



# SUSTAINABLE DEVELOPMENT POLICY



**Enerkem**

# About Enerkem

Enerkem's mission is to build a sustainable future by commercializing its ground-breaking technologies producing low-carbon fuels and circular chemicals to support the energy transition for the hard-to-abate sectors, address waste management challenges and contribute to a circular economy.

Enerkem wishes to become a key player in the fight against climate change by participating in energy diversification and responding to the urgent needs for waste management, while building a robust circular economy.

To achieve this, Enerkem began a strategic analysis process involving its stakeholders. From this reflection stems the adoption of this Sustainable Development Policy, an undeniable basis in the process.

## OUR VISION

A low-carbon world based on a circular economy



“Enerkem's Sustainable Development Policy is more than just a simple document. It presents our mission and vision as an innovative company that wants to contribute to creating a better world. It represents the cornerstone of our eco-responsibility approach.”

– Dominique Boies, Chief Executive Officer

# Foundation of the Policy

Enerkem's commitment to sustainable development is part of our desire to evolve our actions towards a responsible and sustainable model that inspires everyone. We strive to have a positive impact for our employees and for society as a whole.

We firmly believe in the relevance of the Sustainable Development Goals (SDGs) recommended by the United Nations (UN) and it is for this reason that our approach is intrinsically linked to them by responding directly or indirectly to 13 of these 17 goals relevant to Enerkem's activity.



## Policy Objective

This policy aims to structure the sustainable development (or ESG) approach of Enerkem Inc. It is the pillar of our approach.

## Application Fields

It applies to all the activities of Enerkem Inc. as well as to its direct stakeholders. It also aims to play a role of influence and education with indirect stakeholders (partners, suppliers and customers).

# Our Commitment

Across 4 axes and 20 issues, the implementation of sustainable development at Enerkem aims to be structuring, effective and measurable.

Enerkem was established in Quebec from an innovative idea: to recycle carbon and hydrogen from waste to produce value-added products. We recognize, however, that despite our best efforts, our activities may have an impact on the environment, society, and the economy.

Innovation is in our DNA and it continues to push us to go further. Our commitment to sustainable development is crucial to us and we strive to become a key player in the fight against climate change.

From our policy stems an action plan 2022-2030, for which an accountability process will be carried out annually. The action plan has been thought out in such a way as to become an essential flexible and dynamic tool in its implementation. In order to facilitate its monitoring, the actions have been divided into 4 main axes and 20 issues which have been deemed priorities by management and stakeholders. Monitoring indicators have been determined for each issue.

## *Priority axes and issues for Enerkem's commitments*



### **MAXIMIZE THE POSITIVE EFFECT OF OUR TECHNOLOGY**

- Sustainable procurement
- Eco-design
- Climate change
- Ecosystem and Biodiversity
- Water management
- Residual materials management



### **INTEGRATE PRINCIPLES OF SOUND GOVERNANCE INTO CORPORATE MANAGEMENT**

- Ethics
- Transparency
- Accountability
- Anti-corruption
- Data security



### **INVOLVEMENT IN COMMUNITY**

- Develop and maintain our relationship with First Nations
- Listen to the community
- Act for the community



### **OPTIMIZE THE WELL-BEING OF OUR EMPLOYEES**

- Health and safety
- Equity, diversity and inclusion
- Training and skill development
- Sense of belonging
- Right to disconnect
- Working conditions

## 1 MAXIMIZE THE POSITIVE EFFECT OF OUR TECHNOLOGY

Apply the principles of precaution and prevention in our activities and our decisions with the constant concern to reduce the negative impacts on the environment, water, climate, ecosystems and biodiversity. Enerkem is committed to supporting its customers in choosing and achieving carbon neutrality.

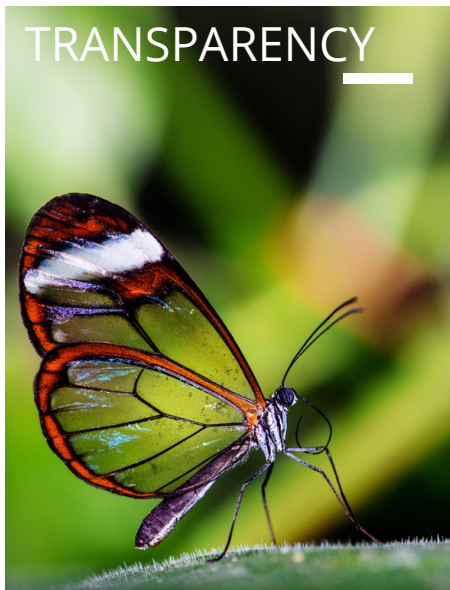
### ISSUES



# 2 INTEGRATE PRINCIPLES OF SOUND GOVERNANCE INTO CORPORATE MANAGEMENT

Make sure to act ethically, in our decisions and our behaviour, so as to guarantee a reputation as a responsible organization. Maintain communication that promotes transparency by publishing our results in terms of sustainable development.

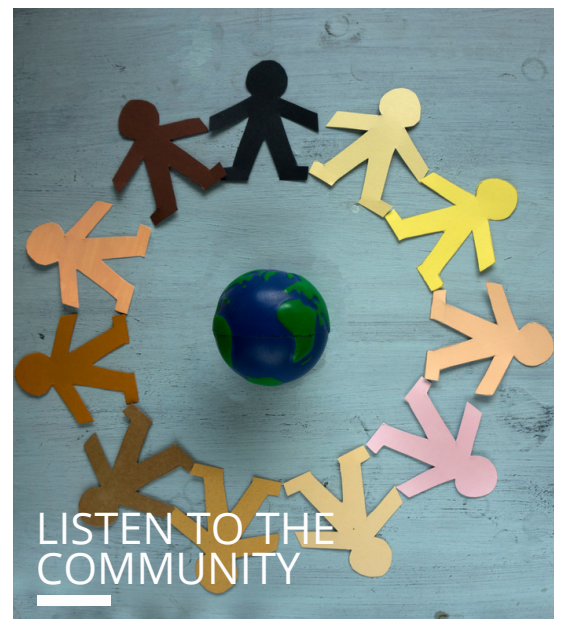
ISSUES



# 3 INVOLVEMENT IN COMMUNITY

Demonstrate leadership and play a role of influence with our investors, collaborators, suppliers, customers, employees and in the community in order to mobilize them towards sustainable development. Listen to communities and actively participate in their development.

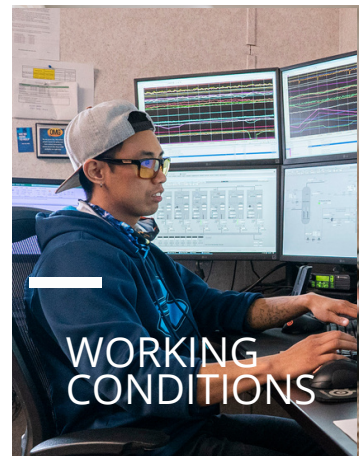
ISSUES



# 4 OPTIMIZE THE WELL-BEING OF OUR EMPLOYEES

Encourage and promote equity and inclusion in the workplace. Ensure the health and safety of our employees. Seize opportunities to grow team skills and develop an mobilize, diverse and satisfied workforce.

ISSUES





# Structure and Responsibility

The implementation of the policy will be ensured by a team of enthusiasts with all the skills necessary for its success. Therefore, an ESG team has been set up to implement the actions defined in the action plan and ensure their monitoring.

# Updates of the Process

A five-year update process is planned for the action plan. The overall approach defined in this policy will be reviewed as needed. Reporting of all monitoring indicators will be done annually through the ESG Report.

# Policy Adherence

With this signature, Dominique Boies, Chief Executive Officer, confirms Enerkem's commitment to applying the Sustainable Development Policy in all of the organization's activities. The policy is expected to come into effect upon its adoption by management.



Dominique Boies  
Chief Executive Officer of Enerkem

Coming into force: October 31, 2023

