

Transparency Act Report

Ensurg Micropower ASA | Reporting year: 2025 | Published: 30 June 2026

1. Background

Ensurg Micropower ASA ("Ensurg" or the "Company") supports the UN Global Compact and its underlying principles on human rights, labor rights, environment, and anti-corruption.

Ensurg's approach to counteracting human rights violations is aligned with the principles in the OECD Guidelines for Multinational Enterprises and the UN Guiding Principles on Business and Human Rights (UNGP). These principles form the basis of the Norwegian Transparency Act (the "Act"). The Act applies to Ensurg by virtue of its incorporation under the Norwegian Public Limited Companies Act and its listing on Euronext Oslo Bors.

This report has been prepared in accordance with the Act and summarizes the policies and procedures in Ensurg with respect to safeguarding human rights and decent working conditions. It applies to Ensurg Micropower ASA (the parent company) and its wholly owned subsidiary in the United States and covers the reporting year 2025.

2. About Ensurg

Ensurg develops solid-state multi-layered lithium (Li) micro-batteries targeting industrial, consumer, medical and defense sectors. Current activities are focused on validating the technology for delivering samples for large Original Equipment Manufacturers (OEMs) and investing in manufacturing process excellence toward first commercial deliveries. Hence, the Company is yet to source full-scale machinery, components, and materials. The Company maintains a substantial patent portfolio to protect its essential technologies.

Ensurg Micropower ASA is incorporated and headquartered in Oslo, Norway, with its shares listed on Euronext Oslo Bors. The Company's wholly owned subsidiary is in the United States, with office facilities and employees in San Jose, California. As of 31 December 2025, the Group comprised 52 individuals: 45 employees and 7 contractors. All employees were located in San Jose, California (U.S.); of the 7 contractors, 2 were in Europe and the remainder in the U.S.

Ensurg is committed to being a good corporate citizen, demonstrating integrity and high ethical standards in all its business dealings, and respecting the fundamental principles of human rights, labor rights, and healthy, safe and lawful working conditions. We are committed to integrating sustainability into the core of our business, including caring for the environment, protecting and respecting labor and human rights, and combating corruption and bribery.

3. Guidelines and Procedures

The purpose of Ensurg guidelines and procedures is to create a sound corporate culture and to preserve the integrity of Ensurg by helping employees to promote standards of good business practice.

The Board of Directors is responsible for organizing the Company and supervising the CEO. This responsibility includes oversight of risks related to adverse impacts on human rights and working conditions and ensuring that appropriate systems and processes are

implemented. The Board considers and resolves all significant policies related to human rights and working conditions.

The CEO is responsible for day-to-day operations, including policy implementation and compliance. This includes assessing and managing risks of adverse impacts on human rights and decent working conditions, and implementing adequate systems, procedures, and actions. The CEO reports to the Board monthly.

The supply chain team is responsible for assessing and monitoring suppliers' corporate and social responsibility policies.

Ensurge's Ethical Guidelines and Code of Conduct (the "Code of Conduct") is shared with all employees as part of their onboarding and is available to all employees on the Company's intranet. The Code of Conduct was last approved by the Board on 27 June 2023 and applies to all employees, Board members, and contractors.

The risk of breaches of human rights and decent working conditions is considered low in the Company's own facilities.

4. Supplier Due Diligence Process

4.1 Human Rights Assessment in the Supply Chain

Ensuring that our suppliers are committed to sustainability is paramount for our joint ability to deliver on our sustainability goals. Our Supplier Code of Conduct, which is aligned with the Universal Declaration of Human Rights and the UN Global Compact, sets the standard for how we expect our suppliers to act. Ensurge does not knowingly engage in business with suppliers or customers known or believed to violate human rights or labor rights.

4.2 Monitoring and Screening

Ensurge has identified its most important suppliers for monitoring. Key suppliers are identified based on expected annual spend and a review of risk by geography and type of supply. A Supplier Code of Conduct Self-Assessment Questionnaire (SAQ) has been sent to all major suppliers, and responses have confirmed that suppliers are operating in line with the principles set out in the Act. The inherent risk related to the supply chain overall is considered low.

Our key suppliers have their own internal policies, and our business dealings with them are subject to satisfactory responses to our SAQ.

5. Due Diligence Findings

Based on the due diligence assessments conducted during 2025, Ensurge reports the following:

Finding	Result
Actual negative consequences identified in own operations	None identified
Actual negative consequences identified in the supply chain	None identified
Significant risk of negative consequences — own operations	None identified

Significant risk of negative consequences —
supply chain

None identified

No separate remediation measures have been implemented, as no actual negative consequences or significant risks were uncovered during the reporting period.

6. Right to Information

Under the Act, any person has the right to submit a written request for information about how Ensurge addresses actual and potential adverse impacts on human rights and decent working conditions. Ensurge will respond within three weeks of receiving a request.

Information requests should be directed to:

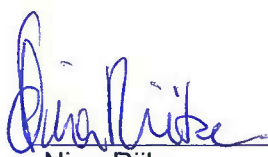
info@ensurge.com

Ensurge Micropower ASA, Kongens gate 6, 0153 Oslo, Norway

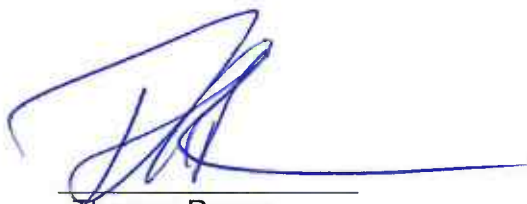
7. Report by the Board of Directors

The Board has today considered and approved this Transparency Report for the year 2025 pursuant to the Act.

Oslo, Norway, as of 30 June 2026



Nina Riibe



Thomas Ramm



Morten Opstad



Shauna McIntyre