KEENOVA'S
HUMAN RIGHTS POSITION

Keenova is committed to upholding the highest standards of human rights in every aspect of our operations. We believe that respecting and upholding human rights are fundamental to conducting our business with integrity and supporting the long-term success and sustainability of our company. Our commitment to upholding human rights is reflected in our Code of Conduct and Supplier Code of Conduct. The Code of Conduct establishes expectations for our employees and directors, while the Supplier Code of Conduct establishes expectations for our suppliers and other business partners.

Our Commitment - We are dedicated to:

- Engaging in business activities do not contribute to human rights abuses.
- Fostering a culture of integrity and collaboration where all employees are treated with dignity and respect.
- Working with suppliers and other business partners that share our commitment to ethical and responsible business practices.
- Upholding and respecting the principles of human rights as set forth in international declarations and conventions and complying with all applicable laws and regulations related to human rights.

Our Practices - To uphold our commitment, we will:

- Never use child labor or forced, bonded, indentured, trafficked, or otherwise exploitive labor.
- Strictly prohibit discrimination or harassment based on any protected status and uphold a policy of non-retaliation.
- Provide a clean, safe working environment, free of human rights violations.
- Adhere to work hours and rest regulations and provide fair compensation to employees that is in line with or exceeding minimum legal requirements.
- Acknowledge and uphold our employees' freedom to decide whether to join a labor union or engage in collective bargaining structures.
- Set expectations for suppliers and other business partners, as applicable, through the Keenova Supplier Code of Conduct and related due diligence and contracting processes.
- Provide training to our employees on human rights principles and their application in our business as outlined in the Keenova Code of Conduct.
- Establish clear policies and procedures to address any human rights grievances or violations.

Our position on Human Rights is applicable to all entities owned or operated by Keenova. We also expect supplier and other business partners to respect human rights consistent with the expectations outlined in Keenova's Supplier Code of Conduct.

Our requirements must be met, even in places where local laws permit actions that fall below our standards. We are committed to continuous improvement and transparency in our human rights efforts and welcome feedback from all our stakeholders.

Approved By:

Siggi Olafsson, CEO

October 20, 2026

Date