



2025 SUSTAINABILITY REPORT

# Producing Positive Energy Together



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# Introduction

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## Land Acknowledgement

# We Work On Treaty 7 & 8 Territory

In the spirit of reconciliation, reciprocity, and truth, Pacific Canbriam Energy (PCE) honours and acknowledges Moh'kinsstis and the traditional lands and oral practices of Treaty 7. This includes the Blackfoot Confederacy—Siksika, Piikani, Amskaapiikani, and Kainai First Nations; the Îethka Nakoda Wicastabi Nations of Chiniki, Bearspaw, and Goodstoney; and the Tsuut'ina Nation.

We also recognize Calgary as the homeland of the historic Northwest Métis and the Otipemisiwak Métis Government within the Métis Nation Battle River Territory, including Nose Hill Métis District 5 and Elbow Métis District 6, as well as all people who make their homes in Treaty 7 territory.

We further acknowledge the Treaty 8 territory where PCE operates, the traditional and ancestral lands of the Nehiyawak (Cree), Dane-zaa/Dunne-Zaa (Beaver), Nahkawē (Saulteau), and B.C. Métis Peoples. We honour the longstanding relationships these Nations hold with the land, and the stewardship they continue to provide.

PCE has deep respect for Indigenous cultures and recognizes the impacts of colonialism, past and present, on Indigenous Peoples. We are committed to continuously strengthening how we engage, ensuring our relationships reflect honesty, reciprocity, and long-term partnership.

We also commit to advancing the Truth and Reconciliation Commission's Calls to Action and upholding the principles of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Declaration on the Rights of Indigenous Peoples Act (DRIPA). These commitments are an active expression of reconciliation and reflect our responsibility to act as good partners, allies, and caretakers of the lands on which we live and work.

Photo courtesy of local Indigenous  
photographer Dre Anderson





# Introduction

Sustainability is often defined by new targets, new commitments, or new initiatives. While innovation is important, lasting progress is just as often the result of consistency: the discipline to continue doing the right things year after year, even as markets, technologies, and global priorities evolve.

At Pacific Energy, that philosophy is reflected in our 5Cs business principles: Good for Community, Country, Climate, Customer, and Company. They provide the foundation for how we make decisions, invest for the long term, and measure success. Sustainability is not a separate workstream or reporting exercise. It is embedded in the way we operate our business and in the relationships we build with employees, Indigenous Nations, communities, regulators, customers, and partners.

In 2025, Pacific Canbriam continued to strengthen that foundation. We remained focused on safe and responsible operations, disciplined environmental management, sound governance, and meaningful stakeholder engagement, while continuing to improve our performance across the business.

Many of the themes in this report will be familiar because our commitments remain unchanged. We continue to believe that responsible resource development, strong partnerships, and continuous improvement are essential to creating lasting

value. At the same time, we continue to look for opportunities to innovate, strengthen our operations, and respond to the evolving expectations of our stakeholders.

As part of the Pacific Energy group of companies and a key upstream partner to Woodfibre LNG, Pacific Canbriam is proud to contribute to a value chain that combines economic opportunity with environmental responsibility. Through ongoing operational improvements and continued planning for electrification, we are helping build a business that is resilient, competitive, and positioned for the future.

On behalf of Pacific Energy, I would like to thank our employees, Indigenous partners, communities, contractors, customers, regulators, and stakeholders for their continued trust and collaboration. Together, we will continue building on the progress we have made and creating lasting value for future generations.

**Ratnesh Bedi**

President, Pacific Energy Corporation



# President's Message



At a time when geopolitical instability, market volatility, and rising energy demand are reshaping the global landscape, the need for secure, reliable, and responsibly produced energy has never been greater. With abundant natural resources, rigorous regulatory standards, and a strong commitment to responsible development, Canada is uniquely positioned to expand energy production and strengthen its role as a trusted global energy supplier.

**Pacific Canbriam Energy is proud to contribute to this effort, helping deliver the energy the world needs.**

In 2025, our team once again demonstrated what is possible when operational excellence, innovation, and sustainability work hand in hand. Through changing market conditions and commodity price cycles, we remained focused on disciplined operations, responsible resource development, and long-term value creation.

We achieved more than 2.7 million exposure hours worked while maintaining our industry-leading safety performance, recording zero Total Recordable Injury Frequency (TRIF) incidents and zero first aid incidents among employees. Safety remains the foundation of our success and reflects the professionalism and dedication of our workforce.



**Nauman Rasheed**  
President, Pacific Canbriam Energy



Operationally, we continued to set new benchmarks. Our Drilling & Completions teams established a new Montney drilling record with an 8,322-metre well drilled in one of the most technically challenging areas of our asset base. We also achieved a completions milestone of 31 stages in a single day while pumping 3,640 tonnes of sand. In addition, our Operations team achieved a company record of 7,905 metres in coil tubing operations, demonstrating how operational excellence can deliver both strong performance and reduced land disturbance.

Our commitment to responsible resource development remained equally strong. We recycled 99% of the produced water used in our completions program and used no freshwater. We also invested more than \$22.97 million through the Asset Retirement Obligation Program and downhole abandonment initiatives, reinforcing our commitment to responsible asset management and environmental stewardship.

Beyond our operations, we strengthened relationships with the communities where we live and work through more than 45 partnerships with local organizations. Meaningful engagement with Indigenous Nations, local governments, community groups, and stakeholders remains central to how we conduct business.

We are also proud to have achieved re-verification under the Equitable Origin EO100™ Standard for Responsible Energy Development, validating our commitment to transparency, accountability, environmental stewardship, and continuous improvement.

As global demand for secure, lower-emission energy continues to grow, Canadian natural gas has an increasingly important role to play.

Together with our partner Woodfibre LNG, we are helping connect Canadian natural gas to international markets seeking reliable energy alternatives while creating long-term economic benefits for communities, partners, and future generations.

On behalf of PCE, thank you to our employees, contractors, Indigenous partners, stakeholders, and community supporters. Your dedication, expertise, and commitment continue to drive our success and make our achievements possible.

**As One Team, we remain focused on delivering reliable energy, creating lasting value, and building a stronger, more sustainable future together.**



**Nauman Rasheed**



# About This Report

## Reporting Period & Scope

This 2025 Sustainability Report is PCE's fifth sustainability report. This report is intended to provide transparency to our stakeholders as we progress our sustainability journey. Building on our previous reports, this publication covers the period January 1, 2025 - December 31, 2025, providing an update on our 2025 data, activities and progress towards our commitments.

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 in accordance with the Global Reporting Initiative (GRI) 11: Oil and Gas Standards and the Sustainability Accounting Standards (SASB) Oil & Gas Exploration and Production Standard. PCE looks forward to continuing to evolve our reporting and disclosure as frameworks evolve.

## Forward-Looking Statements

This report contains certain forward-looking information and statements as to PCE's expectations of future performance. Such statements may relate to our goals and targets, commitments, vision, and sustainability objectives. Use of the words "expect", "anticipate", "estimate", "guidance", "may", "project", "intends", "plans", "strategy", "approach", "objectives", "targets", "goals", "commitments", "seeks", "believes", "continues", "strives", "will", "proposed", "aligned", "aspirational", or similar expressions are intended to identify forward-looking statements and information. Readers are cautioned that these forward-looking statements are only predictions and are subject to uncertainties. The forward-looking information contained in this report speaks only as of the date of this report publication. PCE does not undertake any obligation to publicly update or revise any forward-looking information contained herein, except as required by applicable laws. Any forward-looking information contained herein is expressly qualified by this cautionary statement.

## Get In Touch



For any questions relating to sustainability or this report, please email [sustainability@pacific-canbriam.ca](mailto:sustainability@pacific-canbriam.ca)

## Verification

This report has been reviewed by PCE's Executive Team and our 2025 Greenhouse Gas (GHG) data has been verified with reasonable assurance by Brightspot Climate, an independent verification body.

## Photography

All watermarked photos are by Dre Anderson. Dre is a photographer local to Northeast British Columbia (B.C.), 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](#).



# About PCE

We are a Canadian energy company focused on the responsible production of natural gas. We are headquartered in Calgary, Alberta, with primary field operations in the Altares and Kobes Montney regions in Northeast B.C. PCE is a subsidiary of Pacific Energy Corporation Limited. We are proud to be an industry leader in the production of responsibly produced natural gas and to hold site-level environmental, social and governance certification.

## CleanBC

The CleanBC plan sets a sectoral target for the oil and natural gas industry, which aims to reduce GHG emissions by 33% to 38% below 2007 baseline levels by 2030. This target encompasses emissions from oil and natural gas extraction, processing and refining as well as transportation emissions from pipelines. Additionally, this target is part of the province's broader plan to achieve a 40% reduction in GHG emissions from a 2007 baseline by 2030.

**British Columbia Climate Action and Accountability**  
Province of British Columbia ([gov.bc.ca](http://gov.bc.ca))

As 100% of our operations are located in B.C., PCE adheres to some of the **most rigorous** climate action regulation in the world.



## Our Operations

Our position in the Montney region encompasses a large resource base which can be accessed using a small surface footprint. We extract natural gas using horizontal wells reaching 5+ kilometres in lateral length. In 2025, we drilled the longest well in the company's history. At 5,767 metres in lateral length and reaching a total measured depth of 8,322 metres, the well also holds the record for the longest in the Montney formation.

### Key Operational Stats (2025)

80,850 boe/day  
annual production average

340,000 m<sup>3</sup>  
total pond capacity

+105,000 hectare  
land base

100% ownership  
of all field infrastructure

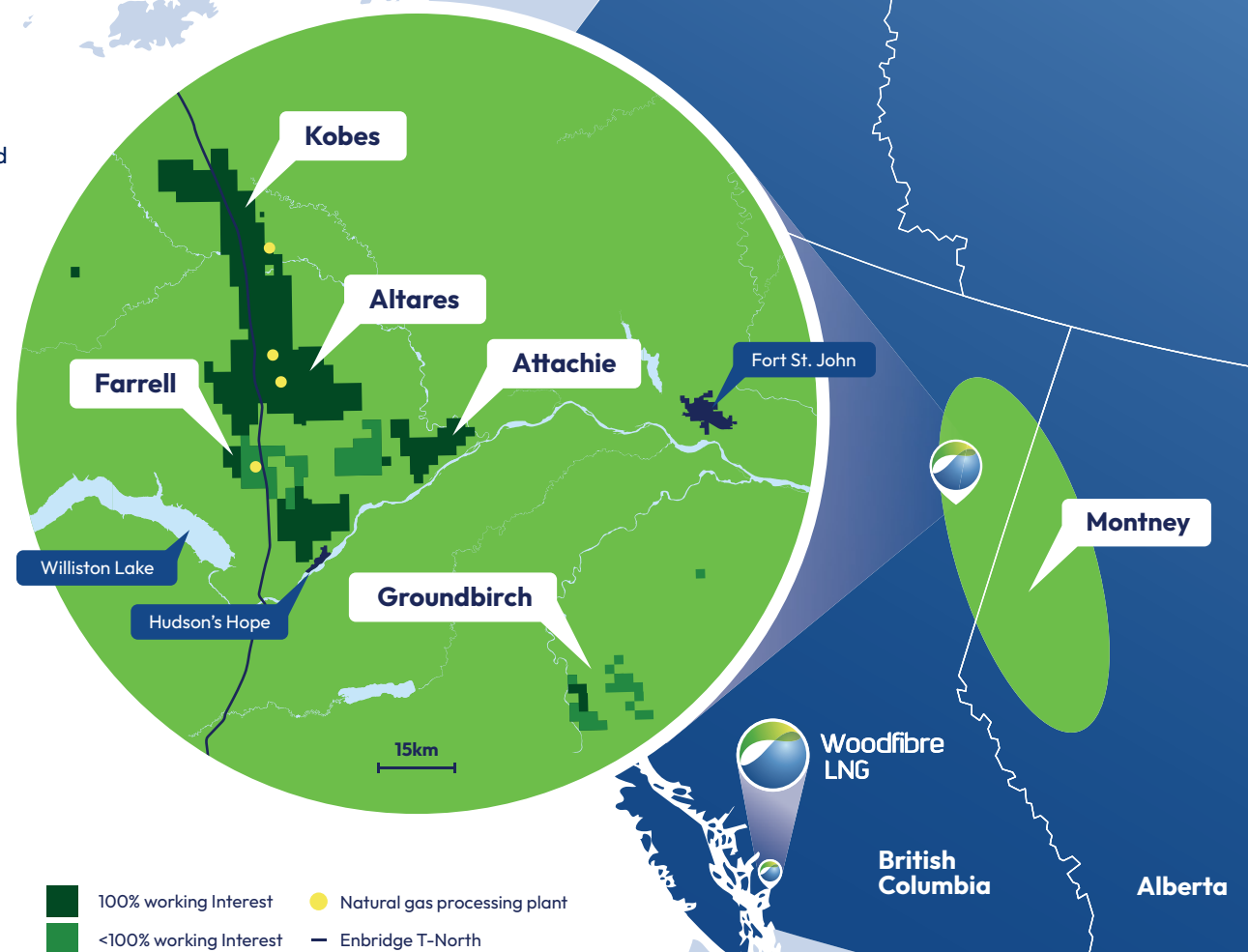
~450 MMcf/d  
gas processing capacity

+140 employees  
and full-time contractors in 2025

~350 km  
of active pipeline infrastructure

1  
water treatment facility

Focus on low-cost structure and sustainability leadership



## Strategic Integration

PCE is strategically positioned to supply Canadian natural gas to Woodfibre LNG. The Woodfibre LNG Project will be the world's first net zero LNG export facility. It is currently being constructed on the historical site of Swiyát, a Skwxwú7mesh Úxwumixw (Squamish Nation) village, in Nexwnéwu7ts Átlk'a7tsem (Howe Sound). PCE 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.

## United Nations Global Compact

In 2025, PCE proudly joined the United Nations Global Compact (UNGC). The UNGC is the world's largest corporate sustainability initiative which calls on companies to align their strategies and operations with the universal principles on human rights, labour, environment and anti-corruption to drive the advancement of societal goals. PCE is proud to voluntarily report on our progress regarding the UNGC's ten principles and our contribution to the Sustainable Development Goals (SDGs) through this report.



# Our Value Chain



\*Woodfibre LNG facility completion anticipated 2027



# 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



PCE is proud to be certified under the Equitable Origin EO100™ Standard for Responsible Energy Development, reflecting our strong commitment to transparency and accountability in operations.

Achieving certification requires a comprehensive expert third-party assurance process, including detailed site-level assessments and ongoing engagement with key stakeholders and Indigenous communities. Initially certified in 2021, we maintained a re-verification grade of B+ in 2025.

PILLAR	CERTIFICATION	RE-VERIFICATION			RE-VERIFICATION
	2021	2022	2023	2024	2025
1 Corporate Governance, Transparency & Business Ethics	77%	84%	91%	91%	93%
2 Human Rights, Social Impact, Community Development	81%	88%	94%	97%	97%
3 Indigenous Peoples' Rights	70%	84%	90%	98%	96%
4 Fair Labour & Working Conditions	98%	100%	100%	95%	97%
5 Climate Change, Biodiversity & Environment	70%	76%	88%	92%	93%

For more information on Equitable Origin™, please visit:

- [Equitable Origin 100™ homepage](#)
- [EO100™ Technical Supplement: Onshore Natural Gas and Light Oil Production](#)
- [EO100™ Certification Summary – Pacific Canbriam Energy](#)

Equitable Origin Certification represents leading industry practices for site-level 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 third-party assessment across five principles:

- Corporate Governance, Transparency and Ethics**
- Human Rights, Social Impact and Community Development**
- Indigenous Peoples' Rights**
- Fair Labour and Working Conditions**
- Climate Change, Biodiversity and Environment**




# Materiality



A Material Focus Area reflects a reporting organization’s significant economic, environmental and social impacts which are not reported in financial disclosures but may have the ability to substantively influence the assessments and decisions of stakeholders. The prioritization of Material Focus Areas is vital to the management of corporate sustainability risks and opportunities. At PCE, we have concentrated our efforts on Material Focus Areas that are reasonably likely to be impactful to the organization in the short and long-term.

Since our initial materiality review in 2021, where we gained a comprehensive understanding of our sustainability landscape, we have evolved our approach to managing Material Focus Areas. The outcomes of this annual review form the foundation of our disclosure and help strengthen oversight of our Emerging Focus Areas - issues that are gaining external importance and may become Material Focus Areas for PCE. We also review our Maintaining Focus Areas, which are financially impactful to the organization, but are considered to be appropriately managed at this time.

 **Emerging**

Business Model Resilience: Physical and Transition Risks from a changing climate	Cybersecurity
	Diversity, Equity & Inclusion
	Technology & Innovation

 **Material**

<b>Emissions Management</b>	<b>Land and Biodiversity Management</b>
<b>Health and Safety</b>	<b>Our People</b>
<b>Indigenous Peoples’ Rights and Engagement</b>	<b>Responsible Supply Chain</b>

 **Maintaining**

Asset Integrity and Critical Incident Risk Management	Induced Seismicity
Community Engagement	Management of Regulatory Environment
Corporate Governance	Waste Management
Human Rights: Fair Labour and Working Conditions	Water Management

**We review and update our Material Focus Areas on an annual basis.**

We consider any relevant changes in our business, results targeted through the annual program, and the evolving landscape. Our materiality determination process builds on past materiality assessments and is supported by our Sustainability Leadership Committee.

**2025 Annual Review**

Our 2025 annual review has led to shifts in our Material Focus Area categorization.



# Ethics


At PCE, we are committed to upholding the highest standards of corporate governance, accountability, and ethical leadership. We comply with all applicable laws and regulations, uphold international human rights standards, and strive to exceed regulatory requirements wherever possible.

Central to our operations is a commitment to protecting people and the environment through responsible natural resource development. Our corporate culture promotes social and environmental best practices while fostering inclusion across all aspects of our business. We prioritize building strong, respectful partnerships with Indigenous Rights Holders, local communities, and the municipalities where we operate.

We uphold fundamental human rights and freedoms through adherence to, and enforcement of, our Code of Business Conduct and Ethics. In addition, our Employee Handbook outlines our Workplace Respect Policy, which supports a safe, inclusive, and respectful work environment free from discrimination and harassment. These commitments align with internationally recognized labour and human rights principles, including those reflected in the International Labour Organization (ILO) conventions.

## Key Policies

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

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





## Whistleblower



Grievance mechanisms including our [whistleblower contact information](#) are available to report concerns regarding accounting and auditing, corporate misconduct, or potential violations of the Code of Business Conduct and Ethics, including human rights concerns. When issues are reported, we investigate, address and respond where necessary. Our Whistleblower Policy maintains anonymity and strictly forbids any form of retaliation or retribution directed towards an individual who reports misconduct. We are committed to investigating and addressing all human rights complaints reported and violations of the Code of Business Conduct and Ethics are taken seriously.

## Lobbying Activity



PCE participates in provincial lobbying practices in British Columbia, as required. PCE is also a member of industry trade associations which participate directly in lobbying activities that inform public dialogue on issues impacting the natural gas industry. In this manner, PCE contributes to the discussion regarding policy development and advocacy. Our aim is to be consistent with our policy positions and internal commitments. Although PCE may not always agree with certain positions of trade associations or individual organizations represented, PCE attempts to influence the result through constructive conversations.

Our participation enables industry engagement, supports networking, and allows us to provide our perspective on key industry issues while hearing those of peers. Additional services provided by this membership participation include data gathering, analysis and benchmarking, along with opportunities for participation in industry-related workshops.

We believe that the greatest opportunity to mitigate and reduce the risks generated by a changing climate is to work together to make positive changes to industry practices. The risks presented are global in nature and meaningful impact necessitates working together. We believe it is critical to share knowledge and technological developments with our industry peers and continue to engage in this space with industry trade associations and peer collaboration forums.

## Sustainability Management & Disclosure Alignment



We continue to embed sustainability into daily operations across the company to manage risks, maximize opportunities, and generate value. Our Sustainability Leadership Committee (SLC) is comprised of senior leaders who meet on a regular basis to ensure alignment across the company and progress towards our EO100™ continuous improvement plan. The Committee is informed of new initiatives that support PCE'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.

We aim to provide clear, consistent and decision-useful disclosure relating to our Material Focus Areas. We are committed to aligning with global reporting frameworks and standards in an effort to support transparent disclosure. This report has been prepared in accordance with the Global Reporting Initiative (GRI) 11: Oil and Gas Standards and the Sustainability Accounting Standards (SASB) Oil & Gas Exploration and Production Standard.


[For additional information on our disclosure, please see Appendix.](#)



# 2025 Sustainability Highlights



**99% recycled produced water utilized in our Completions program**




**\$22.97+ million spent on Asset Retirement Obligation Program and downhole abandonments**



**45+ partnerships with local community organizations**



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




**Completions milestone: 31 stages completed in a single day, with 3,640 tonnes of sand pumped**



**New company benchmark: 7,905 metres achieved in coil tubing operations**



**2.7+ million total exposure hours worked – 0 TRIF or first aid incidents among employees**



**8,322m**  
↓  
**New Montney drilling record: 8,322-metre well drilled in one of the most challenging environments in the basin**



# Our Ambitions

PCE remains committed to advancing our long-term sustainability ambitions through continuous improvement and responsible business practices. We are proud of the progress we have made and look forward to building on this success as we continue our strategic journey to optimize performance, manage risk, create value, and strengthen long-term organizational resilience.

At the core of our strategy are our people and our shared commitment to operating responsibly, safely, and profitably while helping to ensure a secure and affordable energy supply. Together, we are focused on creating lasting benefits for our stakeholders, communities, and the environment.



	COMMITMENT	MEASUREMENT
<b>Climate &amp; Ecosystem Protection</b>	Minimize negative impacts while maximizing positive effects on the environment	<p>Emissions Management &amp; Reduction – the largest remaining opportunity to reduce scope 1 emissions comes from our proposed electrification pathway strategy for the Altares facility</p> <p>The continued focus on managing produced water effectively, and protecting natural habits and biodiversity, is of vital importance to PCE</p>
<b>Transformative Indigenous Partnerships</b>	Building collaborative relationships with Indigenous Rights Holders through recognition of Indigenous rights, traditions and cultural practices	Continued generation of long-term sustainable opportunities through innovative partnerships with Indigenous communities and companies through our Relationship Agreements and Local Engaged Economic Development (LEED) Committee
<b>Inclusive Development</b>	Building shared value and capacity for local communities and employees by fostering inclusive, equitable and respectful environments	Fostering an inclusive workplace and workforce and advancing equal opportunity are critical to PCE. In 2026, we will expand our internal offerings and formalize individual development plans across all levels of the organization
<b>Responsible Production</b>	Producing Certified Responsibly Sourced Natural Gas	<p>Maintain our EO100™ Standard Certification and continuously improve our performance while further integrating additional sustainability governance objectives in support of global goals into our operations strategy</p> <p>Continue to prioritize employee, contractor, community and environmental Health and Safety</p> <p>Focus on Supply Chain Resilience and the transparency, accessibility, and availability of information for contractors and partners</p>



# Climate & Ecosystem Protection

## In This Section

Emissions Management

Land & Biodiversity Management



We're committed to keeping our emissions and environmental impacts minimal. We believe that what we do today protects the ecosystems and biodiversity of tomorrow, helping secure a sustainable future.



Key United Nations SDGs

13 CLIMATE ACTION



15 LIFE ON LAND



# Emissions Management

**Emissions management is central to the responsible production of natural gas, and PCE remains committed to lessening our climate impacts by economically reducing our emissions.**

**Operating in B.C. means that we adhere to some of the most stringent climate action regulations in place. We recognize that this makes us better at what we do.**

We are working to improve the accuracy of our emissions data as methodologies change and the technology used to retrieve and analyze environmental data evolves. Improving our data collection processes allows us to enhance our reporting and further understand our impacts, presenting additional emissions reduction opportunities. Based upon a material change from previous operated production, PCE's 2025 metrics will serve our revised Greenhouse Gas (GHG) emissions baseline for reporting and reduction purposes.

Our GHG inventory is produced in alignment with the B.C. OBPS Program and Reporting Guidance (January 2025), British Columbia Greenhouse Gas Industrial Reporting and Control Act, Greenhouse Gas Emissions Reporting Regulation, Final Essential Requirements of Mandatory Reporting Amended for Canadian Harmonization (December 2010), Final Essential Requirements of Mandatory Reporting 2011 Amendments for Harmonization in Canadian Jurisdictions (December 2011), WCI Quantification Method 2013 Addendum to Canadian Harmonization Version (December 2013), Verification for Industrial Greenhouse Gas Emissions Reporting and the B.C. OBPS (v1.0 May 2025), and is verified to a level of reasonable assurance by an accredited third-party verifier.

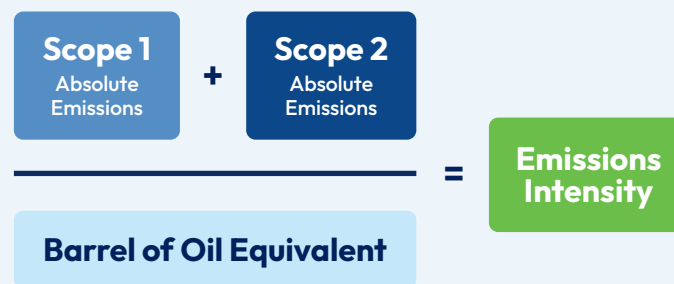




## How We Calculate Our Emissions Intensity



GHG emissions are the release of gases into the atmosphere as a result of many human activities. They include carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), and other high global warming potential gases. Our emissions are measured through a variety of methods including standard quantification methods, managed databases, and engineering estimate conversions.



Almost all PCE's emissions are scope 1 (direct) emissions, which are GHG emissions from sources that are owned or controlled by an organization. A GHG source is any physical unit or process that releases greenhouse gases into the atmosphere. Direct GHG emissions includes emissions from fuel combustion, which make up more than 90% of PCE's total emissions. Scope 2 (indirect) GHG emissions result from the generation of energy being acquired for use and consumption. At PCE, scope 2 emissions come solely from purchased electricity. Currently, the availability of purchased electricity at our operational sites is minimal. Our long-term strategy is our electrification pathway, which will shift a significant portion of our scope 1 emissions to renewable, hydroelectric, scope 2 emissions.

Emissions intensity is the volume of emissions per unit of relevant measurement. Our calculated unit of measurement, or ratio denominator, is our barrel of oil equivalent (BOE), which is calculated as Net Operated Sales Volumes.

## Our Use of Continuous Emissions Monitoring Systems Drives Awareness to Leaks & Allows for Earlier Intervention



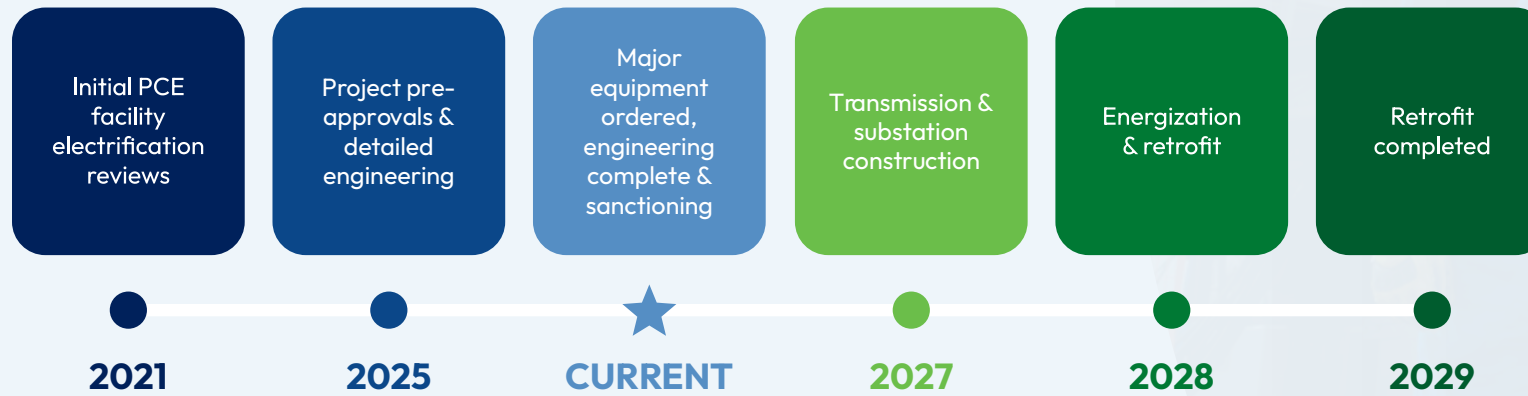
With the support of the CleanBC Industry Fund, PCE installed an air compressor at one of our wellsites to eliminate fuel gas venting from pneumatic devices. We continue to work towards eliminating venting from pneumatic devices and pumps at our wellsites.

PCE strives to operate beyond regulatory standards where possible and is already below the methane threshold limit set to come into effect on January 1, 2030.



## Electrification Pathway

As nearly all of our scope 1 emissions are generated via combustion, the greatest potential source of overall emissions reduction for PCE comes from the potential for electrification. Planning to electrify our infrastructure is strategically aligned with the CleanBC and B.C. Hydro Industrial Electrification Program, which supports a low-carbon future utilizing renewable hydroelectric power. Launched in late 2018, the CleanBC plan includes a wide range of actions to reduce emissions, build a cleaner economy, and encourage innovation, while building a stronger and more resilient B.C.



Our proposed electrification pathway is aspirational and is subject to change. While not exhaustive, factors driving strategic change could include future amendments to CleanBC's strategy, macroeconomic implications to project economics, and component equipment availability.



🔍 Case Study

# Redefining Sustainability Through Record-Breaking Performance

PCE's Drilling & Completions (D&C) team is demonstrating that operational excellence and sustainability can go hand in hand. Through record-breaking achievements and the implementation of advanced technologies, the team has delivered measurable reductions in environmental footprint, cost, time, and operational risk - while setting new benchmarks for responsible resource development.

## 2025 Records & Achievements



8,322m



**New Montney drilling record:**

8,322-metre well drilled in one of the most challenging environments in the basin



7,905m



**New company benchmark:**

7,905 metres achieved in coil tubing operations



31 stages / single day

**Completions milestone:**

31 stages completed in a single day, with 3,640 tonnes of sand pumped



Implementation of advanced bit optimization modeling technology, enhancing drilling performance and enabling faster, more efficient well construction



## Drilling: Delivering More with Less Surface Impact

A record-setting 8,322-metre well highlights how technical innovation can directly reduce environmental impact. By accessing a larger reservoir from a single wellbore, the team can develop more resource with fewer wells – significantly reducing land disturbance, infrastructure requirements, and long-term reclamation obligations. Additionally, by extending lateral lengths, PCE eliminated the need for two drilling pads – saving an estimated \$60 million in capital expenditures.

This year, the D&C team introduced new bit optimization technologies that improve predictability in formation characteristics such as abrasiveness and shock. This enhanced data allows for more informed drill bit selection and usage, reducing uncertainty, and significantly increasing drilling efficiency. As a result, well construction requires less time and fewer resources.

## Completions: Faster Execution, Lower Emissions, Greater Value

The D&C team pushed the limits of technical innovation, successfully completing the longest coil tubing milling operation in company history – and set a new industry benchmark in the Montney.

Continuous improvement also means operating with a smaller footprint. The latest pads featured several firsts for PCE, advancing sustainability goals:

- Introduction of an electric blender and electric chemical van, reducing emissions and improving on-site air quality
- Deployment of a new sand storage system that cut pad footprint by nearly 75%
- Sustained 75% substitution rates, lowering diesel consumption and total emissions

## Efficiency Gains Translate Directly Into Measurable Economic & Environmental Benefits

On two completions operations, execution time was reduced by 20%, finishing 4–5 days ahead of schedule and saving approximately \$2 million per pad. Time savings have a compounding impact:

- Fewer operating days result in lower emissions
- Reduced equipment use decreases fuel consumption
- Improved efficiency leads to stronger safety outcomes – by reducing the duration and complexity of field operations, the team minimized exposure hours and operational risk

## Safer Operations Through Reduced Exposure

Despite the increased technical scale of operations, the D&C team achieved zero recordable injuries.



# ZERO

recordable injuries for  
employees in 2025



# Land & Biodiversity Management

**PCE uses a proactive approach to environmental management planning and risk mitigation, helping protect biodiversity throughout the lifecycle of our projects.**

## Land Use Optimization

By implementing multi-well pads, extending lateral well distances, and utilizing existing disturbances such as roads and clearings, we have optimized our land use development practices. Together, these actions have reduced the number of planned wells, significantly decreasing our overall land disturbance and minimizing our environmental impact.

Drilling extended wells optimizes resource extraction and can significantly reduce the number of well sites and associated infrastructure required. In 2025, we continued to utilize existing well pads and roads for our drilling program. This approach not only lowers our environmental footprint by minimizing land disturbance, it also generates substantial capital efficiencies and savings on materials and resources needed for well site development.

**We are committed to identifying and managing potential environmental impacts, using water responsibly, and reducing waste wherever possible.**



## Asset Retirement Obligation Program

Responsible liability management is integral to our long-term success. When production declines and wells reach the end of their life cycle, we safely decommission, abandon, remediate as required, and reclaim each site.

In B.C., our Asset Retirement Obligation Program is guided by the province's Dormancy and Shutdown Regulation. We take a proactive, stakeholder-informed approach to planning and prioritizing site closures, aligning our activities with mandated timelines for decommissioning, assessment, remediation, and restoration. Our project sequencing reflects both regulatory compliance and our commitment to transparent, collaborative relationships with local and Indigenous communities.

**By integrating community feedback and land use considerations into our closure planning, we aim to reduce long-term liability, optimize environmental outcomes, and support sustainable land transition.**

## Program Highlights

Highlights of our 2025 site reclamation, remediation, and Asset Retirement Obligation include:



**\$15.87M** Downhole Abandonment

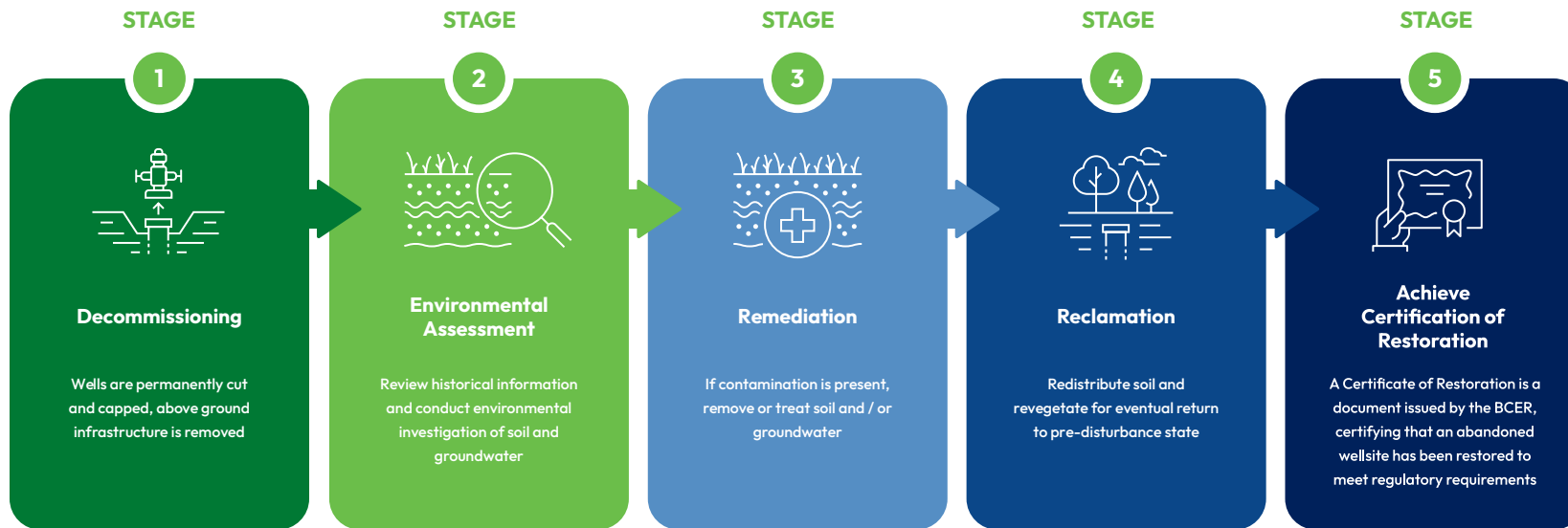
**\$1.1M** Decommissioning

**\$3.3M** Remediation

**\$2.7M** Reclamation



## Asset Retirement Process



## A Proactive Approach to Land Stewardship

Traditionally, reclamation is completed post-operations. Our approach challenges this convention by integrating reclamation directly into operational planning. By initiating restoration activities early, we effectively compress the overall disturbance timeline and return land to a productive ecological state sooner.

This phased reclamation model not only reduces cumulative environmental impact but also demonstrates how operational efficiency and environmental responsibility can be aligned.



### Case Study

## Advancing Interim Reclamation to Reduce Operational Footprint

Rather than deferring reclamation activities until the end of an asset's life cycle, we have adopted a proactive interim reclamation approach - restoring portions of active well pads no longer required for operations.

This strategy enables us to reduce our surface footprint while operations are ongoing, accelerating environmental recovery, and delivering measurable ecological benefits ahead of regulatory timelines.



## Integrated Reclamation Methodology

Our interim reclamation program combines multiple techniques designed to restore ecosystem function and support long-term site recovery:

### Soil Conservation & Management



Soil stockpiles are seeded and actively managed to preserve soil structure, microbial health, and nutrient integrity. This ensures a viable and resilient seedbed for future full-site reclamation.

### Active Re-vegetation



Native vegetation is reintroduced to stabilize soils, reduce erosion, and initiate ecological succession.

### Mature Tree Transplantation



Where feasible, mature trees are transplanted using island-style planting techniques. Successful transplants contribute to rapid canopy re-establishment and biodiversity enhancement. Even in cases where survival is limited, transplanted trees provide visual screening and act as sightline breaks, ensuring continued functional value.

### Water Management Controls

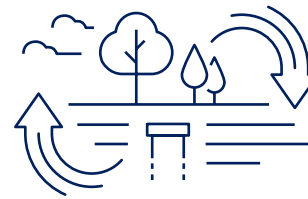


Engineered runoff sumps are installed to manage site water effectively, protecting surrounding soils and nearby watercourses from erosion and potential contamination.

## Demonstrated Results & Regulatory Recognition

The effectiveness of this approach has been independently validated through regulatory inspection. The British Columbia Energy Regulator (BCER) observed a significant reduction in the active footprint of one operating well pad, noting:

- ✓ Successful establishment of transplanted trees and seedlings
- ✓ Effective mounding for drainage management
- ✓ An overall restoration outcome described as “really good”



This recognition underscores the tangible environmental gains achievable when reclamation is embedded within operational workflows rather than postponed.



### Looking Ahead

We continue to expand interim reclamation practices across suitable well sites, reinforcing our commitment to responsible land stewardship. By reducing cumulative surface disturbance and accelerating ecosystem recovery, we are advancing a more sustainable model of resource development - one that delivers environmental value throughout the entire lifecycle of our operations.





## Biodiversity Management

Preserving and restoring biodiversity is important to us and our stakeholders, making it a key factor in our asset planning cycle. Our biodiversity protection practices are guided by our Indigenous Engagement Policy along with strict adherence to government regulations including the Environmental Protection Management Regulation (EPMR).

### We commit to working 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.

Our restoration approach in B.C. emphasizes biodiversity protection and aligns with the *Environmental Protection and Management Regulation* (EPMR) and the *Oil and Gas Activities Act*. Our extensive landscape-level field assessments inform site design and construction methods to avoid or mitigate potential impacts wherever possible. Our revegetation work prioritizes native grass and tree species selected for their ecological compatibility with the local habitat. During construction, we avoid practices such as brush burning that can destroy natural seed beds, preserving the site's regenerative potential.

Revegetation plans are developed in collaboration with local communities and Indigenous partners who review and provide input on proposed species before planting. This inclusive and science-informed approach supports ecological function, cultural values, and long-term landscape integrity.



**2030 Target**  
Plant 750,000+ trees





## Spill Prevention

Preventing unplanned releases, including spills resulting from loss of primary containment, is a foundational priority for PCE and directly supports our commitment to safe and reliable performance. Our approach is grounded in regulatory requirements and industry-standard asset integrity and process safety practices. By applying a disciplined, risk-based methodology, we focus on proactively mitigating spill risks through the implementation of robust engineering and administrative controls.

While prevention remains our primary objective, we also recognize the importance of preparedness. We invest in comprehensive emergency response capabilities, enabling rapid containment, recovery, environmental assessment, and site remediation. In the event of a spill, our goal is to restore impacted areas to near pre-spill conditions in alignment with regulatory requirements and industry guidelines. Continuous

improvement is central to spill prevention. We conduct thorough investigations of all spill incidents, considering both actual and potential impacts, and implement targeted corrective actions to strengthen our systems and prevent recurrence.

In 2025, although the total number of reportable spills increased, the cumulative spill volume decreased. Each incident provided an opportunity to learn and improve, and we successfully recovered 100% of reported spill volumes. In parallel, we made meaningful investments in enhancing our process safety capabilities and targeted performance improvement efforts toward water handling and hauling operations. As we continue to prioritize process safety and improvements in water handling and hauling operations in 2026, we expect to further strengthen our spill prevention performance over time.



### Looking Ahead

PCE remains committed to reducing spill frequency and impact through continuous learning, operational discipline, and the advancement of technologies and partnerships that enhance our ability to protect the environment, our people, and the communities in which we operate.



## Water Management

**Water is a critical shared resource to our operations. Every activity we conduct requires water, and ensuring we strategically manage our use is central to our decision making and risk management processes.**

PCE integrates multidisciplinary datasets – including geology, geophysics and engineering – to build detailed models for forecasting and optimizing water usage.

At PCE, the storage and reuse of produced water and minimal use of freshwater is a key tenant of our operational strategy, which is incorporated into our day-to-day operations. When we reuse our own produced water in our operations and completions, we decrease reliance on key natural resources and decrease operational costs, generating value. This change in management practice serves to drive operational efficiencies, as we continue to strive to make better water decisions across our operations.



**99% recycled**

**In 2025 we used 99% recycled produced water in our completions program**



### Recycling

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



### Transportation

Our operations are water-pipeline connected to our water recycling facilities and storage ponds. This connection effectively eliminates water trucking requirements pertaining specifically to our completion operations, minimizing both emissions and trucks on the road for this purpose.



### Storage

After passing through the water recycling facility, water is stored in ponds until required. We have +340,000 m3 total storage capacity, including 6 ponds.



### Disposal

Occasionally, water can't be reused because of reduced activity levels or quality. Due to water disposal, our water hauling activities have begun to increase. Wastewater is disposed through a series of disposal wells that are subject to provincial legislative monitoring requirements.



### 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.



## Case Study

# Strengthening Safety in Produced Water Hauling

At PCE, safety is a shared responsibility. Following a series of potential safety incidents related to produced water hauling, PCE initiated a full safety stand-down to address risks and drive immediate improvements. Given the scale of operations - over 275,000 m<sup>3</sup> of fluid transported and 1.9 million kilometers driven annually - fluid hauling represents one of the company's highest-risk activities. Recognizing this, PCE brought together frontline teams, leadership, and hauling contractors to collaboratively assess real-world hazards and identify solutions.

The stand-down emphasized a learning-based approach, prioritizing open dialogue. Field walk-downs and structured discussions focused on identifying tasks that were "dangerous or difficult," with direct input from drivers and supervisors shaping outcomes.

This collaborative process led to several immediate safety improvements, including:



Enhanced signage and visibility at high-risk road segments



High-visibility markers on barricades to improve maneuvering safety



Upgraded equipment (e.g., stainless steel fittings) to reduce leak and spill risks



Engineering improvements to load-out systems to enhance operational safety

Importantly, all contractors participated openly, reinforcing that we don't compete with each other on safety. The initiative strengthened partnerships and ensured that solutions reflected frontline realities. By aligning field experience with operational leadership, PCE accelerated decision-making and implemented practical changes to reduce incidents and environmental impacts. The stand-down demonstrates PCE's commitment to continuous safety improvement through collaboration, risk awareness, and proactive action.

## Seismic Monitoring Array

PCE deploys induced-seismicity monitoring arrays comprised of seismometers and accelerometers within three to five kilometres of injection sites to support responsible operations and environmental stewardship. These systems continuously monitor ground movement associated with hydraulic fracturing during well pad completions and produced water disposal, enabling early detection and proactive mitigation of seismic activity. Monitoring is conducted 24 hours a day through a private 14-station seismic monitoring array network to help safeguard surrounding communities and the environment.



### 2030 Target

Maintain usage of more than 90% recycled produced water in completions operations year-over-year



# Transformative Indigenous Partnerships

## In This Section

Indigenous Peoples' Rights & Engagement

Goals & Actions

LEED



Key United  
Nations  
SDGs

10 REDUCED  
INEQUALITIES



17 PARTNERSHIPS  
FOR THE GOALS



# Indigenous Peoples' Rights & Engagement

**PCE operates on the traditional and ancestral territory of the Nehiyawak (Cree), Dane-Za/ Dunne-Zaa (Beaver), Nahkawe (Saulteau), and B.C. Metis 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.**

We strive to work together in a spirit of cooperation, fostering mutual respect for diverse values and cultures while building long-term, mutually beneficial relationships grounded in honesty, trust, respect, and understanding.

Guided by our Indigenous Engagement Policy, we are committed to continually strengthening our engagement with Indigenous communities in ways that uphold these principles. We proudly support the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and British Columbia's Declaration on the Rights of Indigenous Peoples Act (DRIPA), integrating these commitments into our business practices.

In addition, we have incorporated the Truth and Reconciliation Commission's (TRC) Call to Action #92 into our TRC Action Plan, ensuring that reconciliation, meaningful collaboration, and respectful partnership remain central to our work.





**Towards Truth and Reconciliation:**

**TRC Action Plan**

Our TRC Action Plan formalizes our approach to engagement, ensuring that reconciliation is deeply embedded across all aspects of our work. This living document, first published in 2021, continues to evolve as we incorporate best practices and pursue continuous improvement.

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

GOALS	ACTIONS	2025 UPDATE
<b>Goal 1</b> <b>Early Engagement &amp; Upfront Dialogue</b>	<b>ACTION 1</b> Meaningful engagement and commitment to the principles of Free Prior and Informed Consent (FPIC).	We continue to commit to the principles of FPIC through our Indigenous Engagement Policy, which guides our efforts to continuously advance how we engage with Indigenous peoples.
	<b>ACTION 2</b> Ensure alignment with Rights Holders through regular engagement meetings and two-way communication opportunities.	Our engagement practices are guided by our Indigenous Engagement policy and tracked through our external engagement software platform.
<b>Goal 2</b> <b>Increase Employee Knowledge of Indigenous History, Rights &amp; Culture</b>	<b>ACTION 3</b> Provide employees with training courses on Indigenous history, rights and culture.	PCE is committed to ensuring 100% of its employees are trained in Indigenous history, rights and culture.
	<b>ACTION 4</b> Celebrate and support Indigenous Peoples.	PCE celebrates multiple Indigenous-led and Indigenous-focused initiatives, including, but not limited to: <ul style="list-style-type: none"> <li>• Indigenous Peoples Day</li> <li>• Truth and Reconciliation Day</li> <li>• Moose Hide Campaign Day</li> </ul>
<b>Goal 3</b> <b>Building Long-term, Sustainable Opportunities</b>	<b>ACTION 5</b> 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.	Our Local Engaged Economic Development Committee (LEED) has implemented practices prioritizing the inclusion of Indigenous suppliers.
	<b>ACTION 6</b> Contribute to training programs, social investment funds and mitigation payments.	At PCE, multiple support avenues exist, including our Social Investment Policy, our LEED Committee, and our tailored Relationship Agreements.
	<b>ACTION 7</b> Proactive involvement of Indigenous Monitors in pre-disturbance field reviews, ensuring concerns are identified and addressed before seeking regulatory permits.	Proactive involvement of Indigenous Monitors is an ongoing process which is built into our Indigenous Engagement Policy and existing regulatory requirements.
<b>Goal 4</b> <b>Strong Partnerships</b>	<b>ACTION 8</b> Mitigating impacts to culturally and environmentally sensitive areas through collaboration with Rights Holders.	Collaboration is prioritized and ongoing as part of our many sustainability commitments, including our Equitable Origin EO100™ Standard for Responsible Energy Development certification. Mitigating impacts are also addressed as part of our Indigenous Engagement Policy and existing regulatory requirements.
	<b>ACTION 9</b> Developing Community Relationship Agreements.	PCE currently operates under Community Relationship Agreements where applicable as a best practice and is committed to maintaining this mutually beneficial practice.





# LEED

## Local Engaged Economic Development 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 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 Relationship Agreements 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 President, convenes regularly to review upcoming projects and opportunities. All opportunities are diligently tracked, monitored, and reviewed to ensure completion.



## Case Study

# Incorporating Indigenous Knowledge into Wildlife & Habitat Protection

**PCE operates in areas that overlap with diverse natural habitats. To minimize impacts on local wildlife, we integrate monitoring and Indigenous knowledge into early project planning.**

Before construction begins, we work with local Indigenous partners to identify high-use wildlife areas by assessing tracks, trails, and habitat features. These locations are mapped and monitored using movement-activated trail cameras to establish baseline activity.

Cameras are deployed up to one year prior to development, remain in place during construction, and continue monitoring for approximately two years post-reclamation. This approach helps us understand how wildlife responds to project activities and informs adaptive management. Cameras have captured thousands of images, documenting species such as moose, elk, deer, wolves, lynx, black bears, and wolverines.

Insights from this program support more informed planning decisions, including timing of construction to reduce disruption, while also positioning the company to meet evolving regulatory expectations for wildlife monitoring.



# Inclusive Development

## In This Section

Health & Safety

Our People

Community Engagement



Key United Nations SDGs

5 GENDER EQUALITY



8 DECENT WORK AND ECONOMIC GROWTH



# Health & Safety

## We are committed to creating a positive social impact across all aspects of our operations

By fostering inclusive, equitable, and safe environments, we support our employees, contractors, and the communities in which we operate. In 2025, we continued to strengthen our safety culture and performance, invest in employee development and training, and create shared value through transparent and meaningful engagement with our stakeholders.

Health and safety are fundamental to our success and embedded in every aspect of our business. We believe everyone has the right to a safe and healthy workplace, and we make risk-informed decisions to uphold that commitment. At PCE, safety is the foundation of operational excellence, and we remain dedicated to continuously improving our practices to protect our people, assets, and the environments in which we operate.

In 2025, we achieved top-quartile personal safety performance, recording a Total Recordable Injury Frequency (TRIF) of 0.22 for employees and contractors combined, exceeding our target of 0.25. We reported zero Lost Time Injuries and maintained strong process safety performance, with one Tier 1 Process Safety Event during the year. To further strengthen our safety management approach, we introduced two new leading indicators - Significant Incident Frequency (SIF) and Life-Saving Rule Verifications - enhancing our ability to prevent serious incidents and proactively improve safety performance.



0.22

TRIF (employees and contractors combined)



0

Total Recordable Incident (TRI) and first aid incidents (employees)



2.7m+

Exposure hours



1

Tier 1 Process Safety Event



1,600+

Life Saving Rule Verifications, exceeding our annual target



0.52

Significant Incident Frequency (SIF)



## Life Saving Rules

In 2020, PCE implemented Energy Safety Canada's Life Saving Rules. By adopting this common set of rules, we committed to establishing a consistent approach to preventing serious injuries and fatalities. The Life Saving Rules are an industry-accepted standard that support a unified approach to safety and enables a consistent safety-orientation across the organization.

Since implementation, we have expanded the program by increasing our focus on proactive Life Saving Rules-related interventions, inspections, and job observations. In 2025, we embedded the Life Saving Rules into our operations through the application of targeted Life Saving Rule verifications, reinforcing our commitment to verifying the presence and effectiveness of critical controls and preventing significant incidents.

### 2026 Corporate Target



80% of all job observations and inspections will focus on the 10 Life Saving Rules

In 2026, we will leverage Life Saving Rule verifications to further strengthen our focus on critical risk management by developing an assurance framework focused on critical control verification.

## LIFE SAVING RULES

<b>CONFINED SPACE</b>	<b>BYPASSING SAFETY CONTROLS</b>
<b>WORKING AT HEIGHT</b>	<b>DRIVING</b>
<b>WORK AUTHORIZATION</b>	<b>HOT WORK</b>
<b>ENERGY ISOLATION</b>	<b>SAFE MECHANICAL LIFTING</b>
<b>LINE OF FIRE</b>	<b>FIT FOR DUTY</b>

At Pacific Canbriam Energy, we recognize that safety is foundational to - and drives - excellence in operations. By adopting a common set of Life Saving Rules, we commit to establishing a consistent approach in the prevention of serious injuries and fatalities, as One Team.

## Emergency Response

While we continuously work to proactively mitigate emergencies, we recognize that an effective emergency management program is essential to protecting our people, the environment, and the community. Our efforts included a variety of tabletop exercises and training sessions conducted at the field, departmental, and corporate levels.

In 2026, we are focused on advancing our emergency management program and testing preparedness through conducting one full-scale exercise and one tabletop exercise.



## Energy Safety Canada Partnership

In 2025, PCE partnered with Energy Safety Canada to deliver workshops focused on leading Safety Differently and Human and Organizational Performance (HOP) principles. These sessions advanced our collective understanding of serious incident prevention, with a particular emphasis on identifying and verifying critical controls.

We are focused on building resilience to effectively manage the unexpected. We are evolving our approach beyond asking “why” incidents occur to also understand “how” work is performed, acknowledging that context drives behaviour. This reflects a broader shift in our safety philosophy:



**Safety is not defined by the absence of incidents, but by the presence of capacity to fail safely.**

This partnership, along with insights gained through these engagements, has informed several of our 2026 focus areas, including implementing learning teams, enhancing incident management, and strengthening assurance practices.



## HSE Management System

PCE maintains a Health, Safety, and Environment (HSE) Management System that is continuously evolving and regularly reviewed for effectiveness.

In 2025, we focused on advancing several key areas of the management system, including:

### Operational Risk Management

#### Through:

Operational Risk Management Process Standard

Operational Risk Matrix

### Security Management

#### Through:

Comprehensive Threat and Vulnerability Asset Assessment

Partnered with 24/7 on-site Security specialists

Updated Security Management Program

### Process Safety

#### Through:

Process Hazard Analysis Standard

Completing a comprehensive baseline assessment against CSA Z767

Delivered HAZOP training to select staff and completed a baseline HAZOP for phases 1 & 2 of the b-72 Plant

## Process Safety Management

Our approach focuses on identifying and mitigating potential risks to prevent major incidents. We employ proven strategies, including barrier management, to layer multiple safeguards against hazards. Additional safeguards include detection systems to respond to anomalies, prevent overpressure, and safely shut down equipment when required. We continuously review and test these safety measures to ensure their accuracy and effectiveness.

Learnings from our 2025 assessments include improvements to the accuracy and reliability of process safety information (PSI) and establishing the foundation for a multi-year journey to enhance our Process Safety Management practices.

### In 2026, PCE will continue to advance our process safety journey by:

Progressing baseline HAZOPs and PSI enhancements across select assets

Implementing plant improvements identified through the b-72 HAZOP

Strengthening key processes, including management of change, pre-start-up safety reviews, incident management, and mechanical integrity

Embedding Process Safety Management requirements into Engineering, Procurement and Construction contracts





## In 2026, we will develop a roadmap for our Integrated Operations Management System

	PERFORMANCE TARGETS	STATUS
 <b>2025 Targets</b>	Maintain our Industry-leading Total Recordable Injury Frequency (TRIF) <sup>1</sup> performance	Achieved ●
	0.36 Significant Injury Frequency (SIF) <sup>2</sup>	Not achieved ○
	Maintain zero Tier 1 Process Safety Events <sup>3</sup>	Not achieved ○
	80% Life Saving Rules inspections and job observations	Achieved ●
 <b>2026 Targets</b>	(< 0.25) Total Recordable Injury Frequency (TRIF) <sup>4</sup>	
	One (≤1) Tier 1 Process Safety Events	
	(<.36) Significant Incident Frequency (SIF)	
	80% Life Saving Rules Verifications <sup>5</sup>	
	80% Operational Regulatory Compliance <sup>6</sup>	

<sup>1</sup> TRIF: Total Recordable Injury Frequency, an industry standard safety metric. The number of recordable injuries (medical treatment, restricted work, lost time incidents) x 200,000 hours divided by total worker hours.

<sup>2</sup> SIF: An incident with Actual or Potential Severity of Major (4) or Catastrophic (5), per the Pacific Canbriam Energy Operational Risk Matrix.

<sup>3</sup> Tier 1 Process Safety Event: An uncontrolled or unplanned loss of primary containment which meet the PSE Level Tier 1 classification for an injury to employee or contractor, injury to public or a third party, liquid release and spill, gas release from a pressure relief device, impact to the community, fire, or explosion.

<sup>4</sup> 0.25 is Top Quartile TRIF for 28 Oil & Gas/Resource companies per Energy Safety Canada.

<sup>5</sup> Inspections and job observations focused on Life Saving Rules, a common and consistent approach across industry, established by Energy Safety Canada, in the prevention of serious injuries and fatalities.

<sup>6</sup> BCER and WorkSafeBC inspections/non-compliances, on-time/late regulatory submission obligations.

## 2026 Key Focus Areas



Strengthening Security Management infrastructure and program implementation

Enhance assurance, focusing on critical control verification

Continuous Safety Program improvements including Ground Disturbance and Exposure Control Plans

Evaluation of digital safety management solutions to enhance reporting

Implementation of learning teams

Advancing process safety priorities in alignment with year two of the PCE Process Safety Roadmap



# Our People

We are committed to fostering an environment of collaboration where talented individuals work together



At PCE, we support our workforce through:

- Comprehensive employee benefits, including health, dental, critical illness, disability and life insurance
- Employee and Family Assistance Program (EFAP) 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



In 2025, we proudly increased our percentage of women in the workforce to

51%



PCE 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.





## Developing Our People

Creating and sustaining a workplace where everyone feels welcome is critical to employee engagement.

### Internal Engagement

We continue to enhance internal training, learning opportunities, and cross-company collaboration, including learning sessions and regular employee forums. Additionally, our monthly employee newsletter highlights team successes and shared insights. In 2025, we launched additional Microsoft suite resources focusing on employee engagement and information sharing.

### Performance Management

We foster open dialogue through semi-annual performance check-ins where employees set goals and identify areas for growth and development.

### Training and Development

We allocate resources for employees to attend conferences and pursue continuing education aligned with their roles and interests. In 2026, we will complete the development of Individual Development Plans for all employees to support the pursuit of individual development and reskilling. Individual Development Plans are personalized roadmaps for career growth which outline the skills required to achieve development goals as they align to organizational objectives.



## Building an Inclusive Environment

PCE is proud to be an equal opportunity employer, committed to fostering belonging, 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.

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 promoting equality is reinforced by our Human Rights Policy and Sustainability Policy.



**7%** under age 30

**70%** age 30-50

**23%** age 50+



**51%** women in the workforce

**37%** of management positions held by women

**33%** women on the Board of Directors



# Community Engagement

**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. Understanding our operating community needs and being responsive to these needs creates shared value.**

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.

**Our sustainability goals include helping the communities we operate in achieve theirs**

**Looking to reach us?**



Submit your comments through our [Engagement Portal](#).




## 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 all our stakeholders.

## Social Investment

We proudly partner with numerous local organizations through social investment and encourage employee volunteerism. We provide financial contributions and in-kind support that benefits communities in the areas of culture, education, environment, and health and wellbeing.



**45+** partnerships with local organizations

Through our dedicated giving strategy, we focus our support where it can have the greatest impact. A few of the organizations we have worked with include:

**Culture**

Nenan Dane zaa Deh Zona Family Services Society

Tse'k'wa Cultural and Educational Programs

**Education**

The Educational Partnership Foundation – Books for Kids Program

School District 60 – Project Heavy Duty

**Environment**

Outland Youth Employment Program

Project Forest

**Health & Wellbeing**

City of Fort St. John Recreation – Weekly Free Skate

Fort St. John Association for Community Living – Terus Community Centre

# SUSTAINABLE DEVELOPMENT GOALS

Four key stakeholder focus areas identified:

**Health & Wellbeing**

**3** GOOD HEALTH AND WELL-BEING



**Education**

**4** QUALITY EDUCATION



**Culture**

**11** SUSTAINABLE CITIES AND COMMUNITIES



**Environment**

**15** LIFE ON LAND




[Learn more about the UN SDGs](#)



Case Study

# Safer Roads, Smarter Operations

Over the past three years, PCE has transformed our road network from aging forestry infrastructure into a safer, more efficient system that supports both operations and the surrounding community.

Previously, drivers faced multiple challenges including limited visibility and inadequate surfaces. Recognizing the risks, a multi-year upgrade program was initiated - replacing culverts, improving drainage, enhancing line of sight, and adding gravel surfacing.

## The impact has been significant



Improved road conditions have enhanced safety by reducing hazards such as potholes and poor visibility, while also enabling more consistent driving conditions. At the same time, operational efficiency has improved, with faster and more reliable cycle times across thousands of annual truck movements. For example, a single Completions operation can generate over 1,800 truckloads. By applying engineering analysis and operational data, the team optimized road design and usage, including safely increasing travel speeds where appropriate - trucks have significantly reduced travel time to and from site, resulting in minimized fuel use and emissions.

Improved roads support mobility for local users and help ensure safer, more reliable travel in the region. Community feedback has reflected appreciation for the improvements, especially in areas that were once difficult to navigate after heavy rain. Ongoing maintenance, dust control, and inspection programs ensure these benefits are sustained over time.

This work highlights how targeted infrastructure investment can deliver meaningful gains in safety, sustainability, and performance.



# Responsible Governance

## In This Section

- Corporate Governance
- Responsible Supply Chain



**Key United Nations SDGs**

**7** AFFORDABLE AND CLEAN ENERGY



**12** RESPONSIBLE CONSUMPTION AND PRODUCTION



**16** PEACE, JUSTICE AND STRONG INSTITUTIONS



# Corporate Governance

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 governance and natural resource development. Our corporate culture champions social and environmental best practices, while promoting inclusion across our business processes. We focus on building strong partnerships with Indigenous Rights Holders and local communities.



33%

Women on PCE's board of directors



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



Corporate incentive program linked to Environmental, Social & Governance performance



Continue to increase alignment with recognized Reporting Standards



## Corporate Governance Policies

We prioritize excellence in corporate governance across all aspects of our operations. Our Employee Handbook includes applicable Codes and Policies which reinforce our commitment to ethical conduct and integrity in all of our business practices. Ensuring a safe, inclusive, respectful workplace environment while supporting worker's rights under the International Labour Organization (ILO) conventions is paramount.



Our Code of Business Conduct and Ethics reinforces our commitment to ethical conduct and integrity in all business practices.



Through our Code of Procurement Ethics we maintain the highest ethical standards, fostering fairness and integrity in all relationships, and we expect our suppliers to uphold these same values to ensure mutual benefit.



Our Procurement Policy promotes social and environmental responsibility through a collaborative approach which ensures consistency, value, and positive impact.

## Key Policies

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

-  **Anti-Bribery and Corruption Policy**
-  **Code of Business Conduct and Ethics**
-  **Code of Procurement Ethics**
-  **Corporate Health, Safety and Environment Policy**
-  **Human Rights Policy**
-  **Indigenous Engagement Policy**
-  **Fighting Against Forced Labour and Child Labour in Canadian Supply Chains**
-  **Procurement Policy**
-  **Sustainability Policy**
-  **Whistleblower Policy**



# Responsible Supply Chain

**PCE actively collaborates with suppliers who demonstrate responsible business practices and strong environmental, social and governance commitments, and who contribute positively to environmental and social causes.**

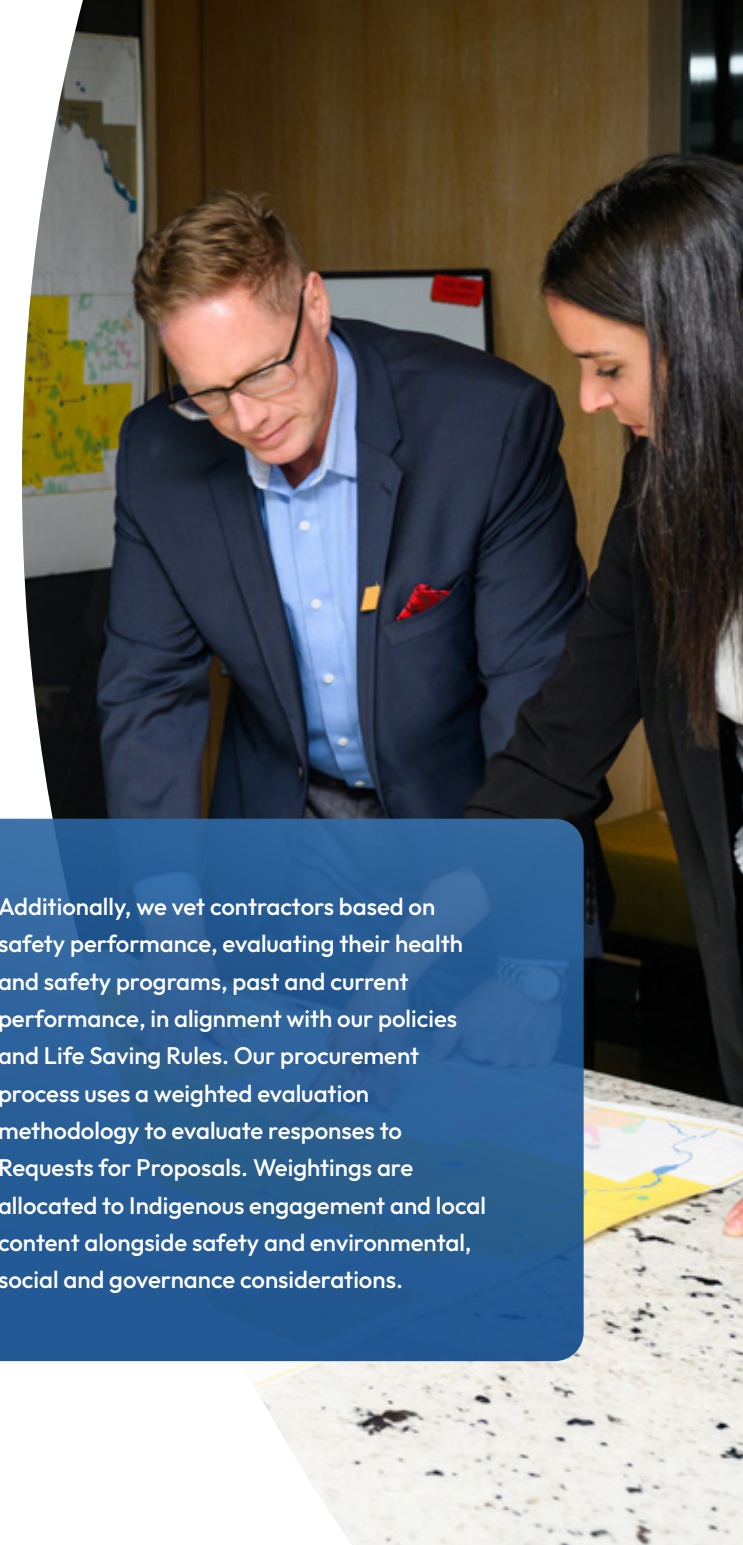
PCE is committed to upholding the highest ethical standards and ensuring that our operations, as well as those of our contractors and suppliers, reflect our dedication to social responsibility. We are uniquely positioned for responsible production as we own all field infrastructure, including roads, camps, processing plants, gathering pipelines, and water handling assets.

Our supplier qualification process is managed through Veriforce ComplyWorks and ensures vendors meet or exceed our safety, technical, and financial standards while delivering optimal value. All contractors and suppliers must be prequalified prior to engaging in the supply of goods or performance of services for PCE.

## **Prequalification requires delivering and maintaining contractor and supplier information, including:**

- ✓ Fighting Against Forced Labour and Child Labour in Supply Chains Act Requirements
- ✓ Anti-Bribery and Corruption Policy
- ✓ Road Use Agreements

Additionally, we vet contractors based on safety performance, evaluating their health and safety programs, past and current performance, in alignment with our policies and Life Saving Rules. Our procurement process uses a weighted evaluation methodology to evaluate responses to Requests for Proposals. Weightings are allocated to Indigenous engagement and local content alongside safety and environmental, social and governance considerations.



## Contractor Safety Management

We recognize that our contract partners are vital to our success and continuously evaluate our partnerships to ensure a shared commitment to safety. In 2025, we remained focused on strengthening relationships with our service providers, working together to share learnings, and enhancing operational performance through regular safety reviews. By continuing to leverage our partnership

with a global provider of compliance and risk management solutions, we prioritize working with contractors who share our commitment to safe work planning and execution. We regularly meet with key service providers' leadership, ensuring ongoing dialogue on performance management, with safety being integral to these conversations.

In 2025, over 10% of our operational spend went to Indigenous-owned and affiliated vendors, with 17% directed to vendors integrating Indigenous content, such as employment and training initiatives.

533

Suppliers and contractors

76%

Top 50 suppliers accounted for 76% of total expenditures



### 2025 Report

## Fighting Against Forced Labour & Child Labour in Canadian Supply Chains

As defined under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, forced labour and child labour are recognized as crimes and serious human rights violations. PCE 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 includes businesses providing goods and services through suppliers, contractors, and subcontractors for various operational requirements. To mitigate the risks of modern slavery, PCE implements rigorous due diligence processes, including an annual assessment of our supply base, evaluating

commodity, geographic location, and potential risk factors. We work closely with suppliers and contractors to promote awareness of best practices and deliver ongoing training to employees. PCE publishes its Forced Labour in Canadian Supply Chains Report, in accordance with the Government of Canada's regulations. In 2025, PCE committed to engaging in a pilot project in 2026 with an external supply chain risk intelligence platform. Through this engagement, we hope to better assess our global supplier connections and understand critical geographic impacts.



# Appendix

## In This Section

Sustainability Performance

GRI Content Index

SASB Table



# Sustainability Performance

ACTIVITY	UNITS	EQUITABLE ORIGIN PT	2023	2024	2025
<b>PRODUCTION</b>					
Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Boe/day		58,964	69,928	80,850
<b>WORKFORCE PROFILE</b>					
Total staff (employees and contractors)	Number		130	141	158
Total permanent employees	Number		68	73	73
Contractors and temporary employees (field)	Number		55	64	74
Contractors and temporary employees (office)	Number		7	4	11
Employee voluntary turnover	Percentage (%)		5	13	8
<b>DIVERSITY, EMPLOYEES</b>					
Women in the workforce (employee)	Percentage (%)		49	47	51
Women on the Board of Directors	Percentage (%)		29	29	33
Women in management positions (employee)	Percentage (%)		31	33	37
Women on the Executive Committee	Percentage (%)		10	11	17
Employees under age 30	Percentage (%)		0	1	7
Employees age 30-50	Percentage (%)		74	71	70
Employees over age 50	Percentage (%)		26	27	23
<b>EMPLOYMENT PRACTICES</b>					
New suppliers that were screened using social criteria	Percentage (%)		100	100	100
Total spending on training (employee)	Dollar (\$)		79,010	135,036	157,549
Average training spend per employee	Dollar (\$)		1,162	1,850	2,158
<b>HEALTH &amp; SAFETY</b>					
Total Recordable Injury Frequency (employee)	Cases/200,000 work hours	101.4.9.8	0	0	0
Total Recordable Injury Frequency (contractor)	Cases/200,000 work hours	101.4.9.8	0.56	0.2	0.23
Total Recordable Injury Frequency (employee and contractor)	Cases/200,000 work hours	101.4.9.8	0.53	0.19	0.22
Fatalities (employee and contractor)	Number		0	0	0
Recordable work-related injuries (employee)	Number		0	0	0
Recordable work-related injuries (contractor)	Number		6	3	3
Onsite employee safety training completion (employee and contractor)	Percentage (%)		100	100	100
Average hours of health, safety and emergency response training (employee)	Hours		15	3	10
Average hours of health, safety and emergency response training (contractor)	Hours		15	3	10
Hours worked (employee and contractor)	Number		2,241,705	3,048,167	2,704,617
Hazard Identification	Number		1,601	1,633	521*
<b>SECURITY, HUMAN RIGHTS &amp; RIGHTS OF INDIGENOUS PEOPLES</b>					
Proved reserves in or near areas of conflict	Percentage (%)		0	0	0
Probable reserves in or near areas of conflict	Percentage (%)		0	0	0
Total operational spend with Indigenous vendors	Percentage (%)	EO 100.2.8.2	11	8	14

\*In 2025, Life Saving Rule Verifications were extrapolated from Hazard Identifications



ACTIVITY	UNITS	EQUITABLE ORIGIN PT	2023	2024	2025
<b>EMISSIONS</b>					
Direct Scope 1 (total)	Tonnes CO <sub>2</sub> e	EO 100.5.7.1, EO 100.7.3	237,544	279,519	322,780
Combustion	Tonnes CO <sub>2</sub> e		216,475	258,837	301,954
Vent	Tonnes CO <sub>2</sub> e		6,904.49	6,029	5,731
Flare	Tonnes CO <sub>2</sub> e	EO 101.5.10.2	6,237	5,865	9,279
Fugitive	Tonnes CO <sub>2</sub> e		7,927	8,788	5,817
Indirect Scope 2 Emissions	Tonnes CO <sub>2</sub> e	EO 100.5.7.6	8.375	9.339	9.65
Emissions Intensity (Scope 1 & 2)	Tonnes CO <sub>2</sub> e/boe		0.01104	0.01092	0.01094
Methane Intensity	Tonnes CO <sub>2</sub> e/boe		0.0015173	0.0014023	0.0012524
Methane Emissions	Tonnes CO <sub>2</sub> e	EO 102.5.7.1	32655.76	35,889	36,959
Methane Emissions (as % of scope 1)	Percentage (%)		13.75	12.84%	11.45%
Covered under emissions-limiting regulations	Percentage (%)		100	100	100
<b>AIR QUALITY</b>					
Nitrogen oxides (NO <sub>x</sub> ) (excluding N <sub>2</sub> O)	Metric tonnes	EO 101.5.10.2	3853	5814	5313
Volatile organic compounds (VOCs)	Metric tonnes	EO 101.5.10.2	222	306	230
Particulate matter (PM <sub>10</sub> )	Metric tonnes	EO 101.5.10.2	35	40	7.8
Sulfur oxides (SO <sub>x</sub> )	Metric tonnes	EO 101.5.10.2	24	31	1
<b>WATER</b>					
Total fresh water withdrawn	Cubic meters (m <sup>3</sup> )	EO 101.5.11.17, 100.5.11.1	0	231,224	0
Total fresh water consumed	Cubic meters (m <sup>3</sup> )	EO 101.5.11.15, EO 101.5.11.17, 100.5.11.1	0	231,224	0
Total fresh water withdrawn/consumed in regions with high or extremely high baseline water stress	Percentage (%)	EO 101.5.11.17	0	0	0
Volume of produced water and flowback generated	Cubic meters (m <sup>3</sup> )	EO 101.5.4.2	571,067	682,658	1,024,793
Volume of produced water and flowback utilized	Cubic meters (m <sup>3</sup> )	EO 101.5.4.2	473,954	803,178	675,839
Produced water injected	Percentage (%)		0	0	292,613
Produced water discharged	Percentage (%)		0	0	0
Produced water recycled	Percentage (%)	EO 101.5.11.15, EO 101.5.4.2, EO 100.5.11.4	99	99	99
Hydrocarbon content in discharged water	Metric tonnes		N/A	N/A	N/A
Water withdrawals by source					
Surface water	Cubic meters (m <sup>3</sup> )		0	231,224	0
Ground water	Cubic meters (m <sup>3</sup> )		0	0	0
Produced water	Cubic meters (m <sup>3</sup> )		-78,092	120,520	56,341
Aquifer	Cubic meters (m <sup>3</sup> )	101.5.11.3	0	NA	NA
River	Cubic meters (m <sup>3</sup> )	101.5.11.4	0	NA	NA
Basin	Cubic meters (m <sup>3</sup> )	101.5.11.5	0	NA	NA
Catchment	Cubic meters (m <sup>3</sup> )	101.5.11.6	0	NA	NA
Volume of total fluids injected	Cubic meters (m <sup>3</sup> )	101.5.4.4	0	0	0
Volume of freshwater injected	Cubic meters (m <sup>3</sup> )	101.5.4.4	0	0	0
Volume of wastewater injected	Cubic meters (m <sup>3</sup> )	101.5.4.4	0	0	0
Volume of flowback water injected	Cubic meters (m <sup>3</sup> )	101.5.4.4	0	0	0
Hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage (%)		100	100	100



ACTIVITY	UNITS	EQUITABLE ORIGIN PT	2023	2024	2025
<b>WASTE</b>					
Total waste disposed	Metric tonnes		70083	63,510	61,393
Waste landfilled	Metric tonnes		58436	50,918	61,393
<b>RECLAMATION &amp; BIODIVERSITY</b>					
Active operated wells (gross)	Number		188	227	252
Inactive operated wells (gross)	Number		107	118	119
Downhole abandonment (gross)	Number		8	14	23
Abandoned operated wells cut & capped (gross)	Number		5	6	4
Total wells in active reclamation	Number		15	13	13
Restoration certificates received	Number		1	0	0
Total annual spend on Dormant Site Restoration Program	Dollar (\$)	EO 101.5.5.2	8.8 M	18.1 M	22.97 M
<b>ASSET INTEGRITY &amp; CRITICAL INCIDENT MANAGEMENT</b>					
Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate		0.089	0.000	1.000
Total reportable spills	Number		4	12	15
Total volume of reportable spills	Barrels (bbl)		6.29	75.47	51.2
Volume of spills in Arctic	Barrels (bbl)		0	0	0
Volume impacting shorelines with ESI rankings 8-10	Barrels (bbl)		0	0	0
Volume of spills recovered	Barrels (bbl)		6.29	75.47	51.2
Spill related fines and penalties	Dollar (\$)		0	0	0
<b>BUSINESS ETHICS &amp; TRANSPARENCY</b>					
Percentage of proved reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)		0	0	0
Percentage of probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage (%)		0	0	0
<b>COMMUNITY ENGAGEMENT HIGHLIGHT</b>					
Partnerships with local organizations	Number		37	43	45



# GRI Content Index

DISCLOSURE	TITLE	LOCATION & PAGE
<b>11.1</b>	<b>GHG EMISSIONS</b>	
11.1.1	Management of material topics	Sustainability Report, p. 20
11.1.2	Energy consumption within the organization	Not reported at this time
11.1.3	Energy consumption outside the organization	Not reported at this time
11.1.4	Energy intensity	Not reported at this time
11.1.5	Direct (Scope 1) GHG emissions	Sustainability Report, p. 58
11.1.6	Energy indirect (Scope 2) GHG emissions	Sustainability Report, p. 58
11.1.7	Other indirect (Scope 3) GHG intensity	Not reported at this time
11.1.8	GHG emissions intensity	Sustainability Report, p. 58
<b>11.2</b>	<b>CLIMATE ADAPTATION, RESILIENCE &amp; TRANSITION</b>	
11.2.1	Management of material topics	Sustainability Report, p. 20
11.2.2	Financial implications and other risks and opportunities due to climate change	Not reported at this time
11.2.3	Reduction of GHG emissions	Sustainability Report, p. 58
11.2.4	Describe the organization's approach to public policy development and lobbying on climate change	Sustainability Report, p. 17
<b>11.3</b>	<b>AIR EMISSIONS</b>	
11.3.1	Management of material topics	Sustainability Report, p. 20
11.3.2	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Sustainability Report, p. 58
11.3.3	Assessment of the health and safety impacts of product and service categories	We do not monitor this at this time
<b>11.4</b>	<b>BIODIVERSITY</b>	
11.4.1	Management of material topics	Sustainability Report, p. 30
11.4.2	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Zero sites
11.4.3	Significant impacts of activities, products and services on biodiversity	No significant impacts on biodiversity
11.4.4	Habitats protected and restored	Sustainability Report, p. 59
11.4.5	IUCN Red List species and national conservation list species with habitats in areas affected by operations	Provincial conservation data is used to screen sites pre-construction
<b>11.5</b>	<b>WASTE</b>	
11.5.1	Management of material topics	Sustainability Report, p. 59
11.5.2	Waste generation and significant waste-related impacts	Sustainability Report, p. 59
11.5.3	Management of significant waste-related impacts	Sustainability Report, p. 59
11.5.4	Waste generated	Sustainability Report, p. 59
11.5.5	Waste diverted from disposal	Sustainability Report, p. 59
11.5.6	Waste directed to disposal	Sustainability Report, p. 59



DISCLOSURE	TITLE	LOCATION & PAGE
<b>11.6</b>	<b>WATER &amp; EFFLUENTS</b>	
11.6.1	Management of material topics	Sustainability Report, p. 32
11.6.2	Interactions with water as a shared resource	Sustainability Report, p. 32
11.6.3	Management of water discharge-related impacts	Sustainability Report, p. 32
11.6.4	Water withdrawal	Sustainability Report, p. 59
11.6.5	Water discharge	Sustainability Report, p. 59
11.6.6	Water consumption	Sustainability Report, p. 59
<b>11.7</b>	<b>CLOSURE &amp; REHABILITATION</b>	
11.7.1	Management of material topics	Sustainability Report, p. 27
11.7.2	Minimum notice periods regarding operational changes	Not reported at this time
11.7.3	Programs for upgrading employee skills and transition assistance programs	Sustainability Report, p. 45
11.7.4	List operational sites that have closure and rehabilitation plans in place, have been closed, are in the closure process	Not publicly reported at this time
11.7.5	List decommissioned structures left in place and rationale	None reported
11.7.6	Report total monetary value of financial provisions for closure and rehabilitation	Sustainability Report, p. 59
<b>11.8</b>	<b>ASSET INTEGRITY &amp; CRITICAL INCIDENT MANAGEMENT</b>	
11.8.1	Management of material topics	Sustainability Report, p. 31
11.8.2	Significant spills (causation and recovered volume)	Sustainability Report, p. 59
11.8.3	Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity	Sustainability Report, p. 59
<b>11.9</b>	<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>	
11.9.1	Management of material topics	Sustainability Report, p. 40
11.9.2	Occupational health and safety management systems	Sustainability Report, p. 43
11.9.3	Hazard identification, risk assessment, incident investigation	Sustainability Report, p. 58
11.9.4	Occupational health services	Sustainability Report, p. 40
11.9.5	Worker participation, consultation, and communication on occupational health and safety	Sustainability Report, p. 40
11.9.6	Worker training on OHS	Sustainability Report, p. 57
11.9.7	Promotion of worker health	Sustainability Report, p. 41
11.9.8	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Not reported at this time
11.9.9	Workers covered by an occupational health and safety management system	All employees and workers are subject to PCE's Health and Safety management practices
11.9.10	Work-related injuries	Sustainability Report, p. 57
11.9.11	Work-related ill health	Sustainability Report, p. 57



DISCLOSURE	TITLE	LOCATION & PAGE
<b>11.10</b>	<b>EMPLOYMENT PRACTICES</b>	
11.10.1	Management of material topics	Sustainability Report, p. 45
11.10.2	New employee hires and employee turnover	Sustainability Report, p. 57
11.10.3	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Not reported
11.10.4	Parental leave	Not reported
11.10.5	Minimum notice periods regarding operational changes	Not reported
11.10.6	Average hours of training per year per employee	Reported as average spend
11.10.7	Programs for upgrading employee skills and transition assistance programs	Sustainability Report, p. 46
11.10.8	New suppliers that were screened using social criteria	100%
11.10.9	Negative social impacts in the supply chain and actions taken	<a href="#">2025 Report: Forced Labour in Canadian Supply Chains</a>
<b>11.11</b>	<b>NON-DISCRIMINATION &amp; EQUAL OPPORTUNITY</b>	
11.11.1	Management of material topics	Sustainability Report, p. 45
11.11.2	Proportion of senior management hired from the local community	We do not monitor this at this time
11.11.3	Parental leave	Not reported at this time
11.11.4	Average hours of training per year per employee	Reported as average spend
11.11.5	Diversity of governance bodies and employees	Sustainability Report, p. 57
11.11.6	Ratio of basic salary and remuneration	Not reported at this time
11.11.7	Incidents of discrimination and corrective actions taken	None reported
<b>11.12</b>	<b>FORCED LABOUR &amp; MODERN SLAVERY</b>	
11.12.1	Management of material topics	Sustainability Report, p. 54
11.12.2	Operations and suppliers at significant risk for incidents of forced or compulsory labour	<a href="#">2025 Report: Forced Labour in Canadian Supply Chains</a>
11.12.3	New suppliers that were screened using social criteria	<a href="#">2025 Report: Forced Labour in Canadian Supply Chains</a>
<b>11.13</b>	<b>FREEDOM OF ASSOCIATION &amp; COLLECTIVE BARGAINING</b>	
11.13.1	Management of material topics	Our employees are not unionized
11.13.2	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Our employees are not unionized
<b>11.14</b>	<b>ECONOMIC IMPACTS</b>	
11.14.1	Management of material topics	Sustainability Report, p. 15
11.14.2	Direct economic value generated and distributed	Sustainability Report, p. 49
11.14.3	Proportion of senior management hired from the local community	We do not monitor this at this time
11.14.4	Infrastructure investments and services supported	Sustainability Report, p. 37
11.14.5	Significant indirect economic impacts	Sustainability Report, p. 37
11.14.6	Proportion of spending on local suppliers	Not publicly reported at this time



DISCLOSURE	TITLE	LOCATION & PAGE
<b>11.15</b>	<b>LOCAL COMMUNITIES</b>	
11.15.1	Management of material topics	Sustainability Report, p. 48
11.15.2	Operations with local community engagement, impact assessments and development programs	Sustainability Report, p. 48
11.15.3	Operations with significant actual and potential negative impacts on local communities	Sustainability Report, p. 48
11.15.4	Report the number and type of grievances from local communities identified	Not publicly reported at this time
<b>11.16</b>	<b>LAND &amp; RESOURCE RIGHTS</b>	
11.16.1	Management of material topics	Sustainability Report, p. 35
11.16.2	Location list of operations that contributed to involuntary resettlement	None reported
<b>11.17</b>	<b>RIGHTS OF INDIGENOUS PEOPLES</b>	
11.17.1	Management of material topics	Sustainability Report, p. 35
11.17.2	Incidents of violations involving rights of Indigenous peoples	None reported
11.17.3	List of locations of operations where Indigenous peoples are present or affected	We operate on Treaty 8 Territory
11.17.4	Report if the organization has been involved in the process of seeking FPIC from Indigenous Peoples for any of the organizations activities	Sustainability Report, p. 36
<b>11.18</b>	<b>CONFLICT &amp; SECURITY</b>	
11.18.1	Management of material topics	Sustainability Report, p. 43
11.18.2	Security personnel trained in human rights policies or procedures	Not applicable
<b>11.19</b>	<b>ANTI-COMPETITIVE BEHAVIOUR</b>	
11.19.1	Management of material topics	Sustainability Report, p. 53
11.19.2	Legal actions for anti-competitive behaviour, anti-trust and monopoly practices	None reported
<b>11.20</b>	<b>ANTI-CORRUPTION</b>	
11.20.1	Management of material topics	Sustainability Report, p. 53
11.20.2	Operations assessed for risks related to corruption	Code of Business Conduct & Ethics
11.20.3	Communication and training about anti-corruption policies and procedures	Code of Business Conduct & Ethics
11.20.4	Confirmed incidents of corruption and actions taken	No incidents of corruption were reported
11.20.5	Describe approach to contract transparency	Not publicly discussed at this time
11.20.6	List the organization's beneficial owners, including JV's and suppliers, and explain identification	<a href="#">Our History - Corporate Website</a>
<b>11.21</b>	<b>PAYMENTS TO GOVERNMENTS</b>	
11.21.1	Management of material topics	<a href="#">ESTMA</a>
11.21.2	Direct economic value generated and distributed	Not reported at this time
11.21.3	Financial assistance received from government	Not reported at this time
11.21.4	Approach to tax	<a href="#">ESTMA</a>
11.21.5	Tax governance, control and risk management	<a href="#">ESTMA</a>
11.21.6	Stakeholder engagement and management of concerns related to tax	None reported
11.21.7	Country-by-country reporting	<a href="#">ESTMA</a>
11.21.8	Oil and gas purchased from state	Zero
<b>11.22</b>	<b>PUBLIC POLICY</b>	
11.22.1	Management of material topics	Sustainability Report, p. 17
11.22.2	Political contributions	None reported



# SASB Table

DISCLOSURE	TITLE	LOCATION & PAGE
<b>GREENHOUSE GAS EMISSIONS</b>		
EM-EP-110a.1	Gross global scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Sustainability Report, p. 58
EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions and (5) fugitive emissions	Sustainability Report, p. 58
EM-EP-110a.3	Discussion of LT and ST strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Sustainability Report, p. 23
<b>AIR QUALITY</b>		
EM-EP-120a.1	Air emissions of the following pollutants: (1) NO <sub>x</sub> (excl N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) VOCs and (4) particulate matter (PM <sub>10</sub> )	Sustainability Report, p. 58
<b>WATER MANAGEMENT</b>		
EM-EP-140a.1	1) Total freshwater withdrawn, 2) Total fresh water consumed, percentage of each in regions of High or Extremely High Baseline Water Stress	(1 & 2) Sustainability Report, p. 58 Zero freshwater is withdrawn or consumed in High or Extremely High Baseline Water Stress areas
EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content discharged in water	Sustainability Report, p. 58
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Pacific Canbriam Energy discloses all fracturing fluid chemicals used via the FracFocus database
EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Zero sites
<b>BIODIVERSITY IMPACTS</b>		
EM-EP-160a.1	Description of environmental management policies and practices for active sites	Sustainability Report, p. 30
EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	(1) Sustainability Report, p. 59 (2) Zero volumes in Arctic or impacting shorelines
EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Not disclosed at this time, we are working towards monitoring this in the future
<b>SECURITY, HUMAN RIGHTS &amp; RIGHTS OF INDIGENOUS PEOPLES</b>		
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Zero proved or probable reserves in or near areas of conflict
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	(1) 100% (2) 100%
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with human rights, Indigenous rights and operation in areas of conflict	Sustainability Report, p. 35
<b>COMMUNITY RELATIONS</b>		
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Sustainability Report, p. 48
EM-EP-210b.2	Number and duration of non-technical delays	Zero days
<b>WORKFORCE HEALTH &amp; SAFETY</b>		
EM-EP-320a.1	(1) Total recordable incident rate TRIR (2) Fatality rate (3) Near miss frequency (NMFR), and (4) Average hours of health, safety & emergency response training for (a) full-time employees, (b) contract employees and (c) short-service employees	Sustainability Report, p. 57
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Sustainability Report, p. 43



DISCLOSURE	TITLE	LOCATION & PAGE
<b>RESERVES VALUATION &amp; CAPITAL EXPENDITURES</b>		
EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	This is not assessed at this time
EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	This is not assessed at this time
EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	This was not part of our business strategy in 2025
EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	This is not assessed at this time
<b>BUSINESS ETHICS &amp; TRANSPARENCY</b>		
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	At the time of this publication, PCE does not have proved or probable reserves outside of Canada
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Code of Business Conduct & Ethics
<b>MANAGEMENT OF THE LEGAL &amp; REGULATORY ENVIRONMENT</b>		
EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental social factors affecting the industry	Sustainability Report, p. 17
<b>ACTIVITY METRICS</b>		
EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	(2) Sustainability Report, p. 57
EM-EP-000.B	Number of offshore sites	Zero offshore sites
EM-EP-000.C	Number of terrestrial sites	All sites





**PACIFIC**  
CANBRIAM ENERGY

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

**[pacific-canbriam.ca](http://pacific-canbriam.ca)**

[sustainability@pacific-canbriam.ca](mailto:sustainability@pacific-canbriam.ca)

[media@pacific-canbriam.ca](mailto:media@pacific-canbriam.ca)

