

2023 SUSTAINABILITY REPORT

Producing Positive Energy Together



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Introduction

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“Pacific Canbriam is committed to protecting people and the environment through responsible natural resource development. In support of this commitment, we engage in industry-leading sustainability practices and promote continuous improvement throughout all areas of environmental, social and governance (ESG) topics.

We are proud to hold the EO100™ Standard for Responsible Energy Development, which verifies our status as a responsible producer of Canadian natural gas.”



Paul Myers, President, Pacific Canbriam Energy Limited



Land Acknowledgement

We Operate on Treaty No. 8 Territory

Pacific Canbriam Energy acknowledges the Treaty No. 8 territory in which we operate. This is the traditional and ancestral territory of the Nehiyawak (Cree), Dane-Za/Dunne-Zaa (Beaver), Nahkawē (Saulteau) and B.C. Métis People.

PCE has deep respect for Indigenous culture and acknowledges the impacts of colonialism, past and present, on Indigenous Peoples. PCE commits to continuously improving on how we engage with Indigenous Peoples in order to demonstrate that respect.

PCE will work to ensure that the Truth and Reconciliation Calls to Action and the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and Declaration on the Rights of Indigenous Peoples Act (DRIPA) are advanced. PCE makes these commitments as an act of reconciliation with Indigenous Peoples.

Photo courtesy of local Indigenous photographer Dre Anderson



President's Message

Since our founding in 2007, sustainability has been a core pillar of Pacific Canbriam Energy's operations. While our strategies adapt to evolving technologies and external challenges, our commitment to embedding innovative solutions in pursuit of our sustainability objectives remains unwavering. Led by our Sustainability Leadership Committee, we proactively tackle challenges and continuously integrate new best practices to advance our goals.

Our journey has seen us achieve significant milestones, particularly in emissions reduction and operational efficiency. For instance, we've made strides in reducing emissions by converting low-bleed pneumatic devices to no-bleed valves at well sites, installing waste heat recovery systems, and integrating vapour recovery units at the Altares Processing Facility. Combustion is a major source of emissions, and we have addressed this by

upgrading pump technology to reduce emissions during completions activities. Electrification remains a major focus in our future emissions reduction efforts.

One of our most impactful innovations has been our investment in a water recycling hub and infrastructure, which connects our entire field via an integrated water pipeline system. This year alone, the equivalent of 11,900 truckloads of water flowed through the system, leading



Paul Myers

President, Pacific Canbriam Energy Limited



to a substantial reduction in emissions. We also achieved a significant milestone by recycling 99% of our produced water, with no fresh water used across our operations.

Through the use of multi-well pads and extended lateral wells, we continue to reduce our surface footprint to minimize our impact on the environment. A key achievement this year was drilling the longest well in our history - 3,521 lateral meters - while maintaining operational efficiency and accessing high-quality reservoirs. Other notable achievements include planting nearly 40,000 trees as part of our reclamation efforts, re-verifying under the Equitable Origin EO100™ Standard for Responsible Energy Development, and achieving zero recordable injuries or first-aid incidents among employees - an impressive feat given that our operations team recorded 2.2 million exposure hours - our second highest on record.

We have integrated Indigenous Traditional Knowledge into our operations, ensuring meaningful, ongoing communication with Indigenous Rights Holders. This report highlights key partnerships, including the Outland Youth Employment Program, which saw Indigenous youth planting trees at two reclamation sites, and our Wildlife Monitoring Program with the Halfway River First Nation, assessing the impact of our operations on local wildlife. In 2023, all employees and full-time contractors completed training on Indigenous Peoples' rights, history, and culture.

In alignment with our ESG values, we collaborate closely with suppliers to ensure ethical practices and support for local and Indigenous-owned businesses. We are preparing to comply with Canada's upcoming Modern Slavery Act by

ensuring our supply chain is free from forced and child labour. Internally, we are committed to fostering a diverse, inclusive workplace and continue to invest in local communities, focusing on education, health and wellbeing, culture, and the environment.

As the global energy landscape evolves, we believe that natural gas and LNG will continue to play a crucial role in supporting renewable energy development. Our partnership with Woodfibre LNG reflects our commitment to responsible energy production, contributing to both global energy security and climate goals.

Our sustainability journey is ongoing, and I extend my deepest thanks to our employees, Indigenous partners, and stakeholders for their support and dedication to these critical initiatives.



Paul Myers





About This Report

Reporting Period and Scope

This 2023 Sustainability Report, published in December, 2024 is Pacific Canbriam Energy’s third sustainability report. This report is intended to provide transparency to our stakeholders as we progress along our sustainability journey.

Building on our previous reports, this publication covers the period January 1, 2023 – December 31, 2023, providing an update on our data, activities and progress towards our commitments. We employ a biennial reporting cycle, consisting of a comprehensive sustainability report offset with a supplemental update between full reporting years. This 2023 report is a comprehensive report.

The terms “Pacific Canbriam Energy Limited”, “PCE”, “Pacific Canbriam”, “Pacific Canbriam Energy”, “the Company”, “our”, “us”, or “we”, all refer to Pacific Canbriam Energy.

This report has been prepared with reference to the Global Reporting Initiative (GRI) and incorporates the Sustainability Accounting Standards Board (SASB) where possible. We acknowledge this report is not fully compliant with these reporting frameworks and we look forward to increasing our alignment as our reporting evolves.

The content of this publication has not been approved by the United Nations and does not reflect the views of the United Nations or its officials or Member States.

Verification

This report has been reviewed by PCE’s Executive Team. Currently, our 2022 and 2023 emissions metrics are undergoing a secondary review and revision by an external independent verification body. Once finalized in 2025, these metrics will be restated.

Forward-Looking Statements

This report contains forward-looking statements as to PCE’s expectations of future performance. Such statements may relate to our goals and targets, vision, and sustainability objectives. Use of the words “plans”, “strategy”, “targets”, “seeks”, “believes”, “continues”, “strives”, “will”, or similar expressions are intended to identify forward-looking statements/information. Readers are cautioned that these forward-looking statements are only predictions and are subject to uncertainties. PCE includes this information to assist readers in understanding our vision and goals.

Photography

All watermarked photos are by Dre Anderson. Dre is a photographer local to northeastern British Columbia (BC), a member of West Moberly First Nations and part of the Dokkie family. Photos reflect areas local to our operations. View Dre’s work on [Facebook](#) and [Instagram](#).

Get In Touch



For any questions relating to sustainability or this report, please email sustainability@pacific-canbriam.ca



Our Profile

We are a Canadian energy company focused on the responsible production of liquids-rich natural gas. We are headquartered in Calgary, Alberta, with primary field operations in the Altares and Kobes Montney regions in northeastern British Columbia. Pacific Canbriam Energy is a subsidiary of Pacific Energy Corporation Limited. We are proud to be an industry leader in the production of responsibly-sourced natural gas.

With 100% of our operations in B.C., PCE adheres to some of the most rigorous climate acts and regulations in the world.

The Clean BC plan sets a sectoral target for the oil and gas industry, which aims to reduce emissions 33% to 38% below 2007 levels by 2030, and outlines a provincial pathway to net-zero emissions by 2050. To ensure BC meets these targets, the provincial government introduced the 2023 Energy Action Framework, which will set out an emissions cap for the oil and gas sector in line with the upcoming federal nationwide regulatory cap.

**British Columbia Climate
action and accountability
- Province of British
Columbia (gov.bc.ca.)**



Our Operations

Our position in the Montney region encompasses a large resource base which can be accessed using a small surface footprint. We extract liquids-rich natural gas using multi-kilometre horizontal wells.

Key Operational Stats (2023)

58,900 boe/day
annual production average

~107,000 ha
land base

~340 MMcf/d
gas processing capacity

~350 km
of active pipeline infrastructure

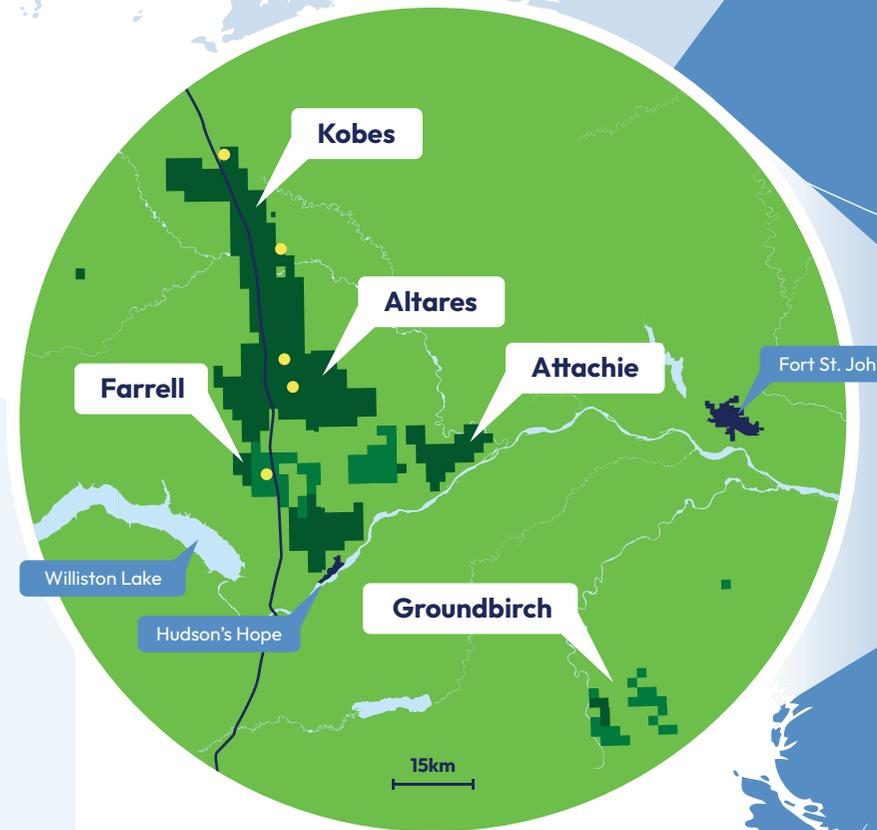
~300,000 m3
total pond capacity

100% ownership
of all field infrastructure

121 employees
and full-time contractors

1
water treatment facility

Focus on low cost structure and ESG leadership



- 100% working Interest
- Natural gas processing plant
- <100% working Interest
- Enbridge T-North



Montney

British Columbia

Alberta

Strategic Integration With Woodfibre LNG

Pacific Canbriam Energy is strategically positioned to supply Canadian natural gas to Woodfibre LNG. Woodfibre LNG will be among the lowest emission LNG export facilities in the world. It is currently being constructed on the historical site of Swiyát, a Skwxwú7mesh Úxwumixw (Squamish Nation) village, in Nexwnéwu7ts Átlk'a7tsem (Howe Sound). Pacific Canbriam Energy will supply Woodfibre LNG with natural gas to be liquefied, loaded onto vessels and shipped to overseas markets. Through this partnership, we ensure that hydrocarbons produced in the Western Canadian Sedimentary Basin can meet the world's growing demand for energy.



Woodfibre
LNG



Our Value Chain



Our Purpose, Vision & Values

Our Purpose

To provide reliable and responsibly produced energy.

Our Vision

To be a leader in the responsible production of Canadian natural gas, in order to supply the energy the world needs.

Core Values

Our Core Values form the foundation of our company.



Complementary Team

We are aligned by our common purpose and work together as a Complementary Team



Ownership

We take Ownership to achieve outstanding results and seek value at all times



People

We develop People to grow with us



Integrity

We act with Integrity at all times



Customers

We understand our Customers and deliver best value to them



Continuous Improvement

We act with zero complacency and always strive for Continuous Improvement

5Cs Business Philosophy

Do what's good for the Community, what's good for the Country, what's good for the Climate, and what's good for the Customer.

Only then will it be good for the Company.

Corporate Strategy

The ownership of all infrastructure, combined with the collaborative approach across our organization, allows us to develop resources optimally, resulting in an efficient and low-cost operation.



Our Sustainability Approach

Four Pillar Sustainability Framework

Our Sustainability Framework guides our sustainability goal setting, targets and strategy into 2030. Our framework is rooted in the Equitable Origin EO100™ principles and aligns with key United Nations Sustainable Development Goals (SDGs). Housed within these strategy pillars are our material topics, which are used throughout this report to highlight our sustainability performance.



Equitable Origin Certification

Pacific Canbriam Energy is proud to be certified under the Equitable Origin EO100™ Standard for Responsible Energy Development, reflecting our strong commitment to transparency and accountability in ESG performance. This certification offers a comprehensive evaluation of ESG risks, highlights our leadership in sustainability, and aligns with global standards.

Achieving certification requires a rigorous independent assurance process, including detailed site-level assessments and ongoing engagement with key stakeholders and Indigenous communities. Initially certified in 2021, we successfully re-verified our certification in 2022 and 2023. In 2024, we are working toward re-certification with the goal of enhancing our rating from B to B+.



2023 was a pivotal year in the ongoing success of Pacific Canbriam's certification journey with Equitable Origin, with higher performance across every major principle under our program. We were pleased to see major scoring increases in key areas, including Indigenous Peoples Rights and Climate Change, Biodiversity and Environment. We extend our warm congratulations to everyone involved in the hard work behind these results. We look forward to seeing the next chapter of this story of Canadian energy leadership.

Jennifer Turner, Energy Director, Equitable Origin



**EQUITABLE
ORIGIN**

Equitable Origin

Certification reflects the highest standards of ESG performance in the energy sector, recognizing and rewarding responsible energy producers for their commitment to excellence and continuous improvement.

The EO100™ standard is awarded following a comprehensive assessment across five principles:

1



**Corporate Governance,
Transparency and Ethics**

2



**Human Rights, Social Impact
and Community Development**

3



**Indigenous
Peoples' Rights**

4



**Fair Labour and
Working Conditions**

5



**Climate Change, Biodiversity
and Environment**

Material Topics

In 2021, Pacific Canbriam Energy conducted our first internal materiality assessment to gain a comprehensive understanding of our sustainability landscape and identify key challenges and opportunities. The outcomes of this assessment form the foundation of our sustainability reporting. Utilizing a “double materiality” approach, our leadership team prioritized topics most likely to influence the company's success, alongside areas where we could have the greatest impact on the environment, economy, and society.

In 2023, we refreshed this materiality assessment to ensure its continued relevance. Through desktop research into best practices, industry standards, global trends, and evolving sustainability frameworks, new topics were identified. A series of workshops with our Sustainability Leadership Committee (SLC) further evaluated changes since 2021. The SLC determined that most of our material topics remained priorities, with some, such as biodiversity, increasing in importance. For a detailed overview, see the final list of Material Topics on [page 12](#).



2023 Sustainability Highlights



EQUITABLE ORIGIN

Achieved re-verification under the Equitable Origin Standard for Responsible Energy Development



31% of management positions held by women

99% of produced water recycled

39,890 trees planted; encompassing a total area of 23 hectares

\$11 million spent on Dormant Site Program and downhole abandonments

2,200,000+ exposure hours worked; 0 TRIF and first aid incidents among employees

No freshwater used in 2023

60% of total social investment supported Indigenous organizations and communities

New technologies and equipment installed to help reduce emissions

35+ partnerships with local community organizations

100% of employee and full-time contractors completed training on Indigenous Peoples' rights, history and culture



Commitment Tracker

FRAMEWORK PILLARS	MATERIAL TOPICS	COMMITMENT	COMMITMENT YEAR	TARGET COMPLETION	CURRENT PROGRESS
Climate and Ecosystem Protection	Emissions Management 	Procure electric or zero-bleed devices for all NEW projects	2021	Ongoing	In Progress 
		Implement a continuous monitoring pilot for GHG emissions	2021	2022	Complete 
		Assess waste heat recovery options for existing facilities	2021	2022	Complete 
		Explore electrification opportunities	2021	Ongoing	In Progress 
		Implement rod packing vent capture at our gas processing facilities	2021	2023	Complete 
		Evaluate carbon capture potential	2021	2025	Complete 
		Develop emission reduction plan that includes climate change strategy	2021	Ongoing	In Progress 
	Land Management 	Increase reclamation partnerships with Indigenous communities	2021	2022	Complete 
		Develop a biodiversity action plan and mitigation hierarchy	2021	2023	Complete 
		Complete well abandonment and remediation/reclamation at over 20 sites	2021	2023	Complete 
Water Management 	Increase water reuse and minimize freshwater usage through infrastructure upgrades	2021	2023	Complete 	
Transformative Indigenous Partnerships	Indigenous Peoples' Rights and Engagement 	Achieve 100% employee training on relevant Indigenous history, rights and culture	2021	2022	Complete 
Inclusive Development	Our People 	Publish our Equal Opportunity Employer statement	2021	2022	Complete 
		Provide 100% of employees with training on diversity, equity and inclusion	2021	2022	Complete 
		Update our Employee Handbook to reflect our respect for workers' rights	2021	2022	Complete 
		Create individual development plans for all employees	2021	2025	In Progress 
	Community Engagement 	Implement our Stakeholder Engagement Strategy	2021	2023	Complete 
		Implement a Local Content Policy	2021	2023	Complete 
	Health and Safety 	Achieve a TRIF of <0.31 for employees and contractors combined	2021	2022	Not achieved 
		Zero lost-time incidents for employees and contractors combined	2021	2022	Not achieved 
		Increase focus on regulatory compliance and spill mitigation	2021	2022	Complete 
		Increase focus on emergency response training	2021	2022	Complete 
Responsible Governance	Corporate Governance 	Achieve 30% women on PCE's Board of Directors	2021	2022	Complete 
		Continue to implement the EO100™ Standard at each stage of our operations	2021	2022	Complete 
		Progress to adopt PT2 EO100™ Certification	2021	2024	In progress 
		Progress responsible supply chain: implement vendor sustainability assessment framework	2021	2024	Complete 
		Increase alignment with sustainability reporting standards	2021	2025	Complete 



Climate & Ecosystem Protection

In This Section

- Emissions Management
- Land Management
- Water Management

Our Approach

We're committed to keeping our emissions and environmental impact as low as possible. We believe that what we do today protects the ecosystems and biodiversity of tomorrow, helping secure a sustainable future. In 2023, we're proud of the progress we've made in reducing emissions and land disturbance, and conserving water resources.



Key United Nations SDGs



Emissions Management

PCE remains committed to lessening our climate impact through emissions reductions.

Emissions management is central to the responsible production of natural gas. We are excited to progress a culture that prioritizes innovative thinking and champions emissions reduction projects.

Operating in British Columbia (BC), PCE adheres to stringent climate action regulations.

PCE measures and manages its scope 1, scope 2 and methane emissions. At this time, we are undergoing a re-assessment of our 2022 and 2023 emissions. We anticipate this data will be verified early in 2025, when we will publish updated metrics as an amendment to this report. Our GHG

inventory is produced in alignment with the Greenhouse Gas Industrial Reporting and Control act (GGIRCA), the Greenhouse Gas Emissions Reporting Regulation (GGERR), Western Climate Initiative (WCI) Essential Requirements of Mandatory Reporting – 2013 Addendum to Canadian Harmonization Version, ISO 14064-3, and is verified by an accredited third party verifier.

Section Goal Check-In



We have achieved 6/7 of our goals set out in the 2021 sustainability report:

✓ ONGOING

Procure electric or zero-bleed devices for all new projects

✓ 2022

Implement a continuous monitoring pilot for greenhouse gas (GHG) emissions

✓ 2022

Assess waste heat recovery options for existing facilities

✓ ONGOING

Explore electrification opportunities

✓ 2023

Implement rod packing vent capture at our gas processing facilities

✓ 2023

Evaluate carbon capture potential

IN PROGRESS

Build a 5-year emissions reduction plan → revised to: Develop emission reduction plan that includes climate change strategy





PCE's emissions profile is almost entirely generated from scope 1 emissions, as scope 2 emissions make up less than 0.005% of our total emissions.

89% Combustion

3% Vent

4% Flare

4% Fugitive

**Scope 1
Emission
Sources**

Emissions Reduction

Actions we've taken to reduce our scope 1 emissions include:

ACTION 1

Supporting the modernization of our assets by planning for the replacement of historic pneumatic device with low bleed devices by the end of 2024.

ACTION 2

Continuing to optimize our compressors and facilities

ACTION 3

No routine flaring

Methane

Methane is a global warming agent 28 times stronger than carbon dioxide. We've taken multiple actions to reduce our methane emissions, which include:

ACTION 1

Elimination of venting pneumatic devices from our greenfield wellsite and facility design

ACTION 2

Installation of three Vapour Recovery Units (VRUs) at our b-72-A plant, which serves to recycle flash gas from the liquid tanks, returning it to our process.

ACTION 3

Continuously improving the maintenance of our compressors



Case Studies

Trucks off the road



PCE's main field is connected by water pipelines, eliminating the need for water transportation by truck in regular operations. Using this pipeline system, in 2023 we eliminated over 11,900 truckloads, displacing the vehicle transport of over 550,000 m³ fluids. In addition, PCE has installed a liquid sales line, which eliminates trucking required to sell our liquids.

Electrification



As nearly all of PCE's scope 1 emissions are generated via combustion, the greatest potential source of scope 1 emissions reduction comes from the potential for electrification. Currently, we are looking to electrify our operations, where possible, in the long-term. In the short-term, PCE is working to build a culture of innovative thinking, supporting emissions reduction opportunities, and forming an internal task force to identify leading edge projects.

Energy Efficiencies



PCE has implemented waste heat recycling at our gas Phase 3 Altares Gas Processing Plant to maximize energy efficiency. In this system, waste heat is captured and recycled for further use as process heat.

Diesel Displacement



PCE is increasing the use of our fuel gas to displace diesel usage in our Drilling and Completion (D&C) operations. Our fuel gas emits 24% less GHG emissions than diesel. In 2023, PCE began using Tier 4 pumps in our D&C operations, which will enable the use of the highest rate of natural gas substitution.

Phase 4 waste discharge permit approval

Includes supplemental air monitoring pucks as part of an overall program which is supporting the development of a baseline of emissions for the area around the b-24 gas plant.

Looking Forward



Here's a snapshot of what you can expect from our emissions reduction goals in 2024:

Continue to progress and formalize PCE's emission reduction pathway, including our climate change strategy (In progress)

Progress on our electrification strategy

Convert historic high bleed to low bleed through air compressors

Slip stream conversion

Pilot innovate leak detection technologies



Land Management

Across our operations, we prioritize minimizing our environmental footprint and protecting biodiversity. By collaborating with other tenure holders to utilize existing disturbances, such as roads and clearings, and by implementing multi-well pads and extending lateral well distances, we have optimized land use for development. Consequently, since the start of our operations, Pacific Canbriam Energy has reduced the number of planned well pads significantly, decreasing land disturbance and minimizing our environmental impact.

Optimizing Resource Extraction While Reducing Environmental Footprint

During development planning processes in 2023, Pacific Canbriam Energy was able to reduce the number of planned pads in an area from three to two. By utilizing existing surface disturbances and leveraging advanced well technologies, this reduction preserved approximately six hectares of land while maintaining access to the same high-quality reservoir.

In earlier stages of Montney development, industry wells averaged 2.5 km in lateral length. In 2023, through continuous innovation and technological advancements, Pacific Canbriam drilled the longest well in our history at 3,521 meters in lateral length. Extended wells optimize resource extraction and significantly reduce the number of well sites and associated infrastructure, minimizing land disturbance. This approach not only lowers our environmental footprint, it also generates substantial capital efficiencies and savings on materials and resources needed for wellsite development.

Section Goal Check-In

We achieved our land management goals set out in the 2021 Sustainability Report:

✓ 2023

Increase reclamation partnerships with Indigenous communities

✓ 2023

Develop a biodiversity action plan and mitigation hierarchy

✓ 2023

Complete well abandonment and reclamation at over 20 sites



\$11m

spent on Dormant Site Program and downhole abandonments



39,890

trees planted; encompassing a total area of 23 hectares



Protecting Biodiversity

We work to protect biodiversity through:

Conducting extensive landscape field assessments to identify wetlands or endangered species and revising development plans to avoid environmentally sensitive areas.

Mitigating risk to culturally and environmentally sensitive areas including the protection of wildlife and wildlife habitat.

Collaborating with Indigenous Rights Holders from each affected community as monitors in field reviews prior to application to regulatory bodies, and sharing biodiversity related decision-making in an adaptive manner.

Practices are guided by our Indigenous Engagement Policy along with strict adherence to government regulations such as the Environmental Protection Management Regulation (EPMR).

Case Study

Caught On Camera: Wildlife In Wild Places

Pacific Canbriam Energy's project areas run through diverse natural habitats, home to thousands of local species. We aim to minimize our footprint and create safe solutions to protect the wildlife that makes the land and water near our assets their home. This starts with understanding animal behaviour and habitats.

Before projects commence, we work with local Indigenous groups to understand potential impacts on the wildlife they depend on. Together, we scout for food sources, tracks, scat, and trails to identify high-traffic wildlife areas. Once identified, these sites are georeferenced and mapped, and movement-activated trail cameras are deployed to monitor wildlife activity.

The cameras operate for up to a year before construction and remain for ~two years post-construction to evaluate wildlife activity after reclamation. Nine cameras have captured 5,000+ photos in 2023 alone, featuring species like moose, elk, and deer, as well as shyer animals like the wolf, lynx, black bear, and wolverine.



We at HRFN are grateful that Pacific Canbriam is listening and helping to protect wildlife and habitat for everyone.

Roslyn Notseta, Lands Manager for the Halfway River First Nations (HRFN)



Remediation and Reclamation

In 2023, we achieved the following:



Looking Forward

Here's a snapshot of what you can expect from our land management plans in 2024:

\$21m

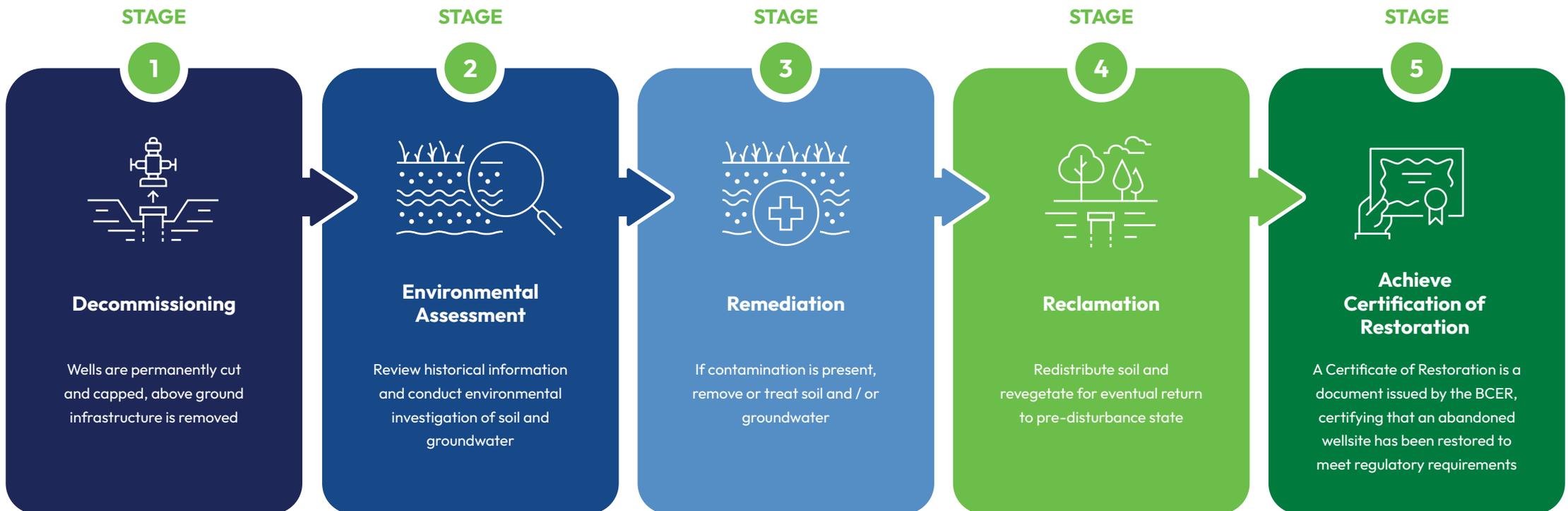
projected spend on the Dormant Site Program

14

surface reclamation projects

17

environmental assessments



Water Management



Section Goal Check-In

We have achieved our water use goal set out in the 2021 sustainability report:

✓ 2023

Increase water reuse and minimize freshwater usage through infrastructure upgrades



No freshwater used

Produced water is recovered through production operations, stored and recycled for reuse



11,900 truckloads eliminated

In 2023 alone, our pipelines displaced over 550,000 m³ of water, eliminating the need for 11,900+ truckloads that would have been required for transport



99%

of produced water recycled (increased from 97% in 2022)



50%

increase in water recycling capacity due to storage expansion



100%

of new pad development is water pipeline connected



Pacific Canbriam Energy Recycles 99% of Produced Water

At Pacific Canbriam Energy, responsible water use is integral to our value chain and core to our sustainability strategy. Our advanced water infrastructure system is designed with a comprehensive lifecycle approach, allowing us to manage and minimize freshwater usage by reusing water produced during our operations. This system includes an extensive network of water pipelines that span our entire field, significantly reducing the environmental footprint associated with water transportation.

Water is a Shared Resource

While we do not operate in areas with high baseline water stress, we recognize that abundant and clean water resources are essential for the wellbeing of local communities, wildlife, and ecosystems. We remain dedicated to reusing produced water and reducing the consumption of freshwater wherever possible. Our commitment extends beyond our operations. We are an active participant in the North Montney Water Collaboration Group, a consortium of producers working together to share strategies and water initiatives. By collaborating with industry partners in close proximity to our operations, we aim to reduce freshwater use, promote water sharing, and minimize water disposal, contributing to a more sustainable and responsible energy future.



99%

of produced water is recycled

 Williston Lake Reservoir





Recycling

Our centralized water recycling facilities are designed to recycle up to 99% of produced water. The facilities receive produced water from gas plants and treat the water through filtration and chemical stabilization.



Transportation

Our operations are water-pipeline connected to our water recycling facilities and storage reservoirs. This eliminates trucking requirements from regular operations, minimizing both emissions and trucks on the road.



Storage

After passing through the water recycling facility, water is stored in ponds until required. We have ~300,000 m³ total storage capacity, including 6 ponds and 4 above-ground permanent C-Rings.



Disposal

Occasionally, water can't be reused because of poor quality. Wastewater is disposed through a series of PCE-operated disposal wells that are continuously monitored by passive seismic monitoring array.



Williston Lake Reservoir

We aim to avoid the use of freshwater, however, at times we may require more water than we produce and re-use. If needed, we are able to source water from the man-made Williston Lake Reservoir, which is pipeline-connected to our facilities. We hold a unique 20-year licence to source water from this reservoir.



Protecting Biodiversity

Our water hub is enclosed by fencing to protect wildlife from entering, and the facility uses optical deterrents to prevent birds from entering in or landing in the ponds.

Looking Forward



Here's a snapshot of what you can expect from our water management plans in 2024 and 2025:

We will continue to increase water storage, disposal and treatment capacity in strategic locations to reduce pipeline transportation and increase water reuse

Transformative Indigenous Partnerships

In This Section

Indigenous Peoples' Rights & Engagement

Goals & Actions

Our Approach

Respectful “early and often” engagement with Indigenous Peoples is fundamental to our operations. We greatly value the relationships we have built and continue to strengthen with Indigenous communities. Indigenous Rights Holders are the stewards of the resources on their land and we respect their rights through the development of long-term sustainable partnerships that exceed regulatory requirements. In recognition of the role of business in reconciliation, our engagement approach takes the form of a Truth and Reconciliation Action Plan.

Key United
Nations
SDGs

10 REDUCED
INEQUALITIES



17 PARTNERSHIPS
FOR THE GOALS



Indigenous Peoples' Rights & Engagement

Pacific Canbriam Energy operates on the traditional and ancestral territory of the Nehiyawak (Cree), Dane-Za/Dunne-Zaa (Beaver), Nahkawē (Saulteau) and B.C. Métis People.

Our sustainability strategy is founded on Transformative Indigenous Partnerships, reflecting our deep respect for Indigenous cultures and our acknowledgment of the enduring impacts of colonialism on Indigenous Peoples. Guided by our Indigenous Engagement Policy, we are committed to continuously improve our engagement with Indigenous communities to uphold this respect. We proudly advocate for the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Declaration on the Rights of Indigenous Peoples Act (DRIPA), embedding these principles into our work. Additionally, we have integrated the Truth and Reconciliation Commission's (TRC) Call to Action #92 into our TRC Action Plan, ensuring that reconciliation and meaningful collaboration are at the heart of our efforts.

Section Goal Check-In

We achieved our indigenous partnership goals set out in the 2021 sustainability report:

✓ 2022

100% employee training on relevant Indigenous history, rights and culture



100%

of employees completed Indigenous Peoples' history, rights and culture training

60%+

of total social investment supported Indigenous organizations and communities

10%+

of total operational spend awarded to Indigenous-owned vendors



Towards Truth and Reconciliation: TRC Action Plan - 2023 Update

Our TRC Action Plan formalizes our approach to engagement, ensuring that reconciliation is deeply embedded across all aspects of our work. First published in 2021, this living document will continue to evolve as we incorporate best practices and pursue continuous improvement. In this latest update, we have refined our approach by merging Goal 1: Actions 2 and 3, streamlining our efforts for greater impact and efficiency. See [page 29](#) for more information.



Ensuring Indigenous concerns are truly addressed; actively listening to develop creative mitigations, and being present in the community makes Pacific Canbriam one of the best companies to work with.

Tamara Dokkie, former Lands Manager and member of West Moberly First Nations

Case Study

Empowering Indigenous Youth through the Outland Youth Employment Program

Pacific Canbriam Energy partners with the Outland Youth Employment Program (OYEP) to help Indigenous youth explore energy-related career options in their communities. In summer 2023, OYEP participants supported the company's reclamation program by replanting two well sites and access roads. Forty Indigenous youth took part in the three-day initiative, planting both deciduous and coniferous trees native to the area.

The replanting program collaborates with organizations like West Moberly-DWB—a joint venture of West Moberly First Nations and DWB Consulting Services Ltd.—and Twin Sisters Nursery, a partnership between West Moberly First Nations, Sauleau First

Nations, and OYEP. West Moberly-DWB created the reclamation site plans, while Pacific Canbriam Energy sourced trees from Twin Sisters Nursery. OYEP managed logistics, recruitment from Indigenous communities, camp accommodations and training.

This initiative aligns with our Indigenous Engagement Policy and supports the Truth and Reconciliation Commission of Canada's Calls to Action for Business, particularly Section 92 (ii), which emphasizes equitable access to jobs, training, and educational opportunities for Indigenous Peoples. The program's successful execution reflects extensive engagement with local Indigenous communities in developing reclamation plans.



Goals & Actions

The following **four Goals** and **10 Actions** guide our engagement approach and efforts to advance the rights, perspectives and prosperity of Indigenous Peoples.



Goal One Early Engagement and Upfront Dialogue

ACTION 1

Meaningful engagement and commitment to the principles of Free Prior and Informed Consent (FPIC).

Our Indigenous Engagement Policy was implemented in 2022, with a purpose to advance the TRC Calls to Action for Business (Section 92) throughout our operations. In alignment with this policy, we continued our practice of engaging with impacted Rights Holders throughout the project life cycle.

ACTION 2

Ensure alignment with Rights Holders through regular engagement meetings and two-way communication opportunities. Gain understanding of issues and work together to create solutions.

In 2023, we held 39 engagement meetings with Indigenous communities related to our development plans and operations.



Goal Two Increase Employee Knowledge of Indigenous History, Rights and Culture

ACTION 3

Provide employees with training courses on Indigenous history, rights and culture.

In 2022, we committed to providing mandatory training for all employees, and by 2023, we successfully fulfilled this commitment. Additionally, in our Fort St. John office, the leadership team took part in a transformative Cross-Cultural training session led by Kema Experiences in collaboration with the Doig River First Nations. This session focused on the rich history of the Beaver People of Treaty 8 in Northeastern B.C., offering profound insights into the cultural heritage and traditions of the local Indigenous communities.

ACTION 4

Celebrate and support Indigenous Peoples

Indigenous Peoples Day (June 21): Pacific Canbriam Energy honours Indigenous Peoples Day as a special occasion to learn about the rich and diverse cultures, experiences and histories of Indigenous Peoples. Employees were encouraged to attend a local Reconciliation walk, participate in a virtual event hosted by Canada's Sports Hall of Fame and a Campfire Chat celebrating Indigenous music.





Orange Shirt Day

National Day for Truth and Reconciliation/Orange Shirt Day (Sept 30): This federal holiday honours the children who never returned home and the survivors of residential schools. To commemorate, we closed our offices and employees were encouraged to engage in Indigenous focused learning opportunities and celebrations.



Fort St. John staff wearing Moose Hide pin

Moose Hide Campaign (May): Employees joined the Indigenous-led grassroots movement to end violence against women and children. In 2023, employees attended a virtual ceremony and had the option to participate in virtual workshops and a one-day ceremonial fast.



Goal Three

Building Long-term, Sustainable Opportunities

ACTION 5

Establish opportunities for qualified local Indigenous suppliers to participate in new development projects and daily operations, where Rights Holders are provided advanced notice of opportunities to enable their capacity to participate.

In 2020, our Supply Chain team created the Local Engaged Economic Development (LEED) committee with the goal to “lift the ceiling” for economic development for local communities. This committee includes leaders from across the organization and meets regularly to identify opportunities and enable various Indigenous communities’ participation.

As part of our Indigenous Engagement Policy, we have embedded processes that encourage the participation of Indigenous suppliers in our projects. Once a need for a contractor and the scope of work has been determined, the next requirement is to consider if there is an Indigenous supplier that could perform the work. A listing of prequalified Indigenous suppliers is embedded and includes a description of services provided. When evaluating bids to select a supplier, our procurement matrix considers Indigenous Engagement along with Safety and ESG as 30% of the evaluation. For more information, please see the Responsible Supply Chain section on [page 49](#).

In 2023, > 10% of total operational spend was awarded to Indigenous-owned vendors, and 17% was awarded to vendors who have Indigenous content (training, employment, participation, or Indigenous employees).

We continue to partner with Indigenous companies on reclamation projects, including Halfway River Ventures Ltd, West Moberly-DWN, Halfway River Horizon North, Halfway River Mountainview Safety, Precision Well Services and Treeline Services.

ACTION 6

Contribute to training programs, social investment funds and mitigation payments.

In 2023, more than 60% of our social investment supported Indigenous organizations and communities. Organizations include: West Moberly Historical Society, Saulteau First Nations Women’s Retreat and Summer Camp, Northeast Aboriginal Business Center, Doig Days, and the Circle for Aboriginal Relations.

In 2023, we proudly sponsored four awards for students attending programs at the Fort St. John and Chetwynd campuses of Northern Lights College.



Goal Four



Strong Partnerships



Kobes Field assessment team with Roslyn Notseta, Lands Manager, HRFN.

ACTION 7

Proactive involvement of Indigenous Monitors in pre-disturbance field reviews, ensuring concerns are identified and addressed before seeking regulatory permits.

We integrate Traditional Knowledge into our construction planning process. Indigenous communities work alongside staff, biologists, and archaeologists to assess the land and identify sensitive areas. This approach allows for concerns to be considered early, fostering a respectful collaboration that mitigates potential impacts on the environment and cultural heritage. This practice is in line with our Indigenous Engagement Policy, reflecting a significant step toward responsible project planning and reconciliation efforts.

ACTION 8

Mitigating impacts to culturally and environmentally sensitive areas through collaboration with Rights Holders.

In 2023, we altered development plans in several instances, including after an unmapped wetland was discovered, and after an unoccupied bear den was identified in the vicinity of a proposed pipeline. Although the den was outside of the project footprint, we understood it was important to the parties involved to protect the den, and took measures to avoid the area.



Black bear and cub captured on wildlife monitoring cameras.



In 2023, we partnered with Indigenous communities to install wildlife cameras across our operations. Cameras monitor wildlife movement throughout the lifecycle of our projects. The information gathered helps us understand how development impacts wildlife, and adjustments to plans are made if necessary. Learn more: Caught on Camera: Wildlife in wild places on [page 21](#).

ACTION 9

Developing community relationship agreements.

In 2023, we continued to develop and maintain community relationship agreements with Rights Holders.

ACTION 10

Participating in the RSEA and LRMP working groups to address cumulative impacts from industrial activity.

In 2022, we participated as an observer in the Regional Strategic Environmental Assessment (RSEA) and the Land and Resource Management Plan (LRMP) working groups and implemented learnings from the proceedings as it happened. RSEA concluded in 2022 with the drafting of the recommendations report.

This Action will be archived moving forward.

Looking Forward



Here's a snapshot of what you can expect from our Indigenous partnership goals in 2024:

Maintain 100% employee training on Indigenous rights, history and culture

Increase community presence through more regular open houses

Evolve our training program and event participation opportunities



Inclusive Development

In This Section

Health & Safety

Our People

Community Engagement

Our Approach

We are committed to making a positive social impact throughout our operations. We support employees, contractors, and local communities by fostering inclusive, equitable, and safe environments. In 2023, we continued to uphold our safety standards, prioritized employee development and training, and built shared value for our stakeholders through open engagement.



Key United Nations SDGs

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



Health & Safety

Our Commitment to Safety

At Pacific Canbriam Energy, safety is a fundamental pillar of our success. We are dedicated to embedding safety into every facet of operations management by making thoughtful, risk-based decisions aligned with our Values and the 5Cs. Our leadership team fosters a culture of success by empowering our people and ensuring robust systems and processes are in place. This includes the continuous development and review of operational risk registries, enabling us to address key risks to our people, the environment, our assets, and our stakeholders. Consistent with our Core Values, we prioritize continuous improvement, never settling for the status quo, and remain focused on enhancing safety, delivering value to stakeholders, and ensuring operational reliability.

Section Goal Check-In

We have achieved two out of four health and safety goals set out in the 2021 sustainability report:

✓ 2022

Increase focus on regulatory compliance and spill mitigation

✓ 2022

Increase focus on emergency response training

NOT ACHIEVED IN 2023

Total Recordable Injury Frequency (TRIF) of <0.31 among contractors and employees combined

Zero lost-time incidents among employees and contractors combined





0.53

TRIF (employees and contractors combined)



0

TRIF and first aid incidents (employees only)



2.2m+

exposure hours (second highest exposure hours on record)



91%

regulatory compliance of 91% (BCER)



100%

field personnel completed mandatory safety training



100%

WorkSafeBC inspections compliance

Occupational Health and Hygiene

Occupational health and hygiene assessments were completed in 2023, with a focus on proactively identifying potential workplace risks to better protect our people. We rigorously collected task samples during both routine and high-risk non-routine work across our sites. The results of these assessments provided valuable insights and recommendations, enabling us to continuously improve our occupational health and hygiene mitigation strategies.

Personal Safety

Throughout 2023, our team demonstrated strong safety leadership, with a particular focus on leading indicators. Submissions across all functional areas exceeded our goal by 45%. Over 80% of these submissions were centered on Life Saving Rules verifications, maintaining a focus on mitigating high-risk conditions within our operations. These efforts contributed to excellent personal safety performance, including zero employee recordable and first aid injuries, along with strong contractor safety performance.

45%

We exceeded our leading indicator goal by 45%: over 1,600 Leading Indicators compared to an annual goal of 1,100



Process Safety

Mitigating loss of primary containment events is critical to reducing overall operational risk. Our team demonstrated a strong commitment to operational and asset integrity, as well as reliability. In addition to our existing process integrity and reliability efforts, alongside a robust focus on Life Saving Rules verification, our team conducted 264 proactive interventions related to asset integrity and maintenance. These efforts were instrumental in achieving zero Tier 1 Process Safety Events.

ZERO Tier 1 process safety events

Contractor Management

Our contract partners are vital to our success. In 2023, we remained focused on strengthening our relationships with service providers, working together to share learnings and enhance operational performance through regular operational and safety reviews. By deepening our partnership with ComplyWorks, a global provider of compliance and risk management solutions, we continue to prioritize working with contractors who share our commitment to excellence in safe work planning and execution.

Our focus includes reviewing contractor management systems and gaining insights into both leading and lagging indicator programs and performance.

Emergency Management

Despite our best efforts to proactively mitigate emergencies, we recognize that an effective emergency management program is essential for protecting the community, our people and our company when emergencies do occur. In 2023, we placed a strong emphasis on ensuring our teams were equipped with Incident Command System (ICS) training, a command-and-control structure designed to help manage emergency incidents. As a result, all of our field teams completed ICS-100 training, while key management personnel received ICS-200 training.

100% Field personnel completed / re-certified in ICS-100

100% Field leads completed ICS-200 training

Additionally, we tested our training and emergency management plan by participating in two coordinated tabletop exercises with the BCER, which yielded no significant findings but provided valuable insights for continuous improvement.

2 Emergency response tabletop exercises completed





Emergency Management - Wildfires

The 2023 wildfire season was the most destructive in British Columbia's recorded history. Our preparedness efforts included early planning and collaboration with industry peers through forums like the Canadian Association of Petroleum Producers (CAPP). Through the creation of a Wildfire Task Force, we worked closely with British Columbia Wildfire Services, BCER, and the Peace River Regional District to monitor evacuation alerts and orders, ensuring the safety of our assets and, most importantly, our people. In response to the wildfires near our operations, we activated our Incident Command System to manage and mitigate risks.

Our Commitment to Continuous Improvement

We emphasize continuous improvement, never settling for the status quo, with a strong focus on enhancing safety, creating value for our stakeholders and organization, and ensuring operational reliability. This is why we are committed to evolving our strategy, taking a long-term, integrated approach to health, safety, environment, regulatory, and operational excellence. This proactive and strategic approach enables us to build a clear vision and roadmap for how we will continue to meet the needs of our customers, the communities in which we operate, and our company, both today and in the future.

Looking Forward



Here's a snapshot of what you can expect from our health and safety goals in 2024:

Achieve a top quartile TRIF of .358 or below for employees and contractors combined

<2 Tier 1 Process Safety events

<3 Reportable Spills (Major)

1 Full-scale Emergency Management exercise conducted in 2024

Maintain EO100™ Certification with a stretch to improve from minimum B to a B+ Rating



Our People

Building a Complementary Team Aligns With Our Core Values

We are committed to fostering an environment of collaboration where talented individuals work together to achieve continuous improvement. We are pleased to have experienced a year of growth, expanding our workforce by 31% in 2023.



Supporting Our Growing Workforce

Comprehensive employee benefits, including health, dental, critical illness, disability and life insurance

Employee and Family Assistance Program (EAP) that provides employees and families with immediate and confidential help for work, health or life concerns

Health and wellness spending account

Travel insurance

PCE savings plan

24 hours of paid volunteer time

Training and development support and opportunities

Pacific Canbriam Energy adheres to all human rights and Canadian employment laws, respects workers' right to freedom of association and the right to unionize in accordance with the International Labour Organization (ILO) conventions.

Section Goal Check-In

We have achieved 3 out of 4 of our people goals set out in the 2021 sustainability report:

✓ 2022

Publish our Equal Opportunity Employer statement

✓ 2022

Provide 100% of employees with training on diversity, equity and inclusion

✓ 2022

Update our Employee Handbook to reflect our respect for workers' rights

IN PROGRESS

Create individual development plans for all employees (in-progress, to be completed in 2025)





Developing Our People

At the heart of our culture is a commitment to continuous improvement. We foster open dialogue through semi-annual performance check-ins where employees set goals and identify areas for growth and development.

To support this commitment, we allocate resources for employees to attend conferences and pursue continuing education aligned with their roles and interests.



In 2023, we implemented Workday, marking a significant step forward in managing employee training and development. Through Workday, we are working towards a full rollout of Individual Development Plans by 2025, ensuring tailored development opportunities for each team member.



Over the past year, we have focused on enhancing training, learning opportunities, and cross-company collaboration. We increased the frequency of lunch and learn sessions, hosted regular employee town halls, and introduced the Canbriam Connector, an employee newsletter that highlights team successes and shared insights. In 2024, we look forward to launching PCE's Social Committee, aimed at creating further opportunities for connection and engagement across the organization.



Building a Diverse, Equitable and Inclusive Environment

Pacific Canbriam Energy is proud to be an equal opportunity employer, committed to fostering diversity, equity, and inclusion. We believe that a diverse team not only enriches our organization by embracing different perspectives but also drives innovation and optimizes performance. As part of this commitment, all employees are encouraged to participate in DEI training, which, beginning in 2025, will become mandatory for all employees and extend to contractors.

We are devoted to cultivating a respectful, discrimination-free workplace where every individual is valued. Our Workplace Respect Policy, outlined in the Employee Handbook, strictly prohibits discrimination, harassment, and workplace violence. All employees are required to review and acknowledge their understanding of these policies. Additionally, our commitment to reducing barriers and promoting equity is reinforced by PCE's Human Rights Policy, Sustainability Policy, and Code of Conduct.

0% under age 30

74% age 30-50

26% age 50+



49% women in the workforce (employee) - 20% increase from 2021

31% of management positions held by women

29% women on the Board of Directors

31% increase in permanent PCE employees from 2022



☆ Feature

Life at PCE

At Pacific Canbriam Energy, we believe our people are our greatest asset. We foster an environment where collaboration and continuous improvement are at the core of what we do. Our team is dedicated to prioritizing the wellbeing of our employees, communities, and the environment.

We provide ample opportunities for employees to connect, have fun and give back to our communities. These include participating in fundraising opportunities and organizing donation drives to collect goods for communities in need.

Our executive team regularly connects with employees through town halls in Calgary and the Field, and the company provides opportunities for staff to get to know each other at events including the company's golf tournament in Calgary and Fort St. John and annual Stampede and Holiday events.



Looking Forward



Here's a snapshot of what you can expect from our people goals in 2024:

Evolve DEI training program and learning opportunities

Achieve 100% employee and contractor completion of DEI training in 2025

Launch employee social club in 2024

Maintain EO100™ Certification with a stretch to improve from minimum B to a B+ Rating



Community Engagement

At Pacific Canbriam Energy, we recognize the impact our operations can have on local communities. That's why we prioritize open, ongoing dialogue to better understand the priorities of our neighbours and meet the distinct needs of each stakeholder, fostering strong and thriving communities.

From the initial planning stages through to operations, we create opportunities for meaningful, two-way communication throughout the entire project life cycle. Our Land and Community Representatives, who are deeply embedded in the community, are committed to building and sustaining relationships. Through these relationships, we learn what matters most to those around us.

Before a project begins, we engage with a broad range of stakeholders within the project area, providing comprehensive information packages that include maps, project details, and invitations to share feedback or concerns. Additionally, all stakeholders within our emergency response zone are actively involved in our Emergency Response Plan. Community input is a critical part of our annual Stakeholder Engagement Strategy, ensuring improved outcomes for everyone involved. We try to go beyond regulatory requirements by engaging stakeholders outside the defined regulatory radius. Concerns are logged, tracked and addressed, reflecting our commitment to accountability.

Section Goal Check-In



We achieved our community engagement goals set out in the 2021 sustainability report:

✓ 2023

Implement stakeholder engagement strategy

✓ 2023

Implement local content policy

Stakeholder Engagement Strategy



In 2023, we achieved our goal of implementing a Stakeholder Engagement Strategy and began to manage engagement through an online stakeholder engagement platform. Through this system, we can input feedback, track engagement, and respond quickly to issues or concerns. The system also houses an External Engagement Portal which provides a formal mechanism for stakeholders to share feedback.

[Click here to access the engagement portal](#)



Investing in Critical Infrastructure - Haystack Road Bridge Replacement

We take pride in building essential infrastructure that helps keep the communities where we operate connected. The Haystack Road, owned and operated by Pacific Canbriam Energy, spans rural farms, Indigenous lands, and mountain trails, including the Haystack Road Bridge which crosses the Upper Halfway River. This road serves as a vital link between Hudson's Hope and Fort St. John and connects to our Altares Processing Facility and the Kobes region. It also offers an alternative route to Highway 29 between Hudson's Hope and the Alaska Highway, while providing an important egress route in case of wildfire or other emergencies. Additionally, it improves rural residents' access to critical resources such as health care, education, and cultural facilities.



Haystack Road Bridge Replacement

The Haystack Road Bridge had been subject to travel restrictions due to deterioration. After engaging with local communities and Indigenous groups, we received strong support for its replacement, including letters of endorsement from First Nations. Recognizing the opportunity to give back to the community, we initiated a project to replace the bridge and upgrade the road, enhancing safety for all users, including our staff and contractors. Construction began in 2023, with the bridge expected to be operational in winter of 2025.

Supporting Local Communities

We are dedicated to improving the wellbeing of individuals, communities, and the environment through long-term, equitable, and inclusive investments. Guided by active listening and engagement, we collaborate with local communities to shape our annual investment plans, ensuring they address the needs and priorities of our stakeholders.

In 2023, we launched a new Social Investment Strategy to deepen our impact, aligning with the United Nations Sustainable Development Goals. Through this strategy, we identified four key focus areas based on stakeholder priorities: Education, Health and Wellbeing, Culture, and Environment. Through discussions with local communities, we learned that Culture emerged as a priority for investment. In response, key contributions were made to the Tse'k'wa Historical Site, Northeast Aboriginal Business Center and the North East Native Advancing Society.

We are equally committed to generating local economic benefits. By promoting local businesses, creating employment opportunities, and fostering growth we aim to generate shared economic value. Our procurement practices prioritize local and Indigenous participation in our supply chain. For more details on our Supply Chain policies, please see [page 47](#).

35+ partnerships with local organizations

SUSTAINABLE DEVELOPMENT GOALS

Four key stakeholder focus areas identified:

Education

4 QUALITY EDUCATION



Health & Wellbeing

3 GOOD HEALTH AND WELL-BEING



Culture

11 SUSTAINABLE CITIES AND COMMUNITIES



Environment

15 LIFE ON LAND



[Learn more about the UN SDGs](#)



A word from our community partners

Northern Lights College (NLC) Foundation Student Scholarships - Fort St. John



The NLC Foundation is so grateful for our relationship with Pacific Canbriam Energy. Their support and dedication to helping NLC and our students embark on their lifelong journey of learning has been instrumental in our progress and continues to help drive our institution forward. Our donors and stakeholders are the cornerstone in our success, and we thank you for your continued commitment and generosity.

Lindsey Borek, Executive Director,
NLC Foundation

Closer to Home - Calgary



Since 2015, Pacific Canbriam Energy has helped support families during the holiday season and beyond through employee fundraising and corporate support. I've had the pleasure of working with the team and witnessing their genuine passion for community. This partnership allows us to continue working in the community and provide tangible support in real time. We are so grateful to work with Pacific Canbriam, and look forward to working together in the years to come.

Marlee Kuchinak, Community Relations Specialist,
Closer to Home Community Services



Donations collected for Closer to Home Community Services



Because of the team at Pacific Canbriam Energy, families supported by Adopt-a-Family are able to access basic necessities in a dignified way. With PCE's dedicated and intentional efforts, many families in our community are able to experience this support. We are incredibly grateful for all that you do; and are looking forward to what the future holds. Thank you!"

Arlene Oostenbrink, Director of Strategy and Community Services, Closer to Home Community Services



President Paul Myers presents donation cheque to Closer to Home Community Services



Pacific Canbriam Energy in the Community

The 2023 wildfire season in Northeastern B.C. greatly impacted community members who live near our operations. Some residents faced an evacuation alert or order, or were exposed to low air quality and smoky conditions. To alleviate some of the hardships felt by the community, we held family nights at the local Fort Bowling Lanes and free swim lessons at the indoor North Peace Leisure Pool, with several hundred in attendance. We also donated 72 air purifiers to health units across six First Nations to help provide access to clean air indoors.



PCE-sponsored free swim lessons at the indoor North Peace Leisure Pool



Donated 72 air purifiers to health units across six First Nations

Do you have an organization in mind for our social investment program?

We provide financial contributions and in-kind support that benefits communities in the areas of education, health and wellbeing, culture, and environment.



Submit your suggestion through our [Engagement Portal](#) to find out if your program is eligible.

Looking Forward



Here's a snapshot of what you can expect from our community engagement goals in 2024:

Hire a Sr. Community Relations Representative located in Fort St. John to help execute our Stakeholder Engagement Strategy, while continuing to improve our reputation in the community

Increase community presence through regular open houses



Responsible Governance

In This Section

Corporate Governance

Our Approach

At Pacific Canbriam Energy, we are deeply committed to upholding the highest standards of corporate governance, accountability, and ethical leadership. We comply with all applicable laws, meet or exceed regulations, and uphold international standards of human rights. At the heart of our operations is a commitment to protecting both people and the environment through responsible natural resource development. Our corporate culture champions social and environmental best practices, while promoting equity, diversity, and inclusion across our business processes. We focus on building strong partnerships with Indigenous Rights Holders and local communities.



Key United Nations SDGs

7 AFFORDABLE AND CLEAN ENERGY



12 RESPONSIBLE CONSUMPTION AND PRODUCTION



16 PEACE, JUSTICE AND STRONG INSTITUTIONS



Corporate Governance

Our Workplace Respect Policy, detailed in the Employee Handbook, ensures a safe, inclusive, and respectful environment, protecting against discrimination and harassment, and supporting workers' rights under International Labour Organization (ILO) conventions.

The Handbook also includes our Code of Business Conduct and Ethics, which all employees must sign, reinforcing our commitment to ethical conduct and integrity in all business practices.

Section Goal Check-In

We achieved our responsible governance goals set out in the 2021 sustainability report:

-  **2023** Achieve 30% women on PCE's Board of Directors.*
-  **2023** Continue to implement the EO100™ Standard at each stage of our operations
-  **IN PROGRESS** Progress to adopt P2 EO100™ Certification
-  **2023** Progress responsible supply chain; implement vendor sustainability assessment
-  **2023** Increase alignment with sustainability reporting standards

**Percentage decreased from 30% due to the addition of one extra member to PCE's Board.*



29% Women on PCE's board of directors



Re-verified certification under Equitable Origin EO100™ Standard for Responsible Energy Development



Corporate incentive program remained linked to ESG performance



Key Policies

Our commitment to responsible production is represented in the following policies:

-  **Anti-Bribery and Corruption Policy**
-  **Workplace Respect Policy**
-  **Whistleblower Policy**
-  **Corporate Health, Safety, and Environment Policy**
-  **Code of Business Conduct and Ethics**
-  **Indigenous Engagement Policy**
-  **Sustainability Policy**
-  **Human Rights Policy**
-  **Social Investment Policy**



Additionally, our supply chain practices are guided by the following:



Code of Procurement Ethics

We maintain the highest ethical standards, fostering fairness and integrity in all supplier relationships. We expect our suppliers to uphold these same values, ensuring mutual benefit and optimal value.



Procurement Policy

Our procurement activities reflect our Core Values while promoting social and environmental responsibility. We take a collaborative approach to ensure consistency, value, and positive impact for the community, country, and climate.

Sustainability Management

In 2023, we continued to embed sustainability into daily operations across the company. We formally stood up the Sustainability Leadership Committee (SLC), comprising senior leaders, which meets on a regular basis to ensure alignment across the company and progress towards our Equitable Origin continuous improvement plan. The Committee is informed on new initiatives that support Pacific Canbriam's broader sustainability strategy, and actions the integration of sustainability principles across the company's operations and projects. Sustainability is endorsed by the Executive Team, managed by the SLC and implemented by leaders across the company. To strengthen our sustainability reporting, we increased our disclosures toward alignment with the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI) and are continuing to work on a Task Force on Climate Related Financial Disclosures (TCFD) alignment strategy.



Equitable Origin EO100™ Standard for Responsible Energy Development

Pacific Canbriam Energy is proud to be certified under the Equitable Origin EO100™ Standard



for Responsible Energy Development, a set of rigorous standards that drive innovation and industry-leading ESG performance. Certification is not a one-time ‘stamp of approval,’ it requires adherence to a continuous improvement plan that ensures measurable progress and accountability year over year.

First certified in 2021, Pacific Canbriam has successfully re-verified certification in 2022 and 2023 through third-party audits that assessed corporate policies, operations, practices and external impacts. Every three years, we are required to be re-certified, which involves a comprehensive audit.

✔ 2021 - FIRST CERTIFIED

✔ 2022 - RE-VERIFIED CERTIFICATION

✔ 2023 - RE-VERIFIED CERTIFICATION

📌 2024 - WORK TO IMPROVE SCORE TO B+

In 2024, we are working to achieve re-certification and improve our letter grade score from B to B+. An ESG Task Force kicked off project planning in November of 2023.

Re-certification includes:



A field audit to ensure processes are adhered to



An audit of various EO100™ performance targets



Internal and external stakeholder interviews to ensure PCE’s social and labour performance targets remain at the highest standards

The EO100™ Standard allocates 500 metrics across three successive levels of Performance Targets (PTs):

PT1 targets “meet” global or sectoral “good practice” benchmarks;

PT2 targets “exceed” or go beyond these benchmarks in terms of transparency, management or stringency; or operational performance;

PT3 targets represent “leadership” and achievement of sector best practices in management or operational performance.

Cyber Security

Pacific Canbriam Energy recognizes the growing threat and sophistication of cybercrime as a risk to day-to-day operations. Our IT department is responsible for assessing vulnerabilities, monitoring threats, testing resilience, and modifying policies and technology systems to prevent breaches. All employees and contractors receive training to emphasize their role in safeguarding the company’s information and data.

Innovation and Technology

In 2023, the IT team upgraded all network devices, databases and backend systems. This includes upgrading sites across our operations to Starlink to enable high speed, business grade internet access. Sites include Altares - Processing Plant b-24 and b-72, Altares worker’s camp, the Kobes Processing Plant, as well as the Fort St. John office. Looking forward, the IT team will work in collaboration with Document Management to move Pacific Canbriam to Microsoft Office365 (M365), providing better collaboration tools as well as enhanced security.



Responsible Supply Chain

Pacific Canbriam Energy actively collaborates with suppliers who demonstrate responsible business practices and strong ESG commitments, and who contribute positively to environmental and social causes.

We rigorously vet contractors based on safety performance, evaluating their health and safety programs, past performance, and alignment with our policies and Life Saving Rules.



Local and Indigenous vendors are prioritized wherever possible

Building Strong Supply Chain Partnerships

Our supplier qualification process, managed through ComplyWorks, ensures vendors meet or exceed our safety, technical, and financial standards while delivering optimal value. Our procurement process allocates 30% of bid evaluations to Indigenous engagement, alongside safety and ESG considerations. In 2023, over 10% of our operational spend went to Indigenous-owned vendors, with 17% directed to vendors integrating Indigenous content, such as employment and training initiatives.



Local Engaged Economic Development (LEED) Committee

In alignment with our Indigenous Engagement Policy, we have implemented practices that prioritize the inclusion of Indigenous suppliers. Through collaboration with our external partners, we maintain a prequalified list of Indigenous suppliers, outlining the services they provide. Our LEED Committee was formed to enhance economic development by integrating Indigenous participation into our contractor management processes. Once work scopes are defined, we first evaluate whether an Indigenous supplier can fulfill the requirements, after which suppliers are invited to participate in our competitive bidding process.

This approach ensures compliance with agreements such as Impact Benefit Agreements (IBA) and Community Contribution Agreements (CCA), specifically addressing Section 5, and supports the principles of economic reconciliation as outlined in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), particularly Articles 20, 21, and 23.

The LEED Committee, supported by the Executive Vice President of Corporate Development and the Chief Operating Officer, convenes quarterly to review upcoming projects and opportunities. All opportunities are diligently tracked, monitored, and reviewed to ensure completion.



Modern Slavery Act

Forced labour and child labour, as defined under Canada’s Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Act”), are recognized as crimes and serious human rights violations. As a Canadian company, Pacific Canbriam Energy is committed to upholding the highest ethical standards across our operations and supply chains, with a focus on preventing all forms of forced and child labour. Our supply chain involves businesses providing goods and services through suppliers, contractors, and subcontractors for various operational requirements.

To mitigate the risks of modern slavery, we implement rigorous due diligence processes, including an annual assessment of our supply base, evaluating commodity, geographic location, and potential risk factors. Additionally, we work closely with suppliers and contractors to promote awareness of best practices and deliver ongoing training to employees. In 2024, Pacific Canbriam will publish its inaugural Modern Slavery Report, in accordance with the Government of Canada’s regulations.

Further enhancing our commitment, we will introduce a Supplier Code of Conduct in 2024, designed to reduce operational risks within our supply chain and enforce compliance with the Modern Slavery Act. The Code will include provisions for the termination of contracts with suppliers found to be engaging in forced labour.



Looking Forward



Here’s a snapshot of what you can expect from our corporate governance goals in 2024:

Suppliers surveyed for modern slavery in supply chain content; launch of inaugural Modern Slavery Report

100% staff complete Modern Slavery Act training

Formally launch Supplier Code of Conduct to reduce operational risk in our supply chain, while promoting vigilance to Modern Slavery Act

Achieve B+ on Equitable Origin EO100™ Standard for Responsible Energy Development

Conduct cybersecurity semi-annual user training and quarterly phishing testing

Continue to evolve and upgrade IT systems



Appendix

In This Section

Sustainability Performance

Special Note

Our emissions and air quality data is currently under review and will be restated in 2025.



Sustainability Performance

ACTIVITY	GRI & SASB	UNITS	2021	2022	2023
PRODUCTION					
Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	EM-EP-000.A	Boe/day	39,120	56,303	58,964
WORKFORCE PROFILE					
Total staff (employees and contractors)		Number	95	101	121
Total permanent employees		Number	44	52	68
Contractors and temporary employees (field)		Number	51	49	55
Contractors and temporary employees (office)		Number	NPR	NPR	7
Employee voluntary turnover	11.10.2	Percentage (%)	8.9	6.2	5
DIVERSITY, EMPLOYEES					
Women in the workforce (employee)		Percentage (%)	41	45	49
Women on the Board of Directors		Percentage (%)	17	33	29
Women in management positions (employee)		Percentage (%)	NPR	39	31
Women on the Executive Committee		Percentage (%)	NPR	13	10
Employees under age 30		Percentage (%)	9	4	0
Employees age 30-50		Percentage (%)	68	69	74
Employees over age 50		Percentage (%)	23	27	26
EMPLOYMENT PRACTICES					
New suppliers that were screened using social criteria		Percentage (%)	NPR	NPR	100
Total spending on training (employee)		Dollar (\$)	40,821	60,397	79,010
Average training spend per employee		Dollar (\$)	928	1,161	1,162
HEALTH AND SAFETY					
Total Recordable Injury Frequency (employee)	11.9.10	Cases/200,000 work hours	0	1.5	0
Total Recordable Injury Frequency (contractor)	11.9.10	Cases/200,000 work hours	0.33	0.28	0.56
Total Recordable Injury Frequency (employee and contractor)	11.9.10	Cases/200,000 work hours	0.31	0.35	0.53
Fatalities (employee and contractor)	11.9.10, EM-EP-320a	Number	0	0	0
Recordable work-related injuries (employee)	11.9.10, EM-EP-320a	Number	0	1	0
Recordable work-related injuries (contractor)	11.9.10, EM-EP-320a	Number	3	3	6
Onsite employee safety training completion (employee and contractor)	EM-EP-320a	Percentage (%)	100	100	100
Hours worked (employee and contractor)	11.9.10	Number	1,910,552	2,255,789	2,241,705
Hazard Identification		Number	1,406	1,325	1,601
SECURITY, HUMAN RIGHTS & RIGHTS OF INDIGENOUS PEOPLES					
Proved reserves in or near areas of conflict	EM-EP-210a.1	Percentage (%)	0	0	0
Probable reserves in or near areas of conflict	EM-EP-210a.1	Percentage (%)	0	0	0
Total operational spend with Indigenous vendors	11.17.1	Percentage (%)	13.9	13	11



ACTIVITY	GRI & SASB	UNITS	2021	2022	2023
WATER					
Total fresh water withdrawn	11.6.4, EM-EP-140a.1	Cubic meters (m ³)	386,033	43,864	0
Total fresh water consumed	11.6.4, EM-EP-140a.1	Cubic meters (m ³)	386,033	43,864	0
Total fresh water withdrawn/consumed in regions with high or extremely high baseline water stress	EM-EP-140a.1	Percentage (%)	0	0	0
Volume of produced water and flowback generated	EM-EP-140a.2	Cubic meters (m ³)	337,998	771,458	571,067
Volume of produced water and flowback utilized	EM-EP-140a.2	Cubic meters (m ³)	383,650	824,196	473,954
Produced water injected		Percentage (%)	7.5	2.5	0
Produced water discharged		Percentage (%)	0	0	0
Produced water recycled	11.6.4	Percentage (%)	92.5%	97.5	99
Hydrocarbon content in discharged water		Metric tonnes	N/A	N/A	N/A
Water withdrawals by source					
Surface water	11.6.4, EM-EP-140a.1	Cubic meters (m ³)	386,033	43,864	0
Ground water	11.6.4	Cubic meters (m ³)	0	0	0
Produced water	11.6.4	Cubic meters (m ³)	71,047	72,331	-78,092
Aquifer		Cubic meters (m ³)	NPR	NPR	0
River		Cubic meters (m ³)	NPR	NPR	0
Basin		Cubic meters (m ³)	NPR	NPR	0
Catchment		Cubic meters (m ³)	NPR	NPR	0
Volume of total fluids injected		Cubic meters (m ³)	NPR	NPR	0
Volume of freshwater injected		Cubic meters (m ³)	NPR	NPR	0
Volume of wastewater injected		Cubic meters (m ³)	NPR	NPR	0
Volume of flowback water injected		Cubic meters (m ³)	NPR	NPR	0
Hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	EM-EP-140a.3	Percentage (%)	100	100	100
WASTE					
Total waste disposed		Metric tonnes	NPR	NPR	70083
Waste landfilled	11.5.3	Metric tonnes	NPR	NPR	58436
RECLAMATION AND BIODIVERSITY					
Total PCE Lands (all lands, less overlapping lands)		Hectares (ha)	85,348	104,684.25	106,504.25
Total PCE Surface Footprint		Hectares (ha)	1,409.13	1,459.87	1,568.14
Active operated wells (gross)	EM-EP-000.C	Number	130	168	188
Inactive operated wells (gross)	EM-EP-000.C	Number	91	90	107
Downhole abandonment (gross)		Number	3	15	8
Abandoned operated wells cut & capped (gross)		Number	5	6	5
Total wells in active reclamation		Number	2	10	15
Restoration certificates received	11.4.4	Number	0	1	1
Total annual spend on Dormant Site Restoration Program		Dollar (\$)	1.7 M	15.2 M	8.8 M



ACTIVITY	GRI & SASB	UNITS	2021	2022	2023
ASSET INTEGRITY AND CRITICAL INCIDENT MANAGEMENT					
Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	EM-EP-540a.1	Rate	NPR	NPR	0.089
Total reportable spills	11.5.4, EM-EP-160a.2	Number	6	5	4
Total volume of reportable spills	11.5.4, EM-EP-160a.2	Barrels (bbl)	94.35	50	6.29
Volume of spills in Arctic	11.5.4, EM-EP-160a.2	Barrels (bbl)	0	0	0
Volume impacting shorelines with ESI rankings 8-10	EM-EP-160a.2	Barrels (bbl)	0	0	0
Volume of spills recovered	EM-EP-160a.2	Barrels (bbl)	94.35	50	6.29
Spill related fines and penalties		Dollar (\$)	0	0	0
BUSINESS ETHICS AND TRANSPARENCY					
Percentage of proved reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-EP-510a.1	Percentage (%)	0	0	0
Percentage of probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-EP-510a.1	Percentage (%)	0	0	0





PACIFIC
CANBRIAM ENERGY

Pacific Canbriam Energy Limited
2100, 215 2nd Street SW
Calgary, Alberta, Canada T2P 1M4

pacific-canbriam.ca

sustainability@pacific-canbriam.ca

media@pacific-canbriam.ca

