



ENVIRONMENT, SOCIAL AND GOVERNANCE POLICY

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At PROENERGY, we believe the future needs of tomorrow can never be compromised by actions we take today. We commit to the principles and actions of the United Nations Sustainable Development Goals (SDGs) to foster a culture that promotes economic prosperity, energy security, environmental protection, social value, and responsible earning.

At PROENERGY, Environment, Social, and Governance (ESG) aligns our business and people on a moral purpose and guides our decisions to make meaningful contributions to the world. It serves our people and business aspirations to drive productivity, motivation, and talent retention. We leverage our environmental stewardship, social values, and governance controls to improve our competitive position and meet the expectations of employees, investors, shareholders, and customers.

At PROENERGY, we shall:

- Adopt the principles and objectives of the United Nations Global Compact and the United Nations Sustainable Development Goals, taking initiatives to promote environmental responsibility, ethical practices, and human care.
- Develop innovative solutions to improve efficiency, reduce emissions, enhance energy security, and accelerate renewable energy transition while taking steps to assess, monitor, and reduce our environmental footprint.
- Evaluate and advise Company leadership and affected employees on emerging air quality, environmental, and ecological risks and impacts.
- Empower people to improve their safety, well-being, and economic prosperity. We take steps to promote diversity and inclusion, respect human rights, and create prosperity for all people, including our employees, customers, suppliers, contractors, and the communities where we live and work.
- Create a culture of integrity and responsible earning. We operate with strong ethical business practices, fair and equitable compensation, and risk-based policies, procedures, and controls to drive a culture of compliance, transparency, and responsible decision-making.
- Make ESG a priority in our business planning and in the design and implementation of our projects and operations.
- Encourage the sensible development of the world's energy resources and promote energy security and sustainability.

- Encourage respect and concern for the environment and drive personal accountability for ESG performance through appropriate communications and training.
- Drive improvement actions, measure progress, and report our progress internally and externally.

In the pursuit of this policy, PROENERGY implements the following roadmap:

- *Address The Foundational Gaps:*
Review and improve company policies, procedures, systems, tools, and controls to promote ESG program objectives, standardize working practices, and clarify expectations.
- *Improve Cultural Alignment:*
Influence the organization to embrace the ESG journey and promote its culture through active participation, communication, and visible demonstration.
- *Benchmark Business Strategy:*
Periodically assess and validate business strategic actions to ESG program objectives.
- *Measure Progress:*
Establish and monitor key performance indicators and annual improvement objectives starting from a baseline assessment.
- *Report Progress:*
Demonstrate visible commitment and report your progress Internally and externally through an annual ESG report.