

The Norwegian Transparency Act Report

This report has been prepared in accordance with section 5 of the Norwegian Transparency Act and summarises the approach taken by TECO 2030 to identify and assess actual and potential adverse impacts to human rights and decent working conditions in our own operations, supply chain or business partners, and provides.

- a general description of TECO 2030's business and the company's procedures for handling actual and potential adverse impacts on fundamental human rights and decent working conditions and
- the results of TECO 2030's human rights due diligence, including measures that have been or are planned to be implemented in this regard and the results or expected results of such measures.

The information in this report is valid for TECO 2030 ASA and its consolidated subsidiaries, these include TECO 2030 Future Funnel AS, TECO 2030 Carbon Capture AS, TECO 2030 Power Systems AS, TECO 2030 Innovation Center AS, TECO 2030 AS.

This report primarily covers the period of July 1, 2024, to June 30, 2025.

1. Organization and general information

TECO 2030 is building up Europe's first Giga production facility of hydrogen PEM fuel cell stacks and modules in Narvik, Norway. The production capacity will be built up through 2024 and 2025, targeting a production output capacity of up to 200 MW of fuel cells in 2025, increasing to gigawatt-production in 2030.

TECO 2030 is a Norwegian based clean tech company developing zero-emission technology for the maritime and heavy industry. We are developing PEM hydrogen fuel cell stacks and PEM hydrogen fuel cell modules, that enable ships and other heavy-duty applications to become emissions-free. The company is listed on Euronext Growth on Oslo Stock Exchange under the ticker TECO and in New York, OTC under the ticker TECFF. TECO 2030 is a spinoff from TECO Maritime Group, a group that has provided technology and services to the global shipping industry since 1994.

TECO 2030 is listed on Euronext Growth on Oslo Stock Exchange under the ticker TECO. The company is headquartered at Lysaker, just outside of Norway's capital Oslo, and has offices in Narvik (Northern Norway), Miami (Florida, USA) and Singapore.

More information about our business can be found in our corporate reports for 2022.

- [Annual report 2023](#)
- [Sustainability report 2023](#)

Organization

TECO 2030 employs about 40 people, 13 nationalities, with offices in Lysaker, Narvik, Singapore and Miami. A significant portion of the organization's activities are performed by workers who are employed. During the reporting period, the Company had approximately 2 employees as full time hired-in staff.

TECO 2030 have in 2023 started the process to obtain ISO 9001 and ISO 14001 certification. The initial audit and certification are planned to be completed by mid-2025.

Our supply chain

TECO 2030 is committed to responsibly managing our relationships with suppliers by monitoring their activities and actively diversifying our supplier portfolio.

We expect our suppliers to uphold our business ethics, Code of Conduct, and Supplier Declaration, which include strict standards for health and safety, human and labor rights, environmental practices, quality management, business integrity, and corporate social responsibility. Additionally, suppliers must be competent and reliable.

Our suppliers and business partners employ highly educated personnel and maintain robust health and safety standards, which help ensure high-quality performance and minimize the risk of any human and labor rights violations. Consequently, the likelihood of incidents involving forced or compulsory labor is considered low.

TECO 2030 supplier base consists of approximately 100 suppliers world-wide.

- 70% of our spending is from suppliers with operation in Europe, with Germany as the most used country.
- 20% of our spending is from suppliers with operation in Asia, with Japan as the most used country.
- 10% of our spending is from suppliers with operation in North America, with Canada as the most used country.

2. Transparency act in TECO 2030

Policy and procedures

TECO2030's capacity to create value relies on maintaining high ethical standards as the foundation for trust-based, binding relationships with the community, as well as with our owners, employees, partners, customers, and subcontractors. We are committed to fostering an open dialogue on ethical matters, both within the company and with external stakeholders.

Our Supplier Code of Conduct emphasizes that all suppliers and business partners must strictly adhere to the ethical guidelines outlined in the Code. This includes upholding integrity, maintaining confidentiality, ensuring a safe and inclusive working environment, rejecting all forms of corruption, and promoting sustainable, environmentally responsible business practices.

Suppliers are required to identify, manage, and comply with the business integrity standards outlined in the Code of Conduct. This includes establishing and effectively communicating the necessary policies, procedures, management systems, quality improvement initiatives, internal controls, and human resources needed to meet the requirements of the Suppliers' Code.

TECO 2030 has also implemented a Whistleblowing Policy and established a whistleblowing channel accessible to all employees, including temporary staff. This channel allows employees to anonymously report any concerns related to actual or suspected breaches of relevant laws, regulations, ethical guidelines, or generally accepted ethical standards.

The whistleblowing channel is also made available for third party stakeholders on our website <https://teco2030.no/whistleblower/>.

Throughout the year ending June 30th 2024, no whistleblowing cases was reported.

Supplier follow-up

TECO 2030 builds its supplier relationships on the foundation of long-term collaboration, mutual respect, and understanding of cultural differences. These relationships are vital to the business, and TECO 2030 invests in these partnerships through regular engagement and active dialogue.

Throughout the year ending June 30th 2024, approximately 7 face-to-face visits and on-site inspections have been conducted by TECO 2030. Not only do these visits enable TECO 2030 to gather direct insights into supplier operations, but they also fortify our professional bonds. Work has been done to develop a supplier auditing framework and formal supplier auditing is expected to start in the coming year.

Furthermore, TECO 2030 has issued its Supplier Code of Conduct to all major suppliers, establishing clear expectations for ethical business practices. TECO 2030 also ensures that suppliers formally acknowledge and commit to these guidelines by providing a signed copy of the Code. By the end of June 30th 2024, 31% (16% previous reporting period) of the suppliers have signed the Supplier Code of Conduct. It is expected that this share will be significantly higher for the following year.

Due Diligence in our value chain

In its ongoing commitment to uphold human rights and ensure decent working conditions in its supply chain, TECO 2030 has begun to establish a structured due diligence process this year, based on the OECD Due Diligence Guidance. This guide, developed by the Organization for Economic Co-operation and Development, provides a comprehensive framework for identifying, preventing, and addressing potential adverse impacts related to human rights and labor conditions.

In the initial phase of implementing this process, TECO 2030 shall conduct a holistic risk mapping across its supply chain. This exercise considers multiple factors such as the size of the supplier, TECO 2030's leverage over the supplier, the amount spent with the supplier, the geographical location of the supplier, and the industry sector. These factors provide an indication of where potential risks may exist and how significant these might be.

TECO 2030's risk prevention and mitigation approach is based upon three areas:

- 1) The ESG risk related to the country / region in which the supplier is operating is analyzed.
- 2) Suppliers are expected to share a self-assessment questionnaire and provide evidence on ESG matters. The assessment and evidence are analyzed and considered into TECO 2030's risk assessment.
- 3) TECO 2030 will conduct on-site audit at the suppliers to evaluate their standards and performance.

3. Priorities for 2024-2025

TECO 2030 will prioritize the following activities and focus areas for 2024-2025 based on the outcome of our human right's due diligence:

- Ensure most suppliers have signed the supplier Code of Conduct.
- Initiate and maintain a supplier auditing programme.
- Continuous work towards risk measurement and evaluation across our supply chain.
- Work towards obtaining ISO certifications.
- Continuous improvement of due diligence and transparency assessment.