



Corning Energy Corporation Human Rights Policy

Introduction

Corning Energy Corporation (Corning) is committed to operating with the highest ethical standards and improving our environmental, social and governance (ESG) practices. Respecting human rights and contributing to positive human rights outcomes help us to mitigate risks, adhere to regulatory requirements and build strong partnerships with our employees, customers, contractors, supply chain and communities. It is also our responsibility to improve lives by providing safe jobs and protecting vulnerable groups. In addition, focusing on human rights helps us contribute to a more sustainable and inclusive business environment, fostering long-term economic stability and resilience.

The purpose of this policy is to formalize our commitment to upholding human rights through existing decision-making, governance, corporate policies and procedures. Our efforts are grounded in The UN Guiding Principles on Business and Human Rights, which we are committed to implement and uphold.

Scope

This Human Rights Policy defines how Corning considers human rights in our operations, within our business relationships and across our supply chain. Where we do not manage or control, we seek to work with our business partners for them to align with our policy commitments.

Our Policy applies to all officers, employees, temporary workers and contractors acting on behalf of Corning.

This Policy supplements our Code of Conduct and Employee Handbook.

Governance

Our Human Rights Policy Statement is overseen by our Chief Executive Officer. This Policy has been approved by our Board of Directors.

Commitments

We comply with all human rights-related laws in the countries in which we operate and abide to all applicable labour laws and standards addressing employment, working conditions, hours of



work, discrimination, employment equity, freedom of association, child labour, and human slavery.

We recognise that we must take steps to identify and address any actual or potential adverse human rights impact which we may cause or contribute to through our activities, or products or services, or our supplier relationships.

We commit to identify and assess these impacts, act on findings, remedy when needed, track and work to measure our actions, and communicate with our stakeholders. We commit to continuous improvement by integrating the results of our risk assessments, monitoring systems and general due diligence into our policies and internal systems. This may include:

- Incorporating material human rights risks into risk assessments and risk controls
- Engaging with suppliers to understand their exposure to human rights risks and their related management systems
- Embedding supply chain due diligence requirements, including, where feasible, in supplier contracts
- Assigning internal responsibilities to track, manage and reduce human rights risks

We make available general human rights training for all employees and focused training on specific human rights issues for select employees in relevant roles. This includes training on our employment standards, and anti-harassment and discrimination policies in our employee handbook.

Our employee handbook includes an explicit whistleblower policy statement for employees to raise any issues related to human rights without fear of retaliation, and we are committed to enable remedy by investigating or collaborating with authorities. We also maintain public communication channels for external stakeholders to identify potential human rights concerns.

Date:

Authorized by: 12/20/23

Michael J. ..., CEO