



SAFETY, HEALTH and ENVIRONMENTAL POLICY

Harvest Operations Corp. (Harvest) is committed to the Safety, Health and Environmental System (SHEMS) that protects employees, contractors, subcontractors, visitors and the public. Our goal is 'Zero Harm' to employees, contractors, and the communities in which we operate. Participation by everyone is necessary to create a safe and clean working environment by prioritizing people's lives, safety, and eco-friendly management.

Management accepts the responsibility for overall leadership, commitment and support of safety and health, and providing adequate resources to enable all staff to comply with legislative, industry and company standards.

Supervisors are responsible to ensure workers are informed of the worksite hazards and participate in hazard assessment, control identification and risk mitigation

Every employee, including contractors/ sub-contractors is responsible for cooperating with the safety, health and environment system, following all established safe work practices, complying with all rules and regulations, and cooperating with achieving the goals established by this policy.

Harvest actively practices the guiding principles as follows:

- Comply with provincial and federal acts, legislation, and regulations to establish an optimal SHE management system while striving to improve it.
- Strengthen field-oriented safety management activities to protect the safety and health of employees and stakeholders.
- Protect & maintain the health and safety (including physical, psychological, and social well-being) of employees.
- Prevent major industrial accidents and create a safe and healthy workplace by establishing a self-disciplined prevention system focused on risk assessments.
- Report all incidents and investigate based on incident-outcome potential.
- Secure thorough SHE management by elevating the safety awareness at workplace and actively engaging with all relevant stakeholders to intensify internal communication for safety awareness.
- Maintain sustainable environment and contribute to carbon neutrality by promoting Low-carbon projects
- Ensure management, supervisors and workers understand applicable workplace health and safety rights and responsibilities (right to know, right to participate and right to refuse dangerous work).

Harvest is mindful that safety is not a mere priority, it creates value to our employees, contractors, and the communities in which we operate.

A handwritten signature in black ink, appearing to read "Jungwoo Seo", written over a horizontal line.

Jungwoo Seo
President & CEO

A handwritten signature in black ink, appearing to read "Dohyun Kim", written over a horizontal line.

Dohyun Kim
COO

January 9, 2025
Date