



STAKEHOLDER ENGAGEMENT

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

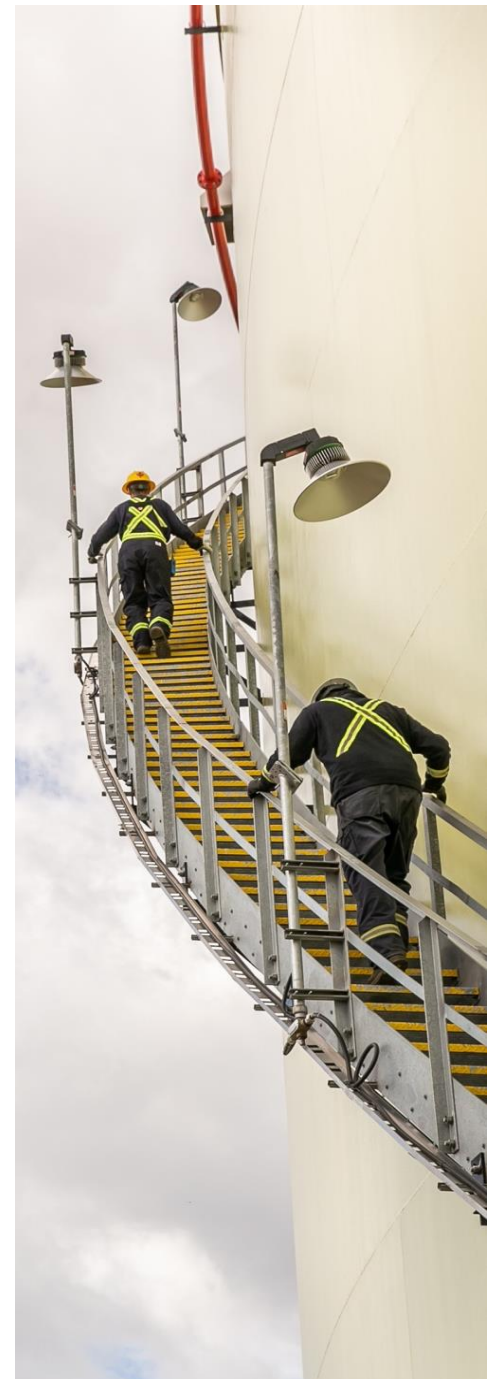
We intend to lead by example as the world transitions to a more sustainable future. By fostering diverse and innovative thought across our organization, we can continue to play an integral role in the Canadian energy value chain and generate long-term value for our key stakeholders, including our investors,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

At Gibson, we energize collaboration and connectivity.

This means we are committed to working closely with the communities where we live and work to promote community development and ensure we are a responsible corporate citizen. We aim to develop strong, mutually beneficial relationships with stakeholders and Indigenous rightsholders and continue to leverage our strong foundation to fulfill the current and future needs of all our stakeholders.

From our day-to-day operations to the planning and implementing of new projects, our business relies on meaningful engagement and ongoing consultation 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 stakeholder relationships. 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 are committed to considering health, safety, security, and environmental issues such as emissions, water, land use, and wildlife. We identify and consult with residents, landowners, other stakeholders and Indigenous Peoples to proactively address any concerns. Delivering energy is at the core of our company's purpose. We recognize our important role in minimizing our climate impact by working alongside our customers, suppliers and industry partners to understand our overall environmental impact better. We also work collaboratively with regulators, industry experts and other stakeholders to ensure we learn, understand and share best practices for employee health, safety and wellness.



DELIVERING ENERGY RESPONSIBLY



WORKING TOGETHER



OPERATING WITH EXCELLENCE



STAKEHOLDER ENGAGEMENT

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

STAKEHOLDER ENGAGEMENT ACTIVITIES		
Group	Minimum Frequency	Examples of Our Engagement Activities
Employees and Contractors	Daily	<ul style="list-style-type: none"> Virtual town halls, in the KNOW 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