



Environmental Policy Statement:

It is the corporate policy of Pioneer Construction, and its subsidiaries to conduct business in an ethical manner with continuous improvement regarding the protection of human health and the environment. We believe that protection of the natural environment is fundamental to the success of our operations.

The following management principles are adopted to ensure this policy is endorsed and implemented throughout our organization:

- 1) Meet or exceed the requirements of all environmental laws and regulations.
- 2) Continuously review environmental risks and integrate mitigation of these risks into our planning, operating and business decisions.
- 3) Assess the environmental impacts of changes in operations.
- 4) Encourage the operation of facilities with diligent consideration to pollution prevention and the sustainable use/reuse of energy and materials.
- 5) Identify and implement new technological solutions that may lessen potential environmental impacts.
- 6) Promote the adoption of these principles by suppliers, consultants, and others acting on behalf of the company.

A handwritten signature in black ink, appearing to read 'Malcolm Croskery', is written in a cursive style.

Malcolm Croskery, Chief Operating Officer, Pioneer Construction
Approved January 2026