



PetroShale (US), Inc.

HEALTH & SAFETY POLICY

June 2022

Lucero Energy Corp. (Lucero) is committed to conducting its activities in a manner that will protect the health and safety of its employees, contractors, the public and the environment in which we operate. The Company's policy is to:

- Ensure employees, representatives and contractors are aware of all workplace hazards and comply with all applicable State and Federal regulations, industry guidelines and company procedures in the planning, design and operations of PetroShale wells, facilities, pipelines and equipment
- Provide every employee, representative and contractor with a safe and healthy workplace through proper training, equipment, programs and procedures
- Respond promptly and effectively to health and safety incidents in order to minimize the consequences and protect employees, contractors, the public and the environment
- Educate and provide learning opportunities to our employees, representatives, and contractors by communicating the outcome and findings, where possible, of health and safety incidents that have occurred within our industry
- Communicate openly and fairly, on a timely basis, with fellow employees and contractors, the public, government agencies, and stakeholders
- Respect every worker's "Right to Refuse Unsafe Work" without repercussion and communicate that it is not only their right but their duty to protect themselves and their co-workers

Safety starts with awareness and awareness is the responsibility of each individual. Hazard awareness and identification comprise an integral part of every task which when applied consistently and collaboratively, will lead to safe work. The protection of employees, representatives, contractors, the environment and the equipment is of paramount importance in the planning and completion of every Lucero activity.

A handwritten signature in blue ink, appearing to read 'B. Herman', written over a horizontal line.

Brett Herman
President & Chief Executive Officer

A handwritten signature in blue ink, appearing to read 'J. Skehar', written over a horizontal line.

Jason Skehar
Chief Operating Officer

A handwritten signature in blue ink, appearing to read 'S. Manchester', written over a horizontal line.

Shane Manchester
V.P. Operations