

EXCERPT FROM

2023 Environmental,  
Social & Governance Report

# Social Performance

At the core of our social performance lies our commitment to safe and reliable operations. Upholding values of discipline, respect and excellence, we foster a workplace environment that encourages engagement, accountability, equal representation, innovation, and creativity. We endeavor to ensure that our actions consistently demonstrate respect for our stakeholders and the communities in which we operate.

## 2023 HIGHLIGHTS

0.56

total recordable injury frequency (TRIF) rate, with contractor TRIF at 1.32 and employee TRIF at 0.00

One

Tier 1 and Tier 2 process safety incidents<sup>1</sup>

Zero

significant pipeline failures

~40%

of corporate employees represented women



In 2023, we strengthened our workflow processes (such as Control of Work), improved our proactive approach to activity planning, and increased our emphasis on safety leadership. Health and safety committees have been established in both our corporate offices and field locations to ensure the safety of our employees and operations remains a top priority.



<sup>1</sup> As per the American Petroleum Institute's Recommended Practice 754, a Tier 1 incident entails a loss of primary containment (LOPC) of greater consequence and a Tier 2 incident entails a LOPC of consequence.



## Social Targets

Steel Reef has set out three social targets to track and monitor on an ongoing basis:

01

### SAFETY

Maintain a Total Recordable Incident Frequency of  $< 0.5$

02

### PROCESS SAFETY

Zero Tier 1 Process Safety Incidents in our Facilities

03

### PIPELINE INTEGRITY

Zero Significant Pipeline Failures

# Safe, Reliable Operations

Metrics in place by 2023 to highlight our commitment to safety and readiness for emergencies, supported by robust management systems.

**12**  
gas processing facilities

**>280 mmscf/d**  
of processing capacity

**98.8%**  
plant reliability – linked to short-term incentive

**58%**  
of total staff involved in ERP drills

## HISTORIC UPTIME PERFORMANCE (%)

<b>96.39</b> 2016	<b>98.79</b> 2020
<b>97.79</b> 2017	<b>98.40</b> 2021
<b>98.12</b> 2018	<b>98.79</b> 2022
<b>98.03</b> 2019	<b>98.79</b> 2023

“Operational excellence is achieved when every team member is committed to continuous improvement, collaboration, and a relentless pursuit of excellence in everything they do.”



**TY LAMONTAGNE**  
Manager Operations  
Excellence

## DRIVE! (Decreasing Risk and Increasing Value with Excellence) Awards

In our third annual employee-led safety award program, known as the 2023 DRIVE! Awards, we received a record-breaking 225 nominations. Our categories for the awards were as follows:

- Best Example of Safety in Action
- Best Risk Reduction Measure
- Best Cost Saving Measure
- Best New Revenue Measure
- Best Example of a Great Employee Experience

The overall nominations highlight the dedication of our employees to safety and contribute to the promotion and education of our safety culture. These awards will continue in 2024 through the GOAT (Greatest of All Time) Awards.

## Management Systems

Steel Reef utilizes a strong Operations Management System (OMS) as the groundwork for developing a safety-focused and an emergency-prepared culture. The OMS includes a thorough structure of guidelines, methods and protocols that operate in a continuous process of improvement. These interconnected components function together seamlessly, fostering trust in Steel Reef’s ability to operate safely and manage unexpected events efficiently.

- Health, Safety and Environment Policy and Management Plan
- Emergency response plans
- Incident and non-conformance investigation procedures
- Control of work standard
- Event reporting requirement
- Safety inspections, audits and communications



Morgan Carless, Senior Operations Engineer  
Scott Tyschinski, Lead Operator  
Patrick Petanca, Process Engineer  
Logan Bomberak, Mechanical Technician  
Nathan Fraser, Manager, Environment & Regulatory  
Kellie Thibodeau, Marketer Liquids Commercial



**Calgary Office**

Suite 1600, 333 7th Avenue SW  
Calgary, AB T2P 2Z1

**Denver Office**

Suite 700, 1200 17th Street  
Denver, CO 80202