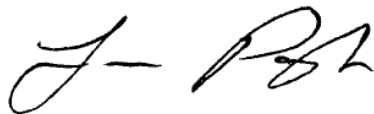


Lucas Paugh serves as a managing partner for LAP Energy Solutions. Previously to this new venture, his work experience has extended over 20 years in the oil and gas fields of California. His career began in 2003 as a summer intern in the San Joaquin Valley of Bakersfield which developed into a full-time position with upstream oil and gas producer Aera Energy LLC (originally a joint venture with Shell USA and Exxon Mobil founded in 1997, recently purchased in 2022 by IKAV). His first assignment as a field engineer was in a heavy oil steam flood operation contained within the Monterey formation on the central coast. He has later worked in multiple capacities across all Aera locations in Kern, Ventura, Fresno, Orange, and Monterey counties. He's spent approximately 15 years in the field operations division with a 5-year assignment in the corporate office setting both as an individual contributor (13 years) and a process manager (7 years).

During this time, Lucas has held many job responsibilities within multiple functions. He found a desire in helping people and the environment which led to his passion in the Environmental Health and Safety field. This continued onto many different subject disciplines including regulatory affairs and compliance (permitting, Title V and air quality, greenhouse gas emissions, waste operations, water, and land) and Health and Safety functions (drilling and well servicing operations, construction, program implementation, contractor stewardship, technical training, emergency response, risk management, and auditing). He escalated to a process manager in 2016, where he was responsible for 18 staff professionals/engineers, 350 company employees and 1500 contract workers daily. This furthered his development in a leadership capacity which diversified his background and knowledge in the oil and gas industry.

Lucas was born and raised in Chinook, Montana. He attended Montana Technological University where he achieved a Bachelor of Science (BS) in General Engineering with an emphasis in Occupational Safety and Health and a minor in Mathematics. He also holds a Master of Science (MS) graduate degree in Industrial Hygiene as well through Montana Technological University. He is credentialed by the Board of Certified Safety Professionals (BCSP) and recognized as a Certified Safety Professional (CSP). He also played football for the Montana Tech Orediggers where he was elected as a team captain and an All-American Linebacker selection his senior year.

A handwritten signature in black ink, appearing to read 'J. Paugh'.