

Community Investment and Donations Policy

At Kiwetinohk, we recognize the fortunes of all stakeholders are inseparable. We believe that, in the long term, for any stakeholder to benefit, all must be engaged and beencouraged to contribute. We acknowledge these stakeholders and that our responsibility to them includes health, safety and environmental discipline and excellence across all our operations and projects.

1.0 Purpose and scope

Kiwetinohk's Community Investment and Donations Policy ensures all donations, company volunteer activities and in-kind services are coordinated and aligned with Kiwetinohk's Prime Directive, Code of Conduct and business goals.

2.0 Definitions

"Kiwetinohk" or the "Corporation" means Kiwetinohk Energy Corp. and includes its subsidiaries and affiliates where the context requires.

"Prime Directive" means the level one policy document outlining Kiwetinohk's primary goal to build a better enterprise by stakeholder engagement and inclusion, serving and protecting its stakeholders and working together with them as society transitions to sustainable energy.

3.0 Principles and rules

3.1 Areas of focus

Kiwetinohk focuses its community investments in the geographic areas aligned with operational priorities and growth projects.

3.2 Prohibitions

Generally, Kiwetinohk will not provide funding for or to:

- For-profit organizations
- Political organizations, including parties, riding associations and candidates
- Individuals, including those seeking scholarships or promoting individual pursuits or fundraising activities
- Faith-based groups for secular or sectarian purposes (i.e. except if clearly intended to support a health, environmental or social service open to all people)
- Organizations that discriminate on any of the Protected Grounds in the Alberta Human Rights Act such as gender, gender identity and / or expression, sexual orientation, race and colour, religious beliefs, ancestry and place of origin, age, marital and family status, or mental or physical disability with respect to employment.

4.0 Other matters

4.1 Reporting violations, concerns or questions

Kiwetinohk's Whistleblower process and policy provides a means for the confidential, anonymous submission of complaints. The Corporation's Whistleblower Policy strictly

prohibits reprisals or retaliation against anyone who raises a safety, environmental or ethical concern or complaint.

5.0. Related Policies and Mandates

- Prime Directive
- Code of Conduct
- Whistleblower Policy

6.0 Review, Modification and Exception

The CEO will review this policy annually, making modifications as required.

Reviewed and approved by Pat Carlson, CEO, on March 4, 2024.