



ENVIRONMENTAL, SOCIAL AND GOVERNANCE COMMITTEE CHARTER

(dated September 20, 2023)

This Environmental, Social and Governance Committee Charter was adopted by the Board of Directors (the Board”) of Zevia PBC, a Delaware public benefit corporation (the “Company”), on July 21, 2021 and amended on October 7, 2022 and September 20, 2023.

Purpose

The purpose of the Environmental, Social and Governance Committee (the “Committee”) is to oversee the Company’s environmental, social and governance (“ESG”) strategy and initiatives, including the Company’s reporting on its commitment to sustainability, social responsibility and other related matters, and support the Company in its obligations as a Public Benefit Corporation and a Certified B Corporation.

1. **Membership and Operations; Meetings.** The number of members of the Committee shall be determined and appointed by the Board, based on recommendations from the Nominating and Enterprise Risk Management (“NERM”) Committee. The Committee shall be comprised of at least two members. The Board shall designate one member as chairperson or delegate such authority to designate a chairperson to the Committee.

The Committee will meet as often as may be deemed necessary or appropriate, in its judgment, at such times and places as the Committee or its chairperson determines. A majority of the members of the Committee constitutes a quorum. The Committee may act in writing by unanimous consents of its members. The Committee may meet in executive session, outside the presence of Company management. The Committee will report regularly to the Board with respect to its activities.

In addition to the duties and responsibilities expressly delegated to the Committee in the Committee charter, the Committee may exercise any other powers and carry out any other responsibilities consistent with such charter, the purposes of the Committee, and the Company’s bylaws.

2. **Duties and Responsibilities.** Among its specific duties and responsibilities, the Committee will:

- (a) Oversee the development of, and periodically review, assess and discuss with management, the Company’s ESG policies, practices, goals and opportunities, including the Company’s: (i) social responsibility efforts, (ii) environmental and sustainability efforts, (iii) philanthropic activities and (iv) community engagement.
- (b) Ensure that the Company’s business strategy and implementation is consistent with its policies and goals, and that consideration of ESG matters is an integral part of the strategic planning process.

- (c) Oversee the Company's engagement and communications with internal and external stakeholders regarding the Company's ESG policies, practices and values.
- (d) Discuss with management significant stakeholder concerns or proposals regarding ESG matters.
- (e) Discuss with management important trends in ESG practices and opportunities.
- (f) Oversee the Company's external reporting on ESG initiatives, including alignment with third-party reporting standards and the inclusion of significant ESG information in the Company's filings with the U.S. Securities and Exchange Commission.
- (g) Oversee the Company's compliance with its obligations as a Public Benefit Corporation and as a Certified B Corporation.
- (h) Periodically review with management significant ESG ratings received from third-party evaluators.
- (i) Oversee the Company's philanthropic activities and community engagement, including charitable giving strategy of the Company, its subsidiaries and affiliates, if any.
- (j) Oversee the Company's political contributions and lobbying activities, if any, and the Company's policies and practices regarding political contributions and lobbying activities.
- (k) Annually review the Company's human rights policies and practices, including within the Company's supply chain.
- (l) Annually evaluate the performance of the Committee and review the Committee charter for the purpose of assessing the adequacy of such charter, and recommend any proposed changes to the Board for review, discussion and approval as appropriate.

3. Subcommittees. In fulfilling its responsibilities, the Committee may delegate its duties and responsibilities to one or more subcommittees as it determines appropriate.

4. Outside Advisors. The Committee has the authority to retain such outside counsel, consultants, experts and other advisors as it determines appropriate to assist it in the performance of its functions and will receive appropriate funding, as determined by the Committee, from the Company for the payment of reasonable compensation to any such advisors and for the payment of ordinary administrative expenses that are necessary or appropriate in carrying out the Committee's duties.