

Tekna Holding ASA

2025

January 1—December 31

Annual Report



one particle at a time...

 **TEKNA**

#InvestinTekna



VISION

Advancing the world with sustainable material solutions, one particle at a time...

In a rapidly changing world, a company needs to anchor itself in sustainable values, and a vision and mission to keep it moving forward.

It takes ambition as well as patience and persistence to advance the world sustainably and we are determined. We believe advances can be made even in small steps, *one particle at a time*.

MISSION

To be the ultimate partner

...for our customers, our employees, our investors

We achieve this by leveraging our talented people, our innovations and manufacturing excellence to provide our business partners with plasma technology and material solutions that drive their success, today and tomorrow.



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Further resources

Presentation of the groups profile and activities.

[Go to Tekna.com](https://www.tekna.com)

[Go to Investors](#)

Other available reporting

- Remuneration report

About Tekna

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ABOUT TEKNA

Advancing materials. Empowering Innovation.

Tekna is a world-leading provider of sustainable, advanced material solutions. The group specializes in the development, manufacturing and sales of advanced metal powders as well as plasma processing solutions.

Since we started in 1990, Tekna has developed a unique and proprietary Inductively Coupled plasma technology (“ICP”) platform for manufacturing micron-sized and nano-sized powders for a range of industries. Our business model relies on two revenue streams, both with synergistic effects:

- Plasma systems: development, manufacturing and sales of sophisticated systems for research and development, including the PlasmaSonic systems for hypersonic test facilities
- Materials: development, manufacturing and sales of metal powders by ICP for the additive manufacturing industry

Tekna is developing in major market verticals thriving on global mega trends such as space exploration, increasing defense spending, technology development in aviation, digitalization, demography & health care as well as reshoring of manufacturing.

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

Materials

for additive manufacturing

Tekna specializes in high quality micron-sized, spherical, high-purity metal powders. Its portfolio includes titanium, aluminum, tungsten and tantalum.

Currently our fastest growing business area. 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.

Systems

for research and development

The Systems business area acts as the technology hub of the corporation and has generated derivative opportunities, such as the Materials business, and the newly launched PlasmaSonic product line.

The flagship product line, **PlasmaSonic**, is a wind tunnel engineered to replicate the extreme heat, pressure, and speed conditions of hypersonic flight, enabling our customers to develop innovative materials for use in space vehicles.



CEO LETTER

**Message from
Claude Jean,
Group CEO**



Tekna enters the next phase with a clear roadmap and a company culture committed to operational excellence, quality control, and customer success. Our baseline ambition is to deliver double-digit annual revenue growth and gradual expansion toward 15%–20% EBITDA margin by 2030.

Claude Jean
Chief Executive Officer
Tekna Holding ASA

Dear partners,

Dear shareholders, customers and employees,

2025 was a transformational year for Tekna—marked by significant commercial and operational progress, strengthened financial performance and foundations, and better strategic clarity for the years ahead. Despite a macro economic environment characterized by geopolitical uncertainty, Tekna delivered several record achievements and reached a profitability inflection point, positioning us strongly for the future.

Developments in business areas

Our Materials business continues to be the engine of Tekna’s value creation. It delivered record revenues of CAD 27.8 million and contribution margin of 53.2%. This performance was driven by a favorable product mix, higher selling prices for small and large powders, cost structure improvements and disciplined execution. The strong revenues were supported by an all-time high order intake of CAD 33.9 million. The average revenue per Materials customer reached a new high of CAD 170 000, illustrating the maturation of customer applications and repeat order programs—especially in the Aerospace & Defense (“A&D”) and medical sectors. Our recently announced long-term partnership with Burloak

Technologies—supporting the production of more than 50 000 satellite components—is just one example of how Tekna is becoming an integral part of strategic supply chains in high-growth sectors. Tekna also became the first company in the world to receive NADCAP accreditation^[1] for metallic powder manufacturing, an achievement that further solidifies our position as a global benchmark in powder quality and reliability.

Systems revenues were CAD 7.8 million, reflecting low orders and the cyclical nature of this business. However, the pipeline is maturing, with several orders expected in the first half of 2026.

Refer to end of letter for notes.

The unit economics in Systems remain attractive, and we continue to see upside potential as new applications adopt plasma-based technologies. Furthermore, this business area plays a strategic role in enabling Tekna's material business' long-term innovation and customer engagement.

Structural improvements

Across the organization, we executed significant structural improvements. From year-end 2023 to the end of 2025, we reduced total headcount by 29%—from 222 to 158 employees, generating annualized direct and indirect salary savings of CAD 7.0 million. These actions were demanding to execute but essential. They have made Tekna leaner, more agile, and well positioned for profitable growth. As a result, we achieved positive EBITDA in Q3 and Q4, culminating in an adjusted EBITDA in 2025 of CAD -1.4 million (-6.9), a significant improvement over previous years.

Tekna secured an agreement with Scotiabank providing a total of CAD 10.5 million of credit facilities. We also completed a fully underwritten rights issue, strengthening our balance sheet and ensuring we are fully funded to execute on our business plan. This robust liquidity secures flexibility to deliver on our long-term strategy and capture growth across our core markets.

Macro challenges

Entering 2025, tariff uncertainty created hesitation in our markets. However, Tekna's products were ultimately confirmed to be exempt under the USMCA framework^[2], allowing us to maintain market momentum.

While new tariffs and geopolitical tensions continue to introduce short-term challenges, we firmly believe that they ultimately will reinforce the broader trend

toward reshoring, supply-chain security, and domestic manufacturing—all of which support long-term demand for additive manufacturing and Tekna's advanced materials.

Desired positions

Since joining Tekna in April 2025, I have focused on clarifying our strategic direction and defining Tekna's desired position across both business areas. Our ambition is to maintain and reinforce our best-in-class global position in metallic powders for additive manufacturing, with a focus on high value applications in aerospace, defense and medical markets in North America and Europe.

With manufacturing operations in Canada and a currently idle site in France^[3], Tekna is uniquely positioned to benefit from increased A&D budgets, reshoring and resilience efforts, and the accelerating adoption of additive manufacturing. We will continue to selectively expand our portfolio of alloys within our core business and advance our nano powder developments in partnership with prospective customers.

In Systems, our objective is to enhance commercial focus and penetrate new verticals where our plasma technologies have significant long-term potential. We see strong opportunities in material development and production as well as PlasmaSonic wind tunnel applications.

We are ready

Looking ahead, Tekna enters the next phase of its journey with a clear roadmap and a company culture committed to operational excellence, quality control, and customer success. Our baseline ambition is to deliver double-digit annual revenue growth and gradual improvement of EBITDA margin towards 15%–20% by 2030.

The achievements of 2025 would not have been possible without the passion, expertise, and dedication of our employees, the trust of our customers, and the support of our shareholders. Together, we have laid the groundwork for a new chapter in Tekna's evolution—defined by profitable growth, technological leadership, and long-term value creation.

Thank you for your continued confidence in Tekna.

Sincerely,

^[1] National Aerospace and Defense Contractors Accreditation Program (NADCAP) is an industry-managed global cooperative program, which standardizes audits and accreditation of "critical processes" to ensure suppliers meet the stringent technical and quality requirements demanded by aerospace and defense OEMs.

^[2] USMCA is a free trade agreement among the United States, Mexico, and Canada, in effect from July 1, 2020.

^[3] Manufacturing in France is idle at present.

2025
Key figures at a glance

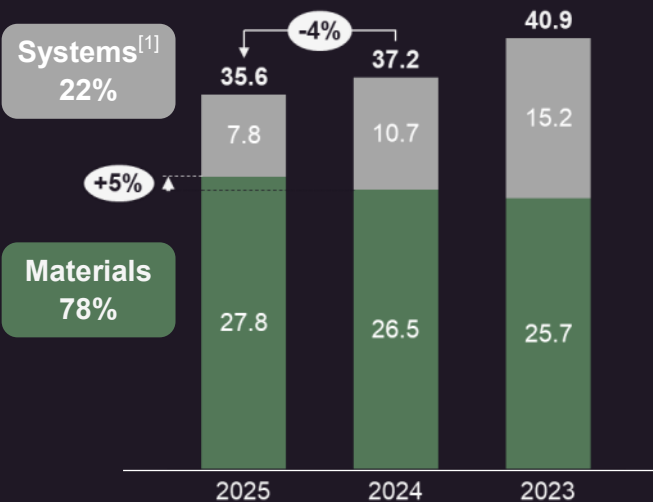
<i>in CAD million</i>	2025	2024	2023
Revenues	35.6	37.2	40.9
Adjusted EBITDA	-1.4	-6.9	-4.1
EBITDA	-3.1	-4.0	-8.2
Net profit / loss	-11.0	-11.1	-15.0
Cash balance	17.4	12.4	10.1
Employees	158	185	222

Revenues ▶ vs 37.2 M CAD in 2024.
35.6 M CAD
Materials (+4.9%)
Systems (-27%)

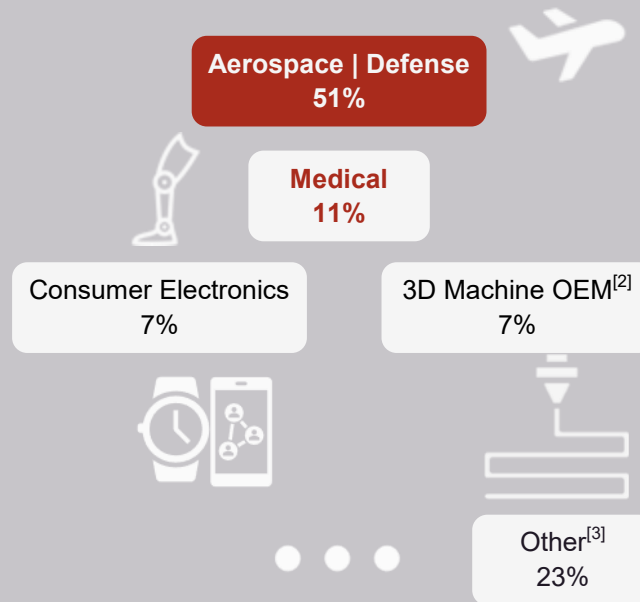
Order backlog ▲ vs 16.7 M CAD in 2024.
20.5 M CAD
Materials (+45.7%)
Systems (-35%)

Adj. EBITDA ▲ vs -6.9 M CAD in 2024.
-1.4 M CAD
Tekna maintained a strong focus on operational discipline, profitability and cash flow

Revenue distribution - by business area



- by industry



- by geography



[1] Includes after service and spare parts. [2] OEM stands for Original Equipment Manufacturer. [3] Academic, Industrial Research and Distributors

2025

Highlights and important milestones in the year^[1]

[Go to Board of Directors' report](#)

New CEO Claude Jean

Mr. Jean took over from Luc Dionne in April.

Scotiabank financing agreement

Tekna secured an agreement with Scotiabank providing a total of CAD 10.5m of credit facilities.

100% underwritten Rights Issue

Tekna completed a Rights Issue of NOK 300m (CAD 41m).
CAD 29m of the proceeds were used to repay the AFK shareholder loan, including interest.

Improved cost position

Tekna continued to execute on its comprehensive profitability program. Efforts focused on simplifying the organization, creating a leaner operation (185 to 158 FTE), reducing operating cost and further improving cash flow.
Many of the cost reductions executed since 2024 are permanent and will have recurring effect.

Record order intake Materials

In the first quarter, Tekna received three orders valued at CAD 5.2m for titanium powder used in metal injection molding (MIM).
Tekna completed the year with an order intake of CAD 33.9m (23.5), an increase of 44.4%.

Partnering for satellite components

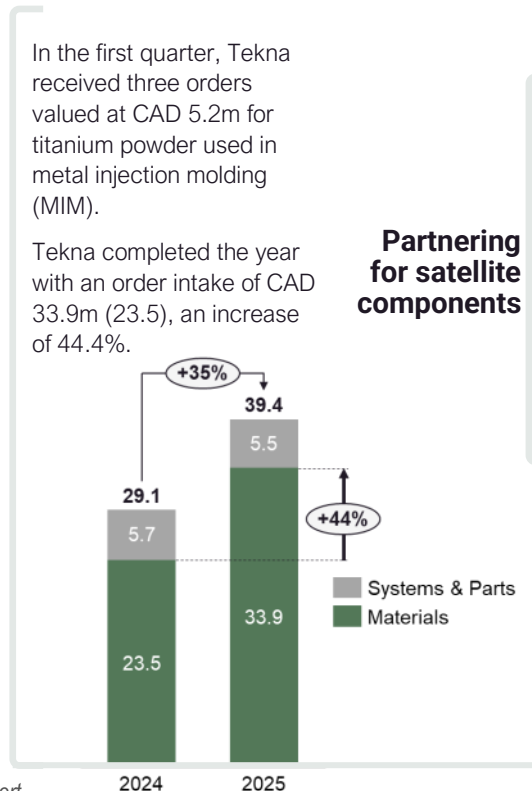
Tekna entered a strategic partnership with Burloak Technologies, Canada's leading additive manufacturing company, to supply materials for the production of 50 000 satellite components destined to MDA's Aurora™ program.

NADCAP certification

A Tekna subsidiary became the world's first accredited metallic powder manufacturer, representing an important quality acknowledgement in the aerospace industry.

Systems remained slow

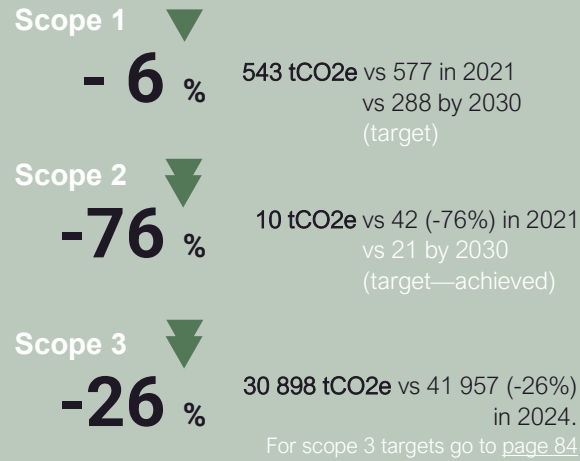
Systems order intake remained low, affected by the uncertainty caused by the tariffs. Order intake picked up slightly in Q4.



[1] Read more on all of these highlights in the Board of Directors' report.

Carbon-neutral in own operations by 2035.

Greenhouse Gas emissions ^[2]



Renewable energy share ^[2]



Energy Intensity per kg metal powder produced ^[3]



Protecting workers, own and supply chain. Diverse leadership.

Health & Safety

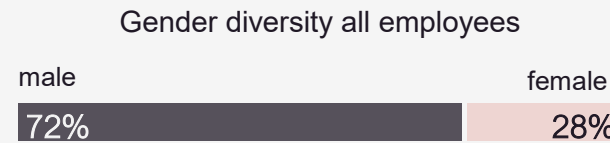
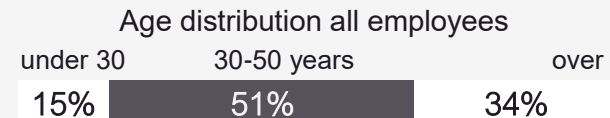
Fatalities **0**

Lost time injuries | LTIFR **1 | 3.4**

Employees sick leave rate **3.7 %**

Human Resources (158)

Voluntary turnover rate **15.7 %**



Impeccable business conduct. Secure systems.

Ethics & Compliance

Code of Conduct signature **100%**

Code of Conduct training **98%**

Signature of Code of Conduct by high-risk partners **100%**

Compliance incidents detected **0**

Cyber security

Successful cyber attacks **0**

Internal training **100%**

2025 ESG Sustainability indicators at a glance ^[1]

Read more on Sustainability

ENVIRONMENT

SOCIAL

GOVERNANCE

[1] Historical data should not change, but we always revise historical figures if data quality or science has improved. [2] Performance vs baseline as indicated. [3] Performance vs baseline FY19; Direct electricity of plasma systems within Tekna, Ti64 and AlSiMg, in kWh per kg.

31.12.2025

Shareholder information

Tekna Holding ("Company") aims to be an attractive investment for shareholders, delivering a competitive return on investment through developing strong positions in high-growth verticals representing opportunities for high profitability going forward.

The Company's share capital as of 31 December 2025 was NOK 261 581 568 divided into 227 462 233 shares, each with a nominal value of NOK 1.15.

The Company's shares are registered in book-entry form with the Norwegian Central Securities Depository under ISIN NO 0010951577. The account operator of the Company's share register is DNB Bank ASA. The Tekna share was listed on Oslo Børs, the main list at the Oslo Stock Exchange, on 1 July 2022.

Rights Issue Q4 2025

In the fourth quarter, Tekna completed its refinancing plan with a rights issue of NOK 300 million (CAD 41 million).

Net proceeds from the equity raise were CAD 40 million, after deducting about CAD 1 million in costs. CAD 29 million of the proceeds were used to repay the shareholder loan to Arendals Fossekompagni ASA ("AFK"), including interest. The balance sheet was strengthened year-over-year as the Equity ratio rose to 77% from 36%, the net debt improved from CAD 19.6 million to net cash of CAD 11.8 million. The cash position at year-end was CAD 17.4 million, up CAD 10.2 million from the previous quarter.

Shareholder structure

As of 31 December 2025, Tekna had 4 115 shareholders, down from 4 211 at the end of 2024. AFK remained the Company's largest shareholder, owning 72.4 percent of the shares. No other shareholder held more than five percent, while four shareholders held more than two percent.

Share price and market valuation

On 31 December 2025, the closing share price was NOK 3.15 per share, corresponding to a market capitalization of NOK 0.7 billion. The year-end closing price on 31 December 2024 was NOK 3.25.

Option schemes

In 2024, the board of directors of Tekna Holding ASA (the "Company") resolved and implemented an employee share option plan (the "Plan") with annual grants for 2024 (completed), 2025 (completed) and 2026 (projected).

The Plan is available to eligible individuals as determined by the board of directors. The Plan enables the eligible person to acquire a proprietary interest in the growth and performance of the Company and to enhance the ability of the Company to attract, retain and reward qualified individuals. Options can be granted on an annual or ad hoc basis, all subject to the board's discretion. Upon exercising their options, option holders can choose between acquiring shares after paying the strike price or opting for a cashless transaction. The latter involves the transfer of a number of treasury shares equivalent to the NOK amount of the number of exercised options, multiplied by the difference between the Company's shares' market price and the strike price.

On 21 November 2025, the board of directors has granted a total of 3 410 000 options in the 2025 allocation round. These options have a strike price of NOK 3.25. Issued options vest 1/3 after one year, 1/3 after two years, and 1/3 after three years. The expiry date for any option granted is the date falling 24 months following the vesting date. Link to the [2025 Remuneration Report](#).

Current Authorizations

During the 2025 Annual General Meeting ("AGM") the Board of Directors of the Company received the authorization to increase the share capital and to acquire shares of the company. The authorizations remain in force until the AGM of 2026, but in no event later than 30 June 2026.

Link to AGM minutes: www.tekna.com/investors

[AGM Minutes](#)

Investor Relations

Tekna wishes to maintain open communications with its shareholders and other stakeholders. Shareholders and stakeholders are kept informed by announcements to the Oslo stock exchange and press releases.

Please refer to the investor relations section of the Tekna website for further information, including contact details: www.tekna.com/investors or contact investors@tekna.com.

[Email Investor Relations](#)

Upcoming events

7 May 2026

Annual General Meeting

7 May 2026

Interim Report for Q1 2026

Board of Directors' Report



Board of Directors' report 2025

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Board of Directors' Report 2025^[1]

The macro-economic environment in 2025 remained demanding, characterized by tariffs, moderate and uneven growth, easing inflation and gradually declining interest rates. Market conditions continued to impact investment appetite across most customer segments. Navigating this environment, Tekna Group (“**Tekna**” or “**Group**”) maintained a strong focus on operational discipline, profitability and cash flow, while prioritising core growth initiatives. Revenues amounted to CAD 35.6 million (37.2), reflecting gradual recovery in Materials and continued slowdown in Systems. Order intake and backlog developed to CAD 39.4 million (29.1) and CAD 20.5 million (16.7) respectively at year-end. Adjusted EBITDA improved to negative CAD 1.4 million (negative 6.9), supported by cost measures and operational efficiencies. Net working capital was slightly reduced to CAD 14.2 million (14.5), reflecting continued focus on cash management and balance sheet discipline.

Business and location

The Group currently engages in two main businesses: Materials and Systems (incl. PlasmaSonic). The Group is developing in major market verticals such as space exploration, increasing defense spending, technology development in aviation, digitalization, demography & health care as well as reshoring of manufacturing.

Tekna is a world-leading provider of sustainable, advanced material solutions to industry. The company specializes in high-purity, micron-sized metal powders used in critical applications such as additive manufacturing (3D printing) across the aerospace, defense, medical and consumer electronics industries.

Tekna also develops, manufactures and operates its own plasma systems and sells cutting-edge induction plasma systems designed for both industrial research and production. Its unique, IP-protected plasma technology is powering its hypersonic wind tunnels, PlasmaSonic, which enable simulating material exposure conditions in space (hypersonic and atmosphere re-entry flight conditions).

With over 30 years of experience, Tekna is a trusted partner to a broad portfolio of multinational blue-chip customers for its high-quality products and innovation. Its material solutions help enhance productivity, enable more efficient use of materials and support the transition to more resilient supply chains and a circular economy.

Tekna Holding ASA, a Norwegian public limited liability company, is listed on Oslo Stock Exchange. The Group is headquartered in Sherbrooke, Canada, with subsidiaries and teams based across five offices^[2] in Canada (2), France, USA and China.

Analysis of the development and performance of the undertaking's business and its position

Market sectors

Tekna currently has two business areas:

- Materials - development, manufacturing and sales of metal powders for the additive manufacturing industry
- Systems - development, manufacturing and sales of sophisticated plasma systems for research and development, including the PlasmaSonic systems for hypersonic test facilities.

Materials

In 2025, revenues in Materials increased by 4.9% to CAD 27.8 million (26.5), representing 78% of consolidated revenues. The contribution margin improved significantly to 53.2%, up from 34.3% in 2024, driven by a favorable product mix and better sales opportunities for both small and larger particle sizes. Throughout 2025, Tekna experienced record order intake of CAD 33.9 million (23.5), an increase of 44.4%, with accelerating demand driven primarily by aerospace and defense customers in North America and Europe. In the fourth quarter, Tekna earned NADCAP accreditation for its metallic powder production, confirming that its powders meet the industry's highest standards for quality and traceability.

Systems

The slowdown in Systems continued in 2025, with revenues declining 27% to CAD 7.8 million (10.7). The decline was primarily attributable to a reduced order book, as ongoing uncertainty related to government funding constraints in several countries affected project timelines.

^[1] All amounts in this document refer to the consolidated financial statements for the Group, unless otherwise stated. The financial statements cover the period from January 1, 2024 to December 31, 2025. ^[2] The India and South Korea offices are in process of closure.

BOARD OF DIRECTORS' REPORT (CONTINUED)

Contribution margin for Systems for the year was 53.5%, compared to 64.9% in 2024, including a negative impact of 5.1 percentage points for a tariff paid in the U.S. that is expected to be recovered in 2026. Order intake for 2025 was CAD 5.5 million (5.7), with three system orders booked in the fourth quarter totaling CAD 3.1 million. While activity in the Systems business remains inherently volatile, the sales pipeline is progressing with several orders anticipated in the first half of 2026.

The Systems business is of importance to Tekna as it supports the continued development of the core technology applicable in the inhouse materials production.

Research & Development

Tekna has several R&D initiatives in addition to the material for additive manufacturing. In close cooperation with potential customers, Tekna is developing advanced nano-sized materials that can be used for a variety of industrial applications, including nickel and copper.

Important events in 2025

Tekna welcomed new CEO Claude Jean

Mr. Jean is an accomplished senior technology executive with a proven track record of building and leading world-class electronic manufacturing services and R&D. He joined Tekna in April, replacing Luc Dionne, the company's CEO since 2014.

Record order intake in Materials

Tekna completed the year with an order intake of CAD 33.9 million (23.5), an increase of 44.4%. The revenue per customer is steadily increasing and Tekna

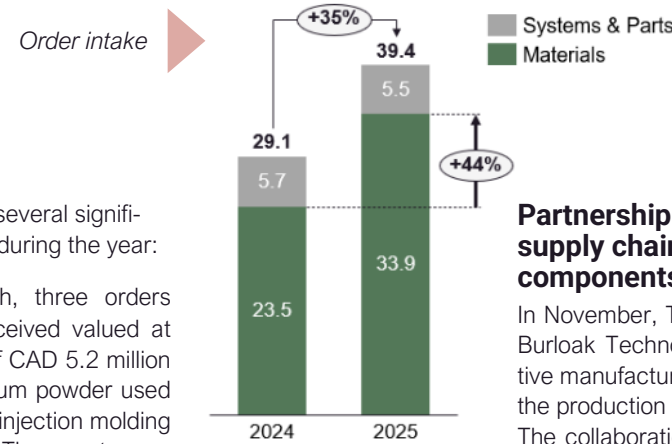
announced several significant orders during the year:

- In March, three orders were received valued at a total of CAD 5.2 million for titanium powder used in metal injection molding (MIM). The customers will utilize the powder for mass-producing sub-components, such as digital watch cases, hinges, and buttons. Deliveries for these contracts are scheduled for 2025/26.
- In July, Tekna received an order of CAD 1.6 million for high-performance titanium powder used in Laser Powder Bed Fusion (LPBF) additive manufacturing (AM) from U.S. Aerospace and Defense Tier-1 Supplier. This was followed by a second order of CAD 2.0 million at the end of the year (announced early January 2026).

Tekna World's First NADCAP Accredited Metallic Powder Manufacturing

Tekna received NADCAP accreditation for metallic powder manufacturing, making it the first company in the world to achieve this milestone. The formal audit was completed in August, and the certificate was officially granted in October.

The National Aerospace and Defense Contractors Accreditation Program (NADCAP) is an industry-managed global cooperative program which standardizes audits and accreditation of "critical processes" (such as heat treatment, chemical processes, non-destructive testing) to ensure suppliers meet the stringent technical and quality requirements demanded by aerospace and defense OEMs.



Partnership with Burloak Technologies in supply chain for cutting-edge satellite components

In November, Tekna entered a strategic partnership with Burloak Technologies (Burloak), Canada's leading additive manufacturing (AM) company, to supply materials for the production of more than 50 000 satellite components. The collaboration supports Burloak's role in manufacturing advanced flight hardware for the MDA Aurora™ program.

Systems remained slow

Systems order intake was affected by the uncertainty caused by the introduction of tariffs. Order intake in the year included six units, three in the second quarter and three in the fourth quarter. Furthermore, a system was shipped to the USA with a tariff charge of CAD 0.4m affecting Contribution Margins.

Scotiabank financing agreement

The Company entered into a financing agreement with the Bank of Nova Scotia ("Scotiabank"). Under the financing agreement, Scotiabank has agreed to make available multiple credit facilities to Tekna systèmes Plasma Inc., Tekna Matériaux Avancés Inc. and Tekna Holdings Canada Inc (the "Borrowers") in total of CAD 10.5 million. The credit facilities are divided into three types of credit, (i) an operating on demand credit (the "Demand Credit") of CAD 6 million, (ii) a standby letter of credit/guarantee of CAD 4 million and (iii) a VISA Business credit card of CAD 0.5 million. The credit facilities will be used for working capital and general corporate purposes and to assist for future projects.

Tekna completes fully underwritten Rights Issue

In the fourth quarter, Tekna completed its refinancing plan with a rights issue of NOK 300 million (CAD 41 million).

Net proceeds from the equity raise were CAD 40 million, after deducting about CAD 1 million in costs. CAD 29 million of the proceeds were used to repay the shareholder loan from Arendals Fossekompani ASA, including interest. The balance sheet was strengthened year-over-year as the Equity ratio rose to 77% from 36% and the net cash position improved to CAD 11.8 million from CAD 19.6 million net debt. The cash position at year-end was CAD 17.4 million, up from CAD 12.4 million the previous year.

Improving cost position

Tekna continued to execute on its comprehensive profitability improvement program which started in 2023. Efforts focused on simplifying the organization, creating a leaner operation, reducing operating cost and further improving cash flow.

Key contributors are:

- In 2025, headcount was further reduced from 185 to 158
- Continued to make progress on implementing automation on post atomization processes
- Organised administrative processes more efficiently

Many of the cost reductions executed since 2024 are permanent and will have recurring effect.

BOARD OF DIRECTORS' REPORT (CONTINUED)

Financial review

The Board of Directors believes that the annual financial statements provide a true and fair view of the net assets, financial position and result of Tekna Holding ASA and the Group for the year.

The Group's consolidated financial statements are presented in compliance with International Financial Reporting Standards (IFRS) as adopted by the EU, and the reporting currency is Canadian dollars ("CAD").

Profit and loss

Revenue was CAD 35.6 million, a 4% decrease from CAD 37.2 million in 2024. Contribution margin improved significantly to 53.3%, up from 43.1% in 2024, driven by strong performance in Materials. EBITDA was negative CAD 3.1 million compared to negative CAD 4.0 million in 2024. Adjusted EBITDA improved markedly to negative CAD 1.4 million from negative CAD 6.9 million in 2024, reflecting the positive trajectory towards profitability with two consecutive EBITDA-positive quarters in the second half of the year. Tekna reported a net loss of CAD 11.0 million for the period, compared to a loss of CAD 11.2 million in 2024. Earnings per share were negative CAD 0.08, compared to negative CAD 0.09 in 2024.

Cash flow

Net cash from operating activities was negative CAD 5.3 million, compared to negative CAD 0.1 million in 2024, primarily reflecting the timing of working capital movements and the net loss for the year. Net cash used for investing activities was CAD 1.2 million, compared to CAD 2.6 million in 2024, reflecting reduced capital expenditures. Net cash from financing activities was CAD 11.8 million, mainly driven by the NOK 300 million rights issue completed in December 2025, which generated net proceeds of approximately CAD 40 million, partially offset by the repayment of the CAD 29 million loan to Arendals Fossekompni ASA. Cash and cash equivalents at year-end were CAD 17.4 million, compared to CAD 12.4 million at the end of 2024.

Financial position

Tekna's financial position was significantly strengthened during the year following the successful completion of the rights issue. At year-end, the long-term debt/equity ratio improved to 0.10, compared to 1.31 at the end of 2024. Interest-bearing debt was reduced to CAD 5.6 million and total non-current liabilities stood at CAD 5.4 million, while the cash position was CAD 17.4 million, resulting in a net cash positive position of CAD 11.8 million. Total assets amounted to CAD 72.5 million. Total equity as of 31 December 2025 amounted to CAD 55.9 million, with an equity ratio of 77%. The credit risk is regarded as low, given that most customers are large multinational companies.

Tekna Holding ASA

The parent company Tekna Holding ASA is a holding company, with limited activity and a few corporate functions. The net loss for the year was CAD 98.8 million, compared to CAD 2.9 million profit in 2024. The negative result of the year was due to an impairment of the investment in Tekna Holdings Canada Inc..

Research and development

Investments in research and development (R&D) have been an important part of Tekna's strategy to develop new and innovative solutions and is expected to remain an important part of the company's strategy going forward. Tekna has a long-term ambition to invest significantly in R&D. The company's investments in R&D are critical to its near- and long-term goals and in 2025 it represented 6.6% (7.1%) of its total revenue. The company continued to benefit from the Canadian government's Strategic Innovation Fund, which supports its research and development efforts. This program, running until March 2027, offers Tekna up to CAD 20 million in financial assistance through grants and reimbursable loans.



A glovebox is used to safely handle the metal powder and keep it under inert conditions with argon.

BOARD OF DIRECTORS' REPORT (CONTINUED)

The undertakings likely future developments

Subsequent events

Litigation appeals in Canada concluded

In the first quarter of 2026 Tekna announced a decision issued on January 22, 2026 by the Federal Court of Appeal in Canada that unanimously dismissed the appeal filed by AP&C, a subsidiary of GE Aerospace. It found no error in the judgment issued by the Federal Court on June 7, 2024 that found most of the claims of the two Canadian patents asserted against Tekna to be invalid (and all non-infringed).

As a result of this, AP&C also withdrew their appeal to get the compensation paid to Tekna in 2024 refunded.

Going concern

Based on the situation at the end of 2025 as well as the forecast going forward, the company is well-positioned to meet its obligations and continue its business for the foreseeable future. There have been no events to date in 2026 which significantly affect the result for 2026 or valuation of the company's assets and liabilities at the balance sheet date.

According to section 3-3a of the Norwegian Accounting Act, the Board confirms that the consolidated financial statements and the financial statements of the parent company have been prepared based on the conditions of going concern and that the conditions are present.

Outlook

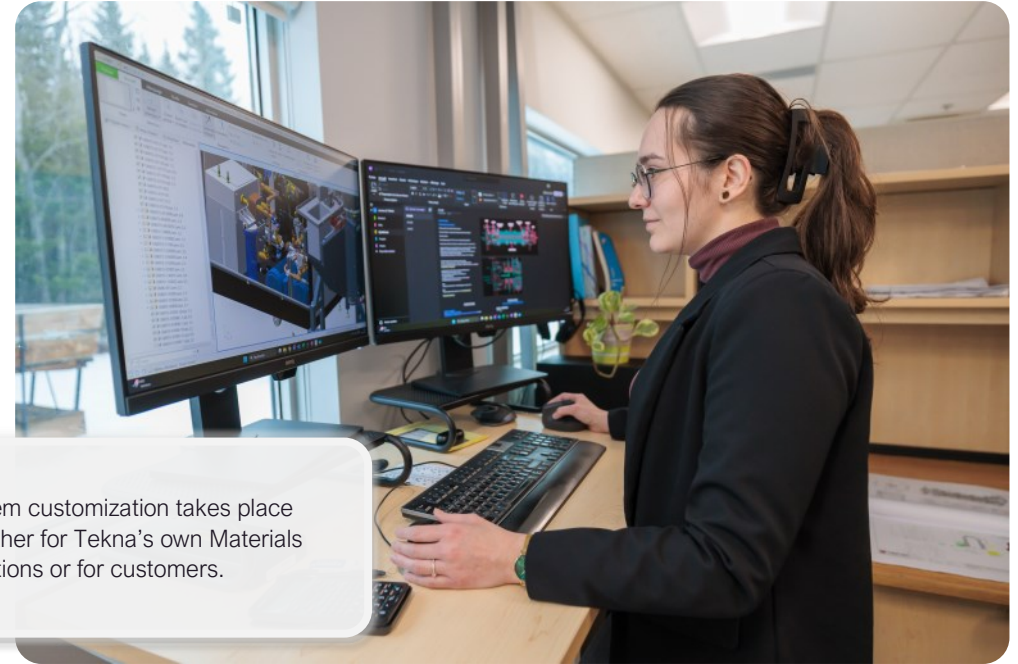
The macroeconomic sentiment continues to be challenging entering 2026. The global economy is being redefined and geopolitical tension, trade restrictions and tariffs will make lasting changes to supply chains. In particular, U.S. tariffs have caused a lot of short-term uncertainty, but they are ultimately expected to reinforce reshoring and localized manufacturing trends, bolstering growth in additive manufacturing and long-term demand for Tekna's products.

The observed Materials order intake and increasing customer order size, coupled with current market trends, support Tekna's long-term ambitions of annual double-digit growth towards 2030.

The geopolitical uncertainty is also fueling the global trend of increased defense spending. This trend is expected to further generate interesting opportunities in both business areas with increased demand from defense OEMs for powders, and for PlasmaSonic systems.

Within this environment Tekna will remain focused on profitable growth, working capital reduction and disciplined capital management.

Tekna is already making use and continuously exploring new ways of applying AI tools to improve its administrative processes. Furthermore, Tekna has also started exploring the use of AI in powder process development as well as equipment design. Combined with our extensive base of historical data, these efforts are expected to lead to faster improvement of product and



Plasma system customization takes place inhouse, whether for Tekna's own Materials operations or for customers.

process parameters, faster and more efficient development of new alloys as well as better equipment design.

Capex for 2026 is expected around CAD 1.5 – 2.0 million, in line with 2025.

Operating cost reduction actions will be maintained throughout 2026.

In the current environment of economic uncertainty and geopolitical instability, Tekna's technology and products continue to gain increased relevance, as its customers are transitioning towards new technology and reshoring of manufacturing. At the same time, economic uncertainty may also have a dampening effect on the short-term

industry growth rate. Even though short term volatility in the additive manufacturing industry must still be expected, several trends support the long term growth perspective and Tekna is well positioned to benefit from this development.

With a strong strategic position, a substantially reduced cost base, a solid balance sheet and a highly committed competent organization, the Board of Directors considers the fundamentals to be in place for Tekna to fully capitalize on the exciting opportunities ahead.

BOARD OF DIRECTORS' REPORT (CONTINUED)

Description of the principal risks and uncertainties

Risk factors and risk management

Tekna's Enterprise Risk Management ("ERM") aims to contribute to the creation, optimization, and protection of enterprise value by managing Tekna's business risks as it creates value in the marketplace.

Tekna's Board of Directors is ultimately responsible for the governance of risk management. Tekna's Executive Leadership Team is responsible for the ERM, i.e., implementing and overseeing the application of efficient risk management processes. The employees of the Company are expected to follow the requirements defined in the Company's policies. Tekna's Board of Directors and Executive Leadership Team conduct risk assessments related to various dimensions and aspects of operations to verify that adequate risk management systems are in place.

As a global operator, Tekna is exposed to risk scenarios ranging from controllable risks, such as raw material price fluctuation, currency fluctuation, market changes, competition or fuel price volatility, to uncontrollable ones such as natural disasters. The tariffs imposed by the U.S. Administration increases geopolitical uncertainty and represent a risk of trade war that may have an impact on supply chains. Supply chain disruptions in terms of lead times and shortages can have a significant impact on the company's business and financial performance.

Tekna is currently not able to sell the full production yield of metal powders for additive manufacturing at attractive prices, such that a provision of costs for the accumulation of inventory above sales levels is expensed at cost in the financial statements on an ongoing basis. This provi-

sion of costs thus limits the financial risk in the financial statements as presented, meanwhile there is a business risk given the uncertainty in timing of market development and higher sales volumes of the full production yield at attractive prices.

The Group's business is subject to price and exchange rate risks. There is no guarantee that the Group will be able to obtain the expected prices for its materials and systems, and any change in the market conditions, including in the global technology and powder markets or in a specific regional and/or end markets in which the Group operates, could lead to lower sales prices or volumes of the Group's products and systems.

The most material climate risks in the short and medium term are physical risks in the supply chain and in Tekna's own operations. There is a risk of extreme weather events impacting Chinese suppliers and their ability to supply Tekna with titanium. Also, extremely high temperatures put the health and safety of suppliers' workers in China at risk. Physical climate risks might also impact goods transportation. In the medium and long term, physical risks might impact where the company considers establishing new production locations. A more detailed description is to be found in the Sustainability report included in that annual report and available on the company's website from 9 April.

Sustainability

Corporate Sustainability Reporting

Tekna has prepared a separate Sustainability report in accordance with Section 3-3 of the Norwegian Accounting Act regarding corporate social responsibility and in line with the European Corporate Sustainability Reporting Directive. The report is included in this annual report and will be available on the company's website from 9 April.

The report describes Tekna's material impacts, risks and opportunities. The materiality assessment identified the following topics to report on:

- Environment: Climate Change (E1) and Resource use and circular economy (E5),
- Social: Own workforce (S1) and Workers in the value chain (S2),
- Governance: Business Conduct (G1) and Cyber Security (Gx—entity specific).

For all these topics it describes the strategy, how it is operationalized through guidelines, targets and an action plan, followed by measurements consisting of 2025 compared to 2024 where available and a baseline if applicable.

Tekna sets high ethical standards, and communication with the outside world is to be open, clear and honest. The Company is responsible for ensuring safe and good workplaces in the local communities where it is present.

Tekna seeks to create value for society, customers, employees and shareholders.

Environment

Tekna's environmental impact is two-fold. Tekna has a positive environmental impact through developing products which enable a green transition. Tekna produces metal powders for Additive Manufacturing ("AM") that significantly reduce the metal consumption in product manufacturing processes downstream. In the application of AM parts in airplanes and vehicles parts are usually lighter and therefore more energy efficient (less weight, less fuel consumption). On the other hand, the company also has an environmental impact from internal business operations such as emissions from employee commutes, business travels, energy consumption at the company's locations and waste generation.

Tekna started climate accounting in 2019 and since 2024 it has a complete estimation of material emissions in scope 3, which are mostly up- and downstream GHG emissions. The carbon accounting was updated using CEMAsys' digital solution, and a full overview can be found in the appendix of the annual report.

Tekna has committed to emission reduction targets. For scope 1 and 2 the company has already committed to an absolute reduction of 50% by 2030 over 2021. By 2035 the emissions from Own operations should be carbon neutral. By 2050 the company aims to be able to neutralize its upstream emissions.

EU Taxonomy

Tekna has prepared an EU Taxonomy report, which is part of the annual report and published on the website.

BOARD OF DIRECTORS' REPORT (CONTINUED)

The following summarizes the results:

- Tekna's economic activities are eligible under Climate Change Mitigation and not under any of the other five environmental objectives.
- Additive manufacturing and PlasmaSonic wind tunnels are activities assessed as aligned with the EU Taxonomy. However, the substantial contribution criteria are not considered met due to the lack of documentation verified by a third party demonstrating life-cycle GHG emission savings.
- All Tekna revenues are eligible except for its R&D revenue (98% in 2025). Total eligible revenue: CAD 35.0 m.
- 93% of Tekna's CapEx is invested in eligible activities, totaling CAD 1.3m.
- Tekna does not yet have a CapEx plan aimed at increasing the percentage of aligned activities.
- 100% of Tekna's OpEx is spend on eligible activities, totaling CAD 2.1m.

The high percentage of eligible activities reflects the great potential of the company and the challenge for medium-sized companies in niche, high-tech industries to comply with the screening criteria as per the current requirements. It is likely that Tekna will not be able to prioritize the third party research required to prove alignment.

Operations

The activities covered by the environmental permit as delivered by the Quebec Ministry of Environment, are metallic powders manufacturing and induction plasma systems and auxiliary manufacturing. The manufacturing

of both metallic powders and induction plasma systems has relatively low environmental risks. Limited hazardous waste is generated, and mostly from R&D. It is stored and treated according to regulations, air emissions are purified when needed, and wastewater is treated before being disposed of. There are low CO2 emissions (GHG) in our production process.

Social

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

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

The Human Rights and Transparency report is part of the annual report and will be published on the website of the company: www.tekna.com/esg.

Tekna takes its social responsibility seriously and continues to embed human rights into company-wide governance and compliance programs.

Both Employee and Business Partner Code of Conduct are updated as needed and are approved at board level. Tekna is working to ensure compliance with fundamental human rights and acceptable working conditions in its supply chains and with its business partners.

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

The issue of tantalum and tungsten, sometimes conflict minerals, has been addressed by requiring suppliers to certify the provenance of the material.

In addition to ensuring Occupational health and safety, Tekna respects the freedom of association and does not accept any form of forced labor, child labor or work-related discrimination. Reference is made to Sustainability and Governance documents available at www.tekna.com.

People and organization

The competence of our employees represents a major asset and competitive advantage for Tekna. At the end of 2025, the Group employed a total of 158 people.

The number of employees were divided across locations as follows:

Employees per Country	2025	2024
Canada:	137	161
France:	15	18
China:	4	4
South Korea:	1	1
USA:	1	1
Total	158	185

There were no serious work-related accidents and one lost time injury in 2025. Sick leave was 3.7% in 2025, compared to 2.9% in 2024.

Activities on gender equality and non-discrimination

Tekna is committed to ensuring that people with different backgrounds, irrespective of ethnicity, gender, religion, sexual orientation or age, have the same opportunities for work and career development at Tekna.

Women represented 28 per cent of the Tekna workforce in 2025. Out of 33 managers (managers with employees reporting to them) 17 per cent were female. Tekna aspires to substantially increase the share of female employees and is working through the employee life cycle to see where measures could be implemented to enhance diversity across the organization. Tekna's workforce comprises 21 different nationalities, of which about 2/3 are Canadian.

In 2022, 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. No gender-based differences exist with regard to working hour regulations or the design of workplaces. In 2025, the unadjusted gender pay gap was 20 per cent (17%).

BOARD OF DIRECTORS' REPORT (CONTINUED)

The Remuneration policy on determination of salary and other remuneration for leading persons was approved by the Extraordinary General Meeting in October 2022 and a full disclosure can be found in the separate Remuneration report. Guidelines for remuneration of leading persons are available in the Corporate Governance Policy on the company's website.

The province of Quebec (Canada) has strong legislation on discriminatory harassment in the workplace. The Employee as well as the Business Partner Code of Conduct clearly reject any form of discrimination and emphasize the importance of respect and civility. It also includes a clear process for reporting and dealing with inappropriate behavior.

In 2025, the Executive Leadership Team had five male and one female members. The Board of Directors has two female members and two male members.

Refer to the Sustainability report for further statistical mapping on gender equality ([page 95-97](#)).

Governance

The Company is subject to corporate governance reporting requirements as defined in the Norwegian Accounting Act, section 3-3b and the Norwegian Code of Practice for Corporate Governance (the "Code") available at www.nues.no. Reference is made to the Corporate Governance Report, which is included in the annual report and will be published on the company's website on 9 April.

Tekna launched a new online independent whistleblowing system. Necessary compliance policies were approved by the board and implemented prior to 2025, particularly the Human Rights policy and the Business Partner Code of Conduct in line with principle 10 of the UN Global Compact². The Ethics and Compliance Committee, which reports to the Audit Committee, is operational.

Tekna's Board of Directors has the overall responsibility for ensuring that the company has a high standard of corporate governance. The Company's corporate governance model is designed to provide a foundation for long-term value creation and to ensure good control. The Board has adopted a corporate governance policy to safeguard the interests of the company's shareholders, employees and other stakeholders. The policy describes the company's main principles for corporate governance and addresses the framework of guidelines and principles regulating the interaction between the company's shareholders, the Board of Directors and the Executive Leadership Team. These principles and associated rules and practices are intended to increase predictability and transparency, and thus reduce uncertainties related to the business. The company follows the Norwegian Code of Practice for Corporate Governance. The company's practice is largely in accordance with these recommendations.

Tekna Holding ASA is a public limited company and is organized under Norwegian law with a governance structure based on Norwegian corporate law and other regulatory requirements. The company's shares are freely transferable and are not subject to ownership restrictions pursuant to law, licensing conditions, articles of association or similar restrictions.



Currently, Tekna has four Board members, none of whom are members of the company's management. One Board member is independent of significant business partners. Three Board members, including its Chair Dag Teigland initially elected in 2023, have an affiliation with Arendals Fossekompani ASA, Tekna's main shareholder. The Audit Committee consists of one dependent and one independent Board member. Tekna's Board of Directors met for a total of 13 board meetings with 95% participation.

The Board members and the Executive Leadership Team are covered by liability insurance. The policy has worldwide coverage, and in addition to financial loss, it provides cover for aggravated, punitive and exemplary damages imposed on the insured, where these are insurable by law.

Cyber security

Information and Communications Technology (ICT) security relates to the internal policies and protocols specific

to the Group that help ensure that information and data are protected and secure from unwanted breaches or incidents, and handled in such a manner that protect company-specific data and individual rights, and adhere to applicable external regulations.

Executives and Finance positions are at risk for their access to sensitive data and presumed ability to authorize or move money (25 employees in 2025). Tekna does not store personal data of a sensitive nature, except of its own employees.

Tekna keeps a log of (attempted) cyber attacks. No successful cyberattacks have taken place in 2025. Tekna is implementing a cyber security roadmap based on conclusions of a third party vulnerability test performed in 2023. All employees pass compulsory security awareness training on an annual basis and simulated phishing attacks throughout the year. Additional training is imposed to employees failing security training, simulated phishing attacks or as determined by management.

BOARD OF DIRECTORS' REPORT (CONTINUED)

Declaration by the Board of Directors and CEO

We hereby confirm that, to the best of our knowledge, the consolidated annual financial statements for 1 January to 31 December 2025 have been prepared in accordance with applicable accounting standards and that the information in the financial statements give a true and fair view of the assets, liabilities, financial position and profit or loss of the company. We confirm that the financial statements give an accurate and fair view of the development, profit and position of the company, as well as a description of the principal risks and uncertainties it is facing.

Arendal, 8 April 2026

The Board of Directors and CEO of Tekna Holding ASA

This document was electronically signed.



Dag Teigland
Chair of the Board

Lars Magnus Eldrup Fagernes
Member of the Board

Ann-Kari Amundsen Heier
Member of the Board

Kristin Skau Åbyholm
Member of the Board

Claude Jean
CEO

Financial Statements

Financial Statements

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Consolidated Financial Statements

Income Statement

<i>Amounts in CAD 1000</i>	Notes	FY2025	FY2024
Revenues	2	35 576	37 166
Other income	3	652	3 914
Materials and consumables used		16 613	21 165
Employee benefit expenses	4	15 049	16 392
Other operating expenses	5	7 624	7 515
EBITDA		-3 059	-3 993
Depreciation and amortisation	10, 11	4 866	4 021
Net operating income/(loss)		-7 925	-8 014
Share of net income (loss) from associated companies and joint ventures		-	1
Finance income	17	986	691
Finance costs	17	3 016	2 977
Profit/(loss) before income tax		-9 955	-10 299
Income tax expense	6	1 093	851
Profit/(loss) for the period		-11 048	-11 150
Attributable to equity holders of the company		-11 048	-11 036
Attributable to non-controlling interests		-	-114
Basic earnings per share	19	-0.08	-0.09
Diluted earnings per share	19	-0.08	-0.09

Other Comprehensive Income

<i>Amounts in CAD 1000</i>	Notes	FY2025	FY2024
<i>Items that may be reclassified to statement of income</i>			
Exchange differences on translation of foreign operations		-139	35
Items that may be reclassified to statement of income		-139	35
<i>Items that will not be reclassified to statement of income</i>			
Items that will not be reclassified to statement of income		-	-
Other comprehensive income/(loss) for the period, net of tax		-139	35
Total comprehensive income/(loss) for the period		-11 188	-11 115
Attributable to equity holders of the company		-11 188	-10 999
Attributable to non-controlling interests		-	-116

CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Balance sheet

<i>Amounts in CAD 1000</i>	Notes	31.12.2025	31.12.2024
Non-current assets			
Property, plant and equipment	10	22 099	24 446
Intangible assets	11	6 018	6 962
Non-current receivables	12	4 107	4 085
Total non-current assets		32 225	35 493
Current assets			
Inventories	7	14 394	17 261
Contract assets	2	506	1 502
Trade and other receivables	8	7 964	6 421
Cash and cash equivalents	9	17 424	12 352
Total current assets		40 288	37 536
Total assets		72 513	73 029

<i>Amounts in CAD 1000</i>	Notes	31.12.2025	31.12.2024
Equity			
Share capital and share premium	18	522 546	497 260
Other reserves		-466 642	-470 723
Capital and reserves attributable to holders of the company		55 904	26 537
Total equity		55 904	26 537
Non-current liabilities			
Borrowings	16	3 755	31 486
Lease liabilities	13	1 251	1 637
Deferred tax liabilities	6	395	1 649
Total non-current liabilities		5 401	34 771
Current liabilities			
Bank loan	16	1 496	-
Lease liabilities	13	660	647
Trade and other payables	14	2 742	3 741
Provision for warranties		182	182
Contract liabilities	2	955	1 513
Other current liabilities	14	4 792	5 217
Borrowings short-term portion	16	380	420
Total current liabilities		11 208	11 721
Total liabilities and equity		72 513	73 029

Arendal, 8 April 2026 The Board of Directors and CEO of Tekna Holding ASA

This document was electronically signed.

Dag Teigland
Chair of the Board

Lars Magnus Eldrup Fagernes
Member of the Board

Ann-Kari Amundsen Heier
Member of the Board

Kristin Skau Åbyholm
Member of the Board

Claude Jean
CEO

CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Changes in Equity

	Notes	Attributable to equity holders of the Company			Non-controlling interests	Total equity
		Share capital and share premium	Other reserves	Total		
<i>Amounts in CAD 1000</i>						
Balance at 1 January 2024		494 956	-455 405	39 552	-1 197	38 354
Profit/(loss) for the period		-	-11 036	-11 036	-114	-11 150
Other comprehensive income/(loss)		-	37	37	-2	35
Settlement/conversion share based payment	18	2 304	-4 338	-2 034	1 312	-722
Share-Based Compensation		-	20	20	-	20
Balance at 31 December 2024		497 260	-470 723	26 537	-	26 537
Balance at 1 January 2025		497 260	-470 723	26 537	-	26 537
Profit/(loss) for the period		-	-11 048	-11 048	-	-11 048
Other comprehensive income/(loss)		-	-139	-139	-	-139
Reduction of share capital	18	-15 102	15 102	-	-	-
Issuance of shares	18	40 388	-	40 388	-	40 388
Share-Based Compensation	4	-	167	167	-	167
Balance at 31 December 2025		522 546	-466 642	55 904	-	55 904

CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Cash flow

<i>Amounts in CAD 1000</i>	Notes	FY2025	FY2024
Cash flow from operating activities			
Net profit/(loss)		-11 048	-11 150
Depreciation, amortization and impairment	10, 11	4 866	4 021
Variation in deferred taxes	6	-1 254	486
Accretion of discounted loan	16	443	402
Loan discount recognition	10, 11, 16	-228	-354
Share-based compensation		167	20
(Gain)/Loss from sales of assets		-31	-
Net gain from settlement in subsidiary via equity instruments	18	-	-722
Capitalized interests on loan	16	1 535	1 946
Investing interest received		-155	-334
Financing interest paid		125	108
Share of results from associated companies and joint ventures		-	-1
Total after adjustments to profit before income tax		-5 580	-5 579
Change in inventories	7	2 867	345
Change in other assets		-568	4 823
Change in other liabilities		-1 981	339
Total after adjustments to net assets		-5 263	-72
Net cash from operating activities		-5 263	-72

<i>Amounts in CAD 1000</i>	Notes	FY2025	FY2024
Cash flow from investing activities			
Proceeds from the sales of PPE	10	67	4
Purchase of PPE and intangible assets, net of grants	10, 11	-1 451	-2 891
Interest received		155	334
Net cash flow from investing activities		-1 230	-2 552
Cash flow from financing activities			
Proceeds from issue of shares		40 388	-
Increase (decrease) of bank loan	16	1 496	-
New loans	16	613	6 873
Repayment of loans	16	-29 944	-1 263
Repayment of lease liabilities	16	-596	-661
Interest paid		-125	-108
Net cash flow from financing activities		11 831	4 840
Change in cash and cash equivalents		5 338	2 216
Cash and cash equivalents at the beginning of the period		12 352	10 148
Effects of exchange rate changes on cash and cash equivalents		-266	-13
Cash and cash equivalents at end of the period		17 424	12 352

Notes to the Consolidated Financial Statements

Organization and accounting principles

Information about the company

Tekna Holding ASA is domiciled in Norway, and with headquarters in Sherbrooke, Canada. The consolidated financial statements for financial year 2025 include the company and its subsidiaries (as a whole, referred to as "the **Group**"). Information about the companies included in the scope of consolidation is disclosed in Note 20.

Basis for preparation

The consolidated financial statements have been prepared in accordance with International IFRS® Accounting Standards as adopted by the EU and associated interpretations, as well as Norwegian disclosure requirements pursuant to the Norwegian Accounting Act applicable as of 31 December 2025. The annual and consolidated financial statements were approved by the board of directors on 8 April 2026.

The financial statements are presented in Canadian dollar ("CAD"), which is the functional currency of the parent company. All amounts disclosed in the financial statements and notes have been rounded off to the nearest thousand CAD units unless otherwise stated.

The financial statements have been prepared using the historical cost principle, with the exception of the following assets, which are presented at fair value: Financial instruments at fair value through profit or loss and financial instruments at fair value through other comprehensive income.

The Group recognizes changes in equity arising from transactions with owners in the statement of changes in equity. Other changes in equity are presented in the statement of comprehensive income (total return).

Preparation of financial statements in accordance with IFRS requires the use of assessments, estimates and assumptions that influence which accounting policies shall be applied, and also influence recognized amounts for assets and liabilities, revenues and costs. Actual amounts can deviate from estimated amounts.

Estimates and underlying assumptions are reviewed on an ongoing basis. Changes in accounting estimates are recognized in the period in which they arise if they only apply to that period. If the changes also apply to subsequent periods, the effect is allocated over the current and subsequent periods.

Areas with significant estimation uncertainties, and where assumptions and assessments made have significantly influenced the application of the accounting policies, are disclosed in each relevant note.

Accounting policies

The accounting policies applied in the preparation of the annual and consolidated financial statements are described below. With the exception of effects described in the section on changes in accounting policies below, the policies are applied consistently for all periods. In case that subsidiaries have used other principles to prepare their separate annual financial statements, adjustments have been made so the consolidated financial statements are prepared according to common policies.

Changes in accounting policies for 2025

No new standards have been adopted by the Company and the Group with effect from 1 January 2025.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (- NOTE ORGANIZATION AND ACCOUNTING PRINCIPLES—CONTINUED)

Principles of consolidation

Foreign currency translation

Functional and presentation currency Items included in the financial statements of each of the group's entities are measured using the currency of the primary economic environment in which the entity operates ('the functional currency'). All amounts disclosed in the consolidated financial statements have been rounded off to the nearest thousand CAD units unless otherwise stated. The functional currency of the parent company, Tekna Holding ASA, is the Canadian dollar (CAD), reflecting that the Group's operations, revenues, and primary cost base are predominantly located in Canada. While the parent company is domiciled and listed in Norway, its economic activities are driven by the Canadian operating subsidiaries. The presentation currency of the consolidated financial statements is also CAD.

Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates at the dates of the transactions. Foreign exchange gains and losses resulting from the settlement of such transactions, and from the translation of monetary assets and liabilities denominated in foreign currencies at year end exchange rates, are generally recognized in profit or loss. They are deferred in equity if they relate to qualifying cash flow hedges and qualifying net investment hedges or are attributable to part of the net investment in a foreign operation. Foreign exchange gains and losses that relate to borrowings are presented in the statement of profit or loss, within finance costs. All other foreign exchange gains and losses are presented in the statement of profit or loss on a net basis within other gains/ (losses).

Non-monetary items that are measured at fair value in a foreign currency are translated using the exchange rates at the date when the fair value was determined. Translation differences on assets and liabilities carried at fair value are reported as part of the fair value gain or loss. For example, translation differences on non-monetary assets and liabilities such as equities held at fair value through profit or loss are recognized in profit or loss as part of the fair value gain or loss, and translation differences on non-monetary assets such as equities classified as at fair value through other comprehensive income are recognized in other comprehensive income.

Revenue recognition

Revenues from contracts with customers

Under IFRS 15, Revenue from Contracts with Customers, the Group recognizes revenue at the agreed transaction price when control of promised goods or services transfers to the customer, reflecting the consideration the Group expects to be entitled to in exchange for those goods or services. Revenue is recognized either at a point in time or over time, depending on when control transfers, as determined at the inception of each contract. The timing of revenue recognition varies based on the nature of the goods or services provided and the specific terms agreed with the customer.

The Group's primary revenue sources are the sale of Materials and the delivery of Systems. Contracts differ based on customer needs, ranging from straightforward material sales to complex system projects involving design, manufacturing, and testing. Customers include universities, research laboratories, niche companies, domain experts, small to large industrial firms, and government research centers across industries such as aerospace, defense, medical, consumer electronics, and 3D printing.

Transaction price - Sale of Materials

The Group determines the transaction price for Materials sales as the amount of consideration it expects to be entitled to in exchange for transferring the promised goods to the customer, net of discounts and sales-related taxes, which are collected on behalf of tax authorities. Revenue is typically recognized at a point in time, upon shipment under EXW (Ex Works) or similar terms, when control transfers to the customer. However, this timing may shift depending on shipping methods, customer location, export/import regulations, or local trade customs.

Materials are sold on standardized or custom specifications, serving a wide range of applications. Pricing is based on market conditions, with discounts periodically offered or applied to high-volume purchases. Payment terms generally align with standard commercial practices (e.g., net 30 days) and may vary depending on customer relationships or order specifics. Customers include small to large industrial companies and government research centers, reflecting a diverse base with needs spanning bulk standardized orders to high-precision custom materials.

Fixed price contracts - Sale of Systems

Revenue from the sale of Systems is recognized in accordance with IFRS 15, with control transferring over time due to the custom-designed nature of the systems, which have no alternative use, and the Group's enforceable right to payment for work completed to date. These fixed-price contracts typically span 6 to 18 months, depending on complexity and standardization, and involve activities such as design, manufacturing, testing, and delivery. Revenue is recognized progressively using the percentage-of-completion method, where income and profits are recorded based on the de-

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (- NOTE ORGANIZATION AND ACCOUNTING PRINCIPLES—CONTINUED)

gree of work completed. The cost-to-cost method is applied, comparing actual costs incurred to total expected costs, provided the sales price is fixed or determinable and collection is reasonably assured.

Payment terms are structured around project milestones, typically including a significant prepayment upon placement of the Purchase Order, a downpayment at design approval, a downpayment at Site Acceptance Test (SAT), and a final payment at Factory Acceptance Test (FAT). Customers, such as universities, research labs, niche companies, and domain experts, collaborate closely with the Group to meet tailored specifications, influencing project timelines and the revenue recognition process.

Contract balances

Contract balances consist of client-related assets and liabilities. Contract assets relate to consideration for work completed, but not yet invoiced at the reporting date. The contract assets are transferred to trade receivables when the right to payment has become unconditional, which usually occurs when invoices are issued to the customers. When a client pays consideration in advance, or an amount of consideration is due contractually before transferring of the license or service, then the amount received in advance is presented as a liability.

Contract liabilities represent mainly prepayments from clients for unsatisfied or partially satisfied performance obligations in relation to licenses and services. Contract assets are within the scope of impairment requirements in IFRS 9. For contract assets the simplified approach is applied, and the expected loss provision is measured at the estimate of the lifetime expected credit losses.

Other accounting principles

Share-based compensation

For share-based compensation by equity instruments granted that do not vest until the employee completes a specified period of service, it is assumed that the services to be rendered as consideration for the equity instruments will be received in the future, during the vesting period. Such services are accounted for as they are rendered by the employee during the vesting period, with a corresponding increase in equity.

Government Grants

Government grants are recognized when there is reasonable assurance that the grant will be received, and all attached conditions will be complied with. The grants related to an expense are presented as other revenues, not against the expense. The grants related to fixed assets or intangible assets are recorded against the cost on a systematic basis over the periods that the related costs, for which it is intended to compensate, are expensed. When the grant relates to an asset, it is presented in the statement of financial position by deducting the grant in arriving at the carrying amount of the asset. The grant is recognized in the income statement over the useful life of a depreciable asset as a reduced depreciation.

Financial Liabilities: Interest-Free Loans

The Group recognizes interest-free loans initially at fair value, determined by discounting the future cash flows using a market-related interest rate that reflects the time value of money, and the credit risk associated with the loan. The difference between the nominal amount of the loan and its fair value at initial recognition is recorded as a loan discount in the statement of financial position.

Subsequently, the loan is measured at amortized cost using the effective interest method in accordance with IFRS 9 Financial Instruments. The loan discount is amortized over the term of the loan, with the amortization recognized under “Loan discount recognition” as a reduction of purchase in PPE and intangible assets in the balance sheet (note 10 and 11), reduction of non-current debt (note 16) and as an increase of grant as other income in the income statement. Additionally, the unwinding of the discount, representing the theoretical or imputed interest, is presented as “Accretion of discounted loan” within finance costs (note 17) in income statement and an increase of non-current debt (note 16). This approach ensures that the interest-free loans are presented in a manner consistent with the economic substance of the transactions, as required by IFRS.

Segment information

The Chief Operating Decision Maker (CODM) assesses the financial performance and position of the Group and makes strategic decisions. The internal financial reporting to the CODM is on a consolidated basis. As a result, the Group has only one reportable segment. The CODM is identified as the Board of Directors.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (- NOTE ORGANIZATION AND ACCOUNTING PRINCIPLES—CONTINUED)

Climate Risk Considerations

The company has assessed climate-related risks and their potential impact on the financial statements. In the short and medium term, key physical risks include extreme weather and higher temperatures, which may disrupt the supply of materials like titanium or pose health and safety risks to workers, such as in regions like China, potentially raising costs or delaying production. These risks may also increase transportation costs. In the medium to long term, physical risks could affect decisions on new production locations, impacting future capital expenditures. As of 31 December 2025, no material financial impacts from climate risks have been identified. Management continues to monitor these risks for effects on inventory valuation, cost of sales, and asset impairments, as part of its accounting estimates and judgments.

Key Accounting Estimates and Judgments

The preparation of these financial statements in accordance with International Financial Reporting Standards (IFRS) requires management to make judgments, estimates, and assumptions. These are based on historical experience, current conditions, and expectations of future events that are considered reasonable under the circumstances. However, actual results may differ from these estimates due to their inherent uncertainty.

A key area of estimation uncertainty is:

- Provision for slow-moving inventory (Note 7 – Inventories): The provision reflects inventory that may not be sold due to fluctuating demand and market penetration levels, assessed using historical sales, growth rates and order intake. Movements in the provision are also considered material and are driven by changes in inventory levels and historical sales performance. This is deemed a key accounting estimate under IAS 1.125, as it is material and depends on future market conditions (demand) and operational outcomes (production). The provision is sensitive to production (inventory build-up) and demand (sales and orders): Illustrative example: If inventory increases while expected sales decline, excess inventory rises and an additional provision may be required, which reduces profit before tax. Conversely, if production is reduced and inventory levels decrease, the amount of inventory considered slow-moving declines, and the provision may be reversed, increasing profit before tax.

Estimates are regularly reviewed and updated as new information becomes available.

Note 1 Research and development

<i>Amounts in CAD 1000</i>	2025	2024
Salaries	1 828	1 814
Materials and other costs	538	842
R & D Tax credits	-88	-87
Research and Development costs	2 278	2 569
Less: development capitalized	-351	-448
Research expensed	1 926	2 121

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 2 Revenue from contracts with customers

Accounting principles and information related to external customers are described in [Organization and accounting principles](#).

Disaggregation of revenue from contracts with customers

FY 2025 <i>Amounts in CAD 1000</i>	Systems & Equipment	Materials	Spare parts	Other	Total
Revenue recognized at a point in time	-	27 793	738	613	29 144
Revenue recognized over time	6 431	-	-	-	6 431
Revenue from external customers	6 431	27 793	738	613	35 576
Contribution margin	3 496	14 798	446	223	18 962
Contribution margin %	54.4%	53.2%	60.4%	36.4%	53.3%
Revenue from external customers specified per geographical area:					
America	2 622	16 245	556	380	19 803
Europe	-	9 804	-	232	10 036
Asia	3 809	1 744	182	1	5 737
Total	6 431	27 793	738	613	35 576
Order backlog	3 105	17 368	-	-	20 473

The backlog is expected to be recognised as revenue within 24 months.

Overview of non-current asset per geography

<i>Amounts in CAD 1000</i>	2025	2024
Canada	30 053	31 884
France	2 101	3 486
Norway	-	-
China	3	17
South Korea	-	3
USA	67	103
Total non-current assets	32 225	35 493

Customer concentration

<i>Amounts in CAD 1000</i>	2025	2024
Top 1 customer	6.7%	6.7%
Top 10 customers	30.5%	38.3%
Top 20 customers	45.2%	55.5%

There are no customers that represent ten per cent or more of the Group's total revenues on an annual basis in 2025.

2024 <i>Amounts in CAD 1000</i>	Systems & Equipment	Materials	Spare parts	Other	Total
Revenue recognized at a point in time	-	26 504	915	380	27 799
Revenue recognized over time	9 367	-	-	-	9 367
Revenue from external customers	9 367	26 504	915	380	37 166
Contribution margin	5 931	9 083	607	380	16 001
Contribution margin %	63.3%	34.3%	66.4%	100.0%	43.1%
Revenue from external customers specified per geographical area:					
North America	3 606	12 608	544	238	16 997
Europe	496	9 331	219	142	10 188
Asia	5 265	4 564	152	-	9 981
Total	9 367	26 504	915	380	37 166
Order backlog	4 781	11 921	-	-	16 702

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 3 Other income

Accounting principles and information related to grants and other income are described in the [Organization and accounting principles](#).

Disaggregation of other income

Amounts in CAD 1000	2025	2024
Grant	620	973
Gain/loss disposals	31	3
Other (Litigation payment)	-	2 938
Other Income	652	3 914

In 2025, the recognised grant includes CAD 564 thousand (2024: CAD 815 thousand) from the Canadian Federal Government's Strategic Innovation Fund ("SIF"), as part of an amended contribution agreement originally announced on June 28, 2018. The SIF program supports research and development initiatives aimed at advancing technology transfer, commercialization, and the growth of innovative firms. The agreement, extended to March 31, 2027, maintains a maximum disbursement of CAD 20 million, with an accumulated CAD 11.7 million disbursed as of 2025 (2024: CAD 11.2 million).

Other income derived from litigation payments pertains to the settlement received from AP&C as reimbursement for a portion of the legal expenses incurred by Tekna. Refer to [Note 22](#) for additional details.

Under the Investissement Québec government assistance program that ended in 2024, Tekna received funding tied to the creation of 75 new jobs in addition to the 105 existing jobs in Quebec as of 2017. These 75 jobs must be maintained through at least March 31, 2028. The assistance has been recognized in the financial statements based on cash received to date. As of the reporting date, there are no related accruals recorded in the balance sheet, as the company has met the job creation and maintenance conditions thus far. However, a contingency exists: non-compliance with the job maintenance commitment could require repayment of the contribution at a rate of CAD 10 700 per year for each of the 75 jobs not sustained.

Management continues to monitor compliance with the terms and conditions of the program, including employment-related commitments, and remains in ongoing communication with Investissement Québec regarding the application and interpretation of these conditions over the remaining period of the agreement.

Note 4 Remuneration and employee benefits

Amounts in CAD 1000	2025	2024
Salaries	13 032	15 884
Social security contributions	2 202	2 770
Pension costs	460	476
Other benefits	590	802
Share-Based Compensation	167	20
Capitalized as development, inventories etc.	-1 402	-3 559
Total employee benefit expenses	15 049	16 392
Average number of full time employees	170	201

Share option plan—Tekna Group

The guidelines for remuneration of leading persons in the Tekna group was approved by the shareholders at the annual general assembly dated 3 May 2023.

The establishment of the share option plan was approved by the shareholders at the annual general assembly dated 15 May 2024.

The board of directors of Tekna Holding ASA (the "Company") has resolved to implement an employee share option plan (the "Plan"). The Plan is available to eligible individuals as determined by the board of directors. The Plan enables the eligible person to acquire a proprietary interest in the growth and performance of the Company and to enhance the ability of the Company to attract, retain and reward qualified individuals. Options can be granted on an annual or ad hoc basis, with annual grants projected for 2024, 2025, and 2026, all subject to the board's discretion. Upon exercising their options, option holders can choose between acquiring shares after paying the strike price or opting for a cashless transaction. The latter involves the transfer of a number of treasury shares equivalent to the NOK amount of the number of exercised options, multiplied by the difference between the Company's shares' market price and the strike price.

On 21 November 2025, the board of directors has granted a total of 3,410,000 options in the 2025 allocation round. These options have a strike price of NOK 3.25. Issued options vest 33% after one year, 33% after two years, and 33% after three years. The expiry date for any option granted is the date falling 24 months following the vesting date and will lapse if not exercised.

The share options plan has been treated as an equity-settled plan under IFRS. The strike price of the share options will be based on the volume weighted average share price over the last five last trading days preceding the grant date. The total profit each option holder may achieve shall be limited to the lesser of 400% of the fair market value of the

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (- NOTE 4 CONTINUED)

share at grant, and 400% of annual fixed salary of the option holder in the year of grant.

Set out below are summaries of options granted under the plan:

	2025		2024	
	Average exercise price per share option	Number of options	Average exercise price per share option	Number of options
As at 1 January	4.88	2 124 000	-	-
Granted during the year	3.25	3 410 000	4.88	2 124 000
Exercised during the year	-	-	-	-
Forfeited during the year	4.88	-659 000	-	-
As at 31 December	3.74	4 875 000	4.88	2 124 000

During 2025, certain share options were forfeited in connection with employee departures, resulting in a reduction in the number of outstanding options. No options expired during the periods covered by the tables above.

Share options outstanding at the end of the year have the following expiry dates and exercise prices:

Grant Date	End of period	Contractual days remaining	Expiry date	Exercise price	Share options 2025	Share options 2024
23 Oct 24	31 Dec 24	1 026	23 Oct 27	4.88		488 333
23 Oct 24	31 Dec 24	1 392	23 Oct 28	4.88		488 333
23 Oct 24	31 Dec 24	1 757	23 Oct 29	4.88		488 333
21 Nov 25	31 Dec 25	1 055	20 Nov 28	3.25	1 136 667	
21 Nov 25	31 Dec 25	1 421	21 Nov 29	3.25	1 136 667	
21 Nov 25	31 Dec 25	1 786	21 Nov 30	3.25	1 136 667	
Total					3 410 000	1 465 000

Weighted average remaining contractual life (years) of options outstanding at end of period: 3.92

Name	Title	Share options	
		2025	2024
Luc Dionne	CEO	-319 000	319 000
Espen Schie	CFO	200 000	140 000
Claude Jean	CEO	1 000 000	-
Other executive management		720 000	560 000
Other key employees		1 150 000	1 105 000
Total share options		2 751 000	2 124 000

Fair value of options granted

The assessed fair value at grant date of options granted during the year ended 31 December 2025 was NOK 0.8, 0.98 and 1.11 for the different vesting periods. The fair value at grant date is independently determined using an adjusted form of the Black-Scholes model that considers the exercise price, the term of the option, the share price at grant date and expected price volatility of the risk-free interest rate for the term of the option, and the volatilities of the peer group companies.

The model inputs for options granted during the year ended 31 December 2025 included:

Vesting Year	2025	2026	2027
a) Options are granted for no consideration and vest after one, two and three years (service condition). Vested options are exercisable for a period of 24 months years after vesting.			
b) Share price	4.6	4.6	4.6
c) Exercise price	4.88	4.88	4.88
d) Risk free-rate (3, 4 and 5 year)	3.53%	3.53%	3.53%
e) Volatility	35%	38%	39%
f) Maturity	3	4	5
g) Days (360 per year)	1 080	1 440	1 800
h) Date of exercise	23 Oct 27	23 Oct 28	23 Oct 29
i) Valuation date	23 Oct 24	23 Oct 24	23 Oct 24

The estimated expected price volatility is based on the median of volatilities of the peer group companies over an historical period of 3-5 years since Tekna has a short historical period only. The estimated expected lifetime of the options is set at 3,4 and 5 years.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (- NOTE 4 CONTINUED)

Total expenses arising from share options are recognized during the period as part of employee benefit expenses and based on vesting of 84% regarding service condition from share options granted 2024 and 100% for share options granted 2025, which represent the actual churn, and adjusted for the profit cap of 400% of the fair market value of the share at grant.

Vesting Year	2026	2027	2028
a) Options are granted for no consideration and vest after one, two and three years (service condition). Vested options are exercisable for a period of 24 months years after vesting.			
b) Share price	3.15	3.15	3.15
c) Exercise price	3.25	3.25	3.25
d) Risk free-rate (3, 4 and 5 year)	3.81%	3.86%	3.91%
e) Volatility	32%	34%	34%
f) Maturity	3	4	5
g) Days (360 per year)	1 080	1 440	1 800
h) Date of exercise	20 Nov 28	21 Nov 29	21 Nov 30
i) Valuation date	21 Nov 25	21 Nov 25	21 Nov 25

Expenses arising from share-based payment transactions

Total expenses arising from share-based payment transactions recognized during the period as part of employee benefit expense were as follows:

Amounts in CAD 1000	2025	2024	2023
Expense of options issued under employee share option plan	167	20	-
Total share options expenses	167	20	-

Amounts in CAD 1000	2025	2024	2023
Share price 31 Dec 2025	3.15	3.25	-
Intrinsic value (out-of-the money @ 4.88 exercise price)	-0.10	-1.63	-
Number of subscription rights	3 410 000	2 124 000	-
Accrual payroll tax	-	-	-

For this share-based incentive program no new shares have been issued during 2025. The share incentive program was only applicable in 2025 and no new shares have been purchased. For further information see the Remuneration Report.

Note 5 Other operating expenses

Amounts in CAD 1000	2025	2024
Maintenance equipment & buildings	441	792
Marketing, travel and representation costs	731	1 020
Consultants and professional fees	1 243	1 348
IT costs	1 244	1 291
Bad debts	-15	-513
Manufacturing overhead costs	3 980	3 577
Total operating expenses	7 624	7 515

For additional details regarding bad debt, please refer to [Note 8](#) and [note 15](#).

Remuneration to auditor

Amounts in CAD 1000	2025	2024
Statutory audit	460	500
Other assurance services	30	28
Tax advisory	42	52
Other non-audit services	-	-
Total remuneration to auditor	532	581

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 6 Income tax

<i>Amounts in CAD 1000</i>	2025	2024
Tax payable on ordinary income	2 347	366
Adjustment for previous years	-	-
Current tax expense	2 347	366
Deferred tax expense	-1 254	486
Total tax expense in the income statement	1 093	851
Reconciliation of effective tax rate		
Profit / (loss) before income tax	-9 955	-10 299
Tax based on current ordinary tax rate	-2 638	-2 729
Effect of non-deductible expenses	416	524
Effect of unrecognised tax loss carryforward	3 362	3 026
Effect of changed tax assessments for previous years	-47	30
Total tax expense	1 093	851

Effective tax rate -10.97% -8.26%

Differed tax assets and liabilities

<i>Amounts in CAD 1000</i>	2025	Assets	Liabilities	Net assets
Property, plant and equipment		1 198	-	1 198
Intangible assets		-	-1 119	-1 119
Other items		233	-	233
Restricted interest - EIFEL		999	-	999
Tax loss carryforward		20 986	-	20 986
Unrecognised tax assets		-22 297	-	-22 297
Recognised tax loss carryforward		-	-	-
Deferred tax asset/liability		1 119	-1 119	-
Offsetting of assets and liabilities		-	-395	-395
Net deferred tax asset/liability		1 119	-1 514	-395

<i>Amounts in CAD 1000</i>	2024	Assets	Liabilities	Net assets
Property, plant and equipment		767	-	767
Intangible assets		-	-1 179	-1 179
Other items		113	-	113
Restricted interest - EIFEL		1 241	-	1 241
Tax loss carryforward		21 225	-	21 225
Unrecognised tax assets		-22 167	-	-22 167
Recognised tax loss carryforward		-	-	-
Deferred tax asset/liability		1 179	-1 179	-
Offsetting of assets and liabilities		-	-1 649	-1 649
Net deferred tax asset/liability		1 179	-2 828	-1 649

The Group discloses tax losses carried forward on a gross basis in the expiry analysis by jurisdiction. For Canadian purposes, federal and provincial loss balances are computed under separate tax regimes and are presented side by side for expiry profile purposes; they should not be aggregated. Deferred tax assets related to tax losses are recognized only to the extent it is probable that future taxable profit will be available against which the losses can be utilized, and are measured using the enacted (or substantively enacted) tax rates applicable in each jurisdiction.

Accordingly, amounts presented in the deferred tax table represent the tax effect of losses (i.e., losses multiplied by the applicable tax rate) and may differ from the gross loss carry forwards disclosed in the expiry analysis.

The amount of losses carried forward subject to expiration represent CAD 65.8m for federal income tax purposes and CAD 67.6m for provincial tax purposes and CAD 7.6m from France that do not expire. The federal income tax rate is 15% and the provincial income tax rate is 11%. Some of the losses are expiring according to the following table:

<i>Amounts in CAD 1000</i>	Canada		France
Year	Federal	Provincial	
2044	1 769	1 542	-
2043	7 545	8 093	-
2042	19 726	19 726	-
2041	13 166	13 132	-
2040	3 258	3 171	-
2039	4 929	5 052	-
2038	3 297	3 300	-
2037	4 457	4 644	-
2036	2 288	2 288	-
2035	1 864	1 897	-
2034	1 890	3 151	-
2033	115	115	-
2032	292	291	-
2031	585	585	-
2030	260	260	-
2029	326	328	-
No expiry	-	-	7 634
	65 767	67 574	7 634

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 7 Inventories

Inventory stock

<i>Amounts in CAD 1000</i>	2025	2024
Raw materials	5 998	8 104
Work in progress	622	493
Finished goods	7 774	8 664
Total inventories (net after provision for obsolescence)	14 394	17 261

Provision for obsolescence related to finished goods

<i>Amounts in CAD 1000</i>	2025	2024
Balance at 1 January	5 894	4 737
New provisions recognised during the year	4	2 156
Provisions reversed	-1 480	-999
Balance at 31 December	4 418	5 894

Provision slow moving

When producing powder of a specific alloy, the process generates a distribution of size fractions, which are dedicated to various markets and applications. Some of the size fractions could accumulate in inventory, depending on the demand and on the level of market penetration. A provision for slow moving inventory is recorded by Tekna following a periodic review of historical sales data for each fraction as well as the growth rate of sales and order intake. The provision could fluctuate depending on the level of inventory and the historic performance of sales.

Note 8 Trade and other receivables

Trade receivables

<i>Amounts in CAD 1000</i>	2025	2024
Trade receivables from contracts with customers	6 681	4 823
Loss allowance	-102	-136
Total	6 579	4 687

Provision for losses *

<i>Amounts in CAD 1000</i>	2025	2024
Balance at 1 January	-136	-4 075
Change in expected losses and outstanding receivables	-99	-121
Provisions reversed	114	1 078
Realized bad debts	19	3 044
Exchange differences on translation of foreign operations		-61
Balance at 31 December	-102	-136

*For more information about credit risk and write-downs, see [note 15](#).

Other receivables

<i>Amounts in CAD 1000</i>	2025	2024
Indirect Tax Receivable	312	735
Refundable deposit on Raw material	397	308
Grant and Investment tax credit receivable	258	273
Loan to employees	-	-
Prepaid Expenses	418	418
Total	1 385	1 734
Total trade and other receivables	7 964	6 421

*For more information about credit risk and write-downs, see [note 15](#).

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 9 Cash and cash equivalents

<i>Amounts in CAD 1000</i>	2025	2024
Total cash at bank	17 424	12 352
Restricted cash	-	-

Note 10 Property, plant and equipment

<i>Amounts in CAD 1000</i>	2025	Vehicles, machinery and equipment	Buildings and land	RoU assets	Total
Year ended 31 December 2025					
Cost at 1 January 2025		29 607	13 387	5 105	48 099
Purchase of PPE, net of grants		979	120	133	1 232
Loan discount recognition		-128	-20	-	-148
Disposal		-356	-	-	-356
Translation adjustments		346	97	181	624
Cost at 31 December 2025		30 448	13 584	5 419	49 451
Accumulated depreciation at 1 January 2025		14 761	6 035	2 857	23 653
Depreciation		2 366	626	617	3 609
Disposal		-320	-	-	-320
Translation adjustments		253	65	92	409
Accumulated depreciation at 31 December 2024		17 059	6 726	3 566	27 352
Carrying amount at 31 December 2025		13 389	6 858	1 853	22 099

(- Note 10 continued)

<i>Amounts in CAD 1000</i>	2024	Vehicles, machinery and equipment	Buildings and land	RoU assets	Total
Year ended 31 December 2024					
Cost at 1 January 2024		27 909	13 145	3 471	44 525
Purchase of PPE, net of grants		2 114	329	1 548	3 991
Loan discount recognition		-510	-92	-	-602
Disposal		-13	-23	-	-36
Translation adjustments		107	28	86	221
Cost at 31 December 2024		29 607	13 387	5 105	48 099
Accumulated depreciation at 1 January 2024		13 031	5 469	2 131	20 631
Depreciation		1 673	568	668	2 909
Disposal		-13	-18	-	-31
Translation adjustments		70	16	58	144
Accumulated depreciation at 31 December 2024		14 761	6 035	2 857	23 653
Carrying amount at 31 December 2024		14 846	7 352	2 248	24 446

Property, plant and equipment is recognized at historical cost less depreciation. Depreciation is calculated using the straight-line method over their estimated useful lives as follows:

Asset:	Period:
Building	25 years
Equipment incl. development cost	5-8 years
Mobile infrastructure incl. development cost	25 years
Permanent systems incl. development cost	10 years
RoU assets	5-8 years

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 11 Intangible assets

<i>Amounts in CAD 1000</i>	2025	Technologies	IP and licenses	Development	Total
Year ended 31 December 2025					
Cost at 1 January 2025		10 767	5 190	2 823	18 780
Additions, net of grants	-	-	135	216	351
Loan discount recognition	-	-	-12	-29	-41
Disposal	-	-	-176	-	-176
Translation adjustments	-	-	3	-	3
Cost at 31 December 2025		10 767	5 140	3 010	18 917
1 January 2025		8 255	2 957	605	11 817
Amortization		718	260	129	1 107
Disposal		-	-28	-	-28
Translation adjustments		-	3	-	3
Accumulated amortization and impairment at 31 December 2025		8 973	3 192	734	12 899
Carrying amount at 31 December 2025		1 794	1 948	2 276	6 018
Estimated useful lives		15 years	15 years	10 years	

Intangible assets are recognized at historical cost less amortization. Amortization is calculated using the straight-line method to allocate the cost over their estimated useful lives. Intangible assets with definite useful lives consist of acquired technology, internally generated intangible assets arising from development costs, as well as software licenses. Useful lives range from four to fifteen years.

When indicators of impairment exist for intangible assets with definite useful lives, an impairment test is performed. In 2025, management performed an impairment assessment of patents and recognized an impairment charge of 176k, which is included in the results for the year.

Development cost is recognized as an asset when it is identifiable and the company has the power to obtain the future economic benefits following from the underlying resource and to restrict the access of others to those benefits.

<i>Amounts in CAD 1000</i>	2024	Technologies	IP and licenses	Development	Total
Year ended 31 December 2024					
Cost at 1 January 2024		10 767	5 212	2 605	18 584
Additions, net of grants		-	204	244	448
Loan discount recognition		-	-16	-26	-42
Write-off of capitalized license costs		-	-210	-	-210
Cost at 31 December 2024		10 767	5 190	2 822	18 779
Accumulated amortization at 1 January 2024		7 538	2 785	476	10 799
Amortization		718	265	129	1 111
Write-off of capitalized license costs		-	-94	-	-94
Translation adjustments		-	1	-	1
Accumulated amortization and impairment at 31 December 2024		8 255	2 957	605	11 817
Carrying amount at 31 December 2024		2 512	2 233	2 217	6 962
Estimated useful lives		15 years	15 years	10 years	

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 12 Non-current receivables

<i>Amounts in CAD 1000</i>	2025	2024
R&D Tax Credit Receivable	4 107	4 085
Total non-current receivables	4 107	4 085

R&D Tax Credit Carryovers, by Expiry Year

Credits by Expiry Year	Canada	France
<i>Amounts in CAD 1000</i>		
2044	267	-
2043	237	-
2042	230	-
2041	248	-
2040	245	-
2039	475	-
2038	480	-
2037	465	-
2036	242	-
2035	256	-
2034	288	-
2033	255	-
2032	477	-
2031	77	-
2030	59	-
2029	358	-
No expiry	-	287
R&D Tax Credit Carryovers	4 657	287
Unrecognized tax credits	837	-

A research and development (R&D) tax credit receivable of CAD 3.8 million is recognized in the balance sheet for Tekna Plasma Systems Inc., representing federal tax credits for R&D activities. The recovery of this amount is dependent on the generation of future taxable profits. These credits expire 20 years from the date of issuance.

A research and development (R&D) tax credit receivable of CAD 287 thousand is recognized in the balance sheet for Tekna Plasma Europe SAS, relating to the French Crédit d'Impôt Recherche (CIR). The recovery of this amount is dependent on future taxable profits. In France, CIR credits do not expire but are subject to specific utilization rules: they may be offset against corporate income tax when the company is profitable or refunded after a delay of up to four years if the company incurs losses.

Note 13 Leases

This note provides information for leases where the group is a lessee.

Amounts recognised in the balance sheet

The balance sheet shows the following amounts relating to leases:

<i>Amounts in CAD 1000</i>	2025	2024
Total right-of-use assets	1 853	2 248
Current lease liabilities	660	647
Non-current lease liabilities	1 251	1 637
Total lease liabilities	1 910	2 284

Amounts recognised in the statement of income

The statement of income shows the following amounts relating to leases:

<i>Amounts in CAD 1000</i>	2025	2024
Total depreciation charge right-of-use assets	617	668
Interest expense	105	80

The group has no variable rate leases. Expenses in the statement of income related low value leases are immaterial to these financial statements.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 14 Trade payables and other current liabilities

<i>Amounts in CAD 1000</i>	2025	2024
Trade payables	2 742	3 741
Other current liabilities	4 792	5 217
Total	7 534	8 958

Trade payables are unsecured and are usually paid within 30 days of recognition. The carrying amounts of trade and other payables are considered to be the same as their fair values, due to their short-term nature.

<i>Amounts in CAD 1000</i>	2025	2024
Accrued expenses and other current liabilities	2 828	3 052
Accrued Labor cost / holiday pay	1 543	2 004
Accrued Bonus	421	161
Total	4 792	5 217

Specification of other current liabilities

The accrued expenses account represents costs incurred by the company that have not yet been recorded in accounts payable.

Note 15 Financial risk and financial instruments

This note explains the group's exposure to financial risks and how these risks could affect the group's future financial performance. Current year profit and loss information has been included where relevant to add further context.

Tekna operates on an international level, and produces spherical powders and nano powders, and delivers plasma systems for powder production of advanced materials. The Group's metal powders and plasma systems are produced for and delivered to a number of industrial sectors, such as aviation, aerospace, medical, mining and drilling and micro-electronics, and are delivered to its customers worldwide. The Group is headquartered in Canada and operates manufacturing centres in Canada, as well as sales and distribution offices in France, China, South Korea and USA.

Capital management

Tekna's capital management objectives are to ensure its ability to operate as a going concern, support ongoing business activities, and deliver sustainable returns to shareholders, while maintaining sufficient financial flexibility to pursue growth opportunities. Tekna defines its capital as total equity, including share capital, reserves, and retained earnings, as well as interest-bearing loans and borrowings, where applicable.

In 2025, Tekna completed a new equity offering that raised approximately CAD 40 million, significantly strengthening its financial position. The proceeds were used, among other things, to repay approximately CAD 29 million of debt incurred during the prior years and to increase available liquidity by about CAD 11 million, thereby improving the Company's balance sheet and capital structure.

Tekna is subject to externally imposed capital requirements in form of financial covenants of its borrowing facilities (bank overdraft), which stipulate a Net Interest Bearing Debt (NIBD) of less than 0 (<0). As of December 31, 2025, Tekna complied with these requirements.

As part of its ongoing capital management strategy, Tekna also entered into a new banking agreement with Scotia-bank, which provides enhanced financial stability and increased flexibility to support current operations and future growth initiatives.

Tekna actively manages its capital structure by monitoring economic conditions, operational cash flow requirements, and risks associated with its business activities. Key financial metrics, including leverage ratios and working capital levels, are regularly assessed to ensure alignment with the Company's strategic objectives and financial health.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (- NOTE 15 CONTINUED)

Following these transactions, Tekna continues to comply with externally imposed capital requirements, including financial covenants associated with its banking facilities. The Board of Directors reviews the capital structure on a regular basis, and as needed in response to significant business developments, to ensure it remains appropriate to support Tekna's long-term objectives.

Currency risk

Currency risk arises from the potential fluctuation in the fair value or future cash flows of financial instruments due to changes in foreign exchange rates. This risk emerges when financial assets or liabilities are denominated in a currency other than the Group's functional currency, which is the Canadian Dollar (CAD). The Group is exposed to foreign exchange rate risk as its business transactions, operations, and sales are conducted in multiple currencies, including the Canadian Dollar (CAD), U.S. Dollar (USD), Euro (EUR), Chinese Yuan (CNY), Indian Rupee (INR), and South Korean Won (KRW). Additionally, cash outflows are primarily denominated in CAD, USD, EUR, Norwegian Krone (NOK), and CNY, while cash inflows are mainly received in USD, EUR, CNY, and CAD (notably from governmental subsidies and grants).

The Group manages currency risk through natural hedging, whereby the diversity of currencies in its revenue streams and expenditures partially offsets the impact of exchange rate fluctuations. For instance, inflows in USD, EUR, and CNY from sales align with outflows in these currencies for operational costs, reducing net exposure. The Group does not engage in formal hedging activities using derivative financial instruments, relying instead on this natural balance to mitigate risk. Unfavorable fluctuations in exchange rates could still affect the Group's financial position, results of operations, or cash flows, but the impact is generally limited due to the offsetting nature of currency movements across its global operations.

The positive and negative effects of exchange rate changes vary depending on the specific currencies involved and the timing of transactions. Given the Group's diversified currency exposure and natural hedging, a sensitivity analysis indicates that reasonably possible changes in foreign exchange rates would not have a material impact on the Group's profit or equity. Management monitors currency risk on an ongoing basis and assesses the adequacy of its natural hedging strategy in light of market conditions and operational needs.

Interest rate risk

Interest rate risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in market interest rates. The Group is exposed to interest rate risk through its portfolio of financial instruments, which includes both fixed and floating interest rate components. Fixed-rate instruments expose the Group to fair value risk, while floating-rate instruments expose the Group to cash flow risk, as interest payments fluctuate with changes in market rates.

As at December 31, 2025, the Group's exposure to interest rate risk is summarized as follows:

- Cash: Floating rate, subject to prevailing market rates.
- Accounts receivable: Non-interest bearing, not exposed to interest rate risk.
- Bank loan: Floating rate, with interest payments varying based on market conditions.
- Accounts payable and accrued liabilities: Non-interest bearing, not exposed to interest rate risk.

Long-term debt: Following the repayment in 2025 of the approximately CAD 29 million loan to Arendals Fossekompagni ASA, long-term debt exposure to interest rate risk relates only to floating-rate borrowings outstanding at year-end. Other long-term obligations are non-interest bearing and therefore not exposed to interest rate risk.

The Group does not currently use derivative financial instruments, such as interest rate swaps, to hedge its exposure to interest rate risk. Management monitors market interest rate trends and regularly assesses the balance between fixed and floating rate instruments to mitigate potential adverse impacts on financial performance. As a result of the repayment of the AFK loan during 2025, the Group's overall exposure to interest rate risk has been significantly reduced and is primarily limited to its remaining bank loan and cash balances.

To illustrate the potential impact of interest rate changes, a sensitivity analysis was performed. A reasonably possible increase or decrease of 100 basis points (1%) in market interest rates, with all other variables held constant, would affect the Group's profit before tax as follows:

Floating-rate instruments (bank loan and cash): An increase of 1% would increase annual interest expense and reduce profit before tax, while a decrease of 1% would have the opposite effect.

The sensitivity analysis assumes a parallel shift in interest rates and does not account for potential management actions to mitigate risk. Actual results may differ due to changes in the composition of the Group's financial instruments or market conditions. Management reviews interest rate risk exposure on an ongoing basis to ensure it remains aligned with the Group's financial strategy.

Liquidity risk

Liquidity risk is the risk that the Group may encounter difficulty in meeting its obligations associated with financial liabilities as they fall due. The Group is primarily exposed to liquidity risk through its accounts payable and accrued liabilities, long-term debt, and obligations under committed credit facilities.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (- NOTE 15 CONTINUED)

The Group manages liquidity risk by maintaining adequate cash balances and continued access to funding through committed credit facilities to ensure that it can meet its financial obligations when due. This approach includes maintaining flexibility in funding through available credit lines and actively monitoring liquidity levels to support operational and financial commitments. Management prepares rolling forecasts of the Group's liquidity position, including cash and cash equivalents and undrawn borrowing facilities, based on expected cash flows, to anticipate and address potential liquidity needs.

As at December 31, 2025, the Group continues to have access to committed credit facilities totaling USD 0.75 million and CAD 4.0 million. These facilities may be drawn at any time, subject to the specified limits, and are subject to termination by the bank with notice in accordance with the terms of the agreements.

During the fourth quarter of 2025, the Group entered into a Facility Credit Agreement (CFA) with Scotiabank, pursuant to which the existing credit facilities are intended to be replaced by a new Demand credit facility totaling CAD 6.0 million, subject to the Group meeting the covenants and other conditions precedent set out in the agreement. Upon satisfaction of these conditions, the new facility is expected to enhance the Group's liquidity position and financial flexibility.

The Group's liquidity risk is influenced by the timing of cash inflows from its operations, including revenues from Systems and Materials sales, and cash outflows related to operating expenses and debt service. Management actively monitors these cash flows to ensure sufficient liquidity is maintained to settle financial liabilities as they mature.

Information on contractual maturities of financial liabilities are available in the table:

2025	Carrying amount	Contractual cash flows	6 months or less	6 to 12 months	1 to 2 years	2 to 5 years	Over 5 years
<i>Amounts in CAD 1000</i>							
Lease liabilities	1 910	2 231	331	329	358	570	643
Trade and other payables	2 742	2 742	2 742	-	-	-	-
Bank loan	1 496	1 496	1 496	-	-	-	-
Borrowings	4 136	8 901	441	439	784	1 555	5 682

2024	Carrying amount	Contractual cash flows	6 months or less	6 to 12 months	1 to 2 years	2 to 5 years	Over 5 years
<i>Amounts in CAD 1000</i>							
Lease liabilities	2 284	2 693	340	307	615	670	761
Trade and other payables	3 741	3 741	3 741	-	-	-	-
Bank loan	-	-	-	-	-	-	-
Borrowings	31 906	39 865	455	454	25 394	7 864	5 698

Credit Risk

Credit risk is the risk that a counterparty to a financial instrument will fail to meet its obligations, resulting in a financial loss to the Group. The Group's primary exposure to credit risk arises from its cash and trade receivables, which represent the main financial instruments subject to this risk.

The Group's cash is held with reputable, major financial institutions with high credit ratings, minimizing the risk of non-performance. Consequently, management considers the credit risk associated with cash balances to be negligible. Trade receivables, primarily arising from sales of Systems and Materials, expose the Group to credit risk if customers fail to settle amounts owed. To manage this risk, the Group maintains an allowance for expected credit losses on its trade receivables, which is assessed and updated regularly based on historical collection trends, customer creditworthiness, and economic conditions. As at December 31, 2024, all trade receivables have maturities of less than one year, reducing the duration of credit exposure.

To further mitigate credit risk, the Group employs proactive measures, including regular monitoring of customer credit profiles and requiring advance payments or letters of credit for Systems contracts, which typically involve higher transaction values and longer delivery timelines. These practices help secure payment and reduce the likelihood of default, particularly for significant contracts with universities, research labs, and industrial clients. Historically, the Group has not incurred material losses from trade receivable defaults, reflecting the effectiveness of its credit risk management processes.

Financial assets, including trade receivables, are written off when there is no reasonable expectation of recovery—for example, when a debtor fails to engage in a repayment plan or is deemed insolvent. Even after write-off, the Group continues enforcement efforts to recover amounts due, such as through legal action or collection agencies. Any subsequent recoveries are recognized in profit or loss as they occur, offsetting prior impairments.

The Group's maximum exposure to credit risk at the reporting date is the carrying amount of its cash and trade receivables, as disclosed in the statement of financial position, net of any allowances for expected credit losses. Management considers the concentration of credit risk to be low due to the diverse customer base spanning multiple industries and geographies, including aerospace, defense, medical, and research sectors.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (- NOTE 15 CONTINUED)

Trade receivables

	External customer rec not due	External customer rec 1-30 days past due	External customer rec 31-60 days past due	External customer rec 61-90 days past due	External customer rec > 90 days past due	Trade accounts receivable
<i>Amounts in CAD 1000</i>						
2025						
Outstanding trade receivables	4 577	1 035	120	821	127	6 681
Provision for losses	-	-	-	-	-102	-102
2024						
Outstanding trade receivables	3 092	1 309	201	-	221	4 823
Provision for losses	-	-	-	-	-136	-136

Provisions for losses are based on individual assessment of each item and customer. Expected loss in categories without any provisions made is based on the assumption that there are not risk of any material losses. For additional details regarding bad debt, please refer to [note 8](#).

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 16 Borrowings

This note provides information on the contractual terms of the Group's interest-bearing loans and borrowings. For more information on the Group's interest rate risk and foreign exchange risk see [Note 15](#).

On April 11, 2023, a CAD 25.0 million term loan facility, structured in three tranches, was made available to Tekna by Arendals Fossekompni ASA until June 2024. The facility consisted of three tranches of CAD 10.0 million, CAD 10.0 million and CAD 5.0 million, each with a contractual maturity of three years. The third and final tranche of CAD 5.0 million was drawn in March 2024.

Interest on the loan accrued and was capitalized to the principal at the end of each interest period (payment-in-kind) and was calculated at a margin of 300 basis points over the Canadian interbank 3-month CORRA rate.

During the fourth quarter of 2025, the Group fully repaid the term loan facility with Arendals Fossekompni ASA, including accrued interest. As a result, no amount related to this loan was outstanding on the balance sheet as at December 31, 2025.

Tekna Holding ASA has complied with the financial covenants of its borrowing facilities at year end 2025. The credit limit on the existing bank credit facilities is CAD 4.0 million and USD 0.75 million.

In addition, Tekna Holdings Canada Inc. has entered into an agreement with Scotiabank for a Demand credit facility totaling CAD 6.0 million. The Company is currently in the process of meeting the covenants and other conditions precedent set out in the Credit Facility Agreement (CFA) before the facility becomes available CAD 6.0 million, subject to the terms and conditions of the agreement.

The table below reconciles the movement in financial liabilities to cash flow from financing activities.

	Borrowings		Lease liabilities		Bank loan (ST)		Total financial liabilities	
	2025	2024	2025	2024	2025	2024	2025	2024
<i>Amounts in CAD 1000</i>								
Balance at 1 January	31 907	25 064	2 284	1 369	-	-	34 191	26 433
New loans	613	6 873	-	-	1 496	-	2 109	6 873
Capitalized interest on loan	1 535	1 946	-	-	-	-	1 535	1 946
Cash Flow - repayment	-29 944	-1 263	-596	-661	-	-	-30 540	-1 925
Write-off of license liability (non-cash)	-	-116	-	-	-	-	-	-116
FX variation loss (gain)	-	-	90	29	-	-	90	29
New leases (non-cash)	-	-	133	1 548	-	-	133	1 548
Loan discount recognition	-418	-999	-	-	-	-	-418	-999
discounted loan	443	402	-	-	-	-	443	402
Total debt	4 136	31 907	1 910	2 284	1 496	-	7 541	34 191
Short-term portion	-380	-420	-660	-647	-1 496	-	-2 536	-1 067
Balance long-term portion at 31 December 2025	3 756	31 486	1 251	1 637	-	-	5 006	33 123

For more information regarding Loan discount recognition and Accretion of discounted loan, please refer to *Financial Liabilities: Interest-Free Loans* in [Organization and accounting principles](#).

<i>Amounts in CAD 1000</i>	2025	2024
Loans secured by pledged assets		
Building and land	937	1 006
Machinery and equipment		
Universality of movable and immovable property, tangible and intangible, current and future	755	1 164
Universality of movable property, tangible and intangible, current and future		
Total non-current borrowings secured by pledged assets	1 692	2 170

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 17 Finance items

<i>Amounts in CAD 1000</i>	2025	2024
Interest income	167	341
Currency exchange income	818	350
Total Finance income	986	691
Leasing interest	105	80
Interest expense	1 672	2 068
Accretion of discounted loan	443	402
Loan discount recognition adjustment	-	-
Currency exchange expense	796	427
Total finance cost	3 016	2 977
Net finance items	-2 030	-2 286

Note 18 Share information

<i>Amounts in CAD 1000</i>	2025	2024
Share capital	38 627	37 850
Share premium	483 920	459 410

At 31 December 2025 there were 227 462 233 ordinary shares each with a par value of NOK 1.15. They entitle the holder to participate in dividends, and to share in the proceeds of winding up the company in proportion to the number of and amounts paid on the shares held.

On 13 November 2025, an extraordinary general meeting ("EGM") approved a share capital reduction and a subsequent rights issue. The share capital was reduced by NOK 108 342 898.05 through a reduction of the nominal value of the Company's shares from NOK 2.00 to NOK 1.15. The reduction amount was allocated to reserves to be used in accordance with the general meeting's resolution.

The EGM further approved a rights issue of 100 000 000 new shares, each with a nominal value of NOK 1.15, at a subscription price of NOK 3.00 per share, resulting in gross proceeds of NOK 300 million. Following completion of the rights issue, the Company's share capital increased by NOK 115 000 000 to NOK 261 581 567.95, divided into 227 462 233 shares, each with a nominal value of NOK 1.15.

The share capital reduction and the subsequent share capital increase were registered with the Norwegian Register of Business Enterprises on 10 December 2025, and the new shares became tradable on Euronext Oslo Børs from 12 December 2025.

There were no paid out dividends in 2025.

In 2024, Tekna Holding ASA issued 2 234 887 new shares to settle obligations under the Employee Share Purchase Plan (ESPP) established in 2021. As part of the settlement, certain employees elected to use their share entitlement to repay outstanding loans provided by Tekna Holdings Canada Inc.. The net impact on equity of CAD 722 thousand reflects the value of loans extinguished through a corresponding reduction in shares issued.

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (- NOTE 18 CONTINUED)

Major shareholders at year-end 2025	Number of shares	% of total	Country
ARENDALS FOSSEKOMPANI ASA	164 637 743	72.38%	NOR
MUST INVEST AS	8 141 144	3.58%	NOR
ULFOSS INVEST AS	5 883 950	2.59%	NOR
HAVFONN AS	5 199 283	2.29%	NOR
KVANTIA AS	2 354 862	1.04%	NOR
JOCO AS	1 399 977	0.62%	NOR
TIBIDABO INVEST AS	1 343 484	0.59%	NOR
VICTORIA INDIA FUND AS	1 331 883	0.59%	NOR
MP PENSJON PK	1 307 280	0.57%	NOR
Other	35 862 627	15.77%	Various
Total number of shares	227 462 233	100.00%	

Note 19 Earnings per share

Basic earnings per share are based on profit attributable to the equity holders of the parent and the weighted average number of outstanding ordinary shares.

Amounts in CAD 1000	2025	2024
Net profit for the year	-11 048	-11 150
Attributable to non-controlling interests	-	-114
Attributable to ordinary shares	-11 048	-11 036
Basic weighted number of ordinary shares	134 859 493	127 028 689
Diluted weighted number of ordinary shares	134 859 493	127 028 689
Number of shares end of period	227 462 233	127 462 233
Basic earnings per share	-0.08	-0.09
Diluted earnings per share	-0.08	-0.09

The options under the share option program are not in the money by 31.12.2025 and are not dilutive. The options may be dilutive in the future. For further information with regards to the share option program, see [note 4](#).

Note 20 Subsidiaries

Company	Ownership held by the group	Ownership held by the non-controlling interests	Domicile
Tekna Holdings Canada Inc.	100.00%		Canada
Tekna Plasma Systems Inc.	100.00%		Canada
Tekna Advanced Materials Inc.	100.00%		Canada
Tekna Plasma Europe S.A.S.	100.00%		France
Tekna Plasma Systems Suzhou Co. Ltd.	100.00%		China
Tekna Plasma India Pr. Ltd.	100.00%		India
Tekna Inc.	100.00%		USA
Tekna Plasma Korea Co. Ltd.	100.00%		South Korea

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (CONTINUED)

Note 21 Related parties

At year end Arendals Fossekompni ASA (“AFK”) owned 164 637 743 shares, representing 72.38 % of the total number of shares in Tekna.

Executive management and Board of Directors compensation 2025 and number of shares owned 31 December 2025

Name	Title	Salaries, fees	Previous year's bonus paid out this year	Other benefits	Pension	Total remuneration	Share based compensation	Own Shareholdings	Shareholding through related Parties	Number of shares in Tekna Holding ASA
Senior executives										
Luc Dionne ^[8]	CEO	156	-	18	-	174	-	35 437	-	35 437
Espen Schie	CFO THASA	317	-	2	15	333	-	-	404 444	404 444
Claude Jean ^[9]	CEO	231	-	6	9	247	-	120 000	-	120 000
Other executive management		850	45	25	130	1 049	-	675 052	-	675 052
Total		1 555	45	51	154	1 804	-	830 489	404 444	1 234 933
Board members, audit committee										
Dag Teigland ^[1,2]	Chair	84	-	-	-	-	-	-	1 454 123	1 454 123
Torkil Sigurd Mogstad ^[2,6]	Board Observer	-	-	-	-	-	-	-	93 017	93 017
Ann-Kari Amundsen Heier ^[2,7]	Member of Board	-	-	-	-	-	-	-	50 333	50 333
Lars Magnus Eldrup Fagernes ^[2]	Member of Board	-	-	-	-	-	-	50 000	-	50 000
Anne-Lise Meyer ^[3]	Member of Board	78	-	-	-	-	-	-	-	-
Barbara Thierart Perrin ^[4]	Member of Board	64	-	-	-	-	-	-	-	-
Kristin Skau Åbyholm ^[5]	Member of Board	70	-	-	-	-	-	-	3 841 109	3 841 109
Total		295	-	-	-	-	-	50 000	5 438 582	5 488 582

Board of Directors remunerated corresponds to fees paid in the period, as elected, for the period May 2024 until April 2025. Board of Directors remuneration provision corresponds to accrued provisions for fees, for the period May 2025 until December 2025.

The CEO's period of notice is two (2) months, with a period of pay of six (6) months after termination of employment if the CEO is dismissed by the company.

The other members of the Group Executive have a period of notice varying from four (4) weeks to eight (8) weeks.

(continue on next page)

Notes to table

[1] Dag Teigland representing Tibidabo Industrier AS with 110 639 shares and Tibidabo Invest AS with 1 343 484 shares. On 22 May 2023, Dag Teigland bought, through his wholly owned company Tibidabo Invest AS, 678 818 shares from AFK, with a 20% discount against a lock-up period of 3 years.

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[7] Ann-Kari Amundsen Heier representing 50 333 shares in Damglott AS.

[8] Luc Dionne was CEO until April 27, 2025.

[9] Claude Jean is CEO since April 28, 2025

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (- NOTE 21 CONTINUED)

The purpose of Tekna's compensation and benefits policy is to attract personnel with the competence that the Group requires, develop and retain employees with key expertise and promote a long-term perspective and continuous improvement supporting achievement of Tekna's business goals. The general approach adopted in Tekna's policy is to pay fixed salaries and pensions in line market prices, while offering variable pay linked to results for bonus.

- a) Fixed elements
- b) Variable elements – annual bonus

Executives in Tekna participate in the Group's central annual bonus program. The program has a maximum ceiling of 20% of the executive's fixed salary and 50% for CEO. The basis for bonus payments is based on financial targets and performance strategic KPIs.

In addition, the Group has share-based incentive programs described in (c) below.

- (c) Share option plan - Tekna Group

The establishment of the share option plan was approved by the shareholders at the annual general assembly dated 15 May 2024. On 11 November 2025, the board of directors has granted a total of 2 025 000 options in the 2025 allocation round. These options have a strike price of NOK 3.25. Issued options vest 33% after one year, 33% after two years, and 33% after three years. The expiry date for any option granted is the date falling 24 months following the vesting date and will lapse if not exercised.

Please refer to [Note 4](#) and the Remuneration Report for more information.

Note 22 Contingent liabilities

In January 2019, Tekna Plasma Systems Inc. filed a lawsuit in Federal Court against AP&C Advanced Powders & Coatings Inc., a subsidiary of GE Aerospace, challenging the validity of Canadian patents 3,003,502 and 3,051,236. AP&C counterclaimed for infringement. On 7 June 2024, the Federal Court ruled in Tekna's favour, declaring the patents largely invalid and not infringed. A second decision on 5 December 2024 ordered AP&C to pay Tekna CAD 2.9 million in partial legal costs, which was received in December 2024. As at the balance sheet date, AP&C had appealed both decisions. If successful, Tekna could have faced repaying the CAD 2.9 million and potentially additional damages. For the post-balance-sheet resolution, refer to Note 23.

Note 23 Subsequent events

Appeal process with AP&C

On 22 January 2026, the Federal Court of Appeal unanimously dismissed AP&C's appeal of the trial judgment, upholding the finding that the asserted patents were largely invalid and all claims non-infringed. AP&C subsequently discontinued its appeal of the CAD 2.9 million cost award on 13 February 2026. The patent litigation is thereby fully concluded in Tekna's favour.

Parent Financial Statements

Income Statement

<i>Amounts in CAD 1000</i>	Note	FY 2025	FY 2024
Employee benefit expenses	1	214	277
Other operating expenses	2	1 137	1 069
Net operating income/(loss)		-1 350	-1 346
Finance income	7	4 474	5 470
Finance costs	7	100 775	372
Profit/(loss) before income tax		-97 652	3 753
Income tax expense	3	1 140	821
Profit/(loss) for the period		-98 792	2 932
Attributable to equity holders of the company		-98 792	2 932

Other Comprehensive Income

<i>Amounts in CAD 1000</i>	Note	FY 2025	FY 2024
<i>Items that may be reclassified to statement of income</i>			
Items that may be reclassified to statement of income		-	-
<i>Items that will not be reclassified to statement of income</i>			
Items that will not be reclassified to statement of income		-	-
Other comprehensive income/(loss) for the period, net of tax		-	-
Total comprehensive income/(loss) for the period		-98 792	2 932
Attributable to equity holders of the company		-98 792	2 932

PARENT FINANCIAL STATEMENTS (CONTINUED)

Balance Sheet

<i>Amounts in CAD 1000</i>	Note	2025-12-31	2024-12-31
Non-current assets			
Investment in subsidiaries	4	9 115	100 526
Intercompany loans	6	99 894	77 438
Total non-current assets		109 008	177 965
Current assets			
Trade and other receivables	6	-15	17
Cash and cash equivalents	5	11 327	563
Total current assets		11 311	579
Total assets		120 320	178 544

<i>Amounts in CAD 1000</i>	Note	2025-12-31	2024-12-31
Equity			
Share capital and share premium		522 546	497 260
Other reserves		-404 816	-321 126
Capital and reserves attributable to holders of the company		117 730	176 135
Total equity		117 730	176 135
Non-current liabilities			
Deferred tax liabilities	3	395	1 649
Total non-current liabilities		395	1 649
Current liabilities			
Trade and other payables	7	194	203
Payable income tax	3	1 891	335
Other current liabilities	6	109	223
Total current liabilities		2 194	761
Total liabilities and equity		120 320	178 544

Arendal, 8 April 2026 The Board of Directors and CEO of Tekna Holding ASA

This document was electronically signed.

Dag Teigland
Chair of the Board

Lars Magnus Eldrup Fagernes
Member of the Board

Ann-Kari Amundsen Heier
Member of the Board

Kristin Skau Åbyholm
Member of the Board

Claude Jean
CEO

PARENT FINANCIAL STATEMENTS (CONTINUED)

Changes in Equity

	Attributable to equity holders of the Company			Non-controlling interests	Total equity
	Share capital and share premium	Other reserves	Total		
<i>Amounts in CAD 1000</i>					
Balance at 1 January 2024	494 956	-324 058	170 898	-	170 898
Profit/(loss) for the period	-	2 932	2 932	-	2 932
Other comprehensive income/(loss)	-	-	-	-	-
Issue of stock	2 304	-	2 304	-	2 304
Balance at 31 December 2024	497 260	-321 126	176 135	-	176 135
Balance at 1 January 2025	497 260	-321 126	176 135	-	176 135
Profit/(loss) for the period	-	-98 792	-98 792	-	-98 792
Other comprehensive income/(loss)	-	-	-	-	-
Reduction of share capital	-15 102	15 102	-	-	-
Issue of stock	40 388	-	40 388	-	40 388
Balance at 31 December 2025	522 546	-404 816	117 730	-	117 730

PARENT FINANCIAL STATEMENTS (CONTINUED)

Cash flow

<i>Amounts in CAD 1000</i>	Note	FY 2025	FY 2024
Cash flow from operating activities			
Net profit/(loss)		-98 792	2 932
Tax expense	3	1 140	821
Impairment loss		100 000	-
Net other financial items		-344	-1 774
Capitalized interest on intercompany loans		-3 354	-3 325
Total after adjustments to profit before income tax		-1 350	-1 346
Change in trade and other receivables		32	253
Change in trade and other payables		-123	-485
Total after adjustments to net assets		-1 441	-1 579
Change in tax paid		-837	-330
Net cash from operating activities		-2 278	-1 908

<i>Amounts in CAD 1000</i>	Note	FY 2025	FY 2024
Cash flow from investing activities			
Interest received and realized FX gains		334	1 782
Purchase of shares in subsidiaries		-	-722
Net cash flow from investing activities		334	1 060
Cash flow from financing activities			
Proceeds from issue of shares		40 388	-
Loans to subsidiaries		-27 081	-
Interest paid and realized FX losses		-599	-8
Net cash flow from financing activities		12 708	-8
Net increase in cash and cash equivalents		10 764	-857
Cash and cash equivalents at the beginning of the financial year		563	1 419
Effects of exchange rate changes on cash and cash equivalents			
Cash and cash equivalents at end of the period		11 327	563

Notes to the Parent Financial Statements

Accounting principles

The financial statements comprise the statement of income, statement of financial position, statement of cash flows, and related notes. The financial statements have been prepared in accordance with the Norwegian Accounting Act §3-9 and Regulations for simplified IFRS issued by the Ministry of Finance on 10 December 2019 (generally accepted accounting principles). This means that recognition and measurement comply with International Financial Reporting Standards (IFRS) and the presentation and disclosures are in accordance with the Norwegian Accounting Act and general accepted accounting practice. All amounts are in CAD, unless otherwise stated.

The financial statements give a true and fair view of the assets and liabilities, financial position, and income.

When applying accounting principles and presenting transactions and other matters, emphasis is placed on economic realities, not just legal form. Contingent losses that are probable and quantifiable are expensed. Transactions are recorded at the value of the consideration at the time of execution. Revenue is recognized in the accounting period in which they are earned and associated costs are matched with revenues.

Assets and liabilities that are due within one year after the balance sheet date are classified as current assets or current liabilities. Current assets and liabilities are valued at the lowest or highest value of acquisition cost and fair value. Fair value is defined as the estimated future sales price less expected sales costs. Other assets are classified as fixed assets. Corresponding principles are normally used as a basis for liability items.

Use of estimates

In the preparation of the annual accounts, estimates and assumptions have been applied that have affected the statement of income and the valuation of assets and liabilities, as well as doubtful assets and liabilities on the balance sheet date in accordance with generally accepted accounting principles. Areas that to a large extent contain such discretionary assessments, a high degree of complexity, or areas where assumptions and estimates are material to the financial statements, are described in the notes.

Foreign currency

Foreign currency transactions are translated at the exchange rate at the time of execution. Cash items in foreign currency are translated into Norwegian kroner using the exchange rate on the balance sheet date. Non-cash items measured at the historical exchange rate expressed in foreign currency are translated into Norwegian kroner using the exchange rate at the time of execution. Non-monetary items that are measured at fair value expressed in foreign currency are translated at the exchange rate determined at the measurement date. Exchange rate fluctuations are recognized in the statement of income on an ongoing basis during the accounting period under other financial income/costs.

Tax

Income tax expense represents the sum of the tax currently payable and deferred tax. Deferred tax is calculated at 22% percent on the basis of existing temporary differences between accounting and tax values together with tax loss carry forward at the year end. Tax-increasing and tax-reducing temporary differences that are reversed or can be reversed in the same period are offset and netted. Net deferred tax assets are recognized in the balance sheet to the extent that it is probable that this can be utilized.

Non-current financial assets

Fixed assets include assets intended for permanent ownership and use. Long-term receivables are carried at the nominal amount at the time of the transaction. Long-term receivables in foreign currency are carried in the balance sheet based on the exchange rate on the balance sheet date.

Current assets

Current assets and current liabilities normally include items that due within one year after the balance sheet date, as well as items related to the product cycle. Current assets are valued at the lower of acquisition cost and fair value. Current liabilities are carried at the nominal amount at the time of the transaction.

Subsidiaries

Investments in subsidiaries are evaluated at lower of cost or fair value. Any impairment losses and reversal of impairment losses are classified as net gains (loss and impairment) on financial assets in the income statement. An impairment to fair value has been recognized when impairment is due to reasons that cannot be expected to be temporary, and it is necessary in accordance with generally accepted accounting principles. Impairment losses are reversed when the basis for impairment is no longer present.

NOTES TO PARENT FINANCIAL STATEMENTS (- NOTE ACCOUNTING PRINCIPLES - CONTINUED)

Receivables

Trade receivables and other receivables are carried at face value after deduction of provisions for expected credit losses. Provisions for credit losses are made on the basis of a separate assessment of the individual receivables. For other accounts receivable, an unspecified provision is made to cover expected losses.

Statement of cash flows

The cash flow statement has been prepared according to the indirect method. Cash and cash equivalents include cash, bank deposits and other short-term, liquid investments.

Note 1 Remuneration and employee benefits

The company has no employees. Salaries listed are related to Board of Directors' compensation.

The company is not required to have an occupational pension scheme in accordance with Norwegian law on obligatory occupational pension ("lov om obligatorisk tjenestepensjon").

<i>Amounts in CAD 1000</i>	2025	2024
Salaries	182	235
Social security contributions	32	42
Pension costs	-	-
Other benefits	-	-
Capitalized as development, inventories etc.	-	-
Total employee benefit expenses	214	277

Note 2 Other operating expenses

<i>Amounts in CAD 1000</i>	2025	2024
Audit and other fees	280	245
Marketing, travel and representation costs	42	18
ICT expenses	-	-
Other expenses	324	353
Intercompany expenses	491	453
Total operating expenses	1 137	1 069

<i>Amounts in CAD 1000</i>	2025	2024
Statutory audit	133	150
Other assurance services	46	21
Tax advisory	-	-
Other non-audit services	-	-
Total remuneration to auditor	179	171

NOTES TO PARENT FINANCIAL STATEMENTS (CONTINUED)

Note 3 Tax

Income tax - current year

<i>Amounts in CAD 1000</i>	2025	2024
Tax payable on general income	1 949	335
Adjustment for previous years	445	-
Total current tax	2 394	335
Effect of change in temporary differences	-1 254	486
Effect of changed tax rate	-	-
Total deferred tax expense	-1 254	486
Total tax expense in the income statement	1 140	821

Reconciliation of effective tax rate

	2025	2024
Total pre tax income	-97 652	3 753
Tax based on current ordinary tax rate	-21 483	826
Effect of different tax rates abroad	403	-
Effect of non-deductible expenses	21 775	-
Effect of non-taxable income	-	-5
Over-/underprovision relating to previous years	445	-
Tax expense in reconciliation of effective tax rate	1 140	821

Current ordinary tax rate in Norway	22.00%	22.00%
Effective tax rate	(1.17)%	21.87%

The tax effect of temporary differences and loss carry forwards that have given rise to deferred tax and deferred tax asset, specified by type of temporary differences.

<i>Amounts in CAD 1000</i>	2025	2024
Accumulated loss carryforward	-	-
Not included in basis for calculation of deferred tax	-	-
Change in deferred tax liability	-1 254	486
Deferred tax asset/liability	-	-

Deferred tax asset is not carried in the balance sheet.

Deferred tax liability is carried in the balance sheet.

Statutory tax rate in Norway was 22.00% in 2024 and 2025.

The 22% tax rate was used to calculate Deferred tax assets and liabilities as at 31 December 2025.

NOTES TO PARENT FINANCIAL STATEMENTS (CONTINUED)

Note 4 Investments in Subsidiaries

Company	Domicile	Ownership held by the group		Value in Tekna Holding ASA balance sheet	
		2025	2024	2025	2024
Tekna Holding Canada Inc.	Canada	100.00%	100.00%	9 114 718	100 526 068

Consolidated accounts for Tekna Holdings Canada Inc for 2025 reported a net loss of CAD 12 257 thousands and booked equity of negative CAD 52 712 thousands.

Tekna Holdings Canada Inc owns 100 % of the following 7 subsidiaries:

- Tekna Plasma Systems Inc.; Canada
- Tekna Advanced Materials Inc.; Canada
- Tekna Plasma Europe S.A.S.; France
- Tekna Plasma Systems Suzhou Co. Ltd.; China
- Tekna Plasma India Pr. Ltd.; India
- Tekna Inc.; USA
- Tekna Plasma Korea Co. Ltd.; South Korea

Note 5 Cash and cash equivalents

<i>Amounts in CAD 1000</i>	2025	2024
Total cash at bank	11 327	563
Restricted cash	-	-

Tax deduction deposits (restricted deposits) amounts to zero.

NOTES TO PARENT FINANCIAL STATEMENTS (CONTINUED)

Note 6 Intercompany balances

Loans to group companies consists of one loan in CAD

The CAD 99.9 million loan is to the subsidiary Tekna Holdings Canada Inc. The loan will be repaid with CAD 500 000 every quarter from 15 June 2026. Interest on the loan is calculated at a rate corresponding to 3-month Term CORRA + 2% on an annual basis.

<i>Amounts in CAD 1000</i>	2025	2024
Intercompany loans to group companies	99 894	77 438
Trade accounts receivables from group companies	-15	17
Total intercompany receivables	99 878	77 455

<i>Amounts in CAD 1000</i>	2025	2024
Trade accounts payables to group companies	64	42
Total intercompany payables	64	42

Note 7 Financial items

<i>Amounts in CAD 1000</i>	2025	2024
Interest income	13	7
Currency exchange income (net)	785	545
Interest Income, intercompany	321	1 593
Interest income intercompany, capitalized	3 354	3 325
Total financial income	4 474	5 470

Finance income

<i>Amounts in CAD 1000</i>	2025	2024
Interest expense	-	8
Currency exchange expense (net)	763	364
Other finance cost	12	-
Interest expense, intercompany	-	-
Impairment loss	100 000	-
Total financial expense	100 775	372

An impairment loss of CAD 100 million was recorded in 2025. The investment in the subsidiary Tekna Holdings Canada Inc. was impaired to the average market value of Tekna Holding ASA during the second half of 2025, as quoted on the Oslo Stock Exchange, less net debt, to CAD 9.1 million.

NOTES TO PARENT FINANCIAL STATEMENTS (CONTINUED)

Note 8 Financial risk

The company's operations consist of financing the operations of the subsidiaries.

The company is exposed to various types of financial risk: market risk (including currency, interest rate and market price risk), credit risk and liquidity risk. The company is somewhat sensitive to currency exchange rate fluctuations, limited cash flows, relatively low interest rate exposure.

Interest rate risk

The company has loans to group companies with interest rate returns based on the 3 month CORRA; see [note 6](#).

Returns from interest rates on bank deposits are also exposed to rate levels. The funds are deposited at a floating interest rate.

Credit risk

The company is only exposed to credit risk on receivables from subsidiaries. The risk that counterparties do not have the financial ability to meet their obligations is considered moderate.

Currency risk

The company's currency exposure is related to NOK expenses and CAD receivables from subsidiaries, as well as bank deposits.

Market price risk

The company's is mainly invested in subsidiaries and associated companies. The value of these investments is to a high degree connected to the underlying operations of these companies.

Liquidity risk

The company is financed through a combination of bank and equity financing. See [note 6](#) for more information on unused credit facilities.

Note 9 Share Capital and Shareholder Information

Amounts in CAD 1000	2025	2024
Share capital	38 627	37 850
Share premium	483 920	459 410
<i>Count in 1000</i>		
Ordinary shares	227 462	127 462

At 31 December 2025 there were 227 462 233 ordinary shares each with a par value of NOK 1.15. They entitle the holder to participate in dividends, and to share in the proceeds of winding up the company in proportion to the number of and amounts paid on the shares held.

There were no paid out dividends in 2025.

Major shareholders at year-end 2025	Number of shares	% of total	Country
ARENDALS FOSSEKOMPANI ASA	164 637 743	72.38%	NOR
MUST INVEST AS	8 141 144	3.58%	NOR
ULFOSS INVEST AS	5 883 950	2.59%	NOR
HAVFONN AS	5 199 283	2.29%	NOR
KVANTIA AS	2 354 862	1.04%	NOR
JOCO AS	1 399 977	0.62%	NOR
TIBIDABO INVEST AS	1 343 484	0.59%	NOR
VICTORIA INDIA FUND AS	1 331 883	0.59%	NOR
MP PENSJON PK	1 307 280	0.57%	NOR
Other	35 862 627	15.77%	Various
Total number of shares	227 462 233	100.00%	

At year end Arendals Fossekompagni ASA ("AFK") owned 164 637 743 shares, representing 72.38 % of the total number of shares in Tekna.

Board of Directors remunerated corresponds to fees paid in the period, as elected, for the period May 2024 until April 2025. Board of Directors remuneration provision corresponds to accrued provisions for fees, for the period May 2025 until December 2025.

NOTES TO PARENT FINANCIAL STATEMENTS (- NOTE 9 CONTINUED)

Name	Title	Salaries, fees	Previous year's bonus paid out this year	Other benefits	Pension	Total remuneration	Share based compensation	Own Shareholdings	Shareholding through related Parties	Number of shares in Tekna Holding ASA
Senior executives										
Luc Dionne ^[8]	CEO	156	-	18	-	174	-	35 437	-	35 437
Espen Schie	CFO THASA	317	-	2	15	333	-	-	404 444	404 444
Claude Jean ^[9]	CEO	231	-	6	9	247	-	120 000	-	120 000
Other executive management		850	45	25	130	1 049	-	675 052	-	675 052
Total		1 555	45	51	154	1 804	-	830 489	404 444	1 234 933
Board members, audit committee										
Dag Teigland ^[1,2]	Chair	84	-	-	-	-	-	-	1 454 123	1 454 123
Torkil Sigurd Mogstad ^[2,6]	Board Observer	-	-	-	-	-	-	-	93 017	93 017
Ann-Kari Amundsen Heier ^[2,7]	Member of Board	-	-	-	-	-	-	-	50 333	50 333
Lars Magnus Eldrup Fagernes ^[2]	Member of Board	-	-	-	-	-	-	50 000	-	50 000
Anne-Lise Meyer ^[3]	Member of Board	78	-	-	-	-	-	-	-	-
Barbara Thierart Perrin ^[4]	Member of Board	64	-	-	-	-	-	-	-	-
Kristin Skau Åbyholm ^[5]	Member of Board	70	-	-	-	-	-	-	3 841 109	3 841 109
Total		295	-	-	-	-	-	50 000	5 438 582	5 488 582

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The CEO's period of notice is two (2) months, with a period of pay of six (6) months after termination of employment if the CEO is dismissed by the company.

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b) Variable elements – annual bonus

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In addition, the Group has share-based incentive programs described in (c) below.

(c) Share option plan - Tekna Group

The establishment of the share option plan was approved by the shareholders at the annual general assembly dated 15 May 2024. On 11 November 2025, the board of directors has granted a total of 2 025 000 options in the 2025 allocation round. These options have a strike price of NOK 3.25. Issued options vest 33% after one year, 33% after two years, and 33% after three years. The expiry date for any option granted is the date falling 24 months following the vesting date and will lapse if not exercised.

Please refer to [Note 4](#) of consolidated statements and the Remuneration Report for more information.

NOTES TO PARENT FINANCIAL STATEMENTS (- CONTINUED)

10 Subsequent Events

There are no subsequent events after the balance sheet date that have a material impact on the financial statements of the parent company, Tekna Holding ASA. For subsequent events at Group level, refer to [Note 23](#) of the consolidated financial statements.

Independent auditor's report



To the General Meeting of Tekna Holding ASA

Independent Auditor's Report

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Tekna Holding ASA, which comprise:

- the financial statements of the parent company Tekna Holding ASA (the Company), which comprise the balance sheet as at 31 December 2025, the income statement, other comprehensive income, changes in equity and cash flow for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and
- the consolidated financial statements of Tekna Holding ASA and its subsidiaries (the Group), which comprise the balance sheet as at 31 December 2025, the income statement, other comprehensive income, changes in equity and cash flow for the year then ended, and notes to the financial statements, including material accounting policy information.

In our opinion

- the financial statements comply with applicable statutory requirements,
- the financial statements give a true and fair view of the financial position of the Company as at 31 December 2025, and its financial performance and its cash flows for the year then ended in accordance with simplified application of international accounting standards according to section 3-9 of the Norwegian Accounting Act, and
- the consolidated financial statements give a true and fair view of the financial position of the Group as at 31 December 2025, and its financial performance and its cash flows for the year then ended in accordance with IFRS Accounting Standards as adopted by the EU.

Our opinion is consistent with our additional report to the Audit Committee.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company and the Group as required by relevant laws and regulations in Norway and the International Ethics Standards Board for Accountants' International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) as applicable to audits of financial statements of public interest entities, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

To the best of our knowledge and belief, no prohibited non-audit services referred to in the Audit Regulation (537/2014) Article 5.1 have been provided.

We have been the auditor of Tekna Holding ASA for 5 years from the election by the general meeting of the shareholders on 26 February 2021 for the accounting year 2021.

Key Audit Matters

Key audit matters are those matters that, in our professional judgment, were of most significance in our audit of the financial statements of the current period. These matters were addressed in the context of our audit of the financial statements as a whole, and in forming our opinion thereon, and we do not provide a separate opinion on these matters.

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Key Audit Matters

How our audit addressed the Key Audit Matter

Revenue recognized over time

In 2025 revenue recognized over time from contracts with customer constituted CAD 6 431 thousand, equal to approximately 18% of the Group's total revenues.

We focused on revenue recognized over time as the contracts may have a long duration, and the recognition of contract revenues and costs is subject to management judgement which may be complex. In particular, management applied judgement in estimating the total contract costs and stage of completion which in turn affects the recognition of revenue. Management's judgement affects several significant financial statement line items and thus has a pervasive effect on the financial statements.

The accounting principles and note 2 to the consolidated financial statements include further information on the Group's recognition of revenue over time.

We obtained a sample of customer contracts and assessed the accounting treatment against the Group's accounting principles and IFRS 15. We found that the accounting treatment was consistent with the content of the contracts and in line with the Group's accounting manual.

We obtained an understanding of internal controls relevant to revenue recognized over time.

We performed various procedures to assess whether management's judgments were reasonable, including:

- Obtained and read contract agreements, and change orders, when applicable to understand contract scope and key terms.
- Evaluated the timely identification of circumstances that may warrant a modification to the total estimated costs including, but not limited to, contracts subject to claims and contract modifications.
- Discussed with project leaders and management to evaluate progress to date, the estimate of costs to be incurred, and factors impacting the amount of time and cost to complete the project.
- Compared the costs incurred and the estimated costs to complete to the original total estimated costs.
- Tested on a sample basis, the costs incurred to support evidence.
- Compared the original total estimated costs to the total costs incurred for contracts completed during the year.
- Compared actual margins to the margins on similar systems completed in the past.

We found that assumptions used, and judgments made by management were reasonable. We further evaluated the disclosures in note 2 and found them to be appropriate.

Inventory valuation

At 31 December 2025, the book value of the Group's inventories was CAD 14 394 thousand, inclusive of provision for obsolescence of CAD 4 418 thousand. Management estimates the net realizable value based on the Group's periodic review of historical sales data for both raw materials, work in progress and finished goods as well as the growth rate of sales and order intake.

We considered inventory valuation to be a key audit matter due to the significant carrying amount of inventory and because estimating net realizable value of inventory is subject to significant management judgement.

The accounting principles and note 7 to the consolidated financial statements include further information on the Group's inventory valuation.

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INDEPENDENT AUDITOR'S REPORT (CONTINUED)

- Evaluated the appropriateness of management's process for developing estimates of net realizable value.
- Tested data used by management by agreeing the data to underlying records.
- Tested the reasonableness of the assumptions for quality, damages, future demand, selling prices and market conditions by considering historical trends and consistency with evidence obtained in other areas of the audit.

We found that assumptions used, and judgements made by management were reasonable. We further evaluated the disclosures in note 7 and found them to be appropriate.

Other Information

The Board of Directors and the Managing Director (management) are responsible for the information in the Board of Directors' report and the other information accompanying the financial statements. The other information comprises information in the annual report, but does not include the financial statements and our auditor's report thereon. Our opinion on the financial statements does not cover the information in the Board of Directors' report nor the other information accompanying the financial statements.

In connection with our audit of the financial statements, our responsibility is to read the Board of Directors' report and the other information accompanying the financial statements. The purpose is to consider if there is material inconsistency between the Board of Directors' report and the other information accompanying the financial statements and the financial statements or our knowledge obtained in the audit, or whether the Board of Directors' report and the other information accompanying the financial statements otherwise appears to be materially misstated. We are required to report if there is a material misstatement in the Board of Directors' report or the other information accompanying the financial statements. We have nothing to report in this regard.

Based on our knowledge obtained in the audit, it is our opinion that the Board of Directors' report

- is consistent with the financial statements and
- contains the information required by applicable statutory requirements.

Our opinion on the Board of Directors' report applies correspondingly to the statement on Corporate Governance.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation of financial statements of the Company that give a true and fair view in accordance with simplified application of international accounting standards according to the Norwegian Accounting Act section 3-9, and for the preparation of the consolidated financial statements of the Group that give a true and fair view in accordance with IFRS Accounting Standards as adopted by the EU. Management is responsible for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Company's and the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Group or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error. We design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient

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and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's and the Group's internal control.
- evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's and the Group's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company and the Group to cease to continue as a going concern.
- evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves a true and fair view.
- obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the Group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit opinion.

We communicate with the Board of Directors regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide the Audit Committee with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, actions taken to eliminate threats or safeguards applied.

From the matters communicated with the Board of Directors, we determine those matters that were of most significance in the audit of the financial statements of the current period and are therefore the key audit matters. We describe these matters in our auditor's report unless law or regulation precludes public disclosure about the matter or when, in extremely rare circumstances, we determine that a matter should not be communicated in our report because the adverse consequences of doing so would reasonably be expected to outweigh the public interest benefits of such communication.

Report on Other Legal and Regulatory Requirements

Report on Compliance with Requirement on European Single Electronic Format (ESEF)

Opinion

As part of the audit of the financial statements of Tekna Holding ASA, we have performed an assurance engagement to obtain reasonable assurance about whether the financial statements included in the annual report, with the file name Tekna Annual Report 2025.zip, have been prepared, in all material respects, in compliance with the requirements of the Commission Delegated Regulation (EU) 2019/815 on the European Single Electronic Format (ESEF Regulation) and regulation pursuant to Section 5-5 of the Norwegian Securities Trading Act, which includes requirements related to the preparation of the annual report in XHTML format, and iXBRL tagging of the consolidated financial statements.

In our opinion, the financial statements, included in the annual report, have been prepared, in all material respects, in compliance with the ESEF regulation.

Management's Responsibilities

Management is responsible for the preparation of the annual report in compliance with the ESEF regulation. This responsibility comprises an adequate process and such internal control as management determines is necessary.

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INDEPENDENT AUDITOR'S REPORT (CONTINUED)

Auditor's Responsibilities

For a description of the auditor's responsibilities when performing an assurance engagement of the ESEF reporting, see: <https://revisorforeningen.no/revisionsberetninger>

Arendal, 8 April 2026

PricewaterhouseCoopers AS



Fredrik Botha
State Authorised Public Accountant

Corporate Governance



Corporate Governance Report

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Corporate Governance

Incorporating best governance standards

Tekna refers to the 2025 Norwegian Code of Practice for Corporate Governance and has drafted its own Corporate Governance Code. It publishes an annual [Corporate Governance Report](#).

Segregation of duties Board of Directors and Executive Leadership Team

To ensure Tekna benefits from strong governance there is a segregation between the members of the Executive Leadership Team and the members of the Board of Directors. The complementary profiles of Dag Teigland and Claude Jean enable a transparent and balanced exchange between the Board of Directors and the Executive Leadership Team.

Diversity and skills

The board of directors has a diverse range of profiles, skills, expertise and experience improving the company’s preparedness to navigate an increasingly complex business environment.

The following relevant skills and experiences are included: Metals, Aerospace, and other industries, IT security, Strategy, Finance and controls, M&A and international experience.

2025 key figures	Board of Directors	Audit Committee
Members	4+1 Observer	2
Meetings	13	5
Participation	95%	100%
Independence	25%	50%

Committees addressing important topics

This year Lars Magnus Eldrup Fagernes and Kristin Skau Åbyholm took responsibility for the Audit Committee. Reporting to them is the Ethics and Compliance Committee as well as External Assurance, i.e., the Auditors.

Reporting to Executive Leadership are the Occupational Health & Safety Management Committee (CRD), the Employee Committee (CORE) and the Environmental Committee.



Enterprise Risk Management (“ERM”)

A diligent process from identification to monitoring

Identification, appraisal, processing and control of major risks is regularly updated by Finance and reviewed with the Audit Committee.

Main risks

Material risks, exposure greater than 10% of revenue, identified by the Group are organized in a risk matrix reflecting its impact in various (mitigation) scenarios and the probability of occurrence.

Quarterly monitoring with Audit Committee

To ensure continuous monitoring and management, material risks are reviewed in the quarterly Audit Committee meeting. Standard agenda items include:

- Significant events during quarter
- Compliance (incidents and legal)
- Risk management update
- Tax (Controls and Tax matters)

Trade environment

- Geopolitical risks and supply chain difficulties
- Risks related to inflation
- Competitive risks and cycle effects
- Financial market risks
- ESG risks
- Legal and regulatory risks
- Risks of negative media coverage

Operations

- Risks relating to Group products
- Business line profitability risks
- Partner risks
- Supplier and subcontracting risks
- Property and (Occupational) Health & Safety risks

Strategic development

- Risks relating to technological innovation
- Risks related to digitalization (data confidentiality and cyber threats)
- Human resources risks

[1] In 2025 the external auditor was PWC. [2] Creation of Internal Audit function delayed due to prioritization of resources.

Board of Directors and Executive Leadership

Members of the Board of Directors

The Board of Directors (“BoD”) is at the head of Tekna Holding ASA’s (“Tekna”) governance system. The 2025 General Meeting decided on a smaller BoD, which also changed the composition of its Audit Committee. All four members are independent of executive management, one member is independent of the main shareholder Arendals Fossekompani ASA.

Responsibilities of the Board of Directors

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

[1] Mr. Teigland is engaged by Arendals Fossekompani as a senior business advisor with a special focus on Tekna and, as such, is not to be considered as an independent Chair of the Board [2] Tibidabo Invest AS: 1 343 484 of which 676 818 against 3 year lock-up until May 2026, Tibidabo Industrier AS: 110 639 [3] representing Arendals Fossekompani ASA. [4] Damgløtt AS: 50 333 [5] representing Kvantia AS: 2 354 862, Victoria India Fund AS: 1 331 883, Caaby AS: 154 364 [6] Loma Plata AS: 93 017



Dag Teigland^[1]
(1966)
Chair (2022)

Shares per 31.12.2025: **1 454 123**^[2]
Attended board meetings: **13**

Dag Teigland is a board professional and strategic advisor to several companies. He is a seasoned executive with broad international experience, including in the global metal industry. He has previously held executive management positions in Elkem and been CEO of Tinfos and Holta Invest.

Mr. Teigland is a board room veteran, serving as member and chair of the Board of Directors of several Norwegian and international companies. He holds a bachelor’s degree in finance, an MBA from IESE and AMP from Harvard Business School.



Lars Magnus Eldrup Fagernes (1991)
Director | Audit Committee (2023)

Shares per 31.12.2025: **50 000**^[3]
Attended board meetings: **13**

Lars Magnus Eldrup Fagernes has several years experience from EY, working as Manager within Strategy & Transactions and from the Group finance function of Cermaq Group.

He is currently Investment Manager in Arendals Fossekompani.

Mr. Eldrup Fagernes holds a Master of Science in Economics and Business Administration from the Norwegian School of Economics (NHH) in Bergen.



Ann-Kari Amundsen Heier (1966)
Director (2023)

Shares per 31.12.2025: **50 333**^[3,4]
Attended board meetings: **13**

Ann-Kari Heier is Executive Vice President at Arendals Fossekompani ASA (AFK) since 2023. She has previously held several executive management positions in industry sectors such as Oil & Gas, Maritime, and Telecom. She holds a M.Sc. degree in Technical Cybernetics from NTNU in Trondheim, Norway. She started her career as R&D engineer at CERN in Geneva, and at Data Respons in Norway, before entering management positions. Ms. Heier is member of the board of directors of Space Norway AS, CSUB AS, NSSLGlobal Ltd, AFK Property AS and Bøylestad Energipark AS (Chair).



Kristin Skau Åbyholm (1978)
Director | Audit Committee Independent (2023)

Shares per 31.12.2025: **3 841 109**^[5]
Attended board meetings: **13**

Kristin Skau Åbyholm is an experienced board executive. She is currently member of the board at Ocean Sun, Lokotech and Ace Digital. She has over a decade experience in IT technology organizations. In Conconfirm ASA she worked with global 500 brands - working at the Oslo, London and San Francisco office. She worked at Ciceero Consulting, creating platforms and solutions for the Norwegian financial industry. Ms. Åbyholm has a Master of Science in computer technology from NTNU in Trondheim and an Executive Master of Management from the Norwegian Business School (BI) in Oslo.



Torkil S. Mogstad (1958)
Board Observer (2021)

Shares per 31.12.2025: **93 017**^[3,6]
Attended board meetings: **12**

Torkil Mogstad is Executive Vice President at Arendals Fossekompani ASA since 2015. He has previously held several executive management positions, including CEO at Markedskraft ASA, Director at Icon Medialab Norge AS and Engagement Manager at McKinsey & Company. He started his career in R&D at McDonnell Douglas Aerospace (now Boeing) in the US. Mr. Mogstad also holds Directorships in the satellite communications company NSSL Global Ltd and Arendal Lufthavn Gullknapp. He holds a M.Sc. from NTNU, a SM from MIT and an MBA from the Norwegian School of Management (BI).

BOARD OF DIRECTORS AND EXECUTIVE LEADERSHIP (CONTINUED)

Members of the Executive Leadership Team

The Tekna group Executive Leadership Team (“ELT”) currently consists of six executives with extensive experience from relevant industries.

Refer to the [2025 Remuneration report](#) for more details on shareholdings and stock options.



Claude Jean
Chief Executive Officer (April 2025)

Claude Jean took over as CEO in 2025. He has managed companies and budgets in excess of \$100 million and is driven by achieving his (business) goals and exceeding client expectations.

Mr. Jean is an accomplished senior technology executive with a proven track record for building and leading world-class electronic manufacturing services and R&D., most recent as EVP at Teledyne DALSA Semiconductor Inc.

He has a MSc of Physics, Microelectronics as well as a MBA from the university of Sherbrooke, Canada.

Shares per 31.12.2025: **120 000**



Espen Schie
Chief Financial Officer (2023)

Espen Schie took over the CFO position of the Tekna Group in 2023, overseeing finance, IT, and legal functions while driving operating cash flow from negative CAD 20 million to positive figures. Previously, as CFO of EFD Induction Group, he drove EBIT from EUR -1.4 million to EUR +8.2 million across 22 countries.

Mr. Schie comes from Ar-endals Fossekompni ASA (AFK), Tekna's largest shareholder, and holds dual master's degrees in finance from Nova SBE (Portugal) and FGV (Brazil).

Shares per 31.12.2025: **404 444**^[1]



Yves Lemoyne
Chief Financial Officer Tekna Holding Canada (September 2025)

Yves Lemoyne joined the Group in September 2025 to strengthen the financial team in Canada. He is an experienced financial executive with over 25 years of financial leadership experience in industrial and technology companies, including subsidiaries of multinational groups. As president of CFO Yumain Inc., he supported private organizations with expertise in financing, restructuring, governance, and international integration. He holds a double bachelor's degree in accounting and finance (CPA), and treasurer of the board of directors of C2MI.

Shares per 31.12.2025: 0



Arina van Oost
VP Corporate Strategic Development (2020)

Arina van Oost joined Tekna early 2020 as VP Corporate and Strategic Development. ESG, IR and Corporate Communication are part of her portfolio. She has held several executive positions at Thyssen-Krupp (“TK”), including VP GM of its Canadian Aerospace division and Global Head of Marketing and Sales of their Access Solutions division. Further roles included Managing Director in UK, Spain, and Netherlands for companies of TK Elevator. She holds an eMBA from ESMT, Germany, and a BSc in International Management, Netherlands.

Shares per 31.12.2025: **400 000**



Rémy Pontone
Executive Vice President - Materials (2016)

Rémy Pontone has been an executive with Tekna since March 2016; prior to this he held various management positions in sales, business development and product management. Rémy Pontone has 25 years' experience in management, sales, marketing and product development. Prior to joining Tekna he held several int. management and sales positions in five different countries for Johnson Matthey and research and development center of Saint Gobain. Mr. Pontone is graduated engineer in material science and chemical engineering.

Shares per 31.12.2025: **275 052**



Romain Vert
Executive Director - Systems (2012)

Romain Vert is the Executive Director – Plasma Systems, driving strategic growth in advanced plasma technologies. Since joining Tekna in 2012, Mr. Vert has held key roles in R&D, business development, and sales, contributing to the advancement of both materials and plasma equipment. Before Tekna, he worked in the thermal spray industry, specializing in energy and defense applications. With a PhD in Materials Science & Processes, Mr. Vert combines deep technical expertise with strategic leadership to drive technological advancements and market expansion in the field of plasma systems.

Shares per 31.12.2025: 0

[1] ESC Holding AS: 404 444

CORPORATE GOVERNANCE

Impeccable business conduct.

Tekna aims to maintain high standards for corporate governance. In the Company's opinion, good corporate governance is an important condition for value creation.

Tekna Holding ASA's (the "Company") corporate governance defines the business framework within which all activities in the Company should operate and clarifies the roles and responsibilities between governing bodies in the Company.

The Company is subject to corporate governance reporting requirements as defined in the Norwegian Accounting Act, section 3-3b and the Norwegian Code of Practice for Corporate Governance (the "Code") available at www.nues.no as issued on 28 August 2025. The Board of Directors' Statement of Corporate Governance follows the structure of the Code.

This report provides an overview of how Tekna follows the 15 points set out in the Code and the deviations from the Code in Tekna's operations. This report should be viewed in conjunction with all the measures relating to corporate governance detailed in the Company's annual report 2025.

1. Implementation and reporting on corporate governance

Our governance structure

The Board has the overall responsibility for ensuring that the Company has a high standard of corporate governance. The Board has adopted a [corporate governance policy document \(the "Policy"\)](#). This Policy describes the Company's main principles for corporate governance and addresses the framework of guidelines and principles regulating the interaction between the Company's shareholders, the Board of Directors, the Chief Executive Officer (the "CEO") and the Tekna Group senior management (the "Executive Leadership Team"). The Company is a holding company, and the operations of the Tekna group of Companies are carried out through the operating subsidiaries of the Company (the "Tekna Group"). The Policy is based on the Code, the Company's goal is to act in accordance with every recommendation in the Code.

The Board and Executive Leadership Team perform an annual assessment of its principles for corporate governance.

The Board members and the Executive Leadership Team are requested once a year to complete a Directors and Officers compliance questionnaire, disclosing any conflicts of interest.

Code of Conduct for business partners and for employees

In 2021 Tekna implemented the supplier code of conduct ("sCoC") and the employee code of conduct ("eCoC"). It gives clear guidance to our employees and business partners that we expect clean, transparent and fair business dealings.

In 2024, the sCoC, was updated to a Business Partner Code of Conduct and signed off by the Board of Directors on November 5.

The eCoC was updated in 2023 and signed off at the most senior level by the Board of Directors of Tekna on December 15 as part of the corporate code of governance. Both documents can be found here: www.tekna.com/esg.

Deviations from the Code of Practice: None

2. The business

The Company business is to conduct business development, including investments, and to potentially be co-owner of other companies. The Company is the owner of the Tekna Group. The Tekna Group's core business is to produce high-purity metal powders for applications such as 3D printing in the aerospace, defense, and medical, as well as optimized induction plasma systems for industrial research and production.

The Board has prepared clear goals, strategies, and a risk profile for the Company. The Company has guidelines for how it integrates the interests of the society at large into its value creation for shareholders in a sustain-

CORPORATE GOVERNANCE REPORT (CONTINUED)

able manner. The ESG – Environmental, Social, Governance - report is included in the annual report and is available on the Company's website. The Board evaluates targets, strategies and a risk profile on an annual basis, at a minimum.

Deviations from the Code of Practice: None

3. Equity and dividends

Equity

Total equity for the group at 31 December 2025 was CAD 55.9 million, the long-term debt/equity ratio improved to 0.10 (1.31). The new Scotiabank credit facility (signed October 2025) represents a material change in financing structure – from Arendals Fossekompni ASA (“AFK”) shareholder loan to bank debt with financial covenants and reporting obligations.

Considering the nature and scope of Tekna's business, the Board considers that the Company has adequate equity and capital structure. The Board constantly assesses the company's financial capacity in light of its objectives, strategy and risk profile.

Dividend policy

The Company strives to follow a dividend policy favourable to its shareholders. The amount of any dividend to be distributed will be dependent on, inter alia, the Company's investment requirements and rate of growth. In deciding whether to propose a dividend and in determining the dividend amount, the Board takes into account legal restrictions as well as capital expenditure plans, financing requirements and maintaining the appropriate strategic flexibility.

The Company has not distributed any dividends since the date of its incorporation.

Capital increase and Repurchase of shares

Existing mandates granted to the Board, to issue shares and to purchase its own shares, are presented in the shareholder information section of the annual report. The mandates are restricted to defined purposes and limited in time to no later than the date of the next Annual General Meeting, but in no event later than 30 June 2026.

Deviations from the Code of Practice: None

4. Equal treatment of shareholders and transactions with close associates

Equal treatment of shareholders

There is only one class of shares, and all shares have equal voting rights. At 31 December 2025 there were 227 462 233 ordinary shares each with a par value of NOK 1.15. They entitle the holder to participate in dividends, and to share in the proceeds of winding up the Company in proportion to the number of and amounts paid on the shares held. The articles of association place no restriction on voting rights. Shareholders do not have pre-emption rights upon any change of ownership of shares in the company.

The board respected the shareholders' pre-emptive right in connection with Rights Issue that took place in Q4 2025.

Largest shareholder

AFK is the Company's largest shareholder, owning 72.4% of the Company's shares at 31 December 2025. The Company's guidelines require that AFK acts in a manner conducive to equal treatment of Company's shareholders.

Transaction with close associates

All transactions with close associates are disclosed in the notes to the annual accounts. All business activities are based on arm's length terms. In the event of transactions with insiders or close associates, procedures apply to ensure the respect of the Norwegian Public Limited Liability Companies Act.

Deviations from the Code of Practice: None

5. Shares and negotiability

The Shares in Company are listed on the Oslo Stock Exchange and are freely negotiable. There are no provisions in the Company's Articles of Association that limit the right to own, trade or vote for shares in the Company.

Deviations from the Code of Practice: None

6. General meetings

Through the General Meeting, the shareholders exercise the highest authority in the Company. All shareholders have a right to attend, make a statement and vote at the General Meeting as long as they are recorded in the Company's share register no later than two business days before the date of the general meeting. The General Meeting deals with such matters as required by Norwegian law.

The notice of the meeting, the agenda and detailed and comprehensive supporting information, are made available on Tekna's website at least 21 days before a general meeting takes place. At the same time the notice and agenda are distributed to all shareholders.

The Annual General Meeting for 2025 takes place on 7 May 2026.

Shareholders who cannot attend the meeting in person can vote by proxy and voting instructions can be given on each item on the agenda. In addition, shareholders may vote in advance, either in writing or by electronic means.

The General Meetings are opened by the Chair of the Board. Normally, the Board proposes that the Chair of the Board shall also chair the General Meetings. The Board will propose an independent Chair for the General Meeting if any of the matters to be considered calls for such arrangement.

The notices and minutes of the General Meetings are published in Oslo Børs' information system (<https://newsweb.oslobors.no>, ticker: TEKNA) and on Tekna's website (www.tekna.com/investors).

Deviations from the Code of Practice: two deviations from this section:

1) "the members of the Board of Directors and the Chair of the nomination committee attend the general meeting": The Company does not have a Nomination Committee. All members of Board of Directors have normally not participated in the general meeting. Matters under consideration at the general meeting of shareholders have not previously required this. The Chair of the Board of Directors is always on hand to present the report and answer any questions. Other board members participate as needed. The Board considers this to be adequate.

2) "the general meeting is able to elect an independent Chair for the general meeting": The General Meetings are opened by the Chair of the Board. Normally, the Board proposes that the Chair of the Board shall also chair the

CORPORATE GOVERNANCE REPORT (CONTINUED)

General Meetings. The Board will propose an independent Chair for the General Meeting if any of the matters to be considered calls for such arrangement.

7. The nomination committee

The Company has not established a nomination committee.

The remuneration of the members of the Board has been voted by the General Meeting.

Deviations from the Code of Practice: The Company has not established a nomination committee. The function and responsibilities of a nomination committee are considered by the Company to have been sufficiently handled by the Board of Directors in close dialog with the major shareholders.

8. Board of directors: composition and independence

Composition and election

According to the Articles of Association, the Board shall consist of minimum three and maximum nine members. At 31 March 2026, the Board consisted of four members and an observer. Two of the four Board members are women. The Public Limited Companies Act states that there should be at least 40 per cent of each gender on the Board of Directors.

None of the Board members are executive personnel. The Board members are elected for a period of up to two years. The Board members including the Chair are elected by the General Meeting. There is no corporate assembly in Tekna.

The Board of Directors currently has the following composition:

- Dag Teigland, Chair of the Board re-elected on May 8, 2025
- Kristin Åbyholm, re-elected on May 8, 2025
- Lars Magnus Eldrup Fagernes, re-elected on May 8, 2025
- Ann-Kari Amundsen Heier, re-elected on May 8, 2025
- Torkil Sigurd Mogstad, re-elected on May 8, 2025 (Board Observer)

See presentation of Board members in the annual report for details.

Independence of the Board of Directors

The composition of the Board ensures that it can operate independently of any special interest. However, the current Board does not meet the requirement set forth in the Code that the majority of board members should be independent of the Group's executive personnel and material business contacts, and that at least two of the four board members should be independent of the main shareholders.

Executive Vice President Torkil Mogstad, Executive Vice President Ann-Kari Amundsen Heier, Investment Manager Lars Magnus Eldrup Fagernes and Dag Teigland engaged by AFK, are not considered to be independent of the main shareholders due to their respective positions in, and engagement by AFK, the Company's majority shareholder. All other Board members are considered to be independent.

The Board members are requested once a year to complete a Directors and Officers compliance questionnaire, disclosing any conflicts of interest.

Board members' shareholdings

Board members are encouraged to own shares of the Company. Board members' shareholdings in the Company are disclosed in Note 22 Related Parties of Tekna's consolidated financial statements.

Deviations from the Code of Practice:

The current Board does not meet the requirement set forth in the Code that the majority of board members should be independent of the Group's main shareholders.

9. Work of the Board of Directors

Duties of the Board of Directors

The Board of Directors has adopted Rules of Procedures for the Board, which indicate rules as to the work and administrative procedures of the Board and its committees and as to the functions and duties of the CEO towards the Board.

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

The Board leads the governance system and meets with relevant Board Committees a minimum of four times a year to gain insights, review and ensure proper implementation of internal control mechanisms and risk management processes for good governance. The Board meets the CEO, the CFO and the Executive Leadership Team as often as necessary to perform its duties. ESG, including climate-related risks and opportunities are subject to an annual review with the Board. Top risks and emerging risks are reported in the company's Enterprise Risk Management.

The Board had 13 meetings during 2025 with 95 per cent participation.

Deviations from the Code of Practice:

The Board does not meet the recommendation set forth in the Code for an annual self-evaluation. The Board has evaluated its performance last in 2024 and believes this to be sufficient.

Agreements with related party

The Board has also adopted Guidelines for Related Party Agreements to ensure proper handling of agreements between the Company and related parties. These Guidelines stipulate that Members of the Board and the Executive Leadership Team must notify the Board if they have any material direct or indirect interest in any agreement to be entered into by the Company. In each case, the Board will consider whether it is necessary to obtain an independent evaluation.

In Q4 2025, the Company entered into a related party agreement with its main shareholder, AFK, pursuant to which the shareholder committed to fully underwrite the Company's Rights Issue, subject to the terms and conditions set out in the underwriting agreement.

CORPORATE GOVERNANCE REPORT (CONTINUED)

No further Related Party Agreements were executed.

The Audit Committee

In light of the company's conversion to public limited company Tekna's Board established an Audit Committee in 2022 (the "Audit Committee") and adopted Guidelines for the Audit Committee. The Audit Committee is a sub-committee of the Board and acts as a preparatory and advisory body for the Board and supports the Board in the exercise of its responsibility for financial reporting, internal control, and risk management. The Audit Committee also reviews and monitors the independence of the Company's auditor.

The Audit Committee consists of two members who are members of the Board: Lars Magnus Eldrup Fagernes and Kristin Åbyholm. They have been appointed by the Board which has also designated Lars Magnus Eldrup Fagernes as the Chair of the Audit Committee. The members of the Audit Committee have collectively the expertise required for the performance of the tasks assigned to the Audit Committee.

Deviations from the Code of Practice: "The majority of the members of the Audit Committee should be independent.": The Audit Committee has two members, one is independent, the other is not. The Board considers this to be adequate.

10. Risk Management and Internal Control

The Board ensures that Tekna has sound internal control and systems for risk management that are appropriate in relation to the extent and nature of the company's activities. The internal control and the systems also encompass the Company's corporate values and ethical guidelines.

The objective of the risk management and internal control is to manage exposure to risks to ensure successful conduct of the Company's business and to support the quality of its financial reporting.

The Board carries out an annual review of the Company's most important areas of exposure to risk and the Board and the Executive Leadership Team conduct risk assessments related to various dimensions and aspects of operations to verify that adequate risk management systems are in place.

The Board provides an account in the annual report of the main features of the Company's internal control and risk management systems as they relate to the Company's financial reporting.

Internal control of financial reporting is conducted through day-to-day follow-up by Executive Leadership Team, and supervision by the Audit Committee.

Deviations from the Code of Practice: None

11. Board remuneration

The General Meeting determines the Board's remuneration annually. Remuneration of Board members is reasonable and based on the Board's responsibilities, work, time invested and the complexity of the enterprise. The remuneration of the Board members is not performance-related nor includes share option elements.

The Board is informed if individual Board members perform tasks for the Company other than exercising their role as Board members. Work in sub-committees may be compensated in addition to the remuneration received for Board membership.

Additional information on remuneration paid to the individual Board members can be found in Note 21 of the financial statements for 2025.

Deviations from the Code of Practice: None

12. Salary and other remuneration for executive personnel

The Board has resolved guidelines to the CEO for remuneration to the Executive Leadership Team, including performance-related remuneration. The Guidelines can be found in the Corporate Governance Policy of the Company.

The salary and other remuneration of the CEO are decided by the Board.

The Company's senior executive remuneration policy is based primarily on the principle that executive pay should be competitive and motivating, in order to attract and

retain key personnel with the necessary competence, in order to ensure the long terms interest of the Company and its shareholders.

The performance-related remuneration portion is based on measurable criteria and limited in the variable compensation plan.

Details relating to the salary and benefits payable to the CEO and other subsidiaries' senior executives are available in note 21 to the financial statements and the Remuneration Report 2025.

Deviations from the Code of Practice: None

13. Information & communication

Communication with shareholders, investors and analysts is a priority for the Company. The Board has implemented an Investor Relations Policy with the objective to provide the public with accurate, comprehensive and timely information to form a good basis for making decisions related to valuation and trade of the Company share. The Company's communication is based on openness and respects the requirement for equal treatment of all shareholders.

All notices sent to the stock exchange are made available on the Company website and at <https://newsweb.oslobors.no>.

The dates for major events such as the Annual General Meeting, the publication of interim reports and public presentations are published on the Company's website: www.tekna.com/investors/ and at <https://newsweb.oslobors.no>.

Deviations from the Code of Practice: None

CORPORATE GOVERNANCE REPORT (CONTINUED)

14. Take-over situations

The Board has adopted Guidelines relating to take-over bids. In the event of a take-over bid being made for the Company, the Board will follow the overriding principle of equal treatment for all shareholders and will seek to ensure that the Company's business activities are not disrupted unnecessarily. The Board will strive to ensure that shareholders are given sufficient information and time to form a view of the offer.

The Board will not seek to prevent any take-over bid unless it believes that the interests of the Company and the shareholders justify such actions. The Board will not exercise mandates or pass any resolutions with the intention of obstructing any take-over bid unless this is approved by the General Meeting following the announcement of the bid.

If a take-over bid is made, the Board will issue a statement in accordance with statutory requirements and the recommendations in the Code.

In the event of a take-over bid, the Board will obtain a valuation from an independent expert. If a major shareholder, any member of the Board or Executive Leadership Team, or related parties or close associates of such individuals, or anyone who has recently held such a position, is either the bidder or has a particular personal interest in a take-over bid, the Board will arrange for an independent valuation.

Any transaction that is in effect a disposal of the Company's activities will be submitted to the General Meeting for its approval.

Deviations from the Code of Practice: None

15. Auditor

Role of Auditor

PwC is the Company's Auditor.

The primary task of the Auditor is to perform the audit work required by law and professional standards with the level of care, competence and integrity required by law and such standards. The Auditor participates in all meetings of the Audit Committee. The Minutes of the Audit Committee are shared with the Board Members. If required by the Board, the Auditor can assist to the Board.

The Auditor has assisted the Board related to 2025 Annual financial results.

Use of the Auditor for services other than the audit.

The Audit Committee reviews and monitors the independence of the Company's auditor, including the extent to which services other than auditing provided by the auditor or the audit firm represent a threat to the independence of the auditor.

The Auditor provides the Board with an annual written confirmation that it continues to satisfy the requirements for independence.

The Auditor annually provides the Board with a summary of all services in addition to audit work that have been undertaken for the Company. The fees paid for audit work and fees paid for other specific assignments are specified in the notes to the financial statements.

Deviations from the Code of Practice: None



The quality and batch consistency of Tekna materials is of great importance to our customers. Our inhouse laboratory accurately tests the metal powders to ensure we ship "excellence" to our partners.

Sustainability



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SUSTAINABILITY

General disclosures

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[Go to ESG @Tekna.com](https://www.tekna.com/esg)

This Sustainability report is following the EU's Corporate Sustainability Reporting Directive (“**CSRD**”) and the associated European Sustainability Reporting Standards (“**ESRS**”).

The report describes Tekna’s material impacts, risks and opportunities. The materiality assessment identified the following topics to report on:

- Environment: Climate Change (E1) and Resource use and circular economy (E5),
- Social: Own workforce (S1) and Workers in the value chain (S2),
- Governance: Business Conduct (G1) and Cyber Security (Gx—entity specific).

For all these topics it describes the strategy, how it is operationalized through guidelines, targets and an action plan, followed by measurements consisting of 2025 compared to 2024 where available and a baseline if applicable.

Corporate culture

Tekna Group (“**Tekna**”) has integrated sustainability at the highest level of its corporate strategy, starting with its company vision: “To advance the world with sustainable material solutions, one particle at a time.”

Subsequent to that Tekna has defined its Sustainability Commitment (also referred to as green mission) as:

“We are committed to collaborate in powerful partnerships along our value chain to deliver ever more sustainable and ultimately climate neutral materials solutions.”

To ensure employees understand its importance, it is also anchored in the company value “We strive for excellence” with the following subtext: “We aim for exceptional quality in everything. We are personally committed to achieving our mission while caring for environmental sustainability and regeneration, safety, and the well-being of our people and the success of our customers.”

General requirements and disclosures [ESRS 1 & 2]

General basis for preparation

This report is in accordance with Section 3-3c of the Norwegian Accounting Act regarding corporate social responsibility and published in the annual report 2025 and available on the company’s website from 9 April 2026.

Tekna also reports according to the Norwegian Transparency Act and the Canadian Fighting Against Forced

Labour and Child Labour in Supply Chains Act.

Finally, the report comprises information for communicating on progress to the UN Global Compact and thus underlines Tekna's ongoing commitment to the Ten Principles on human and labor rights, environment and anti-corruption.

Tekna is reporting in alignment with CSRD and ESRS, although the company remains below the minimum thresholds for this requirement. Best efforts have been put into translating the quantitative and qualitative disclosure requirements into relevant descriptions and data points. As a guiding tool, Tekna has relied on the implementation guides made available by the European Financial Reporting Advisory Group (EFRAG). The quantitative ESRS data points in the report are marked with the ESRS ID number in accordance with IG-3.

Furthermore, Tekna follows ESRS recommendations regarding one or three-year phase-in periods. These data points will be reported in 2025 and 2027, respectively.

This report was not externally assured on its publication date. The Group is well below established thresholds for (audited) CSRD reporting. Note that most CSRD data-points and GHG metrics were internally audited.

The index on [page 80](#) shows material disclosures and their location throughout the report. On [page 136](#) there is a list of abbreviations commonly used in sustainability reports.

Going forward, Tekna will continue to assess and devel-

SUSTAINABILITY REPORT (CONTINUED)

op its disclosures in line with the disclosure requirements of the ESRS.

Scope of reporting

The sustainability report is consistent with the financial statements in terms of undertaking (Tekna Holding ASA and its subsidiaries) and reporting period (1 January to 31 December 2025). See Group chart on [page 104](#).

A 3rd facility in Sherbrooke is used in the climate accounting (Warehouse [JLM], Canada) This is not a legal entity and not included in the financial statements.

The sustainability report covers Tekna’s up- and down-stream value chain. See further details in the sections: ‘Business model and value chain’ and ‘Material impacts, risks and opportunities’ on [pages 37 and 38](#).

Time horizons

The short-term time horizon for data in the sustainability report refer to maximum two years. Medium and long-term horizons refer to up to five years and more than five years respectively in line with the double materiality analysis.

Sources of estimation and outcome uncertainty

Tekna aims to disclose data as correctly and accurately as possible by using primary measurement data and by standardizing the calculation of emissions using emission factors from Tekna’s carbon accounting system (Cemasys). Tekna relies on the following key methods of measurement aligned with the recommendations of the GHG protocol: 1) Spend-based, 2) Activity-based and 3) Hybrid.

Tekna uses estimates in its reporting on selected data points due to its dependency on and lack of data from its value-chain partners. A defined process for assessing and, if necessary, adjusting estimates is in place.

For further information on estimates, please refer to the specific disclosure requirement regarding the GHG calculation. Any potential sources of measurement uncertainty, assumptions or estimates are described in the accounting principles of the respective disclosure point.

Changes in reporting or reporting errors

Materiality thresholds are defined for when to restate quantitative information together with procedures for how a restatement should be performed, which also covers cases of reporting errors in prior periods. If data has been restated, this will be clearly stated.

Sustainability governance

The responsibility for sustainability & ESG resides with the VP for Corporate Strategic Development to ensure proper oversight of sustainability matters.

ESG is included in the monthly management report to the board. It is discussed with the Audit Committee in the quarterly meetings. At least once a year the topic is on the agenda in the Board of Directors’ meeting.

In 2025, the focus of the Board has centered around the competitive positioning of sustainability efforts as well as mid- and long-term targets.

Environment Committee (CDD)

The environment committee consists of volunteers from across the organisation driven by the green cause. They

prepare and implement projects from waste reduction and recycling to using secondary resources as well as driving more sustainable choices throughout the organisation. Furthermore, members are supporting climate accounting and decarbonisation efforts.

Ethics and Compliance Committee (ECC)

The ECC is responsible for the development of policies and ensuring its implementation and adherence throughout the group. In 2025, the Committee was led by the VP for Corporate Strategic Development and consisted of various VPs and managers.

Remuneration

There is no specific remuneration element anchored in sustainability.

Risk management and internal controls

Risk assessments are integrated into the data collection process to prevent misleading information, statements,

figures or conclusions based on inaccurate or incomplete data.

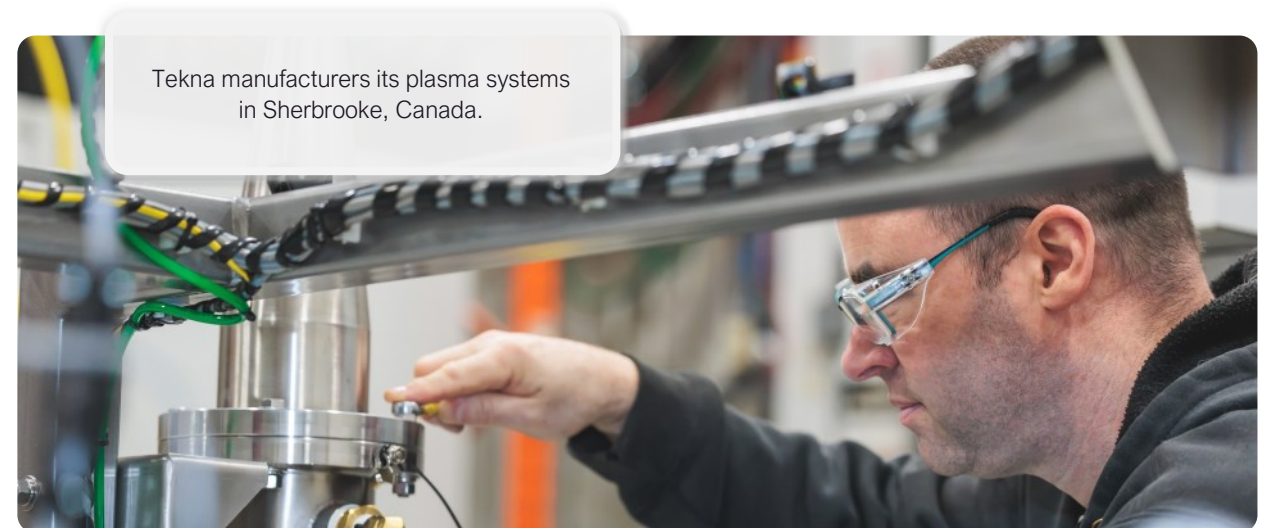
Data collection and estimation processes are developed and discussed at the executive level to ensure quality reporting.

Due diligence

We are conducting due diligence for CSRD reporting by assessing and gathering relevant ESG data across our operations. This involves evaluating our sustainability practices, identifying risks and opportunities, and ensuring accurate integration into our financial reports. By implementing this process, we aim to meet CSRD requirements, enhance transparency, and improve our long-term sustainability.

Contact

For any enquiries about sustainability reporting, please contact the VP for Corporate Strategic Development, Ms. Arina van Oost, at esg@tekna.com.



SUSTAINABILITY REPORT (CONTINUED)

Strategy, business model and value chain

Strategy and business model

Tekna Holding ASA, a Norwegian public limited liability company, is listed on Oslo Stock Exchange. The Group is headquartered in Sherbrooke, Canada, with subsidiaries and teams based across five offices in Canada (2), France, USA and China.

The Group currently engages in two main business areas: Systems (incl. PlasmaSonic) and Materials. The growth of these businesses is driven by megatrends having significant impact on consumer behavior globally: space exploration, increasing defense spending, technology development in aviation, digitalization, demography & health care as well as reshoring of manufacturing.

Tekna produces high purity, micron-sized and nano-sized metal powders as well as optimized induction plasma systems for industrial research and hypersonic test facilities. Metal powders are used for applications such as 3D printing in the aerospace, defense, medical and consumer electronics sectors. Customer centricity and high quality service & solutions are key to our success and rewarded with over 80% recurring revenues.

The Group develops and operates its own plasma systems and sells customized plasma systems for research applications to academic and industrial research organizations. The PlasmaSonic product line, a part of Systems, consists of plasma wind tunnel solutions for the simulation of hypersonic and orbital flight conditions.

The groups activities are classified in the manufacturing sector. Our value-chain includes activities in the mining and quarrying sector. In 2025, Tekna Group accumulated CAD 35.6 M in revenues.

Value chain

Figure 1 shows a simplified overview of the Tekna value chain for the two business areas. We have indicated in red the part with the highest potential for negative impact, which materials are on the Critical raw material list, and which are potential conflict materials.

REACH, RoHS and potential conflict minerals

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

Tekna is following the Responsible minerals initiative

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

We have a general understanding of the potential impacts and risks associated with the upstream value chain and the highest risk is likely to be found in raw material extraction and refining. This may include child labor, forced labor, pollution of land, soil, water and air, perilous working conditions, hazardous workplaces, exposure to hazardous chemicals, conflict and disputes in local communities and GHG emissions.

As a medium-sized company we have access to our business partners and are able to inform ourselves about their practices, associated risks and potential impacts. The suppliers of our business partners have proven to be more difficult to assess. Much work remains to be done to complete the understanding.

Risk mitigation

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

Value chain:	Upstream value chain (VC)		Own Operations (OO)	Downstream value chain (VC)	
	Raw materials and supply chain			Customers	End-users (& End-of-life-stage)
Business area:			Production, distribution, marketing		
Materials:	<i>Mining and sourcing of raw materials</i>			<i>Production of:</i>	<i>Utilization:</i>
<i>for additive manufacturing industry</i>	aluminum, tantalum ^{1,2} , titanium ¹ , tungsten ^{1,2}		Production of micron-sized materials (A, Ti, W, Ta).	Tier 1 and Tier 2 Metal part manufacturers	Aerospace, medical implants, consumer electronics, 3D Machine Manufacturers
<i>for microelectronics industry</i>	nickel		Production of nano-sized materials (Ni).	Multi-Layer Ceramic Capacitors (MLCC) OEM	Electronics in devices, EVs,
Systems	Production of hardware (Parts and subassemblies)		Production and development of plasma technology	(Materials) Research institutes and companies	Research and small production of (new) materials
General	Transportation associated with above activities. Sourcing of parts, electricity, water		Storage, packaging, transportation, logistics, sales and marketing, personnel and office		Disposal and end-of-life handling

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

[1] Critical raw material list. [2] Potential conflict material Tekna's supplier guaranteed material purchased non-conflict.

SUSTAINABILITY REPORT (CONTINUED)

Stakeholders

Tekna strives to maintain an open dialogue with its stakeholders and throughout the year engages with employees and other workers, customers and end-users, suppliers, local communities and authorities and investors. Tekna held topic specific stakeholder interviews with customers, employee representatives, investors, a trade association and the local government in Q4 2023. Throughout 2025, conversations with stakeholders included sustainability, particularly with employees, customers and investors.

Affected stakeholders in the (upstream) value-chain have not been identified.

Tekna is proud to find amongst its major investors many that are driven by sustainability. We are thankful for the insights and support they have provided to improve our sustainability strategy. Tekna is seen as very well positioned in the future as we can enable the green transition. Furthermore, our work on the safety of our employees and efforts to improve transparency were praised.

Tekna's customer base consists mostly of large OEMs that have adopted sustainability as part of their strategies. When Tekna is qualified as a supplier sustainability is usually part of the discussion. Customers frequently enquire about the environmental footprint of our technology. Our customers believe that low carbon solutions will be the standard in the future. They encourage Tekna to perform a Life Cycle Assessment for Materials and are looking for an increase in recycled materials in their feed-stock.

The expectations of the society-at-large are clear: a more equitable and sustainable future for all, addressing the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice. We aim to make our value-chain as sustainable

as possible. We were pleased to hear our stakeholders describe Tekna as being an 'industry leader, reputable and innovative'. As part of our stakeholder interview process, we interviewed an organization from our local community that supports industries, and they believe Tekna's customer success comes from our quality, experience, and diversified markets.

Tekna conducted its first materiality assessment in 2021, which led to defining our material topics. Our employees have shown their approval of the focus area 'Enabling stakeholders' positive impact' as our product allows our clients to obtain a better yield. Employees raised the topic of resources available to improve Tekna's footprint in relation to how much effort has to go into sustainability reporting. Tekna has committees for advocating key sustainability topics: Health and Safety committee, Ethics and Compliance committee, the Environment committee and the CORE employee committee.



Double-cone containers are used to move powder from one process step to another on the production floor. The double-opening (top & bottom) allows the safe transfer of powder without turning the container over.

SUSTAINABILITY REPORT (CONTINUED)

Material impacts, risks and opportunities

Material impacts, risks and opportunities (IRO)

In the IRO exercise Tekna has assessed its own operation (OO) and value chain (VC) for negative (NI) and positive impact (PI), risks (R) and opportunities (O) across the CSRD topics. See insert below for high-level thoughts on the topics.

Double Materiality Assessments (DMA)

A double materiality assessment takes into account two perspectives: the impact Tekna's activities have on its surroundings, environment and society (impact materiality) and the impact climate change may have on the company (financial materiality).

Impacts can be positive or negative, actual or potential,

and relate to the company's effect on people and planet. Risks and Opportunities are financial and are incurred by the company due to ESG-related matters.

Methodologies and assumptions

The goal of the assessment is to identify the material

IROs related to matters to be reported.

The followed Materiality Assessment process considering both impact and financial materiality is summarised below:

- 1) identification of impacts;
- 2) assessment of whether such impacts lead to risks and opportunities.
- 3) identification of risks and opportunities not sourced from impacts.

For most material impacts, a material risk and/or opportunity may emerge over time.

The double materiality assessment was performed supported by the topics included in the CSRD and GRI (Global Reporting Initiative) as well as the dependence on natural, social, and human resources. The impact assessment includes positive, negative, actual, and potential impacts. The mapping and understanding of impacts were primarily centred on the value chain where impacts were deemed most likely to occur.

A topic is material if the company has an actual or potential significant impact on people or the environment connected to the topic. A topic is also material if it triggers financial effects on the company that are likely to influence its future cash flow.

Climate change:

- O (OO): Higher material efficiency than competitors
- O (OO): Attractive and relevant for companies demanding carbon neutrality in supply chain
- PI (OO): Energy efficiency and climate friendly parts for aviation, medical and energy section
- NI (OO): Use of non-renewable electricity (outside Canada)
- O (VC): Enabling technology
- O (VC): Energy efficient operations

Pollution:

- NI (VC): Transportation and production of upstream materials, including mining
- NI (VC): Mining and mineral extraction impact on soil
- NI (VC): Wastewater management from mining + production of upstream materials
- NI (OO): Transportation and business travel related emissions
- PI (OO): No pollution from production
- NI (OO): Emissions from office space

Water and Marine resources:

- NI (OO): Water consumption in production
- O (OO): Water recycling in production

Biodiversity and Ecosystems:

- NI (VC): Mineral extraction (Land degradation, land-use change)
- NI (OO): Red list species with habitats in areas affected by operations

Circular Economy:

- O (OO): Resource efficiency - use of recycled products/ components for additive manufacturing
- PI/O (OO): Reuse of raw materials and gas in production
- NI (OO): Generation of waste in production
- O (OO): Reuse of packing containers
- O (VC): Resource efficiency
- NI (VC): Hardware + packaging end-of-life issues (waste, recycling, reuse), incl. electronic waste

Own workforce:

- NI (OO): Potential accidents of dangerous materials/ substances impacting own workers
- PI (OO): Health and safety for own workers
- PI (OO): Equal treatment and opportunities of own workforce in production and distribution.
- PI (OO): Gender equality, diversity and inclusion
- PI/O (OO): Being an attractive employer to attract talents and competence in a competitive market
- PI (OO): Employee education and development

Workers in the value chain:

- PI (VC): Labor conditions and human rights in raw material production. Freedom of association and the effective recognition of the right to collective bargaining. Safe and healthy working environment and conditions
- PI (VC): Equal treatment and opportunities in the value chain (direct and indirect suppliers in all countries)
- NI (VC): Risk of forced labor and child labor in value chain
- PI (VC): Cooperation and training on equipment for safe use

Affected communities:

- NI (VC): Impacts in less regulated countries, incl. zones in conflict, related to the use of communities' land for mining and other upstream production, access to water and sanitation and health and safety in local communities related to the transport of materials, mine sites, and substance emission
- NI (VC): Minority's rights and rights of indigenous people
- PI (VC): Supporting local communities and university

Consumers and end-users:

- PI (VC): Enabling medical and dental application
- R (VC): Application for warfare
- O (VC): High quality products (safety, lifespan)

Business Conduct:

- PI (VC): Supply chain transparency
- R (VC): Risk of raw material sourcing from sanctioned countries (trade war). Dependency on sourcing with China
- PI (VC): Traceability of raw materials
- PI (VC): Business ethics in procurement practices
- PI (OO): Business ethics in own operations, global sales and management
- PI (OO): Protection of whistleblowers for own workers
- R (OO): Anti-corruption and bribery

SUSTAINABILITY REPORT (CONTINUED)

Double Materiality Assessments (DMA)

Material topics and subtopics

Based on the double materiality assessment, Tekna has adopted the following topics and subtopics for CSRD reporting. Note that there are more material topics and we will continue our journey to develop reporting on those.

Environment

Topic E1: Climate Change

Sub-topics: Climate change adaptation, Climate change mitigation and Energy

Tekna contributes to climate change through our GHG emissions, and we also work to enable the green transition with our clean technology and downstream gains. We are attractive and relevant for companies demanding carbon neutrality in their supply chain. We are vulnerable to a changing climate, if we do not adapt.

- Relevant UN Strategic Development Goals: SDG 9, 12, 13

Topic E5: Resource Use and Circular Economy

Sub-topic: Resource inflows including resource use

We rely on the extraction of raw materials upstream, for our Materials. The opportunity lies in the use of secondary resources as well as the resource-efficiency additive manufacturing brings.

- Relevant UN Strategic Development Goals: SDG 8, 9, 12

Social

Topic S1: Own Workforce

Sub-topics: Working conditions, Equal treatment and opportunities for all

As a global high-tech organization the group is reliant on our people as our most valuable asset. This dependency on employees' wellbeing and safety presents a financial risk that requires continuous attention. We also see an opportunity to continue nurturing diversity and equality throughout the group's global workforce.

- Relevant UN Strategic Development Goals: SDG 3(, 4, 5), 8 (,10)

Topic S2: Workers in the value chain

In the climate-risk assessment the working conditions of our main supplier(s) in China is an important topic (excessive heat). Furthermore, locations of certain partners are known for lack of respect for human rights and labor conditions.

- Relevant UN Strategic Development Goals: SDG 1, 5, 8, 10, 16

Governance

Topic G1: Business Conduct

With own operations in five countries and business partners in many more, Tekna Group is exposed to corruption risks in business conduct, and generally risks of breaches to our corporate conduct that require ongoing focus.

- Relevant UN Strategic Development Goals: SDG 16

Topic Gx: Cyber security

We are vulnerable to cyber attacks, which demand sophisticated prevention and strong internal controls. We have added Cyber security as an entity-specific sub-topic to our Governance reporting.

- UN Strategic Development Goals not applicable.

ENVIRONMENT

SOCIAL

GOVERNANCE

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SUSTAINABILITY REPORT (CONTINUED)

ENVIRONMENT

Carbon-neutral in own operations by 2035.

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 Definitions and accounting principles 88

See also
EU Taxonomy Report

Tekna’s environmental impact is two-fold. Tekna has a positive environmental Impact through developing products which enable a green transition in line with United Nations Global Compact principle 9^[1] and as substantiated per the EU taxonomy.

Tekna produces metal powders for additive manufacturing (“AM”) that significantly reduce the metal consumption in product manufacturing processes downstream and simplifies the supply chain, transport and warehousing logistics by reducing the number of parts in mechanical assemblies. In the application of AM, parts in airplanes and vehicles are usually lighter and therefore more energy efficient (less weight, less fuel consumption).

On the other hand, the company also has an environmental impact from internal business operations such as emissions from employee commutes, business travels, energy consumption at the company’s locations and waste generation.

Climate change [ESRS E1] Climate change mitigation / adaptation

Strategy

Tekna’s approach to environmental sustainability, within all aspects of our business operations, is based on two main pillars:

- Minimizing our environmental footprint - Dedicated to avoiding and minimizing any adverse environmental impacts linked to our business operations. This includes adverse impacts as a result of Tekna’s business operations directly, as well as any indirect impacts such as impacts related to business partners, suppliers and other third parties. The ultimate goal is to become climate neutral (without relying on carbon offsetting) by reducing more greenhouse gas (GHG) emissions than the Tekna value chain emits, while growing the business.
- Promoting environmental sustainability - Dedicated to improving resource efficiency and sustainability across the value chains we operate in. This includes developing new and improving existing sustainable technologies and products that are resource efficient, eco-friendly, recyclable, recoverable and best in class in terms of environmental sustainability.

Tekna shall prioritize its efforts within environmental sustainability based on the double materiality assessments.

Carbon accounting is a fundamental tool in identifying tangible measures to reduce GHG emissions. It enables the organization to benchmark performance indicators and evaluate progress over time.

Tekna started climate accounting in 2019 and continues to gain insights on its footprint and decarbonization opportunities.

Progress made in the year

As we completed the full scope 3 assessment for the first time in 2024, we have a better understanding of the dynamics of the up- & downstream emissions.

- We focused this year on establishing environmental goals for scope 3 (see the section on goals).
- For Materials we re-assessed the materiality for the category Use of sold products and decided to include the emissions for 2024 and 2025.
- We have also decided to merge the carbon accounting report into this section.
- Furthered the decarbonization plan

Decarbonization and Comments on material changes in KPIs

In 2025, Tekna’s carbon emissions were down 26% to 30 898 tCO₂e (2024: 41 957 tCO₂e).

[1] Principle 9: encourage the development and diffusion of environmentally friendly technologies.

SUSTAINABILITY REPORT (CONTINUED)

Tekna’s climate footprint at different stages of the value chain

(GHG protocol¹ | in tCO₂e)



Total Greenhouse Gas emissions in 2025		30 898	compared to 2024 reduced by -26%	
		2024	41 957	
Total Upstream FY25		9 714		▲ vs baseline
Scope 3	Purchased goods and services	11 530		baseline 2024
	FY25	8 369		-27%
3	Capital goods	158		baseline 2024
	FY25	73		-54%
3	Fuel-and-energy-related activities	391		baseline 2021
	FY25	324		-17%
3	Upstream transportation and distribution	1 233		baseline 2023
	FY25	947		-23%
Total Own Operations FY25		837		
1,2	Production (gas & electricity)	618		baseline 2021
	FY25	553		-11%
3	Waste	19		baseline 2022
	FY25	15		-22%
3	Employees (commute & business travel)	351		baseline 2022
	FY25	269		-23%
Total Downstream FY25		20 347		
3	Processing of sold products (Materials only)	13 639		baseline 2024
	FY25	13 593		0%
3	Use of sold products (Systems only)	14 072		baseline 2024
	FY25	6 753		-52%
3	End-of-life treatment of sold products	2		baseline 2024
	FY25	2		-20%

Reduction targets

Tekna confirms the following targets in relation to reducing emissions:

- 2030 50% reduced scope 1 & 2 (baseline 2021, absolute)
- 2035 be carbon neutral in own operation, including 100% renewable energy (scope 3)
- 2045 50% reduction in upstream emissions (baseline 2024, absolute, scope 3)
- 2050 be carbon neutral upstream (scope 3)
- 2030 Energy intensity of 10 kWh/1 kg of powder produced

No target has been set for reducing downstream emissions.

Results

For the first time since baseline year 2021 have we succeeded in reducing **Scope 1** emissions and by 6%. This is the result of a reduction in the building temperature in one of our facilities in Canada, reducing the natural gas required to it warm up. The most important source of Scope 1 emissions is the natural gas heating system in the Canadian facilities. We are looking to solidify the decision for the best alternative to lower these emissions, from electrical heating to biogas. We plan to budget for this before 2030.

Scope 2 emissions caused by electricity consumption, are down by 76% compared to baseline 2021. This is the second year that we surpass the goal of 50% reduction well ahead of 2030.

We are approaching scope 2 in the two obvious ways, i.e.,a) by moving consumption to renewable energy

[1] Historical data should not change, but we always revise historical figures if data quality or science has improved.

SUSTAINABILITY REPORT (CONTINUED)

sources, and b) reducing consumption. The renewable energy share (a) is up by 8 percentage points to 73% since 2021 baseline (2024: 77%). This is due to stopping production in France, which uses clean energy, yet not renewable (nuclear). The loss of 4 percentage points compared to 2024 is due to (b) the lower total energy consumption in the year 10 181 MWh (2024: 12 750 MWh) changing the mathematics of the renewable energy share unfavourably (natural gas consumption weighs heavier on total).

Furthermore, in reduction (b) we are focusing on increasing the productivity of our powder production. Compared to 2019 we have reduced by 7% to 15.1 kWh required to produce 1 kg of powder (2024: 12.1 kWh/kg). The change in performance compared to 2024 was due to a less efficient use of the systems at lower production volumes. In the year the company has set a target of 10 kWh/kg by 2030.

The most significant emissions are in **Scope 3**. This is the second year we have a full overview of Scope 3 emissions and it is apparent that the total sales and sales mix play a significant role. Systems: ~50% fewer systems shipped compared to 2024 means less material purchased, less ocean and air freight to customers, less consumption during its lifetime use and less recycling at the End of Life. Materials: Lower sales in Europe significantly reduced air freight.

Furthermore, the cost reduction program, including reduction in headcount from 185 in 2024 to 158 in 2025 contributed to reductions upstream and in own operations (production, waste, employee commutes and business travel)

In addition, we have decarbonisation projects ongoing.

Replacing single-use packaging

Additive manufacturing ("AM") materials are typically transported in single-use packaging, with aluminum powder being shipped in 5kg plastic drums and titanium powder in metallic bottles of 2.5kg each. Unfortunately, once they have been used, the single-use packaging are left with small quantities of residual metal powder making them not easily reusable nor recyclable.

As the volumes of AM materials are increasing, the business case for the container itself as well as for returning waste powder to Tekna for reconditioning will become stronger.

In order to reduce single-use packaging, Tekna has developed a Universal and Reusable Container for Additive Materials together with industry partners (see image). One container replaces 25 single-use plastic drums or 80 metallic bottles.

The key benefits of this solution:

- Enabling resource efficiency, circularity and GHG reduction: the sturdy containers can be reused "indefinitely" and will be used to deliver pristine powder to the customer and the customer can return degraded material back to Tekna
- Eliminating the use of single-use packaging and disposal activities
- Allowing for safer handling both during transportation and at the point of use. This means 1) reducing the risk of exposure to powder, 2) since the container has wheels, eliminating the risk of drops and lifting related injuries, and 3) based on the plug-and-play nature of the container solution, increasing user-friendliness and reducing the risk of handling mistakes
- Increasing efficiency as more material is loaded to the machine per packaging unit

The container is ready to be put into operation.

Reducing logistics emissions

In 2023, we completed the assessment of the category Upstream transportation and distribution. Metal powder is considered a hazardous good when in transport, therefore transport alternatives are limited. In 2025, the team has been able to reduce air transports from Canada to France by consolidating Materials customer orders.

As volumes increase with it will come the possibility of reducing air transport in favor of boat or train.

Other elements we are applying where possible:

- Divert transport to carriers with a "green" fleet
- Consolidate shipments
- Improve packaging to reduce shipping "air"

Restatements

Multiple items in downstream emissions had to be restated for 2024, due to updated emission factors as well as an additional category determined material for Tekna. Changes were applied to 2024 and 2025 for comparability.

Corrections have been made to the following categories:

- Scope 3.10 Added results for Processing of sold products for Materials. .
- Scope 3.11 corrected emission factor from "Sodium hydrogen sulfite" to "Hydrogen fuel, use".
- Scope 3.12 changed emission factors to newly available, specific End-of-Life factors

The consequence of these updates resulted in an increase in scope 3 emissions for 2024 of 13 617 tCO2e as detailed in the following summary table.

<i>in tCO2e</i>	2024 published	2024 restated	2025
Total Scope 1	595.9	595.9	543.3
Total Scope 2	13.9	13.9	9.8
Total Scope 3	27 730.3	41 347.3	30 345.2
Total	28 340.1	41 957.1	30 898.4

The complete overview of key figures as well as the detail of the restatements, methodology and sources is included in the carbon accounting appendix.

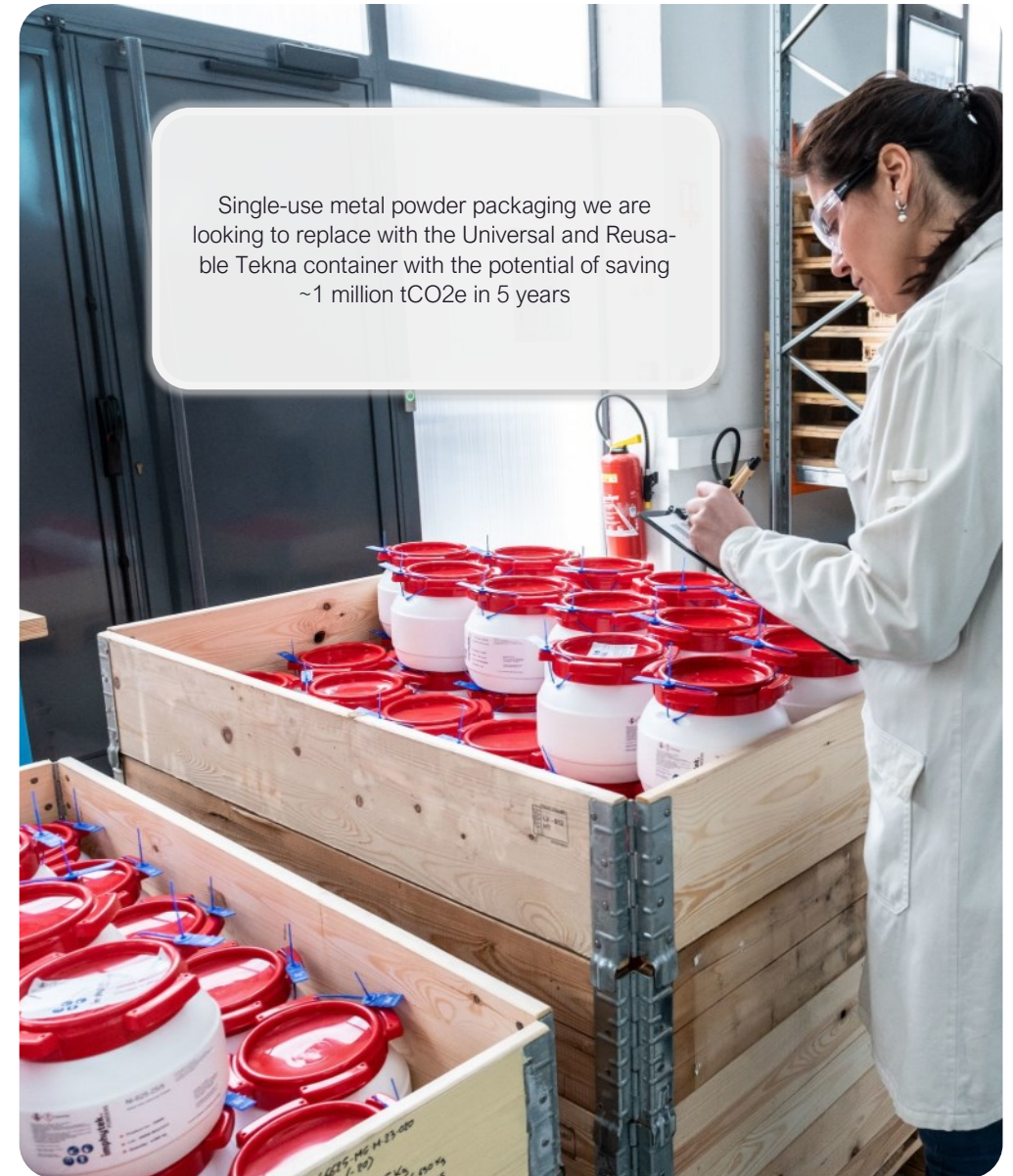
[Go to appendix](#)

SUSTAINABILITY REPORT (CONTINUED)

Operationalization		
Policies & Guidelines	Quantifiable targets	
Environmental policy	<ul style="list-style-type: none"> 🕒 Scope 1: 50% absolute reduction of CO2 emissions by 2030 compared to baseline 2021. 	<ul style="list-style-type: none"> ✅ Continue to improve accuracy and understanding of scope 3 upstream and downstream emissions and set reduction target(s) in 2025
Sustainable events policy		
Employee Handbook (MAGRHO1)	<ul style="list-style-type: none"> ✅ Scope 2: 50% absolute reduction of CO2 emissions by 2030 compared to baseline 2021. 🕒 Own operations carbon neutral by 2035 🕒 Scope 3 upstream 50% reduction by 2045 🕒 100% Carbon neutral by 2050 (excl. scope 3 downstream) 	<ul style="list-style-type: none"> ✅ Set intermediate goals for reduction of carbon emissions up to 2050 🕒 Quantify potential financial effects linked to significant physical and transition risks and climate related opportunities in 2026 🕒 Development of climate risk mitigation plan by 2026 🕒 Ensure budget planning to execute on decarbonization plan by 2027

Measurement			
KPI (per year)	2025 (vs baseline)	2024 (vs baseline)	baseline (year)
I Scope 1	🟢 543 tCO2e (- 6%)	🟡 596 tCO2e (+ 3%)	577 tCO2e (2021)
II Scope 2	🟢 10 tCO2e (-76%)	🟡 14 tCO2e (-67%)	42 tCO2e (2021)
III Scope 3	🟢 30 45 tCO2e (-27%)	🟡 41 347 tCO2e (n/a)	41 347 tCO2e (2024)
IV Total GHG emissions	🟢 30 898 tCO2e (-26%)	🟡 41 957 tCO2e (n/a)	41 957 tCO2e (2024)
V Energy consumption	🟢 10 181 MWh (- 4%)	🟡 12 750 MWh (+21%)	10 561 MWh (2021)
VI Renewable energy share (location-based)	🟢 73% (+ 8pp)	🟡 77% (+11pp)	66% (2021)
VII Energy intensity per kg of metal powder (Ti64+AlSiMg)	🟡 15.1 kWh/kg (- 7%)	🟡 12.1 kWh/kg (-26%)	16.3kWh/kg (2019)

🟢 : Better than baseline and previous year | on target or better ; 🟡 : Better than baseline, below previous year | limited progress; 🟠 : Below target, below baseline, below last year | no progress .



SUSTAINABILITY REPORT (CONTINUED)

Resource use and circular economy [ESRS E5]

Resources inflows, including resource use

The Executive Leadership Team has oversight and management of all the resources that are used. The majority falls under direction of the business area leaders. Our ERP records the resources in our own operations and they are categorized for the GHG emission calculation. Apart from a general understanding of the value chain we have not mapped the upstream resources in detail.

For materials, the opportunity to use secondary resources may seem obvious. The requirements on characteristics of metal powder are stringent to such extent that purity and oxygen content limit our ability to use recycled materials in feedstock. We are striving to work with our customers to develop a solution for this.

Strategy

From the Environmental policy:

Tekna is dedicated to responsible sourcing of natural resources and strives to use all energy and natural resources as efficiently as possible.

Our ambition is to regenerate resources while growing the Tekna business. We aim to consistently increase the use of responsibly sourced, renewable or recycled materials in our offer, and have a positive impact by regenerating resources and protecting ecosystems.

Progress made in the year

- Re-defined the goal about using recycled material to a more realistic objective

Comments on (material changes in) KPIs

The only renewable resources are process gases for Materials and Wood and Rubber for Systems. We shipped roughly 50% fewer systems leading to a reduction in consumption for those items.

Own operations

To manufacture Tekna’s products the following business-specific resources are required for Materials:

- *Production equipment:* plasma systems and peripherals, sieves, blenders, containers, forklifts, storage racking, recycling bins
- *Production enablers:* metals (titanium alloy, aluminum alloys, tungsten, tantalum), process gases (argon, helium), cooling water, packaging (plastic curtec containers, aluminum bottles, pallets, straps, labels), laboratory (test chemicals), OHS (GVP masks, gloves, boots)

And for Systems:

- *Production equipment:* tools, welding equipment, storage racking, recycling bins, specific software
- *Production enablers:* metals, composites, electrical wiring, tubes, pipes, hardware, software, packaging (wooden crates)

Upstream value-chain

In 2026 we endeavor to get more clarity on the upstream value-chain.

The table of resource inflows for Tekna’s production is on the next page.

Operationalization			
Policies & Guidelines	Quantifiable targets	Action plan	
Environmental policy	<ul style="list-style-type: none"> ○ New development: Materials product consisting of mix of 70-80% recycled powder and 20-30% newly atomized powder 	<ul style="list-style-type: none"> 🕒 Define R&D collaborations project to develop powder product with increased recycled feedstock 🕒 Further develop the list of material resource inflows related to the products Tekna manufactures 🕒 Map titanium and aluminum supply chain to the source 	
Measurement			
KPI (per year)	2025	2024	baseline (year)
I % of resource inflows from secondary sources	0.00%	0.00%	not established
II % of renewable resource inflows	10.80%	16.66%	not established

SUSTAINABILITY REPORT (CONTINUED)

Table of Resource inflows 2025

Component	Resource	Is the resource finite or renewable?	Is the resource's circularity dependent on biological or technical processes?	Is the resource virgin or non-virgin?	Location in value chain	Is this a critical raw material or rare earth?	Current use of the resource	Original weight (in kg)
Metal feedstock for Materials	Titanium wire	Finite	Technical	Virgin	Own operations	Yes	Manufacturing	material tonnage not disclosed
	Aluminum wire	Finite	Technical	Virgin	Own operations	Yes	Manufacturing	
	Tantalum	Finite	Technical	Virgin	Own operations	Yes	Manufacturing	
	Tungsten	Finite	Technical	Virgin	Own operations	Yes	Manufacturing	
Gas for plasma system, post-processing and packaging	Argon	Finite	Technical	Virgin	Own operations	No	Manufacturing Packaging	229 539
	Helium	Finite	Technical	Virgin	Own operations	Yes	Manufacturing	228
	Nitrogen	Renewable	Biological	Virgin	Own operations	No	Manufacturing	1 294
	Hydrogen	Renewable	Technical	Virgin	Own operations	No	Manufacturing	345
	Oxygen	Renewable	Biological	Virgin	Own operations	No	Manufacturing	35 145
Packaging for Materials	7004 and 7010 in virgin HDPE	Finite	Technical	Virgin	Direct supplier	No	Packaging	5 364
	aluminum	Finite	Technical	Virgin	Direct supplier	Yes	Packaging	3 337
	Stainless steel	Finite	Technical	Virgin	Direct supplier	Yes	Packaging	3 384
Resources to manufacture and package Systems	Aluminium	Finite	Technical	Virgin	Own operations	Yes	Machinery	3 668
	Iron	Finite	Technical	Virgin	Own operations	No	Machinery	1 204
	Stainless steel	Finite	Technical	Virgin	Own operations	Yes	Machinery	6 413
	Copper	Finite	Technical	Virgin	Own operations	Yes	Machinery	4 024
	Metals (bronze, brass)	Finite	Technical	Virgin	Own operations	Yes	Machinery	330
	Wood	Renewable	Biological	Virgin	Direct supplier	No	Packaging	7 627
	Electronic materials	Finite	Technical	Virgin	Own operations	Yes	Machinery	603
	Ceramic	Finite	Technical	Virgin	Own operations	No	Machinery	158
	PVC	Finite	Technical	Virgin	Own operations	No	Machinery	30
	Rubber	Renewable	Biological	Virgin	Own operations	No	Machinery	80
	Polymer	Finite	Technical	Virgin	Own operations	No	Machinery	1 231
Silicon	Finite	Technical	Virgin	Own operations	Yes	Machinery	85	
Plastic PP/PE	Finite	Technical	Virgin	Own operations	No	Machinery	4	
Mineral oil	Finite	Technical	Virgin	Own operations	No	Machinery	44	

SUSTAINABILITY REPORT (CONTINUED)

Summary - EU Taxonomy

Summary of disclosures pursuant EU Taxonomy regulation (Article 8)

The EU Taxonomy aims to scale up sustainable investments and avoid greenwashing by defining a common language and understanding of sustainable activities. The EU Taxonomy is a classification system for sustainable economic activities, consisting of the following six environmental objectives:

- Climate change mitigation (CCM)
- Climate change adaptation (CCA)
- The sustainable use and protection of water and marine resources
- The transition to a circular economy
- Pollution prevention and control
- The protection and restoration of biodiversity and ecosystems

Tekna has assessed for the six objectives, where only climate change mitigation and climate change adaptation could be applicable.

Tekna’s activities are all deemed eligible under the economic activity: 3.6 Manufacture of other low carbon technologies (CCM). The production of additive material powders and PlasmaSonic are deemed aligned and further supporting documentation needs to be obtained in order to report it as such.

Activity assessment

See the summarized overview of EU Taxonomy activity assessments below.

Do no significant harm

For screened activities the criteria for Climate Change Adaptation, Water and Marine Resources, Circular Economy, Pollution Prevention and Control and Biodiversity and Ecosystems have been assessed and are considered met.

Minimum Safeguards

Minimum safeguard requirements are defined in article 18 of the EU Taxonomy regulation. According to which, an undertaking shall implement procedures to ensure the alignment with:

- The OECD Guidelines for Multinational Enterprises (OECD Guidelines for MNE)

- The UN Guiding Principles on Business and Human Rights (UNGPs), 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

These requirements are considered met.

For further information on the process, considerations and assessment results, accounting policies, etc, please refer to the full EU taxonomy report in the appendix.

[EU taxonomy report](#)

Economic activity in the EU Taxonomy	Business activity	Assessment of technical screening criteria
3.6. Manufacture of other low carbon technologies (Climate Change Mitigation (CCM))	Production of additive material powders ^[1]	Activities considered Eligible , not aligned This activity is aligned once an independent study, 3rd party verified, confirming our assessment becomes available.
	Production of PlasmaSonic wind tunnels ^[1]	Activities considered Eligible , not aligned This activity is aligned once an independent study, 3rd party verified, confirming our assessment becomes available.
	(Development and) production of nanomaterials for MLCC ^[1]	Activities considered Eligible , not aligned
	Production of turnkey plasma systems ^[1]	Activities considered Eligible , not aligned
	Systems spare parts, R&D revenue	Activities considered not eligible

KPI (KPI CCM ^[2] in M)	Measurement		
	2025 (% of total unaudited ^[3])	2024 (% of total unaudited ^[3])	baseline (year)
I Revenue eligible and aligned	● - (0%)	- (0%)	- (2024)
II eligible	● 35.0 (98%)	36.8 (99%)	99% (2024)
III not eligible, nor aligned	● 0.6 (2%)	0.4 (1%)	1% (2024)
IV CapEx eligible and aligned	● - (0%)	- (0%)	- (2024)
V eligible	● 1.3 (93%)	2.9 (63%)	63% (2024)
VI not eligible, nor aligned	● 0.1 (7%)	1.4 (37%)	37% (2024)
VII OpEx eligible and aligned	● - (0%)	- (0%)	- (2024)
VIII eligible	● 2.1 (100%)	2.5 (100%)	100% (2024)
IX not eligible, nor aligned	● - (0%)	- (0%)	- (2024)

[1] Activities that have the potential to be enabling, however are not classified as such since the technical screening criteria are not considered met. [2] Assessed vs objective Climate Change Mitigation ("CCM"). [3] Sample-audited on behalf of main shareholder Arendals Fossekompni ASA.

SUSTAINABILITY REPORT (CONTINUED)

Definitions and Accounting principles Environment

Definitions E1

Climate change adaptation The process of adjustment to actual and expected climate change and its impacts.

Climate change mitigation The process of reducing GHG emissions and holding the increase in the global average temperature to 1,5°C above pre-industrial levels, in line with the Paris Agreement.

Green-house gas (GHG) emission reduction Decrease in Scope 1, 2, 3 or total GHG emissions at the end of the reporting period, relative to emissions in the base year. Emission reductions may result from, among others, energy efficiency, electrification, suppliers' decarbonisation, electricity mix decarbonisation, sustainable products development or changes in reporting boundaries or activities (e.g., outsourcing, reduced capacities), provided they are achieved within the company's own operations and upstream and downstream value chain. Removals and avoided emissions are not counted as emission reductions.

Transition plan for climate change mitigation An aspect of a company's overall strategy that lays out the targets, actions and resources for its transition towards a lower-carbon economy, including actions such as reducing its GHG emissions with regard to the objective of limiting global warming to 1.5°C and climate neutrality.

Circular economy Circular economy means an economic system in which the value of products, materials and other resources in the economy is maintained for as long as possible, enhancing their efficient use in production and consumption, thereby reducing the environmental impact of their use, minimizing waste and the release of hazardous substances at all stages of their life cycle, including through the application of the waste hierarchy.

Definitions E5

Circular economy (cont.) The goal is to maximize and maintain the value of the technical and biological resources, products and materials by creating a system that allows for durability, optimal use or reuse, refurbishment, remanufacturing, recycling and nutrient cycling.

Original weight Refers to the weight of the material in its original state, as opposed to any weight estimations with data manipulation such as "dry weight".

Resource inflows Resource that enters the company's facilities. These include products (incl. packaging), materials (incl. critical raw materials and rare earths), water and property, plant and equipment used in the company's own operations and along the upstream value chain.

Finite materials Materials that are non-renewable on time-scales relevant to the economy, i.e., not geological timescales. Examples include: metals and minerals; fossil forms of carbon such as oil, coal, and natural gas; and sand, rocks, and stones.

Renewable materials Materials that are continually replenished at a rate equal to or greater than the rate of depletion. Examples include: cotton, hemp, maize, wood, wool, leather, agricultural by-products, nitrogen, carbon dioxide, and sea salt. To fit in a circular economy such materials (where relevant) must be produced using regenerative production practices.

Biological materials Products and materials that flow through the biological cycle. In the biological cycle, processes - such as composting and anaerobic digestion - together help to regenerate natural capital. The only materials suitable for these processes are those that can be safely returned to the biosphere. Biological materials are natural materials (common elements are carbon, hydrogen, and oxygen).

Technical materials Products and materials that flow through the technical cycle. In the technical cycle, if products and materials are to be kept in circulation, it is through processes such as reuse, repair, remanufacture and recycling. Materials suitable for these processes are those that are not consumed during use - such as metals, plastics and wood. [Definition from Ellen Macarthur Foundation].

Virgin materials Materials that have not yet been used in the economy. These include both finite materials (e.g. iron ore mined from the ground) and resources that can be renewable (e.g. newly produced cotton).

Non-virgin materials (a.k.a. Secondary materials) Materials that have been previously used. This includes: materials in products that have been reused, refurbished or repaired; components that have been remanufactured; materials that have been recycled. Also referred to as secondary materials.

Accounting principles E1

Emissions accounting

Refer to next pages for detailed accounting principles of the GHG emissions.

Energy Intensity

Energy Intensity is expressed in kilowatt hour per kilogram of metal powder produced. The total of direct electricity used by all the production plasma systems for

titanium and aluminum divided by the total volume produced in a year. The baseline for the indicator is 2019.

Accounting principles E5

Current scope is the resources we use to produce our products, i.e., the feedstock for materials, process gases, packaging and the subassemblies for our systems. General resources (for instance buildings, production equipment, ICT etc) are not included.

Due to a lack of understanding of the supply chain, we have categorized conservatively, i.e., classified all materials as virgin and own operations. If the material is not on the Critical Raw Material list or Rare Earth Element, but its components are (assumed to be), then we included a yes.

Renewable resources:

In general the items identified as renewable are considered renewable. Tekna does not have certificates to warrant this. Rubber, wood, and nitrogen are considered renewable resources because they are part of natural cycles or systems that can regenerate over time.

SUSTAINABILITY REPORT (CONTINUED)

Definitions and Accounting principles Carbon Accounting

The input data is based on consumption data from internal and external sources, which are converted into tons CO₂-equivalents (tCO₂e). The carbon footprint analysis is based on the international standard; A Corporate Accounting and Reporting Standard, developed by the Greenhouse Gas Protocol Initiative (GHG Protocol). The GHG Protocol is the most widely used and recognised international standard for measuring greenhouse gas

emissions and is the basis for the ISO standard 14064-I.

External Assurances

Internally the Audit Committee approves the Emissions Accounting report. This report was not externally assured on its publication date; Note that the CO₂ metrics were internally audited.

Scope 1 and scope 2

Scope 1 includes all direct emission sources. This includes all use of fossil fuels for stationary combustion or transportation, in owned and, depending on the consolidation approach selected, leased, or rented assets.

Scope 2 includes indirect emissions related to purchased energy; electricity and heating/cooling where the organization has operational control.

- Scope 2 is reported as Location-based.
- Baseline 2021 was chosen as it was the first year we collected data of our worldwide emissions instead of just Canada.
- At Tekna, natural gas is only used for heating the buildings in Canada and Korea.
- Although we are working on replacing the refrigerants we consider the consumption non material for this report (~20lbs in Tekna Plasma Systems).
- At the end of 2021 and throughout 2023 and 2024 Tekna has added Additive Manufacturing production equipment in Canada increasing electricity consumption. In France, it reduced operating hours in 2023 and then stopped producing in 2024 reducing electricity consumption (and waste) in France.
- Leased building emissions are included in scope 1 and 2. Lease car consumption is included in Scope 3 business travel.
- Tekna US office opened in October 2024.
- Tekna in South Korea moved to an office without natural gas consumption in April 2024.

Scope 3

Scope 3 includes indirect emissions resulting from value chain activities. The scope 3 emissions are a result of the company's upstream and downstream activities, which are not controlled by the company, i.e., they are indirect.

For scope 3 the baseline year is chosen based on when we have worldwide data available for a category. This report includes complete emissions for material categories in scope 3.

The Greenhouse Gas Protocol considers 15 categories in scope 3 emissions. The table left includes an overview of the categories. Categories 8, 13, 14 and 15 are not relevant for Tekna and category 9 is not material at present.

Scope 3 Upstream Purchased Goods and Services [1]

This category includes all upstream (i.e., cradle-to-gate) emissions from the production of products purchased acquired by the reporting company in the reporting year. Products include both goods (tangible products) and services (intangible products).

Emission factors are calculated based on spend, except for utilities (gas, electricity) waste and capital goods, which are reported under other categories and therefore excluded from this process. Metal feedstock is accounted for based on tonnage, so they are also excluded from this process.

The spend-based methodology applied: Tekna's ERP system generates a report containing all spending per supplier for the period. Tekna's procurement team manually assigns a category to each supplier based on their industry and primary business relationship with Tekna. The next step is to assess the percentage of spending for suppliers in the categorized, non-excluded group and continue categorizing until at least 70% of the total non-excluded spending is covered. Spending is then grouped by category, and the total for categorized non-excluded spend is summed up. Finally, the categorized percentage

Scope 1 and scope 2	status	baseline	reduction targets
Scope 1	included worldwide per entity	2021	-50% vs baseline by 2030
Scope 2		2021	
Scope 3			
1: Purchased Goods and Services	included consolidated worldwide	2024	-50% vs baseline by 2045, Carbon neutral by 2050
2: Capital Goods			
3: Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2	Included upstream emissions of scope 1 and 2 consolidated per country	2021	
4: Upstream Transportation and Distribution	included consolidated worldwide	2023	
5: Waste Generated in Operations	included worldwide per entity		
6: Business Travel	included consolidated worldwide	2022	Carbon neutral by 2035
7: Employee Commuting			
8: Upstream Leased Assets	not relevant for Tekna		
9: Downstream Transportation and Distribution			
10: Processing of Sold Products	Included for Materials, not applicable to Systems	2024	Not in current reduction scope
11: Use of Sold Products	included for Systems, not material for Materials		
12: End-of-Life Treatment of Sold Products	included for Systems and Materials		
13: Downstream Leased Assets	not relevant for Tekna		
14: Franchises			
15: Investments			

SUSTAINABILITY REPORT (CONTINUED)

Definitions and Accounting principles Environment (continued)

of each category is applied to the total non-excluded spend to extrapolate the total spend per category.

Capital Goods [2]

This category includes all upstream (i.e., cradle-to-gate) emissions from the production of capital goods purchased or acquired by the reporting company in the reporting year. Emissions from the use of capital goods by the reporting company are accounted for in either scope 1 (e.g., for fuel use) or scope 2 (e.g., for electricity use), rather than scope 3.

Emission factors are calculated based on spend. This category follows the same method as the one used for Scope 3 category 1: Purchased Good and Services. A report is pulled from Tekna's ERP systems, suppliers are summed and assigned a category.

Fuel and energy related activities Not Included in Scope 1 or Scope 2 [3]

This category includes emissions related to the production of fuels and energy purchased and consumed by the reporting company in the reporting year that are not included in scope 1 or scope 2.

Includes exactly the same consumption data as reported in scope 1 and 2.

Upstream Transport and Distribution [4]

All transportation paid by the company, inbound and outbound, as well as if the customer is billed for the transport and in addition also inbound transportation not paid by the company (upstream).

This category was calculated based on transaction reports received from transportation and distribution companies Tekna has contracted in the past year. Most reports directly provided the estimated CO2 emissions.

We used the online transport emission calculator Eco-

Transit (<https://www.ecotransit.org/fr/calculateur-demissions/>) for those companies that provided transaction overviews instead of emissions reports. Finally, some emissions were added as spend-based as no reporting was available. (5/11 company reports).

Inbound transportation not paid by Tekna is not material.

Scope 3 @Tekna

Waste Generated in Operations [5]

Includes emissions from third-party disposal and treatment of waste generated in the reporting company's owned or controlled operations in the reporting year. This category includes emissions from disposal of both solid waste and wastewater.

In 2022, we estimated how waste from Canada was treated after pick-up. In 2023, we have obtained clear data with significant shifts in volumes and emissions. We have therefore made 2023 the baseline for waste.

The increase in hazardous waste in 2024 is due to new Health and Safety measures (single-use protective equipment) and R&D. The rest waste or municipal waste category for Canada or France does not exist in CEMASys as of yet. We have used the closest description to it, in essence "Residual waste, landfill". The emissions are expected to be in the same range.

Composition of hazardous waste: (flammable) metallic powder, rags, acids, coolants and non-chlorine solvents and single-use protective equipment from the nano sector.

Waste for manufacturing sites in Canada is based on facility managements' estimation. In France, the weight and emissions are provided by the service provider per category. Waste from sales offices is estimated using a calculator provided by Arendals Fossekompagni (main shareholder) based on following sources: Avfall Sverige, Handbok för avfallsutrymmen (2018); Norsk Gjenvinning, Volum- og vektinformasjon (2015); Avfall Sverige, Voly- mvikter för avfall (2013)

Business Travel [6]

Transportation of employees for business-related activities in vehicles owned or operated by third parties, such as aircraft, trains, buses, and passenger cars.

Employees were requested to complete a form per business trip, including km travelled by car (incl taxi) and train, flights (using ICAO Carbon Emissions Calculator) and hotel nights. We created this form by using the ICAO tool and recommendations from Microsoft Sustainability Calculator. Employees with lease cars include emission in this category as well as in the commute category (3.7)

Employee Commute [7]

Transportation of employees between their homes and their worksites during the reporting year (in vehicles not owned or operated by the reporting company).

Employees were requested to complete a form detailing how many days per week they are in the office on average and what their commute is like on average. Adjustments were made upon indication of employees around "significantly greener summer commutes" and carpooling. We obtained 94 answers out of 158 (59%), which we considered a sufficient bases to extrapolate to 100%. We created this form based on the recommendations of the Greenhouse Gas Protocol and Cemasis categories.

In 2024, the rule of 3 method was introduced for extrapolation as it is more accurate: $y = (\text{total number of employee at year-end} \times x) / \text{total employee answers}$.

Scope 3 Downstream

Transport and Distribution [9]

All outbound transportation not paid by the company. More specifically, emissions that occur from transportation and distribution of sold products in vehicles and facilities not owned or controlled by the reporting company.

It was found to be not material as we organise the incoming and outgoing transport.

Processing of Sold Products [10]

This category includes emissions from processing of sold intermediate products by third parties (e.g., manufacturers) subsequent to sale by the reporting company. Intermediate products are products that require further processing, transformation, or inclusion in another product before use, and therefore result in emissions from processing subsequent to sale by the reporting company and before use by the end consumer.

Systems: not applicable

Materials: Category 10 emissions were calculated assuming downstream processing of metal powders via powder bed fusion additive manufacturing, using downstream energy intensity varying per material 100—300 kWh/kg and a grid emission factor of 0.45 kg CODe/kWh, consistent with GHG Protocol guidance where primary customer data is unavailable.

Use of Sold Products [11]

This category includes emissions from the use of goods and services sold by the reporting company in the reporting year. A reporting company's scope 3 emissions from use of sold products include the scope 1 and scope 2 emissions of end users. End users include both consumers and business customers that use final products.

Systems: This category is based on assumptions since Tekna does not collect how its customers use the sold

SUSTAINABILITY REPORT (CONTINUED)

Definitions and Accounting principles Environment (continued)

systems. What is known: the number of systems sold, the purpose it was sold for, their power levels and their material composition. What is assumed: the annual operating conditions, including the annual usage, the electrical input, and the quantity of process gases used. As systems are sold across the globe, the emission factor for electricity for average Asia was chosen as a conservative choice.

Materials: Category 11 emissions are not reported, as the sold metal powders and nickel nano powder do not directly consume energy or emit greenhouse gases during use

End-of-Life Treatment of Sold Products [12]

This category includes emissions from the waste disposal and treatment of products sold by the reporting company (in the reporting year) at the end of their life.

Systems: Tekna has a guide for customers detailing how a system’s different materials should be disposed of. That material was quantified by type of system. This is multiplied by the number of systems per type shipped during the reporting period.

Materials: The data comes from the total kilograms of powders sold per type of material in 2025.



Metallic powder is pyrophoric and could ignite spontaneously upon exposure to air. Powder is therefore kept under inert conditions with argon gas requiring our employees to wear advanced protective gear (Powered Air Purifying Respirator Unit).

SUSTAINABILITY REPORT (CONTINUED)

SOCIAL
Protecting workers.

Diverse leadership.

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See also
Human Rights and Transparency Report

Through the development of its policies, training and (future) audits Tekna aims to ensure the two human rights and four labor-related principles of the United Nations Global Compact are fully adhered to in its operations and its value-chain.

The competence of our employees represents a major asset and competitive advantage for Tekna. At the end of 2025, the Group employed a total of 158 (2024: 185) people.

The number of employees were divided across locations as follows:

Canada:	137	(161)
France:	15	(18)
China:	4	(4)
South Korea:	1	(1)
USA:	1	(1)

Women represented 28 per cent of the Tekna workforce

in 2025. Out of 33 managers (managers with employees reporting to them) 17 per cent were female. Tekna aspires to substantially increase the share of female employees and is working through the employee life cycle to see where measures could be implemented to enhance diversity across the organization. Tekna’s workforce comprises 21 different nationalities, of which about 2/3 are Canadian.

There were no serious work-related accidents and two lost time injuries in 2025. Sick leave was 3.7 per cent in 2025, compared to 2.9 per cent in 2024.

All Tekna policies in the Social and Governance space mention and align with :

- UN Guiding Principles on Business and Human Rights
- ILO Declaration on Fundamental Principles and Rights at Work
- OECD Guidelines for Multinational Enterprises

Social protection

All employees of our employees in all countries are covered by social protection against loss of income due to significant life events, like sickness; unemployment starting from when the employee is working for the company; employment injury and acquired disability; parental leave; and retirement. They are also entitled to family-related leave.

All new employees complete a confidential self-identification questionnaire kept by the HR team. This information is required by the government and helps identify vulnerable groups (women, visible minorities, indigenous people and persons with disabilities) in order to promote employment equity in the workplace. Employees may consult the HR department at any time to discuss a disability that would require accommodation.

Training and skills development

New employees follow a training plan that outlines all the responsibilities and skills they need to acquire, including the internal trainer and the timeline for skill acquisition. Such training plan also includes important company policies, like the Code of Conduct. Annually, we develop a company training plan based on the needs identified by managers in collaboration with their employees. We also offer internal conferences led by our employees, focusing on technical topics.

SUSTAINABILITY REPORT (CONTINUED)

Own workforce [ESRS S1]

Working conditions

Strategy

Tekna understands the value of its workforce and works in ongoing dialogue to improve the corporate culture, the workplace and conditions. Well-being and work/life balance are an important part of this.

At Tekna, health and safety are integral parts of our growth strategy and long-term success. We are committed to establishing and promoting a culture that prioritizes health and safety in the workplace through continuous improvement, involving all employees.

Company value: We strive for excellence

We have committees in place to address issues related to employee health, safety and well-being. In addition, we have communication channels through managers and human resources departments that allow us to continually evolve our policies so that they are aligned with best business practices. We conduct periodic Employee Satisfaction survey.

We provide a base training plan on health and safety for all workers to ensure a strong foundation of safety knowledge and practices. Additionally, we offer more specific training tailored to particular roles, work-related hazards, activities, and situations to address the unique requirements of different jobs. This approach ensures that all employees are equipped to work safely and effectively in their specific environments.

Progress made in the year

- Continuous effort on Safety culture
- Training and risk assessments
- Root cause analyses for accidents and near-misses
- Social dialogue through CORE, the employee committee

Comments on (material changes in) KPIs

Significant staff reduction over the course of the year has impacted diversity among executive management as well as increased the sick leave. The voluntary turnover rate reduced slightly.

Tekna experienced one lost time injuries, reducing the Lost time injury frequency rate to 3.4, reflecting improved workplace safety.

The succession plans have not been prioritized with Claude Jean, the "new" CEO, who started earlier this year. Early 2026, this has been initiated.

Operationalization

Policies & Guidelines	Quantifiable targets	Action plan
Integrated Health & Safety Governance Framework (OHS Policy, CoC, Committees, Employee Handbook)	Zero fatalities, zero high consequence injuries	Improve maturity independent safety culture
	LTIFR ambition 0; at least best-in-class vs industry benchmarks	Continuous training and risk assessments
Structured OHS Management System (Prevention - & Training Program, Instructions, Guidelines)	Sick leave < 3.0%	Root cause analyses of any and all incidents
	Voluntary turnover < 10% (by 2030)	Encourage and continue social dialogue through CORE employee committee
Employee Engagement & Participation Mechanisms (CORE, Feedback loops, Workforce involvement)		

Measurement

KPI (per year)	2025	2024	baseline (year)
I Fatalities	0	0	0 (2022)
II # of lost time injuries	1	2	1 (2023)
III Lost Time Injury Frequency Rate	3.4	5.8	2.7 (2022)
IV Sick leave rate	3.7%	2.9%	3% (2022)
V Voluntary turnover rate	15.7%	16.3%	22% (2022)
VI % of succession plans in place for at-risk positions	0.0%	92.9%	92.9% (2024)

SUSTAINABILITY REPORT (CONTINUED)

Own workforce [ESRS S1] continued

Equal treatment and opportunities for all

(Activities on gender equality and non-discrimination)

The power of diversity comes from welcoming differences to any discussion. These may come from gender differences, which at Tekna is developing slowly. Fortunately, we can count on a high level of diversity in the mix of nationalities in the team. In 2025, there were people from 21 countries working across the globe.

Tekna has a workers compensation system that ensures 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. In France, with the new collective agreement for Metallurgy that started on January 1, 2024, equity is ensured among jobs. Therefore, the average pay for men and women vary due to differences in job categories and years of service, not because of gender. No gender-based differences exist with regard to working hour regulations or the design of workplaces.

Quebec (Canada) and France have strong legislation on discriminatory harassment in the workplace. Our Code of Conduct clearly rejects any form of discrimination and emphasize the importance of respect and civility. It also includes a clear process for reporting and dealing with inappropriate behavior.

Strategy

Tekna is committed to ensuring that people with different backgrounds, irrespective of ethnicity, gender, religion, sexual orientation or age, have the same opportunities for

work and career development at Tekna. Tekna aspires to substantially increase the share of female employees and is working through the employee life cycle to see where measures could be implemented to enhance diversity across the organization.

Ensuring diversity and inclusion starts with creating awareness and fostering an open speak-up culture. A framework of guidelines, processes and systems, as well as training for our leadership and employees enable continuous improvement. Unbiased skill-based recruitment, addressing the gender pay gap, mentorships and work-life balance are part of our strategy.

Tekna's policies are aligned with UN Guiding Principles on Business and Human Rights, ILO Declaration on Fundamental Principles and Rights at Work, OECD Guidelines for Multinational Enterprises.

Progress made in the year

The reduction in headcount has had an unfortunate side effect that the gender diversity in the Executive Leadership Team has reduced. Overall, the representation of women in the workforce did increase from 26% to 28%.

Comments on (material changes in) KPIs

Women/non-binary representation in management reduced compared to last year as well as the baseline, where workforce representation increased slightly from 26% to 28%. The composition of the Board of Directors is now 50/50. The unadjusted gender pay gap for 2025 increased to 20%, primarily due to the reduction in female management and executives.

Operationalization		
	Quantifiable targets	Action plan
(Employee) Code of Conduct and Ethics (PLGRH-20) Employee Handbook (MAGR-01) Workplace Harassment policy (PLGRH-08) Human Rights Policy (PLRSE-04) Workers' compensation equity system Remuneration policy - leading persons Guideline Training / Competences	<ul style="list-style-type: none"> 50% female Board of Directors 50% female management 	Tekna does not have a specific action plan at present.

Measurement				
KPI (per year)	2025 (vs baseline)	2024 (vs baseline)	baseline (year)	
I % of women / non-binary in Board of Directors	50%	57%	0% (2021)	
II % of women / non-binary in management	17%	22%	25% (2022)	
III % of women / non-binary in workforce	28%	26%	25% (2022)	
IV Unadjusted gender pay gap	20%	17%	9.16% (2022)	

SUSTAINABILITY REPORT (CONTINUED)

Social statistical mapping

Requirement	Description	Unit	Coverage	Category	2025		2024			
					=	%	=	%		
Employees										
S1-6 50d/51	Total number of employees, and a breakdown of this total by gender and by region;	#	Tekna	Total	158	100.0%	185	100.0%		
				M	114	72.2%	136	73.5%		
				F	44	27.8%	49	26.5%		
				X	0	0.0%	0	0.0%		
				F+X	0	0.0%	0	0.0%		
		Europe	M	9	5.7%	11	5.9%			
			F	6	3.8%	7	3.8%			
			X	0	0.0%	0	0.0%			
		America	M	101	63.9%	121	65.4%			
			F	37	23.4%	41	22.2%			
			X	0	0.0%	0	0.0%			
		Asia	M	4	2.5%	4	2.2%			
			F	1	0.6%	1	0.5%			
			X	0	0.0%	0	0.0%			
		S1-6 50b/52	Total number of employees, and a breakdown of total per contract type by gender and by region;	#	Full time	Total	158	100.0%	185	100.0%
						M	114	72.2%	136	73.5%
						F	44	27.8%	49	26.5%
X	0					0.0%	0	0.0%		
Europe	15					9.5%	18	9.7%		
America	138					87.3%	162	87.6%		
Asia	5					3.2%	5	2.7%		
<30	23					14.6%	30	16.2%		
30-50	81					51.3%	107	57.8%		
>50	54					34.2%	48	25.9%		
Part-time	Total			0	0.0%	0	0.0%			
	M			0	0.0%	0	0.0%			
	F			0	0.0%	0	0.0%			
	X			0	0.0%	0	0.0%			
	Europe			0	0.0%	0	0.0%			
	America			0	0.0%	0	0.0%			
	Asia			0	0.0%	0	0.0%			
	<30			0	0.0%	0	0.0%			
	30-50			0	0.0%	0	0.0%			
	>50			0	0.0%	0	0.0%			

Requirement	Description	Unit	Coverage	Category	2025		2024		
					=	%	=	%	
<i>Employees continued</i>									
		#	Permanent	Total	157	99.4%	185	100.0%	
				M	113	71.5%	136	73.5%	
				F	44	27.8%	49	26.5%	
				X	0	0.0%	0	0.0%	
				Europe	15	9.5%	18	9.7%	
				America	137	86.7%	162	87.6%	
				Asia	5	3.2%	5	2.7%	
				<30	23	14.6%	30	16.2%	
				30-50	81	51.3%	107	57.8%	
				>50	54	34.2%	48	25.9%	
				Temporary	Total	1	0.6%	0	0.0%
					M	1	0.6%	0	0.0%
					F	0	0.0%	0	0.0%
					X	0	0.0%	0	0.0%
		Europe	0		0.0%	0	0.0%		
		America	1		0.6%	0	0.0%		
		Asia	0		0.0%	0	0.0%		
		<30	0		0.0%	0	0.0%		
		30-50	0		0.0%	0	0.0%		
		>50	0		0.0%	0	0.0%		
		Non-guaranteed hours	Total		0	0.0%	0	0.0%	
			M		0	0.0%	0	0.0%	
			F		0	0.0%	0	0.0%	
			X		0	0.0%	0	0.0%	
			Europe	0	0.0%	0	0.0%		
			America	0	0.0%	0	0.0%		
			Asia	0	0.0%	0	0.0%		
			<30	0	0.0%	0	0.0%		
30-50	0		0.0%	0	0.0%				
>50	0		0.0%	0	0.0%				
Workers who are not employees									
S1-7 55	Self-employed people				0		1		
	People provided by companies primarily engaged in				0		0		

SUSTAINABILITY REPORT (CONTINUED)

Social statistical mapping

Requirement	Description	Unit	Coverage	Category	2025		2024				
					=	%	=	%			
Diversity of governance bodies and employees											
S1-9 66	Headcount of all own employees by age and by gender, on 31-Dec-2025	#	Tekna	Tekna Total	158	85%	185	100%			
				M	114	62%	136	74%			
				F	44	24%	49	26%			
				X	0	0%	0	0%			
				< 30 Total	23	12%	30	16%			
				M	12	40%	18	60%			
				F	11	37%	12	40%			
				X	0	0%	0	0%			
				30-50 Tot.	81	44%	107	58%			
				M	62	58%	78	73%			
				F	19	18%	29	27%			
				X	0	0%	0	0%			
				> 50 Total	54	29%	48	26%			
				M	40	83%	40	83%			
				F	14	29%	8	17%			
				X	0	0%	0	0%			
				Headcount breakdown of company leadership by gender	#%	All management	Total	33	100%	43	100%
							M	26	79%	31	72%
	F	7	21%				12	28%			
	X	0	0%				0	0%			
	F+X	7	21%				12	28%			
	Board						Total	4	100%	7	100%
							M	2	50%	3	43%
							F	2	50%	4	57%
							X	0	0%	0	0%
	C-suite						Total	6	100%	6	100%
							M	5	83%	4	67%
							F	1	17%	2	33%
							X	0	0%	0	0%
	Non-executive level management						Total	23	100%	30	100%
							M	19	83%	24	80%
				F	4	17%	6	20%			
				X	0	0%	0	0%			

Requirement	Description	Unit	Coverage	Category	2025		2024	
					=	%	=	%
Collective bargaining coverage Workers' representatives coverage								
S1-8 60	Number and percentage of employees covered by collective bargaining agreements by region	#	Tekna	Total	15	9%	18	10%
				EEA	15	100.0%	18	100.0%
				America	0	0.0%	0	0.0%
				Asia	0	0.0%	0	0.0%
S1-8 63	Number and percentage of employees covered by workers' representatives by region	#	Tekna	Total	15	9%	18	10%
				EEA	15	100.0%	1	100.0%
				America	0	0.0%	0	0.0%
				Asia	0	0.0%	0	0.0%

Employee turnover								
S1-6 50	Total number and rate of employee turnover during the reporting period	#	Tekna	Total	58	24%	58	29%
				Voluntarily	27	16%	33	16%
				Involuntarily	13	8%	25	12%
				Other reason (retirement, death)	2	1%	n/a	

SUSTAINABILITY REPORT (CONTINUED)

Social statistical mapping

Requirement	Description	Unit	Coverage	Category	2025		2024	
					=	%	=	%
Work-related injuries								
S1-14 88	# of fatalities as a result of work-related injuries and work-related ill health	#	Tekna	employees	0		0	
				non empl.	0		0	
				Ext workers @ Tekna	0		0	
# of recordable work-related accidents	#	Tekna	employees	5		4		
			non empl.	0		0		
# of cases of recordable work-related injuries	#	Tekna	employees	1		4		
			non empl.	0		0		
# of cases of recordable work-related ill health	#	Tekna	employees	2		0		
			non empl.	0		0		
# of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	#	Tekna	employees	11		29		
			non empl.	0		0		
Rate of recordable work-related accidents		Tekna	Total	17.13%		2.15%		
Lost time injury frequency rate (LTIFR) per million exposed hours		Tekna	Total	3.4		5.8		

Requirement	Description	Unit	Coverage	Category	2025		2024	
					=	%	=	%
Workers covered by an occupational health and safety management system								
S1-14 88	# of people covered by the company's health and safety management system based on legal requirements and/or recognised standards or guidelines	#	Tekna	employees	153	97%	181	97%
				non empl.	n/a		0	98%

SUSTAINABILITY REPORT (CONTINUED)

Workers in the value chain [ESRS S2]

Strategy

Tekna is working to ensure compliance with fundamental human rights and acceptable working conditions in our supply chains and with their business partners.

Tekna’s first experience with supply-chain due diligence stems from its 2022/23 effort to engage with the top 25 suppliers ranked on the basis of risk of location, location of their supply-chain and or spend. We used a professional tool developed for this purpose, Factlines.com, and after numerous follow-ups we managed to get 9 completed assessments. For results refer to the 2023 report.

80 per cent of Tekna’s global spend comes from suppliers based in the EU or NA, which we deem well-governed by legal standards. The highest risk supplier (rank 1/25), based on significance for Tekna for (titanium feedstock), spend (approx. 20 percent of total company spend), and location (China classified as a country with high risk because there is no guarantee of workers’ rights), completed the self-assessment, signed the SCoC and was audited on site. They are well-established and a qualified supplier to major western industrial conglomerates.

In 2025, we initiated a second due diligence round to identify, measure and understand the most important risks in our supply chain. We developed a methodology to select the top 25 business partners most relevant for due diligence. We are in the process of assessing 3rd party tools to increase the chances of success.

We aim to cover topics such as supply chain, risk assessment, management systems, working conditions, social responsibility, environment, anti-corruption, and conflict minerals.

Progress made in the year

- Developed methodology to select our most critical suppliers
- Assessing Business partner due diligence tools

Comments on (material changes in) KPIs

These are the same KPIs as the Human Rights and transparency report. In 2025, the focus was on preparing a successful business partner due diligence. We have not started the second wave of due diligence .

Refer to the [Human Rights and transparency report](#).

Operationalization		
Policies & Guidelines	Quantifiable targets	Action plan
Human Rights Policy (PLRSE-04) Business Partner Code of Conduct (Employee) Code of Conduct and Ethics (PLGRH-20) Routine - Transparency Act	<ul style="list-style-type: none"> ○ Improve the % of signatories of the updated Business Partner Code of Conduct to 50% ○ Improve participation in its due diligence process and act on "high risk" assessments 🕒 Due diligence with top 25 highest-risk suppliers 	<ul style="list-style-type: none"> 🕒 Increase BP CoC signatories - simplify process 🕒 Define most critical suppliers and reinstate Due diligence on 25 most critical suppliers, ECC to track ✅ In effect - Continue to ensure ethical provenance of potential conflict minerals, such as tungsten and tantalum. ✅ Roll out Employee Training on CoC and Compliance policies

Measurement			
KPI (per year)	2025	2024	Target
I % of new suppliers that were screened using social criteria	🔴 0% (priority focus on risk suppliers)	0% (priority focus on risk suppliers)	10%
II # of suppliers assessed for social impacts ("s.i.")	🟡 9	9	25
III # of suppliers with significant actual and potential negative s.i.	🟡 0	0	n/a
IV % of KPI #III with which improvements were agreed	🟡 0%	0%	n/a
V % of KPI #III with which relationships were terminated	🟡 0%	0%	n/a

SUSTAINABILITY REPORT (CONTINUED)

Summary - Human Rights and Transparency Report

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

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

Guidelines and routines

In the last few years Tekna has put in place a solid base of guidelines to serve as an ethical compass for its employees and business partners.

Since 2022, the Board of Directors approves all ESG policies. Important policies publicly available on www.tekna.com/esg

- Code of Conduct and Ethics (CoC, 2023 update)
- Business Partner Code of Conduct (BPCoC, 2024 update)
- Corporate Governance policy (2022)
- Human Rights Policy (2024)
- Routine - Transparency Act (2023)
- Anti-Corruption policy (2023)
- Competition law compliance policy (2023)

Relevant internal policies approved by the CEO:

- Donations and Sponsorships Policy
- Work Harassment policy
- Workers’ compensation equity system
- Occupational Health & Safety policy

Whistleblowing

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

Tekna established a partnership with Whistleblower Software, enabling us to introduce an anonymous whistleblowing platform to our valued employees and stakeholders. By providing a secure, anonymous and confidential channel for individuals to report concerns, we have strengthened our commitment to maintaining the highest standards of integrity within our organization.

In 2025, there were no reported incidents of discrimination, anti-corruption or breaches of the BPCoC or CoC. Tekna received three whistleblowing reports involving two (internal) incidents.

Performance

In 2025, we initiated a second due diligence round to identify, measure and understand the most important risks in our supply chain. We developed a methodology to select the top 25 business partners most relevant for due diligence. We are in the process of assessing 3rd party tools to increase the chances of success.

We aim to cover topics such as supply chain, risk assessment, management systems, working conditions, social responsibility, environment, anti-corruption, and conflict minerals.

Process to remediate negative impacts

To date, Tekna has not detected or been informed of any negative impact to remediate.

In line with our 2024 Human Rights Policy and commitment, Tekna ensures that complaints are handled promptly, impartially, and according to applicable laws and regulations. Our grievance handling team will conduct thorough investigations, taking action, and ensuring transparency throughout the remediation process.

Actions planned for 2026

- Increase BPCoC signatories - simplify process
- Continue due diligence on 25 most critical suppliers, ECC to track

For further information on the process, considerations and assessment results, accounting policies, etc, please refer to the full [Human Rights and Transparency Report in the appendix.](#)

[See Human Rights and Transparency Report](#)

[Go to Tekna Whistleblowing page](#)

Measurement				
KPI (per year)	2025	2024	Target	
I % of new suppliers that were screened using social criteria	0% (priority focus on risk suppliers)	0% (priority focus on risk suppliers)		10%
II # of suppliers assessed for social impacts ("s.i.")	9	9		25
III # of suppliers with significant actual and potential negative s.i.	0	0		n/a
IV % of KPI #III with which improvements were agreed	0%	0%		n/a
V % of KPI #III with which relationships were terminated	0%	0%		n/a

SUSTAINABILITY REPORT (CONTINUED)

Definitions and Accounting principles Social

Employee	An individual who is in an employment relationship with the company according to national law or practice.	Collective bargaining agreements	All negotiations which take place between an employer, a group of employers or one or more employers' organizations, on the one hand, and one or more trade unions or, in their absence, the representatives of the workers duly elected and authorized by them in accordance with national laws and regulations, on the other, for: i. determining working conditions and terms of employment; and/or ii. regulating relations between employers and workers; and/or regulating relations between employers or their organizations and a workers' organization(s).	Ill health	Work-related ill health can include acute, recurring, and chronic health problems caused or aggravated by work conditions or practices. These include musculoskeletal disorders, skin and respiratory diseases, malignant cancers, diseases caused by physical agents (for example, noise-induced hearing loss, vibration-caused diseases), and mental illnesses (for example, anxiety, post-traumatic stress disorder). For the purpose of the required disclosures, the undertaking shall, at a minimum, include in its disclosure those cases outlined in the ILO List of Occupational Diseases.	Work-related injuries or ill health	Work-related injury or ill health that results in any of the following: i. death, days away from work, restricted work or transfer to another job, medical treatment beyond first aid, or loss of consciousness; or ii. significant injury or ill health diagnosed by a physician or other licensed healthcare professional, even if it does not result in death, days away from work, restricted work or job transfer, medical treatment beyond first aid, or loss of consciousness. Examples of work situations or activities that can cause occupational diseases can include stress or regular exposure to harmful chemicals.
Non-employee	Non-employees in the company's own workforce include both individual contractors supplying labor to the company (self-employed people) and people provided by other companies that are primarily engaged in employment activities (such as employment placing agencies, human resources provision, etc. as covered by NACE Code N78). We consider that interns and volunteers (if applicable) fall in this category.	Social dialogue	All types of negotiation, consultation or simply exchange of information between, or among, representatives of governments, employers, their organizations and workers' representatives, on issues of common interest relating to economic and social policy. It can exist as a tripartite process, with the government as an official party to the dialogue or it may consist of bipartite relations only between workers' representatives and management (or trade unions and employers' organizations).	Lost-time injuries	Work-related injuries that lead to an employee missing work. In this metric, each injury counts as 1 (regardless of the length of time lost).	Family-related leave	Family-related leave include maternity leave, paternity leave, parental leave, and carers' leave (leave for workers to provide personal care or support to a relative, or a person who lives in the same household, in need of significant care or support for a serious medical reason, as defined by each state) that is available under national law or collective agreements. In some states, these include leave for
All other employees	Employees who are not a part of the Board of Directors, the C-suite, or the non-executive level management.	Social protection	The set of measures designed to reduce and prevent poverty and vulnerability. In this context social protection can be provided through public programs (e.g. the welfare system offered by the country) or through benefits offered by the company.	Sickness absence	Leave taken by an employee due to sickness, either short-term (16 days or less) or long-term (more than 16 days).		
Non-executive management	Management team excluding the C-suite. This includes Directors, Sales directors, First line manager, Management committee members in Tekna Plasma Europe.	Persons with disabilities	Persons with disabilities include those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others. Disability is the umbrella term for impairments, activity limitations and participation restrictions, referring to the negative aspects of the interaction between an individual (with a health condition) and that individual's contextual factors (environmental and personal factors).	Work-related accidents	A work-related incident that results in injury or ill health. This is to be distinguished from an incident that has the potential to result in injury or ill health but where none occurs, which is often referred to as a 'close call', 'near-miss', or 'near-hit'. Accidents related to commuting are only included if the employer organized the transportation.		
Regular performance review	A regular performance review is defined as a review based on criteria known to the employee and his or her superior undertaken with the knowledge of the employee at least once per year. The review can include an evaluation by the worker's direct superior, peers, or a wider range of employees. The review can also involve the human resources department.			Work-related hazards	Work-related hazards can be physical (e.g. radiation, temperature extremes, constant loud noise, spills on floors or tripping hazards, unguarded machinery, faulty electrical equipment), ergonomic (e.g. improperly adjusted work stations and chairs, awkward movements, vibration), chemical (e.g. exposure to solvents, carbon monoxide, flammable materials, pesticides), biological (e.g. exposure to blood and bodily fluids, fungi, bacteria, viruses, insect bites), and/or psychosocial (e.g. verbal abuse, harassment, bullying, excessive workload demands, shift work, long hours, night work, workplace violence).		
Training	Initiatives put in place by the company aimed at the maintenance and/or improvement of skills and knowledge of its own workers. It can include different methodologies, such as on-site training, and online training.						
Remuneration	Annual total remuneration to own workforce includes salary, bonus, stock awards, option awards, non-equity incentive plan compensation, change in pension value, and nonqualified deferred compensation earnings provided over the course of a year.						

SUSTAINABILITY REPORT (CONTINUED)

Definitions and Accounting principles Social

Adequate wage A wage that provides for the satisfaction of the needs of the worker and their family in the light of national economic and social conditions.

Lowest wage The company's lowest pay category, excluding interns and apprentices. This is to be based on the basic wage plus any fixed additional payments that are guaranteed to all employees.

Applicable benchmarks In EEA: The minimum wage set by the state in accordance with Directive (EU) 2022/2041 of the European Parliament and of the Council.
Outside EEA: The minimum wage set by: i. the wage level established in any existing international, national or sub-national legislation, official norms or collective agreements, based on an assessment of a wage level needed for a decent standard of living; ii. if none of the instruments identified in (i) exist, any national or sub-national minimum wage established by legislation or collective bargaining ; or iii. if none of the instruments identified in (i) or (ii) exist, any benchmark that meets the criteria set out by the Sustainable Trade Initiative (IDH) (' Roadmap on Living Wages - A Platform to Secure Living Wages in Supply Chains '), including applicable benchmarks aligned with the Anker methodology, or provided by the Wage Indicator Foundation or Fair Wage Network, provided the primacy of collective bargaining for the establishment of terms and conditions of employment is ensured.

Gross hourly pay Total annual remuneration paid to an employee (see definition of Remuneration) divided by the number of hours they work in the year.

Median pay level The pay of the employee that would have half of the employees earn more and half less than they do, excluding the highest-paid individual.

Discrimination Discrimination can occur directly or indirectly. Direct discrimination occurs when an individual is treated less favorably by comparison to how others, who are in a similar situation, have been or would be treated, and the reason for this is a particular characteristic they hold, which falls under a 'protected ground'. Indirect discrimination occurs when an apparently neutral rule disadvantages a person or a group sharing the same characteristics. It must be shown that a group is disadvantaged by a decision when compared to a comparator group.

Harassment A situation where an unwanted conduct related to a protected ground of discrimination (for example, gender, religion or belief, disability, age or sexual orientation) occurs with the purpose or effect of violating the dignity of a person, and of creating an intimidating, hostile, degrading, humiliating or offensive environment.

Incident A legal action or complaint registered with the company or competent authorities through a formal process, or an instance of non-compliance identified by the company through established procedures. Established procedures to identify instances of non-compliance can include management system audits, formal monitoring programs, or grievance mechanisms.

Accounting principles S1

Methodology: we use headcount at the end of the reporting period. All data from 1-Jan-2024 to 31-Dec-2024 is included unless stated otherwise. If a group contains fewer than 5 people, personal information is not considered anonymous. Privacy regulations such as GDPR may apply and are therefore not disclosed.

Definitions for full-time, part-time, permanent, temporary, and non-guaranteed hours are measured according to definitions in the national laws of the countries where the employee is based.

Available work days and hours

Estimated on the basis of normal or standard hours of work, taking into account entitlements to periods of paid leave of absence from work, e.g. paid vacations, paid sick leave, public holiday

Rate of recordable work-related accidents

This is calculated per million exposed hours: (Number of work-related accidents in the reporting period x 1,000,000) / (Total hours worked in the reporting period)

If total hours worked in the reporting period is not provided, the total available work hours in the reporting period is used instead.

Lost Time Injury Frequency Rate (LTIFR)

This shows the average number of injuries occurring over 1 million working hours. LTIFR is calculated as: ([Number of injuries from work situations in the reporting period] x 1,000,000) / (Total hours worked in the reporting period.)

Unadjusted gender pay gap

Unadjusted gender pay gap' is defined as the difference between average gross hourly earnings of man and women expressed as a percentage of the average gross hourly earnings of men. Tekna group. Year-end information.

Sick leave rate

Ratio of total sick leave to total available work days.

Voluntary turnover rate

Number of employees leaving voluntarily (e.g. resignation) divided by the average number of employees.

Average number of employees

Calculated as [total number of employees at the beginning of the year + total number of employees at the end of the year divided by 2].

Total number of training hours

Each year, we record all completed training sessions and produce a report highlighting the training hours and costs. The data established by gender were calculated on the basis of the number of employees by gender.

Family-related leave

This reporting relates to all data for the entirety of 2024. For matters such as family-related leave, it is possible that leave would have started in 2023 and continued into 2024. All days in 2024 are included here (but no days from 2023).

Accounting principles S2 | Human Rights and Transparency

Not applicable.

SUSTAINABILITY REPORT (CONTINUED)

GOVERNANCE

Impeccable business conduct.

Secure systems.

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See also Corporate Governance Report

Go to Tekna Whistleblowing page

Responsible business conduct is fundamental for Tekna’s business, its credibility, and its ability to succeed with its strategy. Tekna expects its internal and external stakeholders to comply with this responsibility.

By working together, the Board of Directors (“BoD”) and Executive Leadership Team (“ELT”) create a strong ethical foundation, promoting compliance, and building trust with employees, customers, and stakeholders.

The board sets the overall ethical tone and governance framework for the company, ensuring that business conduct aligns with the organization’s core values, mission, and long-term strategy. They review and approve key policies, including the company’s Code of Conduct and whistleblower policy. The board monitors the effectiveness of the company’s business conduct policies through periodic reports from management, audits, and the ethics and compliance committees. They identify and assess risks related to ethical laps-

es and misconduct and ensure that adequate mitigation measures are in place. They ensure that violations are addressed appropriately, including taking disciplinary action against senior executives when necessary, and encourage a Speak-Up Culture. By endorsing whistleblower protections and ensuring confidentiality, the board fosters an environment where employees feel safe reporting misconduct.

The Executive Leadership Team focuses on implementing policies and enforcing them in day-to-day operations. They ensure employees are aware and training is up to date and promote ethical leadership by being role models in our organization. They monitor and report on potential risks and findings to the Audit Committee on a quarterly basis and strive for continuous improvement of business conduct.

Collaboration between the BoD and ELT ensures accountability, information flow and policy development. The bodies consist of an experienced team of individuals with a strong ethical compass and personal values.

Code of Conduct

Tekna has implemented its Code of Conduct (“CoC”) in 2020 and updated it in December 2023. The Board of Directors approved the policy. Amongst other important topics, the CoC includes Corruption and Bribery, Sanctions, Human Rights, Whistleblowing and Protection and Market communication and disclosure.

The CoC is available in the Document Management System "Isovision" and on the website. It is part of the introduction program of every employee as well as compulso-

ry (re-)lecture when significant updates are done. Further relevant policies are:

- Business partner code of conduct
- Anti-Corruption policy
- Competition Law Compliance policy
- Donations and Sponsorships policy
- Employee handbook

A new video training has been developed in 2024 and has been rolled out in 2025. 98% of employees have completed the training within the year.

Whistleblowing

Tekna is connected to an independent online platform hosted on: <https://whistleblowersoftware.com/secure/tekna>. Tekna has the link on its website as it is available for use by any stakeholder. We do not actively inform business partners that the channel exists as other governance actions are deemed more important and urgent.

The reports are sent for review and action to the HR director and HR business partner (unless they are specifically named in the report) and for information: to the CEO and VP Corporate Strategy

In 2025, there was one reports via the Whistleblowing channel concerning an internal incident of breach of the CoC (unprofessional behavior employee). Currently, there is no independent investigative body, like Internal Audits, in place. Tekna has plans to set one up when it reaches a revenue / transaction threshold. The CEO / CFO may retain a 3rd party on a case by case basis to investigate incidents.

SUSTAINABILITY REPORT (CONTINUED)

The case was resolved by year-end and within two weeks.

Risks

Positions considered most at risk in respect of corruption and bribery are management (11 people), financial (6), procurement (2) and sales (13) due to the seniority of their positions as well as exposure to reputational leverage.

We have identified one high risk business partner based on significance for Tekna (titanium feedstock), spend (approx. 20 percent of total company spend), and location ((ranking on the corruption index). They have completed the self-assessment, signed the CoC and were audited on site in 2023.

Prevention and detection

(based on the anti-corruption policy)

Prevention is based on policies in place and training for key employees.

Tekna will conduct periodic audits of its international offices, manufacturing facilities, Business Partners in order to evaluate the effectiveness of and compliance with the requirements of the policies. Audits may be conducted internally by Tekna, or externally by retained third parties. All representative complaints or reports of violations shall be addressed to Human Resources. All reports received will be promptly and fully investigated.

There have be no incidents of corruption or bribery in 2025.

Business Conduct [ESRS G1]

Strategy

Ensuring proper business conduct within Tekna is based on putting in place guidelines, processes, systems and training for our leadership and employees, demonstrating a zero tolerance for infringement as well as performing due diligence in selecting and cooperating with business partners.

Company value: We build trust

Progress made in the year

The organization has been restructured and we continue on this path of simplification.

- Created internal business areas for Materials and Systems to increase transparency and accountability
- In process of reducing legal entities in Asia to reduce complexity and compliance risk
- Training on Code of Conduct and Compliance implemented
- Whistleblower solution in place and emphasized its existence with employees.
- Ethics and Compliance Committee in place

Comments on material changes in KPIs

The governance KPIs highlight robust measures to strengthen integrity and cybersecurity. In 2025, 98% of employees followed the Code of Conduct training. The 2% remaining are new employees who are still in their induction period. Only one whistleblowing case, which was handled within two weeks. There were no violations of anti-corruption or anti-bribery laws, reflecting a strong commitment to ethical governance practices.

Operationalization		
Policies & Guidelines	Quantifiable targets	Action plan
Corporate Governance policy (Employee) Code of Conduct and Ethics	Zero compliance incidents per annum	Continue agenda of Ethics and Compliance Committee
Business Partner Code of Conduct Anti-Corruption policy	100% of workforce signed Code of Conduct and received training on it	Roll out Employee Training on CoC and Compliance policies
Competition law compliance policy Donations and Sponsorships Policy Routine - Transparency Act	All whistleblower cases handled within 3 months	Increase transparency and accountability by creating business areas
Employee Handbook		Reduce legal entities in Asia to reduce complexity and risk

Measurement			
KPI (per year)	2025	2024	Target
I # of reported incidents/breach CoC	0	0	0
II % training of CoC	98%	0%	100%
III # of corruption cases	0	0	0
IV Whistleblower reports	1	3	n/a
V Whistleblower reports avg resolution time	2 wks	7 wks	12 wks max.

SUSTAINABILITY REPORT (CONTINUED)

Cyber security [ESRS Gx]

(Entity specific)

Strategy

Information and Communications Technology (ICT) security relates to the internal policies and protocols specific to the Group that help ensure that information and data are protected and secure from unwanted breaches or incidents and handled in such a manner that protect company-specific data and individual rights and adhere to applicable external regulations.

Executives and Finance positions are at risk for their access to sensitive data and presumed ability to authorize or move money (25 employees in 2025). Tekna does not store personal data of a sensitive nature, except of its own employees.

Progress made in the year

- Tekna keeps a log of (attempted) cyber attacks.
- Tekna is implementing a cyber security roadmap based on conclusions of a third party vulnerability test performed in 2023.
- All employees pass compulsory security awareness training on an annual basis and simulated phishing attacks throughout the year. Additional training is imposed to employees failing security training, simulated phishing attacks or as determined by management.

Comments on material changes in KPIs

Due to the possibility of abuse of any disclosure, information is provided at a summarized level and results of certain KPIs not disclosed.

100% of the workforce received cybersecurity training. The organization suffered no successful cyberattacks in 2025.

Operationalization		
Policies & Guidelines	Quantifiable targets	Action plan
Cyber security policy (PLTIF-00) General IT policy (PLTIF-01)	0 successful cyber security breaches per	Remain up to date! In terms of training ICT personnel, installing software patches, compliant devices, training personnel etc in line with Tekna's level of exposure.
Cyber security training	95% workforce trained at any point in time	Implementation cyber security roadmap.
Guideline Training / Competences	95% compliant devices at any point in time	Train all employees annually by elearning, and monthly simulation phishing campaigns.
	Simulated phishing campaign result <5% avg.p.a.	

Measurement			
KPI (per year)	2025 (vs baseline)	2024 (vs baseline)	baseline (year)
I % of successful cyber attacks (gaining unauthorised access)	0%	0%	0% (2024)
II % of workforce trained in cyber sec.	100%	100%	100% (2024)
III % compliant devices			
IV % Simulated phishing campaign failure			

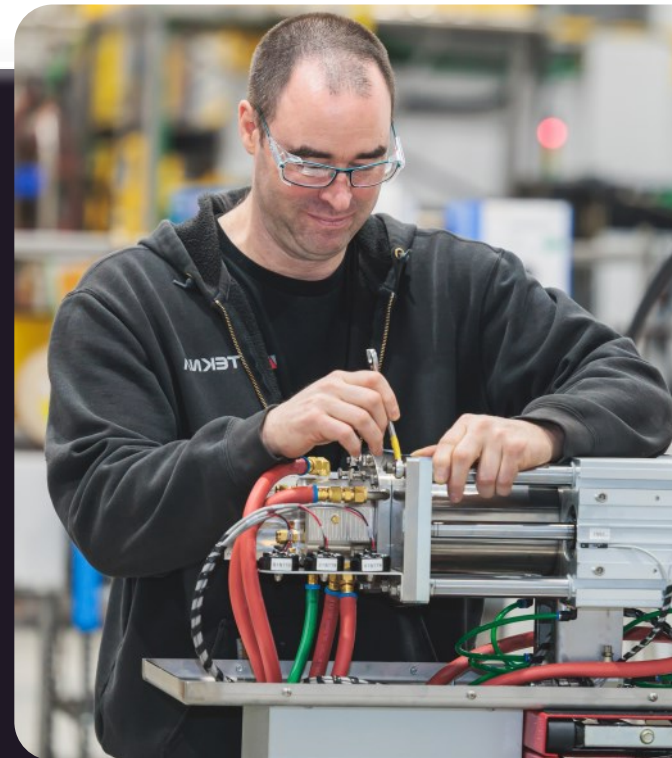
Not disclosed due to the sensitive nature of the information

Appendix

Appendix

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Appendix I

OVERVIEW Tekna at a glance

Tekna Group, as per 31.12.2025

Main objectives

Vision: **Advance the world with *sustainable* material solutions, one particle at a time.**

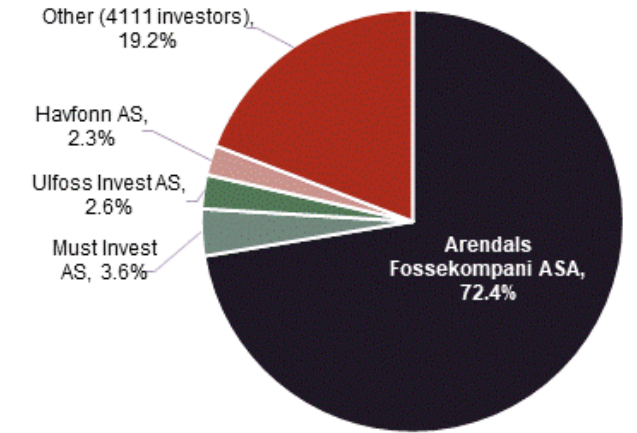
Mission: **Be the ultimate partner**

We achieve this by leveraging our talented people, our innovations and our manufacturing excellence to provide our customers with plasma technology and material solutions that drive their success, today and tomorrow.

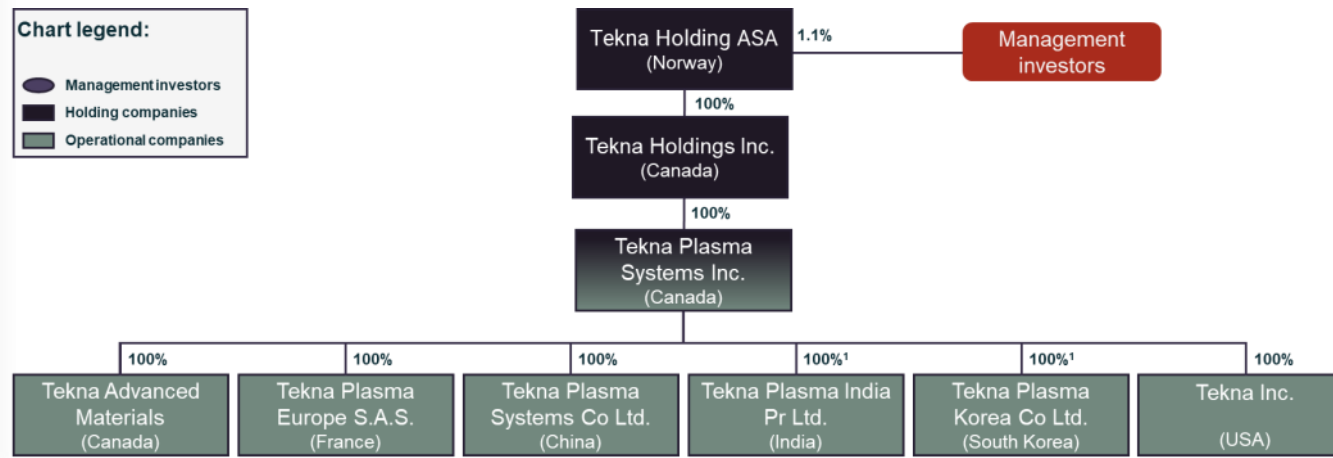
Key financial figures

<i>in CAD million</i>	2025	2024
Revenues	35.6	37.2
Adjusted EBITDA	-1.4	-6.9
EBITDA	-3.1	-4.0
Net profit / loss	-11.0	-11.1
Cash balance	17.4	12.4
Employees	158	185

Major shareholders



Organization chart and entity description



1) Currently under liquidation

Organisational units:	Comment	Staff
Tekna Holding ASA, Norway	THASA, holding	0
Tekna Holding Canada Inc, Canada	THC, holding	0
Tekna Plasma Systems Inc, Canada	Operational headquarter, TPS, Systems production	89
Tekna Advanced Materials Inc, Canada	TAM, Materials production	48
JLM (temporary) Warehouse, Canada	JLM, not a legal entity	0
Tekna Plasma Europe SAS, France	TPE, sales office Europe, powder production (idle in 2025)	15
Tekna Plasma Suzhou Co Ltd, China	TPZ, sales office China	4
Tekna Plasma Korea Co Ltd, Korea	TPK, sales office Korea	1
Tekna Inc, USA	TUS, sales office USA	1

Appendix II

APM

Alternative Performance Measures

Definitions

Tekna presents alternative performance measures as a supplement to measures regulated by IFRS. The Group considers these measures to be an important supplemental measure for investors to understand the Groups' activities. They are meant to provide an enhanced insight into the operations, financing, and future prospects of the company.

These measures are calculated in a consistent and transparent manner and are intended to provide enhanced comparability of the performance from period to period. The definitions of these measures are as follows:

Contribution Margin: Is defined as revenues less direct variable costs such as direct labor, raw material, electricity, gas consumption, commissions, freight, customs and brokerage fees, laboratory supplies and packaging. The Contribution Margin is used to evaluate performance of production before any allocation of fixed manufacturing costs.

Contribution Margin %: is defined as the Contribution Margin divided by revenues in the period.

EBITDA: Is defined as the profit/(loss) for the period before income tax expense, finance costs, finance income, share of net income (loss) from associated companies and joint ventures, depreciation, and amortization.

EBITDA Margin %: Is defined as EBITDA as a percentage of revenues.

Adjusted EBITDA: Is defined as the profit/(loss) for the period before income tax expense, finance costs, finance income, share of net income (loss) from associated companies and joint ventures, depreciation, and amortization adjusted for certain special operating items affecting comparability. These operating items include, but not limited to, restructuring costs, and litigation costs and incomes, and expenses for vesting and change in social security tax because of the development in the value of the underlying shares in the group's share-based compensation scheme.

Adjusted EBITDA Margin %: Is defined as Adjusted EBITDA as a percentage of revenues.

EBIT: Is defined as the profit/(loss) for the period before income tax expense, finance costs, finance income, share of net income (loss) from associated companies and joint ventures.

EBIT Margin %: Is defined as EBIT as a percentage of revenues.

Adjusted EBIT: Is defined as the profit/(loss) for the period before income tax expense, finance costs, finance income, share of net income (loss) from associated companies and joint ventures adjusted for certain special operating items affecting comparability. These operating items include, but not limited to, restructuring costs, litigation costs and incomes, and expenses for vesting and change in social security tax because of the development in the value of the underlying shares in the group's share-based compensation scheme.

Adjusted EBIT Margin %: Is defined as Adjusted EBIT as a percentage of revenues. Adjusted EBIT Margin is a non-IFRS financial measure that the Group considers to be an APM, and this measure should not be viewed as a substitute for any IFRS financial measure.

Long Term Debt/Equity Ratio: Is defined as total non-current liabilities divided by total equity. Long Term Debt/Equity Ratio is a non-IFRS financial measure that the Group considers to be an APM, and this measure should not be viewed as a substitute for any IFRS financial measure.

APPENDIX II: ALTERNATIVE PERFORMANCE MEASURES (CONTINUED)

Amounts in CAD 1000	FY 2025 (Audited)	FY 2024 (Audited)
Revenues	35 576	37 166
Materials and consumables used	16 613	21 165
(b) Contribution margin	18 962	16 001
(c) Revenues	35 576	37 166
Contribution margin % (b/c)	53.3 %	43.1 %

Amounts in CAD 1000	FY 2025 (Audited)	FY 2024 (Audited)
Net profit/loss	-11 048	-11 150
Income tax expense (income)	-1 093	-851
Finance costs	3 016	2 977
Finance income	-986	-691
Share of net income (loss) from associated companies and joint ventures	-	-1
Depreciation and amortization	4 866	4 021
(a) EBITDA	-3 059	-3 993
Litigation costs	310	215
Litigation income	-	-2 938
Share-based compensation	167	20
Provision (reversal) for bad debts on accounts receivable from the joint venture	-	-633
Rights Issue	73	-
Restructuring costs	1 099	442
(b) Adjusted EBITDA	-1 411	-6 888
(c) Revenues	35 576	37 166
EBITDA margin (a/c)	-8.6 %	-10.7 %
Adjusted EBITDA margin (b/c)	-4.0 %	-18.5 %

Amounts in CAD 1000	FY 2025 (Audited)	FY 2024 (Audited)
Net profit/loss	-11 048	-11 150
Income tax expense (income)	-1 093	-851
Finance cost	3 016	2 977
Finance Income	-986	-691
(a) EBIT	-7 925	-8 014
Litigation costs	310	215
Litigation income	-	-2 938
Share-based compensation	167	20
Provision (reversal) for bad debts on accounts receivable from the joint venture	-	-633
Rights Issue	73	-
Restructuring costs	1 099	442
(b) Adjusted EBIT	-6 277	-10 909
(c) Revenues	35 576	37 166
EBIT margin (a/c)	-22.3 %	-21.6 %
Adjusted EBIT margin (b/c)	-17.6 %	-29.4 %

Amounts in CAD 1000	31.12.2025 (Audited)	2024.12.31 (Audited)
(a) Total non-current liabilities	5 401	34 771
(b) Total equity	55 904	26 537
Long Term Debt/Equity Ratio (a/b)	0.10	1.31

Appendix III

Key figures | GHG Emissions - Summary

Category	Unit	2021	2022	2023	2024	2025	▲ to base year	▲ to 2024
Summary - GHG Emissions								
Total Scope 1	tCO2e	576.6	585.1	589.0	595.9	543.3	-6%	-9%
Total Scope 2	tCO2e	41.7	33.7	29.1	13.9	9.8	-76%	-29%
Total Scope 3	tCO2e	434.3	752.8	1 981.2	41 347.3	30 345.2	-27%	-27%
Total	tCO2e	1 052.7	1 371.6	2 599.2	41 957.1	30 898.4	-26%	-26%

Key figures | GHG Emissions

Category	Unit	2021	2022	2023	2024	2025	▲ to base year	▲ to 2024
Scope 1								
Stationary combustion								
Natural gas	tCO2e	576.6	585.1	589.0	595.9	543.3		
Stationary combustion Total	tCO2e	576.6	585.1	589.0	595.9	543.3	-6%	-9%
Scope 1 Total	tCO2e	576.6	585.1	589.0	595.9	543.3	-6%	-9%
Scope 2								
Electricity location-based								
Electricity France	tCO2e	32.1	26.6	22.2	5.9	3.3		
Electricity China	tCO2e	5.0	1.9	1.5	1.2	1.1		
Electricity Korea	tCO2e	0.6	0.5	0.4	0.2	0.1		
Electricity USA	tCO2e				0.8	0.8		
Electricity location-based Total	tCO2e	37.6	29.0	24.1	8.0	5.4	-86%	-33%
Electricity general								
Hydropower, Quebec	tCO2e	4.1	4.7	4.9	5.8	4.5		
Electricity general Total	tCO2e	4.1	4.7	4.9	5.8	4.5	9%	-24%
Scope 2 Total	tCO2e	41.7	33.7	29.1	13.9	9.8	-76%	-29%

CO₂ FOOTPRINT Carbon accounting 2021-2025

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APPENDIX III: CARBON ACCOUNTING (CONTINUED)

Category	Unit	2021	2022	2023	2024	2025	▲ to base year	▲ to 2024
Scope 3								
Purchased goods and services								
Aluminium	tCO2e				774.1	803.6		
Titanium	tCO2e				7 304.9	6 163.0		
Metals avg.	tCO2e					21.4		
Architectural and engineering services	tCO2e				9.1	0.3		
Building, repair and maintenance	tCO2e				115.6	1.6		
Business Support Services	tCO2e				20.0	0.7		
Chemicals, general	tCO2e				425.2	14.1		
Cloud & facility management services	tCO2e				38.3	8.3		
Compressed gases	tCO2e				1 824.0	931.8		
Computer-related hardware	tCO2e				40.9			
Dry-cleaning and laundry	tCO2e				15.5	7.5		
Electronic components	tCO2e				93.5	3.2		
Facility services	tCO2e				35.8	16.0		
Insurance and brokerage	tCO2e				7.1	4.2		
Laboratory instruments	tCO2e				21.3	16.6		
Legal services	tCO2e				37.8	12.4		
Machine tool manufacturing	tCO2e				79.0	5.7		
Machinery, equipment, and supplies	tCO2e				63.1	55.2		
Machinery, repair and maintenance	tCO2e				82.0	32.0		
Measuring and Controlling Devices	tCO2e				6.1	4.0		
Mechanical power trans.equipment	tCO2e				7.1	1.8		
Metal structural products	tCO2e				14.4	24.7		
Other electrical equipment	tCO2e				20.9			
Pipes and pipe fittings	tCO2e				141.3	11.1		
Plastic products	tCO2e				108.1	0.6		
Postal service	tCO2e				11.0	0.1		
Pumps and pumping equipment	tCO2e				48.2	17.1		
Screws, nuts, and bolts	tCO2e				60.1	0.4		
Software	tCO2e				13.9	57.8		
Technical consulting services	tCO2e				12.3	6.1		
Telecommunications	tCO2e				3.8	4.3		
Waste management	tCO2e				71.4	4.8		
Advertising and PR	tCO2e				24.1	1.7		
Accounting	tCO2e					21.0		
Electronic equipment, repair and maintenance	tCO2e					17.5		
Metal plumbing drains, faucets, valves	tCO2e					16.6		
Plate work, struct. product manufacturing	tCO2e					26.2		
Power, distribution, and special transformer	tCO2e					9.6		
Scientific services	tCO2e					9.6		
Other professional services	tCO2e					4.1		
Semiconductors	tCO2e					6.0		
Books (printed media)	tCO2e					4.2		
Office supplies incl paper	tCO2e					7.2		
Aircon, cooling/heating equipment	tCO2e					2.4		
Office administration	tCO2e					1.2		

Key figures GHG Emissions

APPENDIX III: CARBON ACCOUNTING (CONTINUED)

Category	Unit	2021	2022	2023	2024	2025	▲ to base year	▲ to 2024
Air and gas compressors	tCO2e					1.5		
Computer systems design	tCO2e					0.9		
Building material and garden equipment retail	tCO2e					0.6		
Clothing	tCO2e					0.8		
Educational services	tCO2e					0.7		
Security services	tCO2e					0.4		
Coffee and tea	tCO2e					1.4		
Medical devices and protective gear	tCO2e					0.6		
Restaurants, limited service	tCO2e					1.0		
Other rubber products	tCO2e					1.4		
Computers	tCO2e					0.2		
Employment services	tCO2e					0.2		
Cutlery and handtools	tCO2e					0.7		
Printing	tCO2e					0.5		
Machinery and equipment rental	tCO2e					0.2		
Office supplies excl. paper	tCO2e					0.3		
Machinery, general purposes	tCO2e					0.1		
Soft drinks, bottled water and ice	tCO2e					0.1		
Petroleum oil and grease	tCO2e					0.2		
Batteries	tCO2e					0.0		
Paints and coatings	tCO2e					0.1		
Purchased goods and services Total	tCO2e				11 530.0	8 369.3	-27%	-27%
Capital goods								
Building, repair and maintenance	tCO2e				7.8	21.3		
Machinery, equipment, and supplies	tCO2e				145.2	51.4		
Computer-related hardware	tCO2e				1.0	-		
Office furniture	tCO2e				4.0	-		
Capital goods Total	tCO2e				158.0	72.8	-54%	-54%
Fuel-and-energy-related activities								
Natural gas (WTT)	tCO2e	98.0	98.9	96.5	97.2	87.5		
Electricity Canada (upstream)	tCO2e	284.2	274.6	269.5	283.4	234.6		
Electricity France (upstream)	tCO2e	7.1	8.3	10.1	2.5	1.8		
Electricity China (upstream)	tCO2e	1.6	0.5	0.3	0.2	0.2		
Electricity Korea (upstream)	tCO2e	0.2	0.1	0.1	0.0	0.0		
Electricity USA (upstream)	tCO2e				0.2	0.2		
Fuel-and-energy-related activities Total	tCO2e	391.2	382.4	376.6	383.6	324.4	-17%	-15%
Upstream transportation and distribution								
Truck transport	tCO2e					202.2		
Truck avg. (WTW)	tCO2e			104.5	39.6	34.9		
Air freight avg. (WTT)	tCO2e			89.7				
Air transportation (WTW)	tCO2e			846.1	1 180.0	692.5		
Rail freight	tCO2e			3.2				
Sea ship avg. (WTW)	tCO2e			182.4	48.9	11.6		
Transportation	tCO2e			7.6	2.6	6.0		
Upstream transportation and distribution Total	tCO2e			1 233.5	1 271.0	947.3	-23%	-25%

Key figures GHG Emissions

APPENDIX III: CARBON ACCOUNTING (CONTINUED)

Category	Unit	2021	2022	2023	2024	2025	▲ to base year	▲ to 2024
Waste								
Hazardous waste, recycled	tCO2e	0.01	0.01	1.30	0.49	0.03		-94%
Hazardous waste, re-used	tCO2e		0.02	0.06	0.01	0.14		1039%
Hazardous waste, treated	tCO2e	0.03	0.99	0.08	0.03	0.00		-91%
Hazardous waste, landfill	tCO2e	0.28	0.24	0.37	0.03	0.01		-66%
Cardboard waste, recycled	tCO2e	-	0.28	0.35	0.09	0.05		-41%
Paper waste, recycled	tCO2e	0.05	0.06		0.00	0.00		-27%
Plastic waste, recycled	tCO2e	0.01	0.01	0.02	0.00	0.00		-84%
Metal waste, recycled	tCO2e		0.14	0.15	0.07	0.07		-2%
Glass waste, recycled	tCO2e				0.00	0.00		-26%
EE waste, recycled	tCO2e		0.04	0.00	0.00	0.00		-27%
Wood waste, recycled	tCO2e	0.05	0.24	0.42	0.08	0.02		-71%
Mineral oil waste, incinerated (H)	tCO2e		2.51	1.50	2.51	2.51		0%
Organic waste, recycled	tCO2e				0.00	0.00		-27%
Organic waste, composting	tCO2e		0.01	0.02	0.01	0.01		1%
Sorted waste, recycled	tCO2e		0.15	0.15	0.05	0.02		-57%
Residual waste, incinerated	tCO2e				0.20	0.20		0%
Residual waste, landfill	tCO2e	2.45	14.39	16.27	14.22	11.86		-17%
Waste Total	tCO2e	2.9	19.1	20.7	17.8	14.9	-22%	-16%
Business travel								
Hotel nights, world	tCO2e	6.2	42.1	40.6	13.8	15.5		12%
Train International	tCO2e	0.0	0.1	0.1	0.0	0.0		14%
Mileage all. avg. car	tCO2e	11.3	21.4	16.2	9.7	9.1		-5%
Flights	tCO2e	22.8	51.7	64.9	41.3	45.0		9%
Business travel Total	tCO2e	40.3	115.4	121.8	64.8	69.7	-40%	8%
Employee commuting								
Car, petrol (avg.)	tCO2e		170.3	154.1	134.1	142.5		6%
Car, petrol (medium)	tCO2e		56.2	57.7	44.1	35.2		-20%
Motorbike, small	tCO2e			0.3	0.5	0.9		75%
Electric car EU27	tCO2e		6.5	10.1	15.3	11.1		-28%
Car, Hybrid Electric Vehicle (HEV)	tCO2e			3.4	13.9	9.5		-32%
Bus local avg.	tCO2e		2.8	3.1	1.2	0.3		-77%
Employee commuting Total	tCO2e		235.8	228.6	209.0	199.4	-15%	-5%
Processing of sold products								
Metals avg.	tCO2e				13 639.0	13 593.0		
Processing of sold products Total	tCO2e				13 639.0	13 593.0	0%	0%
Use of sold products								
Argon (liquid), Europe	tCO2e				3 029.9	1 385.6		
Hydrogen fuel, use	tCO2e				-	-		
Electricity Asia avg.	tCO2e				11 042.1	5 367.1		
Use of sold products Total	tCO2e				14 071.9	6 752.7	-52%	-52%

Key figures GHG Emissions

**APPENDIX III: CARBON ACCOUNTING
(CONTINUED)**

Category	Unit	2021	2022	2023	2024	2025	▲ to base year	▲ to 2024
End-of-life treatment of sold products								
EE waste, recycled	tCO2e				0.0	0.0		
Silicon waste, landfill	tCO2e				0.0	0.0		
Mineral oil waste, recycled (H)	tCO2e				0.0	0.0		
EoL: Metal waste, recycled	tCO2e				1.6	1.4		
EoL: Wood waste, incinerated	tCO2e				0.1	0.0		
EoL: Ceramic waste, landfill	tCO2e				0.0	0.0		
EoL: Plastic waste, recycled	tCO2e				0.0	0.0		
EoL: Rubber waste, incinerated	tCO2e				0.4	0.3		
End-of-life treatment of sold products Total	tCO2e				2.1	1.7	-20%	-20%
Scope 3 Total	tCO2e	434.3	752.8	1 981.2	41 347.3	30 345.2	-27%	-27%
Total (Scope 1 + 2)	tCO2e	618.4	618.8	618.1	609.8	553.2	-11%	-9%
Total (Scope 1 + 2 + 3)	tCO2e	1 052.7	1 371.6	2 599.2	41 957.1	30 898.4	-26%	-26%
Percentage change		%	30.3%	89.5%	1514.7%	-26.4%		

**Key figures
GHG Emissions**

APPENDIX III: CARBON ACCOUNTING (CONTINUED)

Category	Unit	2021	2022	2023	2024	2025	▲ to base year	▲ to 2024
Scope 1								
Stationary combustion								
Natural gas	MWh	3 125.9	3 182.6	2 882.1	2 914.4	2 650.3		
Stationary combustion Total	MWh	3 125.9	3 182.6	2 882.1	2 914.4	2 650.3		
Scope 1 Total	MWh	3 125.9	3 182.6	2 882.1	2 914.4	2 650.3	-15%	-8%
Scope 2								
Electricity								
Electricity France	MWh	593.6	521.3	424.8	92.0	78.5		
Electricity China	MWh	8.0	3.0	2.5	2.0	1.9		
Electricity Korea	MWh	1.1	1.1	1.0	0.4	0.3		
Electricity USA	MWh				2.2	2.5		
Electricity Total	MWh	602.7	525.4	428.3	96.6	83.3	-86%	-81%
Electricity general								
Hydropower, Quebec	MWh	6 832.6	7 800.1	8 242.9	9 739.1	7 447.6		
Electricity general Total	MWh	6 832.6	7 800.1	8 242.9	9 739.1	7 447.6	9%	-10%
Scope 2 Total	MWh	7 435.4	8 325.5	8 671.2	9 835.7	7 530.8	1%	-13%
Total (Scope 1 + 2 + 3)								
	MWh	10 561.2	11 508.1	11 553.2	12 750.1	10 181.1	-4%	-12%
	GJ	38 020.4	41 429.3	41 591.6	45 900.2	36 652.0		
Percentage change		%	9%	0.4%	10.4%	-20.1%		
Scope 1 renewable energy	MWh	-	-	-	-	-		
Scope 1 renewable energy share	%	0%	0%	0%	0%	0%	-	-
Scope 2 renewable energy (Location-based)	MWh	6 964.5	7 932.2	8 345.6	9 764.2	7 470.2		
Scope 2 renewable energy share (Location-based)	%	93.7%	95.3%	96.2%	99.3%	99.2%		
Total renewable energy (Location-based)	MWh	6 964.5	7 932.2	8 345.6	9 764.2	7 470.2		
Total renewable energy share (Location-based)	%	65.9%	68.9%	72.2%	76.6%	73.4%	11%	97%
Scope 2 renewable energy (Market-based)	MWh	6 832.6	7 800.1	8 242.9	9 739.1	7 447.6		
Scope 2 renewable energy share (Market-based)	%	91.9%	93.7%	95.1%	99%	98.9%		
Total renewable energy (Market-based)	MWh	6 832.6	7 800.1	8 242.9	9 739.1	7 447.6		
Total renewable energy share (Market-based)	%	64.7%	67.8%	71.3%	76.4%	73.2%	13%	97%

Key figures Energy

APPENDIX III: CARBON ACCOUNTING
(CONTINUED)

Category	Unit	2021	2022	2023	2024	2025	▲ to base year	▲ to 2024
Scope 1								
Stationary combustion								
Natural gas	m3	283 396.0	288 018.0	286 774.0	288 840.7	260 087.0		
Scope 2								
Electricity								
Electricity France	kWh	593 646.0	521 288.0	424 822.0	91 987.0	78 525.0		
Electricity China	kWh	7 950.0	3 033.6	2 470.0	1 955.0	1 914.0		
Electricity Korea	kWh	1 132.0	1 110.7	981.0	395.0	325.0		
Electricity USA	kWh				2 241.0	2 500.0		
Electricity general								
Hydropower, Quebec	kWh	6 832 642.0	7 800 094.0	8 242 881.0	9 739 073.0	7 447 564.0		
Scope 3								
Purchased goods and services								
<i>Spend based estimation started in 2024, detail spend in CAD not disclosed.</i>								
Capital goods								
Fuel-and-energy-related activities								
Natural gas (WTT)	m3	283 396.0	288 018.0	286 774.0	288 841.0	260 087.0		-10%
Electricity Canada (upstream)	kWh	6 832 642.0	7 800 094.0	8 242 881.0	9 739 073.0	7 447 564.0		-24%
Electricity France (upstream)	kWh	593 646.0	521 288.0	424 822.0	91 987.0	78 525.0		-15%
Electricity China (upstream)	kWh	7 950.0	3 033.6	2 470.0	1 955.0	1 914.0		-2%
Electricity Korea (upstream)	kWh	1 132.0	1 110.7	981.0	395.0	325.0		-18%
Electricity USA (upstream)	kWh				2 241.0	2 500.0		12%
Upstream transportation and distribution								
Truck transport	CAD					361 782.4		
Truck avg. (WTW)	tkm			81.9				
Truck avg. (WTW)	tCO2e			104.5	39.6	34.9		-12%
Air freight avg. (WTT)	tkm			294 168.2				
Air transportation (WTW)	tCO2e			846.1	1 180.0	692.5		-41%
Rail freight	tCO2e			3.2				
Sea ship avg. (WTW)	tkm			16 112.5				
Sea ship avg. (WTW)	tCO2e			182.1	48.9	11.6		-76%
Transportation	tCO2e			7.6	2.6	6.0		134%

Key figures
Energy Consumption

APPENDIX III: CARBON ACCOUNTING (CONTINUED)

Category	Unit	2021	2022	2023	2024	2025	▲ to base year	▲ to 2024
Waste								
Hazardous waste, recycled	kg	364.0	240.0	61 009.0	76 869.0	6 485.0		-92%
Hazardous waste, re-used	kg		948.0	2 882.0	1 854.0	28 751.0		1451%
Hazardous waste, treated	kg	1 636.0	46 441.0	3 735.0	4 590.0	563.0		-88%
Hazardous waste, landfill	kg	12 976.0	11 457.0	17 586.0	4 135.0	1 892.0		-54%
Cardboard waste, recycled	kg	-	13 207.0	16 414.6	14 078.0	11 320.2		-20%
Paper waste, recycled	m3	16.0	18.0					
Paper waste, recycled	kg				431.0	431.3		0%
Plastic waste, recycled	m3	5.0	9.0					
Plastic waste, recycled	kg			775.5	277.0	62.1		-78%
Metal waste, recycled	kg		6 563.0	7 197.0	11 666.0	15 565.1		33%
Glass waste, recycled	kg				11.0	11.0		0%
EE waste, recycled	m3			2.0	2.0	2.0		0%
EE waste, recycled	kg		2 000.0					
Wood waste, recycled	tonne	2.4	1.5					
Wood waste, recycled	kg		10 000.0	19 600.0	12 320.0	4 910.0		-60%
Mineral oil waste, incinerated (H)	liters		1 000.0	600.0	1 000.0	1 000.0		0%
Organic waste, recycled	kg				276.0	276.0		0%
Organic waste, composting	kg		1 139.0	2 254.0	1 424.0	1 423.9		0%
Sorted waste, recycled	kg		7 200.0	7 200.0	8 098.0	4 770.0		-41%
Residual waste, incinerated	kg				414.0	414.0		0%
Residual waste, landfill	m3	22.0	14.5					
Residual waste, landfill	kg		28 620.0	32 738.4	28 620.0	23 850.0		-17%
Business travel								
Hotel nights, world	nights	137.0	1 067.0	1 025.0	348.0	391.0		12%
Train International	pkm	3 035.0	29 886.0	23 829.0	7 752.0	8 816.0		14%
Mileage all. avg. car	km	67 103.0	125 445.0	96 339.0	57 838.0	54 551.0		-6%
Flights	tCO2e	22.8	51.7	64.9	41.3	45.0		9%
Mileage all. el car EU27	km			3 381.0				
Employee commuting								
Car, petrol (avg.)	km		998 903.0	940 160.0	815 289.0	875 773.5		7%
Car, petrol (medium)	km		304 423.0	323 795.0	248 537.0	201 659.8		-19%
Motorbike, small	km			3 337.0	5 977.0	10 488.5		75%
Electric car EU27	km		171 880.0	226 749.0	322 879.0	290 466.2		-10%
Car, Hybrid Electric Vehicle (HEV)	km			28 471.0	110 175.0	74 028.0		-33%
Bus local avg.	pkm		28 790.0	29 904.0	10 803.0	2 645.3		-76%

Key figures Energy Consumption

APPENDIX III: CARBON ACCOUNTING (CONTINUED)

Key figures Energy Consumption

Category	Unit	2021	2022	2023	2024	2025	▲ to base year	▲ to 2024
Processing of sold products								
Metals avg.	tCO2e				13 639.0	13 593.0		0%
Use of sold products								
Argon (liquid), Europe	kg				2 504 010.0	1 082 536.0		-57%
Hydrogen fuel, use	kg				10 398.0	4 693.0		-55%
Electricity Asia avg.	kWh			-	16 980 000.0	8 100 000.0		-52%
End-of-life treatment of sold products								
EE waste, recycled	kg				1 131.4	603.0		-47%
Silicon waste, landfill	kg				136.4	85.0		-38%
Mineral oil waste, recycled (H)	kg				88.6	44.0		-50%
EoL: Metal waste, recycled	kg				253 017.2	217 412.0		-14%
EoL: Wood waste, incinerated	kg				13 646.8	7 627.0		-44%
EoL: Ceramic waste, landfill	kg				337.3	158.0		-53%
EoL: Plastic waste, recycled	kg				2 310.9	1 265.0		-45%
EoL: Rubber waste, incinerated	kg				117.4	80.0		-32%

History of restatements

Restatements affecting this report

- 2024 Scope 3.10 Added results for Processing of sold products for Materials. ▲ Consequence: Increase of 13.639 tCO2e.
- 2024 Scope 3.11 corrected emission factor from “Sodium hydrogen sulfite” to “Hydrogen fuel, use”. ▲ Consequence: Reduction of 9.2 tCO2e [former 9.2 tCO2e -restated 0.0 tCO2e].
- 2024 Scope 3.12 changed emission factors to newly available, specific End-of-Life factors. ▲ Consequence: Reduction of 10.3 tCO2e [former 12.4 tCO2e -restated 2.1 tCO2e].

Restatements effected in prior reports

- 2023 Scope 2 Electricity, France (Tekna Plasma Europe): Reduction of 10 000 kWh due to detected summation error (434.822 kWh should be 424.822 kWh). Consequence: Reduction of 0.5 tCO2e [former 22.7 tCO2e -restated 22.2 tCO2e].
- Also updated in Scope 3 Fuel and Energy related activities. Consequence: Reduction of 0.2 tCO2e [former 10.3 tCO2e -restated 10.1 tCO2e].
- 2023 Scope 3.4 Upstream Transportation and Distribution: For those service providers that did not provide a CO2 report the impact is estimated based on type, distance and volume. In 2024 the estimation methodology was changed to the online transport emission calculator EcoTransit instead of calculating it with the distance-based formula of the GHG protocol. 2023 estimations were updated to this new methodology. Consequence: Reduction of 245 523.5

tCO2e [former 246 757.0 tCO2e -restated 1233.5 tCO2e].

- 2023 Scope 3.7 Employee Commute, global: Changed extrapolation methodology in 2024 and updated 2023 to this new methodology. Consequence: Increase of 23 tCO2e [former 205.6 tCO2e -restated 228.6 tCO2e]
- 2022 Scope 3.3 Electricity Fuel- and Energy-Related Activities Not Included in Scope 1 or Scope 2, Canada (Tekna Microelectronics Corporation): Reduction of 74 580 kWh due to correction applied in Scope 2 results of 2022 for the 2023 report, which was not applied to this category. Consequence: Reduction of 2.6 tCO2e of [former 277.2 tCO2e – restated 274.6 tCO2e]

APPENDIX III: CARBON ACCOUNTING (CONTINUED)

Methodology and Sources - CEMASYS (reporting system)

Methodology

The Greenhouse Gas Protocol initiative (GHG Protocol) was developed by the World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD). This analysis is done according to *A Corporate Accounting and Reporting Standard Revised edition*, currently one of four GHG Protocol accounting standards on calculating and reporting GHG emissions. The reporting considers the following greenhouse gases, all converted into CO₂-equivalents: CO₂, CH₄ (methane), N₂O (laughing gas), SF₆, HFCs, PFCs and NF₃.

For corporate reporting, two distinct approaches can be used to consolidate GHG emissions: the equity share approach and the control approach. The most common consolidation approach is the control approach, which can be defined in either financial or operational terms.

The carbon inventory is divided into three main scopes of direct and indirect emissions.

Scope 1 includes all direct emission sources. This includes all use of fossil fuels for stationary combustion or transportation, in owned and, depending on the consolidation approach selected, leased, or rented assets. It also includes any process emissions, from e.g. chemical processes, industrial gases, direct methane emissions etc.

Scope 2 includes indirect emissions related to purchased energy; electricity and heating/cooling where the organisation has operational control. The electricity emission factors used in Cemasy are based on national gross electricity production mixes from the International Energy

Agency's statistics (IEA Stat). Emission factors per fuel type are based on assumptions in the IEA methodological framework. Factors for district heating/cooling are either based on actual (local) production mixes, or average IEA statistics.

In January 2015, the GHG Protocol published new guidelines for calculating emissions from electricity consumption. Primarily two methods are used to "allocate" the GHG emissions created by electricity generation to the end consumers of a given grid. These are the location-based and the market-based methods. The location-based method reflects the average emission intensity of the grids on which energy consumption occurs, while the market-based method reflects emissions from electricity that companies have purposefully chosen (or not chosen).

Organizations who report on their GHG emissions will now have to disclose both the location-based emissions from the production of electricity, and the market-based emissions related to the potential purchase of Guarantees of Origin (GoOs) and Renewable Energy Certificates (RECs).

The purpose of this amendment in the reporting methodology is on the one hand to show the impact of energy efficiency measures, and on the other hand to display how the acquisition of GoOs or RECs affect the GHG emissions. Using both methods in the emission reporting highlights the effect of all measures regarding electricity consumption.

The location-based method: The location-based method is based on statistical emissions information and electricity output aggregated and averaged within a defined geographic boundary and during a defined time period. Within this boundary, the different energy producers utilize a

mix of energy resources, where the use of fossil fuels (coal, oil, and gas) result in direct GHG-emissions. These emissions are reflected in the location-based emission factor.

The market-based method: The choice of emission factors when using this method is determined by whether the business acquires GoOs/RECs or not. When selling GoOs or RECs, the supplier certifies that the electricity is produced exclusively by renewable sources, which has an emission factor of 0 grams CO₂e per kWh. However, for electricity without the GoO or REC, the emission factor is based on the remaining electricity production after all GoOs and RECs for renewable energy are sold. This is called a residual mix, which is normally substantially higher than the location-based factor. As an example, the market-based Norwegian residual mix factor is approximately 7 times higher than the location-based Nordic mix factor. The reason for this high factor is due to Norway's large export of GoOs/RECs to foreign consumers. In a market perspective, this implies that Norwegian hydropower is largely substituted with an electricity mix including fossil fuels.

Scope 3 includes indirect emissions resulting from value chain activities. The scope 3 emissions are a result of the company's upstream and downstream activities, which are not controlled by the company, i.e., they are indirect. Examples are business travel, goods transportation, waste handling, consumption of products etc.

In general, the carbon accounting should include information that users, both internal and external to the company, need for their decision making. An important aspect of relevance is the selection of an appropriate inventory boundary which reflects the substance and economic reality of the company's business relationships.

Sources

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The reference list above is incomplete but contains the essential references used in CEMASys. In addition, several local/national sources may be relevant, depending on which emission factors are used.

Appendix IV

2025 EU Taxonomy

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Introduction

The EU Taxonomy aims to scale up sustainable investments and avoid greenwashing by defining a common language and understanding of sustainable activities. As part of the European Union’s Green Deal, the EU Taxonomy is a classification system for sustainable economic activities, consisting of the following six environmental objectives:

- **Climate change mitigation (CCM)**
- **Climate change adaptation (CCA)**
- The sustainable use and protection of water and marine resources (WTR)
- The transition to a circular economy (CE)
- Pollution prevention and control (PP)
- The protection and restoration of biodiversity and ecosystems (B&E)

Objectives 3-6 were adopted in June 2023 via Commission Delegated Regulations (EU) 2023/ 2486 and (EU) 2023/2485, along with amendments to Regulations 1 and 2.

[1] Activities that have the potential to be enabling, however are not classified as such since the technical screening criteria are not considered met.

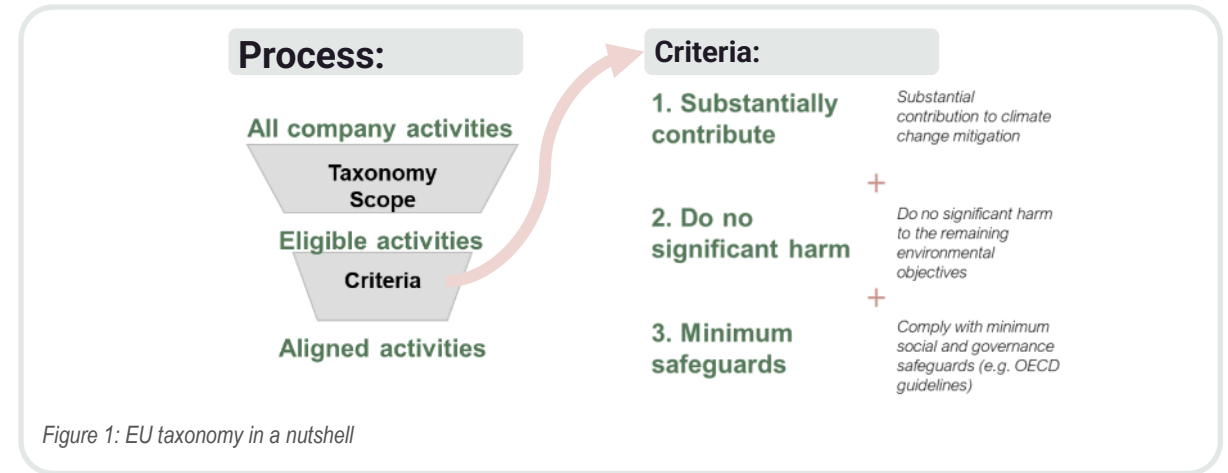


Figure 1: EU taxonomy in a nutshell

Economic activity in the EU Taxonomy	Business activity	Assessment of technical screening criteria
3.6. Manufacture of other low carbon technologies (Climate Change Mitigation (CCM))	Production of additive material powders ^[1]	Activities considered Eligible , not aligned This activity is aligned once an independent study, 3rd party verified, confirming our assessment becomes available.
	Production of PlasmaSonic wind tunnels ^[1]	Activities considered Eligible , not aligned This activity is aligned once an independent study, 3rd party verified, confirming our assessment becomes available.
	(Development and) production of nanomaterials for MLCC ^[1]	Activities considered Eligible , not aligned
	Production of turnkey plasma systems ^[1]	Activities considered Eligible , not aligned
	Systems spare parts, R&D revenue	Activities considered not eligible

APPENDIX IV: EU TAXONOMY STATEMENTS (CONTINUED)

Results

Tekna contributes to the environmental objective of Climate Change Mitigation (“CCM”). Further, we recognize that one of Tekna’s main contributions going forward may be through enabling others in the transition.

The key performance indicators (KPIs) show minor changes from 2024 to 2025.

Eligible turnover decreased from 99% to 98%. In capital expenditures, eligible CapEx rose from 63% to 93%. For operational expenditures, eligible OpEx remained 100%.

The high percentage of eligible activities reflects the great potential of the company and the challenge for medium-sized companies in niche, high-tech industries to comply with the screening criteria as per the current requirements. It is likely that Tekna will not be able to afford the 3rd party research required to prove alignment.

- Tekna’s economic activities are eligible under Climate Change Mitigation and not under any of the other five environmental objectives.
- Additive Manufacturing and Plasmasonic wind tunnels are believed to be aligned. However, the substantial contribution criteria are not considered met due to the lack of documentation verified by a third party demonstrating life-cycle GHG emission savings.

- All Tekna revenues are eligible except for its R&D revenue (~2% in 2025). Total eligible revenue: CAD 35.0m.
- 93% of Tekna’s CapEx is invested in eligible activities, totaling CAD 1.3m.
- Tekna does not yet have a CapEx plan aimed at increasing the percentage of aligned activities.
- 100% of Tekna’s OpEx is spend on eligible activities, totaling CAD 2.1m.

Scope

All companies of the Tekna group have been considered for reporting on the EU Taxonomy for 2025. Tekna evaluated its four core activities for eligibility and did not assess its Systems service revenues (spare parts and maintenance) or R&D revenues. We have assessed the business activities with regards to the EU Taxonomy economic activities within the scope of the six environmental objectives.

Process

The process for assessing economic activities have been performed in accordance with the structure of the EU Taxonomy, starting with assessment of eligible activities before assessing compliance with the technical screening criteria for substantial contribution and do no significant harm (“DNSH”). Tekna performed the minimum safeguards assessment based on its own policies and procedures.

Eligibility was assessed by comparing the business activities against the economic activities defined in the EU Taxonomy across all six environmental objectives. Relevant NACE codes and activity descriptions for each eco-

nomnic activity were identified and thoroughly examined.

Tekna has assessed potential eligibility of activities to all relevant environmental objectives, as required by the standard. Climate Change Adaptation and Climate Change Mitigation were assessed and Tekna’s activities are eligible only under the latter, i.e., CCM.

The alignment process involves evaluating the criteria for substantial contribution, do no significant harm (DNSH), and minimum safeguards. During the assessment of the technical screening criteria, we encountered challenges related to interpretations and best practices.

Assessments

List of abbreviations:

Abbreviation	Definition
CCM	Climate change mitigation
CCA	Climate change adaptation
WTR	Sustainable use and protection of Water and marine resources
CE	The transition to a circular economy
P&C	Pollution prevention and control regarding use and presence of chemicals
B&E	Protection and restoration of biodiversity and ecosystems
DNSH	Do no significant harm

Measurement			
KPI (KPI CCM ^[2] in M)	2025 (% of total unaudited ^[3])	2024 (% of total unaudited ^[3])	baseline (year)
I Revenue eligible and aligned	● - (0%)	- (0%)	- (2024)
II eligible	● 35.0 (98%)	36.8 (99%)	99% (2024)
III not eligible, nor aligned	● 0.6 (2%)	0.4 (1%)	1% (2024)
IV CapEx eligible and aligned	● - (0%)	- (0%)	- (2024)
V eligible	● 1.3 (93%)	2.9 (63%)	63% (2024)
VI not eligible, nor aligned	● 0.1 (7%)	1.4 (37%)	37% (2024)
VII OpEx eligible and aligned	● - (0%)	- (0%)	- (2024)
VIII eligible	● 2.1 (100%)	2.5 (100%)	100% (2024)
IX not eligible, nor aligned	● - (0%)	- (0%)	- (2024)

APPENDIX IV: EU TAXONOMY STATEMENTS (CONTINUED)

Production of additive material powders

Environmental Objective: Climate Change Mitigation

Economic Activity: 3.6 Manufacture of other low carbon technologies

Assessment Eligibility:

Production of additive material powders involves using proprietary plasma processes to create and sell spherical powders for Additive Manufacturing, Metal Injection Molding, and Binder Jetting. The systems only release the powder and plasma gases (argon and a secondary gas like helium, nitrogen, hydrogen, or oxygen), none of which are critical for GHG emissions. These powders aim to enhance resource efficiency along the value chain, thereby reducing GHG emissions related to materials, manufacturing, warehousing, transportation, and product use.

Substantial Contribution:

Additive Manufacturing (AM) can significantly reduce GHG emissions compared to traditional manufacturing methods by cutting carbon emissions in four key areas: materials, manufacturing, warehousing, and transportation.

Materials: AM uses only the material necessary to create the finished product. It does not generate any significant amount of scrap. For instance, Airbus claims an average fly-to-buy ratio of 10:1^[1], while a ratio close to 1:1 is achievable with AM, especially if the unused powder can be recycled.

Manufacturing: AM enable engineers to design parts that are lighter, stronger, and more efficient than their traditional counterparts. This makes products manufactured using AM technologies more efficient in its intended application, e.g. less fuel consumption and associated emissions for any vehicle as it is lighter than its traditional counterpart. This applies especially for small production runs and custom-made parts, provided that design optimization for AM has been achieved.

Warehousing: On-demand production with 3D printing reduces the need for storage space and the associated energy for temperature, humidity, and lighting control, lowering the carbon footprint of logistics, which accounts for 5.5% to 13% of global GHG emissions.

Transportation: Localized production with 3D printers reduces the need for long-distance transportation, significantly impacting GHG emissions, as the transport sector accounts for over 23% of global CO2 emissions.

Laser powder bed fusion, metal injection molding, electron-beam powder bed fusion and direct energy deposition are considered as equivalent in terms of GHG footprint. These AM technologies are considered as the counterpart of conventional machining.

It must also be noted that AM can produce parts that conventional machining often cannot, which is accounted for in the comparison. While AM can reduce buy-to-fly ratio by more than 75%, design optimization for AM can reduce parts weight by another 65%.

Currently, Tekna does not have a life-cycle GHG emission savings analysis available. Therefore, the additive powders segment is not considered compliant with the substantial contribution requirement.

Do no significant harm:

CCA: A Physical climate risk assessment has been conducted in accordance with the requirements in Appendix A. The assessment was performed in 2024, and the physical risks listed in appendix A were analyzed at economic activity level.

WTR: A water impact assessment, conducted per Appendix B, ensures that water is filtered before returning to the sewers. Annual quality checks on wastewater from Tekna Advanced Materials Inc's powder production facilities confirm compliance with Sherbrooke's wastewater standards.

CE: Tekna evaluates availability and employs techniques for reusing secondary raw materials, designing for durability, recyclability, disassembly, and adaptability, and managing waste and traceability of substances throughout product lifecycles. Metals, particularly aluminum alloys, have high recyclability, with ingots containing 6% recycled materials. Tekna's next step is to conduct quality tests on recycled feedstock to ensure it meets client standards.

P&C: An assessment per Appendix C confirms that all substances and chemicals used in Tekna's operations comply with regulations. Tekna has compiled a list of controlled and banned substances and verified compliance with the laboratory team and building manager.

B&E: An assessment has been conducted in accordance with Appendix D. This assessment shows that none of Tekna's operation sites are in or near biodiversity-sensitive areas.

Conclusion:

Activity is eligible, not aligned.

Production of turnkey plasma systems

Environmental Objective: Climate Change Mitigation

Economic Activity: 3.6 Manufacture of other low carbon technologies

Assessment Eligibility:

"Production of turnkey plasma systems" involves production of Inductively Coupled Plasma systems, including auxiliary equipment such as power feeders, probes and powder washing systems. The turnkey plasma systems are used to develop new materials and optimize material characteristics (spheroidization).

It is an efficient way of developing advanced materials compared to alternative chemical processes that usually generate byproducts. Advanced materials aim to improve the efficiency of the finished product.

Substantial Contribution:

Induction plasma units sold to customers are designed for different powder-related applications that fall into two categories, i.e., nano powder synthesis or powder spheroidization, and are available in different power levels depending on the throughput required. In all cases, the systems do not release constituents other than the powder itself and the plasma gases which consist of Argon, together with a secondary gas like helium, nitrogen, hydrogen or oxygen. None of these gases are considered critical for the GHG emissions. As an electricity-intensive technology, the energy mix used to power induction plasma units will have a significant impact on carbon footprint of this technology which is otherwise a clean technology. There are no other technologies on the market that can perform the same functions as induction plasma for nano powder synthesis or powder spheroidization. This is confirmed in tender calls, where Tekna are not facing competing technologies but only competitors offering an induction plasma solution similar to ours.

As of today, Tekna does not have a life-cycle GHG emission savings analysis available. Therefore, the plasma systems segment is not considered compliant with the substantial contribution requirement.

Do no significant harm:

Since the economic activity does not fulfill the criteria for substantial contribution, a complete assessment of the DNSH criteria has not yet been carried out.

Conclusion:

Activity is eligible, not aligned.

[1] Metals and composites: finding the right material for each application | Airbus

APPENDIX IV: EU TAXONOMY STATEMENTS (CONTINUED)

Production of PlasmaSonic wind tunnels

Environmental Objective: Climate Change Mitigation

Economic Activity: 3.6 Manufacture of other low carbon technologies

Assessment Eligibility:

With “Production of PlasmaSonic wind tunnels”, Tekna designs, manufactures, and sells the PlasmaSonic Product line, which is a wind tunnel that simulates hypersonic conditions to enable scientific research, for instance space tourism and hypersonic flight. These wind tunnels allow for material testing in a controlled environment, with precise instruments, significantly reducing emissions compared to space testing by avoiding fuel combustion and atmospheric contamination (metal particles creating a greenhouse effect).

Substantial Contribution:

Ground testing facilities, combined with computational models, simulate space re-entry conditions. Their purpose is to develop heat shields made of specialized materials. Different ground testing technologies exist, each with specific operational ranges (temperature, velocity, heat flux, test duration, gas composition, etc.) and minimum overlaps between them (see figure 4). Considering their differences in operational ranges, they can hardly be compared in terms of GHG emissions. Therefore, flight testing is the counterpart of Tekna’s Plasmasonic technology in terms of GHG emissions for developing supersonic vehicles.

Flight testing involves launching sounding rockets at very high altitude or even in space. While data on large rockets emissions are available in the literature, sounding rockets are rather niche and very little has been published. Depending on the fuel used, combustion by-products like CO₂, soot, NO_x and water vapor are generated in various concentrations, along with unburnt fuel expelled.

The fact that important amounts of combustion by-products are released in a short period of time and in a concentrated area up to >15km altitude (in opposition with commercial aircraft making 1000s km flight at <10km altitude) can severely impact wetlands and habitat nearby launching pads. Furthermore, spaceflight is the only direct human cause of pollution above about 20 km altitude. Scientists recently found the stratosphere is peppered with particles containing metals vaporized from the re-entry of satellites and rocket boosters. Also, water vapor released in the stratosphere can act as a greenhouse gas while black soot particles can linger for years, acting like an umbrella, absorbing solar radiation.

PlasmaSonic wind tunnels are believed to provide substantial life-cycle GHG emission savings compared to the best performing alternative. However, the substantial contribution criteria are not considered met due to the lack of documentation verified by a third party demonstrating life-cycle GHG emission savings.

Do no significant harm:

Since the economic activity does not fulfill the criteria for substantial contribution, a complete assessment of the DNSH criteria has not yet been carried out.

Conclusion:

Activity is eligible, not aligned.

(Development and) Production of nano materials for Multi-Layer Ceramic Capacitors (MLCC)

Environmental Objective: Climate Change Mitigation

Economic Activity: 3.6 Manufacture of other low carbon technologies

Assessment Eligibility:

Within the activity “development and production of nano materials for Multi-Layer Ceramic Capacitors (MLCC)”, Tekna develops and operates its own proprietary plasma systems to produce and sell nano-sized nickel (metal) powders for application in MLCC.

In 2025, the activity was limited to R&D for qualification with and sample sales to potential customers only.

The technology applied is plasma atomization through proprietary systems. The systems do not release constituents other than the powder itself (typically the same material as the feedstock or precursor introduced in the system) and the plasma gases which consists of argon, together with a secondary gas like helium, nitrogen, hydrogen or oxygen. None of these gases are considered critical for the GHG emissions.

With its nano-sized materials Tekna enables electrification through MLCC (downsizing electrical components), thereby enabling GHG emission reductions. MLCCs (Multi-layer Ceramic Capacitors) are applied to almost every electrical and electronic device produced today.

Substantial Contribution:

The documentation requirement regarding life-cycle GHG emissions calculation has not been fulfilled, hence the substantial contribution criteria is considered not met.

Do no significant harm:

Since the economic activity does not fulfill the criteria for substantial contribution, a complete assessment of the DNSH criteria has not yet been carried out.

Conclusion:

Activity is eligible, not aligned.

Additional assessment against Environmental Objective Climate Change Adaptation (CCA)

Environmental Objective: Climate Change Adaptation

Economic Activity: 3.6 Manufacture of other low carbon technologies

Assessment Eligibility:

See description of the activities “Production of additive material powders”, “Production of turnkey plasma systems”, “Production of PlasmaSonic wind tunnels” and “development and production of nano materials for Multi-Layer Ceramic Capacitors (MLCC)” related to activity 3.6 regarding CCM above. A climate risk assessment and roadmap has been carried out, but an expenditure plan that complies with the requirements of Appendix a is currently not in place. As such, the economic activities are not considered eligible under climate change adaptation.

Substantial Contribution & Do no significant harm:

Since the economic activity is not considered eligible for the environmental objective Climate Change Adaptation, no further assessment of technical screening criteria has been carried out.

Conclusion:

Activity is not eligible under the Environmental Objective CCA

APPENDIX IV: EU TAXONOMY STATEMENTS (CONTINUED)

Minimum Social Safeguards

Minimum safeguard requirements are defined in article 18 of the EU Taxonomy regulation. According to which, an undertaking shall implement procedures to ensure the alignment with:

- The OECD Guidelines for Multinational Enterprises (OECD Guidelines for MNE)
- The UN Guiding Principles on Business and Human Rights (UNGPs), 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

The minimum safeguards establish social and governance criteria to ensure that environmentally beneficial activities do not negatively impact broader objectives. Key factors considered in these safeguards include human rights (including labor rights), tax compliance, anti-bribery and corruption measures, and fair business practices.

We are unaware of any significant breaches of business conduct principles and have not faced court convictions or allegations from the OECD National Contact Points or the Business and Human Rights Resource Center. Our assessment indicates that the Group Compliance Handbook and policies meet minimum social safeguards, establishing adequate human rights due diligence processes as per UNGPs and OECD Guidelines. **Therefore, we believe to be compliant with the requirements for minimum safeguards.**

The Compliance Handbook mandates company-wide risk assessments on Responsible Business Conduct, addressing social matters, human rights, anti-bribery, tax, consumer rights, and competition. Tekna's policies are

accessible to employees (in Isovision, the company document management system) and stakeholders (www.tekna.com/esg), with onboarding training and whistleblowing channels. Under the Norwegian Transparency Act Tekna also conducts risk assessments and reports on potential adverse impacts.

Tekna's activities adhere to minimum safeguards, respecting human rights and maintaining a zero-tolerance policy for corruption, with no known cases in 2025. The company is committed to fair competition and has not faced significant disputes related to competition law.

The Group's policies, such as the Code of Conduct, the Business Partner Code of Conduct and Human Rights policy can be found on our website. For further details refer to the Human Rights and Transparency section in the Annual report 2025.

Future work

As we look to increase the share of aligned activities, we will endeavor to find clever, low-cost solutions to obtain the comparative independent studies, which are required to validate our alignment with Climate Change Mitigation.

We will continue retrieving and improving relevant documentation and assessing the technical screening criteria adopted by the EU in June 2023.

We recognize that the EU Taxonomy is continually evolving, and future FAQs and publications from the European Commission may provide new insights that could influence this year's assessment.



Tekna has a well-equipped laboratory with ISO17025 accredited standards and services.

APPENDIX IV: EU TAXONOMY STATEMENTS (CONTINUED)

Definitions and Accounting principles

Our accounting methodology for calculating and determining the financial key performance indicators (KPIs) disclosed by the EU Taxonomy Regulation follows the requirements in the EU Commission Delegated Regulation 2178/2021. In line with the regulation, Tekna reports on turnover, CapEx and OpEx for eligible, not-aligned economic activities.

The majority of Tekna's economic activities contribute to an environmental objective and alignment has been assessed against each. For the purpose of allocating financial KPIs to a respective environmental objective, activity-specific considerations have been evaluated, in addition to Tekna's overall ESG strategy. Aligned with Tekna's strategy, Climate Change Mitigation ("CCM") is applicable to our activities.

Double counting

Tekna only qualifies under CCM and has allocated all its eligibility to this objective. No further preventative measures (such as allocation keys) have been deemed necessary to avoid any dual allocation of the numerator of turnover, CapEx, and OpEx, i.e., avoiding double counting.

During 2025, Tekna has not issued new or distributed previously issued green bonds with the purpose of financing Taxonomy-aligned economic activities. Hence,

Tekna believes that there is no need for an adjusted turnover KPI to avoid double counting.

Calculation of turnover

The share of eligible, not aligned turnover is calculated as the net turnover derived from products and services associated with eligible, not aligned turnover, divided by the Group's total net turnover, as defined in the EU Commission Delegated Act 2178/2021.

Turnover is defined by IAS 1 paragraph 82(a). For Tekna group and its portfolio companies, IFRS 15 *Revenues from contracts with customers* constitutes the EU Taxonomy turnover. See the Consolidated Income Statement and note 3 of the Financial Statements and the note Turnover for the related line items in the non-financial statement.

All intercompany transactions have been identified and eliminated from the turnover KPI. Governmental grants and revenue from non-current assets held for sale are also eliminated.

Calculation of CapEx

The share of Tekna's eligible, not aligned CapEx is calculated as CapEx associated with eligible, not aligned economic activities divided by Tekna's total CapEx, as defined in the EU Commission Delegated Act 2178/2021.

CapEx covers additions to tangible and intangible assets

during the financial year considered before depreciation, amortization and any re-measurement, including those resulted from revaluations and impairments. As such, CapEx covers costs accounted in the following IFRS-standards: IAS 16 *Property, Plant and Equipment* and IAS 38 *Intangible Assets*. These standards have served as basis for Tekna's allocation of CapEx to the denominator/numerator. Purchase of PPE and intangible assets are included. Goodwill is not included. See note 10, and note 11 for the related line items in the financial statements and the note CapEx for the related line items in the non-financial statement.

The numerator of the CapEx KPI mostly consists of capital expenditure directly associated with relevant projects (processes and assets) of Taxonomy-eligible/aligned economic activities as defined by letter (a) in the EU Commission Delegated Act 2178, section 1.1.2.2.

Currently, Tekna does not have any material capital expenditures related to a CapEx plan (b) as part of a plan to expand Taxonomy-aligned economic activities or to allow Taxonomy-eligible economic activities to become Taxonomy-aligned under conditions specified in the Delegated Act, nor does it purchase output from Taxonomy-eligible/aligned economic activities (CapEx c).

Calculation of OpEx

The share of Tekna's eligible, not aligned OpEx is calculated as OpEx associated with eligible, not aligned economic activities divided by Tekna's total OpEx, as defined in the EU Commission Delegated Act 2178/2021.

OpEx is defined as direct non-capitalized costs that relate to research and development, building renovation measures, short term lease, maintenance and repair and other direct expenditures relating to the day-to-day servicing of assets to property, plant and equipment by the undertaking or third party to whom activities are outsourced that are necessary to ensure the continued and effective functioning of such assets.

OpEx was determined using specific general ledger accounts related to maintenance and R&D. Allocations were as follows:

- For maintenance costs allocation keys were needed to segregate expenses for Materials for Microelectronics ("ME") and Additive Manufacturing ("AM"). Tekna production systems are dedicated either to AM or ME. Allocation was based on hours worked by specific system in 2025, 99.65% to AM and 0.4% to ME.
- For R&D: No allocation key used as we apply Project accounting. Maintenance cost is included in Operating expenses in the Consolidated Statement of Income of the Financial Statements.

The numerator of the OpEx KPI mostly consists of costs directly associated with processes and assets of Taxonomy-eligible/aligned economic activities, as well as purchase of output from Taxonomy-eligible/aligned economic activities, as defined by letter (a) and (c) in the EU Commission Delegated Act 2178, section 1.1.3.2. Currently, Tekna does not have any material operational expenditures related to a CapEx plan.

APPENDIX IV: EU TAXONOMY STATEMENTS (CONTINUED)

Turnover

Contextual information about the KPIs: Turnover

As the activities match our definition of business lines, no assumptions nor allocation keys are needed to determine the KPIs.

Revenue from contracts with customers: CAD 35.0 M. R&D Income is excluded.

No turnover is used for internal consumption, and all is relevant for the EU taxonomy assessment.

Proportion of Revenue per objective

Financial year 2025	Year			Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")					Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) turnover, year 2025 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)	
	Code (2)	Turnover (3)	Proportion of Turnover (2025) (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)					Biodiversity (16)
		CAD	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y			
Of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y		E	
Of which transitional		0	0.0%	0.0%						Y	Y	Y	Y	Y	Y	Y			T
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of other low carbon technologies		CCM 3.6	34 962 302	98.3%	EL	EL	N/EL	N/EL	N/EL										
Turnover of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			34 962 302	98.3%	98.3%	0.0%	0.0%	0.0%	0.0%										
A. Turnover of Taxonomy-eligible activities (A.1. + A.2.)			34 962 302	98.3%	98.3%	0.0%	0.0%	0.0%	0.0%										
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities			613 225	1.7%															
TOTAL			35 575 527	100%															

Proportion of turnover per objective / Total turnover		
Objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.0%	98.3%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
PPC	0.0%	0.0%
CE	0.0%	0.0%
BIO	0.0%	0.0%

APPENDIX IV: EU TAXONOMY STATEMENTS (CONTINUED)

CapEx

Contextual information about the KPIs: CapEx

All capital expenditure is considered eligible, i.e., CAD 1.4 M, the eligible/not aligned CapEx is 1.3M and 0.09M non-eligible. The eligible/not aligned CapEx for 2025 is broken down as follows:

Property, Plant & Equipment: CapEx considered eligible: CAD 1.0M (excluding ROU).

Intangible assets: Capitalized patents and development fees: CAD 0.3M.

Proportion of CapEx per objective

Financial year 2025	Year			Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) capex, year 2025 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)
	Code (2)	CapEx (3)	Proportion of CapEx (2025) (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)				
		CAD	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y			
Of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y		E	
Of which transitional		0	0.0%	0.0%						Y	Y	Y	Y	Y	Y	Y			T
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																			
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL										
Manufacture of other low carbon technologies		CCM 3.6	1 303 614	93.5%	EL	EL	N/EL	N/EL	N/EL										
CapEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			1 303 614	93.5%	93.5%	0.0%	0.0%	0.0%	0.0%										
A. CapEx of Taxonomy-eligible activities (A.1. + A.2.)			1 303 614	93.5%	93.5%	0.0%	0.0%	0.0%	0.0%										
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-non-eligible activities			90 956	6.5%															
TOTAL			1 394 570	100%															

Proportion of CapEx per objective / Total CapEx		
Objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.0%	93.5%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
PPC	0.0%	0.0%
CE	0.0%	0.0%
BIO	0.0%	0.0%

APPENDIX IV: EU TAXONOMY STATEMENTS (CONTINUED)

OpEx

Contextual information about the KPIs: OpEx

OpEx was determined using specific general ledger accounts related to maintenance and R&D. Allocations were as follows for maintenance costs: allocation were needed to segregate expenses for Materials for Microelectronics (“ME”) and Additive Manufacturing (“AM”). Tekna production systems are dedicated either to AM or ME. Allocation was based on hours worked by specific system in 2025: 99.6% to AM and 0.4% to ME. For R&D: No allocation key used as we apply Project accounting.

The total eligible/not aligned OpEx for 2025 of CAD 2.1M is broken down as follows: AM: CAD 1.1M, Systems: CAD 0.4M, PlasmaSonic: CAD 0.2M and ME: CAD 0.45M.

Financial year 2025	Year			Substantial Contribution Criteria						DNSH criteria ("Does Not Significantly Harm")						Minimum Safeguards (17)	Proportion of Taxonomy-aligned (A.1.) or -eligible (A.2.) opex, year 2025 (18)	Category (enabling activity) (19)	Category (transitional activity) (20)	
	Code (2)	OpEx (3)	Proportion of OpEx (2025) (4)	Climate Change Mitigation (5)	Climate Change Adaptation (6)	Water (7)	Pollution (8)	Circular Economy (9)	Biodiversity (10)	Climate Change Mitigation (11)	Climate Change Adaptation (12)	Water (13)	Pollution (14)	Circular Economy (15)	Biodiversity (16)					
		CAD	%	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y; N; N/EL	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T	
A. TAXONOMY-ELIGIBLE ACTIVITIES																				
A.1. Environmentally sustainable activities (Taxonomy-aligned)																				
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y				
Of which enabling		0	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	Y	Y	Y	Y	Y	Y	Y		E		
Of which transitional		0	0.0%	0.0%						Y	Y	Y	Y	Y	Y	Y			T	
A.2. Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities)																				
				EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL	EL; N/EL											
Manufacture of other low carbon technologies		CCM 3.6	2 131 775	100.0%	EL	EL	N/EL	N/EL	N/EL											
OpEx of Taxonomy-eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)			2 131 775	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%											
A. OpEx of Taxonomy-eligible activities (A.1. + A.2.)			2 131 775	100.0%	100.0%	0.0%	0.0%	0.0%	0.0%											
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																				
OpEx of Taxonomy-non-eligible activities			- 1	0.0%																
TOTAL			2 131 774	100%																

Proportion of OpEx per objective

Proportion of OpEx per objective / Total OpEx		
Objective	Taxonomy-aligned per objective	Taxonomy-eligible per objective
CCM	0.0%	100.0%
CCA	0.0%	0.0%
WTR	0.0%	0.0%
PPC	0.0%	0.0%
CE	0.0%	0.0%
BIO	0.0%	0.0%

Appendix V

2025

Human Rights | Transparency

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

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

Tekna has reported annually on Human Rights and Transparency since 2022.

Introduction

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

Tekna Holding ASA and its subsidiaries (“Tekna”) consists of nine legal entities, of which two are in Europe (“EU” 15 employees), four are in North America (“NA”; 138 employees) and three are in Asia (5 employees). Manufacturing takes place in Canada, whereas the other entities are sales offices. Refer to the [appendix](#) for a full overview of entities and an organisation chart.

In figure 1 is a simplified overview of the Tekna value chain for the two business units. We have indicated in red the part with the highest potential for negative impact, which materials are on the Critical raw material list, and which are potential conflict materials.

Value chain (VC)	Upstream value chain (VC)	Own Operations (OO)	Downstream value chain (VC)	
	Raw materials and supply chain		Customers	End-users (& End-of-life-stage)
Business area:				
Materials:	<i>Mining and sourcing of raw materials</i>		<i>Production of:</i>	<i>Utilization:</i>
<i>for additive manufacturing industry</i>	aluminum, tantalum ^{1,2} , titanium ¹ , tungsten ^{1,2}	Production of micron-sized materials (A, Ti, W, Ta).	Tier 1 and Tier 2 Metal part manufacturers	Aerospace, medical implants, consumer electronics, 3D Machine Manufacturers
<i>for microelectronics industry</i>	nickel	Production of nano-sized materials (Ni).	Multi-Layer Ceramic Capacitors (MLCC) OEM	Electronics in devices, EVs,
Systems	Production of hardware (Parts and subassemblies)	Production and development of plasma technology	(Materials) Research institutes and companies	Research and small production of (new) materials
General	Transportation associated with above activities. Sourcing of parts, electricity, water	Storage, packaging, transportation, logistics Sales and Marketing, personnel and office		Disposal and end-of-life handling

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

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

APPENDIX V: HUMAN RIGHTS AND TRANSPARENCY (CONTINUED)

Tekna's value chain

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

impacts, risks and opportunities.

Tekna can have a positive or negative impact on the value chain. An example of a positive impact is the enabling strength of our high-quality additive manufacturing ("AM") materials converting more customers to resource

efficient AM methods. As a global business, the need for business travel and the related greenhouse gas emissions (GHG) is an example of a negative impact. Raw materials for the manufacturing of metal powders is the area with the highest risk for negative impact in our supply chain.

Material impacts, risks and opportunities (IRO)

In the IRO exercise Tekna has assessed its own operation (OO) and value chain (VC) for negative (NI) and positive impact (PI), risks (R) and opportunities (O) across the CSRD topics.

See insert left for high-level overview on the topics.

Double Materiality Assessments (DMA)

A double materiality assessment takes into account two perspectives: the impact Tekna's activities have on its surroundings, environment and society (impact materiality) and the impact climate change may have on the company (financial materiality).

Impacts can be positive or negative, actual or potential, and relate to the company's effect on people and planet. Risks and Opportunities are financial and are incurred by the company due to ESG-related matters.

Methodologies and assumptions

The goal of the assessment is to identify the material IROs related to matters to be reported.

The followed Materiality Assessment process considering both impact and financial materiality is summarised below:

- 1) identification of impacts;
- 2) assessment of whether such impacts lead to risks and opportunities.
- 3) identification of risks and opportunities not sourced from impacts.

For most material impacts, a material risk and/or opportunity may emerge over time.

Climate change:

- O (OO): Higher material efficiency than competitors
- O (OO): Attractive and relevant for companies demanding carbon neutrality in supply chain
- PI (OO): Energy efficiency and climate friendly parts for aviation, medical and energy section
- NI (OO): Use of non-renewable electricity (outside Canada)
- O (VC): Enabling technology
- O (VC): Energy efficient operations

Pollution:

- NI (VC): Transportation and production of upstream materials, including mining
- NI (VC): Mining and mineral extraction impact on soil
- NI (VC): Wastewater management from mining + production of upstream materials
- NI (OO): Transportation and business travel related emissions
- PI (OO): No pollution from production
- NI (OO): Emissions from office space

Water and Marine resources:

- NI (OO): Water consumption in production
- O (OO): Water recycling in production

Biodiversity and Ecosystems:

- NI (VC): Mineral extraction (Land degradation, land-use change)
- NI (OO): Red list species with habitats in areas affected by operations

Circular Economy:

- O (OO): Resource efficiency - use of recycled products/ components for additive manufacturing
- PI/O (OO): Reuse of raw materials and gas in production
- NI (OO): Generation of waste in production
- O (OO): Reuse of packing containers
- O (VC): Resource efficiency
- NI (VC): Hardware + packaging end-of-life issues (waste, recycling, reuse), incl. electronic waste

Own workforce:

- NI (OO): Potential accidents of dangerous materials/ substances impacting own workers
- PI (OO): Health and safety for own workers
- PI (OO): Equal treatment and opportunities of own workforce in production and distribution.
- PI (OO): Gender equality, diversity and inclusion
- PI/O (OO): Being an attractive employer to attract talents and competence in a competitive market
- PI (OO): Employee education and development

Workers in the value chain:

- PI (VC): Labor conditions and human rights in raw material production. Freedom of association and the effective recognition of the right to collective bargaining. Safe and healthy working environment and conditions
- PI (VC): Equal treatment and opportunities in the value chain (direct and indirect suppliers in all countries)
- NI (VC): Risk of forced labor and child labor in value chain
- PI (VC): Cooperation and training on equipment for safe use

Affected communities:

- NI (VC): Impacts in less regulated countries, incl. zones in conflict, related to the use of communities' land for mining and other upstream production, access to water and sanitation and health and safety in local communities related to the transport of materials, mine sites, and substance emission
- NI (VC): Minority's rights and rights of indigenous people
- PI (VC): Supporting local communities and university

Consumers and end-users:

- PI (VC): Enabling medical and dental application
- R (VC): Application for warfare
- O (VC): High quality products (safety, lifespan)

Business Conduct:

- PI (VC): Supply chain transparency
- R (VC): Risk of raw material sourcing from sanctioned countries (trade war). Dependency on sourcing with China
- PI (VC): Traceability of raw materials
- PI (VC): Business ethics in procurement practices
- PI (OO): Business ethics in own operations, global sales and management
- PI (OO): Protection of whistleblowers for own workers
- R (OO): Anti-corruption and bribery

APPENDIX V: HUMAN RIGHTS AND TRANSPARENCY (CONTINUED)

The double materiality assessment was performed supported by the topics included in the CSRD and GRI (Global Reporting Initiative) as well as the dependence on natural, social, and human resources. The impact assessment includes positive, negative, actual, and potential impacts. The mapping and understanding of impacts were primarily centred on the value chain where impacts were deemed most likely to occur.

A topic is material if the company has an actual or potential significant impact on people or the environment connected to the topic. A topic is also material if it triggers financial effects on the company that are likely to influence its future cash flow.

Sustainability Report

Refer to Tekna's Sustainability report for more information.

We have a general understanding of the potential impacts and risks associated with the upstream value chain and the highest risk is likely to be found in raw material extraction and refining. This may include child labor, forced labor, pollution of land, soil, water and air, perilous working conditions, hazardous workplaces, exposure to hazardous chemicals, conflict and disputes in local communities and GHG emissions.

As a medium-sized company we have access to our business partners and are able to inform ourselves about their practices, associated risks and potential impacts. The suppliers of our business partners have proven to be more difficult to assess. Much work remains to be done to complete the understanding.

Risk mitigation

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

REACH, RoHS and potential conflict minerals

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

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

Guidelines and routines

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

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

Tekna has established an Ethics and Compliance Committee ("ECC") to ensure we operate fairly across all business operations and engage to not use prohibited practices. This showcases our commitment to do business with diligence. The ECC reports to the Audit Committee and consists of key executives and managers. One of its roles is to ensure adequate up-to-date guidelines and routines are in place and properly implemented and followed.

Code of Conduct

Tekna has embedded responsible business conduct of its employees and officers in its Code of Conduct ("CoC") since 2021. The CoC was updated and approved by the Board of Directors on December 15, 2023. It is available in both English and French to ensure a good understanding with the employees and enable them to use good judgment, and in the case of uncertainty, seek guidance.

At December 31, 2025, 100% of the global employees had signed³ the CoC. It is also compulsory for new employees to read and sign the CoC as part of their onboarding.

Employee training

A CoC training for employees has been developed internally and participation in 2025 was 98%, as it is mandatory for all Tekna employees worldwide. The training addresses Human Rights including forced and child labour, right to occupational health and safety, harassment protection, civility. It also explains the whistleblowing tool and protection as well as the key information on anti corruption and compliance. The training duration is one hour and includes an exam of 20 multiple choice questions that must be completed with 80% score.

The CoC is available in the Document Management System "Isovision" and on the website. It is part of the introduction program of every employee as well as compulsory (re-)lecture when significant updates are done.

Business Partner Code of Conduct

Tekna has embedded responsible business conduct for suppliers in its Supplier Code of Conduct since 2021. It has now been updated to a Business Partner Code of Conduct ("BPCoC"), which was approved by the Board of Directors on November 5, 2024. It is available in both English and French to ensure a good understanding with our supply base.

The BPCoC is available on www.Tekna.com/esg.

Human rights

Tekna's Business Partners shall respect human rights, and always act in line with the rules and principles laid out in the UN Guiding Principles on Business and Human Rights, including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organisation on Funda-

[3]: Signing includes online acceptance on our Document Management System ISOVISION.

APPENDIX V: HUMAN RIGHTS AND TRANSPARENCY (CONTINUED)

mental Principles and Rights at Work and the International Bill of Human Rights, and the OECD Guidelines for Multinational Enterprises. Tekna has implemented a Human Rights policy, approved by its Board of Directors since November 5, 2024.

Prohibition of child labour

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

Labour rights, health and safety

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

Hazardous substances and conflict resources

Tekna and its Business Partners shall comply with applicable laws and regulations regarding the use, prohibition and restriction of hazardous substances and shall avoid the use of conflict materials, i.e., materials that originate

from conflict areas and contribute to fund governments and movements which violate fundamental human rights.

Discrimination and harassment

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

Whistleblowing

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

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

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

If an employee reporting a violation wishes to remain anonymous, all reasonable steps will be taken to keep their identity confidential. Anyone who reports such matters, in accordance with the internal complaint form, will be protected from retaliation. As such, no employee shall

be discriminated or retaliated for reporting in good faith a violation of Tekna's policies. However, any employee who intentionally has made a false claim of violation may receive disciplinary actions up to and including, when appropriate, termination of employment.

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

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

[Go to Tekna
Whistleblowing page](#)

Handling requests of information

Tekna has published the Routine for processing requests on information according, which solidifies our dedication to transparency by outlining a systematic approach to managing and responding to information requests. The routine follows the legal requirements of the Norwegian law and is deemed adequate and applicable to any infor-

mation request on the topic. By establishing clear guidelines for information disclosure, we aim to bolster trust among our stakeholders and contribute to a more informed and engaged community.

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

The contact person for questions related to this report, human rights and transparency is disclosed on the website ([Tekna.com/esg](https://tekna.com/esg)). At publication of this report Ms. Arina van Oost can be contacted at esg@tekna.com.

Subjects for the Board

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

Since 2022, the Board of Directors approves all ESG policies. Important policies publicly available:

- (Employee) Code of Conduct and Ethics (2023)
- Corporate Governance policy (2022)
- Business Partner Code of Conduct (2024)

APPENDIX V: HUMAN RIGHTS AND TRANSPARENCY (CONTINUED)

- Human Rights Policy (2024)
- Routine - Transparency Act (2023)
- Anti-Corruption policy (2023)
- Competition law compliance policy (2023)

Relevant internal policies approved by the CEO:

- Donations and Sponsorships Policy
- Work Harassment policy
- Workers' compensation equity system
- Occupational Health & Safety policy

Risk of negative consequences

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

Performance

Tekna's first experience with supply-chain due diligence stems from its 2022/23 effort to engage with the top 25 suppliers ranked on the basis of risk of location, location of their supply-chain and or spend. We used a professional tool developed for this purpose, Factlines.com, and after numerous follow-ups we managed to get 9 completed assessments. For results refer to the 2023 report.

80 per cent of Tekna's global spend comes from suppliers based in the EU or NA, which we deem well-governed by legal standards. The highest risk supplier (rank 1/25), based on significance for Tekna for (titanium feedstock), spend (approx. 20 percent of total company spend), and location (China classified as a country with high risk because there is no guarantee of workers' rights), completed the self-assessment, signed the BPCoC and was audited on site. They are well-established and a qualified supplier to major western industrial conglomerates.

In 2025, we initiated a second due diligence round to identify, measure and understand the most important risks in our supply chain. We developed a methodology to select the top 25 business partners most relevant for due diligence. We are in the process of assessing 3rd party tools to increase the chances of success. We aim to cover topics such as supply chain, risk assessment, management systems, working conditions, social responsibility, environment, anti-corruption, and conflict minerals.

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

Key Performance Indicators

In 2025, there were no reported incidents of discrimination, anti-corruption or breaches of the BPCoC or CoC. Tekna received one whistleblowing reports involving an (internal) incident of unprofessional behaviour.

See table on the right for further key performance indicators.

Process to remediate negative impacts

To date, Tekna has not detected or been informed of any negative impact to remediate.

In line with our 2024 Human Rights Policy and commitment, Tekna:

- Provides an accessible complaint mechanism provided by Whistleblower Software, which enables Representatives, Business partners and other relevant stakeholders to raise concerns or grievances related to our activities, securely and anonymously;
- Ensures that complaints are handled promptly, impartially, and according to applicable laws and regulations. Our grievance handling team conducts thorough investigations, taking action, and ensuring transparency throughout the remediation process;
- Provides or cooperates in providing prompt and appropriate remediation to address and prevent activities that have caused or contributed to adverse impacts and its recurrence, such as corrective actions, compensation, or changes to our policies.

Measurement				
KPI (per year)	2025	2024	Target	
I % of new suppliers that were screened using social criteria	0% (priority focus on risk suppliers)	0% (priority focus on risk suppliers)		10%
II # of suppliers assessed for social impacts ("s.i.")	9	9		25
III # of suppliers with significant actual and potential negative s.i.	0	0		n/a
IV % of KPI #III with which improvements were agreed	0%	0%		n/a
V % of KPI #III with which relationships were terminated	0%	0%		n/a

APPENDIX V: HUMAN RIGHTS AND TRANSPARENCY (CONTINUED)

Measures

Tekna will ensure that all new employees sign the Code of Conduct and undergo training on the most important policies, including the Code of Conduct, Human Rights policy and Anti-Corruption and Competition Law Compliance.

- Ensure supplier audits include E, S, G topics and climate risk mitigation as standard in the agenda
- Improve its understanding of climate-related risk and support the development of a mitigation plan.

Tekna will renew its efforts with its supply base to

- Improve the percentage of signatories of its updated Business Partner Code of Conduct
- Improve participation in its due diligence process and act on any “high risk” assessments

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

Operationalization		
Policies & Guidelines	Quantifiable targets	Action plan
Human Rights Policy (PLRSE-04) Business Partner Code of Conduct (Employee) Code of Conduct and Ethics (PLGRH-20) Routine - Transparency Act	<ul style="list-style-type: none"> ○ Improve the % of signatories of the updated Business Partner Code of Conduct to 50% ○ Improve participation in its due diligence process and act on “high risk” assessments ○ Due diligence with top 25 highest-risk suppliers 	<ul style="list-style-type: none"> ○ Increase BP CoC signatories - simplify process ○ Define most critical suppliers and reinstate Due diligence on 25 most critical suppliers, ECC to track ✔ In effect - Continue to ensure ethical provenance of potential conflict minerals, such as tungsten and tantalum. ✔ Roll out Employee Training on CoC and Compliance policies

Attestation

Board of Directors and CEO

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act (Act)*, and in particular section 11 thereof, we, in the capacity of Board member / CEO, attest that we have reviewed the information contained in the report as the governing body of the entities of Tekna group listed in the appendix. Based on our knowledge, and having exercised reasonable diligence, we attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

Arendal, 8 April 2026

The Board of Directors and CEO of Tekna Holding ASA

- we have the authority to bind Tekna group entities -

This document was electronically signed.

Dag Teigland
Chair of the Board

Lars Magnus Eldrup Fagernes
Member of the Board

Ann-Kari Amundsen Heier
Member of the Board

Kristin Skau Åbyholm
Member of the Board

Claude Jean
CEO

Appendix VI

WHAT DOES IT MEAN?

ESG Abbreviations

Abbreviation	Clarification	Useful link	Abbreviation	Clarification	Useful link
AFK	Arendals Fossekompni ASA	Home - Arendals Fossekompni	IPCC	Intergovernmental Panel on Climate Change	IPCC — Intergovernmental Panel on Climate Change
AM	Additive Manufacturing		IR	Injury Rate	
AMGTA	Additive Manufacturer Green Trade Association	Home - AMGTA	IRO	Impact, Opportunities and Risks	CSRD
AR	Absentee Rate		ISO	International Organisation for Standardisation	ISO - International Organization for Standardization
BoD	Board of Directors	investors/governance (tekna.com)	IT	Information Technology	
BPCoC	Business Partner Code of Conduct	esg (tekna.com)	KPI	Key Performance Indicator	
CoC	Code of Conduct		LCA	Life Cycle Assessment	Life-cycle assessment - Wikipedia
CoP	Communication on Progress (Re: UN Global Compact)		LDA	Lost Day Rate	
CSR	Corporate Social Responsibility		LiB	Lithium-ion Battery	
CSRD	Corporate Sustainability Reporting Directive (EU)		LTI LTIFR	Lost Time Injury Rate Lost Time Injury Frequency Rate	
DMA	Double Materiality Assessment	CSRD	NACE	Nomenclature of Economic Activities	
eCoC	employee Code of Conduct	esg (tekna.com)	NGO	Non-Governmental Organisations	
ELT	Executive Leadership Team		NPS	Net Promoter Score	
eNPS	employee Net Promotor Score		OECD	The Organisation for Economic Co-operation and Development	Home page - OECD
ERP	Enterprise Resource Planning		OEM	Original Equipment Manufacturer	
eSAT	employee Satisfaction Score		OHS	Occupational Health and Safety	
ESG	Environmental, Social and Governance	esg (tekna.com)	R&D	Research & Development	
ESRD	European Sustainability Reporting Directive (EU)		SASB	Sustainability Accounting Standards Boards	SASB
EU taxonomy	an European tool to help investors understand whether an economic activity is environmentally sustainable, and to navigate the transition	EU taxonomy for sustainable activities European Commission (europa.eu)	sCoC	Supplier Conduct of Conduct	esg (tekna.com)
EY	Ernst & Young		SDG	Sustainable Development Goals	THE 17 GOALS Sustainable Development (un.org)
FTE	Full-time Employees		SFDR	Sustainable Finance Disclosure Regulation (EU)	
GDPR	General Data Protection Regulation		TCFD	Task Force on Climate-related Financial Disclosures	Task Force on Climate-Related Financial Disclosures TCFD) (fsb-tcfid.org)
GHG	Greenhouse Gas		TAM	Tekna Advanced Materials	
GRI	Global Reporting Initiative	GRI - Home (globalreporting.org)	TPE	Tekna Plasma Europe	
HSSE	Health, Safety, Security and Environment		TPS	Tekna Plasma Systems	
HR	Human Resources		UN	United Nations	Homepage UN Global Compact
IoT	Internet of Things				

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