



Energizing Collaboration + Connectivity for a Better Tomorrow

2021 Sustainability Report



DELIVERING ENERGY
RESPONSIBLY



WORKING
TOGETHER



OPERATING WITH
EXCELLENCE



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Land Acknowledgement:

Gibson Energy acknowledges that our work spans many Lands where the histories, cultures and traditions of Indigenous Peoples are embedded across North America. We recognize the Land and Water and the benefits it provides all of us, and are grateful for generations past, the Traditional Knowledge Keepers and Elders who are with us today and future generations who will continue to inspire and share their homeland with us.



October 12, 2022

HOW TO READ THIS REPORT

This report contains detailed information about sustainability and Environmental, Social and Governance (ESG) matters at Gibson.

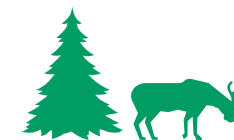
Refer to the top bar to easily jump to areas of interest.

For additional information and to view our performance data tables, glossary, quick links to supplementary reports, reference documents, policies and presentations please see the appendices.

Energizing Collaboration + Connectivity for a Better Tomorrow

Our purpose, which will be highlighted throughout this report, underpins our commitment to sustainability and to retaining our position as a responsible leader in the energy industry.

Our sustainability strategy touches all areas of Gibson by focusing on the three themes we believe are most important for our business and sector:



Delivering Energy Responsibly



Working Together



Operating With Excellence

OUR PURPOSE

Energizing Collaboration + Connectivity for a Better Tomorrow

OUR OBJECTIVE

Continue to leverage our strong foundation to fulfill the current and future needs of all our stakeholders

OPERATING WITH EXCELLENCE

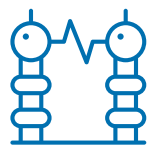
It starts with Safety and our uncompromising pursuit of Mission Zero — Zero harm to people, environment and assets



Optimize Our
Core Business



Net Zero
by 2050



Pursue Energy
Transition Opportunities



Maintain Leading
ESG Performance



Strengthen
Shareholder Value

THE GIBSON WAY

CONTRIBUTE
& ADD VALUE EVERY DAY

KEEP OUR
& BE RESILIENT

STAY FOCUSED
& OPEN-MINDED

WORK IT OUT
& DO IT TOGETHER

Letter from the Chair of the Board and the President & Chief Executive Officer

Collaboration + Connectivity is Paramount to our Success

At Gibson, our commitment to sustainability leadership has been embedded in our culture and how we operate our business.

It is our intention to energize collaboration and connectivity for a better tomorrow — a better tomorrow for our employees, shareholders, communities and stakeholders. It is our belief that actions matter and to hold ourselves accountable, we have ambitious ESG targets that will propel us forward to deliver strong and sustainable outcomes across our business.

Our Journey

Since our inaugural Sustainability Report in 2019, we have seen so much global change. Around the world, companies and individuals have had to adapt to the events of the pandemic and the energy crisis we are currently facing. It is clear that the debate around energy security, reliability and affordability is being reshaped as we are reminded of the importance of

reliable energy from a trusted provider. Simply put, we have all been challenged. At Gibson, we have responded to these challenges by looking for opportunities to drive change beyond our operations and better serve society through setting ambitious ESG targets and ensuring we demonstrate progress against them.

Focus on Safety

At Gibson, safety is critical to our success. We want to ensure that our people remain safe and return home in the same condition they started their day, and that the environment and our assets remain protected. While we maintain one of the lowest greenhouse gas (GHG) footprints among our peers, we know we must act now to do our part to help address climate change and limit average global temperatures from rising. It is why we continue to embed sustainability factors throughout our business, as well as identify ways we can support the energy transition with our world-class asset base.

We're not Done

In this report, you will see our performance to date, the meaningful work that has been accomplished and the work that is currently underway. We are proud to report on the progress we've made toward our ESG targets and advancements in our priority areas.

We will continue to step up and challenge the status quo by reshaping the way business is done in the energy industry.

Enjoy!



James M. Estey
Chair of the Board



Steven R. Spaulding
President & Chief Executive Officer



GIBSON IS COMMITTED TO CONTINUOUS IMPROVEMENT

We play an integral role in the Canadian energy value chain and as a leader in the midstream energy space, we have a responsibility to minimize emissions and energy use while promoting resource conservation and environmental stewardship. We are committed to acting now, as we continue to evolve our business strategy, to find new ways to sustainably meet the global energy demand and secure a more sustainable future for our company and for society as a whole.

Overview and Approach



IN THIS SECTION

- ⊕ Connecting Energy to Markets for Nearly 70 Years
- ⊕ Q&A with Our Senior Vice President & Chief Administrative and Sustainability Officer
- ⊕ Our Approach to Sustainability Reporting

Connecting Energy to Markets for Nearly 70 Years

Gibson is a Canadian-based liquids infrastructure company with its principal businesses consisting of the storage, optimization, processing and gathering of liquids and refined products.

We provide best-in-class connectivity between energy producers and the markets we serve through our infrastructure and marketing segments, with a focus on creating valuable market-access solutions for our customers. Headquartered in Calgary, Alberta, our infrastructure network includes strategically located oil terminals, a crude oil processing facility, crude oil gathering pipelines, our joint venture Hardisty Energy Terminal with the first diluent recovery unit (DRU) in Western Canada and an infrastructure position in the U.S. Further, our marketing segment provides a full suite of services to oil producers and other industry participants.

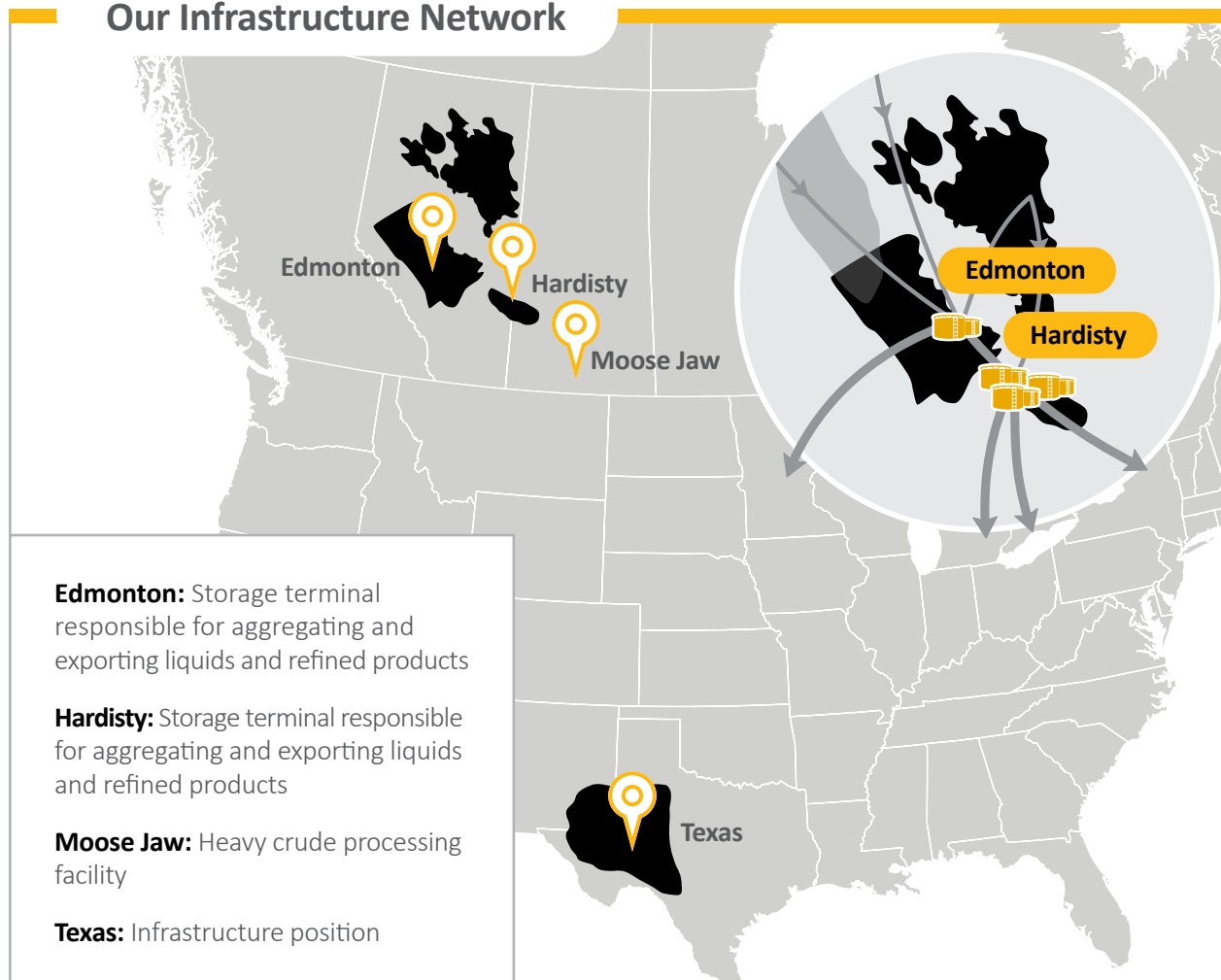
Our dedicated and talented employees utilize this asset base to create value for our customers while generating stable long-term cash flow.



1 IN 4

barrels in the Western Canadian Sedimentary Basin go through our facilities.

Our Infrastructure Network



Q&A with Our Senior Vice President & Chief Administrative and Sustainability Officer



Sean Wilson

Senior Vice President & Chief Administrative and Sustainability Officer (CASO)

Q: What's new since your inaugural 2019 Sustainability Report?

When reflecting on our business, sustainability has always been embedded in our business strategy, but we didn't formally share the work we were doing. Since our inaugural report, we have worked hard to change this.

In 2021, we established ESG targets focused on reducing GHG emissions, including an ambitious Net Zero by 2050 target, as well as making progress on several other social and governance topics. We also published our inaugural Task Force on Climate Related Financial Disclosures Report (TCFD Report), further demonstrating our commitment to transparent reporting as the world transitions to a lower-carbon future. In addition, we became the first public energy company in North America to fully transition its

principal syndicated revolving credit facility into a sustainability-linked revolving credit facility.

Internally, we achieved our best safety performance in the company's history and a best-in-class 96% employee participation rate in our community giving program.

Additionally, we have put together an energy transition team and established a dedicated Indigenous relations function to further our progress in achieving our 2025 and 2050 targets.

Our mantra is "We're not done yet!" — I am proud of the work we are doing and excited about the work we have ahead of us.

Q: Last year Gibson launched The Gibson Way. Tell us how this will help the company deliver on its business strategy and sustainability goals?

At Gibson, we know we want to deliver on our business strategy safely, and with integrity. We took time to reflect on where we began and where we are now, and as we move forward, we will anchor our decisions to redefined, actionable values encapsulated as The Gibson Way.

The Gibson Way was our opportunity to put pen to paper and provide our employees with this 'north star' to help guide day-to-day behaviours. Our commitment to safety is foundational in these views and truly, if we align to these values, we will achieve our ESG targets, continue to build a powerful presence in the industry and navigate change more successfully!

Q: Gibson has been consistently acknowledged by globally recognized rating agencies for its leadership in sustainability. What does this mean to the company?

2021 was a pivotal year for Gibson as we continued to build upon our efforts toward our sustainability goals.

Receiving top quartile rankings across globally recognized ESG rating agencies like MSCI and CDP, and the Bronze Class distinction in the S&P Global 2022 Sustainability Yearbook was incredible. We were one of only four companies globally that received a medal of distinction within the Oil & Gas Storage and Transportation industry.

We intend to lead by example as the world transitions to a more sustainable future. By fostering diverse and innovative thought across our organization, we can continue to play an integral role in the Canadian energy value chain and generate long-term value for our key stakeholders, including our investors, employees, communities, Indigenous rightsholders, governments, customers and suppliers.

Q: Any final thoughts before readers dive into this report?

First, I want to thank all our employees who bring their whole, authentic selves to work every day and safely propel our business forward.

As you read through this report, you will learn more about the work we are doing in all areas of the business to continue to progress our sustainability journey.

2021 Sustainability Highlights



#1

ranked ESG score in
peer group



AAA

ESG rating received
by MSCI



NET ZERO

Scope 1 and 2 emissions
by 2050



\$1.4M+

in community
contributions



35%

short-term incentive plan
tied to ESG metrics



40%

women on our
Board of Directors



BEST

ever safety performance
in 2021



100%

of new suppliers screened
using ESG criteria

Our Approach to Sustainability Reporting

Identifying Sustainability Priorities

In our sustainability reporting, we consider material sustainability issues that we believe could have the greatest impact on our business from an environmental, social, economic and governance standpoint. As the sustainability landscape continues to evolve, we recognize that our approach needs to take into consideration issues most relevant to our industry and important to our stakeholders. With that in mind, our comprehensive list of sector-relevant sustainability topics reflects guidance from the most current sustainability standards:

	Task Force on Climate-Related Financial Disclosures (TCFD)
	Sustainability Accounting Standards Board (SASB) Standards
	Global Reporting Initiative (GRI) Standards
	United Nations Sustainable Development Goals (UN SDGs)

Our sustainability priorities are anchored within the three themes of our sustainability strategy — delivering energy responsibly, working together and operating with excellence.



Reporting Standards

We have developed the content of this report to conform with the recommendations of the TCFD. A TCFD Disclosure Index setting out our report's alignment with the TCFD recommendations can be found in Appendix C of this report.

In compiling our sustainability performance data on pages 63 to 70, we were guided by the SASB standards for the Midstream and Refining & Marketing industries and the GRI Core option.

We continue to explore opportunities to enhance our climate-related reporting, including closely monitoring global emissions frameworks and standards, such as the Science Based Targets initiative. As they finalize their methodology for the oil and gas sector, we will determine whether our own targets should be amended and improved.



Scope of This Report

The scope of information outlined in this report includes all our current and planned operations in Canada and the U.S., unless otherwise specified.



Assurance and Third-Party Verification

For the 2021 reporting year, we obtained third-party quantification and verification of the Scope 1, Scope 2 and Scope 3 emissions from all our Canadian and U.S. operations.

The verification of our Scope 1 and 2 emissions was conducted to a reasonable level of assurance, and Scope 3 to a limited level of assurance, in accordance with:

- Saskatchewan's Management and Reduction of Greenhouse Gases (Baselines, Returns and Verification) Standard
- International Standards Organization (ISO) standard ISO 14064-3:2019 Greenhouse Gases — Part 3: Specification with Guidance for the Verification and Validation of Greenhouse Gas Statements

Greenhouse Gas Emissions*



SCOPE 1

Direct emissions from facilities owned and operated by Gibson



SCOPE 2

Indirect emissions from the generation of purchased energy for Gibson's owned and operated facilities, including supplier emissions

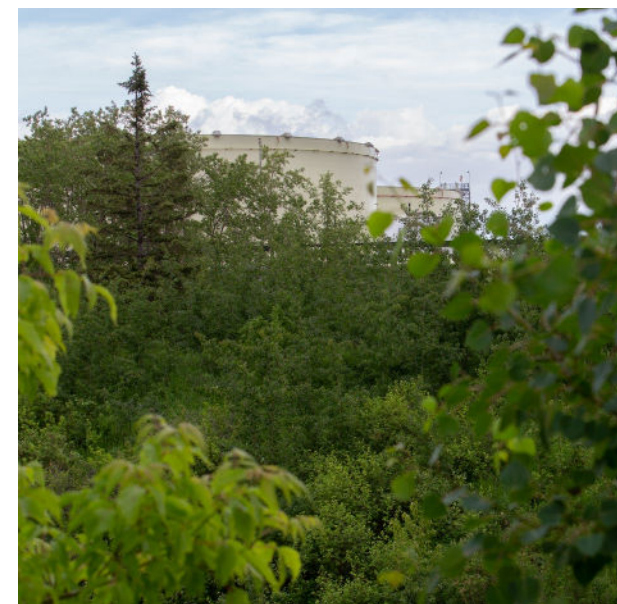


SCOPE 3

Indirect emissions not included in Scope 1 or Scope 2 that Gibson indirectly impacts in its value chain, such as customer/ supplier related emissions and employee commuting/ business travel



Energizing our sustainability commitment



* Scope 1, Scope 2 and Scope 3 emissions are defined by the U.S. Environmental Protection Agency.

Our Sustainability Commitment



IN THIS SECTION

- ⊕ Governance
- ⊕ Environment, Social and Governance Targets
- ⊕ Roadmap to Net Zero
- ⊕ Gibson's Connectivity with a Sustainable Energy Industry

Relevant SDGs



At Gibson, we recognize our role and responsibility for shaping a better tomorrow. We are committed to operating sustainably and to integrating ESG considerations deeper across our organization. Our priorities are identified by our stakeholders, who include investors, employees, communities, Indigenous rightsholders, governments, customers and suppliers.

We aim to create innovative, purpose-driven initiatives that generate long-term value for our key stakeholders. Ensuring the safety and protection of people, the environment and our assets is paramount to our definition of being a responsible business.

Our Responsibilities

We all play a role in addressing global environmental and social challenges. As a company, we will continue to embed and evolve our ESG practices into all business decisions. To hold ourselves accountable, we have set meaningful targets and continue to see progress every year. We recognize the work that remains and are moving into the next step of our sustainability journey with energy and renewed ambition.

Steve Spaulding, President & CEO

Governance

At Gibson, we know that our success is dependent on strong leadership and governance that balance shareholder and stakeholder interests while aligning with our values and corporate strategy.

Our company is built on a foundation of integrity. We conduct ourselves according to the highest standards of honesty and ethical behaviour. Our governance structure includes oversight from our Board of Directors (Board) and executive leadership, along with comprehensive policies, standards, processes and procedures to guide our operations and risk management.

Governance Oversight by the Board of Directors

Gibson's independent and dedicated Sustainability and ESG Committee (SESG Committee) supports Gibson's Board in fulfilling its responsibilities to provide oversight and support of Gibson's sustainability and ESG programs, goals and initiatives and management system. The committee is chaired by Judy Cotte, a recognized expert on ESG and responsible investment.

The SESG Committee has several functions:

- Reviewing and recommending Board approval for and monitoring progress toward our annual and long-term sustainability goals, targets and metrics
- Evaluating Gibson's sustainability performance to ensure compliance with internal policies and applicable laws and regulations, with a focus on providing desirable outcomes for all stakeholders

- Overseeing emerging sustainability opportunities and risks that could affect Gibson's business

The SESG Committee continues to develop its robust sustainability-related knowledge by connecting and collaborating with sustainability experts through participation in conferences and seminars.

Role of Senior Leadership in Governance

Gibson's President & CEO oversees all sustainability matters across the organization as the impacts of our sustainability performance are complex and can affect the entire enterprise. Our CEO is responsible for assessing and managing progress toward our ESG targets, allocating resources and budgets, and overseeing sustainability disclosures on governance, strategy, management and performance.

Gibson's CASO is responsible for collaborating on efforts to achieve our ESG targets, coordinating the management of sustainability-related opportunities and risks, and developing sustainability disclosures. In addition, the CASO is responsible for overseeing the governance of sustainability matters, including developing sustainability strategies and leading the internal Sustainability Team who supports Gibson with implementing our sustainability strategy.

Our C-Suite Sustainability Committee is made up of Gibson's entire executive team. This committee is responsible for reviewing emerging sustainability opportunities and risks relative to our business.



GOVERNANCE OVERSIGHT HIERARCHY**BOARD OF DIRECTORS**

Responsible for the stewardship of Gibson's activities to ensure business benefits our stakeholders.

**BOARD SUSTAINABILITY AND ESG COMMITTEE**

Supports Gibson's Board in fulfilling its mandate on sustainability issues. Provides oversight and support of Gibson's sustainability programs, goals and initiatives and management systems.

**PRESIDENT & CEO**

Oversees all sustainability matters across the organization. Responsible for managing progress on targets, allocating resources and budgets and overseeing ESG disclosures.

**C-SUITE SUSTAINABILITY COMMITTEE**

Responsible for reviewing emerging sustainability opportunities and risks relative to our business.

**SENIOR VICE PRESIDENT & CHIEF ADMINISTRATIVE AND SUSTAINABILITY OFFICER**

Responsible for collaborating on efforts to achieve our ESG targets, coordinating the management of sustainability-related opportunities and risks, and overseeing the governance of sustainability matters.

**SUSTAINABILITY TEAM**

Supports the implementation of our sustainability strategy and the development of ESG targets and initiatives, while ensuring frequent and consistent sustainability reporting.

Environmental, Social and Governance Targets

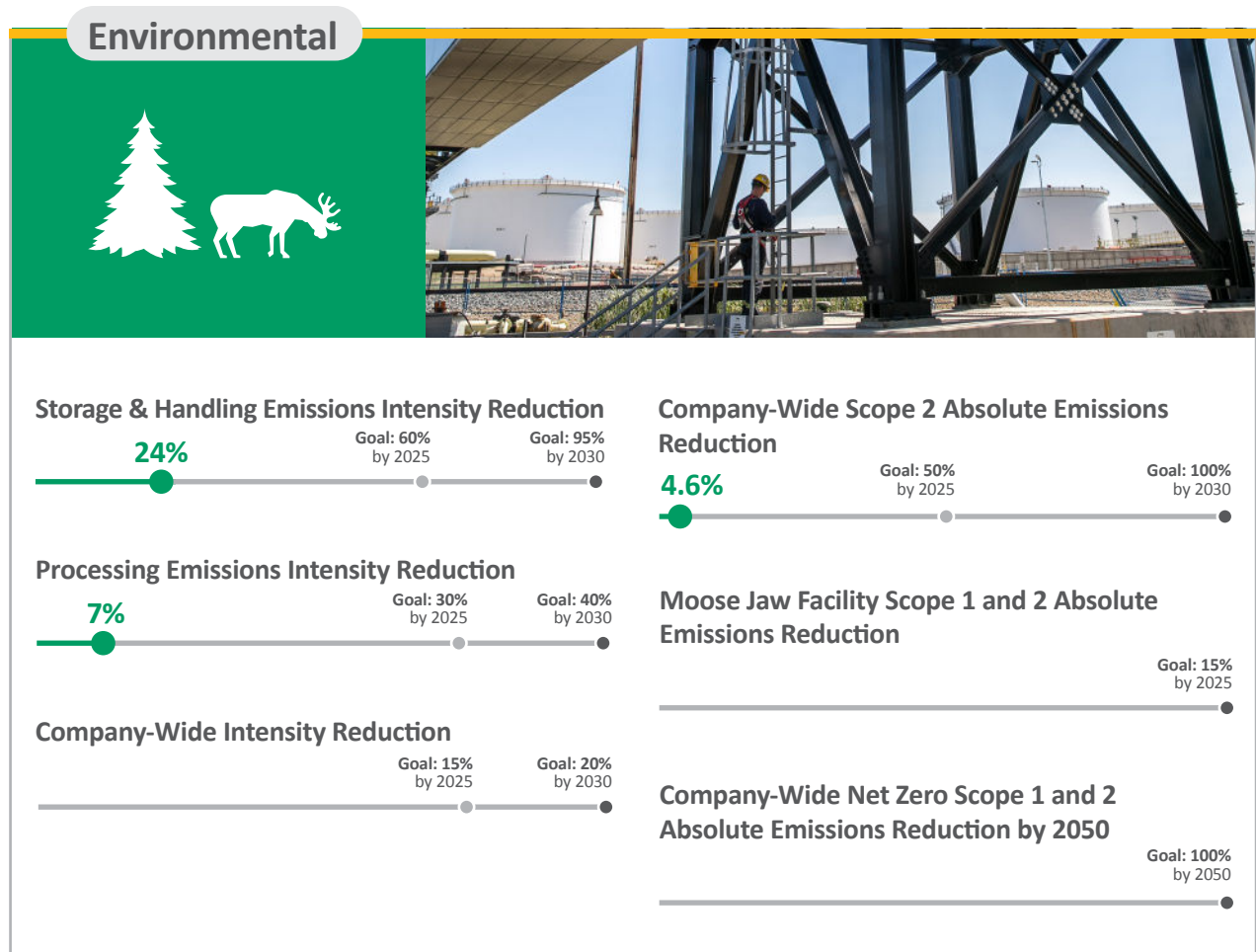
Gibson strongly believes in the importance of ingraining sustainability action throughout all parts of the organization to best position us for success over the long term. We believe setting ambitious performance targets is essential to driving continuous improvement.

In 2021, we took a major step toward operating a more sustainable business by announcing our ESG targets. Through setting and working toward these targets we can strengthen our business by attracting more diverse talent, sustainable service providers, cost-effective capital and a broader customer base. We are committed to approaching sustainability with clear and strategically aligned initiatives. Our goals are ambitious; however, we have conducted the necessary due diligence and believe they are attainable by their respective target dates.

We recognize that progress is not linear, and are committed to transparent reporting on our journey toward achieving our ESG targets. The following dashboards display the progress we have made against our targets as of year end 2021.



**Working toward ESG targets will
strengthen our business**



All targets are established on a 2020 baseline and intensity targets include Scope 1 and 2 emissions.

Social



Women in the Workforce

34%

Goal: 40% by 2025
Goal: 43% by 2030

Women in Senior Leadership

At least 1 woman holds an SVP or above role

Goal: >20% by 2025

Racial and Ethnic Minority Representation in the Workforce

18%

Goal: 21% by 2025
Goal: 23% by 2030

Racial and Ethnic Minorities and/or Indigenous Representation in Senior Leadership

At least 1 racial and ethnic minority and/or Indigenous Person holds an SVP or above role

Goal: >20% by 2025 20%

Indigenous Representation in the Workforce

Goal: >2.5% by 2025

>3.5%

Community Contributions

At least \$5 million (minimum of \$1 million annually)

\$2.93M

Goal: \$5M

As of 2021

Community

Maintain our leadership in workforce participation in our community giving program

Goal: >80%

96%

Total Recordable Injury Frequency (TRIF)

Top quartile safety performance*

Goal: 0.5

0.43

Governance



Women Representation on Board of Directors

Goal: >40% by 2025 40%

Racial and Ethnic Minority and/or Indigenous Representation on Board of Directors

At least 1 Board member

Goal: >1 by 2025 1

Sustainability Leadership

Maintain top quartile performance from third-party ESG rating agencies

Protection of Assets

Ensure robust cybersecurity measures are in place

* At time of publication, top quartile safety performance among our peers is represented as a TRIF of 0.5 or less.

Roadmap to Net Zero

Gibson acknowledges that we have a responsibility to do our part to limit the rise of global temperatures.

We have developed a credible plan for achieving net zero carbon emissions by 2050. Gibson's Net Zero by 2050 plan will support the needs of our customers, mitigate long-term risks and enable the realization of future opportunities. Gibson's Net Zero commitment is supported by our long-term business strategy and our previously announced interim targets to reduce our GHG emissions on both an absolute basis and an intensity basis.

Developing the Roadmap

To inform our target setting and path to Net Zero, we completed an extensive review of our current and future assets and projects to ensure we have realistic and actionable pathways to achieve these targets. Our review included potential future projects or expansions and several energy and emissions optimization projects to undertake by 2025, 2030 and 2050. In the near term, we plan to implement

modernization and innovation opportunities at our facilities and identify opportunities to switch to zero-emission energy sources. Such opportunities could include power purchase agreements (PPAs) and investments in renewable energy.

We estimate that we could account for 90% of our targeted Scope 1 and Scope 2 emissions reductions by 2050 by implementing these opportunities. We anticipate achieving the remaining 10% of reductions



N ZERO T 2050

**Net Zero Scope 1 and 2 Emissions
by 2050**

by using new technologies currently in development or by purchasing renewable energy certificates (RECs) or carbon offsets. If we need to purchase offsets, we are committed to purchasing those accredited by globally recognized accrediting bodies. We are investigating opportunities to partner with other stakeholders on mutually beneficial carbon offset projects, such as nature-based climate solutions.

Gibson will continue looking for opportunities to further optimize and improve our emissions profile to ensure we meet our stated emissions reduction targets. Recognizing the importance of Scope 3 emissions and the value chain partnerships required to appropriately address them, we will continue our

work in coming years with our customers, suppliers and other relevant stakeholders to identify and act on reduction opportunities and solutions.

Connecting with Net Zero Experts

Gibson is an active member of the Canadian Business for Social Responsibility Net Zero Working Group. This group provides peer-to-peer support through informal and candid discussions among some of Canada's largest companies as we work through specific challenges and solutions related to achieving net zero emissions. Gibson is also a silver member of Business Renewables Centre Canada (BRCC). Through our participation in this group, Gibson can connect

with potential renewable energy partners and gain valuable resources to help meet our renewable energy goals, demonstrate our commitment to our ESG targets and help make a positive impact on the environment.



Canadian Business for Social Responsibility – Net Zero Working Group



Business Renewables Centre Canada – Silver Member



Gibson's Connectivity with a Sustainable Energy Industry

Gibson plays and will continue to play an important role in Canada's sustainable energy industry.

Our Shareholder Value and Competitive Position

In meeting our corporate sustainability commitments, we must ensure we maintain high shareholder value and execute on projects that are aligned with Gibson's expertise and technical capabilities. Listening to our shareholders and other stakeholders helps ensure that we have the right approach to achieving our targets while executing on our corporate strategy, which focuses on expanding cash flows from our high-quality, contracted infrastructure. Gibson's strategic corporate goals include:

- Optimize Our Core Business
 - Maintain successful market position at Hardisty
 - Continue to target sanctioning tackage
 - Expand infrastructure opportunities to the oil sands in Canada and the Permian Basin in the U.S.
- Pursue Energy Transition Opportunities
 - Leverage our liquids and logistics expertise
- Maintain Leading ESG Performance
 - Net Zero by 2050
 - Continue optimizing and improving emissions profile of Moose Jaw Facility
- Strengthen Shareholder Value
 - Maintain our strong balance sheet and secure, growing dividend
 - Potential for additional DRU phases at Hardisty

Gibson will continue to deliver on all facets of our business strategy using a disciplined approach and our uncompromising view on safety. We will continue to build a leading liquids-focused infrastructure business by leveraging our existing infrastructure platform in Canada and growing position in the U.S. as well as exploring projects that assist our customers with the energy transition.

Our Infrastructure and Marketing Operations

Gibson's operations comprise two integrated segments:

Infrastructure Segment

Our infrastructure assets include a network of oil terminals, rail loading and unloading facilities, gathering pipelines, the DRU and a crude oil processing facility. Two primary facilities are the Hardisty Terminal and the Edmonton Terminal, which are the principal hubs for aggregating and exporting liquids and refined products out of the Western Canadian Sedimentary Basin. Additional infrastructure assets are the gathering pipelines connected to the Hardisty Terminal, gathering pipelines located in the U.S. and a processing facility in Moose Jaw, Saskatchewan.

In March 2021, Gibson sanctioned the Biofuels Blending Project at the Edmonton Terminal. This

project added infrastructure to facilitate the storage, blending and transportation of renewable diesel.

Marketing Segment

Marketing at Gibson involves purchasing, selling, storing and optimizing hydrocarbon products. The Marketing segment sources most of its hydrocarbon products from Western Canada and markets those products throughout Canada and the U.S. This segment's opportunities are typically location-, quality- or time-based.

Sustainably Meeting Global Energy Demands

Gibson recognizes we have a role in finding new ways to sustainably meet the global energy demand while ensuring that low-carbon, Canadian energy is produced with leading ESG performance. This is why we continue to embed sustainability considerations throughout our business and identify ways we can support the energy transition with our world-class asset base. Being a leader as the world transitions to a climate-resilient future is a critical role that Gibson is committed to take, for our business, community and country.

While alternative energy sources will play an increasingly important role in the decades ahead, we believe the oil and gas industry remains a critical part

of the energy system and will continue to do so as governments, industries and individuals push for decarbonization and emissions reductions. Internationally recognized forecasts from the Organization of the Petroleum Exporting Countries (OPEC), International Energy Agency, McKinsey and others indicate that fossil fuels will continue to be an essential requirement through 2050 and beyond as part of a diversified energy mix, including as a feedstock for carbon fibres, asphalt, plastics and other important products. We also believe that to meet the growing demand for reliable, affordable and secure energy, North America should be the first source of energy the world looks to consume given

the emphasis companies operating in this jurisdiction place on ensuring access to low-cost and efficient energy supplies.

The Canadian energy industry continues to be the leading supplier of responsibly produced oil operating in one of the most robust ESG regulatory frameworks in the world. Working together, the Canadian energy industry has a critical leadership role to play as the world transitions to a climate-resilient future. Our commitment to Net Zero Scope 1 and Scope 2 emissions across our business supports Canada's net zero ambitions and further supports Canada as a global leader on climate action.

Additionally, our Net Zero target aligns with the Pathways Alliance (formerly known as the Oil Sands Pathways to Net Zero initiative) that was launched in 2021 and is made up of six of Canada's largest oil sands producers. Together they operate approximately 95% of Canada's oil sands production and have committed to achieving net zero Scope 1 and 2 emissions by 2050.



An initiative comprised of Canada's leading oil sands producers, aiming to achieve net zero GHG emissions by 2050.

Diluent Recovery at the Hardisty Energy Terminal



The DRU at our Hardisty Energy Terminal is a high-quality infrastructure project that provides a safer, lower-emissions solution to the production and transportation of oil across North America.

During the production process, diluent is added to raw bitumen to improve flow through pipelines. The DRU adds value to this process by separating the diluent from the bitumen and creating a safer, non-flammable product for delivery to markets.

This process improves safety and adds efficiencies by:

- Reducing emissions with an estimated displacement of over 57 KtCO₂e annually from the value chain*
- Creating DRUbit™, a proprietary heavy Canadian crude oil that is a non-hazardous commodity preferred by shippers and specifically designed for rail transport
- Capturing and returning the diluent for reuse in the Alberta market, a process that reduces delivered costs and adds circularity to production

* Estimated total emissions displaced are based on the first phase of the DRU with 50,000 bpd nameplate capacity, although we account for our share of 50% in DRU using the equity investment method.

Delivering Energy Responsibly



IN THIS SECTION

-  Climate and Greenhouse Gas Emissions
-  Environmental Stewardship
-  Land and Biodiversity
-  Responsible Procurement

Relevant SDGs



Delivering energy is at the very core of our company's purpose. As a liquids infrastructure company, our direct carbon footprint is relatively small. However, we recognize the important role we play in minimizing our climate impact by working alongside our customers, suppliers and industry partners to better understand our overall environmental impact.

Beyond working to reduce GHG emissions, we are committed to environmental stewardship through a variety of initiatives related to other air emissions, biodiversity, land management, waste and water use. We also continue to integrate sustainability considerations into our procurement practices.

Environmental Highlights



COMPLETED

Biofuels Blending Project at
Edmonton Terminal



24%

reduction in Storage and
Handling Scope 1 and 2
emissions intensity per BOE
from 2020 to 2021



REDUCTION

in water use and waste from
2020 to 2021



100%

of new suppliers screened
using ESG criteria

Climate and Greenhouse Gas Emissions

Gibson acknowledges that the energy transition is underway, and we are committed to acting now to secure a more sustainable future for our company and for society.

The Energy Transition — Our Responsibilities and Opportunities

We recognize our responsibility to deliver energy responsibly and enhance the resilience of our company, while doing our part to limit the rise of global temperatures. As a liquids infrastructure company, we will continue to implement our strategy of delivering results from our premier liquids infrastructure assets. At the same time, we will leverage our world-class assets and internal capabilities to benefit from the opportunities we anticipate as we move through the energy transition.

We view the energy transition as an opportunity to offer enhanced infrastructure and services, such as the production, storage and transportation of low-carbon fuels. We believe we are well positioned to support the transition to a lower-carbon economy and support many new energy infrastructure requirements that may emerge from changes in energy markets. Our organizational capabilities and irreplaceable world-class asset base will help ensure global energy security, support and help us continue evolving to meet changing energy demands and the needs of our current and future customers.

Targets and Emissions Reductions

Progress is not linear and despite the progress we

made over the last year and our future plans, we know there is much work to do. We expect to see an increase in our Scope 1 and 2 emissions for various reasons, such as anticipated growth to our business and employees returning to offices. As we implement emissions reduction and facility modernization projects and identify opportunities to increase access to renewable energy, such as through power purchase agreements, there will be decreases. Our emissions have also taken place against a backdrop of growth such as the capacity growth at our Moose Jaw Facility, which will result in a future emissions reduction by deploying a less emissions intensive fuel.

We remain proactive in our pursuit of opportunities to reduce our emissions, achieve our targets and further embed climate-related considerations into our business strategy.

We believe through the continuous improvement of our operations, strategic investment in technology and innovation, expansion of our low-carbon products and services, and proactive collaboration with government, industry partners, suppliers and customers, Gibson will be well-positioned to deliver meaningful emissions reductions and remain a strong economic leader in sustainable energy. We are confident that as we prioritize capital allocation opportunities, we will continue to pivot with the energy transition.



The Biofuels Blending Project at our Edmonton Terminal is an important example of our ability to meet changing energy demands. The project was developed throughout 2021 and came into service in 2022 to serve our customer, Suncor. The project involved an expansion of infrastructure to facilitate the storage, blending and transportation of lower-emission renewable diesel.



Climate-Related Scenario Analysis

As a leader in sustainability, Gibson has committed to being transparent about our climate-related opportunities and risks and their potential impact on our business strategy. We conduct climate-related scenario analyses across all areas of our business on an annual basis to a time horizon of 2050. The scenarios we used were from the International Energy Agency's (IEA's) World Energy Outlook (WEO) and included:

- Stated Policies Scenario (STEPS) for a business-as-usual case
- Sustainable Development Scenario (SDS) as a 2°C case

We will continue to use climate-related scenario analysis to strengthen our robust governance and strategy framework, while we proactively identify opportunities to remain resilient through the energy transition. We also continue to prioritize investment in low-carbon initiatives and investigate opportunities to provide renewable products and services as we work toward a lower-carbon future.

Learn more in our [2021 TCFD Report](#)



ABOVE & BEYOND

- Use an internal carbon price to help us understand the future impacts of carbon pricing on our business decisions and direct costs
- Fully transitioned our principal credit facility into a sustainability-linked loan structure in 2021, which ties borrowing costs to the achievement of ESG targets, including emissions reduction targets
- Set performance objectives related to achieving our emissions reduction targets are part of the 35% ESG weight of the Short Term Incentive Plan metrics for all employees and executives



>10%

of our electricity consumption comes from renewable energy sources



Environmental Stewardship

Protecting the environment is part of being a responsible corporate citizen and a good neighbour. We work hard to minimize waste and emissions, and we promote resource conservation and environmental stewardship.

Our operations strictly adhere to environmental protection measures and regulations from planning and construction through to daily operations. We follow all regulatory requirements and conduct ongoing monitoring of air, groundwater and soil quality at key areas so we can respond quickly to any issues that may arise.

Caring for Water

Whenever the potential exists for our operations to interact with water, we conduct evaluations to understand how we can conserve and protect this resource. These evaluations, along with information about economic feasibility, regulatory requirements and industry best practices, are used to determine the best option. An example of this is the upgrading of the kettle boiler at the DRU to allow for produced water from inlet fluids to be the primary source of water used for steam rather than fresh groundwater, resulting in the DRU utilizing less fresh water annually. Our major sources of water withdrawal that are eventually returned to the hydrologic cycle are for boiler feed water at our Moose Jaw Facility and hydrostatic testing of tanks. Our freshwater sources include surface water, groundwater and municipal water, and we endeavour to reuse and return water whenever practical.

Handling Waste Responsibly

We reduce waste where possible and have several recycling initiatives across our operations. We follow all regulatory guidelines for disposal and ensure waste materials from our facilities are tested to inform the appropriate disposal method, and aim to reduce waste diverted to the landfill where possible. One of

our primary waste streams is disposal of contaminated soils during construction or remediation activities.

Monitoring and Reducing Air Emissions

Our air quality monitoring program meets or exceeds regulatory requirements across all regulated assets.



As part of our efforts to expand capacity, reduce emissions and improve the efficiency of our operations, in 2022 we completed a project at our Moose Jaw Facility to construct a natural gas liquids (NGL) plant and switch from a feedstock-based, higher emissions intensity fuel supply to natural gas, while also increasing the production capacity of the facility.

The capacity expansion and NGL conversion project (Fuel Switching Project) increased the Moose Jaw Facility's throughput by 1,500 barrels per day (bpd) and added a new saleable product stream by capturing a by-product of the NGL production process that would otherwise be combusted. The project has resulted in a reduction of emissions on both an intensity and absolute basis, furthering Gibson's climate and Net Zero goals.



As a result of the project, a significant reduction in flaring is expected at the Moose Jaw Facility, leading to a reduction in nitrogen oxide (NO_x) and sulphur oxide (SO_x) air emissions. Gibson anticipates a meaningful reduction in absolute Scope 1 emissions by approximately 5,000 tonnes per year.

We have strict inventory measurements and preventive maintenance programs for all of our assets, including our facilities, tanks and pipelines. In the communities where we operate our major facilities, we work closely with local air quality industry associations to monitor air quality. One example is the Strathcona Industrial Association (SIA) in Edmonton. We monitor NO_x, SO_x, methane and volatile organic compounds, among other air emissions, and report to regulatory authorities on an ongoing basis. As part of Gibson's SIA membership, we have representatives on three committees:

- Executive Committee
- Environment Committee
- Stakeholder Relations Committee

Our strategy is to reduce air emissions through technology improvements and equipment upgrades. Accordingly, most of our tanks have been constructed or converted to include an external or internal floating roof configuration with a dual liner. Our internal floating roof tanks reduce working venting losses by over 98% compared to open vented tanks. Additionally, we expect that as we continue to reduce the emissions profile of our operations through our GHG reduction targets, we will anticipate seeing a decrease in non-GHG air emissions.



ABOVE & BEYOND

- **Reduction in water withdrawal volume by 185,515 m³ from 2020 to 2021**
- **Reduction in waste by 7,500 tonnes from 2020 to 2021**
- **Reduction in GHG emissions as well as air emissions from flaring due to Fuel Switching Project**
- **Increase in production capacity with Fuel Switching Project**

Community Cleanup in Calgary



In Calgary, Gibson's Student and New Grad group collaborated with Youth Central, a Calgary non-profit organization, for a community cleanup. The group walked through Prince's Island Park and collected four bags of garbage from the area. Following the cleanup, the Youth Central members and Gibson group connected over pizza and conversations on how to reduce environmental impacts.

Youth Central aims to empower youth and provide their members with tools to build valuable skills for future employment, such as volunteer leadership opportunities.



>98%

Compared with open vent tanks, our internal floating roof tanks reduce working venting losses by over 98%

Land and Biodiversity

As responsible stewards of the land, we are committed to reducing our environmental impact by monitoring our performance and investing in new environmentally positive initiatives.

Taking Care of the Land

We aim to take care of the land on which we operate by minimizing our environmental impact and ensuring that when we are finished with land, we restore it to a condition comparable to the untouched land around it. Throughout the life cycle of our operations, we work hard to protect the land. Following are some examples of how we care for the land:

- Our large storage tanks have a secondary containment safety system in place to ensure the land is protected should an incident occur.
- Through our Land Quality Program, we make every effort to remediate the land that we impact to its original condition and monitor any remaining impacts.
- We pilot innovative remediation approaches centred on stakeholder concerns and developed in collaboration with academic and research institutions. We have implemented several pilot projects, significantly reducing the disruption caused by conventional remediation approaches. For instance, the use of oxidation remediation technology enables us to treat large quantities of soil on site, which minimizes our truck usage, shortens the remediation process and in turn, decreases community disruption.

Protecting Biodiversity

An integral part of environmental stewardship is protecting the flora and fauna that live in and around areas where we work. Our goal is to minimize our environmental footprint and cause as little disturbance as possible to local wildlife and their habitat. During the construction and planning phase of any new project, we follow regulatory and industry standards for conducting ecological assessments, including the review of wildlife, species at risk and migratory patterns.

As we plan to develop or grow our operations, we assess potential impacts on biodiversity and habitat at a more granular level and undertake mitigations as required. If species at risk are noted within our assessments, we avoid species impacts where possible and collaborate with third-party professionals and regulators to propose acceptable mitigation strategies.



Our team in Hardisty planted

100+

**ornamental and flowering
trees to improve the
landscape and add new
habitat in the community**



Responsible Procurement

We are committed to improving sustainability across the supply chain by selecting more sustainable vendors and positively influencing vendor practices.

Our suppliers, contractors and service providers are an important extension of our business and play a key role in helping us achieve our business and sustainability objectives. We are always looking for providers who share our values and understand the importance of working safely and responsibly; these are the providers we build strong connections with. As part of our commitment to operating a responsible business, we work to mitigate risks throughout our value chain by engaging with our suppliers on sustainability topics.

Through our sustainable procurement strategy, we have identified several opportunities to gather ESG information from our suppliers, ensure our suppliers understand our expectations and encourage suppliers to improve their ESG performance.

Supplier Code of Conduct and Ethics

We expect suppliers to operate in accordance with our ethical standards as they conduct business for and on behalf of Gibson. In 2021, we implemented a Supplier Code of Conduct and Ethics (Supplier Code) that outlines our expectations of suppliers and their commitment to ethical business conduct. This Supplier Code also encourages suppliers to seek opportunities to improve their sustainability performance. Suppliers must adhere to the Supplier Code as part of our sustainable procurement approach for the supplier contracting, compliance and onboarding program.

Supplier Selection

By gathering sustainability information about our suppliers, we can better understand our impacts through the supply chain and identify possible opportunities to work with suppliers to improve practices.

We engage suppliers in a prequalification process so we can understand their experience, certifications, health and safety processes, financial health and other criteria. We collect this information on an annual basis from certain suppliers as part of our third-party supplier management tool, ISNetwork, which includes a prequalification questionnaire that asks questions related to ESG practices and performance.

We continue to ensure that ESG considerations are incorporated into our request for proposals (RFP) process by requiring all proponents to complete a sustainability questionnaire, which asks for information on ESG practices and performance. The sustainability section is worth a minimum of 5% of the overall supplier selection criteria for evaluating all proposals. In 2022, we further improved the questionnaire by adding an additional section on Indigenous relations as we continue our collective journey toward Reconciliation.

In 2022, we hosted our first Supplier Forum for our key engineering and construction vendors to engage in discussion on our ESG expectations, share current and emerging best practices and discuss upcoming initiatives.



ABOVE & BEYOND

- **Required 100% of all suppliers to adhere to our Supplier Code of Conduct and Ethics**
- **Conducted stewardship meetings with our top spend suppliers annually to ensure we actively engage and raise the awareness of our suppliers on sustainability topics**
- **Hired Creative Fire, a 100% Indigenous-owned consulting agency, through Gibson's RFP process**



100%

of all new suppliers who went through our RFP process were screened using ESG criteria in 2020 and 2021

Working Together



IN THIS SECTION

- Employee Attraction, Retention, Development and Engagement
- Community Contributions
- Indigenous Reconciliation
- Stakeholder and Indigenous Engagement
- Diversity and Inclusion

Relevant SDGs



At Gibson, we energize collaboration and connectivity. This means we are committed to working closely with the communities where we live and work to ensure we are a responsible corporate citizen.

We aim to support the well-being and professional development of our people, invest in high-impact initiatives and develop strong, mutually beneficial relationships with stakeholders and Indigenous rightsholders.

To achieve these goals, we will continuously review and enhance our strategies for employee attraction and retention, diversity and inclusion, Indigenous relations, stakeholder engagement and community investment.

Social Highlights



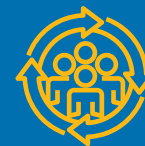
One of Alberta's
TOP 75
Employers



96%
participation rate in
employee giving
program



One of Canada's
BEST
Diversity Employers



ACCELERATE
journey of Indigenous
Reconciliation



>50%
women new hires

Employee Attraction, Retention, Development and Engagement

We are committed to attracting, retaining, developing and engaging a high-performing and agile workforce through quality, value-added practices and programs.



We are committed to delivering on our business strategy and our sustainability commitments safely and with integrity. We teach our people that our business does not successfully operate without “we” collectively working together and “I” contributing individually to achieve our goals. Our business goals, strategies, and how we view our people, customers, investors, and the greater community encapsulate who we are as an organization and form the basis of the Gibson Way.

We believe that by staying true to the Gibson Way, we will continue to be a powerful presence in the industry, navigate change more successfully and reach our sustainability goals.

At Gibson, we believe our competitive advantage lies in the strength and talents of our employees. Maintaining our competitive advantage means connecting our employees to rewarding careers, building a high-performance culture where collaboration and creativity are rewarded and providing real opportunities for employees to grow by taking on new challenges.

Employee Attraction

To expand our talent pool, we engage in targeted attraction initiatives and offer prospective employees a value proposition of great benefits, competitive compensation, learning and development opportunities, an inclusive and collaborative culture and ample time off. We also focus on strengthening our relationships with student associations, colleges



and universities. Our annual summer student program gives post-secondary students the opportunity to work in roles across Gibson's departments and locations, providing them a valuable learning experience. The success of this program is reflected in many previous summer students returning as full-time, permanent employees.

As much of our work is collaborative, we must ensure that new hires fit within our company. To achieve this, our interview process seeks to identify candidates whose attributes, behaviours and competencies align with the Gibson Way.

Employee Retention

Gibson is focused on retaining our talented and dedicated employees through our benefits and rewards program, our emphasis on work-life balance, and our inclusive, safety-focused company culture.

Retaining top talent begins with a robust onboarding and training process for new employees. Our revised orientation and onboarding process provides new employees with a "buddy" to help them navigate their new role. We complete a 14-day check-in with each new hire to see how things are going, then a 60-day check-in to ensure they are settling in. We are also in the process of implementing a new leader integration program and have a detailed process to monitor talent movement and potential as part of our succession planning and key talent retention.

We reward our employees through our comprehensive rewards and benefits program. Gibson offers savings and pension plans, health and insurance benefits, a flexible spending account, an employee and family

assistance program, flexible work arrangements and time-off programs. We provide competitive compensation and conduct an annual pay review of the external market. In addition to financial wellness, we also support the health and wellness of our employees. Our revised wellness program gives employees more choice in how their health benefits are spent, as well as increased access to mental health support and increased funding to spend on mental health services.

In 2022, we leveraged the resilience that was demonstrated by our employees over the course of the pandemic to challenge the traditional workplace model and launch our hybrid return to office plan. Employees work in the office from Tuesday to Thursday, with the option to work from home on Monday and Friday. This provides employees with the flexibility in how and where they work to enable a better work-life balance. We will continue to review our flexible working programs to ensure they continue to meet the needs of employees and the business.

Employee Development

We are committed to advancing all employees and leaders through our employee development program. The program includes courses for individual contributors up to the executive level and aligns with our values and strategic direction as a company. We also provide functional role-based training to ensure ongoing competency and compliance.

At Gibson, we believe everyone is a leader. We have partnered with the Center for Creative Leadership to build out our Leadership Development Program and offer employees the opportunity to participate in the



**Gibson was recognized as
one of Alberta's Top 75
Employers in 2022**

Employee Attraction, Retention, Development and Engagement continued

Center's virtual and in-person open enrolment programs. Individual contributors are also encouraged to build their leadership skills through our Gibson Learns program.

We also offer our frontline leadership program, Lead for Success, multiple times throughout the year. The four core competencies the program focuses on are self-awareness, learning ability, influence and communication. This program includes the participation of Lead for Success alumni, which provides an opportunity for employees to continue to grow and develop and enhance their network across the company. We also offer our Leading the Gibson Way training to orient leaders to the Gibson Way, which will also be included as part of the new leader integration program.

Talent on the Move is a program that Gibson has recently implemented whereby we encourage employee development through enabling employees to build competencies in their current role or expand the scope of their role with new assignments, as well as supporting internal movement to gain experience across different parts of the business or advance into a new role. When a vacancy arises within a team, leaders are encouraged to "look across the hall before they look across the street."

We also offer Insights Discovery sessions to all our employees. These sessions provide a common language and tools to assist in communication and collaboration with others.

Employee Engagement

We believe in the importance of keeping employees

engaged by ensuring ongoing communications and connecting with one another throughout all levels of the organization.

- We continue to host regular Virtual Town Halls, which take place at least quarterly to engage and connect with colleagues. These sessions have been developed to share timely, relevant information about internal and external successes during that time.
- We launched *MyPodcast*, which enables employees to hear from various colleagues across the organization to learn more about anything and everything happening at Gibson.
- We host quarterly Sips with Steve, which provides a chance to connect directly with our CEO, Steve Spaulding. This offers a forum for employees to ask questions in a casual setting over some refreshments, reconnect with each other and have an open dialogue about what is going on at Gibson.
- Our weekly email communications newsletter, *in the KNOW*, allows employees to catch up on all the Gibson news from the past week, as well as get more information on upcoming events.
- We regularly share featured stories on our internal *MyGibson* site to highlight interesting initiatives and updates from across our operations for all employees to learn more about what is going on throughout the company.
- Our internal social media platform, *Yammer*, allows employees to engage and develop their own conversations about subject matter that is important to them.



EMPLOYEE DEVELOPMENT

● 2020 ● 2021

Average annual training hours per employee (#)

12.1

17.3

Average annual training cost per employee (\$)

\$1,662

\$2,017

In 2021, we presented a “Wellness Series” in partnership with our employee assistance provider and hosted the following virtual sessions:

- The Art of Relaxation
- Managing Your Time and Energy
- Building Working Relationships, and Beyond Stigma: Increasing Our Understanding of Mental Health in the Workplace
- A series of events during Mental Health Week, including guided meditation and laughter yoga



Women @ Gibson



Women @ Gibson is a group created by women, for women at all levels of the organization. Launched on International Women’s Day in 2021, the group provides opportunities for women to connect and support each other, with the objective of empowering the women of Gibson to succeed. Employees who identify as a woman are encouraged to participate.

Community Contributions

We are committed to being good neighbours through community investment, our employee giving program and community engagement.

Contributing to our community is a fundamental part of our corporate culture. We believe that the areas where we live and operate should share the benefits of our success. We take pride in knowing that our community contributions serve local needs, harness our employees' interests and align with our business and sustainability goals. We are committed to being a preferred partner in both corporate and community circles by supporting efforts that reflect our company's values. Our philanthropic efforts are aligned with our overall corporate strategy.

To encourage employees to give back to their communities, we hold Kindness Campaigns three times per year, during which we match employees' charitable donations. We also support personal and team volunteering and fundraising activities. Our employee giving program, Gibson GIVES, supports employees in contributing to their causes of choice. In addition to encouraging monetary donations, we reward employees for donating their time by offering two paid volunteering days per year. We use the local knowledge of our program champions, who act as Gibson ambassadors in each area where we operate, to ensure that community contributions are beneficial.

Gibson will contribute at least \$5 million to community giving initiatives through 2025, with an annual minimum of \$1 million. This commitment builds on the partnership that Gibson announced in 2020 with

the Trellis Society to provide \$1 million over five years to support youth mental health, the largest contribution in Gibson's history. The Trellis Society was formerly the Boys and Girls Clubs of Calgary and Aspen Family and Community Network Society.

In addition to corporate financial support, and to ensure that our employees engage with their local communities, Gibson will strive to maintain an average workforce community giving and/or participation of at least 80% of employees annually by 2025.

Gibson's Community Investment Program offers an important avenue for supporting the communities where we operate. We believe that community investment can help establish mutually beneficial relationships between Gibson and local communities and contribute toward the long-term sustainability of regions where we operate.

The focus areas of our Community Investment Program are safety, environment, community and mental health.

Safety

Our commitment to safety is ingrained in Gibson's culture. In every aspect of our business, we are dedicated to the health and safety of our people, the

OUR COMMUNITY COMMITMENT TARGETS



\$5M

in community contributions through 2025

≥80%

employee participation in Gibson GIVES annually to 2025

protection and sustainability of communities and the stewardship of the environment. To help ensure the safety of our operations and the communities where we live and work, we support local safety initiatives and first-response organizations.

Environment

Environmental stewardship is a top priority at Gibson. To us, environmental stewardship means taking care of the natural environment where we work by following through on our commitments to the land, air, water and wildlife that surround our operations. Gibson's commitment to be an environmentally responsible operator goes beyond our day-to-day business; we provide support to organizations that have missions to protect and conserve the environment. We seek to continually contribute to organizations that advance environmental responsibility.

Community

Gibson employees and their families live, work and play in the communities where we operate, and the long-term well-being of these communities is important to us. We believe that our neighbours should share in the benefits of our success. We focus our community investment initiatives where we can make a positive, measurable impact. We take pride in knowing that our donations serve community needs, support our employees' interests and align with our business goals.

Mental Health

We are committed to supporting mental health in the communities where we live and operate. Understanding that most mental health issues start at a young age, we focus our contribution on youth and are hopeful that Gibson's support of early intervention and prevention of mental health challenges will improve the lives of the next generation.



ABOVE & BEYOND

- Contributed over \$1.4 million to our operating communities through our employee giving and community investment programs
- Donated over \$760,000 to communities where Gibson operates through our Community Investment Program
- Supported over 400 causes focused on our priority areas of safety, environment, community and mental health
- Raised over \$470,000 through our employee giving program, Gibson GIVES
- Contributed 5,730 employee volunteer hours from Gibson employees
- Achieved a best-in-class 96% employee participation rate in our Gibson GIVES employee giving program



Indigenous Reconciliation

Gibson is committed to establishing, maintaining and strengthening mutually beneficial relationships with Indigenous Peoples in Canada and their respective leadership and communities built on trust, respect and reconciliation.

Building a solid foundation of cultural and historical awareness within our company and among our employees will enable us to continue prioritizing Indigenous relations at Gibson.

Indigenous Relations

We plan to continue embedding principles of Truth and Reconciliation and the spirit and intent of the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and its guiding principles into Gibson's culture, decision-making, and operational and business practices, at all levels of the organization.

To achieve this, we will:

- Implement company-wide education and training focused on Indigenous awareness and understanding
- Develop a tiered community engagement program for all Indigenous communities whose traditional territory is impacted by Gibson activities, including active and legacy assets
- Practice active listening with Indigenous communities to identify priorities and, where possible, incorporate those perspectives into project planning, design and execution

- Invest in Indigenous communities and initiatives that align with both community interests and Gibson's focus areas and contribute to economic Reconciliation

We recognize that the success of our approach requires the involvement of everyone at all levels of the organization and we are committed to continue advancing Truth and Reconciliation at Gibson.

We want to continue being known as a company with integrity and as an organization that does what it says — our Indigenous relations strategy will support Gibson doing exactly that.



Project Forest

In 2022, Gibson donated \$10,000 to Project Forest, a non-profit organization based in Edmonton, to support them in creating a Food and Medicine Forest with and for the members of Cumberland House Cree Nation. Project Forest, in consultation with the Nation and Climate Smart Services, is working to reintroduce traditional foods and medicines that are no longer present in the Cumberland House First Nation community.



\$10,000

**donation supporting
the Cumberland Food and
Medicine Forest**



ABOVE & BEYOND

- Working with Reconciliation Education and the First Nations University of Canada on Indigenous awareness training – anticipating a company-wide roll out of the training by the end of 2022
- Sponsorship for the Trellis Youth Powwow — Honouring Our Children; Gibson was the land and youth sponsor for this event in Strathmore, Alberta, which sits in the heart of Siksika First Nations traditional territory

Orange Shirt Day



Gibson's first Orange Shirt Day took place in 2021 and garnered overwhelming support. One of our employees ran for 24 hours to raise more than \$20,000 for the Arctic Indigenous Wellness Foundation. We contributed to Reconciliation by supporting Indigenous-focused organizations and programs such as the National Centre for Truth and Reconciliation; the Treaty 7 Elder Capacity Camp and Cultural Celebration hosted by Alberta Recreation & Parks Association; and the Iiyika'kimaat Program, a program for Indigenous youth run by Calgary's Trellis Society.

Stakeholder and Indigenous Engagement

We are committed to building positive, long-term relationships with local communities.

We recognize that Indigenous Peoples have stewarded the land for thousands of years — the same land that we live and operate on. Today, this land is also home to a variety of stakeholders and rightsholders, each with their own perspectives and beliefs.

Whether building long-term relationships with Indigenous or non-Indigenous partners, we understand the importance of trust. We aim to earn this trust through open and honest communication.

From our day-to-day operations to the planning and implementation of new projects, our business relies on meaningful engagement with the communities we operate, which include landowners, Indigenous Peoples, regulators, all levels of government, community investment partners and other stakeholders.

Our Community Commitments framework guides our engagement approach in cultivating and sustaining positive relationships with stakeholders. We approach any engagement or consultation with early, respectful and transparent conversations rooted in our Community Commitments.

When we plan new projects, we assess the impacts that our work might have on communities. We look at health, safety, security and many environmental considerations such as water, air, land use and wildlife. We consult with residents, landowners, other

stakeholders and Indigenous Peoples so that we can proactively address any concerns.

Indigenous Engagement

Gibson recognizes Indigenous Peoples as rightsholders who have a distinct relationship to the land, with legal rights as self-governing entities of the people who were the original inhabitants of our continent. We are taking several steps to meaningfully engage with Indigenous communities across our operations. For example, we contracted an Indigenous vendor to help create a framework for Indigenous traditional territorial use in proximity to Gibson assets and develop community profiles, initial key performance indicators (KPI) and consultation and engagement tracking mechanisms.





We will also be introducing a documented Chance Find Procedure (CFP) that will allow us to speak directly to actions taken to protect and preserve Indigenous cultural heritage across our operations. The CFP will outline what is defined as a “chance find” and how the find should be dealt with, including consideration of regulations and involvement of Indigenous Persons where required.

Further, we are introducing mandatory disclosures on Indigenous content, representation and inclusion throughout the supply chain and RFP process.

We anticipate completion and implementation of all three initiatives to occur by the end of 2022.



STAKEHOLDER ENGAGEMENT ACTIVITIES

Stakeholder Group		Minimum Frequency	Examples of Our Engagement Activities
Employees and Contractors		Daily	<ul style="list-style-type: none"> Virtual town halls, <i>in the KNOW</i> newsletter, MyPodcast, MyGibson intranet, Yammer internal social media, Sips with Steve Employee resource groups Bi-monthly head-office and field safety meetings Annual Diversity & Inclusion and Employee Engagement Survey Communication through email, conference calls and in-person meetings
Investors and Analysts		Daily	<ul style="list-style-type: none"> Communication through email, conference calls and in-person meetings Conferences and roadshows Investor days Quarterly earnings calls and Annual General Meeting
Suppliers		Daily	<ul style="list-style-type: none"> Engagement meetings and supplier forums Supplier selection and onboarding process Communication through email, conference calls and in-person meetings
Customers		Daily	<ul style="list-style-type: none"> Engagement meetings and customer surveys Communication through email, conference calls and in-person meetings
Communities		Monthly	<ul style="list-style-type: none"> Open houses and public events Public awareness communications through our website and social media Community investment program and Gibson GIVES initiatives Partnerships with local organizations Communication through email, conference calls and in-person meetings
Indigenous Rightsholders		Monthly	<ul style="list-style-type: none"> Community outreach through open houses and public events Public awareness communications through our website and social media Community investment initiatives Communication through email, conference calls and in-person meetings
Government		Monthly	<ul style="list-style-type: none"> Virtual and in-person meetings on public policy and regulatory matters Responding to proposed legislature requests for comment Tours of facilities/assets Communication through email, conference calls and in-person meetings
Industry Groups		Quarterly	<ul style="list-style-type: none"> Membership in trade associations, non-profit organizations and other committees/groups Participating in conferences, panels and speaking opportunities

Diversity and Inclusion

We are committed to fostering a respectful and inclusive workplace that reflects the communities where we live and work.

Gibson's success reflects the quality, skills and experience of our employees, who all have a responsibility to support and foster a diverse and inclusive culture.

Gibson has four diversity and inclusion (D&I) pillars — attraction, retention, development and engagement. These pillars are supported by our culture and the systems and processes that enable this culture.

- *Attraction:* We pursue new talent acquisition strategies to help us find diverse candidates. Strategies include strategic acquisition partners and community and university outreach.
- *Retention:* We align benefits and employee policies with the needs of underrepresented employee groups.
- *Development:* We ensure diverse representation in all talent programs such as succession planning and leader development.
- *Engagement:* We embed the Gibson Way.

We will continue to develop a culture of inclusiveness by providing D&I training and awareness opportunities to all our employees, supporting employee-led employee resource groups and activating a robust communications strategy that supports the value of D&I. Our foundational and enabling systems and

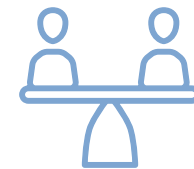
processes include introducing monitoring tools such as workforce analytics and dashboards, seeking local and industry workforce availability data and implementing additional systems and tools that provide bias mitigation. Together, these initiatives will enable us to achieve the D&I targets we set out and further position our workforce and company for continued success.

Attraction

We continued to implement opportunities to incorporate diversity and inclusion into our recruitment process. To attract a more diverse group of candidates, we are expanding our talent pipelines by connecting with universities, communities, networks and search firms. In 2021, we launched an Ameliorative Recruitment Initiative, designed to reduce barriers and biases in recruitment strategies and practices. Our goal with this initiative is to increase representation in one or more underrepresented groups within our organization. We are also in the process of implementing a Hiring Without Bias training program for all hiring leaders to ensure we mitigate biases during the hiring process.

As part of our recruitment process, we include an option for applicants to voluntarily disclose their diversity information. This allows us to better evaluate and understand candidate diversity, as we have set a target for candidate shortlists to be made up of a

**DIVERSITY
& INCLUSION**



≥50%

**target for candidate
shortlists to be made up
of people from
underrepresented groups
including women, racial and
ethnic minorities and
Indigenous Persons**

minimum of 50% people from underrepresented groups including women, racial and ethnic minorities and Indigenous Persons.

Retention

Gibson is committed to creating a diverse and inclusive culture and supporting an environment where our employees feel respected, trusted and included and have a sense of belonging. Through this, we can encourage employees to continue contributing their diverse perspectives and experiences and bringing their whole selves to work. In addition to retaining a diverse group of employees and ensuring

everyone plays a part in fostering an inclusive work environment, we have also implemented initiatives to further embed D&I at Gibson, including:

- An initiative for employees to upload a photo of themselves and an audio recording of their name pronunciation - this inclusive feature enables other employees to learn how to properly pronounce their colleagues' names and has also been embedded as part of the onboarding process
- An expanded exit interview process designed to better understand D&I strengths and challenges that we can focus on throughout our organization

Development

We ensure that our employee development programs include D&I considerations and also recognize the strong connection between retention and development of our employees. To mitigate against unconscious bias, we validate participants in Gibson's development programs against targeted groups that are currently underrepresented in the company. Affected programs include succession planning, training opportunities and leader development.

Our Women Development Program helps to establish future leaders in the areas of finance, energy marketing/trading, operations and engineering

Family Building Benefit Program



Gibson is committed to go beyond traditional workplace wellness programs and look for ways to support employees and ensure we are doing what we can to support financial, family, physical or mental health concerns.

Gibson introduced an industry-leading Family Building Benefit Program in 2022 as part of our group benefits package. There are several options available to individuals looking to build families through fertility treatments, surrogacy arrangements or adoption assistance. For many, the financial stress and commitment makes these options unattainable or financially challenging. The Family Building Benefit Program can help relieve some of these concerns. The coverage provides a combined lifetime maximum of \$30,000 per employee for three areas of qualifying services (Fertility, Surrogacy and Adoption). This inclusive benefit can be especially beneficial to marginalized groups that face additional challenges when growing their family.

Diversity and Inclusion continued

through experience, exposure and opportunity. This 2-day student program is designed to provide insights on various facets of our business and give students the opportunity to network with our senior leadership and Board of Directors.

Engagement

The 2021 Gibson Diversity & Inclusion and Employee Engagement Survey was an important tool in helping us identify where we are in our D&I journey, understanding our employee demographics and hearing from our employees on what we do well and what we need to improve on. This information has helped us understand the makeup of our workforce — an understanding that will allow us to strengthen future initiatives by delivering programs and practices that are meaningful to each employee.

At Gibson, we are taking the time to educate our employees on the benefits of creating a diverse workforce and building an inclusive work environment. We have engaged speakers at Gibson events such as leadership sessions and town halls. We also have a targeted sponsorship program to support diversity and inclusion-related initiatives in the communities where we operate.

We offer a variety of educational opportunities focused on D&I:

- In 2020, we introduced a company-wide course on conscious inclusion, which is now required to be completed by all new employees
- In late 2021, we launched Gibson Learns — a digital platform offering more than 500 D&I courses to employees. Hosted in partnership with Blue Ocean Brain, the courses take 10 minutes per week to

complete and support our strategic initiatives of advancing D&I, training our employees in soft skills and promoting the Gibson Way.

Diversity and Inclusion Policy

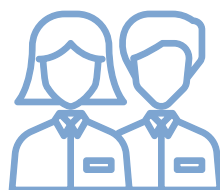
Gibson's D&I Policy encourages diversity and inclusion throughout all levels of the organization based on attributes such as gender, ethnicity, race, disabilities, age, sexual orientation, religion and family status. This policy articulates our belief that diversity and inclusion allows for better governance and enhanced performance through the contribution of different perspectives and experiences. Embedded within the policy are our aspirational targets regarding the representation of women as well as racial, ethnic and/or Indigenous Persons on the Board and across the Gibson workforce.

Community Futures Treaty 7 (CFT7) Post-Secondary Employment Symposium



In 2022, Gibson participated in the CFT7 Post-Secondary Employment Symposium, where the Gibson team took the opportunity to connect with Indigenous students looking for future employment. Following the symposium, members of the Gibson team played in the CFT7 Post-Secondary Summer Recruitment Golf Tournament, where their registration fee went toward supporting future programs put on by CFT7.

The goal of the student symposium and golf tournament is to create a bridge between Indigenous students and employers by connecting them through these events. By attending, we supported Indigenous youth and met potential summer student candidates for future Gibson roles.



>50%

of new hires in 2021
were women

33%

women in workforce

34%

women in leadership

18%

racial and ethnic minorities

3.5%

Indigenous Persons



Launched in 2021, the Student and New Grad Community hosts events and contests for young professionals at Gibson. Events include Meet and Greets with senior leadership, a speaker series, weekly contests and game nights. Other social activities include planning volunteer events in partnership with Gibson GIVES, happy hours and team sports.



**CANADA'S BEST
DIVERSITY EMPLOYERS**

voted as one of Canada's
Best Diversity Employers
for 2022



ABOVE & BEYOND

- Provide training and awareness opportunities designed to build D&I skills and understanding
- Introduced the Family Building Benefit Program
- Established Employee resource groups such as Women @ Gibson and the Student and New Grad Community
- Conduct an annual Diversity & Inclusion and Employee Engagement Survey

Operating with Excellence



IN THIS SECTION

- ⊕ Health and Safety
- ⊕ Operations Management System
- ⊕ Emergency Management
- ⊕ Asset Integrity and Resilience
- ⊕ Cybersecurity

Relevant SDGs



We are committed to ensuring the safety, integrity and resilience of our operations, assets and governance structures through robust programs and best practices in all areas of our business, which are underpinned by our focus on the health and safety of our people, emergency management systems, overall asset integrity and protecting against cybersecurity risks.

Through continuous improvement of our operations and expansion of our products and services, Gibson will be well-positioned to remain a leader in sustainability and in the midstream sector.

Governance Highlights



BEST

safety performance in
Gibson's history in 2021



Completed comprehensive
risk assessments on over

98%

of our assets in 2021



UPDATED

Emergency Response Plans
(ERPs) for Canadian operations



100%

of employees completed
cybersecurity awareness
training

Health and Safety

We are committed to continuously improving our safety performance, enhancing our safety culture and promoting health and wellness. Our ultimate goal of Mission Zero is always to ensure zero harm to people, environment and assets.



At Gibson, our commitment to health and safety is ingrained in our culture. We take our responsibility for the health and safety of our employees, contractors and communities seriously. Our Operations Policy communicates our expectations for the implementation of our Environment, Health and Safety (EHS) programs.

Safety is fundamental to how we work and achieving an incident-free workplace is a responsibility shared by all employees and contractors. We all have the duty to report EHS events. This helps improve our controls to prevent the re-occurrence of safety hazards, environmental hazards and other incidents. Together, we can reach our Mission Zero goal — zero harm to people, environment and assets.

Our target is to achieve and maintain Total Recordable Injury Frequency (TRIF) performance in the top quartile among our peer group. This target fits into Gibson's culture of continuous improvement and

will help us achieve our aspirational goal of zero injuries, incidents and occupational illnesses, which we have named Mission Zero.

We will continue to prioritize safety across the organization, investigate and learn from past incidents, implement best practices and strengthen our safety culture through the following initiatives.

Integration of Health and Safety into Our Operations Management System

Guided by our Operations Policy, we have integrated our health and safety programs into our Operations Management System (OMS). We continue to develop preventive programs related to prioritized health and safety risks.

Eight Life-Saving Rules

We all have an obligation to intervene when there are unsafe situations in the workplace — it is our duty to ensure we create a safe environment for everyone. Our Eight Life-Saving Rules are a list of critical rules that target high-risk activities in our workplace and provide opportunities for intervention. These rules include a Stop-Work Authority Program, which empowers all employees and contractors working on behalf of Gibson to stop work if they believe, on reasonable grounds, the work constitutes a danger to themselves and/or others.

All levels of management are accountable for ensuring that these rules are communicated and managed appropriately. The rules have been put in place to



In 2021, we achieved the best health and safety performance in Gibson's history. The success of Gibson's health and safety programs was reflected in Lost Time Injury Frequency (LTIF) and Recordable Vehicle Incident Frequency (RVIF) rates of zero for employees and contractors for the second year in a row. We also saw outstanding improvement in our TRIF in 2021, with a rate of 0.43 for employees, meeting our target of achieving top quartile safety performance among our peers.



SAFETY IN NUMBERS

● Employee TRIF ● Employee LTIF

2019

1.08

0

2020

1.03

0

2021

0.43

0

Note: TRIF and LTIF are based on 200,000 employee-hours.

help ensure we focus on consistent behaviours that will help prevent incidents that could result in significant injury or fatalities. Every Life-Saving Rule breach will be investigated thoroughly to identify the cause and corrective action.

Environment, Health and Safety Committees

We have an Environment, Health and Safety committee for each large worksite. Each committee includes employee volunteers and is co-chaired by an

employee representative. In addition to sharing ideas and best practices, these cross-functional committees identify hazards, develop and promote prevention measures, address concerns and participate in incident investigations.

Validation and Verification Observations

Gibson recently implemented a safety observation program called Validation and Verification (V'nV). Our V'nV program requires leaders, from field supervisors right up to our CEO, to watch how workers perform critical work tasks and provide constructive feedback. This program ensures that work behaviours match expectations and that we continue to learn and improve.

Health and Wellness

Gibson is committed to promoting the physical and emotional well-being of our employees. We offer a variety of programs that support employees with their mental, physical and financial wellness, whether they are trying to manage stress, need family assistance or have other health and wellness needs. We have partnered with various Canadian and US organizations that offer mental health support to employees and their family members. In light of the COVID-19 pandemic, we ensured many of these partnerships provided for the provision of services and support virtually to further fulfill our commitment to keep our employees and contractors safe. Regarding COVID-19, Gibson remains committed to the health and well-being of our employees and the communities in which we operate.



ABOVE & BEYOND

- Operate under our clearly articulated OMS, which enables Gibson to manage operational risk and ensure safe, reliable and environmentally responsible operations
- Build programs that encourage employee, contractor and leadership participation to keep each person focused on performing their work safely
- Provide regular training sessions that empower and equip employees to identify health and safety risks and take the necessary actions to mitigate them
- Work collaboratively with regulators, industry experts and other stakeholders to ensure we learn, understand and share best practices for employee health, safety and wellness

Operations Management System

To effectively align our operations with our values and the commitments and behaviours set out in the Operations Policy, we have designed and implemented an Operations Management System (OMS).


OMS
Connecting Operations

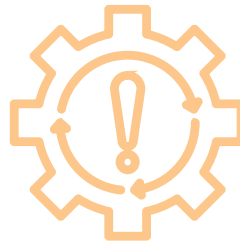
The OMS outlines how Gibson operates, continuously improves and interconnects our operations to achieve an incident-free workplace and support the strong performance that is fundamental to our success.

The OMS program is built around four key processes: assessment, gap management, planning and management review. We review these processes annually to ensure effective implementation and maintenance. This annual review supports a cycle of continuous improvement and helps to ensure that we adequately resource and manage initiatives and identify, prioritize and act upon opportunities for improvement.

Gibson's OMS framework is made up of 24 elements, each of which represents a key operational focus area. Together, the elements cover all aspects of successful operations and form an integrated approach to achieving operational excellence. Each element consists of two parts: a high-level statement that articulates Gibson's commitment to the operational focus area and a set of requirements that summarize commitments to be fulfilled by our Operations and Engineering department and other internal support functions. These commitments satisfy internal standards and align with external regulations.



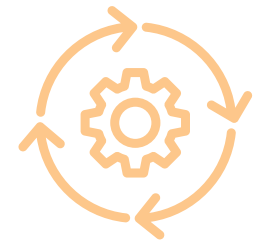
A clearly articulated OMS enables Gibson to:



Identify and manage operational risks and opportunities



Identify, prioritize and manage deficiencies



Systematically improve high-priority work processes





OPERATIONS AND ENGINEERING MANDATE

To ensure safe, reliable and effective operations that meet our business objectives, while enabling focused growth in line with the company's overall strategy. This is achieved by:

- Operating our facilities effectively and in a safe manner that meets our customer needs
- Supporting operations through highly qualified technical and operational service functions
- Ensuring timely and effective EHS support for the entire business
- Developing and executing optimized, fit-for-purpose project solutions that achieve desired business objectives
- Leading continuous improvement of operational activities and project delivery in a "risk-based" manner with a focus on efficiencies and a reduced cost structure

These objectives will be delivered in a way that engages all areas of the business while maximizing value to Gibson.

Emergency Management

We are committed to Emergency Management across the organization through a systematic approach to effectively prevent, mitigate, prepare for, respond to and recover from all incidents and emergencies.

We work hard to enhance our safety programs every day. If there is an emergency, we are ready to respond quickly and effectively. We are proud of our safety record, yet we always strive for continuous improvement. We have a comprehensive Emergency Management Program that applies across all our business activities and assets, which is governed by our OMS and led by subject matter experts in emergency management. We follow the standard emergency management multiphase framework of Mitigation, Preparedness, Response and Recovery, with continuous improvement built into the cycle. This program enables us to identify, address and prepare for hazards to protect people, the environment, our assets and our reputation.

Emergency Response

We regularly test our Emergency Response Plans (ERPs) and procedures and train our staff in effective emergency management utilizing the standard principles and organizational structure of the Incident Command System. Detailed procedures and responsibilities for responders are built into our emergency response training and exercises. Our Emergency Support Team provides support and oversight for our emergency response actions, including stakeholder management, crisis communications and business impact analysis. To be prepared for potential emergencies at our assets, we



We completed an update of our Emergency Response Plans for all Canadian operations to align with the Incident Command System, align with industry best practices and ensure continued compliance with Environment Canada's Environmental Emergencies Program and the provincial regulations. No update was required in the US due to the newness of the infrastructure.



have site-specific, risk-based ERPs in place and also have Spill Contingency Plans and Environmental Protection Plans in place for our assets near water and Pre-Fire Plans established for our largest facilities. We provide an ERP orientation at each location and have a competency-based Emergency Management learning program that outlines a cycle of drills, annual tabletop exercises and full-scale ERP exercises every three years.

Control Centres

Our storage tanks and operating facilities are monitored 24 hours a day by highly trained Gibson

employees from computerized operation control centres. Continuous measurement and monitoring of flow, pressure, temperature and equipment status ensures that our operations are running safely and efficiently.

Mutual Aid

Being prepared means taking a collaborative approach to safety. That is why Gibson is part of three mutual aid groups throughout Alberta and Saskatchewan. These groups collaborate, share resources and conduct joint training exercises to facilitate an even quicker response in the event of an incident at one of

our facilities. In collaboration with our mutual aid groups, in 2022 Gibson hosted full-scale exercises in Hardisty and at our Moose Jaw Facility.

Pipeline Safety

Safety matters to us, and protecting the health of the people and the environment where we operate is a serious business. We have an active Pipeline Safety or Damage Prevention and Public Awareness Program in place to educate and inform our neighbours and ensure the safety of those working and living in areas surrounding our pipelines.



24/7

**monitoring of our storage
tanks and operating facilities**



Asset Integrity and Resilience

We are committed to ensuring the integrity of our operations, identifying gaps in the integrity of our assets and implementing opportunities to address gaps.

As part of our OMS, we strengthen our asset integrity and resilience by understanding and managing potential threats to our assets as follows.

Management of Hazardous Activities

In our achievement of continued operational excellence, we manage our hazardous activities through our Process Safety Management (PSM) Program. The PSM Program helps us understand the

risk exposure to our assets and analyze and build plans to effectively mitigate risks. In 2021, we completed comprehensive risk assessments on over 98% of our assets.

Inspections and Maintenance

To ensure and strengthen asset integrity, we perform regular inspections and preventive maintenance at all our facilities. For example, we used moisture

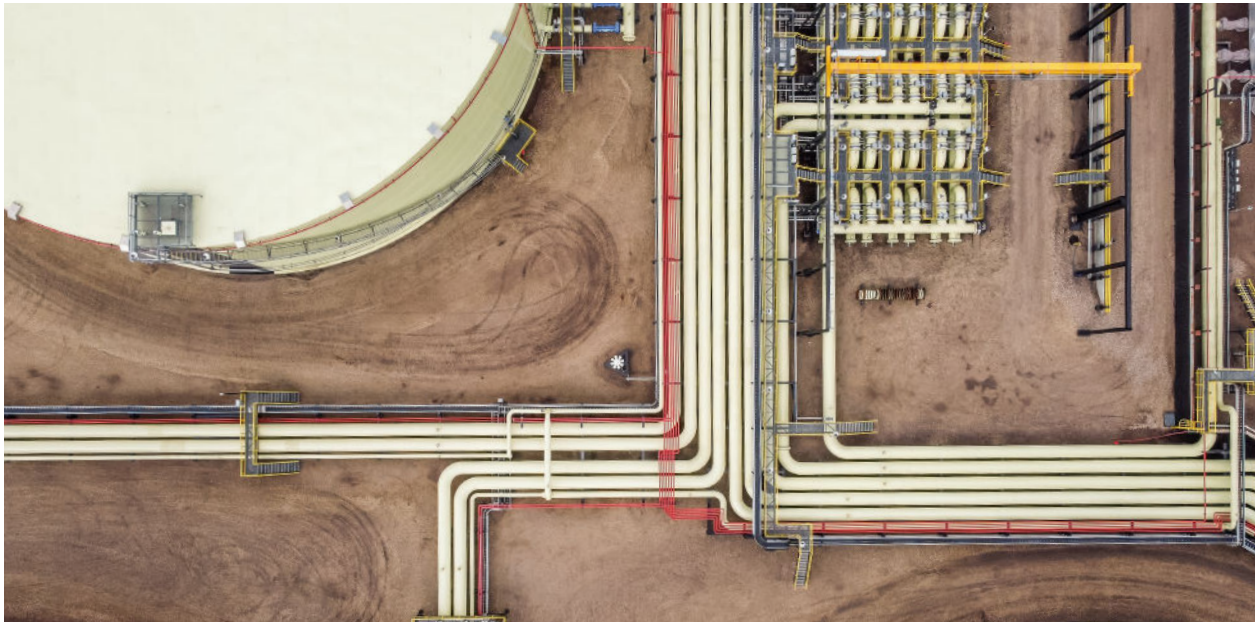
detection imaging to analyze the amount of moisture under the insulation of the pipes at our Moose Jaw Facility. Our current program focus also includes Condition Based Monitoring for the pumps at our critical terminal assets in Hardisty and Edmonton to better plan and prepare for preventive maintenance at these assets.

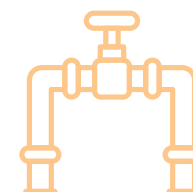
We also ensure the integrity of legacy assets by regularly completing integrity digs using advanced technologies such as Instrumented Indentation to understand the integrity of legacy terminal piping.

Inherently Safer Design

In addition to conducting ongoing monitoring, we are committed to preventing incidents such as releases by investing in inherently safer designs. Where possible, we build infrastructure above grade so it is easy to access. This enables high-quality operational monitoring and inspections, reducing the risk of releases and other operational issues.

All new tanks are engineered with high standards of corrosion prevention technology such as cathodic protection and internal corrosion-resistant coatings. As an additional measure, all our tanks have robust secondary containment systems in place, which are designed to contain any leaks and prevent offsite impacts.



**100%**

of due inspections for
tanks and pipelines
completed in 2021

Moose Jaw Turnaround



We regularly conduct a turnaround of our Moose Jaw Facility to ensure the continued safety and integrity of our operations. In 2022, the turnaround took place over a four-week period, during which we cleaned and inspected the facility's equipment such as heat exchangers, the crude tower and the vacuum tower, the electrical systems, the boiler, other process vessels and piping. We serviced all of the pumps and installed new seals. During the turnaround, we also held the Moose Jaw Ice-Cream Days initiative to help raise money for charity. Gibson team members were able to get their ice cream by donation during the event days.

Cybersecurity

As a trusted operator and critical provider of infrastructure in the Canadian energy space, we are committed to ensuring that robust cybersecurity services are in place to protect our data and the reliability of our services to our partners.

We recognize the importance of our infrastructure and how vital it is, not only to our operations but to the nation's economy and well-being. Upstream, midstream and downstream operations are all targets for cybersecurity threats from adversaries with a variety of motives such as personal profit, organized crime, industrial espionage and economic disruption.

Identifying and Mitigating Cybersecurity Risks

We conduct regular assessments of our capabilities and cybersecurity maturity, through both internal audits and independent third-party engagements. We assess ourselves against industry-leading standards such as the Centre for Internet Security (CIS) Critical Security Controls, National Institute of Standards and Technology (NIST) cybersecurity framework, internal vulnerability assessments and regular internal and external penetration testing. We continue to fund programs and projects to improve our cybersecurity capabilities and further increase the maturity level of our program.

We have a Cyber Incident Response Plan (IRP) that enables our organization to effectively identify, protect and recover from cybersecurity threats and will continue to focus on further improving and embedding our practices.

Training and Compliance

We believe our employees are one of the best forms of defense against cyberattacks, and we are committed to enhancing their awareness and understanding of cybersecurity responsibilities. All personnel must regularly complete Gibson's cybersecurity training, which is designed to increase awareness of new and emerging cybersecurity threats. Specific remote work training is also provided to ensure personnel understand ways to stay cyber-safe while working from home or away from the office. In 2021, 100% of employees completed cybersecurity awareness training.

We assess the effectiveness of our cybersecurity

training through regular threat simulations and the monitoring of compliance with mandatory training requirements.

Cybersecurity Governance

Our Senior Vice President & Chief Administrative and Sustainability Officer has executive oversight of our cybersecurity strategy and performance, while the Audit Committee maintains Board oversight.

All employees and contractors must acknowledge and adhere to Gibson's information technology policies and standards designed to protect the organization from cybersecurity risk.



Cyberattacks are a top risk, and as an operator of critical energy infrastructure, we understand the importance of addressing such risk. We regularly test our ability to prevent, detect, respond to and recover from potential threats. At Gibson, we believe in continuously enhancing our controls to protect the confidentiality, integrity and availability of corporate and operational systems, networks and operational assets.

Appendices



IN THIS SECTION

- Appendix A — References
- Appendix B — Glossary
- Appendix C — TCFD Disclosure Index
- Appendix D — Performance Data Table
- Appendix E — Forward-Looking Statements Disclaimer

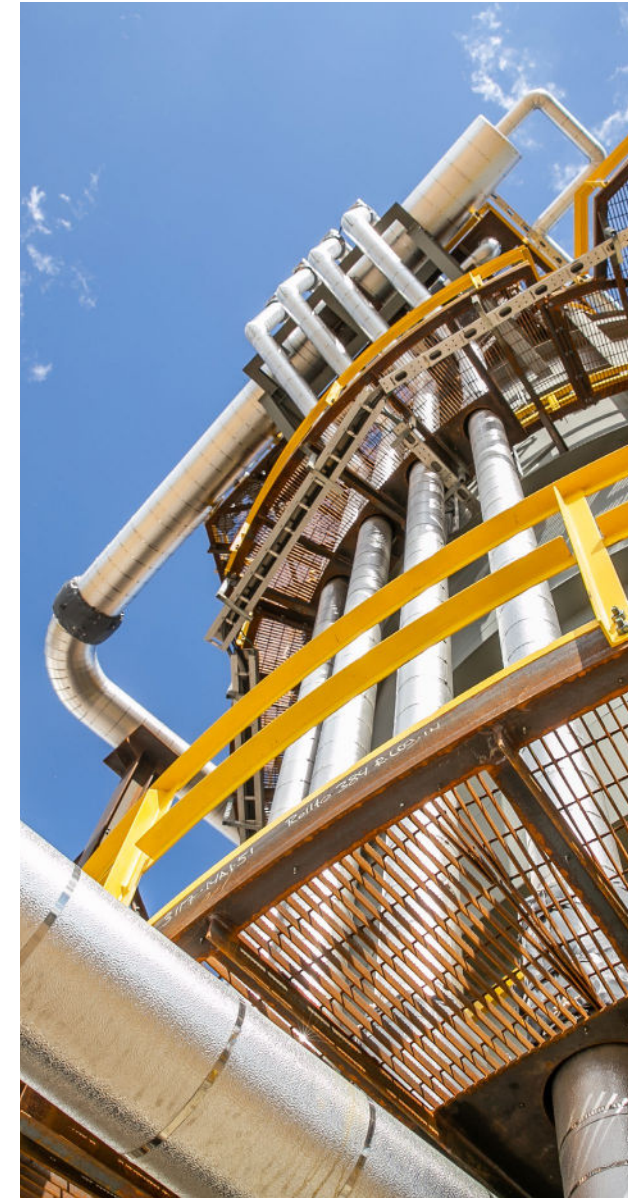
Appendix A – References

External References

- [TCFD Recommendations](#)
- [SASB Standards](#)
- [GRI Standards](#)
- [UN SDGs](#)
- [Saskatchewan's Management and Reduction of Greenhouse Gases \(Baselines, Returns and Verification\) Standard dated August 2021](#)
- [ISO 14054-3:2019 Greenhouse Gases — Part 3: Specification with Guidance for the Verification and Validation of Greenhouse Gas Statements](#)
- [Government of Canada's 2030 Emissions Reduction Plan](#)
- [Pathways Alliance](#)
- [Canada's Best Diversity Employers — 2022](#)
- [Alberta's Top Employers — 2022](#)
- [Benevity Moonshot Award — 2022](#)
- [EIA — International Energy Outlook 2021](#)
- [McKinsey — Global Energy Perspective 2022](#)

Gibson References

- [TCFD Report and 2022 Sustainability Performance Data Update](#)
- [2021 Annual Information Form](#)
- [2022 Management Information Circular](#)
- [2022 CDP Climate Change Questionnaire](#)
- [Code of Conduct and Ethics](#)
- [Supplier Code of Conduct and Ethics](#)
- [Diversity & Inclusion Policy](#)
- [Operations Policy](#)
- [Community Commitments Framework](#)
- [Indigenous Relations and Engagement Guiding Principles](#)



Appendix B — Glossary

- **Connecting energy:** The underlying theme of everything we do — delivering strong outcomes for investors, enabling opportunities for employees, giving back to the communities where we live and operate in and building resilient relationships with our customers.
- **energy transition:** The global energy sector's shift from fossil-based energy products such as gas, coal and oil, to renewable energy sources such as wind, solar and hydro.
- **environmental, social and governance (ESG):** Environmental, social and governance factors that might have a financial impact on the company.
- **midstream:** One of three major components of the oil and gas industry involving the transportation, storage and wholesale marketing of natural gas liquids and refined petroleum products.
- **Net Zero by 2050:** Our target of achieving net zero Scope 1 and 2 emissions — a balance between emissions released into the atmosphere and those removed from the atmosphere — by the year 2050.
- **Sustainability:** A long-term societal goal to prevent the depletion of natural resources and ensure both present and future generations meet their needs.



BOE: Barrel of oil equivalent

bpd: barrels per day

BRCC: Business Renewables Centre Canada

CACs: Criteria Air Contaminants

CAD: Canadian dollars

CASO: Senior Vice President & Chief Administrative and Sustainability Officer

CCS: Carbon capture and storage

CEO: Chief Executive Officer

CFP: Chance Find Procedure

CFT7: Community Futures Treaty 7

CIS: Centre for Internet Security

D&I: Diversity and Inclusion

DRU: Diluent Recovery Unit

EBITDA: Earnings before interest, taxes, depreciation, and amortization

EHS: Environment, Health and Safety

ERP: Emergency Response Plan

ESG: Environmental, Social and Governance

GHG: Greenhouse gas

GRI: Global Reporting Initiative

IEA: International Energy Agency

IRP: Incident Response Plan

ISO: International Standards Organization

IT: Information Technology

LMS: Learning Management System

LOPC: Loss of Primary Containment

LTIF: Lost Time Injury Frequency

m³: Meters cubed

MRGGR: Saskatchewan's Management and Reduction of Greenhouse Gases Regulations

MWh: Megawatt hour

NGL: Natural gas liquids

NIST: National Institute of Standards and Technology

NMFR: Near Miss Frequency Rate

NO_x: Nitrogen oxide

NPRI: National Pollutant Release Inventory

OMS: Operations Management System

PPA: Power purchase agreement

PSE: Process Safety Event

PSM: Process Safety Management

RFP: Request for proposal

RSIF: Recordable Spill Incident Frequency

RVIF: Recordable Vehicle Incident Frequency

SASB: Sustainability Accounting Standards Board

SDG: Sustainable Development Goal

SDS: Sustainable Development Scenario

SESG Committee: Sustainability and ESG Committee

SIA: Strathcona Industrial Association

SO_x: Sulphur oxide

STEPS: Stated Policies Scenario

STIP: Short Term Incentive Program

Supplier Code: Supplier Code of Conduct and Ethics

SVP: Senior Vice President

TCFD: Task Force on Climate Related Financial Disclosures

tCO₂e: Tonnes carbon dioxide equivalent

TIER: Alberta's Technology Innovation and Emissions Reduction Regulation

TRIF: Total Recordable Injury Frequency

U.S.: United States

UN SDGs: United Nations Sustainable Development Goals

UNDRIP: United Nations Declaration on the Rights of Indigenous Peoples

UST: Underground Storage Tank

V'nV: Validation and Verification

VOCs: Volatile Organic Compounds

VP: Vice President

WEO: World Energy Outlook

Appendix C — TCFD Disclosure Index

The following is a table of concordance between the content recommended by the Task Force on Climate-Related Financial Disclosures (TCFD) and the content of this report and other sources.

TCFD Recommendations		Relevant Information
Governance		
Disclose the organization's governance around climate-related risks and opportunities	Describe the Board's oversight of climate-related risks and opportunities	Governance, page 16-17; CDP Climate Change 2022, question C1.1
	Describe Management's role in assessing and managing climate-related risks and opportunities	Governance, page 16-17; CDP Climate Change 2022, question C1.2
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization	Describe the climate-related risks and opportunities the organization has identified over the short, medium, long-term	CDP Climate Change 2022, questions C2.3 and C2.4
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	CDP Climate Change 2022, questions C2.3, C2.4, C3.3 and C3.4
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including 2°C or lower scenarios	Climate-Related Scenario Analysis, page 27; CDP Climate Change 2022, question C3.2
Risk Management		
Disclose how the organization identifies, assesses, and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	CDP Climate Change 2022, questions C2.1 and C2.2
	Describe the organization's processes for managing climate-related risks	CDP Climate Change 2022, question C2.2
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	CDP Climate Change 2022, question C2.2
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Environmental, Social and Governance Targets, page 18; CDP Climate Change 2022, section C4 and C6
	Disclose Scope 1, Scope 2, and if appropriate, Scope 3 GHG emissions, and the related risks	Performance Data Table, pages 63-64; CDP Climate Change 2022, section C6
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	Environmental, Social and Governance Targets, page 18; CDP Climate Change 2022, section C4

Appendix D — Performance Data Table

ENVIRONMENTAL					
GREENHOUSE GAS (GHG) EMISSIONS ⁽¹⁾	2021	2020	2019	SASB	GRI
Total Scope 1 Direct GHG Emissions (tCO ₂ e)	96,599	71,421	86,697	EM-MD-110a.1 EM-RM-110a.1	305-1
Percent from Methane Emissions (%)	2	2.4	0.8	EM-MD-110a.1	
Percent covered under emissions limiting regulation (%) ⁽²⁾	83.5	84.8	Not Tracked	EM-MD-110a.1 EM-RM-110a.1	
Total Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Location-based)	53,493	55,330	57,452		305-2
Total Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Market-based)	47,356	49,657	Not Tracked		305-2
Total Scope 1 + 2 Emissions (tCO ₂ e) (Market-based)	143,955	121,078	Not Tracked		
Canada GHG emissions					
Scope 1 Direct GHG Emissions (tCO ₂ e)	91,897	63,701	86,697		305-1
Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Location-based)	52,000	53,630	57,452		305-2
United States GHG emissions					
Scope 1 Direct GHG Emissions (tCO ₂ e)	4,702	7,720	Not Tracked		305-1
Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Location-based)	1,494	1,701	Not Tracked		305-2
Processing facilities GHG emissions					
Scope 1 Direct GHG Emissions (tCO ₂ e)	90,385	62,281	52,336		305-1
Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Location-based)	12,838	11,417	10,748		305-2
Storage & Handling Facilities GHG Emissions					
Scope 1 Direct GHG Emissions (tCO ₂ e)	6,213	9,139	34,361		305-1
Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Location-based)	40,655	43,913	46,704		305-2
Emissions intensity					
Company-Wide Scope 1 + 2 Emissions Intensity (tCO ₂ e/\$CAD revenue)	0.000020	0.000025	0.000027		305-4
Company-Wide Scope 1 + 2 Emissions Intensity (tCO ₂ e/BOE)	0.000332	0.000326	Not Tracked		305-4
Storage and Handling Facilities Scope 1 + 2 Emissions Intensity (tCO ₂ e/BOE)	0.000112	0.000147	Not Tracked		305-4
Processing Facilities Scope 1 + 2 Emissions Intensity (tCO ₂ e/BOE)	0.007451	0.008007	Not Tracked		305-4

Appendix D — Performance Data Table continued

Scope 3 other indirect GHG emissions (tCO ₂ e)					
Purchased goods and services	595,310	423,928	129,298		305-3
Capital goods	65,876	194,490	119,008		305-3
Fuel-and-energy-related activities	8,916	6,540	11,430		305-3
Upstream transportation and distribution	75,411	54,420	Not Tracked		305-3
Waste generated in operations	795	993	179		305-3
Business travel	251	214	524		305-3
Employee commuting	1,393	1,998	2,994		305-3
Upstream leased assets	867	582	Not Tracked		
Downstream transportation and distribution	367,291	282,991	Not Tracked		305-3
Processing of sold products	12,275	15,266	Not Tracked		305-3
Use of sold products	86,930	80,614	Not Tracked		305-3
AIR EMISSIONS ⁽³⁾	2021	2020	2019	SASB	GRI
Total Criteria Air Contaminants (CACs) (tonnes)	4,148	3,672	4,043		305-7
Nitrogen Oxides (NO _x) (tonnes)	119	112	118	EM-MD-120a.1 EM-RM-120a.1	305-7
Sulphur Oxides (SO _x) (tonnes)	88	77	104	EM-MD-120a.1 EM-RM-120a.1	305-7
Particulate Matter (tonnes)	2,865	2,613	2,588	EM-MD-120a.1 EM-RM-120a.1	305-7
Hydrocarbons (tonnes)	1,146	849	1,187		305-7
Carbon Monoxide (tonnes)	15	12	37		305-7
Volatile Organic Compounds (VOCs) (tonnes)	1,048	814	1,123	EM-MD-120a.1 EM-RM-120a.1	305-7
H ₂ S (tonnes)	12	9	11	EM-RM-120a.1	305-7
Percentage of air emissions in or near areas of dense population (%) ⁽⁴⁾	2	3	3		

ENERGY ⁽¹⁾	2021	2020	2019	SASB	GRI
Total Energy Consumption (MWh)	447,365	376,003	321,849		302-1
Fuel (MWh)	355,258	291,751	243,813		302-1
Electricity (MWh)	92,107	84,252	78,036		302-1
Renewable (MWh)	10,500	9,000	0		302-1
Non-Renewable (MWh)	81,607	75,252	78,036		302-1
Canada Total Energy Consumption (MWh)	433,057	358,433	321,849		302-1
United States Total Energy Consumption (MWh)	14,308	17,570	Not Tracked		302-1
Total Energy Intensity (MWh/BOE)	0.001031	0.001014	Not Tracked		302-3
Total Energy Intensity (MWh/\$CAD revenue)	0.000062	0.000076	Not Tracked		302-3
BIODIVERSITY AND LAND USE	2021	2020	2019	SASB	GRI
Total Land Remediated (ha) ⁽⁵⁾	0	0.8	3.9	EM-MD-160a.3	304-3
WATER ⁽⁶⁾	2021	2020	2019	SASB	GRI
Water Withdrawal (m ³)	356,375	541,890	404,914		303-3
Fresh Water (m ³)	354,831	531,624	398,489	EM-RM-140a.1	303-3
Surface Water (m ³)	118,596	299,203	223,345		303-3
Ground Water (m ³)	7,224	22,009	2,372		303-3
Municipal Water (m ³)	228,511	210,412	171,284		303-3
Produced Water (m ³)	1,544	10,266	6,424		303-3
Salt Water (m ³)	0	0	0		303-3
Water Consumed (m ³) ⁽⁷⁾	1,544	16,638	6,424		303-5
Water Returned (m ³) ⁽⁸⁾	354,831	525,252	398,489		303-4
Water Recycled (%)	99.6	96.9	98.4	EM-RM-140a.1	
Water Stress Exposure (%) ⁽⁹⁾	0	0	0	EM-RM-140a.1	303-3

Appendix D — Performance Data Table continued

WASTE ⁽¹⁰⁾	2021	2020	2019	SASB	GRI
Total Waste Generated (thousand tonnes)	67.1	74.6	7		306-3
Hazardous Waste Generated (thousand tonnes)	0.59	0.04	3.8	EM-RM-150a.1	306-3
Non-Hazardous Waste Generated (thousand tonnes)	66.5	74.6	3.2		306-3
Total Waste Landfilled (thousand tonnes)	57.5	72.5	2.2		306-5

SOCIAL					
HEALTH AND SAFETY	2021	2020	2019	SASB	GRI
Fatalities	0	0	1	EM-RM-320a.1	403-9
Employee Fatalities	0	0	0	EM-RM-320a.1	403-9
Contractor Fatalities	0	0	1	EM-RM-320a.1	403-9
Third-Party Fatalities ⁽¹¹⁾	0	0	0		
Combined Total Recordable Injury Frequency (TRIF) ⁽¹²⁾	0.25	1.02	1.12	EM-RM-320a.1	403-9
Employee Total Recordable Injury Frequency (TRIF) ⁽¹²⁾	0.43	1.03	1.08	EM-RM-320a.1	403-9
Employee Number of Recordable Injuries	2	5	8		403-9
Contractor Total Recordable Injury Frequency (TRIF) ⁽¹²⁾	0	1.01	1.16	EM-RM-320a.1	403-9
Contractor Number of Recordable Injuries	0	4	8		403-9
Combined Lost Time Injury Frequency (LTIF) ⁽¹²⁾	0	0	0.21		403-9
Employee Lost Time Injury Frequency (LTIF) ⁽¹²⁾	0	0	0		403-9
Employee Number of Lost Time Injuries	0	0	0		403-9
Contractor Lost Time Injury Frequency (LTIF) ⁽¹²⁾	0	0	0.44		403-9
Contractor Number of Lost Time Injuries	0	0	3		403-9
Combined Near Miss Frequency Rate (NMFR) ⁽¹²⁾	22.3	16.59	9.67	EM-RM-320a.1	403-9
Recordable Vehicle Incident Frequency (RVIF) ⁽¹³⁾	0	0	0.58		
EHS Action Closures Rate (%) ⁽¹⁴⁾	97.5	90.2	83		

EHS Meeting Compliance (%) ⁽¹⁵⁾	99.6	99.2	96		
EHS Training Compliance (%) ⁽¹⁶⁾	99.7	97.9	90		
Incidents Investigations Quality (%) ⁽¹⁷⁾	96.7	97.6	96		
EMPLOYEE ATTRACTION, RETENTION, DEVELOPMENT AND ENGAGEMENT	2021	2020	2019	SASB	GRI
Employee Turnover (%)	19	10	21		401-1
Voluntary (%)	8	4	11		401-1
Involuntary (%)	11	6	10		401-1
Average Annual Training Hours per Employee (#) ⁽¹⁸⁾	17.3	12.1	23.9		404-1
Average Annual Training Cost per Employee (\$) ⁽¹⁹⁾	2,017	1,662	3,642		
Gibson Employees ⁽²⁰⁾	464	511	509		
Full-time Permanent Employees ⁽²⁰⁾	446	486	489		
Part-time Employees ⁽²⁰⁾	5	5	6		
Fixed-term Employees ⁽²⁰⁾	13	20	14		
Total Employees in Canada ⁽²⁰⁾	434	466	468		
Total Employees in the United States ⁽²⁰⁾	30	45	41		
Unionized Workforce (%) ⁽²⁰⁾	29	26	26		
Number of New Employee Hires	72	76	154		401-1
Canada	69	64	115		401-1
United States	3	12	39		401-1
DIVERSITY AND INCLUSION⁽²¹⁾	2021	2020	2019	SASB	GRI
Women in Workforce (%)	34	37	31		405-1
Women in Management — VP Level and Above (%)	33	26	29		405-1
Racial or Ethnic Persons (%)	18	18	Not Tracked		405-1
Indigenous Persons (%)	3.5	2	Not Tracked		405-1
Persons with a Disability (%)	4	4	Not Tracked		405-1
Veterans (%)	2	2	Not Tracked		405-1

Appendix D — Performance Data Table continued

COMMUNITY CONTRIBUTIONS	2021	2020	2019	SASB	GRI
Total Community Contributions (\$)	1,430,000	1,500,000	1,000,000		201-1
Value of Cash Donations (\$)	1,007,000	1,000,000	750,000		201-1
Employee Donations (\$)	224,000	190,000	120,000		201-1
Number of Organizations Supported	411	402	332		
Employee Volunteer Hours	5,730	4,123	803		
Average Volunteer Hours per Employee	12.3	8.1	1.6		
Gibson GIVES Participation Rate (%) ⁽²²⁾	96	89	62		
SUSTAINABLE PROCUREMENT	2021	2020	2019	SASB	GRI
New Suppliers Screened Using Environmental and Social Criteria (%) ⁽²³⁾	100	100	Not Tracked		308-1 414-1

GOVERNANCE					
ORGANIZATIONAL PERFORMANCE	2021	2020	2019	SASB	GRI
Total Revenue (\$ thousands CAD)	7,211,148	4,938,066	7,336,322		201-1
Adjusted EBITDA (\$ thousands CAD)	445,218	444,915	467,316		201-1
Employee Wages and Benefits (\$ thousands CAD)	107,768	107,157	96,347		201-1 207-4
Income Tax Paid (\$ millions CAD)	36.2	29.4	20.6		201-1 207-4
Property Tax Paid (\$ millions CAD)	9.9	8.9	7.8		201-1
GOVERNANCE	2021	2020	2019	SASB	GRI
Independent Directors (%) ⁽²⁰⁾	90	88.9	87.5		
Women on Board (%) ⁽²⁰⁾	40	33	25		405-1
Average Board Meeting Attendance (%)	99	99	100		
Say on Pay Approval (%)	98.88	97.95	97.23		

ASSET INTEGRITY AND RESILIENCE	2021	2020	2019	SASB	GRI
Refining Throughput of Crude Oil and Other Feedstocks (barrels in thousands) ⁽²⁴⁾	7,417	6,112	6,112	EM-RM-000.A	
Refining Operating Capacity (barrels per day) ⁽²⁰⁾	22,500	22,500	22,000	EM-RM-000.B	
Number of Refineries In or Near Areas of Dense Population ⁽⁴⁾	0	0	0	EM-RM-120a.2	
Total Number of Releases (#)	95	72	174	EM-MD-160a.4	
Aggregate Volume of Hydrocarbon Releases (m ³)	57.8	146.5	Not Tracked	EM-MD-160a.4	
Volume of Hydrocarbon Releases Recovered (m ³) ⁽²⁵⁾	31	47.9	Not Tracked	EM-MD-160a.4	
Percent of Hydrocarbon Releases Recovered (%)	53.7	33	Not Tracked	EM-MD-160a.4	
Reportable Releases (#)	7	8	12	EM-MD-540a.1	306-3
Percent Significant (%) ⁽²⁶⁾	2.1	50	Not Tracked	EM-MD-540a.1	306-3
Volume of Reportable Releases (m ³)	27.1	10.8	45.7	EM-MD-540a.1	306-3
Reportable Spill Incident Frequency (RSIF) ⁽²⁷⁾	0.09	0.13	74		
Scheduled Work Orders (%) ⁽²⁸⁾	86	84			
Number of Process Safety Events (PSE) for Loss of Primary Containment (LOPC) of Greater Consequence (Tier 1) and Lesser Consequence (Tier 2)	1	0	Not Tracked	EM-RM-540a.1	
Number of Challenges to Safety Systems Indicator (Tier 3)	19	12	15	EM-RM-540a.2	
Number of Underground Storage Tanks (USTs) (#)	11	11	11	EM-RM-150a.2	
Number of UST Releases Requiring Cleanup (#)	0	0	0	EM-RM-150a.2	
Percentage of USTs in States With UST Financial Assurance Funds (%)	0	0	0	EM-RM-150a.2	

Appendix D — Performance Data Table continued

Footnotes

- (1) GHG emissions and energy data from 2020 and 2021 are reported based on an equity share boundary. 2019 data is on an operational control basis and includes Canadian operations only and excludes U.S. operations and all offices.
 - (2) Includes emissions regulated under Technology Innovation and Emissions Reduction (TIER) Regulation in Alberta and the Management and Reduction of Greenhouse Gases Regulations (MRGGR) in Saskatchewan.
 - (3) The increase in air emissions from 2020 to 2021 was due to the DRU becoming operational in mid-2021.
 - (4) Within a 49-kilometre radius of a census population of at least 50,000.
 - (5) Includes work where remediation certification has been received.
 - (6) The decrease in water withdrawal from 2020 to 2021 was largely attributed to less water being needed to conduct hydrotesting of tanks.
 - (7) Water removed for use and not returned to its source.
 - (8) Water returned to the hydrologic cycle.
 - (9) Percentage of water withdrawn in regions with High or Extremely High Baseline Water Stress, based on available data from our regulators in Canada and the U.S.
 - (10) Our primary waste stream includes disposal of contaminated soils.
 - (11) Fatalities that occurred to people external to our organization who are not employees or contractors, due to incidents related to our operations.
 - (12) Per 200,000 hours worked.
 - (13) Number of vehicle accidents per 1 million kilometres driven.
 - (14) Average of all completed “safety action items” divided by the total number of documented “safety action items” (completed + overdue) within a calendar month period. Total Gibson year-to-date scoring averages monthly scores from all facilities.
 - (15) A qualitative score card is used to calculate safety meeting quality. Score card has an attendance component as well as a requirement to follow a set agenda.
 - (16) Average of all completed training courses divided by the total number required as indicated by the training matrix assigned. Training compliance is tracked using Gibson’s learning management system (LMS).
 - (17) A qualitative score card is used to calculate investigation quality. Score card contains incident submission and review timelines, sufficient event data, correct root causes and corresponding corrective actions, correct incident classification and owner review for quality.
 - (18) Training hours include training delivered through Gibson’s learning management system (LMS). Hours do not include on-the-job employee training.
 - (19) Training costs include expenses related to the costs for Gibson’s web-based LMS, online learning platforms, external training and education fees and compensation for employee time while training.
 - (20) As at December 31 of the reporting year.
 - (21) Self-identified diversity data collected from voluntary Diversity & Inclusion survey.
 - (22) Proportion of employees who donated and/or volunteered for charitable causes through Gibson GIVES. Eligible employees include full-time and part-time permanent and fixed term.
 - (23) New suppliers screened using environmental/ social criteria include those who undertook an RFP with Gibson.
 - (24) Includes feedstocks processed at our Moose Jaw Facility.
 - (25) Hydrocarbons spilled during the reporting year that were removed from the environment through short-term spill response activities, not including historical spills.
 - (26) According to the SASB definition, a significant release is defined as one that resulted in: fatality or injury requiring in-patient hospitalization; \$50,000 or more in total costs, measured in 1984 U.S. dollars; highly volatile liquid releases of five barrels or more or other liquid releases of 50 barrels or more; and/or liquid releases resulting in an unintentional fire or explosion.
 - (27) Number of reportable spills per 1 million m³ of volume handled.
 - (28) Proportion of work orders that were planned versus those due to unscheduled incidents.
- * Please note that metrics marked as “Not Tracked” indicate we did not have the capabilities to track the data in prior years.

Appendix E — Statement Regarding Forward-Looking Information in This Report

Advisory Statements

All references in this Report to Net Zero include Scope 1 and 2 emissions only.

Unless otherwise stated, all references in this Report to Gibson's GHG emissions and energy data (i) from 2020 and 2021 is reported on an equity share basis and (ii) from 2019 is reported on an operational control basis and includes Canadian operations only.

Certain statements and information contained in this document constitute forward-looking information (as such term is defined under Canadian securities laws). All statements other than statements of historical fact are forward-looking information. The use of any of the words “anticipate”, “plan”, “continue”, “target”, “estimate”, “expect”, “intend”, “propose”, “might”, “may”, “will”, “shall”, “project”, “should”, “could”, “would”, “believe”, “predict”, “forecast”, “potential”, “goal”, “seek”, and “opportunity” and similar expressions expressing future outcomes or statements regarding an outlook are intended to identify forward-looking information.

Forward-looking information contained in this document includes, but is not limited to, information regarding: Gibson's ESG and emissions reduction focuses and targets and the timing and strategy to achieve such targets; climate-related governance and oversight processes; Gibson remaining a low-emitter and ESG leader relative to its peers; the success of Gibson's ESG initiatives, including climate-related compensation performance objectives, and their ability to reduce emissions; Gibson's process for risk identification and mitigation; the effects of legislation on Gibson's business

and Gibson's ability to prepare for and adapt to such developments; the introduction of climate-change legislation, including in the U.S.; Gibson's position and ability to pivot with and support the energy transition, including changes in demand for Gibson's products and services; the expansion of Gibson's asset base to support its ESG focus; outcomes predicted by climate scenarios and underlying assumptions thereof; the use of climate scenario analysis and the anticipated effects on Gibson's business should such scenarios materialize; Gibson's revenue stability; the extension, renewal and entry into contracts; demand for Gibson's products, services and low-carbon fuel; the costs and actions necessary to mitigate climate-related risks; the operational and financial effect of Gibson's ESG initiatives on its business; Gibson's obligations under climate-change legislation; the stigmatization of the energy industry generally, and the effects thereof on Gibson; the integration of ESG and climate-related considerations in Gibson's business; the benefits of and costs and actions necessary to realize climate-related opportunities; Gibson's ability to consume lower-carbon electricity and contribute to the overall decarbonization of the grid; reductions in operating costs as a result of changes to Gibson's electricity consumption; the DRU's impact on emissions reductions; Gibson's ability to enter the biofuels supply chain; Gibson's business strategy; the development and timing of Gibson's transition plan; Gibson's investment priorities and commitments, including in emerging technology; the benefits of the Biofuels Blending Project; Gibson's sustainable procurement strategy; the completion and timing of climate-related projects; the continued consideration of climate-related risks and opportunities in Gibson's financial planning; Gibson's pathway to Net Zero, including costs and milestones; Gibson's budget and capital allocation; increases to the price of carbon and its impact on Gibson's business;

increases in the costs of capital and the effect on Gibson's market capitalization; and the repurposing of Gibson's infrastructure.

The forward-looking information contained in this document reflects our beliefs and assumptions with respect to the outlook for economic and industry trends, commodity prices, capital markets, the governmental, regulatory and legal environment, our business and the businesses of our industry partners, the impact thereon of environmental, including climate-related, matters, and the likelihood, timing and financial impact of certain events. Our management believes that its assumptions and analysis in this document are reasonable; however, no assurance can be given that these expectations will prove to be correct.

Actual results could differ materially from those anticipated in such forward-looking information as a result of factors outside of our control and due to the risks and uncertainties described under the heading “Risk Factors” in our current management's discussion and analysis and Annual Information Form, in each case as filed on SEDAR at www.sedar.com. Readers should refer to “Forward-Looking Information” and “Risk Factors” included in such documents. Readers are cautioned that there may be risks that are unknown and other risks that may pose unexpected consequences. As such, forward-looking information included or referred to in this document should not be unduly relied upon. The forward-looking information included or referred to in this document is expressly qualified by this cautionary statement and is as of the date hereof. Gibson does not undertake any obligation to publicly update or revise any forward-looking information, whether as a result of new information, future events or otherwise.



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