

EXCERPT FROM

2023 Environmental,  
Social & Governance Report

## Demonstrating Respect for Communities

We place a strong emphasis on cultivating relationships with our stakeholders, a key aspect of our company's beliefs.

Our community engagement strategy is closely tied to our core goal of powering potential for communities and those around us. We consistently adhere to our values of respect, accountability, excellence and dedication to social performance to showcase our commitment.

We treat members of the community as valued partners in all our dealings and take responsibility for various activities, including project development and design, environmental assessments, and monitoring. We maintain regular communication with residents, landowners and stakeholders in both existing and planned asset locations and planning zones.

Steel Reef is committed to supporting the communities where we live and work, as this dedication is integral to our business practices and values. Through our steadfast committee for sponsorships and donations, we actively engage in philanthropy to aid a range of deserving causes. These causes include:

- Education
- Mental health
- Arts and culture
- Youth sports events and leagues
- Community recreation centers and associations
- Children's health and wellness

### POWERING POTENTIAL BY GIVING BACK

**~\$74,000**

donated to ~35 community organizations in 2020

**~\$148,000**

donated to ~50 community organizations in 2021

**~\$237,000**

donated to ~70 community organizations in 2022

**~\$180,000**

donated to ~100 community organizations in 2023





**Rocky Smith**, Volunteer, Portal International Fire Rescue  
**Al Eggum**, Vice President, Operations, Steel Reef

"We are incredibly grateful for the generous donation from Steel Reef. Your support helps us continue to serve and protect our community."

**PORTAL INTERNATIONAL FIRE RESCUE**

"On behalf of all of us at Closer to Home Community Services, we would like to extend our sincerest thanks for your incredible support! You have genuinely impacted the lives of the families you have adopted when they needed it most."

**CLOSER TO HOME COMMUNITY SERVICES**



**Melody McCann**, Program Manager, Closer to Home Community Services  
**Scott Southward**, President and CEO, Steel Reef  
**Renee Schultz**, Team Lead, Accounts Payable, Steel Reef  
**Candice Gamez**, Executive Assistant, Steel Reef

"Your support helps us ensure that those who served our country have access to nutritious food and resources. We are grateful for your contribution."

**VETERANS FOOD BANK ALBERTA**



**Veteran Volunteer** of the Veterans Food Bank Alberta  
**Candice Gamez**, Executive Assistant, Steel Reef  
**Kellie Thibodeau**, Marketer Liquids Commercial, Steel Reef  
**Alex Sword**, Senior Operations Engineer, Steel Reef

## Steel Reef Enhancing the Energy Community Bursary

In June 2023, we were proud to continue our tradition of supporting students' futures through the Southeast College bursary. Our commitment to this initiative will endure in 2024 and beyond.

## Employee Volunteering

Steel Reef encourages and values volunteering among our employees. In 2021, we implemented a volunteering program that allows each staff member to dedicate one fully paid day to support a non-profit organization of their choosing. This successful initiative will continue moving forward.

## Indigenous Engagement

Steel Reef's collaboration with Indigenous communities is based on fundamental principles, including early engagement, fairness, two-way communication, respect and accountability.

For new project development, we design Indigenous community engagement plans that are customized to each community's particular requirements. Our method entails close cooperation with Indigenous communities to determine the most appropriate and impactful forms of engagement.

This cooperative effort is initiated in the preliminary stages of project planning and design to gather valuable insights, promote involvement, facilitate review procedures and establish continuous feedback mechanisms.

## Indigenous Engagement and Relations Policy

The Board of Directors at Steel Reef approved the Indigenous Engagement and Relations Policy in 2021, highlighting the company's dedication to promoting transparent and inclusive relationships with Indigenous communities in our operational areas.

"We appreciate the support you have provided these students, giving them a solid foundation and the means to positively impact our communities. Our students will always be thankful for the opportunities you have made possible."

**SOUTHEAST COLLEGE**



**Saw Min**, Heavy Equipment Truck and Transport Technician graduate, Southeast College  
**Al Eggum**, Vice President, Operations, Steel Reef

**Tyler Weger-Brandow**, Industrial Mechanic graduate, Southeast College  
**Al Eggum**, Vice President, Operations, Steel Reef

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