Human Rights and Working Conditions Policy

1. Purpose

Hexagon Purus ASA ("**Hexagon Purus**") is committed to promote the respect of internationally recognized human rights and decent working conditions. Our approach to human rights is guided by the Norwegian Transparency Act, and is based on internationally recognized human rights frameworks, including, but not limited to, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the UN Guiding Principles on Business and Human Rights, the principles and rights set out in the eight fundamental conventions identified in the Declaration of the ILO on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, the International Bill of Human Rights, and any applicable local legislation in respect of human rights and worker right matters.

Furthermore, Hexagon Purus is strongly committed to ensuring that the relevant stakeholders and communities are treated with dignity and respect, earning trust and respect with a set of values that represent the highest standard of integrity. This human rights and decent working conditions policy will set out the guiding principles for the implementation of a risk-based approach relating to human rights and decent working conditions within our business, our value chain and in relation to our business partners.

2. Scope

This policy applies to Hexagon Purus and all entities within the Hexagon Purus group that are controlled by Hexagon Purus (jointly referred to as the "**Group**"). Companies that are partially owned but not controlled by Hexagon Purus are expected to follow the principles set out in this policy.

This policy also applies to the Group's directors and employees, including temporary workers and hired-in personnel, (**"Employees"**), as well as and anyone acting on behalf of Hexagon Purus, including intermediaries, suppliers and business partners in the value chain.

3. Responsibilities

The **Board of Directors** adopted this Human Rights and Decent Working Conditions Policy and shall adopt any material changes to this policy. The Board of Directors has the overall responsibility and oversight for human rights due diligence in the Group and shall ensure that the Group has adequate systems in place.

The Group's **CEO** is responsible for the implementation of this Human Rights and Decent Working Conditions Policy in the organisation on a day-to-day basis. The CEO may delegate specific responsibilities within the Group as appropriate.

The **CEO and CFO** is the owner of this Human Rights and Decent Working Conditions Policy and is responsible for facilitating and overseeing the implementation of this Policy in the various business units, including the implementation of adequate training of Employees. The CFO is responsible for ensuring adequate allocation and handling of reported concerns in line with section 7 below, including where deemed necessary escalation to the Board of Directors. The CFO shall report annually to the Board of Directors on reported concerns and how reports were handled.

All Employees are responsible for complying with this Human Rights and Decent Working Conditions Policy and reporting concerns related to violations of this Policy in line with section 6 below or Hexagon Purus' Whistleblowing Policies (as applicable to the various locations). In addition, Employees are obliged report any immediate risks to the safety of people, the environment, or assets immediately in an appropriate manner (including by notifying emergency services to the extent relevant).

4. Human rights due diligence

4.1 Risk-based due diligence assessments

Hexagon Purus is committed to identifying and mitigating risks and impacts on human rights and decent working conditions in its own operations and its value chain that the Group causes, contributes to, or is directly linked to. The due diligence includes Hexagon Purus' business relationships linked to our operations, products or services, such as, but not limited to, our suppliers, customers, intermediaries, joint venture partners, etc. The Group conducts due diligence at least annually – and more often if necessary due to internal or external changes to the risk landscape – in order to identify significant risks for and adverse impacts on human rights and workers conditions. If such risks and impacts are identified, Hexagon Purus assesses what actions must be taken to mitigate these risks and remediate adverse impacts.

Hexagon Purus' due diligence methodology follows the OECD Due Diligence Guidance for Responsible Business Conduct, and includes the following key elements:

- Embedding responsible business conduct into policies and management systems;
- Identifying and assessing adverse impacts in operations, supply chains and business relationships;
- Ceasing, preventing or mitigating adverse impacts;
- Tracking implementation and results;
- Communicating how impacts are addressed; and
- Providing for or cooperating in remediation when appropriate.

Hexagon Purus assesses the likelihood of possible adverse human rights and workers condition impacts considering both industries and geographies. Hexagon Purus also aims to proactively collaborate with business partners, suppliers, and communities with the aim of mitigating and remediating adverse impacts on human rights and decent working conditions. Hexagon Purus is

prepared to follow up with and request the implementation of appropriate mitigation measures by its business partners, including suppliers, or, as a last resort, cease doing business with a business partner where a breach of human rights and workers' conditions is identified. Where Hexagon Purus has caused or contributed to adverse impacts, it will provide for or cooperate in their remediation through legitimate processes.

Hexagon Purus is also continuously improving its proactive due diligence systems and procedures to understand potential impact prior to any decisions involving own operations, business partners, including suppliers. This includes but is not limited to requiring that Hexagon Purus' business partners conduct similar human rights due diligence assessments and comply with Hexagon Purus' Supplier and Business Partner Code of Conduct.

4.2 Annual account and information requests under the Norwegian Transparency Act

As part of its obligations under the Norwegian Transparency Act, Hexagon Purus publishes an annual account of our human rights' due diligence activities, which is available on our homepage.

Hexagon Purus shall also respond adequately and timely to information requests under the Norwegian Transparency Act. Information requests should be sent to contact@hexagonpurus.com or ir@hexagonpurus.com to allow for timely follow up by Hexagon Purus.

5. Social responsibilities

With human rights and decent working conditions Hexagon Purus generally refers to internationally recognized human rights and worker rights as set out in or referred to by the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, the UN Guiding Principles on Business and Human Rights, the principles and rights set out in the eight fundamental conventions identified in the Declaration of the ILO on Fundamental Principles and Rights at Work, the Universal Declaration of Human Rights, the International Bill of Human Rights and any applicable local human rights and worker rights legislation. These include but are not limited to the following core rights that will be explained further in sections **Feil! Fant ikke referansekilden.** - **Feil! Fant ikke referansekilden.** below.

In case where applicable local laws differ from this Policy, the more stringent requirements shall apply to the extent lawful.

5.1 Child Labor or Forced Labor

Hexagon Purus does not tolerate any form of forced labor, including bonded labor, indentured labor and slave labor, or human trafficking from any business partner, supplier, or third-party at any level in the value chain. Workers must be allowed to move around freely and leave their place of work when their working hours end. Hexagon Purus does not tolerate the hiring of child labor under any circumstances, with the minimum age for full-time employment of 15 or the legal minimum age for

employment under local laws, whichever is higher. Hexagon Purus must not hire Employees under 18 for positions requiring hazardous work that could prove to be unsafe and/or unhealthy.

5.2 Non-discrimination and harassment

With discrimination we refer to any arbitrary differentiating treatment based on race, national/territorial/social origin, caste, birth, religion, physical or mental disability, gender, sexual orientation, family responsibilities, marital status, union membership, political opinions, age, any prohibited ground under applicable human rights legislation, or any other condition that could give rise to discrimination.

Hexagon Purus does not tolerate any form of discrimination, as defined in this Policy, against Employees. Any employment-related decisions, from hiring to termination and retirement, must be based solely on lawful, non-discriminatory criteria.

Sexual harassment or any other form of harassment is prohibited and will not be tolerated.

We actively seek to create an inclusive work environment where Employees regardless of their backgrounds can contribute fully and are not discriminated based on personal characteristics such as for example nationality, gender, age, ethnicity, religion, sexual orientation, or disability. Hexagon Purus has implemented a policy on Diversity, Equity and Inclusion.

5.3 Freedom of Association and Collective Bargaining

Hexagon Purus must respect Employees' rights to freedom of association and rights to form, join, or not join a labor union, or other organization of their choice, allowing for collective bargaining and peaceful assembly across its value chain without fear of punitive actions such as intimidation, harassment, or termination of employment.

5.4 Working Hours, Benefits, and Wages

Hexagon Purus must follow the strictest of applicable laws and industry standards relating to working hours, minimum wages, overtime, and benefits.

To ensure quality and safety for all products and solutions, Hexagon Purus conducts operations in ways that limit overtime to levels that ensure humane and productive working hours and complies with all requirements related to paid time off, annual leave, sick leave, or parental leave, as required by applicable laws. Employees must be entitled to at least one day off in seven days or as required by applicable local employment standards legislation, and must be given reasonable breaks while working and sufficient rest periods between shifts.

Hexagon Purus pays all Employees and workers at least the minimum legal wage and aims to exceed this. In geographies where minimum legal wage has not been set through legislation or binding collective agreements, we commit to paying living wage. Information about wages and benefits must

be presented in a form that is understandable. Hexagon Purus strives to adopt and promote wage progression structures that enable and encourage career development.

5.5 Occupational health and safety

Hexagon Purus shall provide a safe, secure, and healthy working environment for Employees, which is, at minimum, in accordance with applicable laws and regulations. Hexagon Purus has implemented an Environment, Health and Safety Policy.

5.6 Employee development

Hexagon Purus utilizes Performance, Development and Drive (PDD), a performance management concept wherein employees' individual goals are aligned with overall company goals. The concept includes frequent conversations between employee and leader concerning individual development, contribution, and collaboration, including upward feedback.

6. Reporting concerns (grievance mechanism)

6.1 What should be reported?

Employees and third parties are encouraged, and may in some instances be legally required, to report concerns and circumstances that have or may have adverse impact on human rights and working conditions that are caused, contributed to, or directly linked to Hexagon Purus or business partners in our value chain.

In cases of actual or suspected serious violations of human rights and decent working conditions, Employees and third parties are expected, and may be legally required, to immediately notify Hexagon Purus upon suspicion as well as relevant emergency services to the extent relevant immediately.

6.2 Who can report?

Anyone may report concerns, including Employees, workers in the supply chain, business partners, members of affected communities, and other external parties.

6.3 How to report concerns?

Individuals or companies that believe that they or another individual have been subject to violations of human rights or workers rights or any misconduct outlined and prohibited by this Policy, are expected to report the conduct promptly. Concerns may be reported either orally or in writing.

Hexagon Purus promotes internal reporting of any concern as the first step. You can either report to:

- Your contact person in Hexagon Purus;
- Your direct manager or other individuals in the management;

- Your People & Culture representative;
- Hexagon Purus' employee representatives or safety representatives;
- Through other dedicated local channels as may be agreed from time to time;
- Through the channels set out in Hexagon Purus' local whistleblowing policies as available on our homepage; or
- Through Hexagon Purus' external whistleblower channel available on our homepage.

Hexagon Purus' external whistleblower channel may be used where reporting to direct management is undesirable or difficult, or where such reports have not been handled adequately.

Although Hexagon Purus encourages reporting through the above channels, concerns may also be reported to relevant OECD National Contact Points for Responsible Business Conduct or competent authorities.

7. Principles for handling reports

Hexagon Purus takes concerns reported under this Policy seriously.

Upon receiving a report, Hexagon Purus shall assign appropriate resources and define adequate investigation and the need for consultation with relevant stakeholders on a case-by-case basis and within a reasonable time period. The nature and severity of the potential adverse impact shall be taken into account.

Hexagon Purus values transparency and, to the extent appropriate and lawful, open communication in handling reports. Reporters shall be notified of the receipt of a report within seven days as well as Hexagon Purus' conclusion of a matter, within three months from acknowledgement of the receipt or as otherwise indicated, where this is considered appropriate and in line with applicable laws and regulations.

Hexagon Purus will treat reports made pursuant to this Policy with confidentiality. This means that:

- The reporter's identity shall be disclosed on a need-to-know basis, only to those receiving and handling the report. Anyone receiving and handling the report shall keep the reporter's identity confidential to the extent possible and permitted by law.
- The handling of the report is confidential and information about the content of the report is only disclosed to people on a need-to-know basis, or as required by applicable law. The fact that a report has been made, what the report concerns and that it is investigated can be communicated to the organization, the authorities, media or others, if deemed necessary and in compliance with applicable laws and regulations.

Individuals that report in a responsible way and in good faith shall be protected against reprisals and retaliation, i.e. any adverse act or omission as a consequence of, or reaction to, reporting the concern. Hexagon Purus shall ensure that reporters have a safe and proper working environment (to the

extent this can be influenced by Hexagon Purus) and shall implement adequate measures to protect against retaliation.

Hexagon Purus shall implement appropriate measures and work collaboratively with affected parties to address adverse impacts where violations of applicable laws, regulations, this Policy or other internal policies or procedures by Hexagon Purus are confirmed. Hexagon Purus shall also consider adequate amendments to its policies and procedures, as well as practices, as a consequence of lessons learned when following up reports.

Remedies may include apologies, restitution, rehabilitation, financial or non-financial compensation, punitive sanctions, training, commercial incentives for business partners, and prevention of harm through injunctions or guarantees of non-repetition. The form of remedy shall take into account the nature and severity of the adverse impact as well as the preferences of affected stakeholders.

Where relevant, Hexagon Purus shall assess whether cooperation with authorities or cooperation in other judicial processes is considered appropriate.

Hexagon Purus shall adequately document the handling of reports and adhere to applicable laws and regulations when handling reports under this Policy, including laws and regulations related to the processing of personal data. For more details about Hexagon Purus' processing of personal data and your rights, please see the company's privacy policy.

8. Implementation and revision

This Policy shall be distributed in line with other policies and procedures. Hexagon Purus reserves the right to modify, suspend, change, or terminate this Policy at any time, in accordance with local law. This Policy does not create any contractual rights or obligations, whether expressed or implied. Subject to local law, the English version of this Policy document will prevail. A review of this policy will be conducted annually and as needed when potential significant change in our human right impacts or risks is identified.

Effective date	Adopted by	Versions	Revisions
19 March 2024	EVP People & Culture	1	N/A
18 December 2025	Board of Directors	2	Revisions to address compliance with minimum social safeguards as set out in Art. 18 of the EU Taxonomy (Regulation (EU) 2020/852)