

SUSTAINABILITY STEERING COMMITTEE CHARTER

1 Purpose and Responsibilities

This charter sets out the role, scope and responsibilities of the Sustainability Steering Committee (**the Committee**). The Committee will assist the Horizon Board, including the Risk Management Committee in fulfilling its oversight and responsibilities relating to Horizon's sustainability strategy, policy and practices. The Committee's sustainability duties comprise the governance and review of the Company's activities in the areas of safety, health, process safety, the environment, climate change and community relations.

The role of the Committee is to formally engage Horizon Executive Management in strategic sustainability decision making, encourage long-term planning and facilitate sustainability initiatives.

The responsibilities of the Committee include:

- Develop and recommend to the Board for approval a 'right-sized' sustainability strategy (including a sustainability management framework and policy), targets and plans;
- Review and report progress against the sustainability strategy, targets and plans;
- Prepare and recommend to the Board for approval, the annual Sustainability Report;
- Maintaining an appropriate level of knowledge of research, developments, risks and legislation applicable to the above mentioned areas;
- Provide input to regular reviews of the corporate Climate Change Risk register;
- Promote the integration of sustainability into daily business activities across Horizon by ensuring sustainability accountability is a line management responsibility; and
- Promote the integration of sustainability impacts and considerations into the Horizon risk management framework.

The Chairman of the Committee will be a Board level position. Amongst the various sustainability responsibilities, the Chairman will be responsible to reporting to the Board on climate change matters.

The Committee is authorised to, on approval from the Chairman of the Committee, obtain independent advice and institute investigations, as it considers necessary or appropriate to fulfil its duties.

The Chairman of the Committee is responsible for ensuring this Charter is implemented.

2 Membership

The committee will consist of the following members (or their delegates):

- Chief Executive Officer (Chairman)
- Chief Financial Officer
- Manager – Production & Development
- Minimum of one staff representative from the Technical team
- Minimum of one staff representative from the Finance team
- Guests (by invitation)

The Committee will be represented by at least one member of Horizon's Risk Management Committee.

3 Administrative Matters

- The committee will hold at least two meetings annually.
- Any committee member may call a meeting of the committee.
- A notice confirming the date, time, venue and agenda must be forwarded to each member of the committee at least one week prior to the date of the committee meeting. The notice must include all relevant supporting papers for the agenda items to be discussed.
- Record or minutes of meeting shall be prepared and shared with all committee members.
- The quorum consists of a majority of the committee members present in person or by telephone or video link.
- The chairman of the committee may invite other Horizon employees, Board members or other external parties to attend meetings of the committee as appropriate.

4 Reporting

The Chairman of the committee will regularly report to the Horizon Risk Management Committee and the Horizon Board. An update will be provided to the Board at each scheduled Board Meeting, as well as the Risk Management Committee Meeting.

5 Review

The Horizon Board will, at least once a year, review the membership and charter of the Committee to determine its adequacy and effectiveness for current circumstances. The committee may make recommendations to the Chairman in relation to the committee's membership, purpose and responsibilities.