



Hi-Tech Seals QHSE Policy Statement

At Hi-Tech Seals, Quality, Health, Safety and Environment are shared responsibilities and essential parts of how we do business.

We are committed to providing quality products that meet customer expectations, protecting the health and safety of our employees and the public, and supporting environmental protection through pollution prevention, sustainable resource use, and reduction of adverse impacts. We will meet or exceed applicable health, safety and environmental legislation, regulations, customer requirements, and other obligations.

Through leadership from senior management and collaboration with employees and stakeholders, we establish objectives, provide strategic support, and continually improve the effectiveness of our integrated QHSE Management System. No job is so urgent or important that we cannot take the time to do it safely, responsibly, and with respect for our customers, our people, the public, and the environment.

All employees and relevant interested parties are expected to be aware of, understand, and comply with the requirements of this QHSE Policy statement. Should you have any questions or require further clarification regarding this policy, please contact the QHSE department.

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Dustin Jackson

CEO, Hi-Tech Seals Inc.

Date: 29 September 2026

A handwritten signature in black ink, appearing to read 'DD', is written over a horizontal line.

David Dewar

Director-QHSE, Hi-Tech Seals Inc.

Date: 29 September 2026