



Human & Labour Rights Transparency Report 2024

Directors' Statement on Human & Labour Rights

Agilyx ASA (Agilyx) is providing this statement to inform stakeholders of the actions taken in accordance with the Norway Transparency Act which entered into force on 1 July 2022, (Transparency Act).

This Statement addresses the fundamental human rights and decent working conditions within the operations and supply chain of the Agilyx Group, including service providers. Agilyx and its subsidiary undertakings (Agilyx Group) will not permit any form of modern slavery or human trafficking in their operations and supply chains, including service providers.

We apply high employment standards across our business, complying with the relevant employment, health and safety and human rights laws to ensure that our workforce is safe. We expect our suppliers to adopt a similar approach in relation to their workers. Our Code of Supplier Conduct sets out the minimum standards that we require from them, including workers' fundamental rights on working conditions, standards of pay and freedom of association.

Today, the Board of Directors has reviewed and approved the Agilyx Human & Labor Rights Transparency Report for 2024.

Oslo, 26 February 2024

About Agilyx

ABOUT AGILYX

Agilyx ASA is at the forefront of plastic waste recycling, enabling the conversion of challenging post-use plastics into high-value, virgin-equivalent products. Recognizing that availability of high-quality custom feedstock is critical for scaling recycling processes, Agilyx, through its Cyclyx subsidiary, provides tailored feedstock solutions to global plastic producers. By advancing from a linear "make-take-waste" model to a sustainable circular economy, Agilyx supports the transition to a low-carbon future. Our adaptable approach ensures bespoke solutions, leveraging extensive IP and Cyclyx's feedstock expertise to meet diverse customer needs. For more information, visit [Agilyx Products & Services](#) and [Cyclyx](#).

Policies

The Agilyx Group Code of Ethics and Business Conduct, the Agilyx Group Supplier Code of Conduct as well as Corporate Social Responsibility (CSR) Policies and the Agilyx Corporate Social Responsibility (CSR) Policies emphasize respect for human and labor rights and forbid forced labor, child labor and all forms of discrimination including, but not limited to forced, bonded or indentured labor, involuntary prison labor, child labor, or any other form of human trafficking. Additionally, these policies also highlight Agilyx's efforts in providing a safe and healthy work environment void of discrimination.

The Agilyx CSR Policies and Agilyx Group Supplier Code of Conduct extend the belief for human and labor rights to include service providers and require suppliers and service providers to provide a healthy and safe environment while ensuring that they are providing a living wage and freedom to associate.

Supply Chain Due Diligence

Agilyx has undertaken risk-based due diligence of its suppliers in accordance with the OECD Guidelines for Multinational Enterprises, assessing the relative risk based on geography and industry. The exercise covered our top 25 suppliers accounting for over 65% by value. All but one of our suppliers were considered low-low risk given that we primarily operate in the United States and in industrial sectors; one supplier was considered medium risk given the sectors in which it operates with no concerns raised on further analysis. There were no high risk suppliers.

Governance

The Agilyx CSR Policies and Agilyx Group Supplier Code of Conduct are reviewed and approved by the Board of Directors, having been reviewed and updated by the Agilyx Management on a regular basis. The review includes a confirmation on the regulatory environment and any changes in the legal framework and / or industry standards. The Board of Directors and ESG Committee have been informed of the process to implement the Transparency Act and have provided support.

A working group is available to assess and address any potential deviations from the Agilyx CSR Policies and the Agilyx Group Supplier Code of Conduct regarding human rights and working conditions in our operations and supply chain. This group is also responsible for assessing any issues or concerns arising from returned due diligence questionnaires.

We recognize that human rights due diligence is a continuous process and are continually working to better understand and mitigate the risks.