

## ENVIRONMENTAL, SOCIAL, AND GOVERNANCE POLICY

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Onward Energy recognizes that management of environmental, social and governance (ESG) issues can have a significant impact on the growth and longevity of its business. In developing the following ESG principles, we have considered a range of codes and standards, including EPA, OSHA, our Code of Ethics and Business Conduct, and the input of our Board of Directors and stakeholders.

### OUR ESG PRINCIPLES

The Onward Energy team will, to the best of our ability:

- Implement ESG engagement activities as an integral part of how we do business and recognize that ESG activities are of an ongoing nature.
- Encourage continual improvement in ESG performance at our Company.
- Comply with all applicable regulations and apply relevant best practices governing operations, the protection of human rights, occupational and public health, and safety, and the environment.
- Adhere to the highest standards of ethical conduct to avoid negligent, corrupt business practices or practices involving conflicts of interest.
- Identify and assess material ESG risks and opportunities as part of the evaluation of growth opportunities and manage material ES&G risks and opportunities following acquisition including those arising through supply chains, if applicable.
- Provide information to stakeholders on the environmental benefits of the provision of clean energy, including tracking and reporting our carbon footprint.
- Identify our material stakeholders and potential impacts by the Company, and mitigants of Company's impact.
- Assist associates and relevant contractors, as appropriate, in the identification and management of ESG risks and opportunities and provide appropriate support to do so.
- Seek to identify potential impacts on the Company and possible mitigants of weather changes resulting from climate change.
- Utilize our Scholarship and Community Donations Programs to strengthen bonds with local communities.
- Support and encourage our associates to assist in community organizations and activities through Charitable Giving Program and Day of Service initiative.
- Provide for the assignment of, and accountability for, ESG responsibilities to senior managers.
- Review this policy's effectiveness and implementation on a regular basis, and report relevant findings, progress, and recommendations to our Board;
- Distribute ESG policy and related ESG information to all associates.
- Ensure appropriate disclosure to, and encourage dialogue on ESG issues with, our Board of Directors, shareholders(s), and other stakeholders as appropriate.