Hexagon Purus ASA — Environmental, Health & Safety Policy

1. Purpose

At **Hexagon Purus**, our purpose is *to be a driving force for a sustainable planet.* We are committed to delivering safe, zero-emission mobility solutions while protecting our people, communities, and the environment.

2. Scope

This Environmental, Health & Safety (EHS) Policy applies to Hexagon Purus ASA and all entities within the Hexagon Purus group that are controlled by Hexagon Purus (jointly referred to as **"Hexagon Purus"**). Companies that are partially owned but not controlled by Hexagon Purus are expected to follow the principles set out in this EHS Policy.

3. Responsibilities

CEO

- Overall responsibility and oversight for the implementation of adequate EHS standards in Hexagon Purus.
- Owner and approver of this EHS Policy.
- Reporting to Board of Directors on the implementation of this EHS Policy in Hexagon Purus.

Executive Vice Presidents for the business areas

- Provide visible leadership and commitment to EHS principles.
- Ensure EHS is integrated into business strategy and decision-making.
- Review EHS performance in their business areas regularly and drive continuous improvement.

Head of operations for the sites

- Facilitate the implementation of this EHS Policy on a day-to-day basis.
- Allocate sufficient resources, competence, and personnel to achieve EHS objectives.
- Review EHS performance at their sites regularly and drive continuous improvement.

Other Managers and Supervisors

- Implement EHS procedures and standards in their areas of responsibility.
- Lead by example and ensure employees understand and follow EHS requirements.
- Identify and control risks through proper planning, training, and supervision.
- Encourage open reporting and take prompt action on unsafe conditions or behaviors.

EHS Professionals

- Provide expertise, guidance, and tools to support safe and sustainable operations.
- Develop, monitor, and audit EHS management systems, compliance, and performance.
- Facilitate training, communication, and incident investigation.
- Report performance trends and recommend improvement initiatives.

Employees and others working for and on behalf of Hexagon Purus

- Take personal responsibility for their own health and safety, and that of others.
- Always follow the 5 Golden Safety rules and applicable EHS policies, procedures, and instructions.
- Stop unsafe work and report hazards, incidents, or near misses immediately.
- Participate actively in training, safety meetings, and continuous improvement activities.

4. Our Commitment

We believe that a sustainable future is built on a strong foundation of environmental stewardship, health protection, and safety excellence. Our goal is **Zero Harm** - to people, assets, and the environment — through leadership, accountability, and continuous improvement.

5. Our 5 Golden Safety Rules

1. **Stop Unsafe Work** - All employees are empowered and expected to stop work in unsafe situations.
2. **Get Trained and Obtain Permits** - Perform only tasks for which you are trained, competent, and authorized.
3. **Operate Equipment Correctly** - Use tools, equipment, and machinery safely, following approved procedures; never disable safety features.

4. **Use PPE** - Always wear the required clothing and personal protective equipment (PPE) for each task.
5. **Report All Incidents** - Report all incidents, unsafe acts, and near misses promptly. Investigate, correct root causes, and share learnings across the organization.

6. Our Principles

1. **Environmental Responsibility** - We design and operate our products and facilities to minimize environmental impact and promote sustainability.
2. **Compliance and Integrity** - We meet or exceed all applicable EHS laws, regulations, industrial best practices, as well as relevant international guidelines and principles[1].
3. **Employee Engagement** - We foster a culture of integrity and drive to strengthen our safety culture. We take responsibility and initiative, proactively seek solutions, and follow through—championing safety and quality while caring for people and the planet.
4. **Risk and Impact Management** - We proactively identify, assess, and control hazards to protect people, assets, and the environment.
5. **Continuous Improvement** - We monitor, measure, and enhance EHS performance to achieve a safe working environment for all.

7. Implementation and revision

This Policy shall be distributed in line with other policies and reviewed at least annually. The CEO is responsible for adopting amendments to this EHS Policy.

Effective date	Adopted by	Version	Revisions
21 November 2025	CEO	1	N/A

[1] We are committed to complying with the principles referred to in the minimum social safeguards as defined in Art. 18 of the EU Taxonomy (Regulation (EU) 2020/852 as amended from time to time), including the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct and the UN Guiding Principles on Business and Human Rights.