



## MODERN SLAVERY REPORT

In compliance with Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act"), Lucero Energy Corp. ("Lucero" or the "Company") has prepared this Modern Slavery Report (the "Report") covering the year ended December 31, 2023.

As a Canadian publicly listed company (TSXV: LOU, OTCQB: PSHIF), Lucero acknowledges and supports the global community's efforts to protect human rights and opposes all forms of forced labour and human trafficking. In the conduct of business, Lucero aims to avoid causing or contributing to adverse human rights impacts.

### OUR BUSINESS

Lucero is a crude oil and natural gas company pursuing responsible and sustainable energy production. The Company is headquartered in Calgary, Alberta, Canada, and explores, develops and produces crude oil and natural gas from our properties located in North Dakota, USA.

In the normal course of business, Lucero engages numerous vendors and service providers (collectively "Vendors"), each independently procuring goods and services required to fulfill Lucero's project requirements. These Vendors have extensive experience working in the USA and/or Canada, for many companies that are similar to Lucero, and adhere to the high ethical human rights standards that are already in place for these jurisdictions.

For further information regarding Lucero, including the Company's *Sustainability Report* and high standards in areas of environmental, social and governance ("ESG"), see [www.luceroCorp.com](http://www.luceroCorp.com).

### MEASURES TO ASSESS AND ADDRESS MODERN SLAVERY RISKS

Throughout the Company, all employees, consultants, and Vendors are aware of Lucero's firm stance against human rights violations.

Lucero has existing policies, processes, and whistleblower mechanisms (collectively, "Code of Conduct Policies") already in place, which are designed to mitigate unlawful activities in our operations and supply chains, including violations of human rights. As part of Lucero's commitment to strong ESG practices, these Code of Conduct Policies are frequently refined in pursuit of the highest standards of responsibility. Lucero personnel are required to adhere to our Code of Conduct Policies and to ensure that they are understood and consistently applied within their daily activities. In addition to our ongoing professional and leadership development and training for employees, Lucero's Board and management provide guidance and direction regarding governance, upholding strong business principles and adhering to core values. For details on Lucero's Code of Conduct Policies, see [www.luceroCorp.com](http://www.luceroCorp.com).

Lucero's Vendor onboarding process involves legally binding such parties to responsible and lawful business conduct, specifically including violations of human rights (or even knowledge of such violations within their own supply chain). Furthermore, our Vendor onboarding process involves inquiry and investigation, by Lucero and also a third-party consultant, for any instance of prior and/or public indication of human rights violations. If a violation is discovered, Lucero will not engage with such Vendor. Periodically, Lucero will conduct a review of the Company's Vendors with a specific focus on areas of unlawful conduct. These reviews are completed independently, as well as through a third-party vendor management consultant.

## **CORPORATE GOVERNANCE**

This Report was approved by Lucero's Board of Directors on May 16, 2024, and has been filed with the *Minister of Public Safety and Emergency Preparedness*.

## **CANADIAN REGULATORY ATTESTATION**

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this Report for the Company. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

**Brett Herman**

President & CEO

Signed on May 16, 2024

I have the authority to bind Lucero Energy Corp.

