



CHARTER OF THE COMMITTEE ON HEALTH AND SAFETY, ENVIRONMENT AND SUSTAINABLE DEVELOPMENT OF THE BOARD OF DIRECTORS OF CASCADES INC.

1. Policy Statement

The purpose of this charter is to describe the role of the Health and Safety, Environment and Sustainable Development Committee and the functions and responsibilities delegated to it by the Board of Directors (the "Board"). The Committee's main function is to assist the Board in fulfilling its oversight responsibilities with respect to the following questions:

- 1.1 The effectiveness of policies, programs and practices put in place by the Corporation to maintain safe workplaces and healthy employees who are part of the Corporation's commitment to create long-term value for shareholders;
- 1.2 The legislative, regulatory and social issues linked to health and safety and the environment ("HSE"), which could significantly affect its business activities, financial performance or reputation;
- 1.3 The Corporation's compliance with legal and regulatory requirements relating to HSE imposed by government authorities and regulatory bodies;
- 1.4 The establishment of an action plan for sustainable development to reduce the environmental impact of its infrastructures and activities and maximize the social and economic benefits;
- 1.5 To adopt Best Practices in sustainable development, taking into account the Corporation's objectives in this area;
- 1.6 All other responsibility that could be delegated from time to time by the Board.

2. Composition and organisation

- 2.1 The Committee consists of a minimum of four directors, a majority of which must be independent. They are appointed by the Board on the recommendation of the Governance and Nominating Committee, by resolution or at the first meeting following the annual meeting of shareholders. A member can be dismissed or replaced at any time by the Board. A member ceases to be a member of the Committee when he stops being a Director;
- 2.2 The Committee chooses one of their member to act as Chair and the Corporate Secretary or Assistant Corporate Secretary serves as secretary of all meetings of the Committee and keeps minutes of deliberations of the Committee.

3. Meetings and Resources

- 3.1 The Committee meets at least three times a year or more frequently if circumstances warrant it. The Committee sets its own rules and procedures, subject to any special instructions from the Board. At meetings of the Committee, the presence of a majority of its members constitutes quorum.
- 3.2 The Committee may invite to its meetings any officer, Director, senior management or external consultants it deems appropriate to fulfill its responsibilities.
- 3.3 Unless the Committee members waive it, the Committee holds *in camera* sessions in the absence of management after each meeting.
- 3.4 The Chair of the Committee sets the agenda for each meeting of the Committee in consultation with appropriate resources, the Secretary of Assistant Secretary or any other person. The agenda and relevant documents are distributed to the Committee in advanced of the meetings.
- 3.5 The Chair of the Committee makes quarterly reports as required on the activities of the Committee and makes recommendations to the Board on any questions the Committee may deem necessary or appropriate.
- 3.6 The Committee has the authority to hire outside advisors to assist in fulfilling its duties and set and pay their compensation.

4. Basic Functions and Responsibilities

The Committee addresses the following issues:

- 4.1 reviews the Corporation's HSE policies in light of applicable legislative and regulatory requirements, industry best practices, and the need to effectively manage HSE risks to protect the environment and the health and safety of its employees, customers and the public;
- 4.2 reviews objectives and goals of the Corporation, including capital expenditures and operating costs for the implementation of the policies, procedures, practices, compliance measures and risk management programs for the protection of the environment and health and workplace safety;
- 4.3 discusses with management at a frequency be determined by both parties, the breath of the plans and results relating to the HSE audits of the Corporation;
- 4.4 reviews the monitoring systems within the Corporation to ensure compliance with its own HSE policies and with laws and regulations applicable, as well as the reports of management failures, proposed plans and programs and, if appropriate, makes recommendations to the Board relating to such;
- 4.5 examines and discusses with management all major environmental incidents and workplace accidents, as well as all the administrative, regulatory or judicial proceedings that are likely to be significant to the Corporation, in relation to HSE, and management's response to these procedures;
- 4.6 reviews the objectives of the Sustainable Development Action Plan;

- 4.7 regularly reports to the Board on all relevant questions and related responsibilities of the Committee, including policies, management plans, programs and practices, the Corporation's performance in matters of HSE, sustainable development, health and safety statistics and other parameters allowing for the evaluation of said performance;
- 4.8 assesses the performance of the resources available to the Committee.

5. Committee Performance Evaluation

The Committee prepares an annual self-evaluation of its and its members' performance, reviews the wording and pertinence of its Charter yearly and recommends any changes the Committee deems necessary.

Approved by the Board of Directors on November 11, 2020.