



Charting Our Path

EMBER

2021 ESG Report

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A Message from our CEO

As one of the largest natural gas producers in rural Southern Alberta, we have long recognized our responsibility to the communities where we live and work, and to the natural environment that we are fortunate enough to share and enjoy.

Our locally produced unconventional natural gas is a low-cost, long-life natural gas resource. The no hydraulic frac shallow gas that Ember produces from its wells is considered the cleanest burning fossil fuel available today and is the natural gas that heats our homes and businesses. As a stop gap to renewables and a bridge between future energy demands and declining conventional gas production, Ember is a driver in the energy transition.

We recognize our role and our responsibility in the transition and continue to work towards reducing our already limited environmental impact - for the benefit of local and global communities. We acknowledge Canada's increased commitment to lowering its emissions through the Paris Agreement, to reduce emissions 40-45% below 2005 levels, by 2030. Ember is playing a leading role in this effort on two fronts: first, by safely and reliably producing the cleanest-burning fossil fuel available, and second, by aggressively curbing our own emissions while transporting this important source of clean energy.

Ember also supports and collaborates with regulators at the provincial level, working to develop practical climate policy solutions by testing new emissions reductions programs.



Environmental Leadership

With over 2.5 million acres of land and over 11,000 wells, Ember's net production is 250 million cubic feet per day of sweet, clean, natural gas from shallow formations, which is considered the cleanest burning fossil fuel available today. We have always been low-emissions and low-water usage – our shallow gas production does not require hydraulic fracking – and we continue to invest in new technology to maintain our position as a leader in the long-term, which will support a sustainable transition to renewable energy and the elimination of higher emission fossil fuel sources.

From 2020 to 2021 alone, our vented emissions dropped by 14%. While our emissions from production are very low, we continue to minimize our transportation emissions and have installed low-bleed devices in the majority of our facilities. Some of Ember's facilities have instrument air or Vent Gas Capture systems in operation which eliminates methane vent. We have also made significant upgrades to our compressors, which have eliminated 2,000 tons of air pollutants entering the atmosphere. These are just a few of the many technological innovations we are working on to reduce emissions.

As a committed member of the rural Alberta community, Ember applies our expertise where possible to help solve community challenges – especially in emissions reduction. We are currently working with companies to provide transportation for renewable natural gas from biodigesters under consideration in several local farming communities, which will mitigate excess methane emissions from farm waste to produce usable fuel in its place.

Protecting what matters

Health, safety, and sustainability drive the work we do. We operate as a team, from management to site, to ensure our people, community and operations are safe.

As a proactive industry leader, a significant portion of our safety work is focused on training and developing systems that create best practices, identifying high-consequence risk environments and preventing incidents before they happen. Our focus is protecting the health and safety of our dedicated workforce and collaborating with our communities.

Through the pandemic, we have worked diligently to protect our employees in office and on site. I want to acknowledge and

thank all our staff, who have taken extra steps to maintain the safe running of our operations through the pandemic. As how we work evolved, so too did the way we supported our employees. As the pandemic stretched on, Ember brought increased awareness to mental health resources to provide employees with timely access to support, ensuring a holistic approach to the health of our workforce.

A Committed Member of Our Community

We are leaders in our industry, but we are also neighbors in the towns, ranch lands, and farms throughout the southern landscape of the province. Ember takes a collaborative, solutions-based approach with the goal of creating positive, long-term outcomes to shared community challenges.

As a Director of the Orphan Well Association, I know too well the impact abandoned and derelict well-sites have on the landscape and farmers' properties, and we've seen the difficulties shouldered by municipal communities when energy producers can't pay their fair share of taxes any longer or default on their lease payments to landowners. This is not Ember.

In 2021, we paid \$19 million in gross municipal taxes and \$36 million in gross direct payments to landowners. We have also worked actively with our landowners to reduce the overall size of our well footprints, returning a sizable portion of the land to a pristine state for the landowners' use.

We are also committed to remediating and reclaiming wells that are no longer productive. In the past two years, we have remediated over 600 non-producing wells, and have returned the land – or are in the process of returning the land – to the landowner in the condition they expect it.

This is Ember's first comprehensive report on our Environmental, Social and Governance initiatives and it is guided by the same values of responsibility, transparency and accessibility that ensure our obligations to our neighbors, employees, and customers are squarely met. We believe that ESG progress must be measurable, demonstrable, and transparent to all our stakeholders. Sustainability and responsibility are part of every business decision we make, and this report highlights the many initiatives and commitments we have made to support our communities, to keep our people safe, to produce clean energy and to create long-term value for all our stakeholders.

Investing in Community

Our contributions to the community mirror our active participation in the community. We take a grassroots approach, concentrating our community investment efforts on programs that have a broad reach and affect peoples' lives directly. Our focus is on supporting efforts that are brought forward by people living in the community, who best understand their own unique needs. Our greatest reward comes from supporting children's programs in rural jurisdictions where we operate, including hot lunch and breakfast programs at over 40 rural schools. We also proudly contribute to junior curling leagues, anti-bullying awareness initiatives, and provide ongoing direct financial support to local firefighters and first responders.

These initiatives and investments continued through the multi-year downturn in commodity prices as well as the global pandemic, and with the help of our landowner partners in controlling lease costs, these grassroots contributions to our communities will continue into the future.

Looking Ahead

ESG responsibility and transparency are part of our long-term strategy and an ongoing process: we say what we're going to do, explain why we do it, and then do what we say. In this first ESG report, we are sharing the good work we've been doing, assessing where we are, and charting our path forward. A commitment to responsibility and sustainability has always been in our DNA: we produce clean energy using the most innovative technology available, overseen and operated by the most qualified and passionate people in North America.

Our goal is to supply responsibly produced energy to meet global demand and to help fuel the energy transition, while also providing a positive and long-lived contribution to the communities where we operate.

Sincerely,



DOUG DAFOE
President & CEO

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About Us and What We Do



ESG HIGHLIGHTS

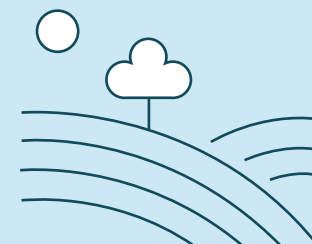
As one of Canada's largest producer of no hydraulic frac shallow gas. We are an active consolidator of shallow gas assets in the Western Canadian Sedimentary Basin – and we're growing. With strong partners and exceptional assets, we are focused on energy for future generations.

Ember's growth has been supported by scalable and repeatable drilling success, significant expansion through accretive acquisitions and low-risk, long-life reserves of 25-30 years. We have significant leverage to natural gas prices and are ideally positioned to continue expanding. Ember has a large inventory of no hydraulic frac shallow gas development opportunities and owned infrastructure that give us the flexibility to develop half-cycle opportunities and our lowest-cost drilling locations to keep gas production stable and generate significant free cash flow.

Ember is a private Canadian company in financial and strategic partnership with Brookfield Capital Partners Ltd., a global alternative asset manager with over \$250 billion in assets under management.

2.1

million net acres
(over 2.5 million
gross acres) of land

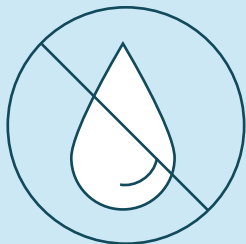


OVER 11,000
wells



OVER 250
million cubic feet per day
of natural gas produced

ESG HIGHLIGHTS



Zero use
of water in
extraction of
hydrocarbons

100%

drilling success in recent years

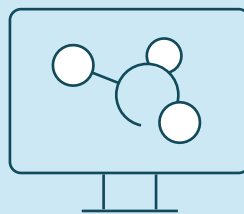
Reliable access to capital

Track record of accretive acquisitions

Large inventory of low-risk expansion opportunities

\$36M

annually to landowners



Incorporates
innovation to
reduce GHG
emissions

\$250K

in community investments annually since 2015

1.23



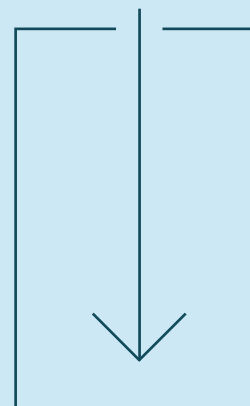
employee total
recordable
incident rate
(TRIFR) for 2021

ZERO

fatality rate from inception
through to 2021

\$19M

in municipal property
tax in 2021



43%

decrease in near miss frequency
rate (NMFR) for 2021

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Our Sustainability Journey & Approach



In 2021, we conducted our first materiality assessment to identify and confirm the ESG issues that have the biggest impact and that matter the most to our internal stakeholders. We have used the results of this exercise to guide our ESG reporting and to prioritize and focus our ESG efforts.

Our Approach

At the outset, we reviewed industry specific ESG frameworks and identified a list of material issues. SASB's approach to materiality centres on the impact of sustainability issues on the company's financial performance or the impact the broader global context has on the company. GRI's approach to materiality centres on the outward impact of the company's operations and business activities on the economy, environment, people and human rights or the impact the company has on the world. This provided a solid basis from which to conduct our materiality assessment.

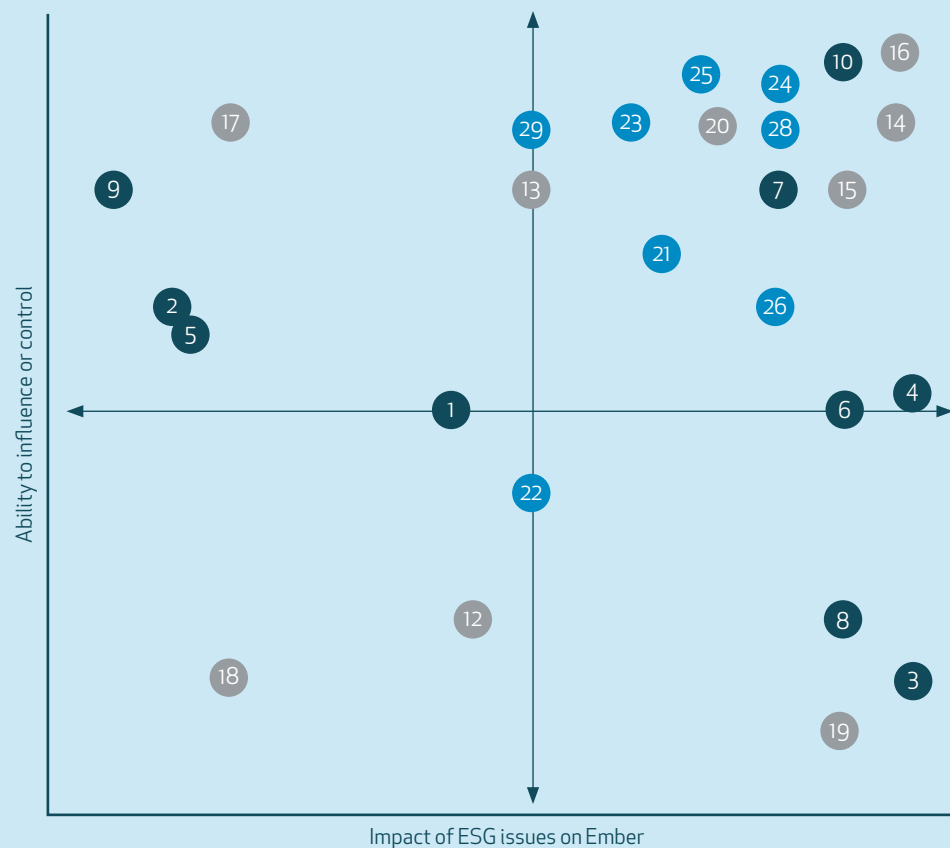
We conducted secondary research on external stakeholders to understand what ESG metrics were being reported and what relevant industry stakeholders considered to be material ESG issues. We undertook interviews with Ember Board Members and Management Team and surveyed Ember employees to identify material ESG topics and to identify ESG risk and opportunities. Internal stakeholders were asked to identify the ESG topics most important to them and to Ember's operations, and rank their relative importance.

75% of Ember employees responded to the ESG Materiality Employee Survey



ESG MATERIALITY ASSESSMENT

The results of our ESG Materiality Assessment are outlined below. Ember has used the results of our ESG Materiality Assessment to identify which ESG metrics to include in this report and to guide the development of a formal ESG strategy. We will focus our efforts on addressing those ESG issues that we have the greatest ability to influence and on those that have the biggest impact on Ember.



ENVIRONMENT

1. Air Pollution
2. Biodiversity
3. Climate Change Regulation
4. Commodity Price Volatility
5. Ecosystem Management
6. GHG Emissions Reductions
7. Land Use Management
8. Transition to Low Carbon Economy
9. Waste Management and Recycling
10. Water Use/Stress

SOCIAL

11. Affordability (energy, housing, food, etc.)
12. Diversity and Inclusion
13. Employee Satisfaction
14. Giving back to Communities
15. Health and Safety
16. Human Rights
17. Indigenous Rights/Collaboration
18. Negative Reputation of Industry
19. Safe Work Environment
20. Succession Planning

GOVERNANCE

21. Access to Capital
22. Accountability
23. Business Ethics
24. Corporate Governance
25. Cyber Security and Data Privacy
26. Growth Potential
27. Legal Compliance
28. Stakeholder Engagement
29. Transparency

3

Health & Safety



At Ember, safety comes first – without it, we don't work. We integrate safety into our entire business operations because nothing is more important than keeping our employees, contractors, and people in the communities we operate, safe. While the COVID-19 pandemic brought health and safety to the forefront for many businesses, at Ember, ensuring our employee safety and well-being has always been our priority.

We take a proactive approach to safety, focused on training and development, while simultaneously taking a top-down and bottom-up approach to strive towards an interdependent strength in safety culture. We empower all employees and contractors with the authorization and encouragement to refuse unsafe work and to take the necessary steps to ensure that a safe work environment takes precedence above all else. Our goal is to develop a high degree of situational awareness resulting in a culture of continuous improvement.

We strive for a Total Recordable Incident Frequency (TRIF) of zero (0) and have developed tools and processes to support this goal. While we are proud to report that in 2020 we reached our goal, this achievement is not something we take for granted.

Tools and Processes

We are also proactive with our safety tools and processes and are continually assessing how we can make our operations as safe as possible. We are guided by our Code of Business Conduct policy, which is reviewed and approved by management and our Board annually. In 2021, we undertook a safety culture maturity assessment to better understand how well-positioned safety is within our operations and we have been working to incorporate the findings throughout the company. Every employee is required to acknowledge and adhere to our policies annually. These policies include Ember's Code of Business Conduct, Code of Ethics, Whistleblower, Respectful Workplace, Corporate Health, Safety & Environment, and other policies that govern a safe and respectful workplace.

Ember's Safety Committee, composed of both management and lead staff, meets monthly to review all incidents, near misses, and pertinent hazard IDs and discuss findings, introduce new or amended safety policies, review industry alerts, review regulatory inspections and results.

This information is then presented to the field staff through more focused, area-based, safety meetings. These meetings also take place monthly.

We use an Incident Management System (IMS) system to track all hazard IDs, near misses, incidents, and positive observations. All entries into the system are reviewed by the Safety Committee on a regular basis throughout the month. Ember tracks corrective actions for anything that needs to be modified, repaired, or discussed based on what was found.

Only contractors on Ember's Approved Vendor List are permitted to work on any of Ember's projects or sites. All approved vendors and contractors must have specific credentials in place, such as, Insurance Coverage, WCB, COR, Safety Programs, ABSA Certificates, etc. This approach assists Ember in preventing and mitigating negative occupational health and safety impacts from its business relationships.

Ember uses a variety of tools to identify and mitigate risks including Standard Operating Procedures, Hot Work Permits, Pre-Job Safety Meetings, Monthly Safety Meetings, Facility Integrity Programs, Management of Change Process, Work Management System, IMS (Incident Management System), Working Alone Monitoring System, Pipeline Safety Loss Management, and Emergency Response System. These tools, along with the safety culture that is embedded within everything we do at Ember, guide our approach to risk management and mitigation.

Our regular Safety Bulletin broadcasts brief messages of awareness to all staff. Examples of messages include driving conditions, positive observations, and commendations for relevant hazard identifications. Ember employs the Safety Bulletin to deliver up-to-date safety information to our people.

As a result of our safety policies, processes and systems, Ember maintains a Certificate of Recognition (COR) in Alberta, which signifies that Ember's health and safety management system meets standards developed by the Government of Alberta.

ZERO

total recordable incident frequency (TRIF) for 2020





Occupational Health and Well-Being

We are continuously updating our occupational health and safety protocols and policies as well as promoting the physical, psychological, and social well-being of our people. Ember's comprehensive occupational health and safety management system requires employee participation, consultation, and communication. Our safety culture means identifying high-consequence risk environments and scenarios and preventing incidents before they happen.

In addition to traditional safety measures, throughout the pandemic we continue to take extra steps to ensure the health, safety, and wellness of our team onsite and working remotely.

Recognizing the importance of taking a holistic approach to health, we worked with external experts to increase our investment in mental health resources as our employees continue to navigate the uncertainty and isolation brought on by the ongoing COVID-19 pandemic. We also continue to promote awareness of mental health to reduce stigma and create a more inclusive culture through our internal campaigns.

Ember health and wellness programs:

- The Employee Family and Assistance Programs provides employees and their families with access to medical, counselling and healthcare services.
- Our benefits programs include health and dental programs, health, disability and life insurance programs, and travel benefits programs.
- Ember also provides education and prevention programs to support the health of our employees and contractors.

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Environment & Climate Change



Ember's unconventional natural gas is considered the cleanest burning fossil fuel available today due to the lack of liquids in our gas stream and our heat content. Used to heat homes and businesses throughout Alberta and across Canada, it has among the lowest carbon intensities of all fossil fuels.

Our no hydraulic frac shallow gas is stored within the molecular structure of the coal and is held in place by the pressure of overlying rocks. Because of its unique geological structure, Ember's shallow gas is not hydraulically fracked, making it a low-emissions intensity energy and a long-life natural gas resource.

Shallow gas plays an important role in the energy transition as a low-emissions stop gap to renewable energy and in bridging the gap between future energy demands and declining conventional gas production.

Despite the very low emissions intensity of shallow gas, we are continuously striving to reduce our impact on the environment and to reduce emissions. We acknowledge our role and responsibility to help mitigate climate change, while continuing to provide a safe and reliable energy resource.

We also acknowledge the importance of ensuring a just and fair energy transition. We believe in social protection for communities and workers as our business evolves, including helping our employees develop skills for the new energy jobs that are expected to be in demand by 2030.

Reducing Emissions

It is in our corporate DNA to strive to do better with the tools and resources we have available today and we are continuously working to reduce avoidable, methane vent emissions across our operations, making our already low-emissions shallow gas even cleaner.

Ember currently has nine facilities with instrument air installed and nineteen methane vent recapture systems installed. Both setups eliminate the need to vent methane to the atmosphere. In 2021, Ember:

- Replaced all high-bleed pneumatic devices across our inventory;
- Reduced the vent gas from our dehydration facilities by installing flash tanks and electric driven pumps; and



photo credit Eddy Matoud

- Participated in a pump replacement program that installed 19 solar powered pumps, eliminating previously vented methane.

Ember has been collecting carbon credits for the Instrument Air and Methane Vent Recapture systems since 2017. Our high-bleed pneumatic replacements began in 2017 and are expected to be registered into carbon credits program soon.

127,000 tonnes CO₂eq

of carbon credits generated to date

As part of our emissions reduction program, we have upgraded 31 engines to a cleaner burning model, including 21 engines in 2021 alone. This has reduced Ember's NOx emissions by 2,000 tonnes CO₂eq per year. As a good neighbour and active community member, limiting localized emissions and air pollutants is a priority.

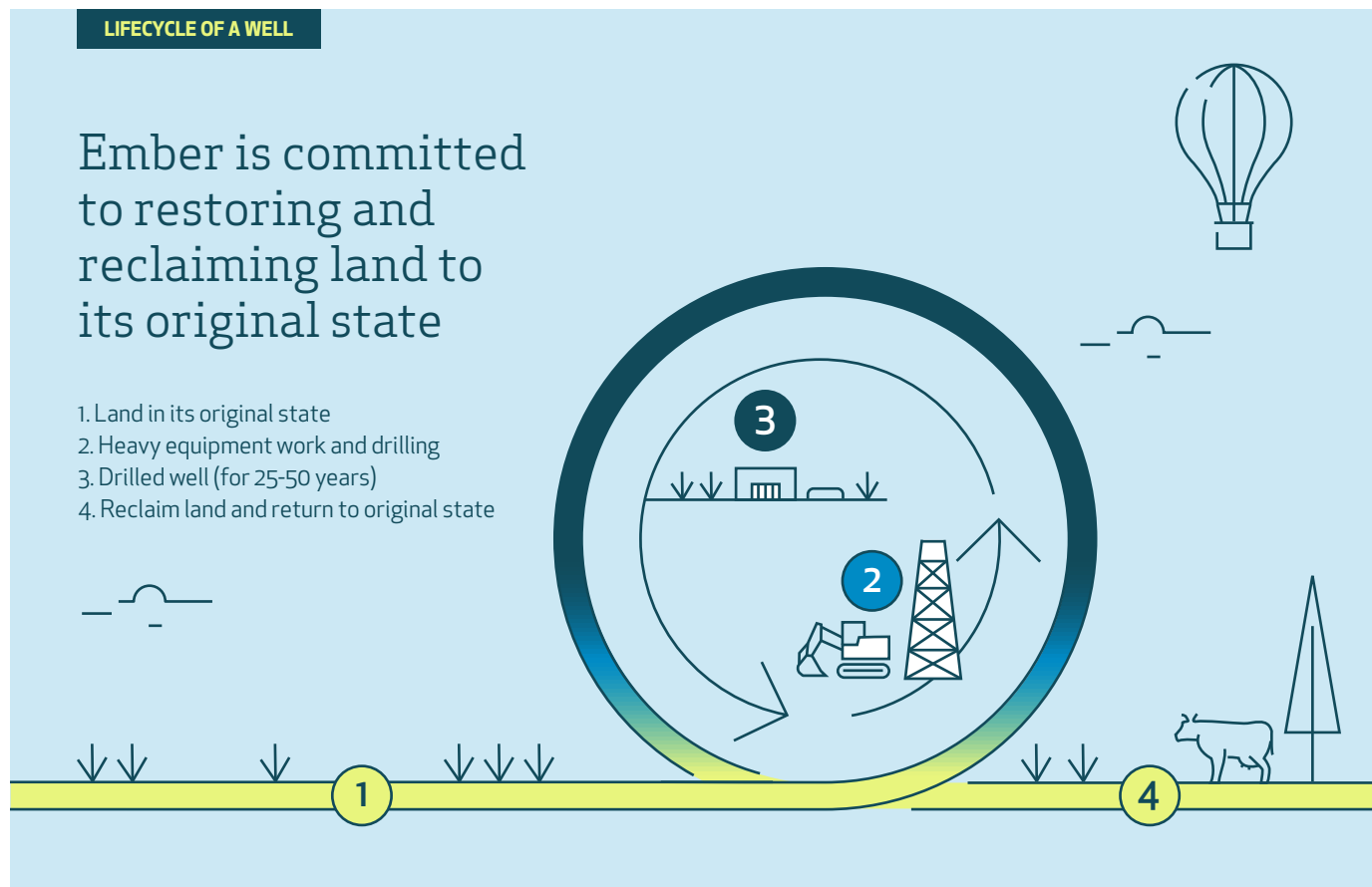
As part of our ESG journey, Ember is also exploring responsible gas certification for our high-quality, low-emissions shallow gas.

We acknowledge the Global Methane Pledge, a collective effort to reduce global methane emissions by at least 30% from 2020 levels by 2030, agreed to by over 100 countries at COP26. It's an important call to action that puts methane abatement front and centre of global efforts to combat climate change.

LIFECYCLE OF A WELL

Ember is committed to restoring and reclaiming land to its original state

1. Land in its original state
2. Heavy equipment work and drilling
3. Drilled well (for 25-50 years)
4. Reclaim land and return to original state



Land and Reclamation

The shallow gas in the Horseshoe Canyon formation of Alberta, Canada is our singular focus of production. All active sites are located on modified lands, used primarily for agricultural production. Ember applies an integrated Environmental Management System (EMS) and workflow process to implement and execute environmental policies and practices throughout its operations including aspects of development, production, transportation and closure and rehabilitation.

Ember's EMS and workflow process ensures that biodiversity is protected and conserved through responsible site management and resource management throughout a well's lifecycle.

Since 2020, Ember has cleaned up and reclaimed over 600 wells that have reached the end of their lifecycle and we are continuing with the reclamation activity of the associated land with the intention of getting to full site closure. Ember is a leader in this area, with one of the lowest inactive well rates in Alberta at 6%, compared to the industry average of 26%. Ember is not only undertaking significant remediation and reclamation activities on its own wells, but also demonstrating leadership, as Ember's CEO, Doug Dafoe, serves as Director of the Orphan Well Association, and has seen the direct impact of abandoned and derelict well sites in the province of Alberta. His leadership in this area demonstrates Ember's commitment to restore and reclaim land to its original state.

Water

Ember does not use water in the extraction of hydrocarbons because our well stimulations employ 100% nitrogen. However, Ember does use limited amounts of fresh water during our well closure and reclamation program.

Ember's wellsite operations have small impacts on emissions and water consumption. Over the course of a 35-year lifespan for an Ember well, we predict a total of 0.91 MMcf (1.69 Ton CO₂eq) of fuel consumed and 0.01 MMcf (0.19 Ton CO₂eq) of vented gas. Our water consumption is also exceptionally low at 16.5 m³ (+ drilling amount) which includes the wellsite abandonment operation.

Innovation

Ember incorporates innovation across its operations and seeks innovative approaches to managing its GHG emissions. For facility projects, this means evaluating them at the outset to review the projected GHG emissions footprint, and benchmarking them against industry standards, regulatory requirements, and peer facilities. Empowered with this information, Ember is better equipped to look for innovative solutions and technology to minimize or reduce GHG emissions for these new projects.

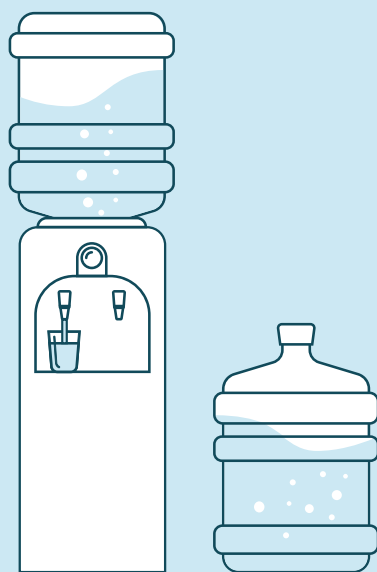
One example of this is the mobile stack emissions testing truck, both outfitted and operated by Ember. By providing the means of precise equipment testing and tuning, this mobile stack testing lab allows Ember to demonstrate compliance and to achieve the lowest impact GHG emissions possible within manufacturers specifications, and in some cases exceeding it.

Collaboration

Ember is also partnering with start-up Qube Technologies to improve data around methane monitoring. The approved Alt-FEMP (Alternative Fugitive Emission Monitoring Program) for continuous methane monitoring has installed continuous methane monitoring devices at 25 production facilities to manage fugitive emissions more effectively and ultimately reduce overall vent emissions compared to a standard FEMP. This project is one of only 10 approved Alt-FEMP programs in Alberta. There are currently only eight operators in Alberta with an approved Alt-FEMP program. The program is expected to be expanded in 2022.

NO HYDRAULIC FRAC

This is the only water we use in our operations

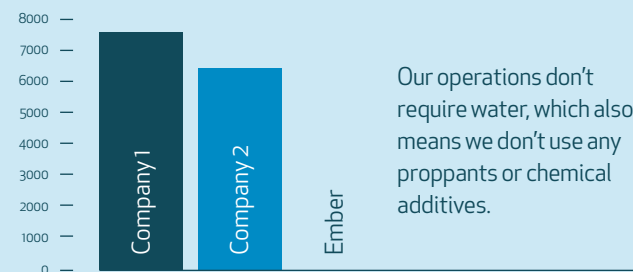


Ember uses mobile truck-mounted units on site to stimulate shallow gas production without toxic components or additives. These well stimulations inject high-pressure nitrogen (N₂), the inert gas found naturally in our air, creating a limited impact on the land. Ember does not employ hydraulic fracking as part of its extraction processes at any of its operations.

ZERO

Water, Proppants or Additives

Water Usage Comparison (m³)



Collaborating with the government and the community is key to advancing practical, long-term climate solutions. Ember works alongside the provincial government to improve energy efficiency and we are currently investigating the possibility of providing transportation for renewable natural gas generated from biogesters in local farming communities to mitigate excess methane emissions from farm waste to produce usable fuel in its place. Ember also sells natural gas directly

to a greenhouse operation and is working with companies to provide transportation for renewable natural gas.

Additionally, Ember has an agreement with Voltus, a distributed energy platform, to shut down its compressors when needed to help make Alberta's power grid more flexible and more resilient.

5

Our People and Communities



By working hard and lending a hand, we believe we can earn the respect of our communities and continue to make a difference. A cornerstone of this approach is being accountable and transparent in our pursuit of excellence, which underpins how we build and maintain our relationships with our people, communities, and Indigenous partners.

Our People

The passion and entrepreneurship of our 230 people are the fuel that drives our company forward. Our people are the face of our company, and Ember empowers them to build a better company every day. We take pride in fostering a collaborative environment, where knowledge is freely shared, and integrity and dedication are ingrained in all decisions made at every level of the organization.

Ember prioritizes safety above all else. We continuously work to ensure that operations are safe for our operational staff, as well as for those living and working near our facilities and wells. Ember has a comprehensive occupational health and safety management system that requires employee participation, consultation, and communication. We are continuously updating our occupational health and safety protocols and policies and promoting worker health.

Ember is working to develop its succession planning for the company's next generation of leaders.

We are also committed to enhancing our diversity and inclusion policies. We are an equal opportunity employer and believe that our hiring and promotion processes treat everyone fairly and with respect. We have a strict non-discrimination policy and do not tolerate discrimination of any kind. However, we recognize that there is always room to improve, and we are working to improve our diversity and inclusion efforts, with an ambition to become a more diverse employer. We believe that fostering a more inclusive workplace is not only the right thing to do, but also important for the successful evolution of our business.

We have a highly engaged workforce, and our people are proud to be part of a company that works diligently to earn the respect of the community and its people.

Community

Maximizing our Contribution, Reducing our Impact

The majority of Ember's operations are on agricultural lands in rural Alberta. We have policies and processes in place to ensure that our stakeholders are treated fairly in our operations, and employ a grassroots approach to community involvement,

focusing our efforts on initiatives with the potential to have the most impact. We support employee participation in community involvement and encourage a "boots-to-the-ground" approach and support employees volunteering and getting personally involved in initiatives important to them, their families, and their communities.

GIVING BACK

Ember is proud to have surpassed

\$1M

in cumulative charitable fundraising since 2015

Since 2001, Ember has supported many charity bike ride events, benefiting deserving charities including the Alberta Lung Association, the Heart and Stroke Foundation, the Alberta Cancer Society, the Canadian Cancer Society, and our special charity focus of the Multiple Sclerosis Society of Canada. We are proud of the way our people have come together as a team to raise funds for worthy causes, and have a great time.



We consider every request brought to us by our stakeholders, and support those which meet our charitable guidelines of having direct impact in our operational areas. We recognize that our stakeholders living in the community are best placed to understand their community's unique needs.

Ember supports a wide variety of organizations on an ongoing basis, including children's programs in rural jurisdictions where Ember operates, as well as ad-hoc events on request, including:

- Rural fire departments
- Hot lunch and breakfast programs at over 40 rural schools
- 4-H youth organizations
- Regional science fairs
- Community events
- Anti-bullying awareness programs

Working with Partners to Reduce our Impact

Ember is committed to treating all landowners fairly and equally for leases on comparable lands. We engage and negotiate with landowners in the agricultural community to secure leases for surface rights for our operations. Our goal is to utilize minimum disturbance of surface rights in our operations, reducing the impact on the agricultural operations allowing farmers to safely continue their operations in closer proximity to Ember's infrastructure. This means that Ember gives farmers and landowners additional land back for crops and other productive purposes. It also reduces our environmental surface footprint and reduces the restoration requirements during closure operations.

As we engage with landowners, we actively seek to reach a reasonable compromise with affected surface owners. In the event of a disagreement over surface rights, Ember's landowner partners have access to a dispute resolution mechanism through the Land and Property Rights Tribunal, an independent quasi-judicial tribunal established by the Government of Alberta. As the operator, Ember is responsible for covering any costs of the landowner during the Tribunal process. The surface rights legislation also provides that the operator or the landowner may request that the annual payments under a

surface lease be reviewed and renegotiated every five years to reflect changing conditions. Ember supported the local economy, paying for goods and services from just over 1,300 Alberta businesses in the amount of \$117 million during 2021.

Ember has also entered into direct gas sale arrangements with local businesses in close proximity to our operations, which reduces the cost of fuel for their operations.

Indigenous Partnerships

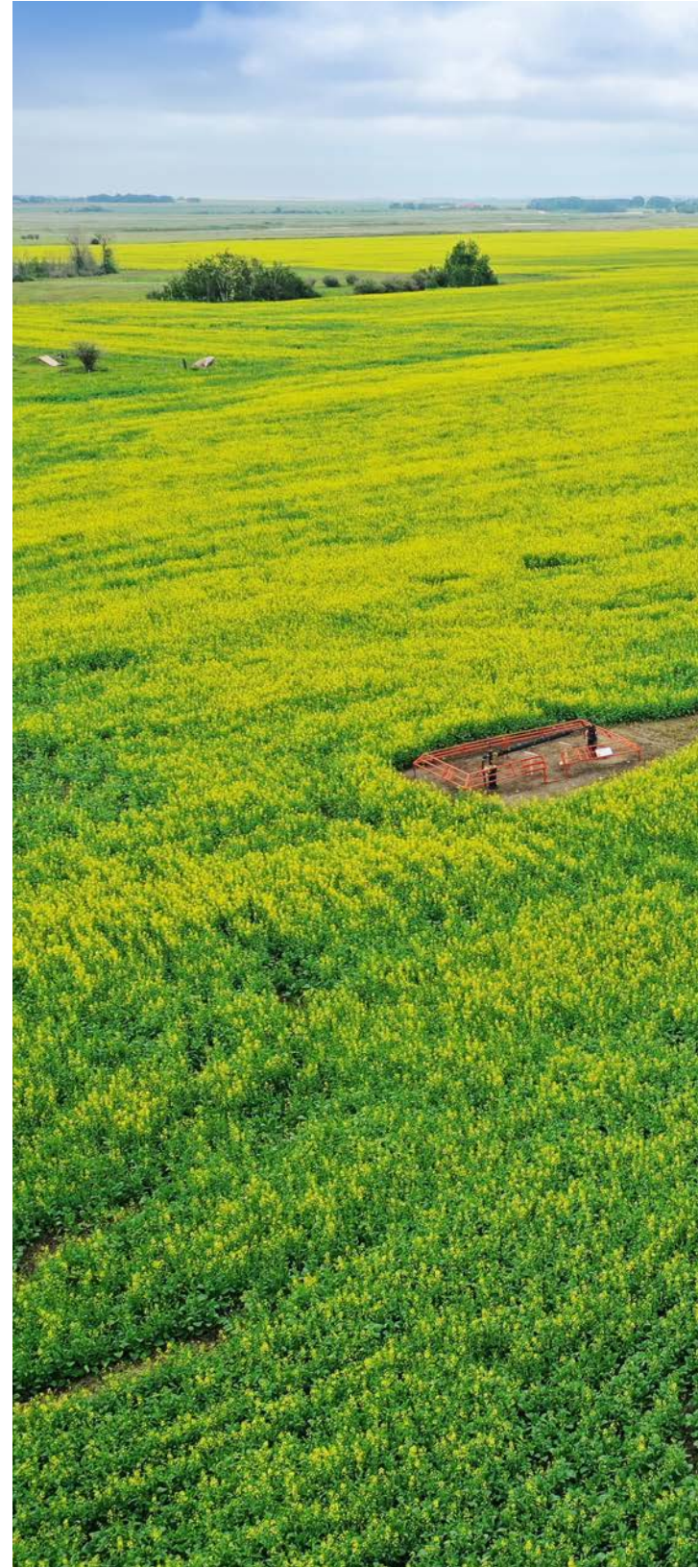
Ember is committed to honouring its commitments to its Indigenous partners and upholding the rights of local First Nations. While we have minimal operations on or near lands held by Indigenous Peoples, we are committed to continuing direct consultations and engagement with local First Nations.

We currently have one well located on Indigenous land, an additional four wells that are located on spacing units that involve Indigenous owned mineral rights, and approximately an additional 185 wells within five kilometers of Indigenous land.

Ember acquired the five wells that are on or involve mineral rights held by Indigenous Peoples in an asset transaction in late 2019. Ember engaged with the First Nations involved to advise of our purchase and request their consent to the transfer of the applicable surface and mineral rights to Ember. This involved direct consultation with the applicable First Nation as well as engagement with Indian Oil and Gas Canada, the Canadian federal agency that assists in the administration of First Nations mineral rights to advise of the purchase and request their consent to the transfer of the applicable surface and mineral rights to Ember. No material issues existed, and Ember received consent for the purchase and has been operating these wells without incident.

Looking Ahead

Looking towards the progress we want to share next year; we will be taking an in-depth look at how we can increase the impact of our community investment programs. Internally, we will be taking steps to listen, understand and ask questions so we can best support our employees in terms of diversity and inclusion.



6

Governance & Ethics



Our Board

Ember's Board is responsible for the stewardship of the company and for providing oversight and governance to the executive leadership team in the conduct of the business and its management. The Board guides strategic planning, risk management, HSE and helps set the ESG priorities and goals for the corporation. It is also responsible for selection of executive leadership and ensuring that management's decisions and actions support the company's strategic objectives.

Ember's seven-person Board includes four independent members, and the position of Board chair is separate from the role of CEO. Ember's Board meets quarterly at minimum and has five committees that oversee the execution of and ongoing adherence to its corporate policies and the needs of the business. Each committee includes independent director members, and of the five committees, four are led by independent directors.

Layered Governance

Ember is a wholly-owned entity in Brookfield Asset Management Inc's global portfolio. This allows the company to benefit directly from Brookfield's leadership in governance practices and compliance commitments.

While each of Brookfield's assets have their own approach to governance, reflective of their unique operational, sector and regional requirements, all portfolio companies must implement strong governance practices that align with Brookfield's principles. Ember does this while remaining responsive to our individual business requirements.

The objective in each case is the same: acting responsibly toward all stakeholders is foundational to operating a productive, profitable, and sustainable business. This is why in late 2019, when Ember began reassessing the value of its leases, the company renegotiated agreements directly and transparently with landowners to ensure the near- and long-term viability of Alberta's energy industry and continued support the communities where we operate.

Ember's policies are reviewed annually, approved by the Management and the Board, given to all new hires, and acknowledged by employees on an annual basis.

Operating With Integrity

Ember takes a collaborative, solutions-based approach with the goal of creating positive, long-term outcomes to shared community challenges. Ember takes pride in being a sustainable corporate neighbour throughout Southern Alberta, where, for example, we are committed to remediating and reclaiming our wells that are no longer productive, and preventing the accumulation of more orphan wells on the landscape. Ember is a leader in this area, with one of the lowest inactive well rates in Alberta at 6%, compared to the industry average of 26%.

Our Government Lobbyist policy also ensures that Ember works transparently with the provincial government when consulting and contributing to regulations and policies that affect the industry and all relevant stakeholders.

Ember pays its property taxes on time and in full and works proactively with the Rural Municipalities of Alberta to help build the relationship in areas of concern between industry and municipalities.

Ethics, Business Conduct and Financial Controls

Ember values honesty, high ethical standards and compliance with laws, rules, and regulations, and we expect our directors, officers, employers, and consultants to comply with Ember's core principles.

Ember has created and implemented a suite of corporate policies designed to educate and establish corporate rules governing business ethics, code of conduct, and lobbyist activities. All Ember employees are required to annually review and acknowledge all these Ember policies.

We are an equal opportunity employer and do not tolerate discrimination or harassment of any kind. Alongside our longstanding policy to ensure a respectful physical workplace, we have also implemented a new Respectful Workplace policy that takes into account different work situations.

Our Whistleblower policy is meant to provide a safe, secure, confidential, and anonymous process for our people to submit



any concerns to the company's Board regarding questionable conduct. The Whistleblower policy provides an avenue for any Ember employee to report any questionable act that may occur.

Ember's core principles as outlined in our Code of Ethics are to act honestly and with integrity in all situations and at all times, respect people's opinions and cultural differences, conduct honest and open communications, be professional in everything Ember does, accept individual responsibility, and operate safe and healthy working environments.

Ember employs a well-developed set of internal controls with segregation of duties to ensure to the extent possible that multiple parties are involved in financial transactions providing for oversight and precluding any one person from controlling a financial transaction through the value chain. Ember does not provide the ability to conduct transactions in cash.

Ember also participates in the Brookfield program for anti-bribery and corruption ("ABC"). All investee corporations of Brookfield are required to annually participate in ABC training. This training provides guidance and rules to deal with corrupt practices governing situations all the way from inception to reporting. Brookfield and Ember require approximately 50 employees (those that are most likely exposed to potentially corrupt practices situations) to annually participate in this training.

Periodically, operations are assessed for risks associated with corrupt activities. Ember's country risk is low as we operate predominantly in Canada with some limited US exposure. Controls are constantly reviewed annually. Training is continuously updated.



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Sustainability Reporting SASB & GRI Index



SASB Code	GRI Code	Explanation	2020	2021	Units	Discussion
11.1 GHG emissions						
		Describe actions taken to manage flaring and venting and the effectiveness of actions taken				Ember undertook vent reduction initiatives in 2021. For example, replacing high bleed devices and managing glycol dehydrator Ember's vent gas has resulted in 23% and 41% reductions respectively.
	302-1	Energy consumption within the organization	8,821,718 ¹	8,774,247 ¹	GJ	Ember consumes energy across its entire operations: within its corporate offices; at its well sites as part of the extraction process; and to bring its natural gas to market. The value reported is the total amount of energy consumed, with close to 98% of this total being used to bring our natural gas to market.
	302-3	Energy intensity	0.49	0.49	GJ/boe	
EM-EP-110A.1	305-1	Direct (Scope 1) GHG emission	531,182	514,575	Metric tons CO ₂ -e (t)	
		Percentage methane vent	20	18	%	
		Percentage covered under emissions-limiting regulations	100	100	%	
EM-EP-110a.2		Amount of gross global Scope 1 emissions from:			Metric tons CO ₂ -e (t)	
		(1) flared hydrocarbons	113	67		
		(2) other (fuel) combustion	422,160	420,888		
		(3) process emissions	88,525	76,997		
		(4) other vented emissions	12,347	11,431		
		(5) fugitive emissions	6,411	3,817		
EM-EP-110a.3		Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets				Refer to the Environment and Climate Change section.
	305-2	Energy indirect (Scope 2) GHG emissions	60,942	56,330	Metric tons CO ₂ -e (t)	
	305-4	GHG emissions intensity	0.0326	0.0321	Metric tons CO ₂ -e (t)/boe	
11.3 Air emissions						
EM-EP-120a.1	305-7	Nitrogen oxides (NO _x)	5088		Metric tons (t)	Values for 2021 will be available in June 2022.
		Sulfur oxides (SO _x)	0			
		Volatile organic compounds (VOCs)	437			
		Particulate matter (PM10)	61			

1. Includes both energy purchased and energy produced that was consumed in operations.

SASB Code	GRI Code	Explanation	2020	2021	Units	Discussion
11.4 Bio-diversity						
EM-EP-160a.1	304-3	Description of environmental management policies and practices for active sites				Ember Resources consists entirely of onshore operations focusing on CBM production in Alberta, Canada. All active sites are located on modified lands, used primarily for the production of natural resources in the form of agriculture (cultivation or livestock). Ember utilizes an integrated Environmental Management System (EMS) and workflow process to implement and execute environmental policies and practices throughout its operations including aspects of development, production, transportation and closure and rehabilitation. Ember's EMS and workflow process ensures that biodiversity is protected and conserved through responsible site management and resource management throughout a wells lifecycle.
EM-EP-160a.2		Number and aggregate volume of hydrocarbon spills	0	2	Number	
			0	1.20	m³	
		Volume:			m³	
		(1) in Arctic	0	0	m³	
		(2) impacting shorelines with ESI rankings 8-10	0	0	m³	
		(3) recovered	0	1.20	m³	
EM-EP-160a.3		Percentage of:			%	
		(1) proved	0	0	%	
		(2) probable reserves	0	0	%	
		in or near sites with protected conservation status or endangered species habitat conservation status or endangered species habitat				
11.6 Water and effluents						
EM-EP-140a.1	303-1 303-3 303-5	Volume:			m³	Ember does not use any water in the extraction of hydrocarbons as our well stimulations use 100% nitrogen. However, Ember does use fresh water as part of our abandonment operations. Since 2020, Ember has undertaken significant remediation and reclamation activity on many well sites that have reached the end of their useful life. The water associated with these efforts is reported here. Ember's CEO is a Director of the Orphan Well Association and has seen the direct impact of abandoned and derelict well sites in the province of Alberta and has ensured that Ember takes its responsibility seriously.
		(1) Total fresh water withdrawn	1,099	1,602	m³	
		(2) total fresh water consumed	1,099	1,602	m³	
		Percentage of each in regions with High or Extremely High Baseline Water Stress	0	0	%	
EM-EP-140a.2	303-4	Volume of produced water and flowback generated.	38,164	48,466	m³	
		Percentage of produced water and flowback generated, that was:			%	
		(1) discharged	0	0	%	
		(2) injected	100	100	%	
		(3) recycled;	0	0	%	
		(4) hydrocarbon content in discharged water	0	0	%	
EM-EP-140a.3		Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	N/A	N/A	%	Ember does not employ hydraulic fracking as part of its extraction processes at any of its operations. Our well stimulations use 100% Nitrogen. (http://fracfocus.ca/en)
EM-EP-140a.4		Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	N/A	N/A	%	Ember does not employ hydraulic fracking as part of its extraction processes at any of its operations. Our well stimulations use 100% Nitrogen. (http://fracfocus.ca/en)

SASB Code	GRI Code	Explanation	2020	2021	Units	Discussion
11.9 Occupational health and safety						
EM-EP-320a.1	403-9	(1) Total recordable incident frequency rate (TRIFR)	0	1.23	Rate	Combined total for both full-time employees and contract employees. Ember does not have short-service employees
		(2) Fatality rate	0	0	Rate	
		(3) Near miss frequency rate (NMFR)	7.38	4.19	Rate	
	403-5	Average hours of health, safety, and emergency response training for (a) full-time employees; and (b) contract employees				All Ember field employees (both full-time and contract) undergo safety training on an annual basis and at the beginning of every project to ensure a safe work environment. Safety training number have been included within our overall training values. Refer to Health and Safety for more details.
	403-10	Work-related ill health (Work-related ill health can include acute, recurring, and chronic health problems caused or aggravated by work conditions or practices)	0	0	Number	
EM-EP-320a.2	403-1	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle				Ember uses an Incident Management System (IMS) system to track all hazard IDs, near misses, incidents, and positive observations. All entries into the system are reviewed by the Safety Committee on a regular basis throughout the month. Ember tracks corrective actions for anything that needs to be modified, repaired, or discussed based on what was found.
	403-2	A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks				Ember uses a variety of tools to identify and mitigate risks including Standard Operating Procedures, Hot Work Permits, Pre-Job Safety Meetings, Monthly Safety Meetings, Facility Integrity Programs, Management of Change Process, Work Management System, IMS (Incident Management System), Working Alone Monitoring System, Pipeline Safety Loss Management, and Emergency Response System. These tools, along with the safety culture that is embedded within everything we do at Ember, guide our approach to risk management and mitigation
	403-3	A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them				In 2021, Ember undertook a safety culture maturity assessment to better understand how well-positioned safety is within our operations and we have been working to incorporate the findings throughout the company. Every employee is required to acknowledge and adhere to our policies annually. These policies include Ember's Code of Business Conduct, Code of Ethics, Whistleblower, Respectful Workplace, Corporate Health, Safety & Environment, and other policies that govern a safe and respectful workplace.
	403-4	A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers				Ember's Safety Committee, composed of both management and lead staff, meets monthly to review all incidents, near misses, and pertinent hazard IDs and discuss findings, introduce new or amended safety policies, review industry alerts, review regulatory inspections and results. This information is then presented to the field staff through more focused, area-based, monthly safety meetings. Ember also uses its Safety Bulletin to deliver up-to-date safety information to our people.
	403-6	An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided				Ember provides employees with medical and healthcare services through its benefits programs. Employees can access our benefits program on Ember's intranet. Our benefits programs provide our employees with medical and healthcare services such as health and dental programs, health, disability and life insurance programs, travel benefits program and Employee Assistance Program covering counselling, work/life, health, etc.

SASB Code	GRI Code	Explanation	2020	2021	Units	Discussion
11.9 Occupational health and safety						
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships				Only contractors on Ember's Approved Vendor List are allowed to work on any of Ember's projects or site. Being an approved vendor ensures contractors have certain credentials in place, such as, Insurance Coverage, WCB, COR, Safety Programs, ABSA Certificates, etc. This approach assists Ember in preventing and mitigating negative occupational health and safety impacts from its business relationships.
	403-8	The percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system	100	100	%	
EM-EP-540a.1		Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier I)	0	0	Rate	Ember has not had any Tier I LOPC events
EM-EP-540.a.2		Description of management systems used to identify and mitigate catastrophic and tail-end risks				Ember uses a variety of tools to identify and mitigate risks including Standard Operating Procedures, Hot Work Permits, Pre-Job Safety Meetings, Monthly Safety Meetings, Facility Integrity Programs, MOC Process, Work Management System, IMS (Incident Management System), and Emergency Response System. These tools along with the safety culture that is imbedded within everything we do at Ember guides our approach to risk management and mitigation.
11.10 Employment practices						
	401-3	Parental Leave: (1) Total number of employees that were entitled to parental leave, by gender. Female Male (2) Total number of employees that took parental leave, by gender. Female Male (3) Total number of employees that returned to work in the reporting period after parental leave ended, by gender. Female Male (4) Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender. Female Male (5) Return to work and retention rates of employees that took parental leave, by gender. Female Male	54 147 2 - 1 - 1 -	57 150 1 2 - 1 - -	Number Rate	Values have been rounded for ease of presentation.
	404-1	Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender. Female Male ii. Employee category. Executive Manager Professional Para-Professional	14 14 50 14 20 8	15 14 45 14 20 8	Hours	Values have been rounded for ease of presentation.

SASB Code	GRI Code	Explanation	2020	2021	Units	Discussion
11.11 Non-discrimination and equal opportunity						
	202-2	Percentage of senior management at significant locations of operation that are hired from the local community.	100	100	%	Local community is defined as the province of Alberta, Canada
	405-1	Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender: Female Male ii. Age group: under 30 years old 30-50 years old Over 50 years old Percentage of employees per employee category in each of the following diversity categories: i. Gender ii. Age group: Female under 30 years old 30-50 years old Over 50 years old Male under 30 years old 30-50 years old Over 50 years old	14 86 n/a 14 86 27 2 16 10 73 4 46 23	14 86 n/a 14 86 27 3 15 8 73 3 46 21	%	Values have been rounded for ease of presentation.
	405-2	Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.				All employees within Ember have job descriptions and there are salary bands associated with each position. Actual salaries within each job category are based on performance, qualifications, experience, and tenure within the company.
	406-1	Incidents of discrimination and corrective actions taken				In 2019, Ember reviewed one concern of harassment made by a female employee. Using pre-established process and protocol, the harassment claim was investigated through meetings (both independent {claimant} and joint {defendants} and witnesses, prior performance indicators, current work performance and attendance, etc. Requested accommodations were supported with 3rd party confirmation for claimant. Various levels of management relevant to the incident were consulted to ensure consistency, fairness, and appropriate level investigation was conducted and suitable conclusion was reached. This incident was resolved in 2020 through termination.
11.12 Forced labour and modern slavery						
	414-1	New suppliers that were screened using social criteria	100	100	%	All of Ember's operations are in Alberta, Canada and we follow local labour laws within all areas of our operations. Ember currently does not specifically screen its suppliers using social criteria, however we screen all vendors and contractors against a set of criteria, of which compliance with local labour laws and safety regulation are included.

SASB Code	GRI Code	Explanation	2020	2021	Units	Discussion
11.14 Economic impacts						
	201-1	i. Economic Value Generated				<p>Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <p>i. Direct economic value generated: revenues;</p> <p>ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;</p> <p>iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.</p>
		Revenues (1) ⁸	\$211,609,000	\$278,581,000		
		ii. Economic Value Distributed				
		Operating costs	\$111,465,000	\$115,391,000		
		Royalties	\$12,903,000	\$22,829,000		
		Transportation	\$36,886,000	\$43,429,000		
		G&A	\$12,933,000	\$15,121,000		
		Capital expenditures	\$16,132,000	\$19,468,000		
		Various Operating categories and capital expenditures (3)	\$190,319,000	\$216,238,000		
		Operating cost wages (included in operating costs above)	\$15,491,000	\$15,602,000		
		Capital expense wages (included in Capital expenditures above)	\$5,480,000	\$5,130,000		
		G&A expense wages (included in G&A expenses above)	\$8,489,000	\$11,420,000		
		Employee wages included in other categories above (information only)	\$29,460,000	\$32,152,000		
		Financing costs	\$27,555,000	\$24,016,000		
		Payments to capital providers (4)	\$27,555,000	\$24,016,000		
		Current taxes (5)	\$720,000	\$720,000		
		Royalties (included in royalties above)	\$1,606,000	\$2,860,000		
		Property taxes (included in operating costs above)	\$17,147,000	\$18,219,000		
		Fees to governments (included in operating costs above)	\$7,382,000	\$6,309,000		
		Payments to Government (mostly included in payments above) (information only)	\$26,855,000	\$28,108,000		
		Donations	\$245,550	\$246,000		
		Community Investments (included in G&A above) (information only)	\$245,550	\$246,000		
		Economic Value Distributed (2) = (3) + (4) + (5)	\$218,594,000	\$240,974,000		
		Economic Value Retained (1) - (2)	-\$6,985,000	\$37,607,000		
		EVG&D by country (Canada)	-\$6,985,000	\$37,607,000		

8. Excludes financial assistance received from governments (GRI 201-4).

SASB Code	GRI Code	Explanation	2020	2021	Units	Discussion
11.14 Economic impacts						
	204-1	Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally)	100	100	%	Local community is defined as the province of Alberta, Canada
11.15 Local Communities						
EM-EP-210b.1		Discussion of process to manage risks and opportunities associated with community rights and interests				Ember engages and negotiates with landowners in the agricultural community to secure leases for surface rights required in our operations. As part of this engagement, Ember considers the impact its operations may have on the local community (both positive and negative) and looks for opportunities to hire local resources and contribute to programs that support the overall well-being of the community.
EM-EP-210b.2		Number and duration of non-technical delays	0 0	0 0	Number Days	Ember has experienced minor site closures of individual wells as a result of our efforts to review (and reduce) surface lease rentals. In most cases, our wells have continued to operate, but our ability to visit the site may have been restricted while some of these discussions took place. We have not experienced disruption or closure of any facility sites.
	413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs	100	100	%	
	413-2	Operations with significant actual and potential negative impacts on local communities				Essentially all of Ember's operations are in rural Alberta and take place on agricultural lands. Ember employs policies and processes to ensure that stakeholders in rural Alberta are treated fairly in our operations and we employ policies to support the local communities where we have operations.
11.16 Land and resources rights (Reserves Valuation & Capital Expenditures)						
		Describe the approach to engaging with affected vulnerable groups, including: <ul style="list-style-type: none"> • how the organization seeks to ensure engagement is meaningful; • how the organization seeks to ensure safe and equitable gender participation. Describe the approach to providing remediation to local communities or individuals subject to involuntary resettlement, such as the process for establishing compensation for loss of assets or other assistance to improve or restore standards of living or livelihoods.				In Ember's operational area, tenure to mineral and surface interests is extremely well defined by legislation and managed by a proven and effective Land Titles system (in the province of Alberta, Canada). Having a well-defined tenure system minimizes potential disputes regarding ownership of these resources. Ember consults with and engages surface owners that are affected by our operations and actively seeks to reach a reasonable compromise with affected surface owners. We have not had a situation where any individual was subject to involuntary resettlement.
EM-EP-420a.1		Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions				Ember does not presently have reserve sensitivity analyses accounting for future potential carbon emissions.
EM-EP-420a.2		Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves			Metric tons CO ₂ -e (t)	
EM-EP-420a.3		Amount invested in renewable energy, revenue generated by renewable energy sales	0	0	Reporting currency	

SASB Code	GRI Code	Explanation	2020	2021	Units	Discussion
11.16 Land and resources rights (Reserves Valuation & Capital Expenditures)						
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				<p>Ember's capital decision making is always influenced by the economics that result from the price of our product and cost structures, including the affect of climate regulation. Our current strategy is to maintain production levels through low-cost recompletion work, which have quicker payouts or cost recovery followed by drilling, which has a longer cost recovery horizon. This approach fits well with uncertain climate regulation and the impact it might have on longer term investment horizons.</p> <p>As climate regulation evolves, we will adjust our investment criteria and horizon to further integrate the uncertainty of climate regulation into our decision making. This may cause projects with longer lived investment horizons to be set aside for even longer until more certainty exists around climate regulation. Ember's focus is natural gas in western Canada, so our focus remains on the affect of climate regulation in that region.</p>
11.17 Rights of Indigenous peoples						
	411-1	Total number of identified incidents of violations involving the rights of Indigenous peoples during the reporting period	Nil	Nil	Number	
EM-EP-210a.1		Percentage of (1) proved and (2) probable reserves in or near areas of conflict	0	0	%	
EM-EP-210a.2		Percentage of (1) proved and (2) probable reserves in or near Indigenous land	2	2	%	Ember has minimal operations on or near lands held by Indigenous peoples, we have one well that is located on Indigenous land; we have an additional four wells that are located on spacing units that involve Indigenous owned mineral rights; and approximately an additional 185 wells within five kilometers of (near) Indigenous land.
EM-EP-210a.3		Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict				Ember acquired five wells that are on lands or involve mineral rights held by Indigenous Peoples in 2019. Following the closing of this acquisition, Ember engaged with the First Nations community involved along with Indian Oil and Gas Canada, the Canadian federal agency who assists in the administration of First Nations mineral rights to advise of the purchase and request their consent to the transfer of the applicable surface and mineral rights to Ember. No material issues existed, and Ember received consent for the purchase and has been operating these wells with no incidents.
11.20 Anticorruption (Business Ethics and Transparency)						
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	0	0	%	
EM-EP-510a.2		Description of the management system for prevention of corruption and bribery throughout the value chain				<p>Ember employs a well-developed set of internal controls with segregation of duties to ensure to the extent possible that multiple parties are involved in financial transactions providing for oversight and precluding any one person from controlling a financial transaction through the value chain. Ember does not provide the ability to conduct transactions in cash.</p> <p>Ember also participates in the Brookfield program for anti-bribery and corruption ("ABC"). All investee corporations of Brookfield are required to annually participate in ABC training. This training provides guidance and rules to deal with corrupt practices governing situations all the way from inception to reporting.</p> <p>Brookfield and Ember require approximately 50 employees (those that are most likely exposed to potentially corrupt practices situations) to annually participate in this training.</p>

SASB Code	GRI Code	Explanation	2020	2021	Units	Discussion
11.20 Anticorruption (Business Ethics and Transparency)						
	205-1	Total number and percentage of operations assessed for risks related to corruption Significant risks related to corruption identified through the risk assessment	100	100	%	Periodically operations are assessed for risks associated with corrupt activities. Ember's country risk is low as we operate predominately in Canada with some limited US exposure.
	205-2	Total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to, broken down by region	100	100	%	
	205-3	Confirmed incidents of corruption and actions taken	Nil	Nil	Number	
11.21 Payments to governments						
	201-4	Financial assistance received from government:				
		i. Tax Relief & Tax Credits	-	-		
		ii. Subsidies	-	-		
		iii. Grants				
		Canada/AB Job Grant	-	600		
		iv. Awards				
		v. Royalty Holidays	-	-		
		vi. Financial Assistance from ECAs	-	-		
		vii. Financial Incentives				
		Site Rehabilitation Program (SRP)	1,310,000	12,771,000		
		IEE CCUS Program	-	7,134,000		
		Other Carbon Reduction Incentives	-	60,000		
			1,310,000	19,965,000		
		viii. Other Financial Benefits				
		CEWS Subsidy	545,000	79,000		
		Total	\$1,855,000	\$20,044,600		
		By Country (Canada)	\$1,855,000	\$20,044,600		

SASB Code	GRI Code	Explanation	2020	2021	Units	Discussion
11.22 Public policy						
	415-1	Political contributions (Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.)	Nil	Nil	Value	
EM-EP-530a.1		Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry				Ember recognizes our role and our responsibility in the energy transition. We collaborate with regulators at the provincial level, supporting the development of practical climate policy solutions by testing new emissions reductions programs. We also understand the importance of ensuring a just and fair energy transition and have been creating social protection for communities and workers by helping our employees develop skills for the new energy jobs that are expected to be in demand by 2030. We acknowledge Canada's commitment to the Paris Agreement and the government's pledge to lowering Canada's emissions 40-45% below 2005 levels, by 2030. We also acknowledge the Global Methane Pledge, a collective effort to reduce global methane emissions by at least 30% from 2020 levels by 2030, agreed to by over 100 countries at COP26. It's an important call to action that puts methane abatement front and centre of global efforts to combat climate change. Ember participates in the province of Alberta's emissions reduction programs. Further, Ember has been collecting carbon credits for the Instrument Air and methane vent recapture systems since 2017. Our high bleed pneumatic replacements began in 2017 and are expected to be registered into carbon credits program soon.
Contextual Considerations						
EM-EP-000.A		Gross Operating Production:				
		(1) Gas	293,618	287,899	mcf/d	
		(2) HC Liquids	640	778	bbl/d	
		(3) Production	49,576	48,761	boe/d	

References to Standards (SASB)

Topic	Reference	Accounting Metric	Pages
Greenhouse Gas Emissions	EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	24
	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	24
	EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	14, 15, 24
Air Quality	EM-EP-120a.1	Air emissions of the following pollutants: (1) NO _x (excluding N ₂ O), (2) SO _x , (3) volatile organic compounds (VOCs), and (4) particulate matter (PM ₁₀)	24
Water Management	EM-EP-140a.1	(1) Total fresh water withdrawn, (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	6, 16, 25
	EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	16, 25
	EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	16, 25
	EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline (The entity shall disclose its policies and practices related to ground and surface water quality management)	16, 25
Biodiversity Impacts	EM-EP-160a.1	Description of environmental management policies and practices for active sites	25
	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	25
	EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat conservation status or endangered species habitat	25
Security, Human Rights & Rights of Indigenous Peoples	EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	31
	EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	31
	EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	31
Community Relations	EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	30
	EM-EP-210b.2	Number and duration of non-technical delays	30
Workforce Health & Safety	EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	6, 26
	EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	11, 26
Reserves Valuation & Capital Expenditures	EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	30
	EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	30
	EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	30
	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	31

References to Standards (SASB)

Topic	Reference	Accounting Metric	Pages
Business Ethics & Transparency	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	31
	EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	21, 22, 31
Management of the Legal & Regulatory Environment	EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	33
Critical Incident Risk Management	EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	27
	EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	27
Contextual Considerations	EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	3, 33

References to Standards (GRI)

Topic	Reference	Accounting Metric	Pages
11.1 GHG emissions	Management	Describe actions taken to manage flaring and venting and the effectiveness of actions taken	3, 14, 24
	302-1	Energy consumption within the organization	24
	302-3	Energy intensity	24
	305-1	Direct (Scope 1) GHG emission	24
	305-2	Energy indirect (Scope 2) GHG emissions	24
	305-4	GHG emissions intensity	24
11.3 Air emissions	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	24
11.4 Biodiversity	304-3	Habitats protected or restored	25
11.6 Water and effluents	303-1	Interactions with water as a shared resource	16, 25
	303-3	Water withdrawal	16, 25
	303-4	Water discharge	16, 25
	303-5	Water consumption	16, 25
11.9 Occupational health and safety	403-1	Occupational health and safety management system	11, 26
	403-2	Hazard identification, risk assessment, and incident investigation	11, 26
	403-3	Occupational health services	11, 26
	403-4	Worker participation, consultation, and communication on occupational health and safety	11, 26
	403-5	Worker training on occupational health and safety	11, 26
	403-6	Promotion of worker health	11, 12, 26
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	11, 27
	403-8	Workers covered by an occupational health and safety management system	11, 12, 27
	403-9	Work-related injuries	26
	403-10	Work-related ill health	26

References to Standards (GRI)

Topic	Reference	Accounting Metric	Pages
11.10 Employment practices	401-3	Parental leave	27
	404-1	Average hours of training per year per employee	27
11.11 Non-discrimination and equal opportunity	202-2	Proportion of senior management hired from the local community	28
	401-3	Parental leave	27
	404-1	Average hours of training per year per employee	27
	405-1	Diversity of governance bodies and employees	28
	405-2	Ratio of basic salary and remuneration of women to men	28
	406-1	Incidents of discrimination and corrective actions taken	
	414-1	New suppliers that were screened using social criteria	
11.14 Economic Impacts	201-1	Direct economic value generated and distributed	29
	202-2	Proportion of senior management hired from the local community	28
	204-1	Proportion of spending on local suppliers	6, 30
11.15 Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	18, 19, 30
	413-2	Operations with significant actual and potential negative impacts on local communities	30
11.17 Rights of indigenous peoples	411-1	Incidents of violations involving rights of indigenous peoples	19, 31
11.20 Anti-corruption	205-1	Operations assessed for risks related to corruption	32
	205-2	Communication and training about anti-corruption policies and procedures	21, 32
	205-3	Confirmed incidents of corruption and actions taken	32
11.21 Payments to governments	201-1	Direct economic value generated and distributed	29
	201-4	Financial assistance received from government	32
11.22 Public policy	415-1	"Political contributions (Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.)"	33