






OUR COMMITMENT TO SUSTAINABILITY & ESG

At Gibson, we recognize our role and responsibility in shaping a better tomorrow. We view **Sustainability & ESG** as a strategic priority and are committed to integrating and evolving such principles into our everyday business and strategy. Ensuring the safety and protection of people, the environment and our assets is paramount to our definition of being a responsible business.

In March 2021, we took a pivotal step on our sustainability journey and set out relevant, measurable targets. Our commitment to Sustainability & ESG is demonstrated in the hard work and achievements we reached in the last year!

OUR SUSTAINABILITY & ESG TARGETS




ENVIRONMENT

	2025 TARGET	2030 TARGET
 OVERALL GHG INTENSITY Reduce our overall greenhouse gas intensity	15%	20%
 PROCESSING GHG INTENSITY TARGET Reduce our aggregate greenhouse gas intensity	30%	40%
 STORAGE & HANDLING GHG INTENSITY TARGET Reduce our aggregate greenhouse gas intensity	60%	95%
 INDIRECT EMISSIONS (SCOPE 2) Reduce absolute Scope 2 emissions across our business	50%	100%
 DIRECT EMISSIONS (SCOPE 1 & 2) Reduce absolute Scope 1 & 2 emissions (Moose Jaw Facility)	15%	







NET ZERO SCOPE 1 & 2 EMISSIONS by 2050

SOCIAL

	2025 TARGET	2030 TARGET
 WOMEN IN THE WORKFORCE At least 1 woman holds an SVP or above role	> 40% of workforce > 33% of VP & above roles	> 43% of workforce > 40% of VP & above roles
 RACIAL & ETHNIC MINORITY REPRESENTATION At least 1 racial & ethnic minority and/or Indigenous Persons holds an SVP or above role	> 21% of workforce	> 23% of workforce
 INDIGENOUS REPRESENTATION At least 1 racial & ethnic minority and/or Indigenous Persons holds an SVP or above role	> 2.5% of workforce	> 3.5% of workforce
 COMMUNITY Community Initiatives	At least \$5 MILLION (minimum of \$1 million annually)	
 COMMUNITY Maintain our leadership in workforce participation in our community giving program	At least 80% participation	
 TOTAL RECORDABLE INJURY FREQUENCY (TRIF)	Top quartile safety performance	

GOVERNANCE

	TARGET
 WOMEN REPRESENTATION Board of Directors	2025 > 40%
 RACIAL & ETHNIC MINORITY AND/OR INDIGENOUS REPRESENTATION Board of Directors	2025 At least One Board Member
 SUSTAINABILITY LEADERSHIP	ONGOING Maintain top quartile performance from third party ESG rating agencies
 PROTECTION OF ASSETS	ONGOING Ensure robust cybersecurity measures are in place

Note: All net zero targets referenced herein are established on 2020 baseline and intensity targets including Scope 1 and 2 emissions only on the equity portion of facilities Gibson owns and operates.



DELIVERING ENERGY RESPONSIBLY



WORKING TOGETHER



OPERATING WITH EXCELLENCE

OUR SUSTAINABILITY & ESG ACHIEVEMENTS

We believe setting ambitious targets to measure our performance against is essential to drive continuous improvement. We remain on track to reach our 2025 and 2030 targets. Here are some of our key **Sustainability & ESG** achievements!

Delivered the **best safety performance** in the company's history

5,700+

hours in communities where employees live and work, despite the pandemic

The **DRU** at the Hardisty Energy Terminal went into service, which provides a **safer** and **lower-emissions** solution

96%

participation rate in our employee giving program **Gibson GIVES**

Sustainability Award
Bronze Class 2022

S&P Global

Maintained the leadership **score of A-** for the second year in a row on the **CDP Climate Change** Questionnaire submission

Hosted the annual **Women Development Program** implemented to attract and develop **future leaders**

Commenced a project to transition Moose Jaw Facility from a feedstock-based fuel supply to natural gas, resulting in an estimated Scope 1 reduction of approximately **5,000 tCO₂e annually**

Developed a **credible path to Net Zero** by 2050 in which Gibson can reduce approximately **90%** of its current Scope 1 and 2 emissions

Exceeded our Board diversity targets, with **45% female representation** and **18% racial & ethnic minority and Indigenous representation** on our Board of Directors

Alberta's

TOP 75
EMPLOYERS
2022

Contributed over **\$1.4 M** to communities

33%

of VP & above roles identify as a woman, meeting the 2025 target

Continues to identify **opportunities** for **world-class** asset base to support the energy transition and changing needs of customers

MSCI
ESG RATINGS



CCC B BB BBB A AA AAA

Implemented **Diversity and Inclusion** initiatives including a Women Development Program, Gibson Learns and a D&I Calendar

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

SUSTAINALYTICS
a S&P Global company

ESG INDUSTRY TOP RATED



Continues to ensure **robust cybersecurity** measures are in place to continue protecting the security, reliability and availability of company information and technology infrastructure and services

Through **community investment**, we supported **conservation and sustainability** projects where Gibson operates

3.5%

of employees identify as an **Indigenous Person**, meeting the 2030 target



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