

On course: Canada's Responsible Natural Gas Producer

EMBER

2022 Sustainability Report



Table of Contents

02. A Message from our CEO

04. About Us and What We Do

07. Our Approach to Sustainability

11. Climate Change

15. Health & Safety

18. Our People, Our Communities

23. Governance & Ethics

26. Sustainability Reporting SASB & GRI

A Message from our CEO

Ember is one of the largest natural gas producers in Central and Southern Alberta, and we are committed to upholding our responsibility to the rural communities and the environment where we live and work. Our 11,300 wells located on 2 million acres currently produce ~ 275 million cubic feet of gross natural gas production which converts to ~245 million net cubic feet per day.

We take a thoughtful and measured approach to our sustainability journey with an objective to continue to reduce our greenhouse gas emissions, deliver operational excellence, best-in-class safety, and good governance.

Ember's shallow gas is considered to be one of the cleanest burning fossil fuel available today and is essential to heating our homes, businesses, hospitals, and industries. Locally produced, it supports the energy transition as a low-cost, long-life natural gas resource that offers a stop gap to renewables and a low-emissions bridge to declining conventional gas production.



Our role in the transition remains focused on two objectives: first, Ember will provide safe and reliable cleanest-burning fossil fuel available. Second, we are on a mission to significantly reduce our own emissions. By evaluating technological innovation, we hope to achieve substantive reductions in the coming years.

Ember plans to increase engagement with the provincial and federal governments and regulators to achieve reductions in carbon emissions.

Environmental and economic sustainability

The focus of our ESG journey remains on mitigating our environmental impact by reducing our emissions. Our operations are by nature, low-emissions, and low-water usage – our shallow gas production does not require hydraulic fracking but today, more than ever, we are focused on reducing our environmental impact. We further recognize that environmental and economic sustainability are interdependent.

We are investigating investments in new technology to maintain our position as a leader for the long-term. This is particularly important as the need to accelerate climate solutions draws closer and in parallel, regulatory changes continue to evolve. Ember is keeping pace by collaborating with several technology companies focused on monitoring fugitive methane emissions, carbon capture and storage, and desalination. This past year, technological and process improvements across our operations led to Scope 1 emissions reductions of 6.4% year over year.

In 2023, we will achieve continuous improvements in our emissions reduction program by pursuing ongoing rightsizing of our natural gas compression methods to reduce our climate impact.

Safeguarding our People, Communities and the Environment

Safeguarding our people, communities and the environment is the cornerstone of our operations. We take a proactive approach to safety. The focus of our work is on training and developing systems with a goal of building a culture of awareness of high-risk environments and preventing incidents before they occur. Each year we continue to improve on our best

practices to protect the health and safety of our employees and our communities.

Our philosophy on safety is all about preventing situations that have the potential to be catastrophic, so high-consequence issues are avoided. For two of the past three years Ember employees have achieved a Total Recordable Incident Frequency Rate (TRIFR) of zero. While this achievement is one that we are proud of, we do not take it for granted.

Beyond the physical safety of our employees, we have maintained the mental health support programs that continue to provide timely access to holistic health across our workforce.

Co-creating with community

As leaders in our industry, we also enjoy the privilege of being neighbours and operators in and around farms, ranches, and towns throughout Central and Southern Alberta. Over the past eight years, we have built deep relationships with our communities and expanded bespoke programs based on individual community needs.

In 2022, we modified our Community Investment strategy providing support to our local communities. Our five pillars include Agriculture, Education, Food banks, First Responders and Community. Ember contributed \$300,000 to the 11 counties and urban centres in which we operate, working with them to create programs that serve their unique needs. Many of our programs, including the hot breakfast and lunch program developed alongside 40 rural schools and the direct financial support to local firefighters and first responders, have grown year over year.

We support employee participation in community involvement and encourage a “boots-on-the-ground” approach to employee volunteerism. Our people get personally involved in initiatives important to them, their families, and their communities. Late in 2022, Ember launched our Calgary-based employee volunteer program, which has already surpassed projected participation. Our 80 Ember employees based in Calgary will be eligible to contribute a full day of work every year to a volunteer activity of their choice with a registered charitable organization. Full program implementation will include an

annual goal for Ember employees in Calgary to better align with established volunteer programs in our rural areas. Staff at head office will contribute to an annual goal of 600 person hours per year to local and rural charities.

Co-creating with the communities in which we live, and work reflects Ember’s grassroots approach to develop programs that have a broad reach and positively impact people’s lives directly – working with communities is our greatest reward and we will continue to expand these programs into the future.

Another aspect of our community responsibility is our commitment to landowners and municipalities. In 2022, we paid \$18 million in gross municipal taxes and \$37 million in gross direct payments to landowners. As part of our commitment to reclamation, this year we continued our well abandonment program, which reflects our ongoing commitment to full and proper reclamation of our wellsites.

Building for the future

As we look ahead to our future, our approach to ESG will continue to be guided by the same values of responsibility, transparency, and accountability that are the foundation of our long-term strategy. In addition to taking an aggressive approach on curbing our GHG emissions, we recognize the business imperative of laying the foundation for diversity, equity and inclusion work and programming to better understand and support our employees and continue to attract top talent.

As the energy transition progresses, we remain resolute in our goal to supply responsibly produced energy to meet global demand and create meaningful contributions in the communities in which we operate.

Sincerely,



DOUG DAFOE
President & CEO

1

About Us and What We Do



ESG HIGHLIGHTS

Ember is one of Canada's largest producers of shallow gas, producing 275 gross million cubic feet per day from Alberta's Horseshoe Canyon formation. We utilize simple, efficient, and low-cost drilling and production methods to source a steady supply of natural gas. As an active consolidator of shallow gas assets in the Western Canadian Sedimentary Basin, we are well-positioned to continue growing our operations and supplying energy for future generations.

Our assets produce some of the lowest-cost unconventional natural gas in North America, supported by a scalable and repeatable drilling process on a growing base of low-risk, long life reserves. Unlike conventional natural gas assets with rapid decline rates, production from Ember's wells declines slowly and remains productive for 25-30 years, keeping gas production stable and generating predictable and significant free cash flow. Looking ahead, Ember will continue to reduce operating costs and capitalize on thousands of additional drilling locations to support further supply growth in the Horseshoe Canyon fairway.

Ember is a private Canadian company in financial and strategic partnership with Brookfield Corporation, a global alternative asset manager with over \$800 billion in assets under management.

2.0

million net acres
(over 2.2 million
gross acres) of land



OVER 11,300

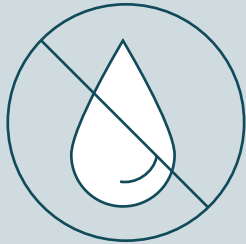
wells



OVER 275

million cubic feet in gross
natural gas production
per day

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

\$37.0M

paid annually to landowners



6.4%

reduction in Scope 1 emissions

\$300K

in community investments in 2022

ZERO



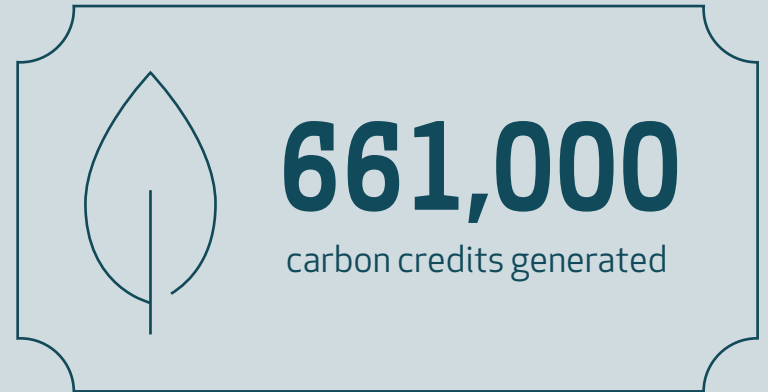
employee total recordable incident rate (TRIFR) for 2022

ZERO

fatality rate from inception through to 2022

\$18M

in net municipal property tax in 2022



661,000

carbon credits generated

2

Our Approach to Sustainability



In our 2021 inaugural report, we performed a materiality assessment to identify and confirm the ESG issues with the biggest impact and those that matter most to our internal stakeholders. We continue to use the results of this information to guide our ESG reporting and inform how we prioritize our ESG efforts. In 2022, we maintained our commitment to lowering emissions, prioritizing safety, remaining accountable to all stakeholders, and applying best governance practices to our business.

Focused on engagement and building diversity

This year, we added a focus on engagement and diversity to better understand our team and how to support them. Championed by the executive team, we engaged an external third-party to conduct a self-identification and engagement survey of our employees and contractors to understand how our employees identify in terms of race, gender, disability, and age to facilitate future planning. Looking ahead to 2023, this data will also support us in developing more inclusive hiring practices, creating additional programming and targeted offerings to best serve our employees.

Reporting approach and boundaries

This report shares the ESG information that we consider to be most relevant to our business and our stakeholders. Our focus remains on ESG topics that have the most potential to have a significant impact on our people, our operations, our stakeholders, and our financial results.

77% of Ember employees participated in the Self-Identification/Engagement survey



We set our boundaries and report our results using gross emissions at operated facilities according to The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol), Revised Edition, March 2004, published by the World Resources Institute and the World Business Council on Sustainable Development (WRI/WBCSD). Unless otherwise stated, this report is with respect to the year ended December 31, 2022.

Metrics and frameworks

Our report is guided by two reporting frameworks:

- This report references the Global Reporting Initiative (GRI) Standards and includes metrics that are most relevant to our industry and to our company. Refer to pages 27-40 for GRI Metrics.
- This report is aligned with the Sustainability Accounting Standards Board (SASB) Standard for Oil & Gas – Exploration and Production. Refer to pages 27-40 for SASB Metrics.

Ember acknowledges and supports the United Nations Sustainable Development Goals (UNSDGs), which fosters a shared blueprint for prosperity while protecting the planet, today and into the future. The UNSDGs recognize the collective need to work for economic growth and to address a range of social needs, while concurrently tackling climate change and preserving biodiversity and environmental protection.

As we look ahead to future reports, we plan to further incorporate feedback from external stakeholders and evolve our reporting practices.



SUSTAINABLE DEVELOPMENT GOALS

Ember acknowledges the United Nations Sustainable Development Goals as a global call to action for a more equitable, sustainable future. Ember's strategy aligns with several UNSDGs and we are committed to building global progress towards the Goals.



Providing access to clean and affordable energy is critical to ensuring inclusive growth during the transition to net-zero. We produce shallow gas, which is considered the cleanest burning fossil fuel available. Our unconventional natural gas is a low-cost, long-life natural gas resource, acting as a bridge between future energy demands and declining conventional gas production. Ember provides a clean-burning form of natural gas to heat homes and keep the lights on across Canada.



Since 2020, we have been working to reduce our GHG Scope 1 emissions and we continue to reduce venting in our operations. In 2022, we reduced our Scope 1 emissions by over 6% from 2021 levels. We are actively investigating a carbon capture and storage (CCS) project and a water innovation project that will recover water from our operations for agricultural and irrigation use. Ember acknowledges the critical role that water plays in sustaining biodiversity and the link to climate change. We are committed to supplying our shallow gas as part of the Government of Canada's strategy for climate action in pursuit of net-zero by 2050.



Ember works in partnership with local stakeholders, landowners, and all levels of government to achieve our shared climate objectives. We will continue to work alongside innovators in pursuit of technology to mitigate our climate impact.



3

Climate Change



Ember's simple and efficient approach to natural gas extraction in the Horseshoe Canyon is among the cleanest methods of fossil fuel extraction in Canada. Compared to other unconventional methods, a typical Ember well requires smaller crews, fewer drilling days, and less land disturbance to produce the same clean-burning natural gas.

The natural gas we extract is held in place by the pressure of overlying rocks.

Shallow gas plays an important role in the energy transition as a bridge between conventional fossil fuels and future methods of energy production. While technology evolves to meet the needs of tomorrow, Ember will continue to supply clean-burning natural gas to heat homes and businesses throughout Alberta and across Canada.

We are proud to produce natural gas with among the lowest carbon intensities of all fossil fuels; however we acknowledge our role and responsibility to mitigate climate change and are therefore committed to achieving continuous improvements in our operations to reduce emissions and the impact we have on the environment. In 2022, we adopted a number of technological and process improvements to reduce our emissions, and we will continue to explore additional opportunities to further decrease our climate impact.

Emissions

It is a core part of Ember's mission to provide a stable supply of natural gas with minimal impacts to the land and the environment. It's why we continue to focus exclusively on shallow gas wells, which are inherently lower emissions than other unconventional methods. Despite this, we are continuously striving to achieve greater improvements in our extraction, monitoring, and recapture systems to make our shallow gas even cleaner.

Ember incorporates innovation across its operations and seeks new approaches to managing its GHG emissions. For facility projects, this means evaluating them at the outset to review the projected GHG emissions reduction and ensuring

emissions meet regulatory requirements. 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.

In 2022, we undertook a number of initiatives to reduce methane vent emissions across our operations and explored opportunities to integrate CCS in the future. Technological and process improvements across our operations lead to Scope 1 emissions reductions of 36,245 tonnes or 6.4% year over year.

Ember has been creating carbon credits under the Instrument Air and Methane Vent Recapture systems since 2017 and has created over 660,000 carbon credits to date.

In 2023, we will achieve continuous improvements in our emissions reduction technology and pursue ongoing right-sizing of our natural gas compression methods to reduce our climate impact.

Water

Ember does not use water for the extraction of hydrocarbons because our well stimulations employ 100% nitrogen. However, Ember does use limited amounts of fresh water during drilling and well closure activities. In 2022, we materially increased our water usage over 2021 levels due to increased drilling operations. Our water usage remains well below the industry average.

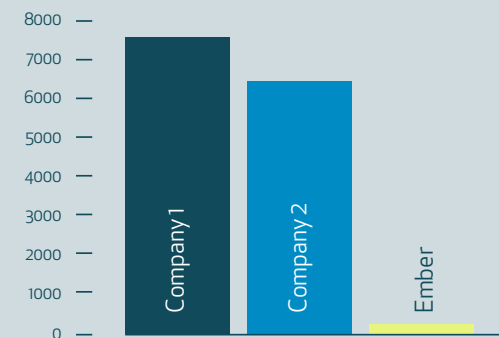
EMBER'S SHALLOW GAS

Ember's water usage is well below industry average.

Ember uses coil tubing 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. Ember does not employ hydraulic fracking as part of its extraction processes at any of its operations.

Limited amounts of fresh water are used during drilling and well closure activities.

Water Usage Comparison (m³)



Our daily operations and stimulations don't require water, which also means we don't use any proppants or chemical additives.

Innovation & Collaboration

Ember is continuously exploring technologies that will support our operations in becoming more environmentally and economically sustainable long-term. In 2022, we advanced our fugitive methane emissions case study and are advancing projects in methane emissions monitoring, carbon capture, and water conservation.

Sustainable Jobs

Ember employees are increasingly being supported to develop skills and take on additional responsibilities in data analysis, technology, and other transferable skills that will be part of new energy jobs that are expected to be in demand in the next decade. Our staff are the core of Ember's operational excellence, and we only succeed when our staff are empowered to succeed as well.



EXPLORING NEW TECHNOLOGY



Ember is working with Ionada Carbon Solutions, a company that develops, manufactures, and markets Membrane Decarbonization systems, which have created breakthroughs in carbon capture technologies for emission reductions.

Ember is exploring the proposed installation of Ionada decarbonization carbon capture systems for post combustion capture on stationary spark ignited natural gas engines. The system will be tested to capture up to 9,100 tonnes of CO₂ per year with target performance of a carbon capture rate of 85 per cent. Combustion of natural gas generates the majority of Ember's operational emissions. The integration of carbon capture technology has the potential to significantly reduce Ember's annual emissions beyond the meaningful reductions achieved in 2022.

Desalination Project IONIC SOLUTIONS

Ember is also working with Ionic Solutions Ltd., a Calgary-based cleantech startup in the water sector who has developed game-changing water desalination technology. Their unique water desalination technology has the ability to desalinate Ember produced waters with less power than conventional reverse osmosis. If this project is implemented it would reduce the amount of trucks hauling waste water to disposal.

CASE STUDY

QUBE Qube Technologies Emissions Monitoring

Ember has partnered with Qube Technologies emissions monitoring at 25 facility sites. The technology continuously monitors fugitive methane emissions and allows us to identify facility leaks in a timely manner and repair them quickly. Alternative methods for monitoring fugitive emissions utilize an Optical Gas Imaging (OGI) survey, which requires a physical camera scan for leak detection. OGI monitoring is sporadic, meaning leaks can be left undetected for a period of time.

Ember is currently tabulating comparative results for sites with continuous monitoring with initial indications showing a reduction in fugitive emissions. The final tabulation will provide Ember clarity on the most effective way to monitor fugitive methane emissions.

Land and Reclamation

Ember is an industry leader in responsible land management and reclamation, with one of the lowest inactive well rates in Alberta at 4 per cent, compared to the industry average of 32 per cent. Ember has received 360 reclamation certificates and is currently committed to ongoing restoration on over 1,000 sites with the intention of achieving full reclamation status over the next five years.

Ember’s integrated Environmental Management System (EMS) is core to the operational excellence of our corporate culture of reclamation and remediation. The EMS helps us track and execute environmental policies and practices throughout the entirety of our operations, including aspects of development, production, transportation, 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.

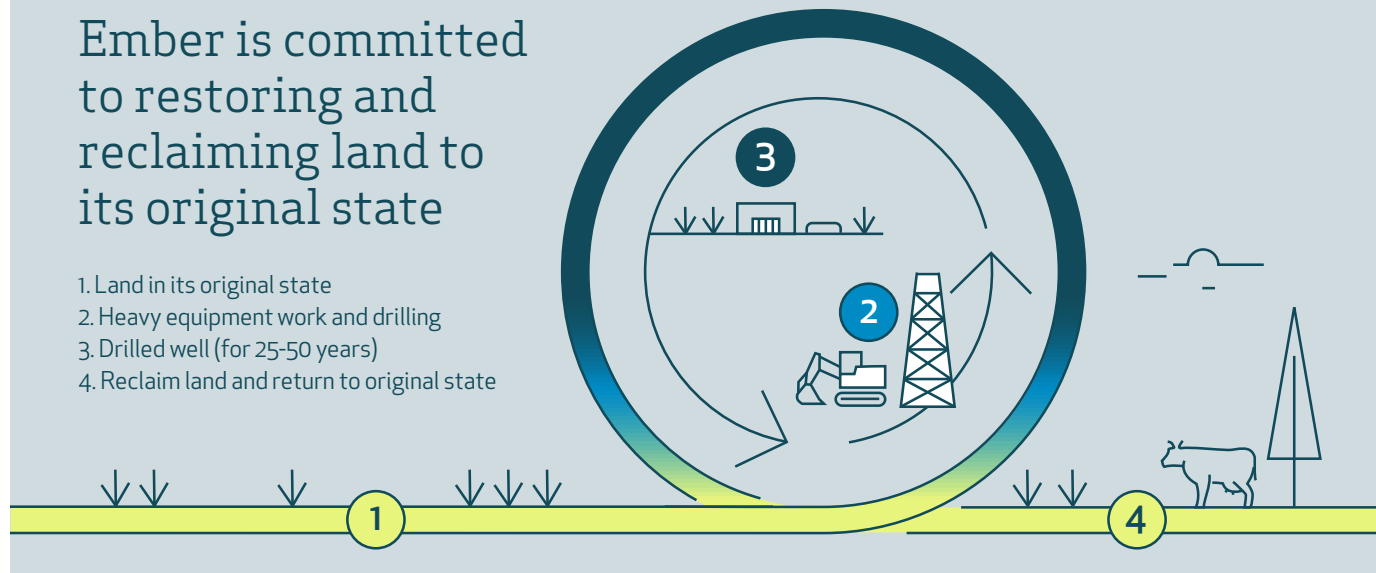
Ember is not only undertaking significant remediation and reclamation activities on its own wells, but also demonstrating leadership, as Ember’s CEO, Doug Dafoe, serves as Director of the Orphan Well Association, and has seen the direct impact of abandoned and derelict well sites in the province of Alberta. His leadership in this area demonstrates Ember’s commitment to restore and reclaim land to its original state.



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



4

Health & Safety



At Ember, safety is paramount – without it, we don't work. Safety is integrated across our entire business operations with the goal of ensuring that our employees, contractors, and people in the communities we operate, are always safe. As we emerge from the COVID-19 pandemic, employee safety and well-being in the field and at headquarters remain our top priority.

We take a proactive approach to safety, focused on training and development, while simultaneously taking a whole-of-organization approach to maintaining a strong safety culture. All employees and contractors are obligated to refuse unsafe work and to take the necessary steps to ensure that a safe work environment takes precedence above all else.

Our philosophy is to prevent dangerous work situations by instilling and training for a high degree of situational awareness that drives a culture of continuous improvement and limits high consequence issues. 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 2022 we reached our goal for Ember employees, we do not take this achievement lightly.

Tools and Processes

We take a proactive approach to improving our safety tools and processes by continuously evaluating how we can make incremental enhancements to our safety programs, processes, and policies. We are guided by our Code of Business Conduct policy, which is reviewed and approved by management and our Board annually.

As part of our safety processes, every Ember 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. The committee discusses

findings, introduces new or amended safety policies, reviews industry alerts, and reviews regulatory inspections and results. This information is communicated to field staff through more focused, area-based, safety monthly meetings. Our Incident Management System (IMS) system tracks all hazard IDs. Each entry into the system is reviewed by the Safety Committee throughout the month. Ember tracks corrective actions for anything that needs to be modified, repaired, or discussed based on data input into this system.

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



ZERO Employee total recordable incident frequency (TRIF) for 2022

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 all staff. 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. We also received recognition for spill and response preparedness from the Western Canadian Spill Services.

Occupational Health and Well-Being

As a result, 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. Prioritizing safety culture means identifying high consequence risk environments and scenarios and preventing incidents before they happen. We are continuously updating our occupational health and safety protocols and policies and promoting worker health.

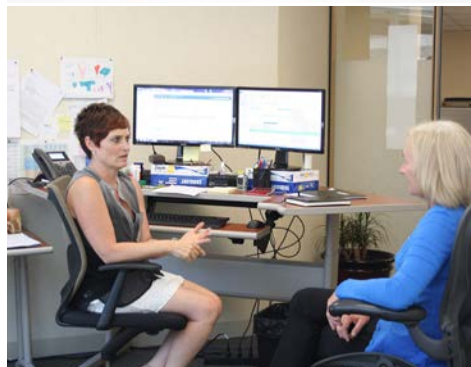
Recognizing the importance of taking a holistic approach to health, we maintained our increased investment in mental health resources following the COVID-19 pandemic. We also continue to promote awareness of mental health to reduce stigma and create a more inclusive culture through our internal campaigns.

EMBER HEALTH AND WELLNESS PROGRAMS

The Employee Family and Assistance Programs provides employees and their families with access to medical, counseling 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.



5

Our People, Our Communities



Our People

We believe in working hard, as a team, to build connections within our communities and create a positive impact where we live and work. Our approach is rooted in accountability, transparency, and the pursuit of excellence, which underpins how we engage with our people, our communities, and Indigenous partners.

Our 261 employees and key contractors are the cornerstone of our success as a company, and we strive to empower them to channel their passion and entrepreneurial spirit to make us better every day. Our culture reflects our values of integrity and dedication to getting the job done right, in collaboration with our fellow employees, stakeholders and our rural communities.

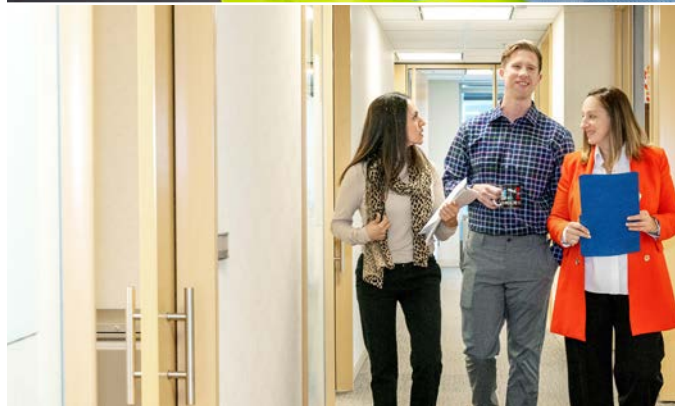
Building foundations for a diversity and inclusion program

Ember is actively considering our workforce makeup and planning for the company's next generation of employees. One element of this includes our commitment to enhancing our diversity and inclusion policies.

We are an equal opportunity employer and strive to maintain equitable hiring and promotion processes aligned with our strict non-discrimination policy and in compliance with all applicable legislation and good governance.

This year we performed a self-identification and engagement survey of our employees and contractors to gain an increased understanding of how our employees identify in terms of race, gender, disability, and age to facilitate future planning. Looking ahead to 2023, this data will support us in developing more inclusive hiring practices, and in creating additional programming and targeted offerings to best serve our employees. Ember leadership believes in championing a more inclusive workplace – not only because it's the right thing to do, but also because it is imperative for the successful evolution of our business. In 2022, we also completed our Respectful Workplace training across the organization.

Ember takes a fair and equitable approach to compensation and maintains competitive wages by using a shared philosophy on compensation framework. In 2022, we performed a compensation review and made some adjustments to reflect the market in which we operate.



GIVING BACK

Ember operates in 11 counties and urban centres, each with its own unique needs. We work hand-in-hand with community organizations to create the strongest impact together.

\$300K

Investment in local communities

130

events



Volunteer hours for all staff

Maximizing our Contribution, Reducing our Impact

In 2022, we modified our Community Investment strategy to effectively support our local communities. Our five pillars include:



AGRICULTURE



EDUCATION



FOOD BANKS



FIRST RESPONDERS



COMMUNITY



Connecting with communities

We are proud to have an 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. Employees are encouraged to participate and acknowledge community events to build connections. Ember actively encourages employees to connect with Indigenous leaders and resources. In 2022 we focused on National Day for Truth and Reconciliation week, September 26 - 30, 2022 and provided educational information, resources and tools for employee participation, knowledge, and on-going support, as well as local event information to encourage active participation.

Ember operates in 11 separate counties, each of which has unique needs. To this end, Ember has worked hand-in-hand with community organizations to understand how to create the strongest impact. This has resulted in programming including hot breakfasts and lunches for schools, mental health support, the funding of a new library and books, agricultural days, and STEAM projects where learners can engage in experiential learning and hone problem-solving skills. Many of these programs, particularly the education and hot meals programs, have been running since 2014 and have become an integral element of community support.

We support employee participation in community involvement and encourage a “boots-on-the-ground” approach and support employees volunteering and getting personally involved in initiatives important to them, their families, and their communities. In 2022, Ember employees in the field attended 130 events in a volunteer capacity. Beginning in 2023, Ember will begin tracking these hours to better understand how to increase impact.

The Calgary-based employee volunteer program was launched in late 2022. Initially, employees had 30 hours booked to volunteer at the Calgary Food Bank, but already in 2023 Ember employees have attended The Calgary Drop In Centre, Brown Bagging for Calgary Kids, Habitat for Humanity and more. The initial uptake in the program was encouraging, resulting in full program implementation in 2023. The 80 Ember employees based in Calgary will be eligible to contribute a full day of work

every year to a volunteer activity of their choice with a registered charitable organization, with an annual goal to give 600 person hours per year to their preferred charity. This effort aligns with the volunteer work Ember's field employees have been leading in rural communities over the years.

Indigenous Partnerships

Ember upholds the rights of local First Nations, and we are committed to honouring our commitments with Indigenous partners. We have minimal operations on or near lands held by Indigenous Peoples, however, we prioritize direct engagement with local First Nations where required.

We work alongside these Nations and strive to respect and learn more about the history, culture and traditions of the Indigenous Peoples.

Looking ahead

Ember is proud of the meaningful connections our employees have created with the communities where we live and work. Their dedication to understanding how to create impact through volunteering, sponsorship, fundraising, and celebration continues to build mutual success. We will continue to build on this approach. In addition, we will take the results of our engagement survey and develop HR, and diversity and inclusion programming to support our employees and our business.



Ember employees attended over 130 events in local communities in 2022

COMMITTED TO OUR LOCAL COMMUNITIES

**Devaney Fraser**

MANAGER OF COMMUNITY RELATIONS

Devaney Fraser has been with Ember since 2014, leading Ember's community relations and investments in the rural communities near Ember's operations. Devaney embodies Ember's boots-on-the-ground, people-first approach to community engagement. In her nine years with the company, Devaney has made meaningful and lasting contributions to the rural communities that Ember serves.

Core to Ember's community outreach philosophy is the belief that it is our responsibility to develop valuable and long-standing relationships in the communities where Ember staff live and work. These relationships inform how Ember can provide impactful programs and investments tailored to the specific needs of each community.

Devaney embodies this philosophy with her continuous presence in rural communities across Southern Alberta. Devaney's ability to understand the unique challenges and opportunities facing rural Albertan communities is the reason Ember is able to offer a breadth of programming.

In her tenure, she has individually contributed to hundreds of events and provided hundreds of thousands of dollars in recurring investments focused on education and awareness, hot breakfasts and lunches, anti-bullying programs, environmental preservation and protection, agricultural days, and more. Ember has developed a strong presence in schools, 4-H clubs, fire departments, food banks, and agricultural centers and delivered hundreds of programs in partnership with teachers, farmers, firefighters, and parents. As a result of Devaney's contributions, guidance and recommendations, Ember is seen as a valued member of the community in many of the communities where Ember staff live and work.

Looking to 2023, Devaney will continue to grow Ember's community investments and program offerings, supporting an additional 14 organizations and hosting more than 130 events for community members. Devaney's energy and passion is the foundation upon which Ember's operational excellence in community outreach is built. We are thrilled to support her continued efforts to support rural communities and create connections for years to come.

6

Governance & Ethics



Our Board

Ember's experienced Board of Directors provides strong strategic direction, governance, and oversight. Ember's Board ensures that our company has sound internal control and systems for risk management that are appropriate to the extent and nature of our corporate activities. It is also responsible for guiding corporate policy and positioning with internal and external stakeholders.

At a minimum, Ember's Board meets quarterly 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.

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.

Governance

Ember is wholly-owned by the Brookfield Corporation family of companies. This allows the company to benefit directly from Brookfield's leadership in implementing responsible capital and governance structures.

While each of Brookfield's assets have their own approach to governance, reflective of their unique operational, sectoral, 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 foundation of this approach is simple: act responsibly toward all stakeholders to maintain a productive, profitable, and sustainable business. This is why in late 2019, when Ember began reassessing the payment terms of its surface leases, the company renegotiated agreements directly and transparently with landowners to ensure the near- and long-term viability of Alberta's shallow gas energy industry and continued support the communities where we operate.



Commitment to Ethical Operations

Ember approaches shared community challenges with a collaborative, solutions-oriented approach with the goal of creating positive, mutually beneficial outcomes. Ember takes pride in being an honest and reciprocal corporate neighbour throughout Central and Southern Alberta; this is why we are an industry leader in remediating and reclaiming wellsites. Ember has one of the lowest inactive well rates in Alberta at 4%, compared to the industry average of 32%.

Further, 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.

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.

Values, 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 values.

Ember's core principles are outlined in our Code of Ethics. These core principles guide all of our work and ensure that Ember employees act honestly and with integrity in all situations and at all times. The Code ensures that all Ember staff respect people's opinions and cultural differences, conduct honest and open communications, are professional in everything they do, accept individual responsibility, and operate safe and healthy working environments.

Ember's suite of corporate policies is 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 these 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, our updated Respectful Workplace policy ensures staff are

respected in all work situations, including field and remote work. In 2022, Ember introduced a new IT Remote Work policy that covers data and security specific to working remotely.

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 never conducts 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 recently required approximately 80 employees (those that are most likely exposed to

potentially corrupt practices situations) to annually participate in ABC training.

Periodically, we assess our operations for risks associated with corrupt activities. Ember's country risk is low as we operate exclusively in Canada with some limited US gas market exposure. We review our controls annually and training is continuously updated.

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.

We are committed to upholding the highest standards in ethics, business conduct, and financial controls and continuously adopt the most stringent policies and procedures to maintain our proven track record of ethical operations.



7

Sustainability Reporting SASB & GRI



SASB Code	GRI Code	Explanation	2020	2021	2022	Units	Discussion
11.1 GHG emissions							
	MANAGEMENT	Describe actions taken to manage flaring and venting and the effectiveness of actions taken					Ember has minimal flaring activities. Flare emissions account for 0.01% of Ember's total Scope 1 emissions. Ember replaced pneumatic pumps at dehydration facilities in late 2021 and early 2022 resulting in a 24% reduction in methane emissions.
	302-1	Energy consumption within the organization	8,754,855	8,715,475	8,510,458	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 to total amount of energy consumed, with close to 98% being used to bring our natural gas to market.
	302-3	Energy intensity	0.48	0.49	0.48	GJ/boe	
EM-EP-110a.1	305-1	Direct (Scope 1) GHG emission	530,844	521,834	488,589	Metric tons CO ₂ -e (t)	
		Percentage methane vent	21	20	16	%	
		Percentage covered under emissions-limiting regulations	100	100	100	%	
EM-EP-110a.2		Amount of gross global Scope 1 emissions from:				Metric tons CO ₂ -e (t)	
		(1) flared hydrocarbons	116	71	55		
		(2) other (fuel) combustion	418,805	417,926	409,078		
		(3) process emissions	91,638	89,144	62,739		
		(4) other vented emissions	12,251	8,796	8,537		
		(5) fugitive emissions	6,407	4,523	7,188		
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					Ember incorporates innovation across its operations and seeks new approaches to managing its GHG emissions. For facility projects, this means evaluating them at the outset to review the projected GHG emissions reduction and ensuring emissions meet regulatory requirements. 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.
	305-2	Energy indirect (Scope 2) GHG emissions	61,144	56,553	51,067	Metric tons CO ₂ -e (t)	
	305-4	GHG emissions intensity (Scope 1 & Scope 2)	0.0327	0.0324	0.0306	Metric tons CO ₂ -e (t)/boe	
	305-4	GHG emissions intensity (Scope 1)	0.0293	0.0293	0.0277		
11.3 Air emissions							
EM-EP-120a.1	305-7	Nitrogen oxides (NO _x)	5,088	4,342	3,461	Metric tons (t)	
		Sulfur oxides (SO _x)	-	-	-		
		Volatile organic compounds (VOCs)	437	393	331		
		Particulate matter (PM10)	61	60	50		

SASB Code	GRI Code	Explanation	2020	2021	2022	Units	Discussion
11.4 Biodiversity							
EM-EP-160a.1	304-3	Description of environmental management policies and practices for active sites					Ember assets consist entirely of onshore operations focusing on shallow gas 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 work management and workflow process to plan and execute environmental policies and practices throughout its operations including aspects of development, production, maintenance and closure and rehabilitation. Ember's environmental processes are reviewed regularly to ensure responsible site management and resource management throughout a wells lifecycle. In 2022, no material changes were implemented with respect to the environmental policies and existing workflow processes.
EM-EP-160a.2		Number and aggregate volume of hydrocarbon spills	-	2	-	Number	
		Volume:					
		(1) in Arctic	-	-	-	m ³	
		(2) impacting shorelines with ESI rankings 8-10	-	-	-	m ³	
		(3) recovered	-	1.20	-	m ³	
EM-EP-160a.3		Percentage of:					
		(1) proved	-	-	-	%	
		(2) probable reserves	-	-	-	%	
		in or near sites with protected conservation status or endangered species habitat conservation status or endangered species habitat					
11.6 Water and effluents							
	303-1						Ember does not use water for the extraction of hydrocarbons because our well stimulations employ 100% nitrogen. However, Ember does use limited amounts of fresh water during drilling and well abandonment activities. In 2022, we materially increased our water usage over 2021 levels due to increased drilling operations.
EM-EP-140a.1	303-3 303-5	Volume:					
		(1) Total fresh water withdrawn	1,099	1,602	6,029	m ³	
		(2) total fresh water consumed	1,099	1,602	6,029	m ³	
		Percentage of each in regions with High or Extremely High Baseline Water Stress	-	-	-	%	
EM-EP-140a.2	303-4	Volume of produced water and flowback generated.	38,164	48,461	55,015	m ³	
		Percentage of produced water and flowback generated, that was:					
		(1) discharged	-	-	-	%	
		(2) injected	100	100	55	%	
		(3) recycled;	-	-	45	%	
(4) hydrocarbon content in discharged water	-	-	-	%			

SASB Code	GRI Code	Explanation	2020	2021	2022	Units	Discussion
11.6 Water and effluents							
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	N/A	%	Ember does not employ hydraulic fracturing 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	N/A	%	Ember does not employ hydraulic fracturing as part of its extraction processes at any of its operations. Our well stimulations use 100% Nitrogen. (http://fracfocus.ca/en)
11.9 Occupational health and safety							
EM-EP-320a.1	403-9	(1) Employee recordable incident rate (TRIR)	-	0.98	-	Rate	Historical values adjusted to include exposure hours of SRP abandonment program.
		(2) Employee fatality rate	-	-	-	Rate	
		(3) Employee near miss frequency rate (NMFR)	12.25	8.35	5.29	Rate	
	403-5	(1) Contractor recordable incident rate (TRIR)	-	1.00	0.92	Rate	
		(2) Contractor fatality rate	-	-	-	Rate	
		(3) Contractor near miss frequency rate (NMFR)	1.16	-	1.85	Rate	
403-5	(1) Combined recordable incident rate (TRIR)	-	1.00	0.56	Rate		
	(2) Combined fatality rate	-	-	-	Rate		
		(3) Combined near miss frequency rate (NMFR)	7.17	3.38	3.20	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. All Ember operators received Emergency Response Plan training in 2022. 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)*	-	-	-	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 in 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.
EM-EP-540.a.2	403-2	Description of management systems used to identify and mitigate catastrophic and tail-end risks 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					Refer to 403-1 & 403-2 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.

SASB Code	GRI Code	Explanation	2020	2021	2022	Units	Discussion
11.9 Occupational health and safety							
	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					<p>In 2022, Ember's Safety Committee, composed of both management and lead staff, continued its process of meeting 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.</p> <p>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.</p>
	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, which did not materially change in 2022. 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 care spending account, disability and life insurance programs, travel benefits program and Employee Assistance Program covering counselling, work/life, health, child/elder care, legal and financial support and more.
	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 did not change in 2022 and continues to assist 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	100	%	
EM-EP-540a.1		Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	-	-	-	Rate	Ember did not had any Tier 1 LOPC events in 2022.

SASB Code	GRI Code	Explanation	2020	2021	2022	Units	Discussion
11.10 Employment practices							
401-3		Parental Leave:					Values have been rounded for ease of presentation.
		(1) Total number of employees that were entitled to parental leave, by gender.					
		Female	54	57	57	Number	
		Male	147	150	154	Number	
		(2) Total number of employees that took parental leave, by gender.					
		Female	2	1	2	Number	
		Male	-	2	1	Number	
		(3) Total number of employees that returned to work in the reporting period after parental leave ended, by gender.					
		Female	1	-	1	Number	
		Male	-	1	1	Number	
401-3		(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.					Values have been rounded for ease of presentation.
		Female	1	-	1	Number	
		Male	-	-	1	Number	
		(5) Return to work and retention rates of employees that took parental leave, by gender.					
		Female	50	-	100	Rate	
		Male	N/A	50	100	Rate	
404-1		Average hours of training that the organization's employees have undertaken during the reporting period, by:					Values have been rounded for ease of presentation.
		i. Gender					
		Female	14	15	17	Hours	
		Male	14	14	22	Hours	
		ii. Employee category.					
		Executive	50	45	47	Hours	
		Manager	14	14	17	Hours	
		Professional	20	20	23	Hours	
Para-Professional	8	8	17	Hours			

SASB Code	GRI Code	Explanation	2020	2021	2022	Units	Discussion
11.11 Non-discrimination and equal opportunity							
	202-2	a. Percentage of senior management at significant locations of operation that are hired from the local community b. The definition used for 'senior management' c. The organization's geographical definition of 'local' d. The definition used for 'significant locations of operation'	100	100	100	%	Senior management within Ember includes Heads of Departments that may lead multiple teams that could consist of senior managers, and managers. They are accountable for all processes and teams associated within their department and develop mid to long-term (3-5 years) plans for optimizing the organization, function, or sub-function and the talent required to execute strategies in their job area, in alignment with overall organizations objectives. Local community is defined as the province of Alberta, Canada. Significant locations of operations is defined as the province of Alberta, Canada.
	405-1	a. 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 b. Percentage of employees per employee category in each of the following diversity categories: i. Gender Female Male 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 iii. Other indicators of diversity where relevant (such as minority or vulnerable groups) Asian Black South and Central American Indigenous or Aboriginal					Values have been rounded for ease of presentation. Values have been rounded for ease of presentation. The 2022 results of the self-identification and engagement survey of Ember's employees and contractors are reported here. Historical data is not available for these indicators.

SASB Code	GRI Code	Explanation	2020	2021	2022	Units	Discussion
11.11 Non-discrimination and equal opportunity							
	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. Local community is defined as the province of Alberta, Canada.
		a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation					
		Female Male			24 76	% %	
		b. The definition used for significant locations of operation					
	406-1	Incidents of discrimination and corrective actions taken					In 2022, no incidents of discrimination were reported at Ember.
11.12 Forced labor and modern slavery							
	414-1	New suppliers that were screened using social criteria	100	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	2022	Units	Discussion
11.14 Economic Impacts							
	201-1	i. Economic Value Generated				Number	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: i. Direct economic value generated: revenues; ii. Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments; iii. Economic value retained: 'direct economic value generated' less 'economic value distributed'.
		Natural Gas & Liquid Sales	217,345,000	329,143,000	502,546,000		
		Realized Gain on Hedges	(5,736,000)	(50,562,000)	(149,545,000)		
		Revenues (1)	211,609,000	278,581,000	353,001,000		
		ii. Economic Value Distributed				Number	
		Operating costs	111,465,000	115,391,000	126,740,000		
		Royalties	12,903,000	22,829,000	37,455,000		
		Transportation	36,886,000	43,429,000	51,224,000		
		G&A	12,933,000	15,121,000	17,773,000		
		Capital expenditures	16,132,000	19,468,000	40,962,000*		
		Various operating categories & capital expenditures (3)	190,319,000	216,238,000	274,154,000		
		Operating cost wages (included in operating costs above)	15,491,000	15,602,000	18,218,000		
		Capital expenditures wages (included in capital expenditures above)	5,480,000	5,130,000	6,050,000		
		G&A expense wages (included in G&A expenses above)	8,489,000	11,420,000	13,285,000		
		Employee wages included in other categories (info only)	29,460,000	32,152,000	37,553,000		
		Financing Costs	27,555,000	24,016,000	17,634,000		
		Payments to Capital Providers (4)	27,555,000	24,016,000	17,634,000		
		Current taxes (5)	720,000	720,000	720,000		
		Royalties (included in royalties above)	1,606,000	2,860,000	7,862,000		
		Property taxes (included in operating costs above)	17,147,000	18,219,000	17,920,000		
		Fees to Government (included in operating costs above)	7,382,000	6,309,000	6,015,000		
		Payments to Government (mostly included in payments above - info only)	26,855,000	28,108,000	32,517,000		
		Donations	245,550	246,000	300,515		
		Community Investments (included in G&A above - info only)	245,550	246,000	300,515		
		Economic value distributed (2) = (3)+(4)+(5)	218,594,000	240,974,000	292,508,000		
		*Includes asset additions for cash (excludes decommissioning liability, acquisition of PP&E)					
		iii. Economic value retained				Number	
		Economic value retained (1)-(2)	(6,985,000)	37,607,000	60,493,000		
		EVG&D By Country (Canada)	(6,985,000)	37,607,000	60,493,000		
	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	100	%	Local community is defined as the province of Alberta, Canada.

SASB Code	GRI Code	Explanation	2020	2021	2022	Units	Discussion
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	-	-		Number	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.
			-	-		Days	
	413-1	Percentage of operations with implemented local community engagement, impact assessments, and/or development programs	100	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 resource rights (Reserves Valuation & Capital Expenditures)							
	MANAGEMENT	Describe the approach to engaging with affected vulnerable groups, including: i. how the organization seeks to ensure engagement is meaningful; and ii. 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	-	-	-	Reporting currency	
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					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. 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.

SASB Code	GRI Code	Explanation	2020	2021	2022	Units	Discussion
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	Nil	Number	
EM-EP-210a.1		Percentage of (1) proved and (2) 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	2	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					In 2019, Ember acquired five wells that are on lands or involve mineral rights held by Indigenous Peoples. 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. Ember will use this approach in any of its future dealings with Indigenous Peoples and First Nations communities.
11.20 Anti-corruption (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	-	-	-	%	
EM-EP-510a.2		Description of the management system for prevention of corruption and bribery throughout the value chain					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 80 employees (those that are most likely exposed to potentially corrupt practices situations) to annually participate in this training.
	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	100	%	Periodically operations are assessed for risks associated with corrupt activities. Ember's country risk is low as we operate exclusively in Canada with some limited US gas marketing 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	100	%	
	205-3	Confirmed incidents of corruption and actions taken	Nil	Nil	Nil	Number	

SASB Code	GRI Code	Explanation	2020	2021	2022	Units	Discussion
11.21 Payments to governments							
	201-4	Financial assistance received from government				Number	
		i. Tax Relief & Tax Credits	-	-	-		
		ii. Subsidies	-	-	-		
		iii. Grants					
		Canada/AB Job Grant	-	600	6,000		
		iv. Awards	-	-	-		
		v. Royalty Holidays	-	-	-		
		vi. Financial Assistance from ECAs	-	-	-		
		vii. Financial Incentives					
		Site Rehabilitation Program (SRP)	1,310,000	12,771,000	8,206,000		
		IEE CCUS Program	-	7,134,000	4,000		
		SPEED Program	-	-	778,000		
		Other Carbon Reduction Incentives	-	60,000	9,000		
			1,310,000	19,965,000	8,997,000		
		viii. Other Financial Benefits					
		CEWS Subsidy	545,000	79,000	-		
			\$1,855,000	\$20,044,600	\$9,003,000		
		By Country (Canada)	\$1,855,000	\$20,044,600	\$9,003,000		
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	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							
SASB	EM-EP-000.A	Gross Operating Production:					
		i. gas	294,159	288,278	275,718	mcf/d	
		ii. HCl Liquids	628	790	2,350	bbl/d	
		iii. Production	49,655	48,836	48,303	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	27
	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	27
	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	27
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)	27
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	28
	EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	12,28
	EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	12,29
	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)	29
Biodiversity Impacts	EM-EP-160a.1	Description of environmental management policies and practices for active sites	14,28
	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	28
	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	28
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	36
	EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	36
	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	36
Community Relations	EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	35
	EM-EP-210b.2	Number and duration of non-technical delays	35
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	3, 6, 16, 29
	EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	3, 6, 16, 29
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	35
	EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	35
	EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	35
	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	35

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	36
	EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	36
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	37
Critical Incident Risk Management	EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	30
	EM-EP-540.a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	29
Contextual Considerations	EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	37

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	27
	302-1	Energy consumption within the organization	27
	302-3	Energy intensity	27
	305-1	Direct (Scope 1) GHG emission	27
	305-2	Energy indirect (Scope 2) GHG emissions	27
	305-4	GHG emissions intensity	27
	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	27
11.3 Air emissions	305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	27
11.4 Biodiversity	304-3	Habitats protected or restored	14, 28
11.6 Water and effluents	303-1	Interactions with water as a shared resource	12,13, 28
	303-3	Water withdrawal	28
	303-4	Water discharge	28
	303-5	Water consumption	28
11.9 Occupational health and safety	403-1	Occupational health and safety management system	29
	403-2	Hazard identification, risk assessment, and incident investigation	29
	403-3	Occupational health services	29
	403-4	Worker participation, consultation, and communication on occupational health and safety	30
	403-5	Worker training on occupational health and safety	29
	403-6	Promotion of worker health	30
	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	30
	403-8	Workers covered by an occupational health and safety management system	30
	403-9	Work-related injuries	3, 6, 16, 29
	403-10	Work-related ill health	29

References to Standards (GRI)

Topic	Reference	Accounting Metric	Pages
11.10 Employment practices	401-3	Parental leave	31
	404-1	Average hours of training per year per employee	31
11.11 Non-discrimination and equal opportunity	202-2	Proportion of senior management hired from the local community	32
	401-3	Parental leave	32
	404-1	Average hours of training per year per employee	32
	405-1	Diversity of governance bodies and employees	32
	405-2	Ratio of basic salary and remuneration of women to men	33
	406-1	Incidents of discrimination and corrective actions taken	33
	414-1	New suppliers that were screened using social criteria	33
11.12 Forced labor and modern slavery			
11.14 Economic Impacts	201-1	Direct economic value generated and distributed	34
	202-2	Proportion of senior management hired from the local community	32
	204-1	Proportion of spending on local suppliers	34
11.15 Local communities	413-1	Operations with local community engagement, impact assessments, and development programs	35
	413-2	Operations with significant actual and potential negative impacts on local communities	35
11.17 Rights of indigenous peoples	411-1	Incidents of violations involving rights of indigenous Peoples	36
11.20 Anti-corruption	205-1	Operations assessed for risks related to corruption	36
	205-2	Communication and training about anti-corruption policies and procedures	36
	205-3	Confirmed incidents of corruption and actions taken	36
11.21 Payments to governments	201-1	Direct economic value generated and distributed	34
	201-4	Financial assistance received from government	37
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.)	37