

SUPERIOR PLUS CORP.

HSE ROLES, RESPONSIBILITIES & REPORTING POLICY

First Approved by Board: November 7, 2018	Policy Review Cycle: Annually
Current Version Approved by Board: August 6, 2026	Responsible Executive: Chief Commercial Officer, North American Propane
Supersedes Version Approved: August 12, 2025	

Purpose

This Policy sets forth the respective roles and responsibilities of various Representatives and governance bodies of the Superior Group as they relate to health, safety and the environment (represented in the diagram labelled Figure 1) and the minimum standards for the monitoring and reporting of health, safety and environmental performance for the Superior Group.

Scope

This Policy applies across the Superior Group and is supplemented by the Divisional Guidelines with respect to health, safety and environmental performance monitoring and reporting.

Definitions

In this Policy the following capitalized terms have the meanings set out below:

“Board” means the board of directors of Superior.

“Business Leaders” means the Chief Operations Officer, North American Propane, the Chief Commercial Officer, North American Propane, the President, Certarus, the Senior Vice President, Supply & Optimization and such other or additional individual, from time to time, that is the most senior executive of any business segment of the Superior Group.

“CEO” means the President and Chief Executive Officer of Superior.

“Divisional Guidelines” means the Divisional HS&E Monitoring & Reporting Guidelines.

“Divisional HSE Committee” means the committee comprised of the Directors of Health & Safety from each business segment of the Superior Group, the Superior Plus HSE Executive Sponsor, the Director, Sustainability of Superior and the Corporate Secretary of Superior.



“Divisional HSE Committee Chair” means the individual selected from the members of the Divisional HSE Committee to chair such committee.

“ESG” means environmental, social and governance.

“Executive Committee” is comprised of the CEO, the Executive Vice-President and Chief Financial Officer, the Senior Vice-President and Chief Legal Officer, the Senior Vice President and Chief Human Resources Officer, the Senior Vice President and Chief Transformation Officer and the Vice President and Chief Information Officer of Superior and the Business Leaders.

“HSE Committee” means the Health, Safety and Environment Committee of the Board.

“HSE Management System” means the health, safety and environmental management system of the Superior Group.

“Leading Indicators” means a measure preceding or indicating a future event used to drive and measure activities carried out to prevent and control injury. Leading Indicators measure the presence of safety as opposed to the absence of injury.

“Lagging Indicators” means a measure of an organization’s incidents in the form of past accident statistics.

“Policy” means this HSE roles, responsibilities and reporting policy, as may be amended from time to time.

“Representative” means a director, officer, employee or independent contractor of the Superior Group. For certainty, independent contractor includes an individual acting as a consultant or performing other services for the Superior Group who is not a director, officer or employee.

“Superior” means Superior Plus Corp.

“Superior Group” means, collectively, Superior, Superior Plus LP, Superior General Partner Inc., and each of their divisions, affiliates and subsidiaries.

“Superior Plus HSE Executive Sponsor” means the individual set forth above as the “Responsible Executive” for this Policy.

HSE Roles and Responsibilities

The Board

The Board has oversight responsibility in relation to, among other things, (i) the identification of the principal business risks of the Superior Group and (ii) the implementation of appropriate systems to manage these risks.

HSE Committee

The HSE Committee has been formed by the Board to assist it in fulfilling its foregoing oversight responsibility and, in particular, the HSE Committee has oversight responsibility in relation to the development of, and monitoring of the effectiveness of implementing, the HSE Management System. The HSE Committee also has oversight responsibility for the health, safety and environmental aspects of ESG matters and shares responsibility with the Board's Governance and Nominating Committee for reviewing and recommending to the Board, as applicable, Superior's sustainability strategy and approach to reporting on sustainability and other ESG matters.

Executive Committee

The Executive Committee provides leadership for the Divisional HSE Committee and its activities and has responsibility for confirming that the HSE Management System meets applicable regulatory requirements, addresses any other risks identified by the Board, promotes continuous improvement and supports Superior's sustainability strategy and reporting.

Business Leaders

The Business Leaders are responsible for taking all reasonable care to promote their respective business segment's compliance with applicable acts, regulations and other legal requirements, and other risks identified by the Board, by among other things:

- promoting and providing leadership for health, safety and environment activities and ensuring that the HSE Management System for their business segment is effective and supports continuous improvement;
- providing appropriate financial, human, and organizational resources to plan, implement, audit, review and improve the HSE Management System for their business segment;
- defining roles, assigning responsibilities, establishing accountability and delegating authority to establish, implement, maintain, audit, review and improve an effective HSE Management System for their business segment;
- establishing, implementing, maintaining, reviewing and improving health, safety and business segment -specific environmental policies, strategies and measurable objectives;
- reviewing their business segment's HSE Management System at planned intervals and ensuring that monitoring and reporting requirements are met;
- overseeing that workers and worker representatives are consulted as required by law;
- overseeing a process for the active participation of workers and worker representatives in the establishment and maintenance of the HSE Management System for their business segment;



Superior Plus

- establishing, implementing, maintaining, reviewing and improving a process for health, safety and environmental training and communications for workers in their business segment, including the provision of appropriate financial, human and organizational resources for such process; and
- overseeing effective supervision for the protection of workers' health and safety.

Divisional HSE Committee

The role of the Divisional HSE Committee is:

- to serve as a formal health, safety and environment network and platform to share information, resources and best practices across all of the businesses of the Superior Group, with the goal of continuous improvement among all business segments;
- to identify and monitor health, safety and environmental metrics and performance across the Superior Group;
- to support the monitoring and reporting needs and requests from the Board and the HSE Committee; and
- to develop and maintain, as well as foster continuous improvement of, the HSE Management System for the Superior Group.

HSE Executive Sponsor

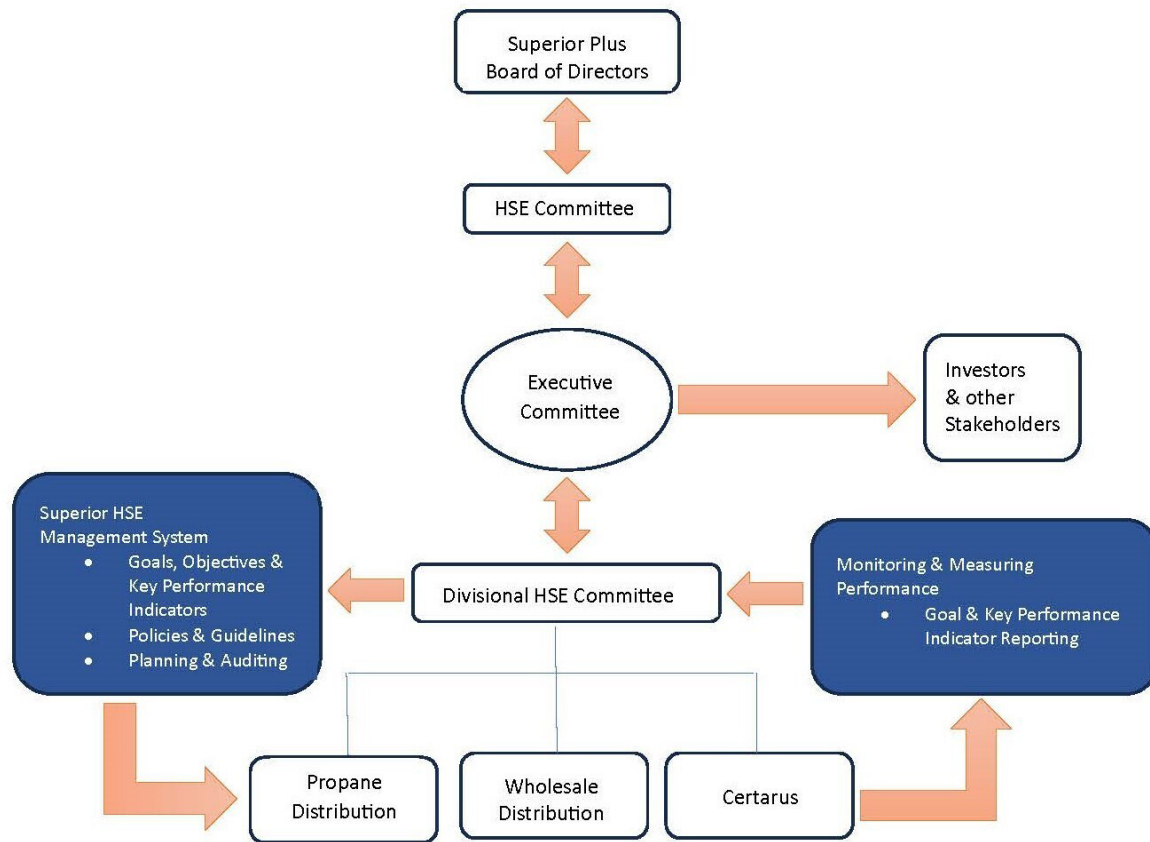
The HSE Executive Sponsor provides executive leadership on health, safety and environmental matters to the Board and the HSE Committee on behalf of the Executive Committee and the CEO.

Divisional HSE Committee Chair

The role of Superior's Divisional HSE Committee Chair is to coordinate health, safety and environmental matters for the Board and the HSE Committee, including but not limited to:

- leading the Divisional HSE Committee in developing, implementing, maintaining, reviewing and improving the HSE Management System for the Superior Group according to the committee's rolling 5-year workplan; and
- ensuring standardized and effective reporting of health, safety and environmental matters to the Executive HSE Committee and the HSE Committee.

FIGURE 1:



HSE Performance Monitoring and Reporting

Each business segment within the Superior Group shall have a process in place to ensure that:

- key Leading Indicators and Lagging Indicators that measure health, safety and environmental performance are identified;
- data is analyzed and actions are identified to address findings from the key Leading Indicators and Lagging Indicators analysis;
- actions identified to address such findings are communicated to the Divisional HSE Committee for potential implementation; and
- relevant stakeholders are notified of HSE results in a timely manner.

The Divisional Guidelines supplement this Policy with respect to performance monitoring and reporting and include definitions for health, safety and environmental metrics, as well as the implementation requirements for this Policy with respect to performance monitoring and reporting. The Divisional Guidelines will be reviewed and approved by the Divisional HSE Committee.

Policy Revisions

The HSE Committee will review and recommend to the Board revisions to this Policy from time to time in order to reflect changes in legal or regulatory obligations or leading practices. Any changes to this Policy must be approved by the Board.