



WESTBRICK
ENERGY LTD.

Environmental, Social & Governance **ESG** Report 2020

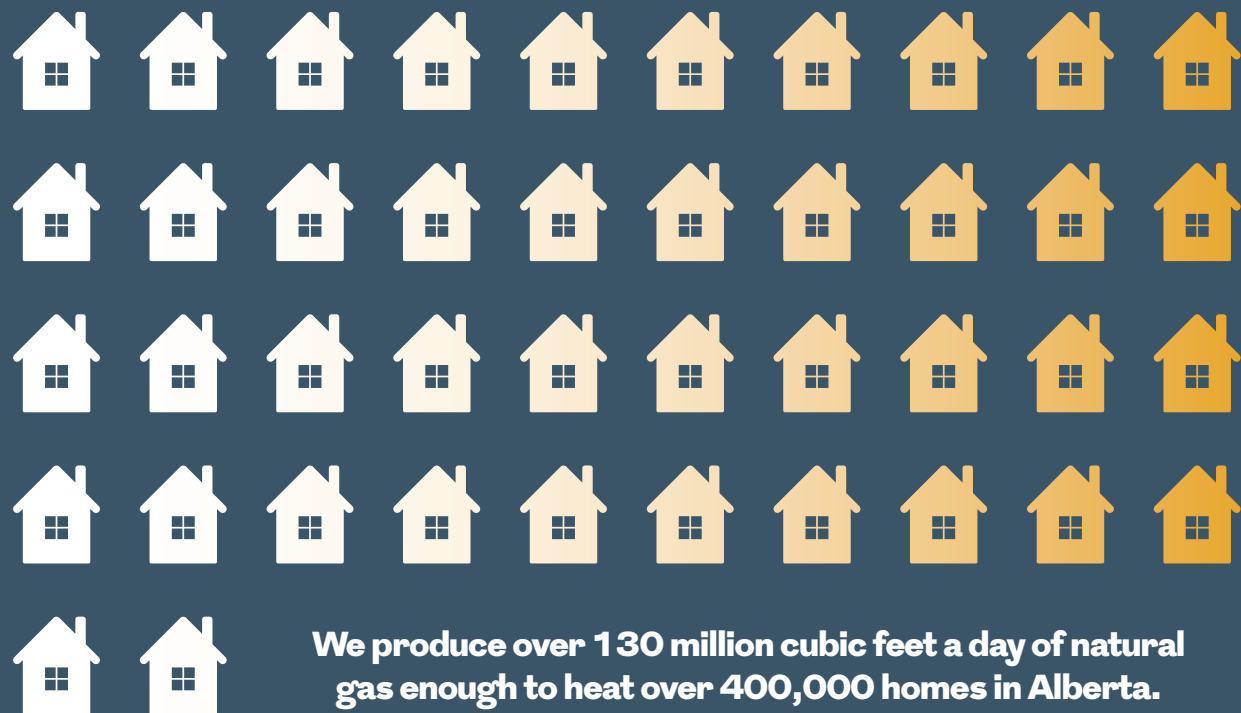
**ESG is a key part of how we make decisions
and conduct our business.**

2011 2012 2013 2014 2015
2016 2017 2018 2019 2020

Westbrick Energy Ltd. is a private energy company founded in 2011.



It is headquartered in Calgary and has natural gas and oil assets in the Alberta Deep Basin (West-Central Alberta).



We produce over 130 million cubic feet a day of natural gas enough to heat over 400,000 homes in Alberta.

What is this report?

This is **Westbrick's** second Environmental, Social, Governance (ESG) performance report. In these pages we look to provide information on the aspects of ESG we see as being important or material to our business.

This is based on:

- Our annual, Company-wide survey which directly asks questions related to ESG risks and opportunities, successes and challenges, as well as other prioritized ESG topics
- Feedback from Company leadership, including the executive and board teams
- Important issues identified by our peers and include in their ESG reports.

We are also guided by international frameworks, like SASB and GRI. We find that these international reporting requirements broadly align with our own materiality evaluations and the reporting by our peers.

These pages provide a snapshot of our performance; highlighting what we achieved and how we are addressing challenges. This report is also a roadmap to what we want to accomplish – it is part of our commitment to continuously improve.

In our first ESG report in 2019, we outlined **Westbrick's** key values which are the foundation to our performance and success. This year, we will look to further report our metrics and share more details about how ESG is part of our work.

2020 has been a challenging year. Market prices, government and regulatory changes as well as the COVID-19 global pandemic have shaped our Company and our industry. **Westbrick** remains committed to strong ESG performance – and we continue to believe that ESG is an integral part of our strategy and operations as well as financial success.



This report is about people and for people

Our employees, contractors and our communities. ESG performance is driven by our team. You don't have to be big to be an ESG reporter.

Although we aren't a large company, or a public company, we want to talk about ESG. This report allows us to review our performance, share stories and to illustrate how we find ways of working through challenges.

In our ESG survey in 2019, our team identified our key values – Integrity, Leadership, Adaptability, Responsibility, Honesty and Constant Improvement. These values remain the foundation of our work and our ESG performance. These values – in combination with the **Westbrick Way** (see back inside cover) – underpin the work of our team.

We asked our team

What words would they use to describe **Westbrick's** ESG performance in 2020?

CONSIDERED
FUTURE
LEADER
CULTURE
DILIGENT
2020
INNOVATIVE
EXCEPTIONAL
COMMITTED
CULTURE
TEAMWORK
THOUGHTFUL
NECESSARY
ASSEEN
RESPONSIBLE

2

We also asked
our team to
assess our key
successes and
challenges
from 2020

Performance

2



Resilience

“The fact that this Company is still standing, able to drill and be a contender in this challenged industry is huge. We are still able to help with charity work and support each other as employees. We all work hard for a greater picture of what we want this Company to be now and in the future.”

“Westbrick has continued to provide a positive and thriving environment to work in.”

“Westbrick’s solid economic performance allowed it to maintain full employment.”

“We very quickly adapted to new working conditions. Our field team collaborated very well over ZOOM, and we developed clear plans and schedules that were flexible based on market conditions and commodity price. Our COO gave an overview of the corporate plans so that the entire field team understood the priority of effective COVID-19 protocols and emergency plans to enable us to keep working.”

Environment – wildlife

“Putting operations on hold for nesting birds. Sounds trivial, but no one in the organization questioned why we would do such a thing. It speaks to how interwoven ESG is into daily decision making. This is another great example of Westbrick’s commitment to exceeding the highest standards.”

“We genuinely care for the environment. We have formal programs to protect the environment, but we often go beyond these. It’s part of what we do. Protecting nests, replacing a bridge while isolating a fish bearing waterbody and participating in voluntary crossing inspections...”



Environment – emissions reductions

“While we knew that we would have to prepare for further emissions reporting in 2020, reducing emissions makes sense both environmentally and economically. We made a lot of changes in 2020.”

“We installed catalyst elements in our engines – to reduce our NOx emissions.”

“Our Fugitive Emissions Management Program is used to track leaks and unnecessary emissions.”

“Upgrading instrumentation to low bleed through our Bluesource program has reduced our methane emissions... we said we were going to do this and we’re delivering.”

Environment – land

“We rely on existing anthropogenic disturbances whenever possible and use multi-well pads.”

“We are increasing the number of wells that we are abandoning and surfaces that we are reclaiming drastically through government funding and corporate cash flow.”

What we are working on

How we communicate – our industry

“We need to continue to open our doors to how we conduct our operations... We support the environment in every way we can, and we want to look after it.”

“Perhaps we need more transparency in [demonstrating] how we run our operations in the field...we could invite the community so that we can prove our effectiveness and how we prioritize the environment in how we do business.”

Environment – water use

“As an industry we need to reduce the amount of fresh water we are using during fracking.”

“We learned from our c-ring failure from a few years ago, it has changed the way we store water on location.”
(AER closed this file with no enforcement)

How we can help – our community

“We need to highlight further that we are a responsible company. Westbrick is part of a larger community of companies that all rely on each other to operate in a manner that reflects a dedication to those relationships.”

“The communities in which we operate are struggling due to the slowdown in oil field activities. We need to do our part in job and financial support in the areas where we operate.”

Welcome



I have spent 40 years looking at technical data sets and forecasting models in detail. What I have learned is that science is humbling as most ideas turn out to be wrong and each of us is looking at the world with a bias whether you think you are or not. We should be careful and cautious on how we adapt towards our energy future. The world needs energy, especially reliable low-cost energy for everyone. We must make sure that what we are doing is right.

We want to reduce our emissions as much as possible, minimize our operating footprint and become more efficient. **Westbrick** will do this by meeting or exceeding all government regulations (Alberta has some of the most stringent in the world) and continuously challenge ourselves in the planning, execution and operation of our programs. We will not compromise safety or the environment.



Westbrick is proudly Albertan. All our operations are exclusively in Alberta and much of our team, including our Board of Directors, employees, contractors and consultants, are Albertans.

Albertan's livelihoods have long been tied to the energy industry and we all have a responsibility to our communities and their economic, environmental and social wellbeing. At **Westbrick**, we are similar: our team all have responsibility and direct influence on how we work, our culture and our future.

Our ESG reports are developed to share our values and to measure our progress beyond financial measures. We can't undermine the importance of financial success – **Westbrick** is a business and without generating profits we would not exist. We see strong ESG performance as a part of our operational and financial success. Operational, financial and ESG achievements are inherently linked and are all part of building long-term value.

This year's ESG report will focus on **Westbrick's** people. After all it is our team that set goals, execute programs and determine outcomes. Each one of us is responsible for doing our part with within the values we have established as a team. Our ESG performance is an essential component of how we develop value for our communities, our team and our investors.

We all know that 2020 was a tough year. But **Westbrick** can and will continue to grow and lead. We can continue to build trust, inspire confidence as well as be proud of our work and what we have accomplished. We can continue to improve everyday – how we practically work today will build what we can achieve in the future.

That is why **Westbrick** will focus on the present, the here and now. Today our communities need safe, reliable and affordable energy and the quality jobs that our industry provides. **Westbrick** has been able to support these needs despite 2020's challenges and we will continue to strive to build a financially-strong and responsible business for Albertans.

Throughout this report, we provide quotes from our people to illustrate how we think about ESG in conducting ourselves in our day to day activities. The way we think about ESG is part of our culture.

Thank you to the employees, contractors, consultants, families, communities and investors of **Westbrick**.

Ken McCagherty, CEO
December 2020

Any questions or feedback on this Report, I encourage you to reach out: esg@westbrick.ca



I grew up on the east side of Edmonton, Alberta during the 1960s. Our house was located adjacent to the large Strathcona industrial complex because that is where the jobs were. Upsets at the refinery were common and the plant would go to flare. My mother still lives in the area and I can't say I have seen the plant go to flare in the last 20 years. It is a reminder of how much things have changed for the positive in our industry.

Climate change was a reality growing up in the 1960s. When it rained in the middle of winter, we got to play street hockey with our skates on.



Understanding, measuring and reducing our emissions is a top priority for **Westbrick**. This involves much more than meeting today’s regulatory expectations, we look further ahead for technological, regulatory and market changes that will make us more efficient in the future.

Air

Our emissions management is important for reducing environmental impacts as well as reducing waste and lost revenue; it makes operational and financial sense to keep everything we produce “in the pipe.” In 2020, we implemented several targeted emissions reduction initiatives. We focused on improving our measurement of emissions, developing creative ways to enhance the efficiency of our operations and using technology to reduce and change how we manage emissions.

How we reduced emissions

Some of the initiatives we undertook this year included:

- **Testing new wells down flow lines:** Gas produced during post frac well clean-up and testing operations is often flared. In 2019 we conserved 35% of this gas. In 2020 we increased our conservation efforts to capture 70% of the gas; helping to eliminate flaring as much as possible.



“I feel we are heading in the right direction to make us more efficient with less emissions.”

“It is very important to me that Westbrick is taking the lead and embracing innovation.”

“We've incorporated using fuel gas as a bi-fuel to support our drilling and completions operations which displaces thousands of litres of diesel each budget cycle.”

- **Replacing diesel:** This year we focused on powering our drilling rig operations with cleaner fuels; we displaced 144,978 litres of diesel with 125.74 e³m³ of natural gas.
- **Reducing Nitrogen Oxides (NOx) emissions:** We have improved the management of emissions from our natural gas driven engines through increased monitoring and improved operation of catalytic convertors. Our NOx emissions reduced from 994 tonnes in 2018 to 510 tonnes in 2019.
- **Reducing methane emissions:** In 2020 we partnered with Blusource Methane to upgrade a significant number of older, inefficient pneumatic devices in services at our wellsites (see case study). Since **Westbrick** was an early adopter of this innovative technology, we are ahead of the incoming regulations on methane emissions. In 2021 we will further evaluate our emissions and continue to transform our facilities to use instrument air systems, including the conversion of two of our major batteries.

Changing regulatory landscape

In terms of GHG emissions management, the oil and gas industry in Alberta is one of the most highly regulated industries in the world. Comprehensive requirements for measuring and controlling emissions are set out in several regulations, including the Alberta Energy Regulator (AER) Directives 017 and 060.

The **Westbrick** team work hard to stay at the forefront of the evolving regulatory landscape. Both provincial and federal regulators have introduced many new regulations and reporting requirements over the past several years. Many of these are being “phased in” over time. This results in an environment that is continually evolving. **Westbrick** has included much of this new data in this Report.

WESTBRICK IN NUMBERS

0.0206 tco ₂ e per boe GHG emissions intensity
1667 e ³ m ³ of gas conserved from clean-up and testing operations
70% of the gas conserved from clean-up and testing operations, a significant increase on 30% last year
10,062 tco ₂ e reduction in methane venting as a result of the Bluesource Methane Program
144,978 litres of diesel for our drilling rig operations replaced with 126 e3m ³ of natural gas
163,320 tco ₂ e of total GHG emissions
5,553,205 m ³ of methane vented
Methane venting intensity of 0.696m ³ per boe
21,603 tCO ₂ e of total methane emissions

Apples to oranges

The regulatory structure for emissions reporting is evolving and we are evolving too. In this years’ ESG report, **Westbrick** is reporting its total direct GHG emissions from its operations as per new regulatory requirements. As a result, **Westbrick’s** GHG quantities have increased significantly this year. The previous numbers only included sources in excess of the federal 10,000 tco₂e reporting threshold, and now we are estimating and reporting air emissions for all our production facilities. Changes in measurement, reporting, and monitoring process allow us to more thoroughly understand our emissions with the goal of generating further reduction ideas in the future

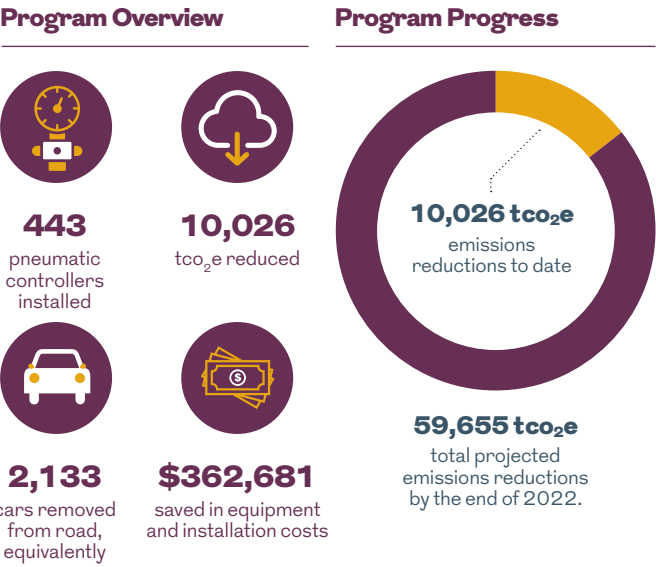
At 0.0206 tco₂e per boe, our GHG emissions intensity positions us as a leader amongst our North American oil and gas industry peers. Our commitment to pursuing innovative solutions to manage GHG emissions in 2020 has allowed us to maintain low emissions intensity, while increasing our production rates.

For **Westbrick**, accelerating production and minimizing emissions are not mutually exclusive. In future years, we will continue to use our resources efficiently and implement emissions reduction programs, while scaling up our production in order to meet the energy needs of Albertans and Canadians.

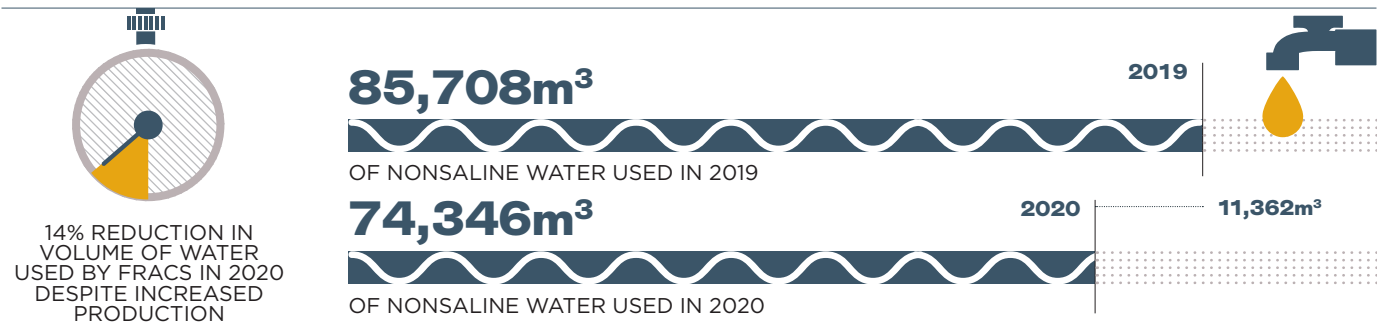
Reducing methane emissions with Bluesource

Since April 2020, Westbrick and Bluesource have partnered to significantly reduce methane emissions from pneumatic controllers. As an early adopter of an innovative high-to-low bleed pneumatic retrofit program, Westbrick will lower emissions and meet new regulations on methane emissions.

During April to October 2020, Westbrick reduced methane emissions by 10,026t CO₂e – with an expectation of reducing emissions by a further 59,655t CO₂e.



We see water as a vital resource, both for our communities in West Central Alberta and for our hydraulic well fracturing operations. **Westbrick** therefore aims to preserve water and is continuously looking for ways to improve water use efficiency.



Water

At **Westbrick**, we do not operate in areas considered to be under “high baseline water stress” and we are fortunate to have an abundant supply of freshwater. Although we do not consider water to be one of our key environmental risks, we are careful not to take this advantageous position for granted.

Water management processes

Each well site has unique water needs and challenges based on its specific production method, growth rate and core plays. This means we implement different water management strategies for each of our sites. Our water management strategies focus on these core aspects:

- **Controlling procurement and movement of water.** Water sources are located in order to minimize or eliminate the number of trucks needed to transport water.
- **Protecting the quality of the water we access for our operations.** Hydraulic well fracturing involves drilling down over 2000 meters into very tight sandstone rock layers and injecting a high-pressure water mixture at a high rate. This fluid, containing sand, water and a very small amount of chemicals, causes the rock formation to break or fracture which enhances the ability for gas to flow out of the formation. We listen to stakeholder concerns about the potential risk to shallow potable water zones at less than 600 meters and use numerous

redundant protection equipment and procedures to alleviate any concerns. To fracture stimulate a well, all zones, especially shallow zones containing potable water must be isolated for the stimulation and therefore the well to be successful. Our operations are aligned with all stakeholders.

- **Reducing the amount of fresh or nonsaline water used during hydraulic fracturing operations.** We are supportive of technological innovations in the industry to reuse saline flowback water and hope the AER will allow the industry to routinely store and reuse flowback water temporarily on our sites in the future.
- **Storing and treating water during hydraulic fracturing operations.** **Westbrick** has improved its movement and handling of water used during hydraulic fracturing. With the focus on multi-well pad drilling we can centralize water handing for multiple well completions and transport fresh water over long distances using temporary surface or lay flat pipelines. This eliminates the need for trucking fluids and the long-term storage of water.

Performance

As we have mentioned, our focus is on increasing production yet reducing our environmental impact. In 2019, we used a total of 85,708m³ of nonsaline water, primarily in our hydraulic fracturing operations. We reduced our water use in 2020 to 74,346m³. This 14% reduction is reflective of our continued emphasis on water management initiatives.



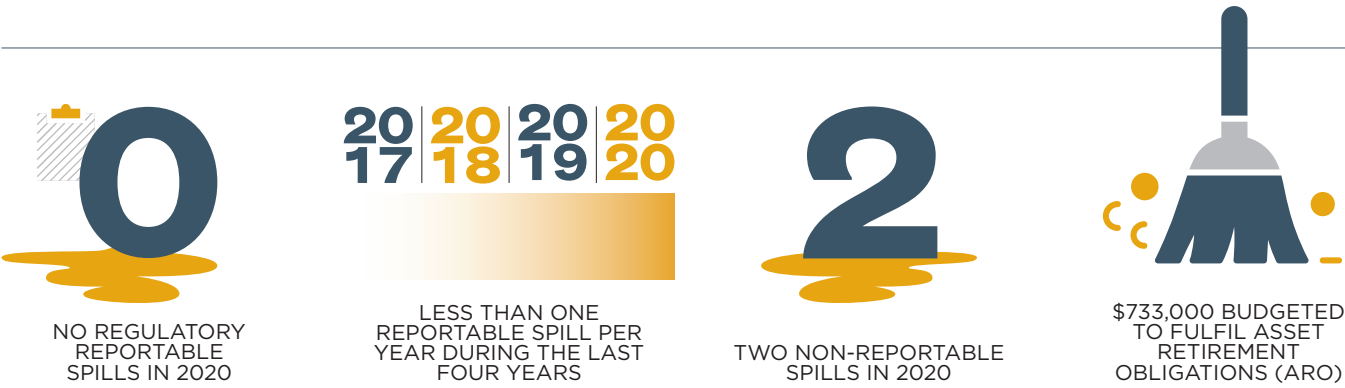
Managing water ecosystems during the repair of Columbia bridge

2020 was an exceptionally wet year for West-Central Alberta. During heavy spring rains, the approach to one of our bridges, located 53km southwest of Drayton Valley, eroded. We needed to repair the bridge and maintain the health of the aquatic ecosystem.

The bridge crosses a moderately sensitive creek that is a potential spawning habitat for fish that are a species of special concern. In line with routine regulatory requirements, the site was evaluated by a Qualified Aquatic Environment Specialist who developed a suitable mitigation plan for the repair work.

The construction zone was isolated and then all fish in the area were salvaged. We relocated a total of 7 fish in the process, including Lake Chub, Pearl Dace and Stickleback. Following the successful repair of the bridge, the site was successfully returned to its former state.

Westbrick operates in remote areas in West Central Alberta. Throughout the lifecycle of our wells, **Westbrick** is committed to responsible land management practices that minimize our impact on the environment.



Land

Development

We endeavour to use existing roads, well sites, pipelines and facilities, previously constructed by other operators, or by other industries. This approach is good business as it minimizes our environmental footprint, accelerates the pace of development and reduces costs.

Westbrick uses multi-well pads which greatly reduces surface disturbances – roads, pipelines, facilities and traffic. A six two mile horizontal well pad replaces 16 vertical wellsites for the same reservoir development. Costs are lower, wells come on stream earlier and we are only using 6 acres of land for a 2560 acre development or 0.23%.

Before starting construction at a well site, we carry out a thorough pre-site survey which includes a wildlife survey. **Westbrick** plans and responds accordingly to reduce the impact of our drilling operations on the environment.

Production

At **Westbrick**, we design our wells, pipelines and facilities to minimize the risk of failure. We have processes to minimize accidents and empower our team to react very quickly in the unlikely event of a spill. Any spill is bad for our business and can equate to potential

environmental impact and a reduction in operating efficiency and profit.

Our Integrity Program has been developed to continually plan, design, check, improve and monitor our operations to identify and communicate potential risks and hazards. Through safety training and competency courses, including AER Industry Training Sessions, we foster a culture of shared accountability where every team member is expected to take responsibility for their own actions and the team’s overall success.

As a result of our management procedures, including emergency response exercises, regulatory reportable spills are rare, with an average of less than one per year occurring during the last four years and with none occurring in 2020. This year, we identified two non-reportable spills, and we immediately mobilized to minimize the spill volume and clean-up the affected area.

Delaying construction for wildlife

When we carried out a wildlife assessment for our 16-7 pad, we discovered a pair of nesting killdeer. To avoid disturbing the nest, we postponed our construction activities while we waited for the eggs to hatch and fly the nest.



Abandonment

Westbrick completed seven wellbore abandonments by the end of 2020. When a well reaches the end of its productive life and is abandoned, the next step is to commence surface reclamation activities to return the well site to its equivalent land use capability. **Westbrick** also carried out 10 Phase I Environmental Site Assessments this year. Following these assessments, we can initiate the remediation and reclamation process in 2021. This process is guided by our Closure Framework

Since inception, **Westbrick** has operated with a healthy, industry leading AER liability management rating. We operate in a core development area and are in the active phase of operations. We consider that every wellsite, pipeline or access road as an asset and has a potential for re-use in order to minimize disturbance. In 2020, we initiated our closure program which mirrors the AER Area Based Closure Program whereby we committed approximately 4% of our deemed inactive well liability towards abandonment and closure activities.

The energy industry in Alberta is subject to stringent regulations on abandonment and reclamation. In 2020, we budgeted \$733,000 to meet our estimated asset retirement obligations and we aim to recoup \$159,000 from the Alberta Site Rehabilitation Program.



“In 2020, we increased the number of wells that we are abandoning and surfaces that we are reclaiming via a combination of government funding and corporate cash flow.”

“We are proactive in our land management... spraying weeds, preventing spills and fixing erosion issues.”

“We try to use existing pad sites and infrastructure wherever possible.”

“During an audit of one of our major facilities, the Alberta Energy Regulator auditor was very impressed with the cleanliness of the entire location. It was easy for him to see that **Westbrick** cares.”

Limiting wildfires

During the Alberta wildfire season, from March to November, **Westbrick** implements measures to prevent wildfires and control risks associated with them by:

- Developing an annual Industrial Wildfire Control Plan
- Undertaking contingency planning for wildfire response
- Monitoring the burning of brush piles during and after burning; and
- Ensuring that flare stacks have the required vegetation setbacks.

We take our responsibility to protect the health and safety of our team, the public and the environment in which we operate very seriously.



THERE WAS ONE LOST TIME INCIDENT INVOLVING **Westbrick** EMPLOYEES AND CONTRACTORS IN 2020.



IN AN AVERAGE MONTH, THE **Westbrick** TEAM PROACTIVELY IDENTIFIED 21 HAZARDS FOR EVERY ONE MINOR INCIDENT THAT WAS REPORTED.



ONE RECORDABLE INCIDENT INVOLVING **Westbrick** EMPLOYEES AND CONTRACTORS IN 2020

Safety

Our Health, Safety and Environment (HSE) Program is updated every three years. Our overall management system includes an annual formal hazard assessment where both leading and lagging indicators are used to trigger improvements in procedures and processes. **Westbrick** uses this system of procedures and processes to improve and proactively prevent injuries and illness in our workplace. In 2020, we added performance measures.

As part of our safety initiatives, we focus on:

Objectives: Our strong safety culture is in a constant state of growth. By setting annual HSE objectives that are “SMART” (specific, measurable, attainable, relevant and time-sensitive), we continually strive to make **Westbrick’s** workplaces as safe as possible.

Training: We invest in the health and safety of our employees, contractors and consultants. **Westbrick** accomplishes this through training as well as conducting regular risk assessments and preparedness exercises. We encourage **Westbrick’s** team to proactively identify and communicate potential hazards to reduce or eliminate risks before an incident occurs.

Reporting: Our performance against health and safety leading and lagging indicators is measured using absolute values. This means that, instead of standardizing our data to meet exposure hours requirements, we focus on the total number of incidents. We believe that this makes our data more readable since we are a relatively small company.

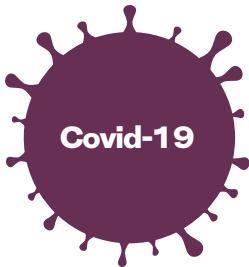


“We have great proactive hazard reporting by our Operations team.”

“We all respect the guidelines and protocols to keep the workplace and everyone safe.”

“During 2020, our Production Superintendent, Mike Hawkings, retired and left with us a legacy to live up to: a safe business is a successful business.”

“Safety First, Safety Always”



Working during a global pandemic necessitates firm protocols to ensure the health and safety of our team. During the period of March through mid-November we worked COVID-19 free. In mid-November 2020, as cases were rising in Alberta and the week before a State of Emergency was declared, we became aware of a case of COVID-19 in one of our field operations. Upon learning of the cases, we took immediate action to isolate close contacts and notify contractors who had attended our site during the infectious window. By communicating and reacting quickly as well as aligning our approach - from the President & CEO to the “boots on the ground” - we were able to limit the spread of the virus and continue safe and reliable operations in the field.

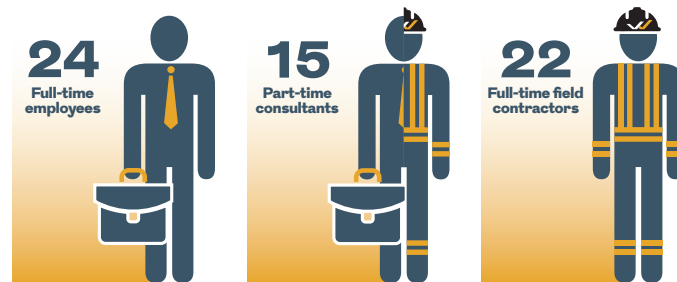
“Westbrick is part of the solution. Remember there is no stigma in getting COVID-19. If you have symptoms, get tested and please tell someone and make sure you notify everyone you may have been in contact with (shared the same air for more than 15 minutes) over the prior 48 hours. Albertans must act to reduce the spread of COVID-19.”

The team

The foundation of **Westbrick's** success undoubtedly reflects the effort of our dedicated team of employees, consultants and contractors.

The Team

At **Westbrick**, we operate as one team, "one **Westbrick**." Each member of our team has a role to play in ensuring **Westbrick's** success, including our:



We value everyone's contribution, regardless of their job title. We listen to all team members. Together we have defined our Company culture and values, which underpin our commitment to operating responsibly. We use our ESG communication process - including our annual ESG survey - to ensure that our team has a sense of ownership over our values, as one **Westbrick** employee put it: "ESG creates a sense of integrity of who you represent."

Our 2020 ESG Survey results strongly reflect the values identified in 2019; demonstrating that they are deeply embedded within our Company's culture. The challenges of 2020 have reinforced the importance of our values and our culture - we continue to operate and grow.

"We need to have a strong position on who we are as employees of **Westbrick and how that rolls into being a Canadian."**

We are constantly enhancing the **Westbrick** team by adding talented new members. While others in the industry are downsizing, we are selectively recruiting. In 2020, we welcomed three new operators and an integrity lead in the field and two new engineers in the Calgary office.

Westbrick seeks to provide employment opportunities for young workers and we grow and nurture their talent. Younger workers are valuable additions to our team through their contribution of new skills, fresh approach and perspectives.



"I think that Westbrick's team is always improving on ESG challenges."

"Westbrick's solid economic performance has allowed it to maintain full employment."



Mike Hawkings' retirement

One of Westbrick's most inspirational team members and valued leaders, Mike Hawkings, retired in 2020. Throughout the transition period, Mike diligently "passed the torch" to Steve Rooyakkers who has taken over the position of Production Superintendent. We are excited to work with and support Steve in his new role.

Mike has left a lasting impact on Westbrick, including through his words of wisdom:

- Work, whether hard or not, is noticed.
- Attitude is contagious, usually top down.
- Sit in the front and always contribute, you'll never fail.
- Justification makes decisions easy, stand by them.
- Enjoy every part of the journey at all times, as trips do end.
- Health is all you're going to end up with so look after it.
- People are the most important part.
- A safe business is a successful business.

During his nearly eight years with us, Mike was a key player in ensuring Westbrick's continued success. He still has "skin in the game" and we are confident that we can repay his extraordinary efforts by continuing to make him some money!

"I believe our team's efforts are continuous and kept current."

"We are still operating and expanding as a company with a positive team".

"Continuous improvement in all aspects of our business is the biggest challenge, but with our team, we make it look easy"

"I am very proud to be part of the Westbrick team who actively and consistently strive to be the best at what we do - developing our resources in a responsible, resourceful and respectful manner."

"Westbrick has provided a positive and thriving environment to work in."

Community

Westbrick is communities focussed and we are committed to building relationships. In our Calgary office and our field operations, we want to make an overall positive contribution to the communities where we work and live. We endeavour to hire local employees, contractors and suppliers whenever possible. In doing so it helps us to understand the concerns and needs of residents, businesses and organizations.

Charitable giving

2020 has been a difficult year for us all, the **Westbrick** team, our families, and our communities. Helping those who have been hardest hit by COVID-19 is important. Our continued commitment to supporting local communities is reflected in this year's charitable giving. **Westbrick** focused on supporting organizations identified by our team as needing immediate support or help because of the pandemic.

A look back on our efforts

2018

Westbrick donated \$50,000 to support organizations that address education, health and community services, including the STARS Foundation, the Canadian Mental Health Foundation, the Veteran's Association Foodbank and the Alberta Birds of Prey Foundation.

2019

We contributed over \$60,000 to charities that focused on children such as the Providence Child Development Society, the Stollery Children's Hospital Foundation, and Calgary Children's Hospital and local school lunch programs. We made a point of donating to specific charities where our team is also donating their time and effort.

2020

Through our 2020 ESG Survey, our team specified a preference to increase the number of organizations that we donate to and to focus on those most severely affected by COVID-19. This includes food banks, nutrition programs for elementary children, homeless services, women's emergency shelters, mental and physical healthcare charities as well as community economic development education. This year, the communities in which we operate are struggling due to the combined impacts of the pandemic and the energy market downturn.

Our support is needed now, more than ever. Despite this year's adversities, we have made donations totalling \$60,000. These contributions are only possible because of the efforts of our team during this immensely challenging year; everyone at **Westbrick** should be incredibly proud.

2018 | 2019 | 2020 **\$170,000**



Indigenous peoples

Westbrick believes that successful energy projects involve strong communication with communities, including First Nations, throughout the entire project life cycle. We look to develop long-term, respectful relationships with the Indigenous groups residing near our facilities, including the O'Chiese, Sunchild, Paul, Alexander, Alexis, Enoch, Louis Bull and Montana First Nations.

Industry education and awareness

Westbrick also provides both financial and in-kind support for education and awareness of the Canadian energy industry through organizations such as Canada Action and Energy-Minute who reach out to a greater audience and combat misinformation about natural resources and the commitment to environmental stewardship.



"In these challenging economic times I am extremely proud and thankful that Westbrick is still willing to donate to charities that are very close to the employee's hearts and families."

"The communities in which we operate are struggling due to the slowdown in oil field activities. We have continued do our part in job and financial support in the areas where we operate."

"Westbrick is part of a larger community of companies that all rely on each other to operate in a manner that reflects a dedication to those relationships."

"We are still able to offer assistance with charity work and support each other. We all work hard for a greater picture of what we want this Company to be now and be in the future."

"We continue to seek out ways to help others during the COVID-19 pandemic."

Governance

Everyone in our Company has a responsibility to integrate environmental and social performance into decision making. **Westbrick’s** entire team – including management, board, employees and contractors – are accountable for the governance and management of environmental and social issues.

Given the challenges of 2020, our team had to quickly adapt to the COVID-19 pandemic and changing market conditions. We continued to operate within our high ethical standards, values, policies and protocols, and risk management procedures, to not only stay in business but to continuously improve our environmental and social performance.

Management team and board

Westbrick’s management team is responsible for leading day to day activities as well as developing and implementing our strategic plan. The evaluation of ESG-related risks and opportunities is an integral role of our management team. No individual is solely responsible for ESG; instead, each member of our management team identifies, assesses, manages and monitors ESG performance.

As we emphasized in our report last year, ESG considerations are assessed across the lifecycle of our operations, including initial assessments, through appraisal planning and drilling, to the final stages of project development and reclamation. ESG risks and opportunities are also evaluated as part of the management team’s review of strategic prospects and in considering potential acquisitions.

Our Board of Directors have a responsibility to our shareholders and are relied on for their strategic guidance and advice in all aspects of **Westbrick’s** business, including ESG related risks and opportunities.

Integrity and ethics

Integrity is one of our key values – and both integrity and ethics are embedded into **The Westbrick Way**, our team’s guiding statement. Everyone at **Westbrick** is committed to following our Code of Conduct which outlines the expectations of all team members to act ethically, honestly and inclusively.

We also have an informal ‘open door policy’ which promotes employees and contractors to share questions, concerns, suggestions or complaints with their department leader. If team members are not comfortable speaking with their department leader or they are not satisfied with their response, they are encouraged to speak with Douglas Kay, Chairman of the Board of Directors.

Westbrick’s Whistle-Blowing Policy supports and enables employees, contractors and others to raise serious concerns regarding safety, harassment, violence, conflict of interest, discrimination, fraud, theft, or violations of our Code of Conduct. Concerns may be anonymously reported via **Westbrick’s** website or directly to Douglas Kay.



Transparency

Westbrick promotes transparency to foster trusting relationships with our stakeholders, and our annual ESG Report is part of our drive to enhance the transparency of our business operations.

Westbrick operates in accordance with the Extractive Sector Transparency Measures Act (ESTMA). Through reports available on our website, we disclose any payments we make to government bodies such as the Province of Alberta, regional counties, as well as First Nations.

Security

Westbrick is aware of how cyber risks can impact our organization and we take steps to prepare for and mitigate cyber-attacks, including auditing our IT protocols. **Westbrick** also has controls to manage data which are reviewed regularly.

Diversity

We are all committed to treating our team and communities fairly, regardless of gender, race, national origin, colour, religion, marital or family status, sexual orientation or physical ability. At **Westbrick**, we make decisions based on open discussions with people that are qualified, have demonstrated ability and have wide experiences. We believe this approach equates to the best outcome for all our stakeholders and provides an enjoyable and safe place for our diverse team to work.

Management systems

Every one of our team members are responsible for **Westbrick’s** ESG performance. We have a comprehensive system of, policies, standards, and procedures in place to guide our ESG practices. This includes our overarching safety and loss management system framework and our HSE, emergency response and integrity management programs and plans. We also strive to maintain compliant operations and build a strong relationship with the AER to support compliance and awareness of changing regulatory requirements.

Our corporate Joint HSE Committee meets at least quarterly to address emerging situations. Membership includes a cross section of team members and is led and co-chaired by our HSE Representative and a worker representative –as well as field and office team members. The Joint HSE Committee develops and implements health, safety and environmental procedures, facilitating regulatory compliance as well as meeting operational objectives. They also collate communications from the field, including reports from incidents and hazard observations, to support continual improvement and open communication.

Since **Westbrick’s** inception in 2011, we have produced an internal HSE Report each month which tracks our performance and initiatives. This Report – distributed to our office and field operations teams and the Chairman of the Board – also presents learnings from others in the energy sector as well as regulatory updates to increase awareness and improvements across our Company for the purpose of continuous corporate learning.

The Westbrick Way



The Westbrick Way is our team's guiding statement developed in 2017. It was developed using a collection of responses based on the question of how the team would describe Westbrick culture.

Our most important asset is our people. We treat our people exceptionally and expect exceptional performance in return. At **WESTBRICK**, we listen to everyone's opinion, no matter what title they may have. We believe that every staff member is a part of the team and makes a contribution. We keep open minds and promote innovative thinking which empowers and motivates our people. We will take a negative and change it to a positive. We have the ability to adapt and change. The entire company operates as one team, we don't EVER blame other departments for a problem, we work together towards a common goal. The **WESTBRICK** team works hard not to let anyone down, everyone pulls their own weight and works together to get things done. We "find a way or make a way" but we always operate in compliance, "we are not a flybynight company." We apply common sense, efficiency and initiative, if there is no path then we make a path and if we don't succeed at first, we try again and do what's right to better the company.

**A proud Alberta Company.
Built by a hard-working team
committed to the Westbrick Way.**



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