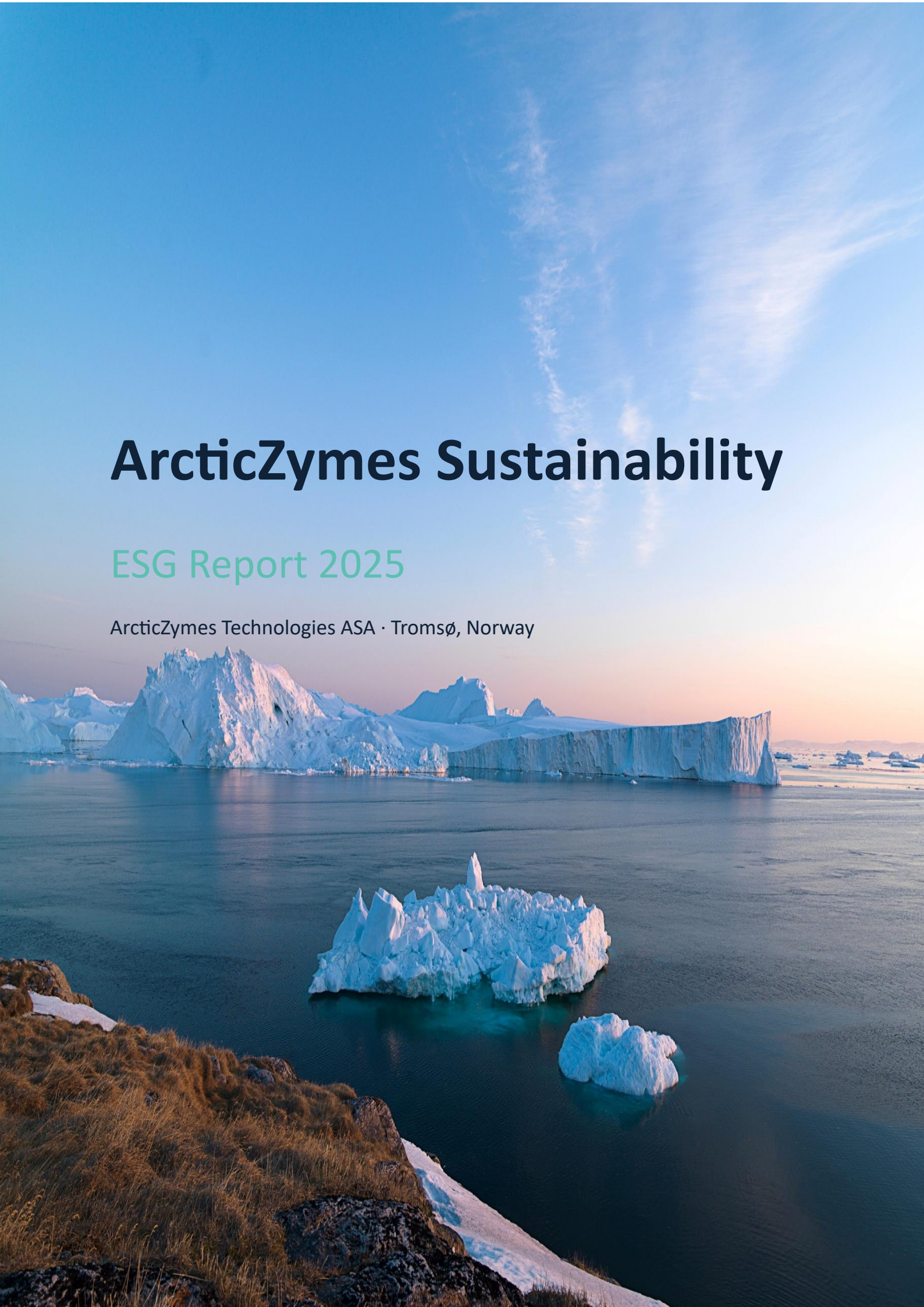
ArcticZymes Sustainability

ESG Report 2025

ArcticZymes Technologies ASA · Tromsø, Norway



ArcticZymes Sustainability

ArcticZymes Technologies supports the United Nations' 17 Sustainable Development Goals. This report presents our efforts in accordance with the Global Reporting Initiative (GRI) framework. We highlight how our activities impact our people, the environment, society, and the future, as well as how sustainability considerations influence our business processes and our response to sustainability-related challenges.

This report refers to the ArcticZymes Technology Group, which comprises ArcticZymes Technology ASA and ArcticZymes AS, headquartered in Tromsø, Norway. Throughout the report, the Group is referred to as ArcticZymes.

The purpose of this report is to present our sustainability impact and to serve as an internal tool to support continuous improvement of our strategic direction and the long-term development of ArcticZymes in line with future challenges.

There remain areas where we do not yet have full control or sufficient data coverage. It is therefore important that the reader understands that this report provides a fair and transparent overview of our current status but does not present complete data for all topics. ArcticZymes will continue to use this report as a tool for improvement going forward.

For detailed information on specific topics and disclosures, please refer to the GRI index provided at the end of this report.
Questions regarding this report may be addressed to the Group Chief Financial Officer, Børge Sørvoll.

01 INTRODUCTION

1.1 Letter from our CEO

"ArcticZymes remains committed to operating in a responsible and sustainable manner."

In 2025, ArcticZymes continued to advance its sustainability efforts, with a focus on contributing positively to the environment, society, and human health.

We recognize that Environmental, Social and Governance (ESG) considerations are closely linked to our strategic priorities, risk management, and long-term value creation. Sustainability remains an integral part of our mission to support healthier communities and help address current and future global challenges. Based on our ongoing ESG work, we continue to focus on four key areas: our employees, our products, societal impact, and long-term sustainability.

Our employees are fundamental to ArcticZymes' culture and long-term success. We are committed to fostering a diverse and inclusive workplace that supports wellbeing, engagement, and professional development.

Our recombinant enzymes play an important role in molecular research, diagnostics, PCR, and bioproduction applications. Across the product lifecycle, we remain committed to high standards of quality, safety, and reliability.

Integrity and ethical conduct underpin our business practices. As a supplier of critical enzymes for advanced healthcare and life science applications, we aim to be a trusted partner in the development and commercialization of premium recombinant enzymes.

ArcticZymes remains focused on practical sustainability efforts that support environmental responsibility, societal wellbeing, and human health. Recognizing our responsibility to future generations, we continue to encourage innovation in more sustainable healthcare solutions.

1.2 About us

The ArcticZymes Technologies group is a Norwegian life science company headquartered in Tromsø. Leveraging access to the marine Arctic, the Company discovers and develops cold-adapted enzymes for the manufacturing and commercialization of high-quality recombinant enzymes. Our products are used globally within molecular research, In Vitro Diagnostics (IVD) and biomanufacturing.

The Company's value creation is built on more than three decades of world-class research originating from the Arctic University of Tromsø, combined with close collaboration with national and international academic and industrial partners. This scientific foundation enables ArcticZymes to offer differentiated, niche enzyme technologies with unique functional properties and high performance.

ArcticZymes is committed to responsible and sustainable operations. All activities are conducted with due consideration for the environment, ensuring that the Company's growth does not have a significant negative impact on ecosystems or biodiversity. Sustainability and ethical business practices are integral elements of the Company's long-term strategy.

Through a global commercial presence and long-term partnerships with customers and innovators worldwide, ArcticZymes focuses on delivering reliable, high-quality products and services. The Company continuously strives to operate at the highest professional standards, aiming not only to meet regulatory and customer requirements, but to exceed the expectations of its partners.

Vision

Be a trusted partner in enzymes-driven innovation across molecular diagnostics and advanced therapies

Mission

Enable safer, more effective therapies and diagnostics through high-performance enzymes

1.2.1 Our business value proposition

We supply unique cold-adapted marine enzymes whose premium quality is guaranteed throughout our production.

We focus on building long-term relationships with our customers and always deliver reliably and with the expected quality.

Security of supply

Timely, reliable and uninterrupted supply

Partnership approach

Driving long-term relationships, putting our customers need at the center of what we do

Unique enzymes

Direct access to unique and diverse resources for innovation and

Premium quality

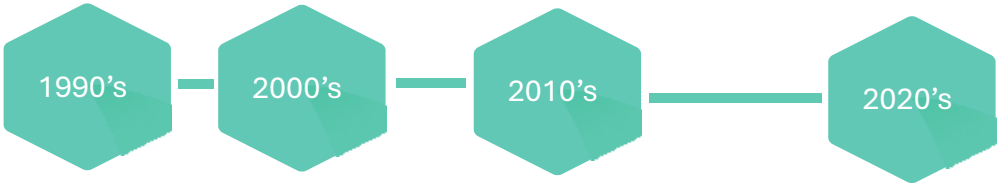
Highly controlled manufacturing

1.2.2 Our Value chain

ArcticZymes is involved in various collaborative research projects searching for new enzymes (marine bioprospecting) originating from biological sources or sequence databases, fuelling the pipeline with potential new enzyme products. Our internal research activity is mainly focused on testing and evaluation of various enzymes originating from collaborative marine bioprospecting activities to explore the technological feasibility and do early proof-of-concept testing. Collaboration with national and international partners is an important part to drive innovation of next generation products. New products and applications can also be developed by changing the properties/formulations of existing enzymes, or by combining different enzymes and other components in kits.

Input from research activities, own ideas and market feedback provides the basis on which different product concepts are developed (concept building). From the described business concepts, management selects and approves a given product concept to enter the Design and Development process.
A typical enzyme product development process in ArcticZymes involves producing a recombinant microbial production strain, developing and optimizing methods for protein expression, purification and quality control (QC), performing biochemical characterization and functional (application) testing.
All ArcticZymes products are temperature sensitive and require special procedures for shipping, handling and storage to ensure product shelf life. Products are stored and handled internally according to routines. Packing of products for shipment to the customer or an external warehouse is handled internally. Shipping, handling, and storage in external warehouses is handled in accordance with external warehouse procedures for temperature sensitive products. The requirements for these procedures are specified in the quality agreements between ArcticZymes and external warehouses

1.2.3 Timeline



1995
SAP Launched

1995
SAP Launched

1995
SAP Launched

1995
SAP Launched

2010-2011
SAP and Endonuclease 2nd gen launched. SAN Launched

2015
SAN 2nd gen launched

2017
Exonuclease x2, PLoymerase x3 launched

2018-2019
Proteinase and M-SAN HQ launched

2020
Divested subsidiary Biotec Betaglucans AS

2021
Rebranded as ArcticZymes Technologies ASA

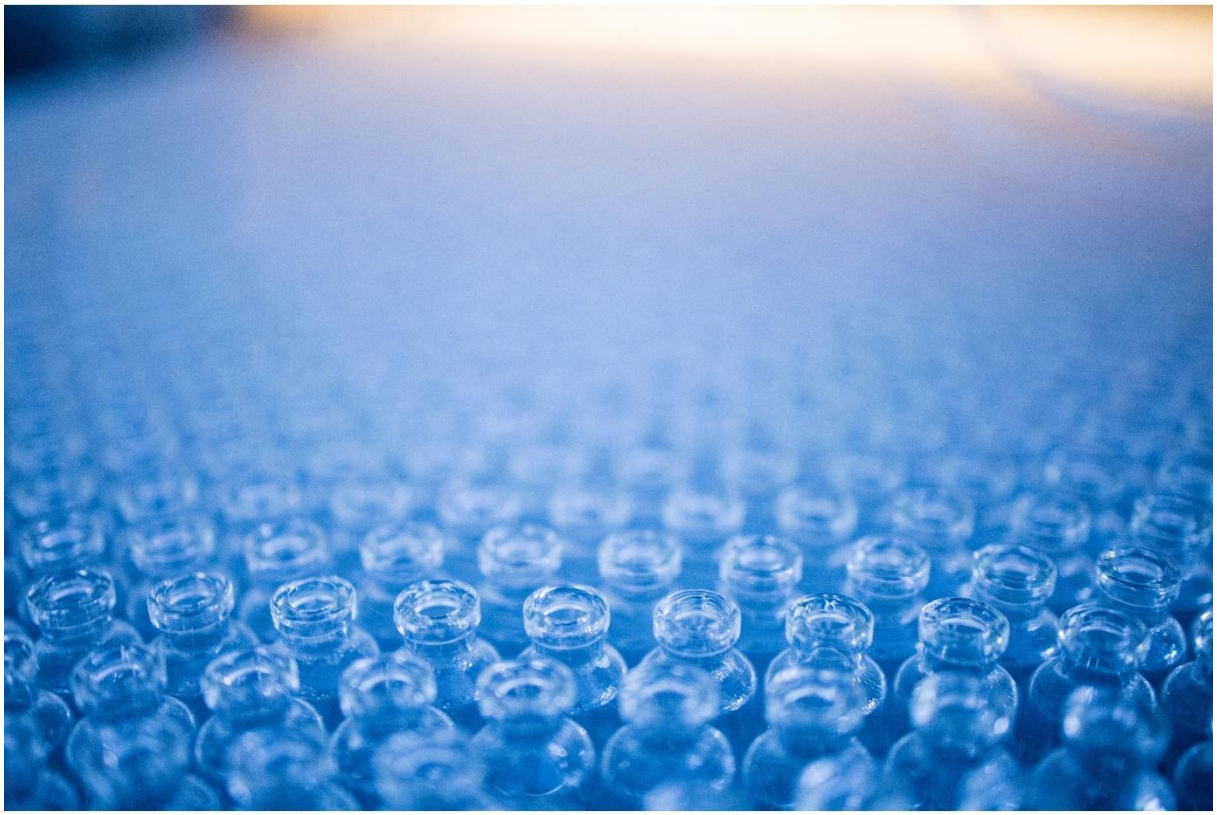
2022
AZscript Transcriptase, Proteinase GF and SAN HQ 2.0 Elisa kit launched

2023
Proteinase HW, AZtaq Polymerase and T7 RNA Polymerase launched

2023
DMF application for SAN HQ GMP filed and approved

2024
SAN HQ GMP neo and SAN HQ Elisa sensoplus launched

2025
M-SAN HQ GMP launched



1.2.4 Locations and main markets

2 GOVERNANCE

2.1 Governance

Nomination committee

ArcticZymes has a Nomination Committee consisting of three members elected by the Annual General Meeting for a two-year term. According to the Articles of Association, the members of the committee must be shareholders or representatives of shareholders. The Nomination Committee prompts shareholders to propose candidates to the Board of Directors. The Annual General Meeting elects the Chairman of the Nomination Committee and determines the remuneration of its members. The Election Committee is independent of the Board of Directors and the Company's management. Annual General Meetings guarantee the shareholders' participation in the body that represents the highest authority in the Company.

Corporate assembly and Board, composition and independence

The Company has no corporate assembly. According to the Articles of Association, the board must consist of 3 to 8 members. Currently, the Board of Directors has 4 members, 3 of whom are elected by the members are considered independent of the Company's main shareholders.

Directors of the Board and the Chairman are elected by the Annual General Meeting in accordance with the Company's Articles of Association. All members of the board have industry experience and competencies relevant to the company's influence. The Director's term (election period) shall not exceed two years. Three new shareholder elected board members joined the board at AGM in June 2024. All three are up for re-election in 2026.

The Board has overall responsibility for directing and overseeing the day-to-day management and operations of the Company. Rules of procedure have been established for the work of the Board of Directors. At the end of each year, the Board of Directors establishes a plan for its work, which includes matters that laws and regulations require the Board to address, as well as other issues of importance to the Board in the following year.

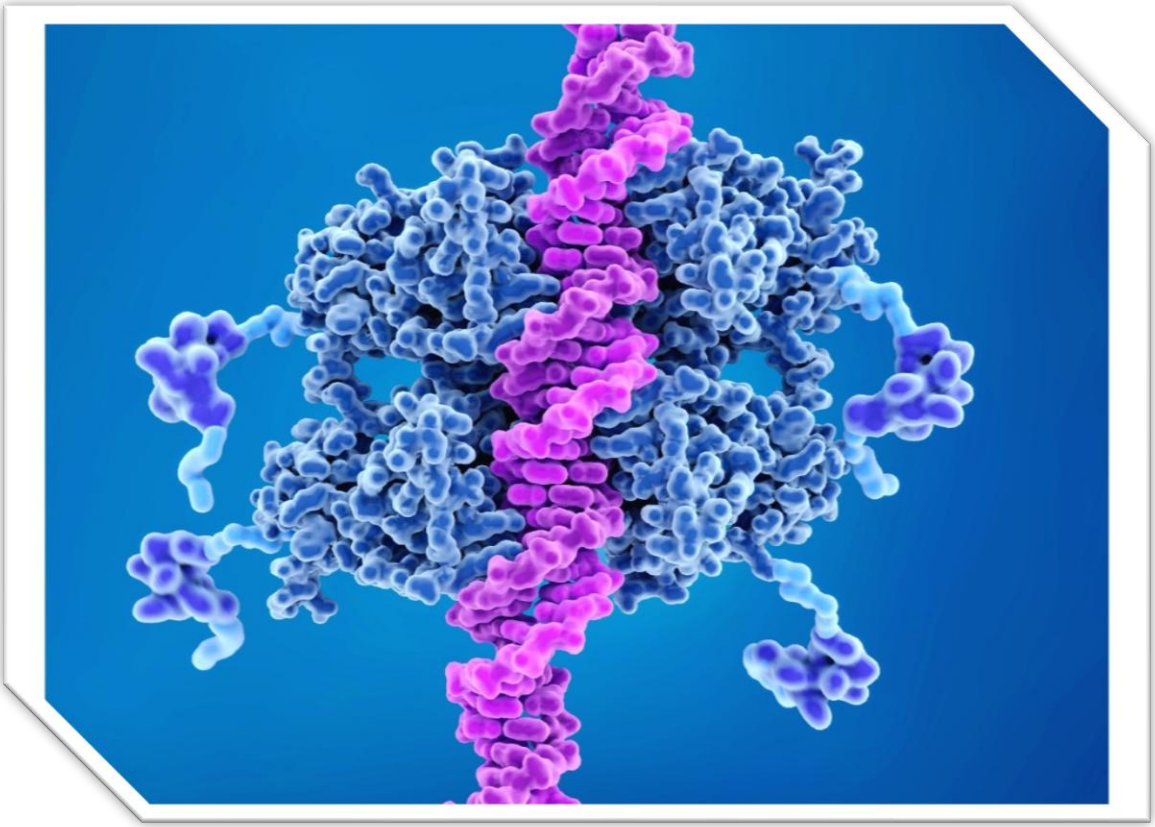
There are job descriptions for the CEO and other senior executives. The Board evaluates its own work and competence at least once a year. The evaluation is presented to the Nomination Committee. The Board, together with the Compensation Committee, evaluates the work of the CEO and other senior executives at least once a year. The achievement of predefined and agreed targets is also evaluated.

Name	Position	Period of service to	Independent of major shareholders	Independent of executive personnel and material business contacts	Shares / options
Frank Mathias	Chairman	2026	Yes	Yes	9,000 shares / 0 options
Sharon Brownlow	Board member	2026	Yes	Yes	10,570 shares / 0 options
Petter Dragesund	Board member	2026	Yes	Yes	521,739 shares / 0 options
Terese Solstad	Board member – employee elec.	2026	Yes	Yes	0 shares / 0 options
Lill-Hege Henriksen	Observer – employee elec.	2026	Yes	Yes	3,088 shares / 0 options

Conflict of interest and concerns

To ensure that conflicts of interest are avoided and mitigated, the Company's strategic decisions and governance are focused on the collective best outcome for the Company. All ArcticZymes employees must follow the Code of Conduct, which is posted on the Company's website. If a conflict of interest arises or an employee becomes aware of a violation of policy or ethical guidelines, the employee must investigate the matter on his or her own initiative and notify his or her immediate supervisor. If reporting to a supervisor is not possible, the violation must be reported directly to the CEO.

The concern or conflict may also be directed to the head of our Audit Committee. Incidents may be reported confidentially if desired. Failure to report violations
is a violation of the Code of Conduct. All employees must read and sign the Code of Conduct and will be notified of any changes to the policy.
ArcticZymes has no formal conflict of interest disclosure procedures to stakeholders. Changes or exceptions to the Code of Conduct can only be made by the Board of Directors. No concerns or conflicts were reported during the reporting period.



2.1.1 Remuneration policy

Remuneration of the Board

The Annual General Meeting determines the remuneration of the Board of Directors based on the proposal of the Election Committee. The level of remuneration should reflect the responsibility, expertise, complexity of the business and the time and scope of activity, both on the Board of Directors and its committees.

Board compensation should not be linked to the Company's performance. Guidelines for compensation related to ESG impacts will be updated regularly.

The 2025 Annual General Meeting set the remuneration for the Chairman of the Board at NOK 600,000 and NOK 350,000 for each member. The remuneration of the employee representative is 50% of the remuneration of the regular Board member. The employee observer receives no remuneration. The remuneration for the Chairman of the Audit Committee is NOK 75,000 and Chairman of Remuneration Committee is NOK 50,000. NOK 25,000 for each member. In 2025, a combination of 7 virtual and physical Board meetings was held. The set remuneration for the Board and subcommittees is valid from the resolution date until the next Annual General Meeting.

Shareholder votes on remuneration are reflected in the guidelines and described in the remuneration report. At the 2025 Annual General Meeting, 64% of the shareholders represented voted in favour of the revised compensation guidelines and 91% voted in favour of the Remuneration report for 2024.
All compensation paid to members of the Board in addition to their remuneration is disclosed separately in the annual report. No severance or pension plans have been established for members of the Board.

Remuneration of senior managers

The Board of Directors establishes guidelines for the remuneration of senior executives, which are presented at the Annual General Meeting. The Board of Directors shall determine the remuneration of the CEO in accordance with these guidelines.

The CEO shall determine the remuneration of other senior executives in consultation with the Board of Directors. The decision of the Board on the compensation of the CEO and the principles for the compensation of other senior executives shall be based on

proposals of the Compensation Committee. The Board shall establish the charter for the Compensation Committee. The Compensation Committee shall seek arrangements that promote the long-term value creation of the Company. Total compensation must be competitive with that of comparable companies. Option programs have been established.

Further information on compensation can be found in our Annual Report.

2.1.2 Governance of sustainability

The preparation of the initial report was carried out by an internal sustainability team, which consisted of key people from all business units. This team was set up to identify and assess potential risks for the entire company and to define relevant initiatives and KPI's for all business units. All employees, including senior management, were involved in defining the issues that are material to the business and assessing their importance.

Senior management was involved in the assessment of the materiality analysis and initial draft of the report.
The Executive Board, as ArcticZymes' highest operational governance body, is responsible for approving the sustainability report, including the material topics, and will also be involved in the development of future reports.

ArcticZymes will review the structure and roles for developing and updating the company on sustainable development topics in the coming years.

To expand the Board's collective knowledge, skills, and experience in sustainable development, we are collaborating with various initiatives, including participation in workshops for industry stakeholders. Knowledge in sustainable business will be considered when looking for new board members.

2.2 Materiality

2.2.1 Our approach to sustainability

We believe that our products and product developments contribute to a healthier world through the use of technology. This is embedded in our vision and mission statement and is at the core of everything we do. Our location in the Arctic gives us an advantage in identifying new cold-adapted enzymes from marine species. Our business model is designed to minimize negative impacts on biodiversity and the use of resources from natural raw materials.

Therefore, when assessing potential impacts, it is important for us to think about the issues that affect both our value creation and our stakeholders. We are aware of the concept of dual materiality and define our most important issues from the perspective of both the potential impact on our value creation and on the environment and the social dimension of our activities.

To better understand the impact of what we create and our ability to contribute to a healthier world, we need to align our performance with the expectations of our key stakeholders. For this, a comprehensive insight into the requirements and priorities of our various stakeholders is essential. In preparing our initial sustainability report for, we addressed this issue by conducting a materiality analysis divided into four steps. No revision to the materiality analysis has been carried out, but will be considered if the business of landscape changes.

Identify impacts | Prioritisation | Validation | Implementation

2.2.2 Material topics

Identity impacts

ArcticZymes' materiality analysis process involved using internal and external resources to identify our potential impacts on environmental, social and governance aspects. The process included dialogue with key stake holders from six identified key stakeholder groups.

The list of material issues was developed through desktop research, a workshop with our internal sustainability project team, a survey of all employees and managers, a survey of identified stakeholder groups, industry benchmarks and guidance from reporting frameworks (GRI and SASB).

The list of identified issues was then evaluated by the project team in workshops that bundled overlapping material issues. The list was updated in 2024

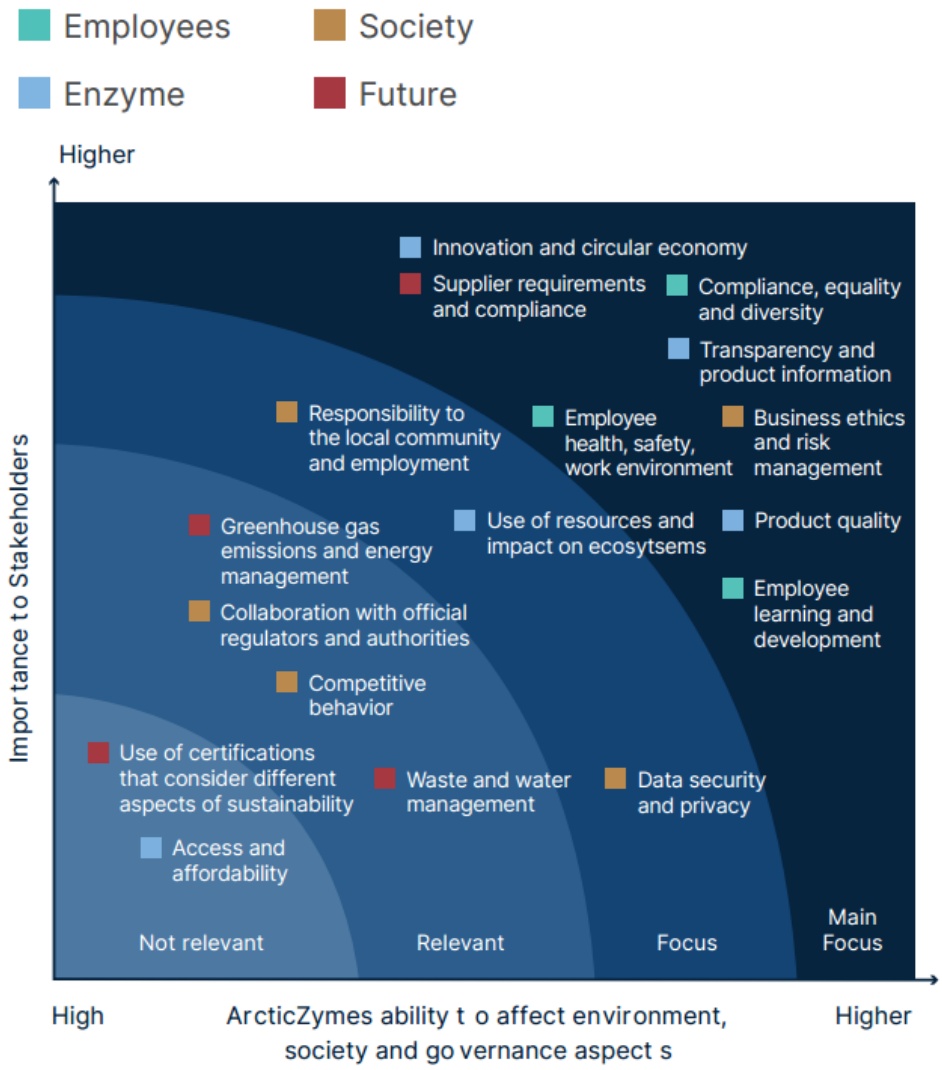
Prioritization

ArcticZymes' believes that stakeholder engagement in prioritization provides valuable insight into the key concerns of our stakeholders and helps us determine our focus and goals. Our prioritization of key issues therefore included surveys of more than 170 stakeholders from six stakeholder groups to capture importance from different perspectives. This was supplemented by interviews with key stakeholders from each stakeholder group to obtain more detailed views on each topic.
Further assessment of the material issues was carried out by internal experts from different areas of the company. The result of the prioritization was a materiality matrix with three levels of relevance to the report.

Validation

Management involvement and reference to the existing corporate strategy were key factors in the assessment and validation of our materiality. Our CFO initiated the sustainability process and is part of the internal sustainability expert group. The priorities of the material topics were reviewed by the senior management with reference to the strategy and long-term goals. The list of topics and the focus of the report were validated by senior management and finally approved by the Board of Directors. There were no material changes to the assessments in 2025.

Materiality matrix



2.2.3 Focus areas

Implementation

Our material topics are in line with our corporate strategy and therefore do not lead to any significant changes in our overall strategic goals. In the course of implementing the topics in our operational business, it has become apparent that there is a partial lack of specific information and new KPIs.

Our material topics are important for our value creation and for our stakeholders and are therefore measured, managed and reported through our public channels. The highest level of importance in our materiality matrix, labelled "main focus," includes all material topics on which we will report regularly. The remaining material topics will be disclosed as part of our annual sustainability reporting. To ensure broad acceptance and internal awareness of our material topics throughout the organization, we have grouped the topics into four focus areas. These areas facilitate internal communication and structure our reporting.

Our first materiality assessment was conducted as part of this sustainability reporting process. The matrix is reviewed regularly in collaboration with the various stakeholders to consider strategic priorities, market needs, relationship improvement and focus alignment.

Employees	Enzymes	Society	Future
People are at the core of all our operations and ArcticZymes are committed to developing a work environment that supports all our employees at all stages of life.	At the heart of our operation is our focus on quality and product safety. Ensuring high quality is part of our DNA and is rooted in the way we do our discovery, R&D and production.	By being aware of our role and our impact we can choose targets that will help strengthen a more sustainable society for the future.	ArcticZymes will push for action to drive sustainability forward – for the planet, the society and the health of people.

Material topics			
• Employee health, safety and environment • Compliance, equality and diversity • Employee learning and development	• Innovation and circular economy • Transparency and product information • Product quality • Use of resources and impact on ecosystems	• Business ethics and risk management • Collaboration with official regulators and authorities • Competitive behaviour • Data security and privacy • Responsibility to the local community and employment • Supplier requirements and • Compliance	• Greenhouse gas emissions and energy management • Waste and water management

2.2.4 Stakeholder engagement

Stakeholders	How we engage	Expectations	Our response
Employees Our employees are a diverse team of highly educated and committed people. Their input is important because they live the strategy but also because they are industry experts	• Internal channels • Employee surveys • Regularly training • Information meetings • Yearly Group meetings and workshops • Dialogs with responsible leader • Whistle blower channel	• Healthy and safe work environment • No green washing • Education and training – development	• New internal system from 2022 to map out education and • training needs and completed education modules • Systematically working with improving our health, safety and working environment • Training employees in necessary processes according to their job description and role in the company • Facilitating other health-promoting measures, such as an hour of free workout each week
Suppliers We select our suppliers based on ability to meet our requirements for safe raw materials, and perform periodic audits to confirm our own and suppliers' performance according to certifications	• Regular audits • Supplier orders • Development • Projects • Regular direct dialogue • Long-term • relationships	• Ethical standards, responsible business • Product development (market entry and innovation) • Reduction of CO2-emissions	• Code of conduct • Collaboration with national and international partners to drive innovation of next generation products • Mapping our impact, we ensure the necessary over-view • and can implement measures when needed
Customers Our customers are mainly comprised of long-term relationships. Our products are an integrated and cri-tical part of our customers business development	• Customer meetings • Orders • Product information • Development projects • Long-term relationships • Audits from our customers	• Product safety • Ethical business • Quality in product and delivery • Reduction of waste and CO2-emissions • Product and packaging innovation • Supplier demands on ESG • Employee welfare • Personal and long-term relationships	• Welcoming all audits and controls of our company and seeing this as an integral part of our ability to guarantee high quality products to the market • Maintaining an effective and appropriate quality management system that systematically identify, manage, and control our hazards and risks to continuously improve our performance in product development, manufacturing, and sales • Respecting the rights and dignity of all humans. Establishing training for employees in human rights • ISO 13485 certification • Establishing routines for assessing suppliers on ESG topics
Owners/Shareholders We seek to provide accurate and reliable information about our company to form good information for decision making for our owners and the public	• Involvement in universities with student • assignments and • employment • Social events and • participation in conferences	• Local presence with continuing HQ in Tromsø • Strong contribution to local education and student environment • Contribution to local research environment • Local employment	• Close cooperation with scientific communities, universities and industry experts • Contributing to education and work experience for students (internships and thesis) • Selecting suppliers based on their ability to meet our requirements for safe raw

	• General openness about our production and strategies • Public reporting	• Use of local suppliers • Ethical sourcing • ESG-demands towards suppliers • Reduction of CO2-emission • Knowledge sharing	materials according to our specifications • The company strives to use local suppliers where this is considered feasible • Local support and use of highly skilled business developers locally • Establishing routines for assessing suppliers on ESG topics
Business Partners Our close collaboration with educational institutions, industry clusters and researchers has been an important part of our journey. We continue to be a stakeholder in these environments, and both collaborate with and hire employees from our partners	• Engagement in • industry clusters • Regular direct dialogue • Development projects • Partnerships, joint • Initiatives • Meetings and • seminars	• Market development and market innovation (application) • The use of enzymes in other value chains • Become a significant European actor • Contributing to development for other companies with their products • Storytelling about production method so others can learn • Show KPI's for energy/CO2 in production • Show economic impact of production and location in north • Contribute to creating tomorrows biotech industry in Norway	• Close cooperation with scientific communities, universities and industry experts • Collaboration with national and international partners to drive innovation of next generation products • Mapping our impact, we ensure the necessary over-view and can implement measures when needed

2.3 AZT Score card

Focus area	KPI	Metric	Target	2025	Status
Employees	Gender balance	Female/Male	50%/50%	61%/39%	
	Gender balance in leading positions	% balance in mgt. positions	50%/50%	43%/57%	
	Number of internships pr year	Number	2	1	
	Number of thesis	Number	Min.1	1	
	Competence evaluation of all employees per year	% of employees	100%	100%	
	Average hours of training per year per employee	Number of injuries	100%	NA	
	Sick-leave	% of employees per year	<4,6%	9,7%	
	Work related injuries	Number of injuries	0	0	
	Risk evaluation of critical procedures	% of procedures evaluated	100% of critical procedures	100%	
	Promoting work related activities (ArcticZymes will arrange minimum 3 activities per year)	% of participants in activities	>80%	67%	
Enzyme	Relation between dry ice/styrofoam (packing efficiency)	Packing efficient	<10	4,46	

	Product launch per year	Number	4-5 per year	1	
	Number of incidents of release of GMO to the environment	Number	0	0	
	Number of critical deviations from customer audits	Number	0	0	
	Number of critical deviations from certification audits	Number	0	0	
	Critical suppliers audited within deadline	Number of suppliers audited within deadline	100%	NA	
	Incidents of non-compliance related to information, labelling and market communication	Number of incidents	0	0	
Society	Corruption incidents	Number of confirmed incidents	0	0	
	Anti-corruption training	% of employees trained	100%	NA	
	Human rights training	% of employees trained	100%	NA	
	Supplier impact – number of critical suppliers assessed for social impacts	Number	100%	0	
	Environmental impact – number of critical suppliers assessed for environmental impact	Number	100%	0	
	Proportion of senior management hired from local community	Number	50%	71%	
Future	Scope 3 – emissions, tCO2e	See GHG-emissions for details	Reduction, target not set	NA	
	Number of Shipments to warehouses per year	Maximum number of shipments pr year	18 to each warehouse	14/14	
	Map amount of general waste to align contribution towards common goal for facility		80%	63%	
	Wrongfully declaration of waste	Numbers of incidents	0	0	
	% of shipments with reused packaging	% of products	>80%	71%	

Green: On target

Yellow: On track

Red: Need action

3 SOCIAL: EMPLOYEES

3.1 Employees

Our employees are the heart of what we do and in the developing and improving of our products. We focus on developing creative teams, preserving the entrepreneurial spirit which makes us good, and creating a culture that is inclusive and impactful on a business and a personal level.

The future of the company and its ability to attract and retain a skilled workforce are critical to its success. We promote active dialogue between all levels of the company, pay attention to employee well-being and encourage all employees to work towards better health, both physiological and physically.

We strongly believe in the diversity and continuous development of our employees. We are committed to applying equal rights, responsibilities and opportunities and to promoting the personal development of all our employees

Our approach

We work systematically to improve our health, safety and work environment to create a motivating workplace for our employees. This is done through various policies, procedures, guidelines and HR processes that are available to all employees. We have defined targets against which we manage and continuously measure our performance. For a detailed overview of KPIs, please refer to our scoreboard. A more detailed description of our approach and impact management can be found in the following chapter.

Material topics

Employee health, safety and environment
Compliance, equality and diversity
Employee learning and development

3.2 KPI's

Number of employees 31.12.2025*

53

Total employees
32 women and 21 men

42

Permanent employees, Norway
26 women, 15 men

1

Temporary employees, Norway
1 woman, 0 men

10

Permanent employees Europe/US*
3 women, 7 men

**Data is collected through the company's payroll system. We have hired our international employees through 3rd party contracts with job descriptions in the company and which complies with national laws and regulations regarding employment protection.*

Employee turnover - % (Number)

Location	Age			Gender	
	< 30	30 - 50	> 50	Women	Men
ArcticZymes HQ Tromsø	20% (1)	80% (4)		60% (3)	40% (2)
Europe/US			50% (2)		100% (2)
SUM	15% (1)	57% (4)	28% (2)	43% (3)	57% (4)

New employees - % (Number)

Location	< 30	30 - 50	> 50	Women	Men
ArcticZymes HQ Tromsø		100% (2)		100% (2)	
Europe/US		62% (5)	38% (3)	13% (1)	87% (7)
SUM		80% (8)	20% (2)	30% (3)	70% (7)

3.3 An equal working environment

"A diverse workforce is important for building a sustainable organization."

We see bringing together people from different backgrounds as key to productivity and innovative ideas.

An inclusive environment

Every employee in the company must behave with respect and integrity towards everyone he or she meets at work. Every employee must help create an environment that is free from bullying, harassment and discrimination - whether based on religion, colour, gender, sexual orientation, age, nationality, race or disability. Any behaviour that may be perceived as degrading or threatening will not be tolerated.

ArcticZymes respects each employee's right to a private life and private interests but requires openness and loyalty to the Group and the Group's interests.

Position level	Age			Gender	
	< 30	30 - 50	> 50	Women	Men
Senior mgt.		14% (1)	86% (6)	43% (3)	57% (4)
Middle mgt.		50% (2)	50% (2)	25% (1)	75% (3)
Other	50% (3)	50% (30)	50% (9)	50% (28)	50% (14)
SUM	15% (3)	57% (33)	28% (17)	43% (32)	57% (21)

Gender equality

ArcticZymes as a company is committed to hiring and promoting employees of all genders. All genders are considered equal in terms of career opportunities and salary. At the end of the year, 32 women and 21 men were employed by the Group. At the end of 2025, the Board of Directors consisted of 4 members, 2 of whom are women. The employee representative is a woman.

The gender balance in the table displays that the Group now consists of 57% women and 43% men, a slight adjustment from 2024.

Achieving diversity and equality at all levels of the company is of importance to us. It will therefore continue to be a focus in the future.

KPI	Target	2025
Gender Balance Female/Male	50%/50%	57% / 43%
Gender balance in leading positions Female/Male	50%/50%	43% / 57%

3.4 Creating attractive job

Culture and employee satisfaction

We believe that workplace culture is key to employee satisfaction. Therefore, we strive to create a positive and professional work environment. By focusing on creativity, inclusion and diversity, we ensure not only growth, but also growing employee motivation. Our work requires commitment and passion and leads to meaningful results. We work together to accelerate research, drive innovation, and increase lab productivity. With our expertise and our latest innovations, we help our customers in their efforts to make a better world.

Personal development

At ArcticZymes, everyone's work has a purpose. By driving the personal development of our employees, we also strengthen our culture. We provide training and development to our employees because we believe that continuous employee development is key to remaining competitive and attractive.

Salary

The Company has entered into a collective bargaining agreement with a trade union which applies to 40% of all employees of the Company. For all other employees not bound by collective agreements, the company's general policy is that all employees in the Group are treated equally, regardless of whether they are bound by contracts or not. The Company has standardised employment agreements for all Norwegian employees. For international employees, agreements are drawn up in accordance with the national laws and regulations of the respective country.

Creating attractive local jobs

We believe that a good work environment creates attractive jobs, and our goal is to attract and retain the most talented employees. We work closely with scientific communities, universities and industry experts and consciously support local students to attract the next generations of colleagues.

UiT - The Arctic University of Norway in Tromsø has a focus on research and education in biotechnology. For ArcticZymes, as one of the largest local biotechnology companies in the region, it is natural to support students, including internships, in their education. Frequently, ArcticZymes employees give lectures or presentations to students at UiT. Over the years, several students have completed their bachelor's or master's thesis at ArcticZymes with supervisors from the company. Many of the students are also part-time employees, gaining valuable work experience.

3.5 Developing employees

Training and education

We are committed to helping our employees reach their full potential by providing them with ample opportunities for growth and development. All innovation, manufacturing, quality control,

quality assurance and commercial activities are supported by highly qualified personnel. The ISO 13485:2016 standard includes requirements for the training of all employees. ArcticZymes meets these requirements and helps its employees reach their full potential in areas not covered by the standard.

All new employees at ArcticZymes participate in an onboarding process at the beginning, where they complete all internal training required for the position. There are special competency requirements for production and quality control employees whose tasks can affect product quality. Internal and external training is documented to comply with the ISO 13485:2016 standard.

ArcticZymes conducts an annual competency assessment of all employees. This identifies the need for internal and external training to provide the proper competency development for each employee in the following year.

KPI	Target	2025
Competence evaluation of all employees per year	100% of relevant employees	100% (24 employees)
Average hours of training per year per employee	Insufficient data in this reporting period	

ArcticZymes does not document employee training in any special software. Competency assessment results are documented through a matrix, but we do not have data for average training hours per year per employee. In the future, we will consider to invest in new internal systems and programs to improve the skills of our employees.

	R&D	QA/QC	Operations	Total
Competence evaluation	6	9	9	24

3.6 Health and safety

Health and safety management system

ArcticZymes complies with the Norwegian Occupational Health and Safety Act, which is maintained through various policies, procedures, guidelines and processes that are available to all employees. It is mandatory for employees to read documents pertaining to health and safety routines at ArcticZymes. In addition, all laboratory and production personnel receive hands-on training in health and safety routines in the laboratory/production facilities. ArcticZymes has established a system for reporting work-related injuries. These reports are used to identify actions that can help prevent similar injuries in the future. None work-related injuries were reported in 2025 nor in 2024.

Safe reporting of misconduct

ArcticZymes has established guidelines in its Code of Conduct to help employees raise and report concerns internally. These are explained in more detail in the "About Us" section, found under www.arcticzymes.com. These policies cover all personnel matters including misconduct issues related to sexual harassment and/or discrimination allegations. ArcticZymes will not impose sanctions on employees who inform individuals in positions of responsibility or the Audit Committee of possible violations of policies and procedures, ethical guidelines, applicable laws or other objectionable circumstances in ArcticZymes' business. These individuals must take any action they deem appr

opriate to investigate reported violations. If a violation occurs, ArcticZymes will take such disciplinary or preventive action as it deems appropriate. There were no reports of misconduct in 2025, nor 2024.

Risk assessment

All chemicals and processes should be risk assessed to determine how users should protect themselves when working with them. ArcticZymes has already risk assessed all chemicals, but some procedures are still being evaluated. The Company aims to risk assess all relevant processes by end of 2026.

Sickness rate

Accumulated sick leave was 9.7 % in 2025 compared to 4.0 % in 2024. Evaluations and activities have been carried out to reduce sick leave in the organisation as the number was too high and not sustainable in 2025.

KPI	Target	2025
Sick leave	< national average %	9.7 %
Work-related injuries	0	0
Risk assessment procedures	100% by 2025	100%

Employee participation in the creation of an HSE culture

In all company activities, the relationship with HSE is taken seriously and followed up. To ensure the safety, health and welfare of employees, safety officers and employee representatives are elected. They receive the necessary training and courses to be able to perform their duties properly. One of the most important tasks of the safety officer is to participate in regular inspections to ensure that work processes comply with the Occupational Health and Safety Act and to highlight any deviations and opportunities for improvement.

Occupational health service

Employees have access to the occupational health service, which works preventively to ensure that the workplace is safe and healthy in accordance with guidelines and requirements. It provides advanced health checks, priority consultations

with physiotherapists and psychologists, ergonomics in the workplace, first aid courses and HSE courses. This information is available to all employees on the company's internal website.

Promoting employee health

KPI	Target	2025
Employee participation in company arranged activities	< 80% of participants in activities (min. 3) arranged per year	
	Yoga	53% (14 emp.)
	Strength training	59% (20 emp.)
	"Ti-på-topp"	89% (19 emp.)

4 ENZYMES

4.1 Products for a healthier world

With an ever-growing population and an expected increase of 2 billion people by 2050, frequent contact between people can potentially contribute to faster transmission of diseases and epidemics. The outbreak and spread of disease can significantly impact not only human health, but also our economic and social environments. In the last two decades, the world has experienced three major pandemics: SARS CoV-1, MERS, and SARS CoV-2 (COVID-19), as well as influenza viruses such as swine flu, Ebola, and Zika. Today there are thousands of known viruses that can infect humans, and it's likely that there are many more undiscovered viruses. Therefore, the world needs efficient and safe diagnostics and vaccine development now and in the future. At ArcticZymes, we develop enzymes for molecular research and

diagnostic applications such as PCR methods, as well as enzymes for bioproduction as used in vaccine development. Our main focus is on highest quality and product safety. At the same time, we attach great importance to transparent information about our products. To ensure the highest product quality, meet market expectations and provide reliable truthful information about our products, we are ISO 13485 certified and have integrated this into all our processes. All employees are regularly trained and updated to meet requirements and ensure that our production meets market promises. Through regular product testing and risk assessments, we ensure the safety of our products and supply to our customers. To help our customers develop next generation solutions and create a better world, ArcticZymes distributes billions of enzyme units every year. What d

rives us is the desire to innovate and produce enzymes that help our customers achieve their goals. Our innovation process therefore regularly incorporates feedback and testing from customers. Our ambition is to bring new products to market every year, and to become a leading supplier of safe, high-quality products that meet our customers' expectations and regulatory requirements.

Material topics

Innovation and circular economy
Transparency and product information
Product quality
Use of resources and impact on ecosystems

Our approach

Our manufacturing and innovation processes have minimal negative impact on the environment and biodiversity. Nevertheless, our production is subject to strict regulations regarding the reuse of certain materials used in the production and storage of our raw materials and enzymes, such as plastics. The transfer of biomaterials is also regulated and re-quires appropriate packaging and refrigeration to ensure safe transport and avoid loss or exposure.

Recording our impacts provides us with the necessary overview of our impacts from production and distribution and gives us the opportunity to look for efficient solutions and measures to further improve our processes for a healthier world. We have defined targets against which we manage and measure our performance. A detailed overview of the KPIs can be found in our scoreboard. A more detailed description of our approach and impact management can be found in the following chapter.

4.2 Production impact

Billions of units of ArcticZymes enzymes are sold to customers each year to ensure their ability to develop next-generation solutions and create a better world. We pride ourselves on creating products with little negative impact on the environment. The raw materials for our enzyme production are produced in closed systems by cultivating microorganisms that have been genetically modified to produce the enzymes. Thus, the company does not harvest any material from nature or take advantage of natural areas to obtain raw materials. The raw materials used for in-house cultivation are standard inorganic and organic chemicals and protein hydrolysates, totalling less than 100 kg/year. Emissions from upstream production (cultivation) are modest amounts of carbon dioxide and in-activated (autoclaved) microorganisms. After inactivation, organic waste that may contain microorganisms is shipped as hazardous waste to external recipients for proper destruction. The raw material derived from the microorganisms undergoes a purification process that releases small amounts of harmless chemicals, primarily sodium chloride in quantities less than 100 kg/year. Potentially toxic/harmful waste (radioactive isotopes, solvents, etc.) from the laboratory is treated, labelled, and delivered to an external recipient for proper destruction according to the instructions in the HSE data sheet.

KPI	Target	2025
Relation between dry ice/Styrofoam (packing efficiency)	<10	4.46

Packaging materials

Equipment for production and shipping requires the use of materials that have a negative impact on the environment and have limited recyclability due to the nature of the product and requirements for exposure and safe biomaterials. The main materials used in the production and packaging of our enzymes are special grade plastics to reduce unwanted exposure and ensure safe handling, and Styrofoam and dry ice to ensure proper temperature. ArcticZymes does not have complete measurements of the weight or volume of other input and packaging materials. In order to more efficiently ship our products in the future and reduce the use of dry ice in our shipments, we will evaluate whether alternative, more environmentally friendly packaging materials are available. ArcticZymes promotes environmental protection by minimizing environmental damage and developing, promoting and using environmentally friendly technologies. The impact on the environment is considered in all processes, and we choose environmentally friendly solutions wherever possible.

Material	Metric 2025
Dry-ice	4.670 kg
Styrofoam	961 kg

4.3 Products

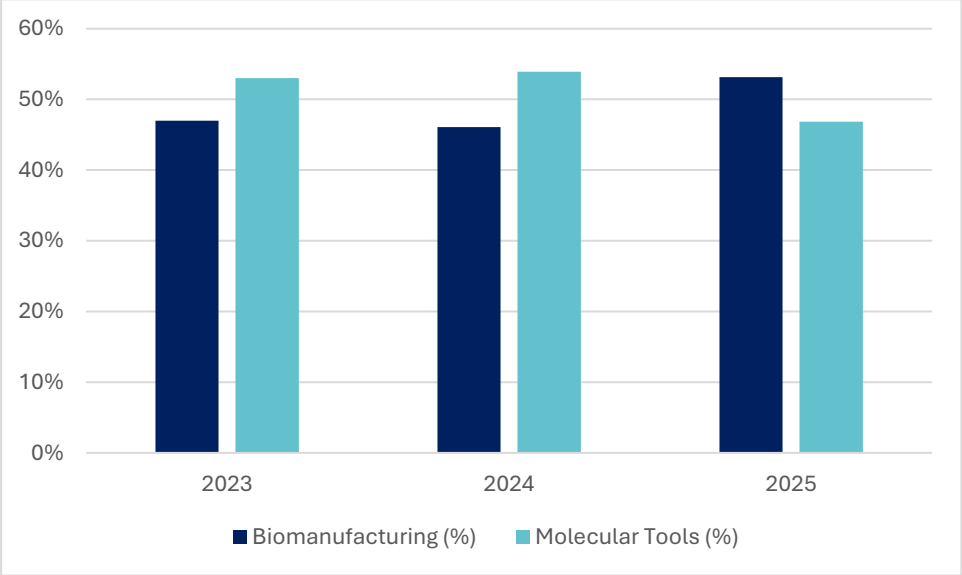
Molecular tools (Research & Diagnostics)

Molecular enzymes are important tools used in molecular biology workflows to accomplish specific tasks. Such enzymes are of general use in molecular research and molecular diagnostics (MDx). This includes the entire ArcticZymes product range and products in the innovation pipeline. The classical and most widely used technologies are PCR-based methods (polymerase chain reaction). Therefore, most of ArcticZymes' enzymes are also used to support PCR-based workflows.

Biomanufacturing

ArcticZymes supplies customers with SAN products used in the phases of their therapeutic or vaccine development. The SAN portfolio is ideally suited for customers using SAN to purify and remove unwanted nucleic acid from therapeutic viruses such as adenovirus, adeno-associated virus (AAV) and lentivirus. This makes them safe for use in patients and mitigates the risk of unwanted side effects. ArcticZymes supplies SAN products to more than 200 customers. Most customers are involved in gene therapy and represent a mix of academic/clinical laboratories, small/medium biotech companies, contract development and manufacturing organizations (CDMOs), and large pharmaceutical companies. The majority of SAN business is from CDMOs that develop and manufacture therapeutic products on behalf of other companies.

Sales by category



4.4 Innovation

ArcticZymes has an ambitious innovation pipeline to expand the product range. Our goal for the next 2–6 years is to be able to offer our customers a complete portfolio of synergistic enzymes for the different markets we serve. Our innovation activities are supported by collaborative projects with national and international partners, and more than 30% of our employees are involved in research and development. Part of our innovation is customer-driven – Voice of Customer (VOC) –

with a feedback loop to ensure that it meets the future needs of our customers. Information is gathered through direct feedback, surveys and inquiries from our customers and combined with our own analysis.

Innovation process

1. Discovery	2. Development	3. Operations	4. Commercialization
DNA sequencing of organisms from the marine Arctic and other habitants	Identifying & screening novel enzymes and making of microbial production host	Fermentation of microorganisms & down-stream chromatography	B2B product offering & support for integration into customer workflow

The discovery of new enzymes begins with the sampling and sequencing of organisms from the marine Arctic by academic collaborators. By screening these organisms and their genetic information, we can identify and select commercially attractive and unique enzymes for further investigation. Following this screening, the feasibility of expressing and producing this

enzyme will be evaluated. The enzyme will be recombinantly expressed in microorganisms that have been genetically engineered to produce these enzymes. The expression will be optimized, and the subsequent recovery and purification of the enzyme will be preliminarily optimized. Upon completion of the preliminary development/optimization, a prototype of the enzyme is produced and offered to customers for testing. By offering prototypes to our customers, we obtain valuable feedback and information about their needs and requirements. Product development of the enzyme includes further optimization in terms of making a good production clone for recombinant expression and optimization of manufacturing. A critical part of development is deciding on a formulation where the enzyme is stable, both in the final product and during the various stages of the manufacturing

process. The product development phase is the most time-consuming phase, as production protocols and enzyme assays must be optimized, verified and validated. Once product development is complete, the enzyme is transferred to production to produce verification batches. The batches are analysed in quality control to verify that the production process produces an active and pure enzyme of high quality. Application data on the use of the enzyme will be collected to provide instructions on the recommended conditions for the use of the enzyme. The enzyme is integrated into the customer's technology, and the customer validates the performance and use of the product.

KPI	Target	2025
Product launch per year	4-5 per year	1

4.5 Use of resources and impact

"Our business model is designed to have a minimum impact on biodiversity and the ecosystem in which we source our raw materials."

Collecting raw materials

To source new targets ArcticZymes have collaborated with the University of Tromsø, The Arctic University of Norway in bioprospecting in the arctic regions to look for enzymes with novel functionalities. We also participate in several projects funded by the Norwegian and European Research Councils to identify and characterize new enzyme functions. There are different ways to do bioprospecting depending on what our targets are.

We often obtain our targets from metagenomic data, i.e., we look for gene sequences of interest in a large, pooled collection of genes sequenced from, for example, a sludge sample. The amount of raw material needed for DNA sequencing has decreased over the years. The new genes we find in metagenomic databases can be inserted into microorganisms that can translate the genes and, in that sense, produce the enzyme we are

interested in. This process of discovery, development and creation of production protocols for new enzyme products is a complicated and time-consuming process that often takes many years.

KPI	Target	2025
Number of incidents with release of GMO to the environment	0	0

Autoclaving

To prevent the release of genetically modified microorganisms into the environment, we use decontamination by autoclaving. In this, process, the solution is heated to 121°C for > 20 minutes, which ensures that there are no viable cells in it that will be discharged into the wastewater treatment system.

Sample size

When sampling for bioprospecting, the amount is small enough to not affect the population of the species sampled. If there is a hit on a target enzyme of interest, the amounts needed to sequence an entire organism are vanishingly small (< 10 kg, depending on the size of the organism).

Reversibility of effects

Research projects that focus on marine bioprospecting often collect a variety of samples for a few weeks. The rest of the year is then spent in the lab identifying and analysing target molecules of interest, which are then further developed in our innovation pipelines. Since the extraction of raw materials is not continuous and the amount of material removed from the environment is relatively small, the reversibility of the extraction is considered complete.

4.6 Quality Management System

Since December 2017, ArcticZymes has been certified according to ISO 13485:2016. ISO 13485 is a standard for quality management systems in

organizations involved in one or more phases of the medical device life cycle. As a manufacturer of enzymes for R&D, components for the production of in vitro medical devices and excipients for the production of cell therapy products, the quality of our products is a top priority. ArcticZymes has a comprehensive Quality Management System (QMS) to ensure that products developed, manufactured and sold are of the highest quality and safe for users and patients. Under this QMS, we systematically identify, manage and control our hazards and risks to continuously improve our performance in product development, manufacturing and distribution. The QMS governs all activities related to the Group's business processes, support systems as well as management and monitoring processes. It must ensure full traceability in terms of product development history and batch-specific data. The main legal requirements on which the quality system is based are the following:

- EN ISO 13485 Medical Devices - Quality
-
- management systems - Requirements for regulatory purposes
- Regulation (EU) 2017/746 (In Vitro Diagnostic Regulation, IVDR)
- Relevant requirements in the Good Manufacturing Practices(cGMP) guidelines (for the intended use if the company provides bioprocess grade enzymes as components or raw materials to support the customer's GMP requirements)

ArcticZymes' quality management system requirements are controlled and maintained in accordance with ISO 13485:2016. ArcticZymes manufactures stand-alone enzymes and functionalized solutions (kits) for specific applications, and the scope of the ISO 13485:2016 certificate includes the following processes: Purchasing, Product Development, Sales and Marketing, Manufacturing, Storage and Distribution. This also applies if one or more of these processes are outsourced.

KPI	Target	2025
Number of critical deviations from customer audits	0	0
Number of critical deviations from certification audits	0	0

4.7 Quality policy

ArcticZymes Technologies is to be a provider of safe, high-quality enzymes for molecular biology, biomanufacturing/processing and diagnostics. We achieve our quality policy by:

- Maintaining an effective and appropriate quality management system that systematically identify, manage, and control our hazards and risks to continuously improve our performance in product development, manufacturing, and sales
- Selecting suppliers based on their ability to meet our requirements for safe raw materials according to our specifications
- Establishing measurable objectives and conducting regular audits to confirm our own performance, as well as that of our suppliers, in accordance with the certifications we hold and the expectations of our customers, and to operate in accordance with our business strategy

ArcticZymes Technologies is to be a leading provider of safe, high-quality enzymes for molecular biology, biomanufacturing/processing and diagnostics. We achieve our quality policy by:

- Maintaining an effective and appropriate quality management system that systematically identify, manage, and control our hazards and risks to continuously improve our performance in product development, manufacturing, and sales
- Selecting suppliers based on their ability to meet our requirements for safe raw materials according to our specifications
- Establishing measurable objectives and conducting regular audits to confirm our own performance, as well as that of our suppliers, in accordance with the certifications we hold and the expectations of our customers, and to operate in accordance with our business strategy

KPI	Target	2025
Critical suppliers audited within deadline	100%	NA 0 suppliers were audited in the year

4.8 Product information and marketing

Our quality management system is implemented to ensure quality in all our processes, including marketing and selling practices. This also entails our product information and labelling. The correct and transparent information to users and patients is a vital part of achieving our ambitions of becoming a leading supplier of safe and high-quality products and ensuring that our products meet market expectations and regulatory requirements. ArcticZymes have full traceability on all components and raw materials used in our processes. Our products meet our specifications shown on our certificate on analysis and are labelled according to standards and regulations.

There are no requirements regarding information of content that can have environmental and social impact. In absence of requirements for such product information, it has historically not been included in our product information. ArcticZymes products are compliant with requirements set forth in RoHS. The products do not contain any of the restricted substances referred to in Article 4(1) of Directive (EU) 2015/863 in concentrations at or above their tolerated maximum concentration value. According to Article 56(3) Regulation (EC) 1907/2006 (REACH Regulation), products from ArcticZymes AS are exempt from registration and authorization requirements imposed by the REACH regulation for the use in Scientific Research and Development (SRD). Some of our products contain Triton X-100. For these products, the presence of Triton X-100 and its concentration is indicated in the corresponding Product Specification, Certificate of Analysis and Safety Data Sheet (SDS). ArcticZymes also offer Triton free versions of our products.

Providing SDS is not required for any of our products as the concentration of harmful substances is below the tolerated maximum level. Nevertheless, SDS is provided if requested by customers. ArcticZymes will review best practice in our industry and assess our product labelling regarding ISO 13485 certification and GHS (Global Harmonization Standard) to uncover potential improvements. There has not been identified or registered any non-compliance with regulations or voluntary codes regarding product information, labelling or marketing communication in the reporting period.

KPI	Target	2025
Incidents of non-compliance related to information, labelling and market communication	0	0

5 SOCIAL: Society

Business integrity and ethics are essential to ArcticZymes. Our goal is to be the preferred provider for the development, manufacture and commercialisation of novel and high-quality recombinant enzymes. Through our materials analysis, we have evaluated our positive and negative impacts on the environment, the economy, and people. The analysis highlights the importance of business ethics, risk management, responsibility, collaboration and competitive behaviour to our presence in society. Supplying products to a global market and operating in a global supply chain poses risks to our ethical behaviour and integrity. We have a deliberate and ongoing focus on business ethics and competitive behaviour that we believe has a positive impact both directly on the marketplace and on the local communities in which ArcticZymes has a presence. This also applies indirectly to how we influence our partners and set supply chain requirements. Potential negative impacts are managed through defined guidelines, comprehensive policies, instructions and routine descriptions to manage all potential risks and achieve our overall goal.

Material topics

- Business ethics and risk management
- Responsibility to the local community and employment
- Data security and privacy
- Collaboration with official regulators and authorities
- Competitive behavior

By documenting our impacts, we get the overview we need and can take action when needed. By being aware of our role and our impact, we can choose goals that contribute to strengthening a more sustainable society in the future. This is because we strongly believe that contributing to our local communities also has a positive impact on our people and

our culture. We have defined targets against which we manage and measure our performance. For a detailed overview of KPIs, see our scoreboard. A more detailed description of our approach and impact management can be found in the following chapter.

5.1 Responsible business conduct

Our Business Ethics

ArcticZymes is committed to maintaining the company's high ethical standards and reputation. We want to be seen as a company that promotes healthy and sustainable leadership and a culture that creates superior employee performance, fulfilment and results. Therefore, it is important for us to install the right core values in our employees so that they can deal with ethical issues in the best possible way.

To achieve this, we have established ethical guidelines about our behaviour toward each other and the outside world, including how to avoid violating the law. All employees must individually confirm in writing that they will work to prevent discrimination, promote equality, advance human rights and fight all forms of corruption in their position. These guidelines are in line with the principles of the UN Global Compact and are publicly available on our website.

Violations of the Company's Code of Conduct may result in disciplinary action, up to and including termination of employment.

KPI	Target	2025
Corruption incidents	0	0
Anti-corruption training for all employeess	100%	No training in 2025
Human rights training for all employees	100%	No training in 2025

Anti-corruption and competitive behaviour

ArcticZymes desires fair and open competition in all markets. We are committed to conducting our business ethically and with integrity. We operate with zero tolerance for corruption in any form. Under no

circumstances shall we cause or be involved in a violation of general or specific competition laws, such as illegal pricing cooperation, illegal market sharing, or any other conduct that violates relevant competition laws. We conduct risk assessments of our operations and value chain and have implemented measures and controls to prevent corruption and anti-competitive behaviour. Anti-corruption policies are implemented through our Code of Conduct and communicated to all employees and members of governing bodies and are openly available on our website. ArcticZymes has not experienced any incidents of corruption or anti-competitive behaviour in 2025.

Data security, privacy and confidentiality

Every ArcticZymes employee is bound by law and written agreement to maintain confidentiality. All company and other matters that could give third parties unauthorised access to confidential information must be kept confidential. All employees should exercise caution when discussing internal matters to avoid being overheard by unauthorised persons. The obligation of confidentiality continues even after termination of an employment or contractual relationship with ArcticZymes Technologies, as long as the information is of a sensitive nature or otherwise confidential. ArcticZymes respects employees' rights to privacy. The General Data Protection Regulation (GDPR) has been Norwegian law since 2018. The GDPR provides assurance that personal data that is legitimate for a company to collect and use will not be used for other purposes. ArcticZymes has not experienced a breach of data security, privacy or confidentiality in 2025.

Human Rights

Respect for the rights and dignity of all people is the foundation of a civilized society. ArcticZymes supports the protection of international human rights and strives to ensure that the Group and its employees do not abuse or participate in the abuse of human rights. ArcticZymes has not experienced any incidents of human rights violations in 2025.

Collaboration with regulatory authorities

ArcticZymes complies with the relevant laws and requirements of national and international authorities in the markets in which we operate, and the safety of our products and our production is guaranteed by our ISO certification.

In addition, we welcome all audits and inspections of our company and consider this an integral part of our ability to guarantee high quality products to the market.

5.2 Risk management and internal control

How we evaluate risk and manage internal control

Together with ArcticZymes' auditor, the Audit Committee and the Board of Directors conduct an annual review of internal controls. A financial manual describing financial management is prepared. ArcticZymes' quality system ensures procedures for risk management and internal control of processes and products in accordance with applicable regulations and customer requirements. A new Information Security Management System is in the process of being established. This is expected to be finalised during 2026. The enzyme operation was certified to ISO13485 in December 2017 and is subject to annual audits to maintain registration. The Board of Directors believes that internal control is adequate and considers that the main risk areas are as follows:

- General risks associated with government regulation and competition
- Financial risks related to currency exchanges
- Risks associated with the result and commercial adaptation of long-term product development
- Patent risks
- Risks related to key personnel and the possibility of losing this personnel
- Product liability
- IT security
- Key suppliers and dependence on them
- Legal disputes which may arise

Procedures for dealing with insider information and breaches of internal policies and procedures have been implemented and apply to all employees. The procedures reflect the Oslo Stock Exchange guidelines and MAR regulations. Procedures have also been established for regular reporting of financial statements. In addition, management reports to the Board of

Directors at least once a month on progress with development and other operational processes.

Quality management system

ArcticZymes Technologies has implemented a comprehensive quality management system to ensure that the products developed, manufactured and sold are of high quality and safe for users and patients. The quality management system is based on the principles of current good manufacturing practice (cGMP) and the requirements defined in the ISO 13485 standard. The quality management system ensures that we:

- Select suppliers based on their ability to meet our requirements for safe raw materials according to our specifications.
- Perform manufacturing and quality control using validated procedures and qualified equipment.
- Continuously follow up on any quality-related deviations or customer complaints.
- Evaluate and approve all changes that may potentially impact product quality or external or internal requirements, following an established change control procedure.
- Conduct periodic audits to confirm our own performance as well as that of our suppliers in accordance with certifications we hold.

5.3 Responsible supply chain

Maintaining a responsible supply chain is an essential part of our sustainability efforts. To ensure a high-quality standard of our enzymes, the quality of our raw materials is critical. We strive to understand and monitor key ESG risks in our supply chain and work to develop guidelines and risk assessments to positively contribute to climate impacts, human and labour rights, and corruption when selecting our suppliers.

Supply chain evaluation

All of our critical suppliers are qualified based on regulatory compliance and our quality management system. They must

meet all requirements established by our ISO 13485:2016 certification. These requirements relate firstly to the quality of the products and secondly to limiting risks to our enzymes that could have a detrimental effect on the final product. Our most critical suppliers are subject to an annual audit program. In addition, ArcticZymes conducts onsite audits of these suppliers at semi-annual intervals. Less critical suppliers are assessed through a questionnaire-based evaluation and reassessment based on performance and complaints

Improving the monitoring of key ESG risk

Currently, none of our critical suppliers are screened for their environmental and social impacts. To improve our position as a supplier of high-quality enzymes, we aim to make our supply chain more sustainable in the future. ArcticZymes is therefore working on an improved supplier qualification process. Our goal is to improve the efficiency of our processes and ensure that all suppliers meet our standards and maintain their quality. In addition, the supplier qualification program will be expanded to include environmental impact and social responsibility from 2024.

The Norwegian Transparency Act (July 2022) aims to ensure that companies respect basic human rights and working conditions. ArcticZymes is also covered by the Act and is already working on appropriate adjustments. With the improved supplier qualification process, we aim to identify and assess our impact and that of our supply chains on this issue. In parallel, we will conduct due diligence (OECD) to embed and improve it, and provide information and remediation as needed.

KPI	Target	2025
Supplier impact – number of critical suppliers assessed for social impacts	100%	0
Environmental impact – number of critical suppliers assessed for environmental impact	100%	0

5.4 Local Engagement

Our commitment to the local community

As part of our local community, we as a company feel the need to actively contribute to the well-being of our surroundings. ArcticZymes aims to be recognized as a company with high ethical standards and an excellent reputation.

We strongly believe in partnerships and local activities for our community and have made them an important part of our work, which will be even more important in the future. We define local partners as companies that operate near our headquarters in Tromsø, Norway. ArcticZymes strives to work with local suppliers wherever possible

Local partnerships

ArcticZymes creates value through innovative enzyme technologies based on more than three decades of world-class research at the Arctic University of Tromsø (UiT) and in collaboration with other national and international partners

Sponsorships

ArcticZymes has allocated NOK 50,000 for sponsorships for children and activities involving employees. The sponsorships are awarded four times a year with a maximum of NOK 5,000 per activity. The company aims to increase this amount as the company continues to grow.

Percentage of senior management hired from the local community

The Company has established logistics centres in the United States and the Netherlands to better serve customers. The company has no employees in these centres.

KPI	Target	2025
Proportion of senior management hired from local community	50%	71%

Name	Position	Location
Michael Akoh	CEO	Malmø, Sweden
Børge Sørvoll	CFO	Tromsø, Norway
Paul Blackburn	CCO	Helensburgh, UK
Olav Lanes	VP R&D and applications	Tromsø, Norway
Marit Sjo Lorentzen	VP Operations	Tromsø, Norway
Grethe Ytterstad	VP Quality	Tromsø, Norway
Ruthe Hendus-Altenburger	PMO Manager	Tromsø, Norway

6 ECOLOGY: Future

ArcticZymes will drive action to advance sustainability for the planet, society and people's health. To ensure a better future for the next generation, we recognize our responsibility to drive innovation and technology for sustainable healthcare. It gives us great pride to be involved in solving the greatest health challenge of our lifetime. ArcticZymes' activities have limited negative impact on the environment. Nevertheless, we will continue to push for sustainability in any development of new technologies and products. The company recognises that enzyme manufacturing can impact the environment if appropriate measures are not taken to ensure recycling and safe handling of chemicals. Our policies maintain our performance in terms of our environmental footprint, waste and water management. Excipients and chemicals that cannot be recycled in production processes are collected and returned to an approved manufacturer for environmentally sound recycling. Procedures are established for the collection of various types of waste from the laboratories and for the separation of waste from other operations by source. Energy consumption in the production process is modest. It is considered to have minimal impact on the environment.

Our approach

We will strive to reduce our impact as much as possible in the future. To this end, we have listed some measures to reduce our carbon emissions. A detailed overview of our key performance indicators can be found in our scoreboard. A more detailed description of our approach and management of our impacts can be found in the following chapter.

6.1 Climate statement

GHG Protocol

We prepared our carbon footprint to provide an over- view and control of the company's total emissions. Input data was obtained from internal and external sources and converted into kilograms of CO2 equivalents (kg CO2e) based on the internationally recognized GHG Protocol1. The following greenhouse gases are included in the statement: CO2,

CH4 (methane), N2O (nitrous oxide), SF6, HFK and PFK gases. The climate statement is divided into three sections that include both direct and indirect emission sources. The statement is based on the principle of operational control, i.e. the emission sources that we control are taken into account.

Scope 1

Includes emission from water usage. The emission factor includes both water supply and water treatment.

Scope 2

Includes indirect emissions from purchased electricity and district heating measured in rented premises in Tromsø. For electricity consumption, there is a certificate with a guarantee of origin, which ensures that the electricity supplied by Noova Energi System AS is emission-free. All energy for the period comes from environmentally friendly hydropower supplied by Norwegian hydroelectric plants. ArcticZymes' energy from district heating comes from Kvitebjørn Varme, where the emission factor used is lower compared to other district heating suppliers. This is due to the fact that district heating systems generate energy based on different fuels, which vary from site to site depending on which energy sources are available.

Scope 3

Includes emissions that can be indirectly linked to the organization's activities but are outside our control. Our largest sources of emissions are transportation and waste. Transportation includes employee and external travel (flights, employee vehicles, cabs, and trains) and product shipments (flights, electric delivery vehicles, and fossil fuel trailers). Our waste fractions include residual waste (incineration and landfill), paper and cardboard, glass and metal, plastics, e-waste, organic waste, and hazardous waste.

Climate statement

	Source	Unit	Energy	Unit	Emission 2025
Scope 1	Water	M3	450	Kg CO_2e	154
Scope 2	Electricity	kWh	221 612	Kg CO_2e	0
Scope 2	District heating	kWh	110 405	Kg CO_2e	1 187
Sum scope 1+2				**Kg CO_2e**	**1 341**
Scope 3	Transportation	Km	628 033	Kg CO_2e	134 734
		Tonn.km	3 154		2 816
Scope 3	Waste	Kg	3 733	Kg CO_2e	1 828
Scope 3	Dry ice	Kg	4 670	Kg CO_2e	4 670
Sum scope 3				**Kg CO_2e**	**144 048**
Total				Kg CO_2e	145 389
Intensity	Employee		52	Number of employees	
Energy intensity				kWh/Number of employees	6 385
Intensity emission (scope 1+2)				tCO_2e/number of employees	0,03
Intensity emissions (scope 1+2+3)				tCO_2e/number of employees	2,79

1.The analysis is based the guidelines from GHG Protocol: A Corporate Accounting and Reporting Standard», the international standard developed by «the Greenhouse Gas Protocol Initiative» – GHG Protocol.

2.Emission factors for energy consumption: Guarantee of origin Certificate by Noova Energi System AS (electricity), calculations based on https://www.fjernkontrollen.no/kvitebjorn-varme/ (district heating)

3. Emission factors for transportation and waste: UK Gov. Dep. BEIS "Conversion factors 2025: full set (for advanced users)"

4.Our employees and their expertise are our most important resource, and the strongest driver for our use of energy and emissions. The number of employees as FTE's is therefore used as the denominator when calculating energy and emissions intensity

5.Energy included is electricity and district heating

6.2 The footprint

Our measures to reduce our carbon emissions:

- We place high demands on our value chain and our business partners in terms of sustainability, transparency and ethical business practices. As a result, we will prioritize low emissions as a factor for new business relationships.
- The company will continue to recycle all products suitable for recycling and look for innovative ways to increase its progress. Excipients and chemicals that are not suitable for recycling will be collected and returned to an approved manufacturer for environmentally sound recycling. We are committed to reducing our general waste and will map it to contribute to our facility's shared recycling goal.
- We will continue to monitor our Scope 3 performance and reduce our impact by 2030.
- We will evaluate the maximum number of shipments per year to our warehouses in the U.S. and Europe

KPI	Target	2025
Scope 3 – emissions of $tCO2_e$ local community	Reduction	NA
Number of shipments to warehouse per year	18 per warehouse	14 to USA 14 to Europe

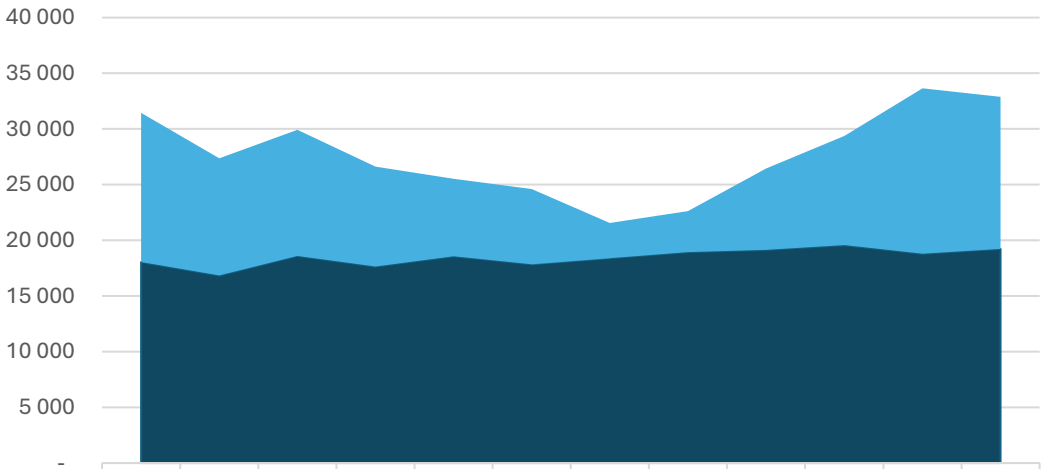
6.3 Energy Management

Our plant is connected to the local grid in Tromsø, which is supplied with electricity from renewable hydropower sources. Our energy supplier has provided a certificate of origin for all energy consumption during the reporting period.

Total energy consumption within the organization (kWh)

We have access to ArcticZymes consumption through Siva Science Park's internal system. This shows our total energy consumption on an annual basis. The chart below shows in detail our monthly consumption in kW. The total for 2025 includes electricity and district heating. There has only been minor changes in consumption over the last few years. ArcticZymes, tries, where possible to save energy.

Energy consumption (kWh)



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Remote heating	13 37	10 51	11 33	8 960	6 956	6 758	3 183	3 670	7 320	9 808	14 85	13 66
Electricity	18 05	16 84	18 60	17 65	18 56	17 85	18 38	18 93	19 13	19 56	18 79	19 22

6.4 Waste

To achieve our climate goals, it is important that we focus on waste management, reducing waste pollution and reusing it wisely. To do this, we need to know where our waste comes from and how it is treated so that we can reduce our consumption of resources and materials. We believe that a circular economy is essential to ensure sustainable production in the future.

Responsible waste management

We have waste plans in place to ensure that our waste is handled, stored and delivered in a responsible and environmentally friendly manner. All waste is categorized in the waste plan and stored in accordance with applicable regulations. Waste must be recycled

wherever possible. All of our hazardous waste is recycled for energy, with the energy used for heating at our waste supplier and the remaining superheat in a district heating system providing heat for nearby industry and public and private buildings. Auxiliary materials and chemicals that cannot be recycled in the production processes are collected and returned to an approved manufacturer for environmentally sound recycling.

Procedures have been established for the collection of various types of waste from the laboratories and for the separation of waste from other operations by source. To ensure that there are no undesirable incidents or damage related to auxiliary materials, chemicals, and hazardous wastes, we have established KPIs for the declaration of these wastes and performed measurements.

Reuse of materials

We reuse as much as possible of the packaging materials we receive with incoming packages. All clean materials, including dry ice pellets, gel packs, Styrofoam boxes, plastic pillows and bubble wrap that have not been in contact with our products are reused. Some of the materials are used internally, and some are used to ship products to customers or for inventory.

Our plant operator, the SIVA Innovation Centre, takes care of our general waste and has set a goal for the entire plant to achieve a 65% waste separation. Our efforts are aligned with these goals to help reduce our collective negative impacts. Our waste data is based on estimates of our waste handled by the broker and is not accurate for the reporting period. Beginning of 2025, the plant operator has started registering waste on every individual company.

KPI	Target	2025
Map amount of general waste to align contribution towards common goal for facility	80% sorting	63%
Wrongfully declaration of waste	0	0
% of shipments with reused packaging	>80%	71%

KPI	Target	2025
Residual, combustion	Residual	17%
Mixed paper	Recycled	12%
Organic	Residual	20%
Mixed metals	Recycled	1%
EE	Recycled	6%
Glas	Recycled	3%
Hazardous waste	Sorted	41%

6.5 Water Management

In order to contribute to a lower negative impact, we need to be aware of the use of natural resources. ArcticZymes grew out of Arctic marine development, where natural resources are essential to our work and water is a key raw material.

Responsible use of water

Our products and industry have strict and complex regulations. This can be challenging in terms of production and process design. To help make a positive impact, we are trying to get a better overview of our overall water consumption. However, since there are no water meters directly connected to our operations, we currently do not have accurate information about our consumption. Water consumption is monitored by our service provider for the entire facility at SIVA Innovation Centre in Tromsø.

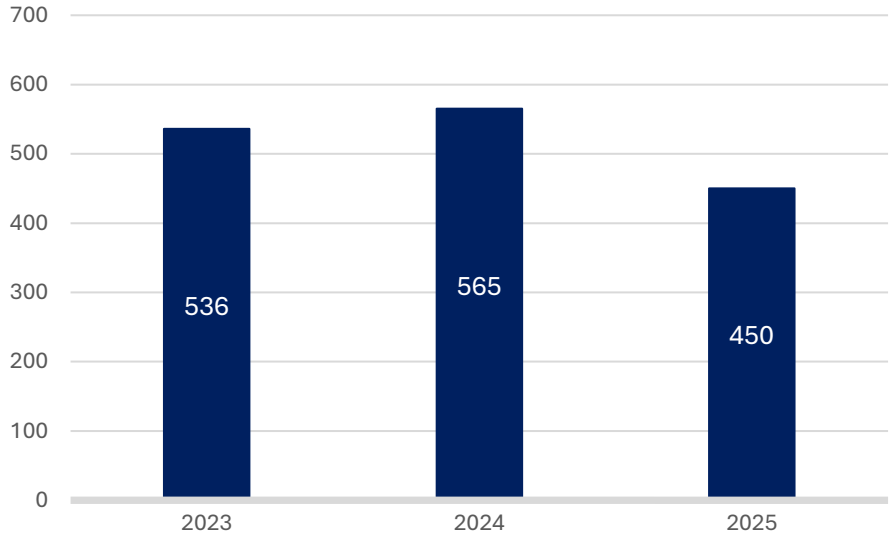
Tromsø, and our share is estimated on a square meter basis for our premises.

Water-related impacts

Our facilities are located in an area where there are no significant water-related impacts, such as water stress, water scarcity, or impacts to the local water environment and surrounding communities. The Company has no impact on water quality, availability or pollution, and this is not likely to change in the near future. Nevertheless, we recognize the importance to our industry of water management and ensuring

that hazardous waste-water is not released into the environment.

Water consumption m3



01 Withdrawn

The water we use in ArcticZymes' production department comes from Langvann on Ringvassøy. The water is piped through the Simavika waterworks on Ringvassøy and to Tromsø. The water is pretreated with pressure screens to remove particles before being treated with chalk and CO2 to prevent corrosion on the water pipes downstream. The water is then disinfected with sodium hypochlorite before being distributed to Tromsø and ArcticZymes. (ref. hovedplan vannforsyning 2007-2018.)

02 Consumed

The tap water is further treated internally with a water purification system that uses reverse osmosis (RO) to remove ions from the water. RO water is used when very large quantities of buffers are required for chromatography and the quality of this water is sufficient for this purpose. In sensitive areas, reverse osmosis water is further purified using ion exchange to obtain ultra-pure water. This water quality is most commonly used for the production of buffers, stock solutions and media for microbiology.

03 Discharge

The used water from our production department is discharged to the drain and enters the Tromsø Municipality wastewater treatment plant. If the water has been used for growth media and contains small amounts of genetically modified microorganisms (GMOs), it is first autoclaved at 121 °C for 30 minutes to destroy any living GMOs before being discharged to the wastewater treatment plant. The treatment plant is located in Breivika, about 1 kilometre south of the ArcticZymes site. If the water contains toxic chemicals, it is collected by the local waste management facilitator and delivered for safe disposal.

7 GRI Report

GRI Standard	Name		Omissions	Description
GRI 2 General Disclosures 2024				
1. The organization and its reporting practices				
2-1	Organizational details			
2-2	Entities included in the organization's sustainability reporting			Report includes entire Group. Information based on consolidated numbers
2-3	Reporting period, frequency and contact point			
2-4	Restatements of information		N/A	
2-5	External assurance			
2. Activities and workers				
2-6	Activities, value chain and other business relationships		d. N/A	
2-7	Employees			
2-8	Workers who are not employees			
3. Governance				
2-9	Governance structure and composition			
2-10	Nomination and selection of the highest governance body			
2-11	Chair of the highest governance body			
2-12	Role of the highest governance body in overseeing the management of impacts			
2-13	Delegation of responsibility for managing impacts			

GRI Standard	Name		Omissions	Description
2-14	Role of the highest governance body in sustainability reporting		b. N/A	
2-15	Conflicts of interest			
2-16	Communication of critical concerns			
2-17	Collective knowledge of the highest governance body			
2-18	Evaluation of the performance of the highest governance body		c. N/A	
2-19	Remuneration policies			
2-20	Process to determine remuneration			
2-21	Annual total compensation ratio			For detailed information regarding remuneration, see annual report and remuneration guidelines on our webpage
4. Strategy, policies and practices				
2-22	Statement on sustainable development strategy			
2-23	Policy commitments			https://arcticzymes.com/corporate-information/
2-24	Embedding policy commitments			
2-25	Processes to remediate negative impacts			
2-26	Mechanisms for seeking advice and raising concerns			
2-27	Compliance with laws and regulations			No reported incidents or breaches to laws or regulations in the reporting period

GRI Standard	Name		Omissions	Description
2-28	Membership associations			Member of Biotech North - industry cluster
5. Stakeholder engagement				
2-29	Approach to stakeholder engagement			
2-30	Collective bargaining agreements			
GRI 3 Material topics				
3-1	Process to determine material topics			
3-2	List of material topics		b. N/A	
Focus area: Employees				
GRI 3 Material topics				
3-3	Management of material topics			
GRI 401 Employment				
401-1	New employee hires and employee turnover			
GRI 403 Occupational Health and Safety				
403-1	Occupational health and safety management system			
403-2	Hazard identification, risk assessment, and incident investigation		c. N/A	
403-3	Occupational health services			
403-6	Promotion of worker health		b. N/A	
403-9	Work-related injuries			
GRI 404 Training and Education				

GRI Standard	Name		Omissions	Description
404-1	Average hours of training per year per employee		N/A	We do not have complete data of hours of training
404-2	Programs for upgrading employee skills and transition assistance programs			
404-3	Percentage of employees receiving regular performance and career development reviews			
GRI 405 Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees			
Focus area: Future				
GRI 3 Material topics				
3-3	Management of material topics			
GRI 302 Energy				
302-1	Energy consumption within the organization		a. and b.: N/A	
302-3	Energy Intensity			
GRI 303 Water and Effluents				
303-1	Interactions with water as a shared resource		b., c. and d.: N/A	
GRI 305 Emissions				
305-1	Direct (Scope 1) GHG emissions		b. and c.: N/A	
305-2	Energy indirect (Scope 2) GHG emissions		b. and c.: N/A	
305-3	Other indirect (Scope 3) GHG emissions		b. and c.: N/A	
305-4	GHG Emissions Intensity			

GRI Standard	Name		Omissions	Description
GRI 306 Waste				
306-3	Waste generated			
Focus area: Enzyme				
GRI 3 Material topics				
3-3	Management of material topics			
GRI 301 Materials				
301-1	Materials used by weight or volume			Insufficient data. Expanding initiatives to secure more reliable data in future reporting
GRI 304 Biodiversity				
304-2	Significant impacts of activities, products and services on biodiversity		a.i, ii, v and vi: N/A b.i, and ii: N/A	
GRI 417 Marketing and Labelling				
417-1	Requirements for product and service information and labeling		b. N/A	
417-2	Incidents of non-compliance concerning product and service information and labeling		a. N/A	
417-3	Incidents of non-compliance concerning marketing communications		a. N/A	
Focus area: Society				
GRI 3 Material topics				
3-3	Management of material topics			
GRI 202 Market Presence				
202-2	Proportion of senior management hired from the local community			

GRI Standard	Name		Omissions	Description
GRI 204 Procurement Practices				
204-1	Proportion of spending on local suppliers			
GRI 205 Anti-Corruption				
205-1	Operations assessed for risks related to corruption		a. N/A	
205-2	Communication and training about anti-corruption policies and procedures		d. and e.: N/A	
205-3	Confirmed incidents of corruption and actions taken			
GRI 308 Supplier Environmental Assessment				
308-2	Negative environmental impacts in the supply chain and actions taken		N/A	Updating assessment procedures
GRI 414 Supplier Social Assessment				
414-1	New suppliers that were screened using social criteria		N/A	Updating assessment procedures
414-2	Negative social impacts in the supply chain and actions taken		N/A	Updating assessment procedures
GRI 418 Customer Privacy				
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data		a. and b.: N/A	