabling us to introduce an anonymous whistleblowing platform to our valued employees and stakeholders. This collaboration marks a significant milestone in our journey towards fostering a culture of transparency, accountability, and ethical conduct. By providing a secure, anonymous and confidential channel for individuals to report concerns, we have strengthened our commitment to maintaining the highest standards of integrity within our organization. Our aim for this new channel is that it will act as a constructive feedback loop within our organization and supply chain,

thus helping in identifying, mitigating, and addressing issues.

### Handling requests of information – The Transparency Act

Tekna has published the Routine for processing requests on information according to the Transparency Act which solidifies our dedication to transparency by outlining a systematic approach to managing and responding to information requests according to the Norwegian law. By establishing clear guidelines for information disclosure, we aim to bolster trust among our stakeholders and contribute to a more informed and engaged community.

The routine follows the legal requirements, ie: Upon receipt of a written request for information Tekna will reply within three weeks. Depending on the complexity of the request this will either be the answer to the questions or a request for extension of the time limit with reason of the extension and an expected completion and reply date.

The contact person for the Transparency Act is disclosed specifically on the website (Tekna.com/esg).



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## Guidelines and routines (continued)

### Subjects for the Board

The overall management of the Company is vested in the Board and the Executive Management. In accordance with Norwegian law, the Board of Directors is responsible for, among other things, supervising the general and day-to-day management of the Company’s business, ensuring proper organization and allocation of responsibilities and duties, preparing plans and budgets for its activities, ensuring that the Company’s activities, accounts, and assets management are subject to adequate controls and undertaking investigations necessary to perform its duties.

The Code of Conduct was approved by the Board of Directors in 2022.

In 2023, we have published four essential board-approved policies that exemplify our unwavering dedication to sustainability and responsible business practices. Our Anti-corruption policy stands as a testament to our refusal to tolerate any form of unethical behavior, reinforcing our stance against corruption in all its forms. Our Environmental policy highlights our commitment to environmental stewardship, outlining a comprehensive framework for minimizing our ecological footprint and championing sustainable practices. The introduction of the Competition Laws Compliance Policy serves as a demonstration of our commitment to fair business practices and adherence to legal standards, ensuring that we operate in a competitive and ethical manner. Finally, we have published the aforementioned Routine for processing requests on information according to the Transparency Act.

## Risks of negative consequences

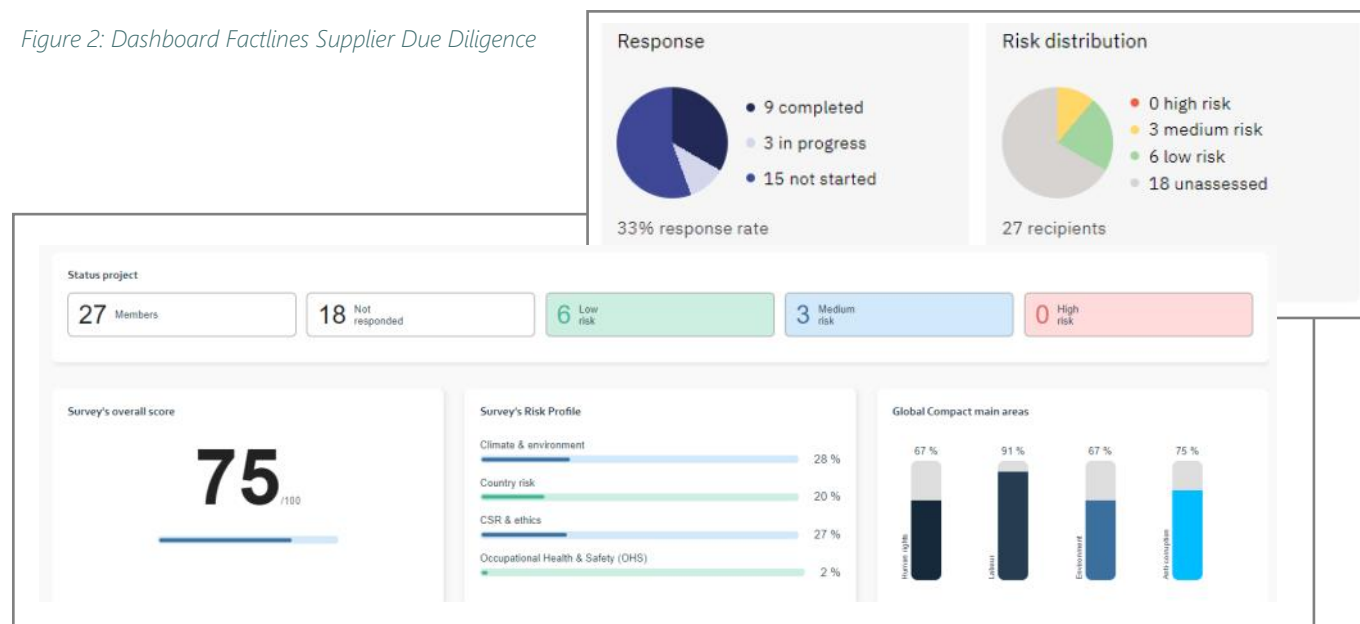
Risks of negative consequences resulting from our value chain are identified through a sustainability due diligence process.

Tekna continues its process of performing the due diligence to identify, measure and understand the most important risks in our supply chain. This is conducted with assistance from Factlines, a company that provides a corporate social responsibility self-reporting form based on the ten principles of UN Global Compact, OECDs guidelines for responsible business conduct, and the Transparency Act law. The form covers topics such as supply chain, risk assessment, management systems, working conditions, social responsibility, environment, anti-corruption, and conflict minerals.

### Performance

In 2023, we launched a **Supply Chain Due Diligence** campaign starting with the 25 suppliers with highest spend and / or greatest risk. Our largest suppliers include raw material suppliers in China (approx. 20 percent of total company spend), classified as a country with high risk because there is no guarantee of workers’ rights. Furthermore, we included suppliers that we expect to have a supply chain in potential risk areas. It has proven to be challenging to achieve participation and we will continue to encourage our Business Partners to participate. The Ethics and Compliance Committee is working on corrective measures to improve the response and commitment from our business partners.

Figure 2: Dashboard Factlines Supplier Due Diligence





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## Risks of negative consequences

In the dashboard in figure 2, the colour coded risk level shows a summary of the overall score on four axes: Climate & Environment, Country risk, Corporate Social Responsibility & Ethics and Occupation Health & Safety.

To date we have not received a response classified as “High Risk”. However, response rate is low, particularly amongst the suppliers with highest estimated risk. For 2024 the focus will be on gathering data.

### KPI

In 2023, there were no reported incidents of discrimination, anti-corruption or breaches of the SCoC or CoC. See figure 3 for further key performance indicators.

<i>Figure 3: Key performance indicators 2023</i>	2023	2022
Percentage of new suppliers that were screened using social criteria	not started nor planned, priority focus on risk suppliers	
Number of suppliers assessed for social impacts	9 (+3 in progress)	4 (+1 in progress)
Number of suppliers identified as having significant actual and potential negative social impacts	0	0
Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment	0 (high risk)	0 (high risk)
Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why	0	0

## Process to remediate negative impacts

Early 2023, raw material suppliers in China were audited and no human rights violations were observed. and both partners were showing visible care for the well being of their employees (security equipment, safety reminders & practices).

We will obtain more responses and expand the supplier base that we ask to respond to the assessment. In order to make the most out of the resources we have, we will first focus our efforts on the suppliers with the most improvement potential.

We will pay particular attention to those suppliers that disclose not having a policy against the use of child labour and / or forced labour in line with the UN Global Compact principle 5.



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# Measures

Tekna will ensure that all new employees sign the Code of Conduct.

- Tekna will train its employees to ensure policies are well understood and adhered to.

Tekna will renew its efforts with its supply base to

- Improve the percentage of signatories of its Business Partner Code of Conduct
- Improve participation in its due diligence process and act on any “high risk” assessments
- Ensure supplier audits include E, S, G topics as standard in the agenda
- Improve its understanding of climate-related risk and support the development of a mitigation plan.

All these measures will reduce the risk of negative consequences and halt present activities that have negative impact.

## Progress on Action plan 2023

Supplier audits	Ongoing
Increase Supplier SCoC signatories	Ongoing
Complete routine for request for information related to Transparency Act	Completed
Complete Factlines due diligence on 25 most critical suppliers	Continue in 2024
Employee CoC 100% signature and training	Completed, training in 2024
Adjust SCoC to specifically address all Business Partners	Continue in 2024
Develop and implement Anti-corruption policy and training	Completed, training in 2024
Board approval for Anti Corruption policy	Completed
External whistleblowing system	Completed
Creation and board approval for Competition Law Compliance Policy	Unplanned, Completed

## Actions 2024

Supplier audit standard agenda to include E,S,G and climate risk topics	Q2
Increase Supplier SCoC signatories - simplify process	Q2
Employee training in CoC— including focus on child and forced labour	Q4
Employee training in Anti-Corruption and Compliance	Q4
Update and adjust SCoC to specifically address all Business Partners	Q3
Board approval for CoC for Business Partners	Q3
Create Human Rights Policy	Q2
Board approval Human Rights Policy	Q3
ECC to follow due diligence on 25 most critical suppliers	Q4





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# Signatures

## Board of Directors and CEO

Arendal, 17 July 2024

The Board of Directors and CEO

Tekna Holding ASA

*The original report was signed as part of the annual report on April 10, 2024 and released on April 11, 2024. The amendments to this document (marked in red) were electronically signed by the CEO and the Chair of the Board on behalf of the Board of Directors of Tekna Holding ASA and its subsidiaries.*

Dag Teigland Chair of the Board	Torkil Sigurd Mogstad Member of the Board	Barbara Thierart-Perrin Member of the Board
Anne Lise Meyer Member of the Board	Kristin Skau Åbyholm Member of the Board	Lars Magnus Eldrup Fagernes Member of the Board
Ann-Kari Amundsen Heier Member of the Board	Luc Dionne CEO	



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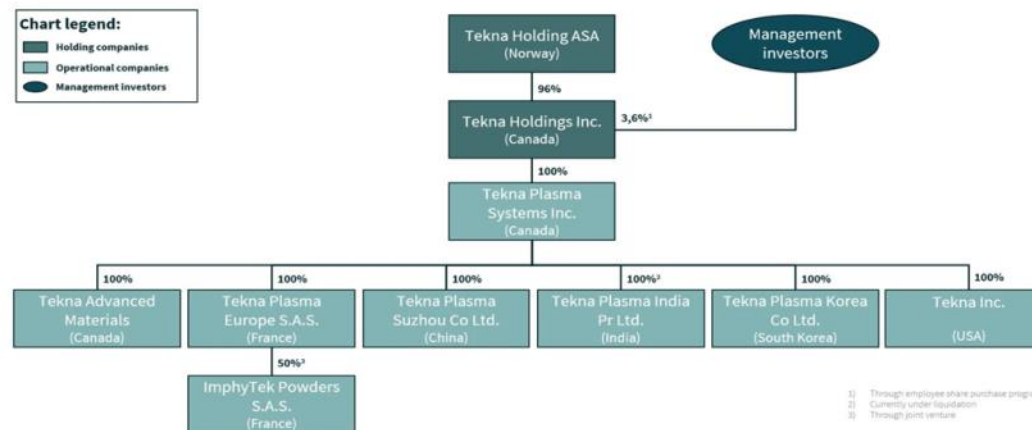


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## Appendix A: Entities subject to the report

### Organization chart per 31.12.2023



#### This report comprises the following organisational units:

#### Comment

#### Staff in 2023

Tekna Holding ASA [THASA], Norway	holding, no staff	0
Tekna Holding Canada Inc [THC], Canada	holding, no staff	0
Tekna Plasma Systems Inc [TPS], Canada, HQ	operational headquarter, system production	133
Tekna Advanced Materials Inc [TAM], Canada	powder production	53
Tekna Microelectronics Unit [TMC], Canada	No significant activity	0
Tekna Plasma Europe SAS [TPE], France	powder production, European sales office	31
Tekna Plasma Suzhou Co Ltd [TPZ], China	sales office, office move in Q1 2022	4
Tekna Plasma Korea Co Ltd [TPK], Korea	sales office, office move in Q1 2022	1
Tekna Inc [TCU], USA	no staff, activity started end of 2022	0

#### Only when specifically mentioned:

Imphytek Powders SAS [Imphytek], France, JV	JV, activity started in 2020	1
---------------------------------------------	------------------------------	---



# Appendix B: Table of contents of Tekna annual report 2023 (as released on April 11, 2024)

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## Other publications

**Website**  
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[www.tekna.com/investors](http://www.tekna.com/investors)  
 Presentation of financial and non-financial information (share, financial reports, regulated information, analysts and investors, Annual General Meeting)



### Other reporting

The following reports can be downloaded at [www.tekna.com/investors/finreports](http://www.tekna.com/investors/finreports)

- Remuneration report
- GRI Report





## Appendix C: About Tekna

Tekna is a global leader in the development, manufacturing and sales of advanced micron and nano powders as well as plasma process solutions.

Since we started in 1990, Tekna has developed a unique and proprietary plasma technology platform for manufacturing micro and nano sized powders for a range of industries. Our business model relies on two revenue streams, both with synergistic effects:

- Development and sale of plasma systems: We develop and sell plasma systems customized for the purpose of research and development.
- Development and sale of advanced powders: We develop and operate our own proprietary plasma processes to produce and sell spherical powders and nano powders.

Tekna is developing in major market verticals thriving on global mega trends such as Space Exploration and Space Tourism, Deglobalization and Climate Change, Digitalisation & Connectivity as well as Demography & Health Care.

Tekna is headquartered in Québec, Canada, and has additional offices in France, China, Korea, USA, and seven distributors operating globally (Europe, Asia and North America).



1990	2014	advanced development stage	future potential
<p><b>Systems   PlasmaSonic:</b></p> <p>In the systems business we launched the PlasmaSonic Product line. This wind tunnel simulates hypersonic conditions to enable research for instance for space tourism.</p> <p><i>We aim to sell at least 1 PlasmaSonic system in 2024.</i></p> <p><b>Plasma Systems</b></p>	<p><b>Additive Manufacturing:</b></p> <p>Tekna produces high quality micron-sized, spherical, high-purity metal powders. Its portfolio includes titanium, aluminum, nickel, tungsten and tantalum. Currently our fastest growing segment and this global market is on track to outperform, in terms of growth, traditional machining due to improved environmental efficiency, for instance through resource efficiency and speed of availability of parts.</p> <p><i>We guide to grow in line with the market.</i></p>	<p><b>Microelectronics:</b></p> <p>In close cooperation with selected customers, Tekna is in the final development stage nano nickel powders for the microelectronics industry. Nano powders below 100 nm are expected to become the new industry standard for high-end MLCC devices, and Tekna is one of only three producers that can deliver this.</p> <p><i>We aim to secure industrial scale supply to global tier 1 customer.</i></p>	<p><b>Energy Storage:</b></p> <p>Nano silicon can be used to improve performance of rechargeable batteries. Tekna has developed and patented its industrial process to produce spherical silicon nano powder. This is an important part of Tekna's IP portfolio. The company maintains active dialogue with developing partners within the energy storage space.</p> <p><i>Currently, resource priority is given to the significant opportunities in the other segments.</i></p> <p><b>Advanced Materials</b></p>



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