Adopted: November 17, 2020
Reviewed: December 16, 2025

Sustainability Steering Committee Charter

Purpose:

The Sustainability Steering Committee's ("Sustainability Committee") purpose is to support the Company's on-going commitment to corporate Sustainability, environmental, health and safety, corporate social responsibility, corporate governance, and other public policy matters relevant to the Company (collectively "Sustainability Matters"). The SUSTAINABILITY Committee is a cross-functional management committee of the Company. It will assist the Executive Team of the Company in:

(a) setting general strategy relating to Sustainability Matters,

(b) developing, implementing, and monitoring initiatives and policies based on that strategy,

(c) overseeing communications with employees, investors and stakeholders with respect to Sustainability Matters,

(d) monitoring and assessing developments relating to, and improving the Company's understanding of Sustainability Matters, and

(e) efficient and timely disclosure of Sustainability Matters to internal and external stakeholders.

It is recognized that the Sustainability Committee's responsibility is oversight in nature and that the primary responsibility and ultimate decision-making with respect to the Company's underlying programs and policies remains with the subject matter experts currently responsible for such matters.

Duties and Responsibilities:

The duties and responsibilities of the Sustainability Committee shall be as follows:

a. Assist in setting the Company's general strategy with respect to Sustainability Matters, and to consider and recommend policies, practices, and disclosures that conform with the strategy;

b. To oversee the Company's reporting and disclosure with respect to Sustainability Matters;

c. To assist in overseeing internal and external communications regarding the Company's position or approach to Sustainability Matters;

d. To consider current and emerging Sustainability Matters that may affect the business, operations, performance or public image of the Company or are otherwise pertinent to the Company and its stakeholders, and to make recommendations on how the Company's policies, practices and disclosures can adjust to or address current trends;

e. To make periodic visits, as individual members or as a Committee, to operational locations in order to become familiar with the nature of the operations and review relevant objectives, procedures and performance with respect to Sustainability matters;

f. To put systems in place, as deemed necessary and appropriate, to monitor Sustainability Matters;

g. To advise the Company on stockholder proposals and other significant stakeholder concerns relating to Sustainability matters;

h. To assist with additional internal departments, and outside consultants as applicable, to drive timely and relevant disclosures of Sustainability Matters;

i. To review and assess this Charter periodically and recommend any proposed changes for approval; and

j. To perform such other duties, tasks, and responsibilities relevant to the purpose of the Sustainability Committee as may from time to time be requested.

k. The Committee Chair may delegate such responsibilities (or a subset thereof) to one or more members of the Sustainability Committee.

Meetings:

The committee shall meet monthly and on occasion as deemed necessary or appropriate.

Committee Actions:

Determinations of the Sustainability Committee will be made upon the approval of the Chair, following receipt of input from the other Sustainability Committee members.

Committee Members:

The Sustainability Committee will include officers and associates that the chair deems appropriate, taking into account such employee's expertise in relevant and varied disciplines, including environmental, health and safety, operations, legal, investor relations, government affairs, corporate governance, finance, human resources and communications.