## OUR COMMITMENT TO SUSTAINABILITY & ESO

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%
ROCESSING 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%
M 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	> 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	
O 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.

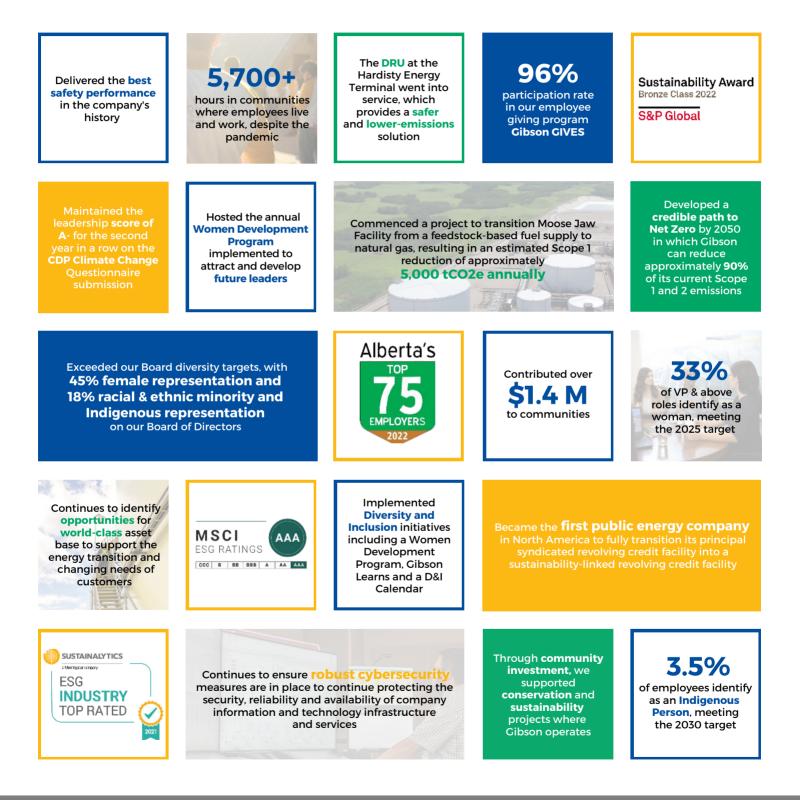






## **OUR SUSTAINABILITY & ESG ACHIEVEMENTS**

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!







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