



# Environmental, Social, and Governance (ESG) Policy

## Purpose and Priorities

CMT recognizes that its operations can impact the environment as well as various stakeholders, including employees and community members. CMT is committed to apply rules of good governance, protect the environment, respect human capital, and be positive and contributing members of the communities we serve. By implementing an ESG Policy, CMT formalizes its commitment to evaluating and prioritizing material ESG matters in its operations. CMT’s ESG Policy is supported by a suite of policies that integrate ESG factors, which we believe will deliver better performance and build trust in our company.

CMT integrates ESG factors that are relevant to its operations through the following actions:

- Ensure that existing policies capture relevant ESG topics;
- Incorporate ESG issues in decision-making processes;
- Promote acceptance and implementation of ESG “best practices” within our industry;
- Work with business and community stakeholders to enhance our effectiveness in implementing ESG principles; and
- Report on ESG activities and progress.

## Scope

- This ESG Policy shall apply to all CMT operations.

## Governance

This policy and CMT’s ESG-related efforts are overseen by the Director of Operations, whose responsibilities include training employees on their responsibilities, communicating ESG information with stakeholders, ensuring that ESG matters are appropriately prioritized, and reporting ESG performance to CMT ownership.

## Implementation

ESG issues that may be relevant to CMT’s operations include, but are not limited to:

Area of Focus	Activity	Potential Impact on Performance
 <p><b>Environmental</b></p>	<ul style="list-style-type: none"> <li>• Resource management and pollution prevention</li> <li>• Reduced emissions and climate impact and increased climate resilience</li> <li>• Environmental compliance</li> <li>• Environmental reporting/disclosure</li> </ul>	<ul style="list-style-type: none"> <li>• Avoid or minimize environmental liabilities</li> <li>• Lower costs/increase profitability through energy and other efficiencies</li> <li>• Reduce regulatory, litigation, and reputational risk</li> <li>• Provide an indicator of a well-governed company</li> </ul>

Area of Focus	Activity	Potential Impact on Performance
 <p><b>Social</b></p>	<p><i>Workplace</i></p> <ul style="list-style-type: none"> <li>• Diversity and inclusion</li> <li>• Health and safety</li> <li>• Labor-management relations</li> <li>• Human rights</li> </ul>	<p><i>Workplace</i></p> <ul style="list-style-type: none"> <li>• Improve productivity and morale</li> <li>• Reduce turnover and absenteeism</li> <li>• Increase openness to new ideas and innovation</li> <li>• Reduce regulatory, litigation, and reputational risk</li> </ul>
	<p><i>Community Impact</i></p> <ul style="list-style-type: none"> <li>• Community relations</li> <li>• Corporate philanthropy</li> </ul>	<p><i>Community Impact</i></p> <ul style="list-style-type: none"> <li>• Improve brand loyalty and reputation</li> <li>• Protect license to operate</li> </ul>
 <p><b>Corporate Governance</b></p>	<ul style="list-style-type: none"> <li>• Executive compensation</li> <li>• Reporting and disclosure</li> </ul>	<ul style="list-style-type: none"> <li>• Avoid negative financial surprises</li> <li>• Reduce regulatory, litigation, and reputational risk</li> </ul>

CMT will consider ESG factors during its operations and as part of business decisions, incentivize its employees to prioritize ESG matters, and support its employees in order to help the Company achieve strong ESG performance as outlined in policies that cover the key ESG topics identified above.

## Reporting

CMT will internally communicate information related to ESG matters during routine employee and management meetings. CMT will also report ESG information to other stakeholders through quarterly reporting and upon request.

This policy will be reviewed periodically and updated as appropriate.