

**2022**

# **GRI Report**

**Every particle counts...**



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## Introduction

This report was created using the GRI standards 2021: GRI 1 Foundations 2021, GRI 2 General Disclosures 2021 and GRI 3 Material Topics 2021 with effective date January 1, 2023.

### In this report you will find the following structure:

Introduction	clarifying the scope and related documents and in-
GRI 2, 3, 20X, 30X, 40X	contains the reporting on those standards
Content index	a complete GRI content index that helps navigate the disclosures and information that we have reported
Abbreviations	clarifies them as they are applied in the report

### This report comprises the following organisational units:

	Comment	Staff in 2022
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	132
Tekna Advanced Materials Inc [TAM], Canada	powder production	47
Tekna Microelectronics Unit [TMC], Canada	activity started end of 2021	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	2
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
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## External assurances

Internally the Audit Committee approves the GRI report. 'The GRI report was not externally assured on its publication date; Note that the CO2 metrics were assured for our main shareholder Arendals Fossekompagni ASA ("AFK"). Tekna aims to implement assurance for its next reporting period.

## Useful documents

Tekna has published a number of reports. Throughout this document you will find references and links to those reports. They can all be found on [www.tekna.com](http://www.tekna.com). More specifically:

- Human Rights and Transparency Report 2022
- Carbon Accounting Report 2022
- Sustainability Report 2022
- EU taxonomy Report 2022
- Annual Report 2022
- Remuneration Report 2022
- Corporate Governance Report 2022

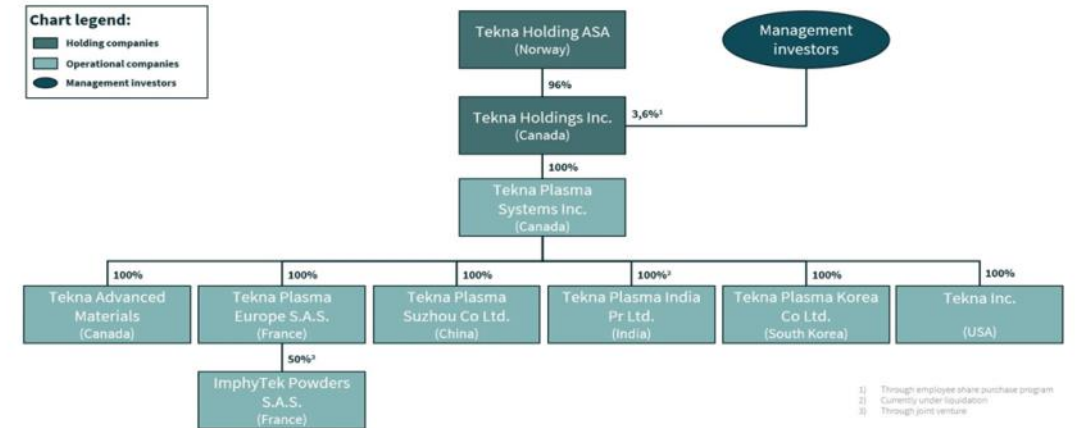
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## Introduction (continued)

Tekna published its first Sustainability report in 2021 following the GRI standards. This year, year two, we opted for a more transparent approach. In this spreadsheet all the GRI requirements are included, organised with a sheet per series. We have advanced much in 2022 (+150%) and in this report we have given much more information on many topics organised per requirement. We have also had to omit certain requirements and sub-requirements indicated in grey. Below a high-level overview of the completeness per GRI series. We have not yet excluded the GRI's that are not applicable to Tekna.

## Organization chart



## GRI Completion status

### Status overview

		status	start	Legend	Completion status
GRI 2	Disclosures to provide information about the reporting practices; activities and workers; governance; strategy, policies, and practices; and stakeholder engagement	✔	2021	✔	100% completed
GRI 3	Contains disclosures that the organization uses to report information about its process of determining material topics, its list of material topics, and how it manages each topic	●	2021	●	more than 75%
GRI 20X	Economic topics (concerns an organization's impacts on the economic conditions of its stakeholders, and on economic systems at local, national, and global levels. It does not focus on the financial condition of an organization.)	●	2021	●	26% - 75%
GRI 30X	Environmental disclosures	●	2021	●	0% - 25%
GRI 40X	Social topics	●	2021	●	0% - 25%

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# Abbreviations

## Legal entities

THASA	Tekna Holding ASA [THASA], Norway
THC	Tekna Holding Canada Inc [THC], Canada
TPS	Tekna Plasma Systems Inc [TPS], Canada, HQ
TAM	Tekna Advanced Materials Inc [TAM], Canada
TMC	Tekna Microelectronics Unit [TMC], Canada
TPE	Tekna Plasma Europe SAS [TPE], France
Imphytek	Imphytek Powders SAS [Imphytek], France, JV
TPZ	Tekna Plasma Suzhou Co Ltd [TPZ], China
TPK	Tekna Plasma Korea Co Ltd [TPK], Korea
TCU	Tekna Inc [TCU], USA

## Template structure

Disclosed	
Omitted	Colour coding used to indicate quickly what type of information was made available or in some cases omitted.
Descriptive KPI	
Quantitative KPI	

Unit	the unit applicable to the reported kpi
Coverage	Geographical or legal entity details about the information provided. If the field is empty you may assume a global application, unless otherwise indicated in the text (could apply to a descriptive KPI).
Category	GRI prescribed like gender and age groups for instance, others are developed inhouse.
=	indicates the absolute number of described input
%	indicates the relative number as a percentage of described input
2022 (or 20xx)	indicates the year the KPI was measured. If it is empty you may assume no disclosure is made (data unavailable)
Comment or Link	Explanatory comment or a link to the page on our website where you can find further information or proof
M	gender: Male
F	gender: Female
X	any other sexe or not disclosed
C-suite	Includes CEO, CFO and the VPs
Non-exec. mgt	Non-Executive Management includes the Directors
Others	Includes all employees not included in C-Suite or Non-Executive Management
BIPOC	"BIPOC" refers to "black, indigenous, and other people of color"

CA	Canada
FR	France
KOR	Korea

## Descriptive elements

na	Not applicable
Tekna	Unless specifically mentioned, Tekna refers to the entire group of Tekna companies.
CoC	Code of Conduct
SCoC	Supplier Code of Conduct
AFK	Arendals Fossekompani ASA
TBC	To be confirmed
GHG	Greenhouse gases: The main greenhouse gases whose concentrations are rising are carbon dioxide, methane, nitrous oxide, hydrochlorofluorocarbons (HCFCs), hydrofluorocarbons (HFCs) and ozone in the lower atmosphere.

## Units

#	quantity
2022	the description was updated for 2022
tCO <sub>2</sub> e	tCO <sub>2</sub> e stands for tonnes (t) of carbon dioxide (CO <sub>2</sub> ) equivalent (e). "Tonne" is a fancy way of writing metric ton, or 2,200 pounds. "Carbon dioxide equivalent" is a standard unit for counting greenhouse gas (GHG) emissions regardless of whether they're from carbon dioxide or another gas, such as methane.
avg.	average
GJ	A gigajoule, abbreviated as GJ, is a unit of measurement of energy consumption: a gigajoule is equal to one thousand million joules.
kWh	A kilowatt-hour is a unit of energy: one kilowatt of power for one hour.
m <sup>3</sup>	The cubic meter is the unit of volume in the International System of Units (SI). Its symbol is m <sup>3</sup> .
MWh	Megawatt-hour: A unit of energy, especially of electrical energy, equal to that done by one megawatt acting for one hour.
pkm	A passenger-kilometre, abbreviated as pkm, is the unit of measurement representing the transport of one passenger by a defined mode of transport (road, rail, air, sea, inland waterways etc.) over one kilometre.
tonne	A tonne is a metric unit of weight that is equal to 1000 kilograms.

Disclosed	Omitted	Descriptive KPI	Quantitative KPI
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Key Figures

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.			
							=	%	=	%	=	%	=	%					
G R I  2  G e n e r a l  D i s c l o s u r e s	GRI 2-1																		
	<b>Organizational details</b>																		
	a.		Report its legal name																
	b.		report its nature of ownership and legal form																
	c.		report the location of its headquarters																
	d.		report its countries of operation.																
	GRI 2-2																		
	<b>Entities included in the organization's sustainability reporting</b>																		
	a.		list all its entities included in its sustainability reporting;																
	b.		if the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting;																
c.		if the organization consists of multiple entities, explain the approach used for consolidating the information, including:																	
c.i.		whether the approach involves adjustments to information for minority interests;																	
c.ii.		how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities;																	
c.iii.		whether and how the approach differs across the disclosures in this Standard and across material topics.																	

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
<b>GRI 2-3</b>																	
<b>Reporting period, frequency and contact point</b>																	
		a.	specify the reporting period for, and the frequency of, its sustainability reporting;														This report covers the period from 1 January to 31 December 2022.
		b.	specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;														The financial reporting covers the period from 1 January to 31 December and aligns with the sustainability reporting.
		c.	report the publication date of the report or reported information;														The Sustainability report is included in Tekna's Annual Report and will be published on 11 April 2023.
		d.	specify the contact point for questions about the report or reported information.														Please contact the VP for Corporate Strategic Development and Innovation, Ms. Arina van Oost, for any enquiries about this report at <a href="mailto:esg@tekna.com">esg@tekna.com</a> .
<b>GRI 2-4</b>																	
<b>Restatements of information</b>																	
		a.	report restatements of information made from previous reporting periods and explain:														Restatements for Canada 1) Carbon Accounting Scope 2 (2019-2021) 2) Energy intensity (2021)
		a.i.	the reasons for the restatements;														1) CO2 Scope 2 - More accurate information became available from supplier. Hydro Quebec publishes emissions which are higher than those that the CEMAsys reporting system calculates for hydropower (CEMAsys states 0 tCO2e/kWh). Cemasys created the category "Hydropower, Quebec" and it has been corrected for 2021. 2) Energy intensity - 2021 needed to be restated as not the full year of electricity had been taken into the calculation.
		a.ii.	the effect of the restatements.														1) CO2 Scope 2 – An increase of 4,1 tCO2e for 2021 (total for two entities in Canada). 2) Energy intensity: 2021 Published 10.9 kWh/kg powder produced; 2021 Correction 12.0 kWh/kg powder produced.
<b>GRI 2-5</b>																	
<b>External assurance</b>																	
		a.	describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved;														Due to budgetary constraints Tekna has not sought external assurance. Internally the Board of Directors approves the Sustainability report.
		b.	if the organization's sustainability reporting has been externally assured:														The Tekna Sustainability report 2022, including the Carbon Accounting Report 2022, was not externally assured on its publication date; Note that the CO2 metrics were assured for our main shareholder Arendals Fossekompani ASA ("AFK"). Tekna aims to implement assurance for its next reporting period.
		b.i.	provide a link or reference to the external assurance report(s) or assurance statement(s);														AFK publishes its sustainability report on this webaddress: <a href="https://arendalsfossekompani.no/en/sustainability">https://arendalsfossekompani.no/en/sustainability</a> <a href="https://arendalsfossekompani.no/en/sustainability">https://arendalsfossekompani.no/en/sustainability</a>
		b.ii.	describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process;														na
		b.iii.	describe the relationship between the organization and the assurance provider.														AFK and Tekna use the same financial auditor, which AFK is using for the assurance of its sustainability report.

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

GRI 2-6																	
Activities, value chain and other business relationships																	
		a.	report the sector(s) in which it is active;														
		b.	describe its value chain, including:														102-9a: Criteria 2
		b.i.	the organization's activities, products, services, and markets served;														
		b.ii.	the organization's supply chain;														
		b.iii.	the entities downstream from the organization and their activities;														
		c.	report other relevant business relationships;														
		d.	describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.														

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

GRI 2-7																								
Employees																								
	a.	report the total number of employees, and a breakdown of this total by gender and by region;		Europe	M	21	9.7%										Principle 6							
					F	10	4.6%																	
					X	0	0.0%																	
				America	M	136	63.0%																	
					F	43	19.9%																	
					X	0	0.0%																	
				Asia	M	5	2.3%																	
					F	1	0.5%																	
					X	0	0.0%																	
				b.	report the total number of:	b.i. permanent employees, and a breakdown by gender and by region;		Europe	M	21	9.7%													
									F	10	4.6%													
									X	0	0.0%													
								America	M	136	63.0%													
									F	43	19.9%													
									X	0	0.0%													
								Asia	M	5	2.3%													
									F	1	0.5%													
									X	0	0.0%													
								b.ii.	temporary employees, and a breakdown by gender and by region;			Europe	M	0										
													F	0										
													X	0										
				America	M	0																		
					F	0																		
					X	0																		
Asia	M	0																						
	F	0																						
	X	0																						
b.iii.	non-guaranteed hours employees, and a breakdown by gender and by region;			Europe	M	0																		
					F	0																		
					X	0																		
				America	M	0																		
					F	0																		
					X	0																		
				Asia	M	0																		
					F	0																		
					X	0																		



Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.			
							=	%	=	%	=	%	=	%					
			b.iv. full-time employees, and a breakdown by gender and by region;	Europe	M		21	9.7%											
					F		10	4.6%											
					X		0	0.0%											
					America	M		136	63.0%										
						F		43	19.9%										
						X		0	0.0%										
				Asia	M		5	2.3%											
					F		1	0.5%											
					X		0	0.0%											
				b.v. part-time employees, and a breakdown by gender and by region;	Europe	M		0											
						F		0											
						X		0											
					America	M		0											
						F		0											
						X		0											
					Asia	M		0											
						F		0											
						X		0											
c.		describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:				We use data extracted from the Human Resources Management System (Ultipro by UKG).							Principle 6						
c.i.		in head count, full-time equivalent (FTE), or using another methodology;				Head count													
c.ii.		at the end of the reporting period, as an average across the reporting period, or using another methodology;				At the end of the reporting period													
d.		report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;				Tekna's headquarter and main production sites are in Canada. The production environment is predominantly male.							Principle 6						
e.		describe significant fluctuations in the number of employees during the reporting period and between reporting periods.				The increase in personnel is due to increased activity in operations as well as reporting obligations and governance due to public listing.							Principle 6						

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
<b>GRI 2-8</b>																
<b>Workers who are not employees</b>																
	a.		report the total number of workers who are not employees and whose work is controlled by the organization and describe:				na									Principle 6
	a.i.		the most common types of worker and their contractual relationship with the organization;													
	a.ii.		the type of work they perform;													
	b.		describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:				na									Principle 6
	b.i.		in head count, full-time equivalent (FTE), or using another methodology;				na									
	b.ii.		at the end of the reporting period, as an average across the reporting period, or using another methodology;				na									
	c.		describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.				na									Principle 6
<b>GRI 2-9</b>																
<b>Governance structure and composition</b>																
	a.		describe its governance structure, including committees of the highest governance body;													Criterion 1, 20
	b.		list the committees of the highest governance body that are responsible for decision- making on and overseeing the management of the organization's impacts on the economy, environment, and people;													
	c.		describe the composition of the highest governance body and its committees by:													Criterion 1, 20 SDG 16, 5
	c.i.		executive and non-executive members;				None of the Board members are part of the Executive Leadership Team									
	c.ii.		independence;				50% independent members									
	c.iii.		tenure of members on the governance body;				Refer to the Board member descriptions in the Annual report 2022									<a href="#">investors/finreports (tekna.com)</a>
	c.iv.		number of other significant positions and commitments held by each member, and the nature of the commitments;				Refer to the Board member descriptions in the Annual report 2022									<a href="#">investors/finreports (tekna.com)</a>
	c.v.		gender;				50% female members									
	c.vi.		under-represented social groups;				na									
	c.vii.		competencies relevant to the impacts of the organization;				Refer to the Board member descriptions in the Annual report 2022									<a href="#">investors/finreports (tekna.com)</a>
	c.viii.		stakeholder representation.				Refer to the Corporate Governance Report 2022, published as part of the annual report 2022									<a href="#">investors/governance (tekna.com)</a>

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
<b>GRI 2-10</b>																
<b>Nomination and selection of the highest governance body</b>																
	a.		describe the nomination and selection processes for the highest governance body and its committees;												<a href="#">investors/governance (tekna.com)</a>	Criterion 1, 20 SDG 16, 5
	b.		describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:													
		b.i.	views of stakeholders (including shareholders);													Since the Chair of the board was dependent on the majority shareholder Arendals Fossekompani ASA, the shareholder perspective was well-represented.
		b.ii.	diversity;													In 2022 this was a priority to meet Norwegian requirements. Going forward the aim is to hire the best candidate respecting a minimum 40% female participation.
		b.iii.	independence;													the aim was to increase the independence from 100% majority shareholder Board members in 2021 to at least 40% independent participation.
		b.iv.	competencies relevant to the impacts of the organization.													In 2022, particularly competencies in the battery industry and finance were of significant importance (and were found)
<b>GRI 2-11</b>																
<b>Chair of the highest governance body</b>																
	a.		report whether the chair of the highest governance body is also a senior executive in the organization;													Criterion 1, 20 SDG 16
	b.		if the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.													na
<b>GRI 2-12</b>																
<b>Role of the highest governance body in overseeing the management of impacts</b>																
	a.		describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to <b>sustainable development</b> ;													Criterion 1, 20
	b.		describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:													Criterion 1, 20 SDG 16
		b.i.	whether and how the highest governance body engages with stakeholders to support these processes;													The Board of Directors mostly engages with Investors and Employees and occasionally with Customers, however, the more ongoing stakeholder management is in the hand of the relevant employees, ie Sales team with customers, Purchasing team with Suppliers etc.
		b.ii.	how the highest governance body considers the outcomes of these processes;													A summarised view of stakeholder engagement is included in the presentation to the board on Sustainability.
	c.		describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.													Criterion 1, 20. Principle A2.2

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
<b>GRI 2-13</b>																
<b>Delegation of responsibility for managing impacts</b>																
		a.	describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:													Criterion 1, 20
		a.i.	whether it has appointed any senior executives with responsibility for the management of impacts;			Responsibility for Impacts on the economy are with the CEO Responsibility for Governance, including risk management, is assigned to the CFO Responsibility for Sustainability and ESG reporting lies with the VP Corporate Strategic Development and Innovation										
		a.ii.	whether it has delegated responsibility for the management of impacts to other employees;			The Logistics director is responsible for the Governance, including Human Rights, in the Supply chain.										
		b.	describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.			The Board of Directors meets the Group CEO and CFO and Executive Leadership Team 4-6 times a year. ESG, including climate-related risks and opportunities are subject to an annual review with the board.										Criterion 1, 20
<b>GRI 2-14</b>																
<b>Role of the highest governance body in sustainability reporting</b>																
		a.	report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;			The Board of Directors reviews and approves the annual sustainability reporting. Ahead of the publication the board is updated (normally in Q1) of changes in materiality. The request for a Sustainability Committee has been voiced to the Board of Directors.										Criterion 1, 20
		b.	if the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this.			na										
<b>GRI 2-15</b>																
<b>Conflicts of interest</b>																
		a.	describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;			The Board members and Executive Leadership Team are requested once a year to complete a Directors and Officers compliance questionnaire, disclosing any conflicts of interest. More detailed information can be found in the Corporate Governance report included in the Tekna annual report 2022.								<a href="#">investors/governance (tekna.com)</a>		Criterion 1, 20 SDG 16
		b.	report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:			Conflicts of interest will be disclosed when applicable.										Criterion 1, 20 SDG 16
		b.i.	cross-board membership;			Not applicable at present.										
		b.ii.	cross-shareholding with suppliers and other stakeholders;			Not applicable at present.										
		b.iii.	existence of controlling shareholders;			Not applicable at present.										
		b.iv.	related parties, their relationships, transactions, and outstanding balances.			In the Prospectus 2022, published on <a href="http://www.tekna.com/investors">www.tekna.com/investors</a> , Tekna disclosed: The members of the Board of Directors, Morten Henriksen and Torkil Mogstad, hold executive management positions in AFK, which is the majority shareholder in the Company.								<a href="#">investors/share (tekna.com)</a>		

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.		
							=	%	=	%	=	%	=	%				
<b>GRI 2-16</b>																		
<b>Communication of critical concerns</b>																		
	a.		describe whether and how critical concerns are communicated to the highest governance body;													No critical concerns were communicated to Tekna through grievance mechanism or otherwise in 2022.	Criterion 1, 20	
	b.		report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	#			0										Criterion 1, 20	
<b>GRI 2-17</b>																		
<b>Collective knowledge of the highest governance body</b>																		
	a.		report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.													At least once a year (usually Q1) the board is updated on Sustainable Development of the company. The update includes educating the Board members (and Executive Leadership) on the purpose of the main activities and the relevant reporting systems (GRI, EU Taxonomy, TCFD, SBTi). With three new Board members joining in 2022, the 2023 session focussed on aligning all Board members in terms of knowledge.	Criterion 1, 20 SDG 4	
<b>GRI 2-18</b>																		
<b>Evaluation of the performance of the highest governance body</b>																		
	a.		describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people;													The Board evaluates its performance once a year. However, the Board has not evaluated its performance in 2022 since three of the Board members are new, and the Board consider that a full year of Board activity is needed before it is meaningful to proceed with an evaluation.	Criterion 1, 20	
	b.		report whether the evaluations are independent or not, and the frequency of the evaluations;													The Board evaluates its performance once a year.	Criterion 1, 20	
	c.		describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.													Feedback from our other shareholders conveyed trust in the existing Board of Directors and a wish for adding more independent board members. The Chair has hired a Board selection agency for the selection of new Board members. Changes have taken place in 2022 to improve the board composition in terms of competencies relevant to Tekna, independence and diversity. Two independent female board members have joined bringing considerable market know-how for Tekna's future endeavours.	Criterion 1, 20	
<b>GRI 2-19</b>																		
<b>Remuneration policies</b>																		
	a.		describe the remuneration policies for members of the highest governance body and senior executives, including:													Refer to the Remuneration Report 2022	<a href="https://www.tekna.com/investors/finreports">investors/finreports (tekna.com)</a>	Criterion 1, 20
			a.i. fixed pay and variable pay;															
			a.ii. sign-on bonuses or recruitment incentive payments;															
			a.iii. termination payments;															
			a.iv. clawbacks;															
			a.v. retirement benefits;															
	b.		describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.													Refer to the Remuneration Report 2022	<a href="https://www.tekna.com/investors/finreports">investors/finreports (tekna.com)</a>	Criterion 1, 20

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

**GRI 2-20**

**Process to determine remuneration**

a.	describe the process for designing its remuneration policies and for determining remuneration, including:	<p>1) Tekna has Guidelines for Remuneration of Leading Persons that describe the main principles governing salary and other remuneration for leading persons in the Tekna Group. Refer to the Remuneration Report 2022.</p> <p>2) For employees the remuneration program was updated in the course of 2021-2022 and is ensuring pay equity. Tekna has developed and transitioned its workers compensation system to ensure equality, based on an objective job evaluation method that positions employees on the relative value of their jobs. This system is compliant with the legal requirements prescribed by the Commission for labor standards, pay equity and occupational health and safety (CNESST) of the Province of Quebec. Therefore, the average pay for men and women vary due to differences in job categories and years of service, not because of gender.</p>	<p><a href="https://investors/finreports/tekna.com">investors/finreports (tekna.com)</a></p>	Criterion 1, 20
a.i.	whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;	<p>1) The compensation committee has not been appointed yet and therefore its tasks are delegated to the Chair of the Board.</p> <p>2) The Board of Directors approves the budget available for annual increases for Tekna group employees.</p>		
a.ii.	how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;	<p>1) Tekna will, in the annual general meeting of 2023, seek the advisory vote of its shareholders on Executive Leadership and Board member remuneration.</p>		
a.iii.	whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives;	<p>1) The Remuneration committee of the majority shareholder recommends on Board and CEO pay.</p> <p>2) For employees an independent consultant was hired to establish the new pay equity program. They worked directly with Human Resources and were independent from the company leadership.</p>		
b.	report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	<p>1) The first advisory vote will take place at the Annual General Meeting currently scheduled for May 3, 2023.</p>		Criterion 1, 20, SDG 16

**GRI 2-21**

**Annual total compensation ratio**

**GRI 2-22**

**Statement on sustainable development strategy**

a.	report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	<p>Luc Dionne CEO: "To operate in a sustainable manner is a given at Tekna and a prerequisite for the company's long-term results and value creation. When we develop more resource-efficient, safer and more environmentally friendly solutions, we contribute alongside our customers towards a more sustainable future. ESG is therefore not just an add-on to our corporate strategy. It resides at the core of our purpose. "</p>		Criterion 19 Principle A1.1, 1.2, A1.3, 2.2
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Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
<b>GRI 2-23</b>																
<b>Policy commitments</b>																
		a.	describe its policy commitments for responsible business conduct, including:													"102-16; Principle 10, Criterion 12-14, SDG 16, Principle A2.3
		a.i.	the authoritative intergovernmental instruments that the commitments reference;			The Code of Conduct for Employees and Suppliers reference the following authoritative intergovernmental instruments: - 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 - the International Bill of Human Rights, and the OECD Guidelines for Multinational Enterprises - the UN Convention on the Rights of the Child - the Ten Principles of the UN Global Compact										
		a.ii.	whether the commitments stipulate conducting due diligence;			Due to Covid travel restrictions we have not been able to perform very few supplier audits on site. The implementation of the supplier self-assessment has allowed a certain level of due diligence on our code of conduct. Supplier audits, particularly in Asia, have recommenced in 2023.										
		a.iii.	whether the commitments stipulate applying the precautionary principle;			TEKNA supports the precautionary principle in relation to environmental challenges and will be a driving force for new and more environmentally friendly technology. (CoC paragraph 3.2)										
		a.iv.	whether the commitments stipulate respecting human rights;			yes, see a.i of this GRI 2-23										
		b.	describe its specific policy commitment to respect human rights, including:			TEKNA 's Business Partners shall respect human rights, and always act in line with the rules and principles laid out in <a href="https://www.tekna.com/esg">esg (tekna.com)</a> 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 (For more, refer to the Suppliers Code of conduct 2021, chapter 4.1 Human rights, <a href="https://www.tekna.com/esg">tekna.com/esg</a> ).										
		b.i.	the internationally recognized human rights that the commitment covers;			yes, see a.i of this GRI 2-23										
		b.ii.	the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment;			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 (For more, refer to the Suppliers Code of conduct 2021, chapters 4.2 Prohibition of child labor, and 4.5 Discrimination and harassment, <a href="https://www.tekna.com/esg">tekna.com/esg</a> ).										
		c.	provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this;			<a href="https://www.tekna.com/esg">www.tekna.com/esg</a>										
		d.	report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;			the Board of Directors approved the policy commitments.										
		e.	report the extent to which the policy commitments apply to the organization's activities and to its business relationships;			Applies to the whole organization and all activities.										
		f.	describe how the policy commitments are communicated to workers, business partners, and other relevant parties.			The Employee Code of Conduct is compulsory reading for all employees through our e-learning and document management platform IsoVision. The Suppliers Code of Conduct was rolled out to our medium and large suppliers (starting with > CAD 100k spend in 2021).										

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

**GRI 2-24**

**Embedding policy commitments**

a.	describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:	Tekna has developed the supplier code of conduct ("SCoC") and the employee code of conduct ("CoC"). They give <a href="https://www.tekna.com/esg">esg (tekna.com)</a> clear guidance to our employees and business partners that we expect clean, transparent and fair business dealings. See also the Human Rights and Transparency Act Report 2022, part of the Sustainability report.
a.i.	how it allocates responsibility to implement the commitments across different levels within the organization;	The Board of Directors approves the relevant policies. The Executive Leadership Team is responsible for its implementation. Specifically the day-to-day implementation of: the SCoC is delegated to the Logistics Director and his team. the CoC is delegated to the HR Director, however the entire management carries responsibility.
a.ii.	how it integrates the commitments into organizational strategies, operational policies, and operational procedures;	See also the Human Rights and Transparency Act Report 2022, part of the Sustainability report <a href="https://www.tekna.com/esg">esg (tekna.com)</a>
a.iii.	how it implements its commitments with and through its business relationships;	The Suppliers Code of Conduct and Supplier self-assessment were rolled out to our medium and large suppliers (starting with > CAD 100k spend in 2021). 20 suppliers have submitted a signed SCoC to us. To further enhance our Supplier due diligence, we have signed a collaboration with Factlines AS, who provide a systematic digital approach to supplier assessments. We will also expand the scope of the SCoC to include and address Business Partners, rather than just suppliers.
a.iv.	training that the organization provides on implementing the commitments.	In 2023 Tekna will train its employees on the CoC and also develop and implement Anti-corruption policy and training.

**GRI 2-25**

**Processes to remediate negative impacts**

a.	describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;	See also the Human Rights and Transparency Act Report 2022, part of the Sustainability report <a href="https://www.tekna.com/esg">esg (tekna.com)</a>	Grievance mechanisms: Criterion 4,5,7,10 Principle C3, C5,
b.	describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;	See the chapter on "Whistleblowing" in the above mentioned report	
c.	describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;	See the chapter on "Process to remediate negative impacts" in the above mentioned report	
d.	describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;	na We are planning to instate an external whistleblowing system and a selection criteria would be its user friendliness for affected stakeholders.	
e.	describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	no grievances received.	



Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
<b>GRI 2-26</b>																	
<b>Mechanisms for seeking advice and raising concerns</b>																	
		a.	describe the mechanisms for individuals to:													Principle 10, Criterion 12-14, SDG 16, Principle C6	
		a.i.	seek advice on implementing the organization's policies and practices for responsible business conduct;													The first point of contact is the direct manager or the HR department, who can escalate it to the executive leadership if necessary.	
		a.ii.	raise concerns about the organization's business conduct.													The first point of contact is the HR department but reports can be made to one of the people listed in the Employee Code of Conduct, 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 (For more, refer to Human Rights and Transparency Act Report 2022, part of the Sustainability report). <a href="https://www.tekna.com/esg">esg (tekna.com)</a> 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. (For more, refer to the Employees Code of conduct 2022, chapter 2.6 Whistle-blower protection, tekna.com/esg).	
<b>GRI 2-27</b>																	
<b>Compliance with laws and regulations</b>																	
		a.	report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:													307-1: Criterion 9 11 SDG 16	
		a.i.	instances for which fines were incurred;				na										
		a.ii.	instances for which non-monetary sanctions were incurred;				na										
		b.	report the total number and the monetary value of fines for instances of non-compliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:													419-1: SDG 16	
		b.i.	fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;				na										
		b.ii.	fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;				na										
		c.	describe the significant instances of non-compliance													No instances reported or detected. See GRI 205-3	
		d.	describe how it has determined significant instances of non-compliance													Tekna is planning governance assessments of high-risk operations. Tekna hired a full-time legal counsel. We have identified a local legal partner in China (priority). Audit will take place in 2023 to ensure that we continue to be compliant.	
<b>GRI 2-28</b>																	
<b>Membership associations</b>																	
		a.	report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.													Tekna participates in the activities of the following industry associations: Additive Manufacturers Green Trade Association (AMGTA), Metal Powder Industries Federation (MPIF), Additive Manufacturing Consortium (AMC), French Titanium association, National Aerospace and Defence Contractors Accreditation Program (NADCAP)	Criterion 17-18

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
			<p>Tekna has joined the Additive Manufacturers Green Trade Association ("AMGTA"). This association aims to publish rigorous and ongoing independent research findings to update the industry on the status of the AM eco-footprint and what the industry needs to focus on in the future to be more environmentally sustainable. Tekna took a more active role in 2022 participating in panel discussions at trade shows promoting sustainability and reporting thereof.</p> <p>The Metal Powder Industries Federation ("MPIF") is a federation of six trade associations representing various aspects of powder metallurgy (PM), metal powders, and particulate materials. The mission is to advance the interests of the metal powder producing and consuming industries. They publish market reports, technical studies, standard for industries for the members. They held several major conferences in the field of metal powder for Powder Metallurgy (PowderMet), Additive Manufacturing with Powder Metallurgy (AMPM), and Metal Injection Molding (MIM)</p> <p>Tekna is a member of MPIF and participates as a committee member for scheduling the annual technical conference.</p> <p>EWI established the Additive Manufacturing Consortium ("AMC") in 2010 to accelerate and advance the manufacturing readiness of metal additive manufacturing technology. The AMC brings together a diverse group of additive manufacturing (AM) end users, suppliers, researchers, and stakeholders from across the nation to positively impact the AM landscape through organized and focused activities. The AMC project portfolio is funded annually by more than \$2 million in cash and in-kind investments from its members. The results of projects are reported in AMC meeting. Tekna is participating in quarterly meeting. We are in-kind member for AMC.</p> <p>French titanium association : Titanium and its alloys are still materials of limited use in the industry. Their cost is still quite high and fluctuates greatly depending on many parameters such as their demand on the defense or aeronautics markets or their delivery condition (plates, profiles, rounds, tubes, strips, powders ...). The low distribution of these materials leads to a certain lack of knowledge of their particular characteristics at the level of design offices and, in fact, slows down their use.</p> <p>Even in large companies, knowledge of titanium sometimes rests with only one or two people.. It is therefore necessary for the titanium community to be able to exchange, to ensure technical promotion to increase its use, and thus can lead to a stabilization of costs under the effect of an increase in production. Tekna provides its expertise in Titanium powders towards all the association members and actively participates to various qualification programs with large OEMs.</p> <p>National Aerospace and Defense Contractors Accreditation Program ("NADCAP") is a global cooperative accreditation program for aerospace engineering, defense and related industries. Administered by the Performance Review Institute (PRI). Nadcap was established by SAE International. Nadcap's membership consists of "prime contractors" who coordinate with aerospace accredited suppliers to develop industry-wide audit criteria for special processes and products.</p> <p>BOEING, NADCAP and SAFRAN Helicopter invited Tekna to participate in meetings and discussions on new AM standards. Orient the challenges of the manufacturing industry, testing and printing of parts, as well as metal powder.</p>											<p><a href="#">Home - AMGTA</a></p> <p><a href="http://www.MPIF.org">www.MPIF.org</a></p> <p><a href="https://ewi.org/services/research-services/additive-manufacturing-consortium/">https://ewi.org/services/research-services/additive-manufacturing-consortium/</a></p> <p><a href="https://titane.asso.fr/en/265-2/">https://titane.asso.fr/en/265-2/</a></p> <p><a href="https://pri.org/nadcap/">https://pri.org/nadcap/</a></p>		

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
<b>GRI 2-29</b>																
<b>Approach to stakeholder engagement</b>																
		a.	describe its approach to engaging with stakeholders, including												<a href="https://www.tekna.com/esg">esg (tekna.com)</a>	Criterion 21 Principle C2
		a.i.	the categories of stakeholders it engages with, and how they are identified;													
		a.ii.	the purpose of the stakeholder engagement;													
		a.iii.	how the organization seeks to ensure meaningful engagement with stakeholders.													
<b>GRI 2-30</b>																
<b>Collective bargaining agreements</b>																
		a.	report the percentage of total employees covered by collective bargaining agreements;	#	global		0	0%	0		0		0			
		b.	for employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.													Criteria 8 SDG 8

Disclosed	Omitted	Descriptive KPI	Quantitative KPI
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Key Figures

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
G R I  3  M a t e r i a l	GRI 3-1																
	<b>Process to determine material topics</b>																
	a.	describe the process it has followed to determine its material topics, including:														Principle B2	
	a.i.	how it has identified actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships;															
	a.ii.	how it has prioritized the impacts for reporting based on their significance;															
	b.	specify the stakeholders and experts whose views have informed the process of determining its material topics.															
	GRI 3-2																
	<b>List of material topics</b>																
	a.	list its material topics;														Principle B1	
	b.	report changes to the list of material topics compared to the previous reporting period.														Principle B1	

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

GRI Topics	GRI 3-3															
	Management of material topics															
	a.	describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;														Principle B1
	b.	report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;														Principle B1
	c.	describe its policies or commitments regarding the material topic;														103-1: Principle B1 103-2: Criterion 4,5,7,10 Principle C3, C5, C6 SDG 16
	d.	describe actions taken to manage the topic and related impacts, including:														103-2: Criterion 4,5,7,10 Principle C3, C5, C6 SDG 16
		d.i. actions to prevent or mitigate potential negative impacts;														
		d.ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;														
		d.iii. actions to manage actual and potential positive impacts;														
	e.	report the following information about tracking the effectiveness of the actions taken:														103-2: Criterion 4,5,7,10 Principle C3, C5, C6 SDG 16
	e.i. processes used to track the effectiveness of the actions;															
	e.ii. goals, targets, and indicators used to evaluate progress;															
	e.iii. the effectiveness of the actions, including progress toward the goals and targets;															
	e.iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;															
f.	describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).														103-2: Criterion 4,5,7,10 Principle C3, C5, C6 SDG 16	

Disclosed	Omitted	Descriptive KPI	Quantitative KPI
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Key Figures

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
201 E c o n o m i c	GRI 3-3		<b>Management of material topics: GRI 201 Economic Performance</b>													
	GRI 201-1		<b>Direct economic value generated and distributed</b>													
	GRI 201-2		<b>Financial implications and other risks and opportunities due to climate change</b>													
202 M a	GRI 201-3		<b>Defined benefit plan obligations and other retirement plans</b>													
	GRI 201-4		<b>Financial assistance received from government</b>													
203 I n	GRI 3-3		<b>Management of material topics: GRI 202 Market Presence</b>													
	GRI 202-1		<b>Ratios of standard entry level wage by gender compared to local minimum wage</b>													
204	GRI 202-2		<b>Proportion of senior management hired from the local community</b>													
203 I n	GRI 3-3		<b>Management of material topics: GRI 203 Indirect Economic Impacts</b>													
	GRI 203-1		<b>Infrastructure investments and services supported</b>													
204	GRI 203-2		<b>Significant indirect economic impacts</b>													
204	GRI 3-3		<b>Management of material topics: GRI 204 Procurement Practices</b>													
	GRI 204-1		<b>Proportion of spending on local suppliers</b>													

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

205 Anti corruption	GRI 3-3															
	<b>Management of material topics: GRI 205 Anti corruption</b>															
	a.	describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;														
	b.	report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;														
	c.	describe its policies or commitments regarding the material topic;	TEKNA adopt a ZERO tolerance policy in all forms of corruption, and we are committed to professionalism, fairness, <a href="https://www.transparency.org/">esg (tekna.com)</a> and integrity in complying with applicable anti-corruption laws, wherever we are present. We are committed to protect fair and open competition both nationally and internationally, and we firmly believe													
	d.	describe actions taken to manage the topic and related impacts, including:														
	d.i.	actions to prevent or mitigate potential negative impacts;	Tekna is in the process of developing an Anti-Corruption policy and training that will be mandatory for more exposed employees in management, sales and procurement with the aim to expand it to all employees.													
	d.ii.	actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;	Tekna has planned governance assessments with a focus on transactions in countries ranking low on the <a href="https://www.transparency.org/">Corruption Perceptions Index (www.transparency.org)</a> . Tekna hired a full-time legal counsel. We have identified a local legal partner in China (priority). Audit will take place in 2023 to ensure that we continue to be compliant. (GRI 2-27 d).													
	d.iii.	actions to manage actual and potential positive impacts;														
	e.	report the following information about tracking the effectiveness of the actions taken:														
	e.i.	processes used to track the effectiveness of the actions;														
	e.ii.	goals, targets, and indicators used to evaluate progress;														
	e.iii.	the effectiveness of the actions, including progress toward the goals and targets;														
	e.iv.	lessons learned and how these have been incorporated into the organization's operational policies and procedures;														
	f.	describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).														
GRI 205-1																
<b>Operations assessed for risks related to corruption</b>																
a.	Total number and <u>percentage</u> of operations assessed for risks related to corruption.	#	Tekna	0	0%	0	0%									Principle 10, Criteria 14, SDG 16
b.	Significant risks related to corruption identified through the risk assessment.	2022:	Tekna has planned governance assessments with a focus on transactions in countries ranking low on the Corruption Perceptions Index for 2023.													

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
<b>GRI 205-2</b>																
<b>Communication and training about anti-corruption policies and procedures</b>																
	a.		Total number and <u>percentage</u> of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.	#	Europe		5	100%								Principle 10, Criteria 14, SDG 16, Principle A2.3
					America		0									
					Asia		0									
	b.		Total number and <u>percentage</u> of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by:	#	Europe	C-suite	1	0%								
						Non-exec. mgt	5	2%								
						Others	25	12%								
					America	C-suite	6	3%								
						Non-exec. mgt	9	4%								
						Others	164	76%								
					Asia	C-suite	0	0%								
						Non-exec. mgt	0	0%								
						Others	6	3%								
					Global	all employees	216	100%	53		173	99%	171	100%	In 2021 only new hires were asked to affirm the CSR policy	
	c.		Total number and <u>percentage</u> of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.	#	Europe		1	0.86%								
					America		14	9.27%								
					Asia		5	7.25%								
	c.		<i>Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.</i>	2022:	The Supplier Code of Conduct, including Anti-Corruption, has been communicated to all suppliers with a spend over 100,000 CAD and is available on the website. Tekna is in the process of developing its Anti-Corruption policy and internal training on the topic for its employees. Refer to the Human Rights and Transparency Act Report 2022 for more information.										<a href="https://www.tekna.com/esg">esg (tekna.com)</a>	
	d.		Total number and <u>percentage</u> of governance body members that have received training on anti-corruption, broken down by region.	#	Europe		0									
					America		0									
					Asia		0									



Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.				
							=	%	=	%	=	%	=	%						
	e.		Total number and <u>percentage</u> of employees that have received training on anti-corruption, broken down by employee category and region.	#	Europe	C-suite	0													
						Non-exec. mnt	0													
					Others	0														
					America	C-suite	0													
						Non-exec. mgt	0													
					Asia	Others	0													
						C-suite	0													
					Non-exec. mnt	0														
Others	0																			
<b>GRI 205-3</b>																				
<b>Confirmed incidents of corruption and actions taken</b>																				
	a.		Total number <i>and nature</i> of confirmed incidents of corruption.	#			1		0							Principle 10, Criteria 14, SDG 16				
	a.		<i>Nature of confirmed incidents</i>	2022: False representation																
	b.		Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	#			1		0											
	c.		Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	#			1		0											
	d.		Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	2022: No public legal cases regarding corruption in 2022 or preceeding years.																
206	GRI 3-3																			
	<b>Management of material topics: GRI 206 Anti competitive Behaviour</b>																			
	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.																			
207	GRI 206-1																			
	<b>Legal actions for anti-competitive behavior, anti-trust, and monopoly practices</b>																			
This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.																				
207	GRI 3-3																			
	<b>Management of material topics: GRI 207 Tax</b>																			
	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.																			
GRI 207-1																				
<b>Approach to tax</b>																				
This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.																				

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
T a x	GRI 207-2															
		<b>Tax governance, control, and risk management</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
	GRI 207-3															
		<b>Stakeholder engagement and management of concerns related to tax</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
GRI 207-4																
	<b>Country-by-country reporting</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													

Disclosed	Omitted	Descriptive KPI	Quantitative KPI
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Key Figures

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.		
							=	%	=	%	=	%	=	%				
301 Materials	GRI 3-3																	
	<b>Management of material topics: GRI 301 Materials</b>																	
	a.		describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;														In order to produce its metal powders, Tekna uses raw materials. Due to the rigid specification on the purity of the composition of the material it is proven to be highly complex to use recycled materials as recycling streams are not organised per alloy. We are working within our own ecosystem to enable a "clean" recycled material stream back to our feedstock supplier. Metal parts have a long life so this is not expected to deliver results short term. At present a material topic for Tekna is the extraction of raw material.	Criteria 9-11, 15-18
	b.		report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;															
	c.		describe its policies or commitments regarding the material topic;														Currently Tekna addresses the Environment in the CoC: TEKNA's operations are conducted in accordance with current environmental legislation, and we have a clear goal of conducting the business in a sustainable manner. This means that we will always seek to find solutions that minimize the environmental impact on society. TEKNA supports the precautionary principle in relation to environmental challenges and will be a driving force for new and more environmentally friendly technology.  TEKNA wishes to empower its employees to become sustainability (ESG) leaders. Employees are asked to familiarize themselves not only with this Code, but also with its practical aspects, such as how to reduce one's ecological footprint. Every employee shall strive to efficiently use resources, properly manage all types of waste, and participate in further training on the matter.  Tekna aims to create a specific Environment policy in 2023.	
	d.		describe actions taken to manage the topic and related impacts, including:															
		d.i. actions to prevent or mitigate potential negative impacts;														Additive Manufacturing reduces the use of raw materials in comparison to subtractive manufacturing (traditional milling, etc). Tekna enables this industry by producing high quality metal powder that can be used for highly complex parts. Refer to the Sustainability Report for an extensive explanation on the benefits for Additive Manufacturing. Now that volumes are increasing we have developed with customers a transportation vessel (reusable container) to move away from single-use (small volume) packaging.	<a href="https://www.tekna.com/esg">esg (tekna.com)</a>	
		d.ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;														Tekna sells 2 product categories (simplified): 1) Systems and 2) metal powders. 1) Systems have a very long life. Of the more than 200 Systems sold, Tekna is aware of only a handful that have been dismantled. Since 2022 we included in our manuals how to dismantle and what parts can be recycled / revalorised. 2) Metals like titanium (high value), aluminum and nickel are in general "easily" recyclable. We do not collect data today as the industry is just starting to adopt Additive Manufacturing as a mainstream technology. However we firmly believe the large majority of these products are recycled at end of life. The packaging today is either single-use plastics, which would need treatment before it would become recyclable or aluminum containers.		

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

d.iii. actions to manage actual and potential positive impacts;

Revalorizing powder: Powders used in additive manufacturing (AM) are considered at the end of their service life when their characteristics are no longer meeting the specifications imposed by the end use. Amongst other waste-reducing solutions, the plasma spheroidisation technology developed by Tekna over the last 30 years is a promising solution for reconditioning AM powders. By exposing end-of-life AM powders to plasma, altered characteristics are restored, readying those powders for a new service life. Up until now, Tekna's powder reconditioning process has been successfully demonstrated for materials including Titanium, Inconel 718 and Cobalt-chrome powders.

- e. report the following information about tracking the effectiveness of the actions taken:
  - e.i. processes used to track the effectiveness of the actions;
  - e.ii. goals, targets, and indicators used to evaluate progress;
  - e.iii. the effectiveness of the actions, including progress toward the goals and targets;
  - e.iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;
- f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).

**GRI 301-1**

**Materials used by weight or volume**

This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

**GRI 301-2**

**Recycled input materials used**

a.	Percentage of recycled input materials used to manufacture the organization's primary products and services.	%																
			Titanium alloys		TBC												Tekna would like to use more recycled material in its feedstock for the production of metal powder. The challenge of reaching high purity customer requirements while metal recycling streams are highly contaminated is in discussion with our suppliers.	Criteria 11, SDG 8, 12
			Aluminum alloys		6%													
			Nickel alloys		TBC													

**GRI 301-3**

**Reclaimed products and their packaging materials**

This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
3 0 2  E n e r g y	GRI 3-3																
	<b>Management of material topics: GRI 302 Energy</b>																
	a.		describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;														Criteria 9-11, 15-18
	b.		report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;														
	c.		describe its policies or commitments regarding the material topic;														
	d.		describe actions taken to manage the topic and related impacts, including:														
			d.i. actions to prevent or mitigate potential negative impacts;														see Carbon Accounting Report 2022
			d.ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;														
			d.iii. actions to manage actual and potential positive impacts;														
	e.	report the following information about tracking the effectiveness of the actions taken:															
		e.i. processes used to track the effectiveness of the actions;															
		e.ii. goals, targets, and indicators used to evaluate progress;															
		e.iii. the effectiveness of the actions, including progress toward the goals and targets;															
		e.iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;															
	f.	describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).															

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

**GRI 302-1**

**Energy consumption within the organization**

a.	Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.														refer to Carbon Accounting Report 2022 on our website for more information	Principles 7-8, Criteria 11, SDG 7, 8, 12, 13
b.	Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.															
c.	In joules, watt-hours or multiples, the total:															
c.i.	electricity consumption	kWh					8400106		7435370		5802760		6838532			
c.ii.	heating consumption	m3					288018		283396		262061		236885			
c.iii.	cooling consumption															
c.iv.	steam consumption															
d.	In joules, watt-hours or multiples, the total:															
d.i.	electricity sold						na									
d.ii.	heating sold						na									
d.iii.	cooling sold						na									
d.iv.	steam sold						na									
e.	Total energy consumption within the organization, in joules or multiples.															
f.	Standards, methodologies, assumptions, and/or calculation tools used.															2022: Based on monthly invoices from suppliers. The cut-off for December/January is not exactly at the end of year.
g.	Source of the conversion factors used.															2022: Suppliers provide information as presented above.

**GRI 302-2**

**Energy consumption outside the organization**

This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

**GRI 302-3**

**Energy intensity**

a.	Energy intensity ratio for the organization.	kWh/kg					13.1		12.0		13.8		16.3		Titanium and Aluminum alloys	Principles 7-8, Criteria 11, SDG 7, 8, 12, 13
b.	Organization-specific metric (the denominator) chosen to calculate the ratio.															
c.	Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.															
d.	Whether the ratio uses energy consumption within the organization, outside of it, or both.															

**GRI 302-4**

**Reduction of energy consumption**

This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

3 0 3  W a t e r  a n d  E f f l u e n t s	GRI 302-5															
	<b>Reductions in energy requirements of products and services</b>															
	see GRI 302-3															
	GRI 3-3															
	<b>Management of material topics: GRI 303 Water and Effluents</b>															
	a.	describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;			The water Tekna uses in its production are part of closed loop systems and where necessary we have inhouse cleaning systems to ensure the quality we return to the eco-systems is not damaging.										Criteria 9-11, 15-18	
	b.	report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;														
	c.	describe its policies or commitments regarding the material topic;			<p>Currently Tekna addresses the Environment in the CoC:</p> <p>TEKNA's operations are conducted in accordance with current environmental legislation, and we have a clear goal of conducting the business in a sustainable manner. This means that we will always seek to find solutions that minimize the environmental impact on society. TEKNA supports the precautionary principle in relation to environmental challenges and will be a driving force for new and more environmentally friendly technology.</p> <p>TEKNA wishes to empower its employees to become sustainability (ESG) leaders. Employees are asked to familiarize themselves not only with this Code, but also with its practical aspects, such as how to reduce one's ecological footprint. Every employee shall strive to efficiently use resources, properly manage all types of waste, and participate in further training on the matter.</p> <p>Tekna aims to create a specific Environment policy in 2023.</p>											
	d.	describe actions taken to manage the topic and related impacts, including:														
		d.i. actions to prevent or mitigate potential negative impacts;														
	d.ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;			Canada: building TPS. A major redesign of R&D laboratory and water cooling systems in 2020 generated an annual saving of 10 000 cubic meter of fresh water.												
	d.iii. actions to manage actual and potential positive impacts;															
e.	report the following information about tracking the effectiveness of the actions taken:															
	e.i. processes used to track the effectiveness of the actions;															
	e.ii. goals, targets, and indicators used to evaluate progress;															
	e.iii. the effectiveness of the actions, including progress toward the goals and targets;															
	e.iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;															
f.	describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).															

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
GRI 303-1																
<b>Interactions with water as a shared resource</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
GRI 303-2																
<b>Management of water discharge-related</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
GRI 303-3																
<b>Water withdrawal</b>																
	a.	Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable:	MI	CA, FR, KOR			20		18		17		26		Temporary withdrawal. We discharge nearly all used water via sewerage back into ecosystem (complying with norms on level of pollution)	Principle 8, Criterion 11, SDG 6, 8, 12
	a.i.	Surface water;														
	a.ii.	Groundwater;														
	a.iii.	Seawater;														
	a.iv.	Produced water;														
	a.v.	Third-party water.														
	b.	Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:	MI													
	b.i.	Surface water;														
	b.ii.	Groundwater;														
	b.iii.	Seawater;														
	b.iv.	Produced water;														
	b.v.	Third-party water, and a breakdown of this total by the withdrawal sources listed in														
	c.	A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the	MI													
	c.i.	Freshwater ( $\leq 1,000$ mg/L Total Dissolved Solids);														
	c.ii.	Other water ( $> 1,000$ mg/L Total Dissolved Solids).														
	d.	Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	Water consumption = Total water withdrawal - Total water discharge Tekna does not record exactly how much water it discharges. We discharge nearly all used water via sewerage back into ecosystem (complying with norms on level of pollution). The water withdrawal information is compiled by using the suppliers invoices per annum.													
GRI 303-4																
<b>Water discharge</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													



Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
3 0 4 B i o d i v e	GRI 303-5																
	<b>Water consumption</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
	GRI 3-3																
	<b>Management of material topics: GRI 304 Biodiversity</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
	GRI 304-1																
	<b>Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
	GRI 304-2																
	<b>Significant impacts of activities, products and services on biodiversity</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
	GRI 304-3																
	<b>Habitats protected or restored</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
GRI 304-4																	
<b>IUCN Red List species and national conservation list species with habitats in areas affected by operations</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.														
3 0 5 E m i s s i o n s	GRI 3-3																
	<b>Management of material topics: GRI 305 Emissions</b>																
	a.	describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	Tekna production processes do not generate high emissions (scope 2), our emissions are due to heating by natural gas (scope 1). Up-and downstream we still have many categories to map in order to understand better our emissions and where the higher improvement potential is. See Carbon Accounting Report 2022													Criteria 9-11, 15-18	
	b.	report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;															
c.	describe its policies or commitments regarding the material topic;	<p>Currently Tekna addresses the Environment in the CoC:            TEKNA's operations are conducted in accordance with current environmental legislation, and we have a clear goal of conducting the business in a sustainable manner. This means that we will always seek to find solutions that minimize the environmental impact on society. TEKNA supports the precautionary principle in relation to environmental challenges and will be a driving force for new and more environmentally friendly technology.</p> <p>TEKNA wishes to empower its employees to become sustainability (ESG) leaders. Employees are asked to familiarize themselves not only with this Code, but also with its practical aspects, such as how to reduce one's ecological footprint. Every employee shall strive to efficiently use resources, properly manage all types of waste, and participate in further training on the matter.</p> <p>Tekna aims to create a specific Environment policy in 2023.</p>															

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
		d.	describe actions taken to manage the topic and related impacts, including:													
		d.i.	actions to prevent or mitigate potential negative impacts;													
		d.ii.	actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;													
		d.iii.	actions to manage actual and potential positive impacts;													
		e.	report the following information about tracking the effectiveness of the actions taken:													
		e.i.	processes used to track the effectiveness of the actions;													
		e.ii.	goals, targets, and indicators used to evaluate progress;													
		e.iii.	the effectiveness of the actions, including progress toward the goals and targets;													
		e.iv.	lessons learned and how these have been incorporated into the organization's operational policies and procedures;													
		f.	describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).													

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

**GRI 305-1**

**Direct (Scope 1) GHG emissions**

a.	Gross direct (Scope 1) GHG emissions in metric tons of CO2 equivalent.	tCO2e			585.1		576.6		474.1		453.4				Principles 7-8, Criteria 11, SDG 3, 12, 13, 14, 15	
b.	Gases included in the calculation; whether CO2 , CH4 , N2 O, HFCs, PFCs, SF6 , NF3 , or all.	2022: CO2, others not applicable														
c.	Biogenic CO2 emissions in metric tons of CO2 equivalent.	tCO2e	na													
d.	Base year for the calculation, if applicable, including:	2022: Baseline is 2021														
	d.i. the rationale for choosing it;	2022: In 2021 we measured worldwide emissions instead of just Canada.														
	d.ii. emissions in the base year;	tCO2e					576.6									
	d.iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	2022: Not applicable														
e.	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.															
f.	Consolidation approach for emissions; whether equity share, financial control, or operational control.															
g.	Standards, methodologies, assumptions, and/or calculation tools used.	2022: See separate Carbon Accounting Report 2022 on <a href="http://tekna.com/esg">tekna.com/esg</a>											<a href="http://www.tekna.com/esg">www.tekna.com/esg</a>			

**GRI 305-2**

**Energy indirect (Scope 2) GHG emissions**

a.	Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	tCO2e			33.7		41.7		2.9		3.0				Principles 7-8, Criteria 11, SDG 3, 12, 13, 14, 15
b.	If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO2 equivalent.	tCO2e			32.1		44.7								
c.	If available, the gases included in the calculation; whether CO2 , CH4 , N2 O, HFCs, PFCs, SF6 , NF3 , or all.	2022: CO2, others not applicable													
d.	Base year for the calculation, if applicable, including:	2022: Baseline is 2021													
	d.i. the rationale for choosing it;	2022: In 2021 we measured worldwide emissions instead of just Canada.													
	d.ii. emissions in the base year;	tCO2e					41.7								
	d.iii. the context for any significant changes in emissions that triggered recalculations of base year emissions.	2022: Not applicable													
e.	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.														
f.	Consolidation approach for emissions; whether equity share, financial control, or operational control.														
g.	Standards, methodologies, assumptions, and/or calculation tools used.	2022: See separate Carbon Accounting Report 2022 on <a href="http://tekna.com/esg">tekna.com/esg</a>											<a href="http://www.tekna.com/esg">www.tekna.com/esg</a>		

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

**GRI 305-3**

**Other indirect (Scope 3) GHG emissions**

a.	Gross other indirect (Scope 3) GHG emissions in metric tons of CO2 equivalent.	tCO2e		755.4		434.3										Principles 7-8, Criteria 11, SDG 3, 12, 13, 14, 15
b.	If available, the gases included in the calculation; whether CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, or all.		2022:	CO2, others not applicable												
c.	Biogenic CO2 emissions in metric tons of CO2 equivalent.	tCO2e														
d.	Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.			Categories included Business travel and Hazardous waste and we added in 2022: Employee Commute, Waste, Fuel & Energy-related activities. A174												
e.	Base year for the calculation, if applicable, including:		2022:	Baseline depends on the category. Business travel, Employee commute, Waste have been completely measured for the first time in 2022. This will be the baseline. Fuel & Energy-related activities equals scope 1 and will have 2021 as baseline.												
e.i.	the rationale for choosing it;		2022:	Baseline year aligns with the year we started measuring (substantiated by data).												
e.ii.	emissions in the base year;	tCO2e														See separate Carbon Accounting
e.iii.	the context for any significant changes in emissions that triggered recalculations of base year emissions.		2022:	Not applicable												
f.	Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.															
g.	Standards, methodologies, assumptions, and/or calculation tools used.		2022:	See separate Carbon Accounting Report 2022 on <a href="http://tekna.com/esg">tekna.com/esg</a>											<a href="http://www.tekna.com/esg">www.tekna.com/esg</a>	

**GRI 305-4**

**GHG emissions intensity**

Planning on doing LCA for Titanium powder starting 2023, which would allow us to disclose CO2 per kg of powder

**GRI 305-5**

**Reduction of GHG emissions**

This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

**GRI 305-6**

**Emissions of ozone-depleting substances (ODS)**

This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

**GRI 305-7**

**Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions**

This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.			
							=	%	=	%	=	%	=	%					
<b>306</b> <b>Waste</b>	<b>GRI 3-3</b>																		
	<b>Management of material topics: GRI 306 Waste</b>																		
		a.		describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;														In 2022, Tekna has measured (or estimated) its complete waste streams in the facilities in Canada and France ( all locations with a significant size) for the first time. This helps the understanding of potential to further Reduce, Reuse and Recycle.	Criteria 9-11, 15-18
		b.		report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;															
		c.		describe its policies or commitments regarding the material topic;														Currently Tekna addresses the Environment in the CoC: TEKNA's operations are conducted in accordance with current environmental legislation, and we have a clear goal of conducting the business in a sustainable manner. This means that we will always seek to find solutions that minimize the environmental impact on society. TEKNA supports the precautionary principle in relation to environmental challenges and will be a driving force for new and more environmentally friendly technology.  TEKNA wishes to empower its employees to become sustainability (ESG) leaders. Employees are asked to familiarize themselves not only with this Code, but also with its practical aspects, such as how to reduce one's ecological footprint. Every employee shall strive to efficiently use resources, properly manage all types of waste, and participate in further training on the matter.  Tekna aims to create a specific Environment policy in 2023.	
		d.		describe actions taken to manage the topic and related impacts, including: d.i. actions to prevent or mitigate potential negative impacts;														The Tekna Environmental committee has put many actions in place to improve Waste Management: Training for employees on recycling and reducing at the source and Creation of awareness posters for waste reduction. Default double-sided printing on shared printers Reuse of single-use bags internally. Reuse of packaging material when possible. Styrofoam sent to the Ecocentre (city recycling station) for recycling Addition of recycling stations in production areas. Addition of compostable materials collection service in the cafeterias. Donation of wooden pallets to employees Recycling of Covid masks, electrical wire scraps, writing instruments Use of reusable or compostable dishes during Tekna events Use of washable rather than disposable cloths in production  The improvements in our waste management has led to the "ICI on Recycle" certification in Quebec, Canada.	<a href="https://www.recv.qc.ca/ici-on-recycle/">https://www.recv.qc.ca/ici-on-recycle/</a>
			d.ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;														In order to mitigate negative impacts in our surroundings, Tekna's environmental committee has organised a Industrial park clean-up activity to remove the litter from the public streets in the area surrounding our facilities in Canada. We will repeat this action again in 2023 and have found neighbouring companies interested in joining in.		

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

d.iii. actions to manage actual and potential positive impacts;

Revalorizing powder: Powders used in additive manufacturing (AM) are considered at the end of their service life when their characteristics are no longer meeting the specifications imposed by the end use. Amongst other waste-reducing solutions, the plasma spheroidisation technology developed by Tekna over the last 30 years is a promising solution for reconditioning AM powders. By exposing end-of-life AM powders to plasma, altered characteristics are restored, readying those powders for a new service life. Up until now, Tekna's powder reconditioning process has been successfully demonstrated for materials including Titanium, Inconel 718 and Cobalt-chrome powders.

e.	report the following information about tracking the effectiveness of the actions taken:		
e.i.	processes used to track the effectiveness of the actions;		
e.ii.	goals, targets, and indicators used to evaluate progress;		
e.iii.	the effectiveness of the actions, including progress toward the goals and targets;		
e.iv.	lessons learned and how these have been incorporated into the organization's operational policies and procedures;		
f.	describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		

GRI 306-1

**Waste generation and significant waste-related impacts**

This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

GRI 306-2

**Management of significant waste-related impacts**

This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

GRI 306-3

**Waste generated**

a.	Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	tons	CA, FR	Hazardous	61										For composition refer to the Carbon Accounting report 2022	Principle 8, SDG 3, 6, 12, 14
		tons	CA, FR	Non hazardous	85											
b.	Contextual information necessary to understand the data and how the data has been compiled.	2022: For more detailed information on waste stream categories and treatment refer to the Carbon Accounting report 2022														

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

GRI 306-4

**Waste diverted from disposal**

a.	Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.	tons	CA, FR			46										Principle 8, SDG 3, 6, 12, 14.
b.	Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:															
	b.i. Preparation for reuse;															
	b.ii. Recycling;	tons	CA, FR			5										
	b.iii. Other recovery operations.															
c.	Total weight of non-hazardous waste diverted from disposal in															
	c.i. Preparation for reuse;															
	c.ii. Recycling;	tons	CA, FR			41										
	c.iii. Other recovery operations.															
d.	For each recovery operation listed in Disclosures 306-4-b and 306-4-															
	d.i. onsite;															
	d.ii. offsite.															
e.	Contextual information necessary to understand the data and how the data has been compiled.															2022: For more detailed information on waste stream categories and treatment refer to the Carbon Accounting report 2022

GRI 306-5

**Waste directed to disposal**

This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

GRI 308

**Management of material topics: GRI 308 Supplier Environmental Assessment**

a.	describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;					Refer to the Human Rights and Transparency Act Report 2022 on the website for all input on this material topic. <a href="https://www.tekna.com/esg">esg (tekna.com)</a>										Criteria 2, 9-11, 15-18, Principle A2.4
b.	report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;					see a.										
c.	describe its policies or commitments regarding the material topic;					see a.										
d.	describe actions taken to manage the topic and related impacts, including:					see a.										
	d.i. actions to prevent or mitigate potential negative impacts;					see a.										
	d.ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;					see a.										
	d.iii. actions to manage actual and potential positive impacts;					see a.										
e.	report the following information about tracking the effectiveness of the actions taken:					see a.										
	e.i. processes used to track the effectiveness of the actions;					see a.										
	e.ii. goals, targets, and indicators used to evaluate progress;					see a.										

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
Environmental Assessment			e.iii. the effectiveness of the actions, including progress toward the goals and targets;														
			e.iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures;														
			f. describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).														
			see a.														
			see a.														
			see a.														
		<b>GRI 308-1</b>															
		<b>New suppliers that were screened using environmental criteria</b>															
		a.	Percentage of new suppliers that were screened using environmental criteria	%			5	20%							We have initiated this due diligence with the 25 suppliers with highest spend and / or greater risk. Refer to Human Rights and Transparency Act Report 2022 on the website.	Principle 8, Criterion 2, Principle A2.1	
		<b>GRI 308-2</b>															
		<b>Negative environmental impacts in the supply chain and actions taken</b>															
		a.	Number of suppliers assessed for environmental impacts.	#			5	20%							We have initiated this due diligence with the 25 suppliers with highest spend and / or greater risk. Refer to Human Rights and Transparency Act Report 2022 on the website.	Principle 8, Criterion 2, Principles A2.5, C3	
		b.	Number of suppliers identified as having significant actual and potential negative environmental impacts.	#			0	0%									
		c.	Significant actual and potential negative environmental impacts identified in the supply chain.														
		d.	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.	%			0	0%									
		e.	Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	%			0	0%									



Disclosed	Omitted	Descriptive KPI	Quantitative KPI
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Key Figures

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
4 0 1  E m p l o y m e n t	GRI 3-3																
	<b>Management of material topics: GRI 401 Employment</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
	GRI 401-1																
	New employee hires and employee turnover																
	a.	Total number and <i>rate</i> of new employee hires during the reporting			#	Europe	< 30										
							30-50										
							> 50										
							M	5	11%								
							F	4	9%								
							X	0	0%								
						na			12	18%							
					America	< 30											
						30-50											
						> 50											
						M	25	53%									
						F	12	26%									
						X	0	0%									
						na			53	82%							
					Asia	< 30											
						30-50											
						> 50											
						M	1	2%									
						F	0	0%									
						X	0	0%									
						na			0	0%							
					Global	Total	47		65	66%	17		14				
						M			43	66%							
						F			22	34%							
						X											

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
		b.	Total number and <i>rate</i> of employee turnover during the reporting period, by age group, gender and region.		Europe	< 30										
						30-50										
						> 50										
				#		M	3	7%								
						F	2	4%								
						X	0	0%								
						na			3	2%						
					America	< 30										
						30-50										
						> 50										
						M	30	65%								
						F	11	24%								
						X	0	0%								
						na			26	14%						
					Asia	< 30										
						30-50										
						> 50										
						M	0	0%								
						F	0	0%								
						X	0	0%								
						na			-1	-0.5%						
					Global	Total	46		28	15%	11	6%				
						< 30			12	6%						
						30-50			12	6%						
						> 50			4	2%						
						M			15	8%						
						F			13	7%						
						X			0	0%						

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

**GRI 401-2**

**Benefits provided to full-time employees that are not provided to temporary or part-time employees**

a.	Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:	2022: Information provided in this section applies to everyone across all entities.														SDG 8
a.i.	life insurance	Available to all employees working more than 20h														
a.ii.	health care	Available to all employees working more than 20h														
a.iii.	disability and invalidity coverage	Available to all employees working more than 20h														
a.iv.	parental leave	Available to all employees working full time.														
a.v.	retirement provision	Available to all employees														
a.vi.	stock ownership	In 2021 this was made available to certain members of the management team.														
a.vii.	others															
	<i>Sick leave</i>	Available to all employees, adjusted according to the number of hours worked in a week														
	<i>Holidays</i>	Available to all employees, adjusted according to the number of hours worked in a week														
b.	The definition used for 'significant locations of operation'.	2022: see a.														

**GRI 401-3**

**Parental leave**

a.	Total number of employees that were entitled to parental leave, by gender.	#	Tekna	M	10												Principle 6, SDG 5, 8
				F	6												
				X	0												
b.	Total number of employees that took parental leave, by gender.	#	Tekna	M	10												
				F	6												
				X	0												
c.	Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	#	Tekna	M													
				F													
				X													
d.	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	#	Tekna	M													
				F													
				X													
e.	Return to work and retention rates of employees that took parental leave, by gender.		Tekna	M													
				F													
				X													

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
402	GRI 3-3	<b>Management of material topics: GRI 402 Labour/Management Relations</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
	GRI 402-1	<b>Minimum notice periods regarding operational changes</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
403	GRI 3-3	<b>Management of material topics: GRI 403 Occupational health and Safety</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
	GRI 403-1	<b>Occupational health and safety management system</b>														
	a.	A statement of whether an occupational health and safety management system has been implemented, including whether:	2022:	OHSMS are implemented in offices and factories in compliance with national laws. Audits and Inspections are accordingly conducted in compliance with local authorities requirements.												SDG 8
	a.i.	the system has been implemented because of legal requirements and, if so, a list of the requirements;	2022:	List of requirements Tekna OHSMS in Quebec, Canada is governed by Law S2-1 : Law on Workplace Health and Safety (Loi sur la santé et la sécurité au travail). TEKNA OHSMS in France is governed by the Code du travail legislation (Articles L4111-1 to L4831-1)												
a.ii.	the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.	2022:	Tekna OHSMS in Quebec, Canada is governed by Law S2-1 : Law on Workplace Health and Safety (Loi sur la santé et la sécurité au travail). ITekna is required to conduct audit and analyze workplace related risk. The audit report, also attached, and the standards compliance program are both posted in an area that is accessible and visible to employees in each of its installations. This report and the standards compliance program are considered Tekna's prevention program and must be presented to the CNESST upon request. The Summary Report must be posted in sight of all employees along with our action plan, which is required by the CNESST. TEKNA OHSMS in France is governed by the Code du travail legislation (Articles L4111-1 to L4831-1). The legislation provides the employer and employees obligations pertaining among others topics to : Employee Safety, Employees right to alert, risk evaluation, interruption of and from work.													
b.	A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	2022:	Workers in Tekna factories (Canada, France) are covered by strict OHSMS. The workers considered are factory, laboratory and office workers. Office workers include full time office workers and travelling office workers (such as in sales). The nature of work conducted in the factory involves the use of small tools, operations of machinery and handling of metal powders of which some are considered flammable or reactive. Factory workers are specially trained and wear PPEs adapted to the level of risk involved in the tasks.													

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
I t h  a n d  S a f e t y	GRI 403-2 (2016)																
	<b>Hazard identification, risk assessment, and incident investigation</b>																
	a.		A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:	2022:	The OHS Committee's actions have been successful in integrating prevention into the company's production activities and encouraging individual responsibility towards identifying, eliminating and controlling risks.												SDG 8
	a.i.		how the organization ensures the quality of these processes, including the competency of persons who carry them out;	2022:	The company verifies that the safety rules are respected during the probationary period. Through periodic audits, the company verifies the application of safety rules by all and particularly new employees.												
	a.ii.		how the results of these processes are used to evaluate and continually improve the occupational health and safety management system.	2022:	The company implemented a program of planned inspections adapted to its needs, considering the nature of its operations and the risks associated with it												
	b.		A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	2022:	Tekna fosters an open dialogue around Health and Safety and invites everyone to contribute and share observations of potentially hazardous situations or configurations. Employees actively make use of their right to identify and resolve potential threats. Employees are protected by our open culture as well as per the Employee Code of Conduct under whistleblower rights as published on the website.												
	c.		A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.	2022:	The company has developed an Emergency Response Plan according to its specific risks. It trains the employees regularly and organises unplanned evacuation drills to ensure awareness of proper procedures.												
	d.		A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	2022:	Managers, supervisors, and HR receive OHS training (due diligence, criminal liability of organizations, roles and responsibilities, accident investigation and analysis, etc.).												
	c.		The system of rules applied in recording and reporting accident statistics	2022:	We follow our accident, incident and first aid report instruction (INSST-13). There is a process of communication and actioning for: Accidents, Incidents and First Aid. In the Monthly Operation Review we follow these indicators: LTI, workplace injury, Completion on implementation of OHS risk reduction measures, OHS non-conformities, OHS audits. Accident statistics are reported up to the BoD.												
	GRI 403-3																
<b>Occupational health services</b>																	
a.		A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	2022:	The management of the OHS function is under the HR department. The HR department reports directly to the CEO. The OHS function structure encompasses committees with responsibilities at various levels: 1) Executive Management, 2) Director and 3) Employee H&S committee. Tekna complies with all legal requirements for Health and Safety in all the geographical locations we have facilities. The Employee H&S committee consist of a combination of factory workers, engineers and managers providing practical insights into harards. The composition of these committess as well as the frequency of meeting by these committees is prescribed by law. A H&S coordinator is assigned in each factory. The H&S coordinators either have chemical engineering or master degree in Occupational Health and Safety. H&S coordinators are trained to the specifics of Tekna's work environment.													SDG 8

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
<b>GRI 403-4</b>																	
<b>Worker participation, consultation, and communication on occupational health and safety</b>																	
	a.		A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.														SDG 8
	b.		Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.														
<b>GRI 403-5</b>																	
<b>Worker training on occupational health and safety</b>																	
	a.		A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.														SDG 8
<b>GRI 403-6</b>																	
<b>Promotion of worker health</b>																	
	a.		An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.														SDG 8
	b.		A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.														
<b>GRI 403-7</b>																	
<b>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b>																	
	a.		A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.														SDG 8

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

**GRI 403-8**

**Workers covered by an occupational health and safety management system**

a.	If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:															SDG 8
a.i.	the number and <u>percentage</u> of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;	#				na										
a.ii.	the number and <u>percentage</u> of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;	#				na										
a.iii.	the number and <u>percentage</u> of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.	#				na										
b.	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.					na										
c.	Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.					na										

**GRI 403-9**

**Work-related injuries**

a.	For all employees:															Principle 6, SDG 3, 8
a.i.	The number and <u>rate</u> of fatalities as a result of work-related injury;	#				0										
a.ii.	The number and <u>rate</u> of high-consequence work-related injuries (excluding fatalities);	#				0										
a.iii.	The number and <u>rate</u> of recordable work-related injuries;	#				4	10.7									
a.iv.	The main types of work-related injury;					The most common injury types are first aid (Hand cuts and scratches)										
a.v.	The number of hours worked.	h				372839										
b.	For all workers who are not employees but whose work and/or workplace is controlled by the organization:															
b.i.	The number and <u>rate</u> of fatalities as a result of work-related injury;	#				0										
b.ii.	The number and <u>rate</u> of high-consequence work-related injuries (excluding fatalities);	#				0										
b.iii.	The number and <u>rate</u> of recordable work-related injuries;	#				0										
b.iv.	The main types of work-related injury;					not applicable										
b.v.	The number of hours worked.	h				na										

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
		c.	The work-related hazards that pose a risk of high-consequence injury, including:														
			c.i. how these hazards have been determined;														
			c.ii. which of these hazards have caused or contributed to high consequence injuries during the reporting period;														
			c.iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.														
			d.	Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.													
			e.	Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.													
			f.	Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.													
			g.	Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.													
	GRI 403-10		<b>Work-related ill health</b>														
	GRI 3-3		<b>Management of material topics: GRI 404 Training and Education</b>														

- Powders reactivity (fire, explosion)
- Machine related hazards
- Release of energy during services or maintenance activities (Lockout)
- Moving part of machinery (machine safety)
- Working at heights
- Use of dangerous goods (chemical products)

- We determine the hazard based on:
- Audit made with a partner organisation specialised in prevention that help us determine where we can take more measures to assure the safety of our personnel. (mutuelle de prevention)
  - Incident and accident log
  - Employee concerns that are brought to the health and safety committee.
  - Risk analysis

- We are working on these projects currently:
- Improvement on some machines (automation) to reduce the human factor that may cause a potentially dangerous situation.
  - Improvement to the lock out procedure and training to make it easier to use by the employees.
  - Improvement in the work methods and training in the machining department
  - Improvement on the Hydrogen network to make it safer.

- We are also working:
- Inspection forms for the health and safety committee members
  - Improvement in the daily inspection forms for lifts and hoist
  - Adding the Prevention program on same level fall (slips/trip hazard)

Workers who are not employees have been excluded. The hours worked are not tracked.

Since 2022, we use OSHA standard methodologies for OHS reporting. As example, our LTIR and TRIR is calculated on a 200 000 hours basis.  
 See also: [OSHA Recordable Incident Rate: Everything You Need to Know: Clarification on how the formula is used by OSHA to calculate incident rates | Occupational Safety and Health Administration](#)  
[OSHA Recordable Incident Rate: Everything You Need to Know \(sliceproducts.com\)](#)



Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
4 T r a i n i n g	GRI 404-1		<b>Average hours of training per year per employee</b>														
				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
	GRI 404-2		<b>Programs for upgrading employee skills and transition assistance programs operational changes</b>														
				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
4 0 5 D i v e r s i t y a n d E q u a l	GRI 404-3		<b>Percentage of employees receiving regular performance and career development reviews</b>														
				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
	GRI 3-3		<b>Management of material topics: GRI 405 Diversity and Equal opportunity</b>														
	a.	describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;															Criteria 6-8, 15-18
	b.	report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;															
	c.	describe its policies or commitments regarding the material topic;															The Company follows national laws and regulation where implemented and implement own policies. The Company has a long history of operating in multicultural environment respecting diversity and ensuring equal rights. The Management is firmly committed to not tolerate any deviation to these values which are at the core of the company's DNA. The Company has implemented and will defend its pay equity programs, its CoC, it's workplace harassment and discrimination policies. The Company has increased the presence of female and international workers at every level from the factory workers up to the board members.
	d.	describe actions taken to manage the topic and related impacts, including:															
	d.i.	actions to prevent or mitigate potential negative impacts;															
	d.ii.	actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;															
	d.iii.	actions to manage actual and potential positive impacts;															
	e.	report the following information about tracking the effectiveness of the actions taken:															
	e.i.	processes used to track the effectiveness of the actions;															
	e.ii.	goals, targets, and indicators used to evaluate progress;															
	e.iii.	the effectiveness of the actions, including progress toward the goals and targets;															
	e.iv.	lessons learned and how these have been incorporated into the organization's operational policies and procedures;															

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		

o p p o r t u n i t y	f.		describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).													
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**GRI 405-1**

Diversity of governance bodies and employees																	
o p p o r t u n i t y	a.	Percentage of individuals within the organization's governance bodies in each of the following diversity categories:	%	Tekna	< 30	0	0%	0	0%		0%	0%	0%	0%	from 2021 onwards Tekna Holding ASA; 2019-2020 Tekna Plasma Systems Inc	Principle 6, SDG 5, 8	
					30-50	1	20%	1	33%		0%	50%					
					> 50	4	80%	2	67%		100%	50%					
					M	3	60%	3	100%		100%	100%					
					F	2	40%	0	0%		0%	0%					
					X	0	0%	0	0%		0%	0%					
			Other indicators of diversity where relevant (such as minority or vulnerable groups).		BIPOC										not recorded		
	b.	Percentage of employees per employee category in each of the following diversity categories:	%	C-suite	< 30	0	0%	0	0%		0%	0%	0%	0%			
					30-50	5	71%	4	67%		60%	0%					
					> 50	2	29%	2	33%		40%	100%					
				M	5	71%	5	83%		80%	100%						
				F	2	29%	1	17%		20%	0%						
				X	0	0%	0	0%		0%	0%						
		Other indicators of diversity where relevant (such as minority or vulnerable groups).		BIPOC										not recorded			
				Non-executive level	< 30	0	0%										
				30-50	4	33%											
				> 50	8	67%											
				management	M	9	75%										
				F	3	25%											
				X	0	0%											
		Other indicators of diversity where relevant (such as minority or vulnerable groups).		BIPOC										not recorded			
				Technical and production functions	< 30	27	17%										
				30-50	98	61%											
				> 50	36	22%											
				M	126	78%											
				F	35	22%											
				X	0	0%											
		Other indicators of diversity where relevant (such as minority or vulnerable groups).		BIPOC										not recorded			
				Administrative functions	< 30	6	22%										
				30-50	15	56%											
				> 50	6	22%											
				M	14	52%											
				F	13	48%											
				X	0	0%											

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.		
							=	%	=	%	=	%	=	%				
			Other indicators of diversity where relevant (such as minority or vulnerable groups).	Others	BIPOC	< 30	2	7%							not recorded			
					30-50	20	71%											
					> 50	6	21%											
					M	22	79%											
					F	6	21%											
					X	0	0%											
			Other indicators of diversity where relevant (such as minority or vulnerable groups).	Organisati on total	BIPOC												not recorded	
					< 30	35	16%		15%									
					30-50	133	62%		63%									
					> 50	48	22%		22%									
M	162	75%				77%		81%		82%								
F	54	25%				23%		19%		18%								
X	0	0%		0%		0%		0%		0%								
Other indicators of diversity where relevant (such as minority or vulnerable groups).	BIPOC		0	0%										not recorded				
GRI 405-2																		
<b>Ratio of basic salary and remuneration of women to men</b>				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.														
4 0 6  N o n  d i s c r i m :	GRI 3-3																	
	<b>Management of material topics: GRI 406 Non discrimination</b>																	
	a.	describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	Refer to the Human Rights and Transparency Act Report 2022 on the website for all input on this material topic.	<a href="https://www.tekna.com/esg">esg (tekna.com)</a>	Criteria 3-5, 15-18 Principles A1.1, A1.2,													
	b.	report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;	see a.															
	c.	describe its policies or commitments regarding the material topic;	The Company follow national laws and regulation where implemented and implement own policies. The Company has a long history of operating in multicultural environment respecting, diversity and ensuring equal rights. The Management is firmly committed to not tolerate any deviation to these values which are at th core of the company's DNA. The Company has implemented and will defend its pay equity programs, its CoC, it's workplace harassment and discrimination policies. The Company has increased the presence of female and international workers at every level from the factory workers up to the board members															
	d.	describe actions taken to manage the topic and related impacts, including:																
	d.i. actions to prevent or mitigate potential negative impacts;																	
	d.ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;																	
	d.iii. actions to manage actual and potential positive impacts;																	

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
I n a t i o n		e.	report the following information about tracking the effectiveness of the actions taken:													
		e.i.	processes used to track the effectiveness of the actions;													
		e.ii.	goals, targets, and indicators used to evaluate progress;													
		e.iii.	the effectiveness of the actions, including progress toward the goals and targets;													
		e.iv.	lessons learned and how these have been incorporated into the organization's operational policies and procedures;													
		f.	describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).													
	<b>GRI 406-1</b>															
	<b>Incidents of discrimination and corrective actions taken</b>															
	a.	Total number of incidents of discrimination during the reporting period.		#			1		0							Principle 6, Criterion 8, SDG 5.16
	b.		Status of the incidents and actions taken with reference to the following:	Reviewed and found unfounded.												
	b.i.		Incident reviewed by the organization;													
	b.ii.		Remediation plans being implemented;													
	b.iii.		Remediation plans that have been implemented, with results reviewed through routine internal management review processes;													
	b.iv.		Incident no longer subject to action.				1		0							
4 0 7 F	<b>GRI 3-3</b>															
	<b>Management of material topics: GRI 407 Freedom of Association and Collective Bargaining</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
<b>GRI 407-1</b>																
<b>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk per employee</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
4 0 8	<b>GRI 3-3</b>															
	<b>Management of material topics: GRI 408 Child Labor</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
<b>GRI 408-1</b>																
<b>Operations and suppliers at significant risk for incidents of child labor</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
4 0 9 F	<b>GRI 3-3</b>															
	<b>Management of material topics: GRI 409 Forced or Compulsory Labor</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
<b>GRI 409-1</b>																
<b>Operations and suppliers at significant risk for incidents of forced or compulsory labor per employee</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
4 1 0	GRI 3-3	<b>Management of material topics: GRI 410 Security Practices</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
	GRI 410-1	<b>Average hours of training per year per employee</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
4 1 1	GRI 3-3	<b>Management of material topics: GRI 411 Rights of Indigenous Peoples</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
	GRI 411-1	<b>Incidents of violations involving rights of indigenous peoples per employee</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
4 1 3	GRI 3-3	<b>Management of material topics: GRI 413 Local Communities</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
	GRI 413-1	<b>Operations with local community engagement, impact assessments, and development programs</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
	GRI 413-2	<b>Operations with significant actual and potential negative impacts on local communities</b>		This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.												
4 1 4	GRI 3-3	<b>Management of material topics: GRI 414 Supplier Social Assessment</b>														
	a.	describe the actual and potential, negative and positive impacts on the economy, environment, and people, including impacts on their human rights;	Refer to the Human Rights and Transparency Act Report 2022 on the website for all input on this material topic.	<a href="https://www.tekna.com/esg">esg (tekna.com)</a>	Criteria 2, 15-18, Principle A2.3											
	b.	report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;	see a.													
	c.	describe its policies or commitments regarding the material topic;	see a.													
	d.	describe actions taken to manage the topic and related impacts, including:	see a.													
	d.i.	actions to prevent or mitigate potential negative impacts;	see a.													
d.ii.	actions to address actual negative impacts, including actions to provide for or cooperate in their remediation;	see a.														
d.iii.	actions to manage actual and potential positive impacts;	see a.														

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
<b>S</b> <b>O</b> <b>C</b> <b>I</b> <b>A</b>		e.	report the following information about tracking the effectiveness of the actions taken:		see a.												
		e.i.	processes used to track the effectiveness of the actions;		see a.												
		e.ii.	goals, targets, and indicators used to evaluate progress;		see a.												
		e.iii.	the effectiveness of the actions, including progress toward the goals		see a.												
		e.iv.	lessons learned and how these have been incorporated into the		see a.												
	f.	describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).		see a.													

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.	
							=	%	=	%	=	%	=	%			
I A s s e s s m e n t	GRI 414-1																
	<b>New suppliers that were screened using social criteria</b>																
	a.		Percentage of new suppliers that were screened using social criteria.	%				5	20%							We have initiated this due diligence with the 25 suppliers with highest spend and / or greater risk. Refer to Human Rights and Transparency Act Report 2022 on the website.	Criterion 2, 5 SDG 5, 8, 16, Principle A2.1
	GRI 414-2																
	<b>Negative social impacts in the supply chain and actions taken</b>																
	a.		Number of suppliers assessed for social impacts.	#				5	20%							We have initiated this due diligence with the 25 suppliers with highest spend and / or greater risk. Refer to Human Rights and Transparency Act Report 2022 on the	Criterion 2 SDG 5, 8, 16, Principles A2.5, C3, C5
	b.		Number of suppliers identified as having significant actual and potential negative social impacts.	#				0	0%								
	c.		Significant actual and potential negative social impacts identified in the supply chain.				Due diligence is ongoing and at the moment of publication of this report it is too early to draw conclusions.										
	d.		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	0%								
	e.		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%								
4 1 5	GRI 3-3																
	<b>Management of material topics: GRI 415 Public Policy</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.													
	GRI 415-1																
<b>Political contributions</b>			This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.														

Standard	GRI code	Requirement	Description	Unit	Coverage	Category	2022		2021		2020		2019		Comment or Link	UN Global Compact ref.
							=	%	=	%	=	%	=	%		
4 1 6  C u s t	GRI 3-3															
			<b>Management of material topics: GRI 416 Customer Health and Safety</b>				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.									
	GRI 416-1		<b>Assessment of the health and safety impacts of product and service categories engagement, impact assessments, and development programs</b>				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.									
	GRI 416-2		<b>Incidents of non-compliance concerning the health and safety impacts of products and services</b>				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.									
4 1 7  M a r k e t	GRI 3-3															
			<b>Management of material topics: GRI 417 Marketing and Labeling</b>				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.									
	GRI 417-1		<b>Requirements for product and service information and labeling</b>				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.									
	GRI 417-2		<b>Incidents of non-compliance concerning product and service information and labeling</b>				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.									
	GRI 417-3		<b>Incidents of non-compliance concerning marketing communications</b>				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.									
4 1 8  C	GRI 3-3															
			<b>Management of material topics: GRI 418 Customer Privacy</b>				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.									
	GRI 418-1		<b>Substantiated complaints concerning breaches of customer privacy and losses of customer data</b>				This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.									



## GRI content index

Statement of use		Tekna Holding ASA has reported in accordance with the GRI Standards for the period 1 January - 31 December 2022.				
GRI 1 used		GRI 1: Foundation 2021				
Applicable GRI Sector Standard(s)		[Titles of the applicable GRI Sector Standards]				
GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>General disclosures</b>						
<b>GRI 2: General Disclosures 2021</b>	2-1 Organizational details	GRI 2 <sup>1</sup> B7	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	2-2 Entities included in the organization's sustainability reporting	GRI 2 <sup>1</sup> B14				
	2-3 Reporting period, frequency and contact point	GRI 2 <sup>1</sup> B23				
	2-4 Restatements of information	GRI 2 <sup>1</sup> B30				
	2-5 External assurance	GRI 2 <sup>1</sup> B36				
	2-6 Activities, value chain and other business relationships	GRI 2 <sup>1</sup> B44				
	2-7 Employees	GRI 2 <sup>1</sup> B54				
	2-8 Workers who are not employees	GRI 2 <sup>1</sup> B117				
	2-9 Governance structure and composition	GRI 2 <sup>1</sup> B127				
	2-10 Nomination and selection of the highest governance body	GRI 2 <sup>1</sup> B141				
	2-11 Chair of the highest governance body	GRI 2 <sup>1</sup> B150				
	2-12 Role of the highest governance body in overseeing the management of impacts	GRI 2 <sup>1</sup> B155				
	2-13 Delegation of responsibility for managing impacts	GRI 2 <sup>1</sup> B163				
	2-14 Role of the highest governance body in sustainability reporting	GRI 2 <sup>1</sup> B170				
	2-15 Conflicts of interest	GRI 2 <sup>1</sup> B175				
	2-16 Communication of critical concerns	GRI 2 <sup>1</sup> B184				
	2-17 Collective knowledge of the highest governance body	GRI 2 <sup>1</sup> B189				
	2-18 Evaluation of the performance of the highest governance body	GRI 2 <sup>1</sup> B193				
	2-19 Remuneration policies	GRI 2 <sup>1</sup> B199				
	2-20 Process to determine remuneration	GRI 2 <sup>1</sup> B209				
	2-21 Annual total compensation ratio	GRI 2 <sup>1</sup> B217				
	2-22 Statement on sustainable development strategy	GRI 2 <sup>1</sup> B223				
	2-23 Policy commitments	GRI 2 <sup>1</sup> B227				
	2-24 Embedding policy commitments	GRI 2 <sup>1</sup> B242				
	2-25 Processes to remediate negative impacts	GRI 2 <sup>1</sup> B250				
	2-26 Mechanisms for seeking advice and raising concerns	GRI 2 <sup>1</sup> B258				
	2-27 Compliance with laws and regulations	GRI 2 <sup>1</sup> B264				
	2-28 Membership associations	GRI 2 <sup>1</sup> B275				
	2-29 Approach to stakeholder engagement	GRI 2 <sup>1</sup> B284				
	2-30 Collective bargaining agreements	GRI 2 <sup>1</sup> B291				

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Material topics</b>						
GRI 3: Material Topics 2021	3-1 Process to determine material topics	<a href="#">GRI 3!B7</a>	A gray cell indicates that reasons for omission are not permitted for the disclosure or that a GRI Sector Standard reference number is not available.			
	3-2 List of material topics	<a href="#">GRI 3!B14</a>				
<b>Economic performance</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">GRI 20X!B7</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	201-1 Direct economic value generated and distributed	<a href="#">GRI 20X!B23</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	<a href="#">GRI 20X!B31</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	201-3 Defined benefit plan obligations and other retirement plans	<a href="#">GRI 20X!B40</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	201-4 Financial assistance received from government	<a href="#">GRI 20X!B51</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Market presence</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">GRI 20X!B65</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	<a href="#">GRI 20X!B81</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
GRI 202: Market Presence 2016	202-2 Proportion of senior management hired from the local community	<a href="#">GRI 20X!B88</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Indirect economic impacts</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">GRI 20X!B95</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	203-1 Infrastructure investments and services supported	<a href="#">GRI 20X!B111</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	<a href="#">GRI 20X!B117</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Procurement practices</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	<a href="#">GRI 20X!B122</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	204-1 Proportion of spending on local suppliers	<a href="#">GRI 20X!B138</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
GRI 204: Procurement Practices 2016						

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Anti-corruption</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 20X!B144</a>	e. f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 205: Anti-corruption 2016</b>	205-1 Operations assessed for risks related to corruption	<a href="#">GRI 20X!B160</a>				
	205-2 Communication and training about anti-corruption policies and procedures	<a href="#">GRI 20X!B165</a>				
	205-3 Confirmed incidents of corruption and actions taken	<a href="#">GRI 20X!B197</a>				
<b>Anti-competitive behavior</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 20X!B205</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 206: Anti-competitive Behavior 2016</b>	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">GRI 20X!B221</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Tax</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 20X!B226</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 207: Tax 2019</b>	207-1 Approach to tax	<a href="#">GRI 20X!B242</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	207-2 Tax governance, control, and risk management	<a href="#">GRI 20X!B250</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	207-3 Stakeholder engagement and management of concerns related to tax	<a href="#">GRI 20X!B260</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	207-4 Country-by-country reporting	<a href="#">GRI 20X!B267</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Materials</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 30X!B7</a>	b.e.f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 301: Materials 2016</b>	301-1 Materials used by weight or volume	<a href="#">GRI 30X!B23</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	301-2 Recycled input materials used	<a href="#">GRI 30X!B29</a>				
	301-3 Reclaimed products and their packaging materials	<a href="#">GRI 30X!B36</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Energy</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 30X'IB41</a>	b.e.f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	302-1 Energy consumption within the organization	<a href="#">GRI 30X'IB57</a>	d.	Not applicable	Tekna does not sell its energy.	
<b>GRI 302: Energy 2016</b>	302-2 Energy consumption outside of the organization	<a href="#">GRI 30X'IB75</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	302-3 Energy intensity	<a href="#">GRI 30X'IB81</a>				
	302-4 Reduction of energy consumption	<a href="#">GRI 30X'IB88</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	302-5 Reductions in energy requirements of products and services	<a href="#">GRI 30X'IB95</a>		Information unavailable/incomplete	see GRI 302-3	
<b>Water and effluents</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 30X'IB101</a>	b.e.f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	303-1 Interactions with water as a shared resource	<a href="#">GRI 30X'IB117</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 303: Water and Effluents 2018</b>	303-2 Management of water discharge-related impacts	<a href="#">GRI 30X'IB124</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	303-3 Water withdrawal	<a href="#">GRI 30X'IB132</a>	a.b.c.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	303-4 Water discharge	<a href="#">GRI 30X'IB151</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	303-5 Water consumption	<a href="#">GRI 30X'IB170</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Biodiversity</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 30X'IB177</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	<a href="#">GRI 30X'IB193</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 304: Biodiversity 2016</b>	304-2 Significant impacts of activities, products and services on biodiversity	<a href="#">GRI 30X'IB204</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	304-3 Habitats protected or restored	<a href="#">GRI 30X'IB219</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	<a href="#">GRI 30X'IB226</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Emissions</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 30X!B235</a>	b.f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 305: Emissions 2016</b>	305-1 Direct (Scope 1) GHG emissions	<a href="#">GRI 30X!B251</a>	e.f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">GRI 30X!B264</a>	e.f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">GRI 30X!B277</a>	f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	305-4 GHG emissions intensity	<a href="#">GRI 30X!B290</a>		Information unavailable/incomplete	Planning on doing LCA for Titanium powder starting 2023, which would allow us to disclose CO2 per kg of powder	
	305-5 Reduction of GHG emissions	<a href="#">GRI 30X!B297</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	305-6 Emissions of ozone-depleting substances (ODS)	<a href="#">GRI 30X!B305</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	<a href="#">GRI 30X!B312</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to	
<b>Waste</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 30X!B325</a>	b.e.f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	<a href="#">GRI 30X!B341</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	306-2 Management of significant waste-related impacts	<a href="#">GRI 30X!B347</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	306-3 Waste generated	<a href="#">GRI 30X!B353</a>				
	306-4 Waste diverted from disposal	<a href="#">GRI 30X!B359</a>				
	306-5 Waste directed to disposal	<a href="#">GRI 30X!B375</a>			Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Supplier environmental assessment</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 30X!B393</a>				
<b>GRI 308: Supplier Environmental Assessment 2016</b>	308-1 New suppliers that were screened using environmental criteria	<a href="#">GRI 30X!B409</a>				
	308-2 Negative environmental impacts in the supply chain and actions taken	<a href="#">GRI 30X!B413</a>				
<b>Employment</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B7</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	<a href="#">GRI 40X!B23</a>				
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="#">GRI 40X!B79</a>				
	401-3 Parental leave	<a href="#">GRI 40X!B93</a>				
<b>Labor/management relations</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B111</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 402: Labor/Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	<a href="#">GRI 40X!B127</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Occupational health and safety</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B132</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	<a href="#">GRI 40X!B148</a>				
	403-2 Hazard identification, risk assessment, and incident investigation	<a href="#">GRI 40X!B155</a>				
	403-3 Occupational health services	<a href="#">GRI 40X!B165</a>				
	403-4 Worker participation, consultation, and communication on occupational health and safety	<a href="#">GRI 40X!B169</a>				
	403-5 Worker training on occupational health and safety	<a href="#">GRI 40X!B174</a>				
	403-6 Promotion of worker health	<a href="#">GRI 40X!B178</a>				
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">GRI 40X!B183</a>				
	403-8 Workers covered by an occupational health and safety management system	<a href="#">GRI 40X!B187</a>				
	403-9 Work-related injuries	<a href="#">GRI 40X!B196</a>				
	403-10 Work-related ill health	<a href="#">GRI 40X!B219</a>		Not applicable	Tekna is not aware of any work-related ill health	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Training and education</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B236</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<a href="#">GRI 40X!B252</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="#">GRI 40X!B258</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	404-3 Percentage of employees receiving regular performance and career development reviews	<a href="#">GRI 40X!B263</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Diversity and equal opportunity</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B267</a>	b.d.e.f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	<a href="#">GRI 40X!B283</a>				
	405-2 Ratio of basic salary and remuneration of women to men	<a href="#">GRI 40X!B335</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Non-discrimination</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B366</a>	b.d.e.f.	Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 406: Non-discrimination 2016</b>	406-1 Incidents of discrimination and corrective actions taken	<a href="#">GRI 40X!B382</a>				
<b>Freedom of association and collective bargaining</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B391</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">GRI 40X!B407</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Child labor</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B414</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 408: Child Labor 2016</b>	408-1 Operations and suppliers at significant risk for incidents of child labor	<a href="#">GRI 40X!B430</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Forced or compulsory labor</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B440</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 409: Forced or Compulsory Labor 2016</b>	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">GRI 40X!B456</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	

GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Security practices</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B463</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 410: Security Practices 2016</b>	410-1 Security personnel trained in human rights policies or procedures	<a href="#">GRI 40X!B479</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Rights of indigenous peoples</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B484</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 411: Rights of Indigenous Peoples 2016</b>	411-1 Incidents of violations involving rights of indigenous peoples	<a href="#">GRI 40X!B500</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Local communities</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B509</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	<a href="#">GRI 40X!B525</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	413-2 Operations with significant actual and potential negative impacts on local communities	<a href="#">GRI 40X!B537</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Supplier social assessment</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B543</a>				
<b>GRI 414: Supplier Social Assessment 2016</b>	414-1 New suppliers that were screened using social criteria	<a href="#">GRI 40X!B559</a>				
	414-2 Negative social impacts in the supply chain and actions taken	<a href="#">GRI 40X!B563</a>				
<b>Public policy</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B571</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 415: Public Policy 2016</b>	415-1 Political contributions	<a href="#">GRI 40X!B587</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Customer health and safety</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B592</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 416: Customer Health and Safety 2016</b>	416-1 Assessment of the health and safety impacts of product and service categories	<a href="#">GRI 40X!B608</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<a href="#">GRI 40X!B612</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	



GRI STANDARD/ OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
<b>Marketing and labeling</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B620</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is	
<b>GRI 417: Marketing and Labeling 2016</b>	417-1 Requirements for product and service information and labeling	<a href="#">GRI 40X!B636</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	417-2 Incidents of non-compliance concerning product and service information and labeling	<a href="#">GRI 40X!B646</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
	417-3 Incidents of non-compliance concerning marketing communications	<a href="#">GRI 40X!B654</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>Customer privacy</b>						
<b>GRI 3: Material Topics 2021</b>	3-3 Management of material topics	<a href="#">GRI 40X!B662</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	
<b>GRI 418: Customer Privacy 2016</b>	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">GRI 40X!B678</a>		Information unavailable/incomplete	This is Tekna's first GRI report. Each material topic is important and we want to take the time to integrate and report them.	

<b>Topics in the applicable GRI Sector Standards determined as not material</b>	
TOPIC	EXPLANATION
[Title of GRI Sector Standard]	
[Topic]	[Explanation]
[Topic]	[Explanation]

# 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's is developing the position of its advanced materials in three multi-billion-dollar market verticals. 

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).



### Additive Manufacturing:

Currently our fastest growing segment. Tekna enjoys an estimated 19 per cent market share, up by 6 per cent on main selling products. 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.

### Microelectronics:

We aim to secure industrial scale supply to global tier 1 customers in 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.

### Energy Storage:

Tekna has developed and patented its industrial process to produce high purity spherical silicon nano powder. Nano silicon used in rechargeable batteries could provide electric vehicles with 60 per cent more distance travelled on a single charge. Important industries for our powders are: batteries, electronics, medical, automotive, aerospace and satellites.

### Systems | PlasmaSonic:

In the systems business we launched the PlasmaSonic Product line. This wind tunnel simulates hypersonic conditions to enable research for for instance space tourism.

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## request

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