



ENVIVA INC.
HEALTH, SAFETY, SUSTAINABILITY, AND ENVIRONMENTAL COMMITTEE
CHARTER
(Adopted December 31, 2021)

The Board of Directors (the “**Board**”) of Enviva Inc. (the “**Company**”) has established the Health, Safety, Sustainability and Environmental Committee of the Board (the “**Committee**”) with authority, responsibility, and specific duties as described in this Health, Safety, Sustainability, and Environmental Committee Charter (this “**Charter**”).

I. Purposes

The purposes of the Committee are to:

- A. Assist the Board in fulfilling its oversight responsibilities with respect to the Company’s occupational health, safety, sustainability, and environmental issues, including:
- compliance with health, safety, sustainability, and environmental laws and other regulatory requirements;
 - safety of employees and the public;
 - safe and environmentally sound maintenance and operation of businesses and facilities;
 - the Company’s public commitment to sustainability and sustainable forestry practices, and the Company’s sustainability policies;
 - delivery of environmental benefits to customers, the forests from which the fiber is sourced, and the communities in which the Company operates;
 - the impact of operations on the environment;
 - the Company’s initiatives to enhance sustainable business practices and its reputation as a responsible corporate citizen, including the promulgation, enforcement, and periodic review of policies, procedures, programs, and practices that promote the protection of the health and safety of its employees, contractors, customers, the public, and the environment;
 - plans, programs, and processes established by the Company to evaluate and manage health, safety, sustainability, and environmental risks to its business, operations, employees, products, and reputation and to the public; and

- the Company’s response to significant health, safety, sustainability, and environmental public policy, legislative, regulatory, political, and social issues and trends that may affect the business operations, financial performance, or public image of the Company; and
- B. Perform such other functions as the Board may assign to the Committee from time to time or as are required by applicable law or regulation.

The Committee’s role is one of oversight, recognizing that management is responsible for executing the Company’s health, safety, sustainability, and environmental policies and procedures. Although the Committee has the responsibilities and powers set forth in this Charter, management is ultimately responsible for designing, implementing, and maintaining effective health, safety, sustainability, and environmental programs.

II. Membership

The Committee must consist of not less than two non-employee members of the Board. Notwithstanding the foregoing membership requirements, no action of the Committee will be invalid by reason of any such requirement not being met at the time such action is taken.

The members of the Committee and its Chairman will be selected by the Board and will serve at the pleasure of the Board. Any vacancy on the Committee will be filled by, and any member of the Committee may be removed by, an affirmative vote of a majority of the Board. If a Chairman is not designated by the Board or present at a meeting, the Committee may designate a Chairman by majority vote of the Committee members then in office.

III. Authority and Responsibilities

A. **Authority.** The Committee has the authority to conduct or authorize investigations into any matter within the scope of the responsibilities delegated to the Committee as it deems appropriate, including the authority to request any officer, employee, or advisor of the Company to meet with the Committee or any advisors engaged by the Committee.

B. **Responsibilities.** Without limiting the generality of the Committee’s purposes, the Committee has the following responsibilities:

1. Monitor and review the effectiveness of the Company’s sustainability policies and management’s adherence to and implementation of the core tenets of such policies, including:
 - Ensure that the Company’s employees, suppliers, and subcontractors comply with all applicable federal, state, and local environmental laws;
 - Audit adherence to forestry Best Management Practices in order to protect water quality, promote soil conservation, and ensure long-term forest productivity;
 - Avoid sourcing from primary forests or other areas of special concern that have been identified in partnership with leading conservation organizations;

- Promote increased forest carbon absorption and buy raw materials that have the greatest positive impact on carbon storage;
 - Use specialized harvesting equipment and techniques that minimize environmental impacts and protect soil and water quality;
 - Engage in ongoing landowner outreach, make direct investments to support certifications of forestlands, and abide by the standards of the forestry certification organizations that certify Company operations;
 - Maintain rigorous internal supply chain audits and traditional third-party audits and certifications; and
 - Maintain and, if necessary, improve the Company's Track and Trace® system that allows the Company to specifically identify the source of its fiber and monitor and audit its procurement activities.
2. Review and oversee the Company's health, safety, sustainability, and environmental policies, programs, practices, issues, and initiatives related to the safety and health of employees, contractors, customers, the public, and the environment and the sustainability of its activities, including its forestry practices, and, in connection with such oversight, assess reports and other information provided by Company management and such external resources as the Committee deems appropriate. The Committee will also assist management in the formulation, oversight, monitoring, and enforcement of such policies, programs, practices, and initiatives.
 3. Review the Company's health, safety, sustainability, and environmental objectives, policies, processes, and performance to ensure compliance with applicable laws and regulations.
 4. Discuss periodically with management plans for conducting audits of the Company's health, safety, sustainability, and environmental practices and performance. The Committee will also meet with management to discuss the significant results of the audits.
 5. Review and discuss with management any significant safety, health, sustainability, and environmental public policy, legislative, regulatory, political, and social issues and trends that may affect the business operations, financial performance, or public image of the Company, and management's response to such matters.
 6. Review and discuss with management the Company's procedures for handling complaints regarding health, safety, sustainability, and environmental matters.
 7. Review and discuss with management any material noncompliance with health, safety, sustainability, and environmental laws, and management's response to such noncompliance.

8. Review and discuss with management and the General Counsel or outside counsel pending or threatened administrative, regulatory, or judicial proceedings related to matters subject to the Committee's oversight that are material to the Company.
9. Review and discuss with management any risks related to health, safety, sustainability, or environmental issues that affect or might affect the Company, its employees, its customers, or the public, help management design and implement policies and procedures that properly manage those risks, and periodically review the effectiveness of such risk-management policies and procedures.
10. Review significant Company sustainability reports prior to final issuance, as well as the Company's public disclosures regarding its safety, health, sustainability, and environmental policies and programs.
11. Review and discuss with management the Company's security policies and procedures relative to significant health, safety, and environmental risks.
12. Review the environmental and safety disclosures required to be included in the Company's Annual Reports on Form 10-K and Quarterly Reports on Form 10-Q and the proxy statement for its annual meetings of stockholders, as applicable.
13. Perform such other duties and responsibilities, consistent with this Charter and governing laws, as may be delegated to the Committee from time to time by the Board.
14. Report to the Board on a regular basis and make such recommendations with respect to any of the above matters as the Committee deems necessary or appropriate.

IV. Procedures

- A. ***Meetings.*** The Committee will meet as frequently as circumstances dictate. Meetings of the Committee may be in person or by telephone conference or similar communications equipment by means of which all persons participating in the meeting can hear each other, in accordance with the Company's Bylaws (as may be amended from time to time). Meetings of the Committee will be held at such time and place as its Chairman may from time to time determine. Written notice of all regular meetings will be given at least two days prior to the regular meeting, and special meetings will be held at the request of the Chairman or a majority of the Committee's members upon at least two days' (if the meeting is to be held in person) or twenty-four hours' (if the meeting is to be held telephonically) oral or written notice or upon such shorter notice as may be approved by the Committee's members, in accordance with the Company's Bylaws (as may be amended from time to time). The Committee will keep such records of its meetings as it deems appropriate.

Meetings may, at the discretion of the Committee, include other directors, members of management, independent advisors, and consultants or any other persons whose presence the Committee believes to be necessary or appropriate. Those in attendance may observe meetings of the Committee, but may not participate in any discussion or deliberation unless invited to do so by the Committee, and in any event are not entitled to vote. Notwithstanding the foregoing, the Committee may also exclude from its meetings any persons it deems appropriate, including any director that is not a member of the Committee.

- B. ***Quorum and Approval.*** Fifty percent of the Committee's members will constitute a quorum. The Committee will act on the affirmative vote of a majority of members present at a meeting at which a quorum is present. The Committee may also act by written consent (in lieu of a meeting) of the Committee's members having not less than the minimum number of votes that would be necessary to authorize or take any action at a meeting of the Committee.
- C. ***Rules.*** The Committee may determine additional rules and procedures, including designation of a Chair pro tempore in the absence of its Chairman and designation of a secretary of the Committee at any meeting thereof.
- D. ***Fees; Reimbursement of Expenses.*** Each member of the Committee as well as the Chairman will be paid the fee set by the Board for his or her services as a member, or Chairman, as the case may be, of the Committee. Subject to the Company's Corporate Governance Guidelines and other policies, Committee members, including the Chairman, will be reimbursed by the Company for all reasonable expenses incurred in connection with their duties as Committee members or as Chairman.

V. Self-Evaluation and Reporting

- A. ***Self-Evaluation and Charter Review.*** The Committee shall conduct an annual self-evaluation of the performance of the Committee, including its effectiveness and compliance with this charter, and recommend to the Board such amendments of this charter as the Committee deems appropriate.
- B. ***Reporting.*** The Committee shall report regularly to the Board on Committee findings and recommendations and any other matters the Committee deems appropriate or the Board requests, and maintain minutes or other records of Committee meetings and activities.

The Committee shall undertake such other responsibilities or tasks as the Board may delegate or assign to the Committee from time to time.

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Although the Committee members have the duties and responsibilities set forth in this Charter, nothing contained in this Charter is intended to create, or should be construed as creating, any responsibility or liability of the Committee members, except to the extent otherwise provided under applicable federal or state law.