

BerGenBio

BerGenBio ASA – Statement Norwegian Transparency Act 2024

Background

BerGenBio ASA is a Norwegian public listed company and is subject to the Norwegian Transparency Act regulation.

This statement constitutes BerGenBio's report for the financial year 2024 as required by section 5 in the Norwegian Transparency Act.

About BerGenBio

BerGenBio is a clinical-stage biopharmaceutical company focused on developing transformative drugs targeting the tyrosine kinase AXL as a potential cornerstone of therapy for aggressive diseases, including cancer and severe respiratory infections. The Company focused in 2024 its proprietary lead candidate bemcentinib a potentially first-in-class selective AXL inhibitor in development for STK11 mutated Non-Small Cell Lung Cancer.

BerGenBio had in 2024 employees and offices in Norway, Denmark and UK. The supply chain and operation of clinical trials are outsourced.

The Company has in 2024 been in a clinical trial phase and does not have any approved commercial products. As a clinical stage company, our focus in connection to human and labor rights is directed to patients in our clinical trials, our employees and the workforce in our supply chain.

Guidelines and policies

In BerGenBio we support a high standard in human and labor rights. This is included in our Code of Conduct which sets out our expectations for ethical behavior and provides guidance on how to handle ethical dilemmas. We also offer training to all employees on ethical conduct and compliance. The Code of Conduct is published on our website at www.bergenbio.com.

We shall promote corporate conduct that reflects respect and consideration for others. In its operations the Company shall respect fundamental human rights as described in international human rights conventions, such as the UN Convention on Human Rights, and the labor rights conventions of the International Labor Organization (ILO). The Company is committed to respecting fundamental human and labor rights, both in our own internal business and in relations with business partners, suppliers, patients and others who are directly affected by the Company's activities. The Company shall work systematically on principal issues such as discrimination, the right to privacy, freedom of association and collective bargaining, forced labor, child labor, gender equality and women empowerment, protection against harassment, abuse of authority, living wages and management-employee collaboration.

As part of the sustainability work the Company has implemented a sustainability review of significant vendors. This review includes a self-assessment questionnaire of human and labor rights issues. Our clinical trials are conducted consistent with the industry's high standards for patient rights and ethical standards and all research and clinical activities have the required ethical approvals in the geographical locations in which the work is conducted.

Internally, the Company has implemented a Grievance Policy and a Disciplinary Policy to further improve internal human and labor rights for its employees. In addition, the Company has a data protection policy implemented and a whistleblower policy to encourage employees to report any concerns they may have about unethical or illegal activities within the company.

BerGenBio

The Company has not discovered any actual adverse impacts on human and labor rights from our clinical trials, on our own employees or in the supply chain. Despite no significant actual adverse impacts of human and labor rights, the Company has over the last years implemented new guidelines and policies to further improve human and labor rights internally and in our supply chain.

The Statement

The Board of Directors has today considered and approved this Norwegian Transparency Act Statement for the year 2024.

BerGenBio ASA
Bergen 30 June 2025

Anders Tullgren
Chair of the board

Sally Bennett
Board member

Debra Barker
Board member

David Colpman
Board member

Olav Hellebø
CEO