



TENAZ ENERGY

Corporate Social Responsibility Policy

Tenaz Energy Corp. recognizes that to deliver consistent and long-term shareholder value we must operate in a safe, healthy, ethical, legal and environmentally responsible manner.

We are committed to conducting our activities in a manner that safeguards the health and safety of our employees, contractors, consultants, service providers, the public and the environment. We operate our business in a responsible, transparent, and respectful way and comply with all applicable laws, regulations, and industry standards.

Our activities are aligned with and guided by the following focus areas:

Leadership

Tenaz leaders are committed to operational excellence and continuous improvement. We are responsible and accountable for meeting our Health, Safety and Environment (HSE) performance targets.

We lead by example and empower our employees to behave as leaders by ensuring that our performance expectations are consistent with the principles of this policy and are communicated to all employees, contractors, consultants and service providers.

Tenaz leaders establish processes to identify, assess, measure, and manage risks and opportunities that are material to the business and this policy.

People

Tenaz believes that the health and wellness of our employees, contractors, consultants, and service providers are key to our success, and we commit to an environment that creates this.

We ensure efficient and effective management of emergency situations. Continual improvement of safety performance, policies and operating practices is prioritized through open and timely HSE communication.

We provide every employee, contractor, consultant, and service provider with a safe and healthy workplace and ensure worker competency with necessary training and resources.

Environment

Tenaz applies risk management throughout our field operations and project development to mitigate and reduce environmental impact.

We integrate an environmental perspective into our business plans, performance management, project development, operations, and stakeholder relations.

This Corporate Social Responsibility Policy applies to the Board of Directors and employees of Tenaz, including contractors, consultants and service providers who conduct activities on behalf of Tenaz. All those engaged in work for Tenaz have read and agree to uphold this policy and its contents.

Anthony Marino

President & Chief Executive Officer

Michael Kaluza

Chief Operating Officer