

### 3. HSE POLICY

The policy states Eagle Technology AS (ET)'s obligation to protect life and health, show respect and care for the environment, and not to damage material and other property. It determines the goals and principles that governs ET's actions to uphold health, environment, security and safety, and requirements to management and how these are to be complied with. ET strongly believe that all accidents and losses can be avoided.

- HEALTH and SAFETY. We will conduct our business in a way that puts health and safety first. We shall encourage our employees to lead a healthy and safe lifestyle, privately as well as professionally.
- ENVIRONMENT. We will conduct our business from a lifecycle-point of view, and eco- efficiency through continuous improvement of energy use, and reduction of waste and emissions to air and water. We shall develop products and product applications that do the least possible harm to the environment throughout its lifecycle and encourage reuse and recycling. We are committed to fulfil our compliance obligations.
- SECURITY. We shall safeguard our properties and employees against industrial espionage, theft, sabotage, and terrorism, and prevent misuse of our documents, data, knowledge, products, and other property.
- KNOWLEDGE. We will systematically increase our understanding of the risk and impact of our activities and products on health, environment, safety, and security, so that our measures are appropriate, applied at the right time and based on optimal knowledge.
- INFORMATION. We shall regularly publish our HSE-targets and reports on status and progress. We shall encourage dialog with our contacts on these issues.

A handwritten signature in black ink, appearing to read "Roy Moberg", with a long horizontal stroke extending to the right.

Roy Moberg  
Chief Executive Officer  
12.05.2023