

Tekna Holding ASA

**2023**

January 1—December 31

# Remuneration Report



 **TEKNA**

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## Remuneration Report

In accordance with the Norwegian Public Limited Liability Companies Act (the “Act”) section 6-16b the Board of Directors of Tekna Holding ASA (“Tekna” or “Company”) has prepared a report on the salary and other remuneration of the CEO and senior executives, the executive leadership team (the “ELT”), of Tekna awarded or due in 2023.

The remuneration of the Board and ELT during the past financial year has been provided in accordance with the Remuneration Guidelines of the company, which were approved by the Extraordinary General Meeting held on 3 October 2022<sup>1</sup>.

This report regards remuneration of the following ELT for 2023:

- Chief Executive Officer (CEO) – position held by Luc Dionne
- Chief Financial Officer (CFO) – position held by Espen Schie
- VP Sales and Marketing – position held by Rémy Pontone
- VP Operations – position held by Etienne Villeneuve
- VP Corporate Strategic Development and Innovation - position held by Arina van Oost
- VP Legal Affairs and corporate secretary – position held by Sophie Burgaud
- Senior Financial advisor - position held by Serge Blackburn

(Hereinafter collectively referred to as the “Executive

Leadership Team”, “ELT” or separately as each “Executive”.)

In 2023, the shareholders elected three new members to the Board of Directors. During the year one new position was established and filled in the Company’s ELT.

There have been no derogations from the Remuneration Guidelines during 2023<sup>1</sup>.

<sup>1</sup> If not done before, the guidelines will be submitted to the general meeting for its approval every fourth year.  
<sup>2</sup> The Guidelines for Remuneration of Leading Persons is part of the Corporate Governance Policy, which can be found on the website: <https://www.tekna.com/investors/governance#CGCode>

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## 1. Introduction

This remuneration report 2023 provides an overview of remuneration for the Executive Leadership Team of Tekna in 2023 in relation to Tekna's Remuneration Guidelines, originally adopted by the extraordinary general meeting on 3 October 2022. This report has been prepared in accordance with the Norwegian Public Limited Liability Companies Act section 6-16b and follows the European Commission's Guidelines on the standardised presentation of the remuneration report. This is Tekna's second Remuneration Report.

### Scope and purpose

Tekna's Guidelines for Remuneration of Leading Persons ("the Remuneration Guidelines") describe the main principles governing salary and other remuneration for leading persons in the Tekna Group (the "Company"). "Leading persons" means persons covered by section § 7-31b of the Norwegian Accounting Act, which is the members of the Board of Directors and ELT of the Company.

The remuneration guidelines have been prepared with the aim of contributing to the implementation of the Company's strategy and achieving the Company's long-term objectives. The overall objectives of the guidelines are to ensure that the Company can attract, motivate and retain the employees with the experience and skills needed to achieve the Company's objectives, carry out its strategy and maximize stakeholder value.

The remuneration should not be of such a nature or size that it may negatively impact the Company's reputation. The general approach for the Company in relation to remuneration is to pay fixed salaries and pensions in line with market prices, while offering variable compensation linked to results for bonus and the share

incentive program. The long-term share incentive program is designed to support the Company's strategy and long-term interests. The remuneration of the ELT in 2023 was in accordance with Tekna's approved Remuneration Guidelines.

### Overview of the financial year 2023

Given the remuneration guidelines' purpose of achieving the Company's objectives and business goal both in the short and longer term, it is relevant to look both at financial results, key strategic developments and the company's efforts with regards to sustainability.

#### Financial results:

For the full year 2023, Tekna's operating revenues totaled CAD 40.9 million (26.9), at 52% increase compared to 2022. Adjusted EBITDA was negative CAD 4.1 million compared to negative CAD 12.8 million in 2022. Generally strong sales performance across business segments led to a total order backlog of CAD 24.0 million at the end of 2023.

#### Key developments:

Key events in Tekna during 2023 which could have affected the remuneration of the Executive Leadership Team include:

- Profitability roadmap drawn up and in execution, emphasizing operational excellence, right-sizing of organization, strict prioritization of R&D efforts towards Additive materials and Microelectronics and a strategic focus on near term revenue opportunities.
- New financing from Arendals Fossekompagni with a

loan agreement CAD 25 million in 3 tranches.

- Extended CAD 20M Agreement with Government's Strategic Innovation Fund.
- Tekna secured in total 12 new plasma systems orders.
- Market entry Metal Injection Molding and Binder Jetting which will allow Tekna to sell a greater proportion of its powder yield improving product margins and reducing inventory
- Capacity upgrade program led to a confirmed increase of production run rate by 70%.
- Microelectronics nickel nano development progressed towards 2 leading OEMs manufacturing groups but fell short of securing first orders for this new product.
- Raised Governance to a higher standard by adding board members, implementing new policies and an independent whistleblower system.

For further details, refer to the 2023 Annual report, which includes the Sustainability report on the Company's website.

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## 2. Total remuneration of directors

### Executive remuneration awarded or due in 2023

The Executive Leadership Team received an annual remuneration in line with the Remuneration Guidelines which consists of the following fixed and variable remuneration:

- Fixed salary
- Variable compensation
- Share based compensation
- Pension rights
- Other benefits

The remuneration of the Chief Executive Officer is determined by the Board of Directors. The remuneration of other members of the executive management is determined by the Chief Executive Officer after consulting with the compensation committee on the basis of the guidelines and any budgetary limits or other relevant decisions of the Board.

In absence of a compensation committee this role was fulfilled by the Chair of the Board.

In 2023, the remuneration to Executives consisted of 95% per cent fixed salary and 5% variable remuneration, and was in line with the guidelines set out in the remuneration guidelines.

#### Fixed salary

Fixed salary is set on the basis of a variety of factors including (i) the position and responsibilities of the relevant executive, (ii) the experience and skills of the relevant executive, (iii) salary levels for comparable positions in other companies and (iv) geographical location. Fixed salaries are normally adjusted on an annual basis.

#### Variable compensation

The variable compensation shall consist of performance-based elements and other elements determined by the Board. The performance based variable compensation shall contribute to growth and value creation for the shareholders and/or Tekna's financial results over time.

The variable remuneration is part of the incentives for reaching the company's long-term ambition, especially focused on growth and profitability. The variable compensation was mainly based on the financial results of the company with emphasis on achievements related to revenues, order intake and EBITDA for the Group or on a per segment level. In addition, personal targets related to strategic projects and growth initiatives were also part of the bonus criteria.

#### Bonus program

An annual bonus is implemented for members of the executive leadership team. The variable compensation is payable upon achieving measurable objectives. The program has a maximum ceiling of 25% of the executive's fixed salary and 35% for the CEO. An EBITDA adjusted threshold (budget) determines whether variable salary is paid or not. Variable compensation is paid in the second quarter following the closing of the reference year. Please refer to chapter 4 on the application of performance criteria.

#### Share based compensation

An Employee Share Purchase Plan (the Plan) is accessible to eligible persons as determined by the Board of Directors of Tekna Holdings Canada. The Plan enables the eligible person to acquire a proprietary interest in the growth and performance of Tekna Holdings Canada

and to enhance the ability of Tekna to attract, retain and reward qualified individuals.

On February 18, 2021, the Board of Directors of Tekna Holdings Canada Inc resolved to establish a share incentive program for key employees of the Company. The share incentive program is based on a structure in which certain members of the Company's ELT and management of the Portfolio Companies are offered the opportunity to subscribe to Shares in Tekna Holdings Canada Inc., and where the Company provided partial financing of their subscription of Shares under the share incentive program.

The total number of Shares included in the share incentive program of Tekna Holdings Canada Inc is 3,482,408, or 4% of the available shares. As part of the share incentive program, the key employees purchased 3,090,023 shares subject to a lock-up undertaking of 36 months following the date of the purchase of the Shares. The company has originally provided full loan financing of the purchase price of the Shares under the share incentive program, for a total of CAD \$1.3 million. As of December 31, 2023, the loan financing balance is CAD \$0.93 million.

The opportunity to subscribe to Shares in Tekna Holdings Canada was at fair value less a discount attributable to the inherent restrictions of the subscribed shares. The vested portion of the discount is reflected in as share-based compensation with an amount totalling CAD \$ 63 K for the executive leadership team for 2023.

Refer to figures 1 and 2 on [page 5](#) and figure 5 on [page 8](#).

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## Total remuneration of directors (continued)

Legal entity	in 1000 CAD	Note	Year	1 Fixed remuneration			2 Variable remuneration		3 Extraordinary items	4 Pension expense	5 Total Remuneration	6 Proportion of fixed and variable remuneration	
				Base salary	Fees	Other benefits	One-year variable <sup>1</sup>	Multi-year variable				Fixed	Variable
<b>Tekna Holding ASA</b>													
Luc Dionne, CEO (2014 - )			2023	336	-	38	10	-	-	3	387	97%	3%
			2022	335	-	36	-	-	-	3	374	100%	0%
	2		2021	267	-	18	45	-	-	8	338	87%	13%
Espen Schie, CFO (2023 -)		2	2023	284	-	34	10	-	-	11	339	97%	3%
<b>Tekna Plasma Europe SAS ("TPE")</b>													
Rémy Pontone, VP Sales and Marketing, Managing director TPE (2016 - )			2023	208	-	7	32	-	-	28	275	88%	12%
		4	2022	204	-	2	25	-	-	28	259	90%	10%
			2021	181	-	2	52	-	-	15	250	79%	21%
<b>Tekna Plasma Systems Inc</b>													
Serge Blackburn, Senior Financial Advisor (2017-)			2023	248	-	7	10	-	-	10	275	96%	4%
			2022	246	-	8	-	-	-	10	264	100%	0%
			2021	173	-	10	26	-	-	4	213	88%	12%
Arina van Oost, VP Corporate Strategic Development and Innovation (2020 - )			2023	201	-	10	10	-	-	4	225	96%	4%
			2022	184	-	7	-	-	-	5	196	100%	0%
Etienne Villeneuve, VP Operations (2020 - )			2023	198	-	8	10	-	-	4	220	95%	5%
			2022	188	-	8	-	-	-	4	200	100%	0%
			2021	180	-	9	24	-	-	4	217	89%	11%
Sophie Burgaud, VP Legal Affairs and Corporate Secretary (2022 - )			2023	201	-	11	10	-	-	4	226	96%	4%
		3	2022	75	-	3	-	-	-	1	79	100%	0%
<b>TOTAL</b>			<b>2023</b>	<b>1,675</b>	<b>-</b>	<b>116</b>	<b>92</b>	<b>-</b>	<b>-</b>	<b>64</b>	<b>1,947</b>	<b>95%</b>	<b>5%</b>

Figure 1: Executive remuneration 2023 and comparative information on change in remuneration from 2021 to 2023.

Name of Executive, position	Note	Number of shares:	Loan from the company (CAD)
<b>Tekna Holdings Canada Inc.</b>			
Luc Dionne, CEO		588,576	\$ 169,859
Serge Blackburn, Senior Financial Advisor		196,192	\$ 56,620
Rémy Pontone, VP Sales and Marketing, Managing director TPE		392,384	\$ 169,014
Arina van Oost, VP Corporate Strategic Development and Innovation		392,384	\$ 113,239
Etienne Villeneuve, VP Operations		196,192	\$ 56,620
Sophie Burgaud, VP Legal Affairs and Corporate Secretary		-	\$ -
<b>Tekna Holding ASA</b>			
Espen Schie, CFO		379,990	\$ -

## Notes

1. Variable components of remuneration paid for the fulfilment of a predetermined performance criteria in 2023 [reporting year] paid out in 2024 [reporting year +1].
2. Espen Schie joined as CFO of Tekna holding ASA in January 2023.
3. Sophie Burgaud joined as VP Legal Affairs and Corporate Secretary in August 2022
4. Remy Pontone, apart from being subject to the ELT remuneration, is also subject to the sales remuneration policy and derives a right to a variable salary from this part of his role.

For the performance information refer to Chapter 4.

For comparative information refer to Chapter 6.

Figure 2: Share holdings ELT in Tekna Holdings Canada Inc. and Tekna Holding ASA.

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## Total remuneration of directors (continued)

in 1000 CAD												
Name of Executive, position (start / end)	Note	Year	1 Fixed remuneration			2 Variable remuneration		3 Extraordinary items	4 Pension expense	5 Total Remuneration	6 Proportion of fixed and variable remuneration	
			Base salary	Fees	Other benefits	One-year variable	Multi-year variable				Fixed	Variable
<b>Tekna Holding ASA - Board of Directors</b>												
Dag Teigland, Chair of the Board (2022 - )		2023	-	101	-	-	-	-	-	101	100%	-
	1	2022	-	21	-	-	-	-	-	21	100%	-
Torkil Mogstad, Member of the Board, Member of the Audit Committee (2021 - )		2023	-	-	-	-	-	-	-	-	-	-
	2	2022	-	-	-	-	-	-	-	-	-	-
		2021	-	-	-	-	-	-	-	-	-	-
Anne Lise Meyer, Member of the Board, Chair of the Audit Committee (2022 - )		2023	-	126	-	-	-	-	-	126	100%	-
	3	2022	-	39	-	-	-	-	-	39	100%	-
Barbara Thierart-Perrin, Member of the Board (2022 - )		2023	-	105	-	-	-	-	-	105	100%	-
	4	2022	-	44	-	-	-	-	-	44	100%	-
Lars Magnus E. Fagernes, Member of the Board		2023	-	-	-	-	-	-	-	-	-	-
Kristin Skau Åbyholm, Member of the Board		2023	-	41	-	-	-	-	-	41	100%	-
Ann-Kari Amundsen Heier, Member of the Board		2023	-	-	-	-	-	-	-	-	-	-
Morten Henriksen, Member of the Board (2021 - 01.2023)		2023	-	-	-	-	-	-	-	-	-	-
	8	2022	-	-	-	-	-	-	-	-	-	-
		2021	-	-	-	-	-	-	-	-	-	-

Figure 3: Remuneration of Board of Directors (paid and provisioned) and comparative information on change in remuneration from 2021 to 2023.

Name of Board Member	Note	Own Holdings	Related parties	Number of shares in Tekna Holding ASA
Dag Teigland	9	-	728,818	728,818
Torkil Sigurd Mogstad	10,11	-	52,125	52,125
Ann-Kari Amundsen Heier	11	-	-	-
Lars Magnus Eldrup Fagernes	11	-	-	-
Anne-Lise Meyer		-	-	-
Barbara Thierart Perrin		-	-	-
Kristin Skau Åbyholm	12	-	3,686,745	3,686,745

Figure 4: Share holdings of Board of Directors in Tekna Holdings ASA

## Notes

- Dag Teigland was elected Chair in the EGM of 3 October 2022, replacing Morten Henriksen.
- Torkil Mogstad joined the Audit Committee in June 2022; dependent on main shareholder Arendals Fossekompni ASA.
- Anne Lise Meyer was elected member of the Board in the EGM of 30 May 2022 and became Chair of the Audit Committee in June 2022.
- Barbara Thierart-Perrin was elected member of the Board in the EGM of 10 March 2022.
- Lars Magnus Eldrup Fagernes was elected member of the Board in the AGM of 3 May 2023; dependent on main shareholder Arendals Fossekompni ASA.
- Kristin Skau Åbyholm was elected member of the Board in the AGM of 3 May 2023; independent.
- Ann-Kari Amundsen Heier was elected member of the Board in the EGM of 19 December 2023; dependent on main shareholder Arendals Fossekompni ASA.
- Morten Henriksen was Chair from 24 November 2021 until 3 October 2022 and resigned in January 2023; dependent on main shareholder Arendals Fossekompni ASA.
- Mr. Teigland owns shares through his 100% owned company Tibidabo Industrier AS with 52,000 shares and Tibidabo Invest AS with 676,818 shares. On 22 May 2023, Dag Teigland bought, through his wholly owned company Tibidabo Invest AS, 678,818 shares from Arendals Fossekompni ASA, with a 20% discount against a lock-up period of 3 years.
- Mr. Mogstad owns shares through his 100% owned company Loma Plata AS.
- Representing Arendals Fossekompni ASA with 89,046,452 shares.
- Representing 1,331,883 shares in Victoria India Fund AS and 2,354,862 in Kvantia AS.

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## Total remuneration of directors (continued)

### Pension

Tekna has a defined contribution pension plan for its employees. The members of the ELT are part of this pension plan in line with other employees. No member of the ELT has any individual pension rights.

### Other benefits

Tekna has a Health insurance plan for its employees. The members of the ELT are part of this health insurance plan in line with other employees. No member of the ELT has any deviating rights.

The remuneration of senior management may include other benefits such as a company car or car allowance and travel allowance. Any such benefits shall be granted on market terms and shall only constitute a limited part of the total remuneration package.

## Remuneration of the Board of Directors

Remuneration for the Board of Directors was confirmed in the Annual General Meeting (AGM) in May 2023 and will be paid out prior to the 2024 AGM. No compensation was paid for dependent Board members. Additional fees were included for the Audit Committee.

Refer to figures 3 and 4 on [page 6](#).

## 3. Use of the right to reclaim remuneration

No remuneration has been reclaimed in 2023.

## 4. Remuneration Guidelines compliance and application of performance criteria

There have been no significant derogations from the Remuneration Guidelines during 2023.

The variable remuneration of the ELT is structured in the form of a bonus program. The determination of the bonus is decided by an assessment of the achievement of pre-defined annual performance targets, financial as well as non-financial, qualitative and quantitative.

The criteria for a bonus are:

- Annual results: The bonus will be calculated from the current year performance against budget
- Other objectives: Objectives made to support the business strategy

The objective of the bonus program is that a bonus calculated from the financial results and from nonfinancial achievements shall motivate to achieve better results for Tekna on the most essential areas of Tekna's activities.

The non-financial targets are personal and individual and are related to achievements considered to be particularly important for the strategic development of the company and in line with the accountabilities per execu-

tive as defined in the company's Accountability Matrix. Examples of personal targets for the Executive Leadership Team are linked to specific ESG targets, expansion of market footprint, increase in capacity as well as customer satisfaction.

Maximum variable compensation for the Executive Leadership Team equals 25% of fixed remuneration for executives and 35% for the CEO.

An EBITDA adjusted threshold (budget) determines the right to variable pay. Although EBITDA adjusted was below target the Board of Directors valued the extraordinary performance in 2023 and awarded the ELT a discretionary bonus of CAD 10k per person independent of individual target achievement. The bonus for the ELT (including CEO) constitutes five per cent of the total remuneration for 2023.

Variable compensation is paid in the second quarter following the closing of the reference year.

## 5. Derogations / deviations from remuneration guidelines and implementation procedure

No exceptional circumstances.

### Indication of specific elements derogated from

The remuneration Guidelines refers to a compensation committee in paragraph 5.1. The Board has not appointed a compensation committee hence the role is fulfilled by the Chair of the Board.

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## Remuneration Guidelines compliance and application of performance criteria (continued)

in 1000 CAD						
Name of Executive, position	Note	1 Description of criteria related to the remuneration component	2 Relative weighting of the performance criteria	3 Optional information on Performance Targets		4 a) Measured performance and b) actual award/ remuneration outcome
				a) Minimum target / threshold performance and b) corresponding award / remuneration	a) Maximum target / threshold performance and b) corresponding award / remuneration	
<b>Executive Leadership Team bonus</b>						
Applicable to all members of Executive Leadership Team	4	Revenue growth in line with strategic ambition and budget figures	20%	a) b)	<i>Not relevant as EBITDA adj threshold was not met.</i>	52.0%
	4	Contribution margins	20%	a) b)		0 \$
	4	EBITDA adj in line with strategic ambition and budget figures	20%	a) b)		-4.1 M \$
	4	Strategic objectives to position the company for structural and organic growth	40%	a) b)		0 \$
<b>Sales bonus</b>						
Remy Pontone, VP Sales and Marketing	5	Achievement of materials sales target based on Sales Bonus Policy	100%	a) 30% yoy growth b)	n/a n/a	32% 21.8 K\$

Figure 5: Performance of Executives in 2023

## 6. Comparative information on the change of remuneration and company performance

Tekna has been listed since 2021 and therefore discloses three years of comparative information instead of the five years recommended in the European guideline.

See Figure 1 in Chapter 2 for Comparative information on change in remuneration.

Notes to figure 1 related to comparative information:

2: Espen Schie joined as CFO of Tekna holding ASA in January 2023.

3: Sophie Burgaud joined as VP Legal Affairs and Corporate Secretary in August 2022.

## 7. Information on shareholder advisory vote

The annual general meeting took place on May 3, 2023.

The general meeting passed the following resolution: The general meeting endorses the report on salary and other remuneration for leading persons for 2022.

The resolution was passed unanimously.

### Notes

- 4. Although EBITDA adjusted was below target the Board of Directors valued the extraordinary performance in 2023 and awarded the ELT a discretionary bonus of CAD 10k per person independent of individual target achievement.
- 5. Remy Pontone, apart from being subject to the ELT remuneration, is also subject to the sales remuneration policy and derives a right to a variable salary from this part of his role.



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## 8. Independent auditor’s assurance report on salary and other remuneration to directors



To the General Meeting of Tekna Holding ASA

### Independent auditor’s assurance report on report on salary and other remuneration to directors

#### Opinion

We have performed an assurance engagement to obtain reasonable assurance that Tekna Holding ASA report on salary and other remuneration to directors (the remuneration report) for the financial year ended 31 December 2023 has been prepared in accordance with section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation.

In our opinion, the remuneration report has been prepared, in all material respects, in accordance with section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation.

#### Board of directors’ responsibilities

The board of directors is responsible for the preparation of the remuneration report and that it contains the information required in section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation and for such internal control as the board of directors determines is necessary for the preparation of a remuneration report that is free from material misstatements, whether due to fraud or error.

#### Our Independence and Quality Management

We are independent of the company as required by laws and regulations and the International Ethics Standards Board for Accountants’ Code of International Ethics for Professional Accountants (including International Independence Standards) (IESBA Code), and we have fulfilled our other ethical responsibilities in accordance with these requirements. We apply the International Standard on Quality Management (ISQM) 1, *Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements*, and accordingly, maintain a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

#### Auditor’s responsibilities

Our responsibility is to express an opinion on whether the remuneration report contains the information required in section 6-16 b of the Norwegian Public Limited Liability Companies Act and the accompanying regulation and that the information in the remuneration report is free from material misstatements. We conducted our work in accordance with the International Standard for Assurance Engagements (ISAE) 3000 – “Assurance engagements other than audits or reviews of historical financial information”.

We obtained an understanding of the remuneration policy approved by the general meeting. Our procedures included obtaining an understanding of the internal control relevant to the preparation of the remuneration report in order to design procedures that are appropriate in the circumstances, but not for the

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purpose of expressing an opinion on the effectiveness of the company’s internal control. Further we performed procedures to ensure completeness and accuracy of the information provided in the remuneration report, including whether it contains the information required by the law and accompanying regulation. We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Arendal, 10 April 2024  
PricewaterhouseCoopers AS

Lars Ole Lindal  
State Authorised Public Accountant

# 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>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>

## Plasma Systems

## Advanced Materials

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## request

*We encourage you to read the document on a device instead of printing it.*

 **TEKNA**