

Prime Directive

At Kiwetinohk, we recognize that the fortunes of stakeholders are inseparable. In the long term, for any to benefit, all must be engaged and contribute. We acknowledge these stakeholders and the duty to address the reasonable desires of each:

- People, everywhere, who seek to protect the environment want us to reach beyond compliance and find ways to lead the energy industry in reducing the environmental impact of our activities, restoring disturbed land and reducing greenhouse gas emissions intensity,
- Governments and regulators want us to comply with all laws and regulations and to advise them of changes that would enable the industry to better serve society,
- Communities most impacted by the Company's activities, including Indigenous communities, want to participate in planning, building and operating projects and in restoring the land when the projects are done,
- Industry partners want us to honor our arrangements and reasonably accommodate change and adaptation,
- Customers want us to reliably deliver our products at the specifications and in the amounts that we forecast,
- Suppliers and service providers want an opportunity to compete for our business, to be paid promptly and fairly, and to contribute to the evolution of our business,
- Employees want an energizing, inclusive, happy work environment where everyone is treated with dignity and respect, to be compensated fairly and a safe and healthy workplace,
- Investors want strong returns on their investment, effective communication and management of risks, environmental, social, financial and reputational.

We, at Kiwetinohk, see ourselves in the business of serving our stakeholders and working together with them to transition to sustainable energy. By engaging all of our stakeholders openly and honestly and by encouraging their participation in our business, we expect to best serve each of them.

This goal of building a better enterprise by stakeholder engagement and accommodation is our **Prime Directive**. The pursuit of this objective is the foundation for all of Kiwetinohk's management conduct policies.

Reviewed and approved – July 2024