



Alchemy Norway Holdco 1 AS Group Report Transparency Act June 2025

A. COMPANY OVERVIEW

This report (the “Report”) has been developed in order to comply with the legal requirements set out in the Norwegian Transparency Act that entered into force on 1 July 2022 (the “Act”). In July 2024, the Alchemy Norway Holdco 1 AS Group acquired Fiven Group (the “Company”). This Report will contain the work performed for the legacy Fiven group for the year ending 31 December 2024 (the “Reporting Period”) and Alchemy Norway Holdco 1 AS. The combination of the legacy Fiven Group and Alchemy Norway Holdco 1 AS is mentioned further as the Group. On 31 July 2024, Fiven was acquired by a holding company controlled by Kymera International LLC (“Kymera”). This Report is a joint report made on behalf of the Reporting Entities. The use of the words “Kymera®”, “the Group”, “the Company”, “we”, “us”, and “our” referrers to the Reporting Entities.

Headquartered in Durham, North Carolina, USA, Kymera® is a global developer, manufacturer and service provider of advanced specialty materials and high-performance surface coatings with manufacturing facilities in the U.S., Canada, Australia, Europe, the U.K., and Asia. Kymera’s diverse materials businesses specialize in delivering products and services to meet customers’ needs in aerospace, defense, medical, and other highly specialized industries.

Respecting human rights is a shared responsibility of all Kymera® companies, regardless of location, and forced labor and child labor are contrary to our core values. Kymera® does not tolerate forced labor or child labor within our organization or with any member in our supply chain. This belief aligns with our core values and is reflected in our various policies and practices, including without limitation, the Code of Ethics and Business Conduct (the “Code”), Anti-Slavery & Human Trafficking Policy, Human Rights Policy and our Supplier Code of Conduct, which guides our actions, reflects our commitment to our stakeholders and sets expectations for our behaviors and decisions. Kymera® expects all its operating companies’ employees, officers, and directors (collectively referred to as “Company Representatives”), as well as our business partners, customers, vendors, and members of our supply chain, to abide by the Code and applicable policies related to respecting human rights, to act with integrity in business dealings and to comply with all applicable laws, rules and regulations.

This Report describes how the Company is organized, how the Company has embedded responsible business conduct throughout the Company, and our on human rights due diligence processes. The Report also describes the risk assessment procedure and how we respond to breaches of human rights. This Report will also describe whether there are any changes to risk assessments or policies after the acquisition of Kymera.



This document was prepared based on work done at group level in corporation with Alchemy Norway Holdco 1 AS and Alchemy Norway Holdco 1 AS's subsidiaries and covers the group and subsidiaries, which individually are in scope of the act. The following is to be considered annual account for due diligence pursuant to Section 5 of the Transparency Act for the period 1 January 2024 to 31 December 2024 and was approved and signed by the Board of Directors on 30 June 2025.

About Alchemy Norway Holdco 1 AS Group

Alchemy Norway Holdco 1 AS Group is a global leader in silicon carbide (“SiC”), a material used in a variety of industrial applications. SiC is recognized for superior hardness, high thermal conductivity, and chemical inertness, making SiC the preferred material for demanding applications: abrasive, metallurgy, filtration, technical ceramics and other uses. Our product brand “SIKA” is recognized as a premium brand with high quality and supply consistency.

Alchemy Norway Holdco 1 AS is headquartered in Oslo, Norway, and is the parent company of the Alchemy Norway Holdco 1 AS Group. Alchemy Norway Holdco 1 AS acquired Fiven Group on 31 July 2024. The Fiven group was established in 2019 in connection with the acquisition of the silicon carbide business from Compagnie de Saint-Gobain S.A, and the operational history can be traced back more than 100 years. The new group is there for a young company with a lot of history.

The Group operates manufacturing facilities in Arendal and Lillesand (Norway), Hody (Belgium) and Barbacena (Brazil). Fiven AS serves as a management office in Oslo (Norway), while FIVEN GmbH, based in Cologne (Germany), and Fiven North America Inc., based in Pittsburg (USA), serves as a sales office. Additionally, the Company maintains a sales representation office in Shanghai (China).

As a global organization, the Group recognizes its broader responsibility to society. It is fully aware that its decisions and actions can have diverse social impacts. As a general principle, all entities within the Group are required to comply with national laws, applicable regulations, prevailing industry standards, and any additional commitments the Company has adopted. In cases where laws and industry standards address the same issues, the provision that offers the greatest benefit to individuals will take precedence.

In 2024, the Company was acquired by a company and group that shared our core values and principles. As a result, we have neither lowered our expectations for our supply chain – nor do we intend to. Instead, we are focused on integrating the best practices from both organizations to further strengthen our performance and commitment.

We are committed to developing an organizational culture – and partnerships - that uphold internationally recognized human rights.



Our Board of Directors endorses the key principles guiding responsible business conduct and is continually developed in close collaboration with management. This commitment is supported by a structured hierarchy of governing documents, ensuring that all our entities across all markets operate under a unified set of standards. All policies are accessible to all employees via our internal SharePoint in both English and foreign languages where we have offices.

B. DUE DILIGENCE PROCESS

1. Business Ethics

In 2022, legacy FIVEN group developed its first Code of Conduct (the “Code”), which provides a framework for responsible business behaviors for all Company Representatives.

The document details the Group’s commitments towards:

- Fair labor and employment practices
- Diversity and inclusion
- A safe, secure, and healthy workplace
- ABC (anti- bribery and anti-corruption and procedures against conflict of interest
- Fair competition (including import and export controls, trade sanctions and boycotts)
- Compliance
- Cyber and data security and intellectual property
- Environment
- Local communities’ support.

Following the acquisition, this Code has been aligned with Kymera Code, effectively replacing the 2022 version. It is the policy of the Group to conduct business with the highest standards of integrity and in accordance with all applicable laws, as well as the Company's policies and procedures. Company Representatives are expected to deal fairly and honestly with each other as well as with our vendors, customers, and other third parties.

The Code gives guidance on:

- Our values
- Our obligations
- Conduct concerning our customers, suppliers and competitors, fair competition and anti-trust
- Equal Employment Opportunity / Workplace Environment
- Work Rules, progressive discipline, corrective action
- Information Technology



- Environment
 - Slavery, human trafficking and child labor
 - Economic sanctions, import and export laws and anti-boycott laws
 - Intellectual Property / Confidential and proprietary information
 - Accurate Record-Keeping
 - Reporting

Previously, the Group had a Compliance Officer at the corporate level, responsible for ensuring that all corporate processes and procedures complied with the applicable law and the Group's internal standards. The Compliance Officer's primary role was to assess and identify potential compliance risks within the organization and to develop guidelines and procedures to mitigate or prevent those risks. Additionally, the Compliance Officer served as the primary recipient of notifications received through the whistleblowing hotline.

Following the acquisition, Kymera Legal and Compliance Department now has these responsibilities. This department is also focused on delivering strategic, proactive, and innovative legal solutions that support the Group in achieving a sustainable competitive advantage. Their duties also include mitigating legal and compliance risks, promoting adherence to internal and external regulations, safeguarding intellectual property, and enabling agile decision-making in dynamic markets. The Legal and Compliance Department is also the designated recipient of incident reporting (i.e., Whistleblowing) through the Kymera Compliance Helpline, Convercent.

2. Whistleblowing procedures

Taking personal responsibility for our actions is critical to the success of our Company. As employees, we are all responsible for how the Company conducts business and the impact the Company has around the world. We believe that we each have a role to play in protecting the Company's reputation and that we should live our values and do what is right for each other, our customers, and the communities where we work around the globe, even when no one is watching.

Integrity is the foundation of the Company's relationships with our stakeholders. It provides us with the opportunity to meet the needs of our customers better than our competitors. Our commitment to integrity means that we will exceed the minimum requirements of the applicable laws and industry practices. This Code guides our behavior as employees of the Company and identifies conduct that is not permitted during employment with the Company.



The Company is committed to providing its employees with a workplace that is free from discrimination and harassment, from retaliation for reporting illegal discrimination or harassment, and from personal behavior not conducive to a productive work environment.

Legacy Fiven implemented an anonymous communication channel for whistleblowing (“speak up”) along with a dedicated whistleblowing policy, which applies to FIVEN’s businesses, divisions, and offices. All employees can report concerns through a dedicated webpage.

Each report submitted goes to the Fiven Compliance Officer, who then assigns it to a case manager. Within 30 business days and after further review, the whistleblower receives a message indicating whether or not the submitted alert is admissible.

This whistleblowing communication channel was replaced with the Kymera Compliance Helpline www.convercent.com/report that is managed by Kymera Legal and Compliance Department. When possible, the confidentiality of the whistleblower will be maintained. However, in some instances, the identity of a whistleblower may need to be disclosed to comply with relevant law and to provide accused individuals with their legal rights of defense.

The Compliance Helpline Policy is intended to encourage Company Representatives to make good faith reports of suspected fraud, corruption, or other improper activity, or health and safety concerns within the Company and to describe the process that will be followed by the Company in evaluating and investigating such reports.

All reports or concerns will be promptly investigated by Kymera Legal and Compliance Department as outlined in the Compliance Investigation Process Procedure. A case management report will be set up for managing all incoming reports and assigning an investigator, which may include the local compliance, HR, Finance, or a lawyer. The whistleblowing solution is compliant with GDPR regulatory requirements as outlined in the Company’s GDPR Policy

Employees are protected from retaliation in any form, including through adverse employment actions such as termination, compensation decreases, poor work assignments, threats of physical harm, denials of promotion or job benefits, refusals to hire, demotions, suspensions, reprimands, negative evaluations, harassment, or other adverse treatment.

Those who retaliate against others in violation of this Policy will be subject to disciplinary action up to and including termination.



Between the time of the acquisition and the end of 2024, both helplines remained active to ensure that all employees were informed about the transition from the “Speak Up” line to the Covercent Helpline. To further support a smooth transition, the EQS helpline will remain open for reporting until December 2025. The Covercent Helpline is accessible to both internal and external stakeholders, reinforcing our commitment to transparency and accountability.

Any suspected violations of any applicable local or foreign laws, regulations, customs, or social standards or our Supplier Code of Conduct must be immediately reported to Kymera Legal and Compliance Department. These can be reported either via email to: legalandcompliance@kymerainternational.com or anonymously through the Compliance Helpline: www.covercent.com/report.

3. Labor rights

We respect human rights and the dignity of people throughout our operations and global supply chain. We comply and expect our contractors, subcontractors, vendors, suppliers, partners, and others with whom the Group conducts business with to comply with laws that promote safe working conditions and individual security, laws prohibiting forced labor, prohibitions on the employment of underage children, prohibitions on human trafficking, and laws that ensure freedom of association and the right to engage in collective bargaining.

Kymera has included human rights considerations into its policies, governance framework, and decision-making. Kymera® believes it is the responsibility of all stakeholders to uphold the Company’s commitment to respect human rights. In support of this commitment, the Company expects all Company Representatives, as well as our business partners, customers, vendors, and members of our supply chain, to abide by our Code and specifically those policies addressing human rights considerations

The Company strives to comply with all applicable employment laws and regulations, including those related to wages, working hours, overtime, and benefits. Moreover, the Group provides a safe working environment and is committed to protecting Company Representatives from occupational illnesses and work-related accidents and promoting their health and well-being.

At Kymera®, we embrace diversity and inclusion in our workforce, treating all employees and stakeholders with fairness, respect, and dignity, regardless of their race, color, gender, sexual orientation, religion, disability, or any other protected characteristic or class as defined under the applicable law(s).

The Group provides fair and equitable working conditions, including reasonable working hours, breaks, and fair compensation in accordance with applicable laws and



regulations. The Group ensures that employees have access to suitable facilities, such as clean and sanitary restrooms, adequate lighting, and ventilation. We promote a work environment that respects privacy, fosters open communication, and encourages collaboration among Company Representatives.

The Company strives to ensure that our employees work under the best possible conditions, are paid fairly for their work, and have opportunities to develop in their positions. The Company has implemented Environmental Health & Safety (EHS) prevention programs and procedures to mitigate inherent risks of the Acheson process as well as risks associated with silicon carbide processing. The youngest employees are apprentices who work in the company for a period to obtain a vocational certificate.

The health and safety of our employees remains the Company's highest priority. Every Board of Directors meeting includes a dedicated update on health and safety, highlighting ongoing initiatives to ensure a safe and secure working environment. In addition, Health, Safety, and Environment ("HSE") topics are a standing item in all business review meetings, reinforcing our commitment to a strong safety culture across the organization.

In 2024, the Company reported the same number of incidents as in 2023, consisting of one lost-time accident and one non-lost-time accident. As a result, Total Frequency 1 ("TF1"), defined as the number of lost time accidents per million working hours, was 1.0, slightly up from 0.9 in 2023 and 0.0 in 2022. The Total Frequency 2 ("TF2"), which includes both lost-time and non-lost-time accidents per million working hours, was 2.0 in 2024, compared to 1.9 in 2023 and 2.6 in 2022. Despite the stable figures, our business target remains unchanged: zero accidents.

The Company has established a robust control system and regularly conducts audits covering salary reviews, working hours, gender pay equality, and the validity of employment contracts across the organization. We ensure that all employees have contracts in a language they understand, and that all policies are translated into the local languages of our operational units. Any findings from these reviews are followed by appropriate actions to ensure continuous improvement.

To measure employee satisfaction and ensure alignment with the Company's values and standards, the Company employs several tools, including an anonymous Employee Satisfaction survey, dedicated well-being programs, annual performance appraisals, and the implementation of ISO 45001 across all production sites. The Employee Satisfaction Survey is conducted biennially, with the most recent survey carried out in 4Q2023, resulting in a satisfaction rate of 75.5%.

Fiven Brazil significantly outperformed the industry average in this survey and was recognized with an award from one of our suppliers for its exceptional employee engagement and satisfaction levels.



Kymera conducts an annual Employee Satisfaction Survey. As the acquisition occurred only five months ago, the Company will participate in the Kymera survey for the first time in January 2026. In the meantime, the Group continues to work actively on the action plan developed from the results of the 2024 survey.

Many of our employees are members of labor unions, and the Group actively supports and encourages participation in union activities. At Fiven Norge AS, employee representation is an integral part of governance: 40% of the Members of the Fiven Norge AS Board of Directors are employee-elected, and 40% of the Board consist of women, reflecting a commitment to both inclusion and gender diversity.

Fiven Norge AS has an internal company committee (“**BAMU**”) where both employees and local management work together to ensure a sustainable work environment. In Fiven Brazil our employees are represented by the local union committee and CIPA, an internal Committee for accident prevention.

4. Environmental impact

The Group is committed to delivering innovative and sustainable solutions for current and future industries. While shaping these industries, the Group recognizes the key role it plays in enhancing its impact on the surrounding societies. The Group is committed to minimizing the adverse environmental, social, and economic impacts of its activities. The Group thereby goes one step further and focuses on driving positive changes across its value chain by offering customers premium products which enable them to improve their impact. The Group’s primary objective is to minimize environmental impact while generating meaningful social outcomes.

In 2023, the Group clarified its ESG communication strategy, which reaffirmed the Group’s ESG commitment. The goal is to leave a positive footprint by fostering a safe, inclusive, and supportive work environment, upholding strong business ethics, and strengthening local presence across global operations.

5. Our suppliers

In 2022, the Group implemented a Supplier Code of Conduct Policy. The new Supplier Code of Conduct Policy outlines how the Kymera plans to deliver sustainable value by promoting transparency and a higher standard of our suppliers’ sustainability performance. In general, the Supplier Code requires that the suppliers respect the United Nations Guiding Principles on Business and Human Rights.



The Supplier Code of Conduct includes requirements in regard to Business ethics and integrity, Employee Human Rights, Health & Safety, and Environmental Protection. Within employee rights, restrictions on forced labor and Child labor are included, as well as requirements for no discrimination, Freedom of Association, and decent working conditions. The supplier code of conduct gives expectation on how our suppliers should relate to human rights and demands for decent working conditions in the future. These expectations are forming the basis for the group's dialogue with the suppliers on compliance with the obligations.

Kymera updated its Supplier Code of Conduct in May 2025. This Policy replaces Fiven's Supplier Code of Conduct. This Policy outlines Kymera's expectations for all suppliers, contractors, and business partners who provide goods and services to Kymera and its affiliated companies worldwide. These principles are intended to complement, not override, the rights and obligations set forth in any existing purchase orders, contracts, or other agreements with the Group. A copy is available on Kymera website: <https://kymerainternational.com/wp-content/uploads/2025/05/Supplier-code-of-conduct-v.02.3.pdf>.

6. Supply chain management

Local entities are responsible for enforcing the Company's purchasing policy and supplier selection rules. The Company's supply chain is mainly located in Europe and South America with approximately 70% of total procured value composed of Pet Coke and electricity. The Company procures its sand from its production mine in Brazil.

Implementing Fiven Supplier Code of Conduct

The Company implemented its Supplier Code in 2023, ensuring that all "high-risk" and new suppliers sign the Supplier Code of Conduct. Suppliers must sign this Policy every 2 years. The Company's procurement team is guided by a Purchasing Policy that incorporates ESG criteria and a set of supplier requirements.

The first wave of Supplier Code recipients includes companies that meet both size and risk-based criteria:

By size:

- Turnover limit to be applied to all suppliers with a yearly turnover exceeding 10 KEUR irrespective of the purchasing category and the country.

By risk:

- Country to be applied to any suppliers based in India, China, Venezuela, South Africa, Turkey, and Luxembourg regardless of yearly turnover and purchasing category.



- Purchasing category to be applied to suppliers with links to customs, tolls, and government services regardless of yearly turnover.
- Raw material and packaging specific rules, obtention of certificates of origins for all raw materials and packaging supplies and ensure that the code of conduct is signed at a subcontractor level for suppliers based in India, China, Venezuela, South Africa, and Turkey.

It is the responsibility of the local entities to adhere to and enforce the Company's Purchasing Policy in local procurement procedures. To gain better visibility in its supply chain, the Company has established key performance indicators (KPIs) at the company level to track the number of suppliers that have signed the Supplier Code. This initiative is driven by compliance with the Transparency Act. The objective is to achieve 100 % supplier confirmation of adherence to the Supplier Code, while simultaneously working to reduce the number of "high risk" suppliers, without creating dependencies on any single supplier. To manage this, the Company maintains multiple sourcing options to avoid overreliance on any one supplier.

Additionally, the Company ensures that all new suppliers confirm they comply with the Supplier Code of Conduct.

The Company ensures that their suppliers fully understand and comply with the contents of the Supplier Code and expects its suppliers to be able to demonstrate their compliance through:

- Questionnaires for risk assessment, which may be carried out through 3rd party evaluators.
- Audits are conducted at the suppliers' and subcontractors' facility either by own employee or 3rd party auditors.

Should the supplier not meet the requirements set forth in the Supplier Code of Conduct, corrective action plans are developed with a specific timeframe for implementation requirements.

It is the policy of the Group to terminate commercial relationships with suppliers who violate the Supplier Code of Conduct and to terminate agreements with suppliers who are found not to comply with regulatory laws and regulations.

As of June 2025, all Fiven raw material suppliers are required to sign the Kymera Supplier Code of Conduct. Suppliers who fail to sign or do not adhere to this Policy may be subject to the termination of their agreement.



7. Working with the Transparency Act

The Company works with hundreds of suppliers and has therefore conducted a materiality assessment of its supply chain to better manage risk and promote responsible sourcing. This initiative began in 2022 by extracting supplier data from the accounts payable ledgers of all subsidiaries and categorizing suppliers based on size, country of origin, and their ranking within the supply chain.

In 2023, the Company invested in a data management system that is integrated with the accounting systems of all its subsidiaries. This system enables real-time updates on supplier status and provides the tools needed to allocate risks, visualize key metrics through dashboards, and perform adequate due diligence assessments. It also enhances our ability to identify potential human rights risks and prioritize engagement based on supplier responses and risk monitoring.

C. FINDINGS

The Company has assessed that our raw material suppliers generally pose a higher risk of human rights breaches as compared to service providers. Service providers are evaluated based on the nature and criticality of the services they provide. Roles requiring a higher level of education are considered to present a lower risk of human rights violations.

In evaluating individual suppliers, various data sources and risk indicators are used. Suppliers based in Nordic and Western countries are generally considered lower risk due to their strong regulatory frameworks, which emphasize labor standards and human rights protections. By classifying suppliers based on potential risk, the Group is better equipped to prioritize efforts and focus on areas with the most significant potential impact.

In 2022/2023, Fiven identified 629 suppliers as high-risk suppliers. Of these, 95% have now confirmed compliance, a significant improvement from the previously reported 73%. The remaining suppliers were inactivated.

In 2023 and 2024, Fiven expanded the scope of its assessment to include all active suppliers, a total of 1,662 suppliers. As of now, 90% of this broader supplier base has been covered under the Supplier Code initiative.

In 2025, the Group made the decision to close its facility in Belgium. Following this change, the total number of active suppliers, as defined as those with spend in 2024 and 2025, now stands at 1,286 active suppliers. Of this updated supplier base, 73% have confirmed compliance with the Supplier Code of Conduct. This slight reduction in overall coverage is primarily due to small, local suppliers with limited spend. Nevertheless, all active suppliers are required to adhere to our Supplier Code, and we remain committed to ensuring that none of our suppliers are involved in human rights violations.



Fiven Brazil conducted a survey analysis on their top 100 strategic suppliers to their operations. This analysis was based on the different segments:

- Quality of Service/Product offered,
- Punctuality in Deliveries, Supplier Flexibility,
- Cost x Benefit,
- Health, Safety and Environment and
- ISO certifications.

All segments were valued equally. Of the top 100 suppliers, 18 of the suppliers were awarded a Certificate of Excellence.

D. MEASURES TAKEN

All suppliers are screened against the Denied Persons List using the AEB Compliance Screening tool. The tool is a software program that we can use to check if there are any sanctions on the different suppliers. The sanction lists are updated based on current affairs; therefore, we also make changes when we receive indications of a change in management/ownership or other events that may result in sanctions. Investigations are performed on suppliers considered “high risk” after the pre-screening phase.

In 2025, the AEB Compliance Screening tool was replaced with a Kymera® screening tool, Onesource from Thomson Reuters. Both supplier management and customer relations employees have been trained in the system to efficiently perform their due diligence.

In addition to the new screening tool, the Company will be able to utilize Kymera’s Ecovadis IQ scorecards, a risk mapping and monitoring tool, to evaluate a supplier's risk going forward. These scorecards help identify and manage sustainability risks in the supply chain. The scorecards provide companies with a clear and dynamic view of their sustainability performance across four key themes: Environment, Labor and Human Rights, Ethics, and Sustainable Procurement. They highlight strengths and areas for improvement, enabling companies to identify weaknesses and develop targeted action plans to improve their sustainability efforts. The scorecards do not replace the due diligence and risk assessment conducted by the Company but indicate how other companies assess risk related to specific suppliers.

During the registration process for supplier acceptance, the Company occasionally receives responses from suppliers who are unwilling to confirm to compliance with our Supplier Code of Conduct. In such cases, the suppliers refer to their own Transparency Act reports or similar public disclosures. When this occurs, the Group evaluates the content of the referenced report to determine whether it meets our compliance



requirements. If the report lacks critical information, we follow up with the supplier through direct interviews to clarify and assess their alignment with our standards.

In addition to signing and accepting the Supplier Code of Conduct, the supplier also receives a questionnaire used to assess the supplier's risk. In 2023, we identified 97 suppliers as having high social and industrial risks, and 13 suppliers with high geographical risks. These were subjected to further review and follow-up.

High-risk suppliers are subject to enhanced due diligence, including audits, on-site visits, meetings, and the collection of required documentation, to ensure compliance with the Group's standards. Each entity within the Group follows an annual audit plan that outlines specific activities to be carried out. Upon completion of each audit, a detailed report is prepared along with a follow-up action plan. These documents are stored in our supplier portfolio management system.

In 2024, the Group conducted two audits of high-risk suppliers and actively monitored the supplier population for red flags.

Supplier risk assessments are reviewed annually and may change based on evolving political and economic conditions. In 2024, the system identified all suppliers in Brazil as high-risk based on geographic criteria. However, due to our longstanding relationships and deep understanding of our Brazilian suppliers, we were able to mitigate this risk effectively.

Excluding Brazilian suppliers from this geographic classification, we identified 7 high-risk suppliers based on geography and 106 based on social and industrial risk factors. Of these, only 12 suppliers had expenditure exceeding EUR 10,000 during the period from 1 January 2024 to May 2025.

The Company has implemented processes of assessing social sustainability in the supply chain.

E. INFORMATION DISCLOSURE

The Company and Kymera are committed to human rights and operating with transparency regarding performance in this area, in accordance with applicable laws, including The Norwegian Transparency Act among others. Open communication is essential for fostering trust and accountability with stakeholders, including employees, customers, investors, and the broader public.



Responding to Public Requests for Information:

Public inquiries regarding human rights due diligence, policies, and actions are welcome. Requests for information concerning human rights transparency reports will be handled in a timely and professional manner. All requests must be submitted to Kymera Legal and Compliance Department. Email: legalandcompliance@kymerainternational.com.

Commitment to Continuous Improvement:

The Group is committed to continually improving its human rights practices and the transparency of its reporting. Public requests for information provide valuable feedback that helps refine processes and enhance the commitment to human rights. All requests must be submitted to Kymera Legal and Compliance Department. Email: legalandcompliance@kymerainternational.com

Disclaimer:

The ability to disclose information may be subject to legal limitations and the protection of confidential or proprietary information. Compliance with relevant laws and regulations is always a top priority.

This statement reflects the Group's commitment to transparency and dedication to respecting human rights across all aspects of business operations and the value chain.

The Group is committed to updating and enhancing its Human Rights Compliance Program, as needed, to ensure the program appropriately addresses and mitigates areas of potential compliance risk.

Our employees are encouraged to raise any human rights concerns impacted by our business by speaking with their manager, their Human Resources Representative, or by raising the concern through our Compliance Helpline, or by email at legalandcompliance@kymerainternational.com.

The Board of Directors of Alchemy Norway Holdco 1 AS

Dated: June 30, 2025

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