



2022 SUSTAINABILITY UPDATE REPORT



Delivering
Energy
Responsibly



Working
Together



Operating
With
Excellence

Land Acknowledgment

In the spirit of respect, reciprocity and truth, Gibson honours and acknowledges that it is headquartered on the traditional territories of the peoples of Treaty 7, which includes the Blackfoot Confederacy (Siksika, Kainai, Piikani), the Tsuut'ina, the Îyâxe Nakoda Nations and the Métis Nation (Region 3).

Our work also spans many Lands across Turtle Island, where the histories, cultures and traditions of Indigenous Peoples are embedded. We recognize the Land and Water and the benefits they provide 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.



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Sustainability Performance Highlights

At Gibson, we are committed to integrating sustainability into our culture and day-to-day operations. The safety and protection of people, the environment and our assets is paramount to Gibson’s definition of a responsible business. Through active risk management and upholding the highest standards of governance and ethics, we aim to provide long-term value to our stakeholders, who include investors, employees, communities, Indigenous rightsholders, governments, customers and suppliers.

24.8%
reduction in
Storage and Handling Scope 1
and 2 emissions intensity
vs. 2020 base year

Completed
company-wide biodiversity
assessment



Implemented
26-megawatt Renewable
Power Purchase Agreement



0.46
industry-leading employee
Total Recordable
Injury Frequency (TRIF)



One
of Alberta's Top 75
Employers and Canada's
Best Diversity Employers




\$1.5M+
in community contributions
in 2022



Published
Indigenous Peoples Policy



A-
CDP Climate
Change score for
three years in a row

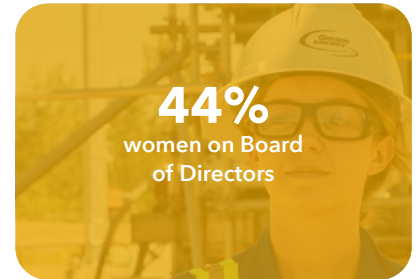
100%
of employees completed
cybersecurity awareness training



Expanded
Gibson’s footprint in the North American
liquids infrastructure market with the
acquisition of the South Texas Gateway
Terminal (STGT), which maintains our
sustainability profile and further reduces
Gibson’s industry-leading carbon intensity



44%
women on Board
of Directors



13.9
average annual volunteer hours
per employee



0
Lost Time Injury
Frequency (LTIF) and
Recordable Vehicle
Incident Frequency (RVIF)
for three years in a row


MISSION ZERO
Zero harm to people, environment and assets.



Increased
annual employee
mental health support
to \$15,000 per family



Enhanced
flexible working options
and financial wellness
programs for employees





70 YEARS OF CONNECTING ENERGY



At Gibson, Delivering Energy Responsibly, Working Together and Operating With Excellence are the foundation of our business operations.

Throughout this Sustainability Update Report, we are proud to share the meaningful progress we have made across these priority areas over the past year.

Our determination, passion and openness to continually challenge the status quo has positioned Gibson as a leader in North America’s sustainable energy industry. We are steadfast in our commitment to identify ways we can support the energy transition and meet the global energy demand.



“For 70 years, Gibson has played an integral role in the North American energy value chain. As we continuously evolve our business strategy to meet the needs of our customers, we are equally committed to holding ourselves accountable to our Environmental, Social and Governance (ESG) targets, for the betterment of our company and society as a whole.”

Steve Spaulding, President & Chief Executive Officer

Our Ambition

Gibson will continue to **challenge the status quo and achieve bold growth** in the North American midstream & energy transition infrastructure space, by building off **core strengths** and **expanding the existing footprint**, to realize its **unwavering goal of consistently generating sustainable long-term value** for all stakeholders, customers and employees.

Our Strategy

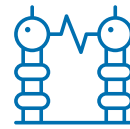
Our operations starts with safety and our uncompromising pursuit of Mission Zero – Zero harm to people, environment and assets



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

Environmental, Social and Governance Targets

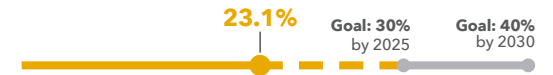
Throughout the past year, Gibson continued to advance our sustainability journey, prioritize safety and identify ways to further support the energy transition. Our ESG targets and Net Zero by 2050 commitment exemplifies the widespread integration and implementation of our sustainability priorities throughout our business. As Gibson continues to grow, we remain steadfast in our commitment to sustainability, transparent communication and the realization of our targets, goals and aspirations. The following dashboards display the progress we have made against our targets as of year-end 2022.

Environmental

Storage and Handling Emissions Intensity Reduction



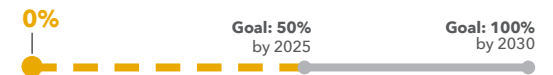
Processing Emissions Intensity Reduction



Company-Wide Intensity Reduction



Company-Wide Scope 2 Absolute Emissions Reduction



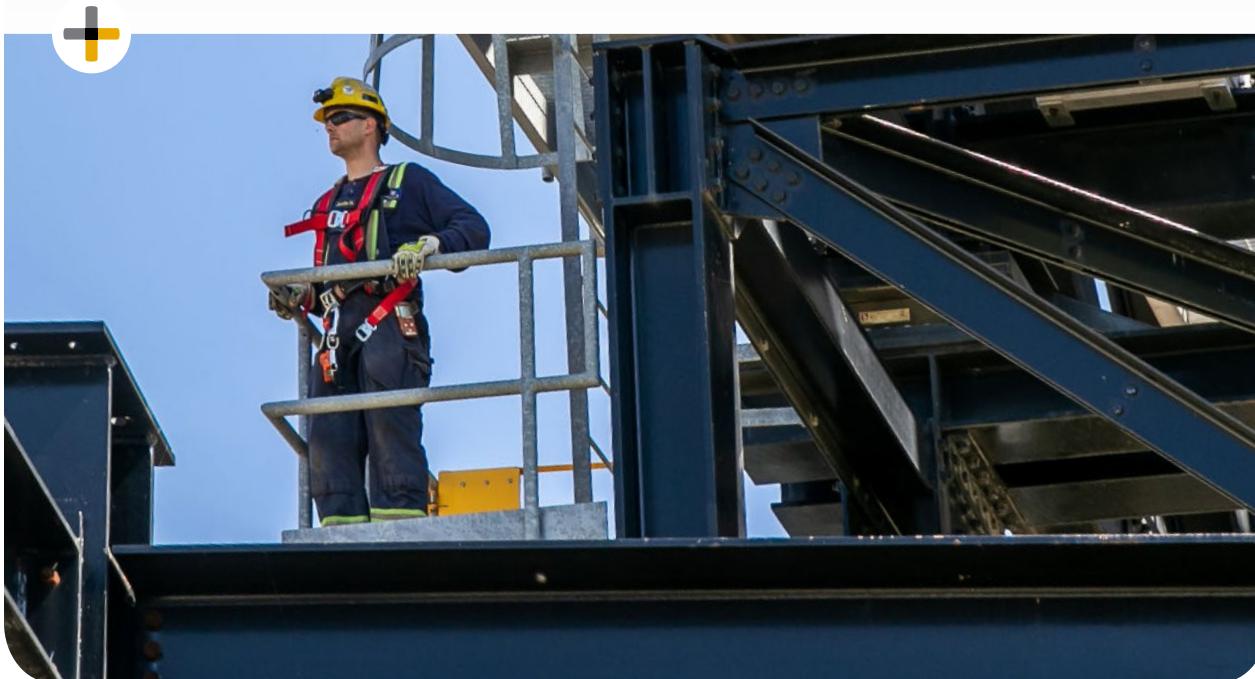
Moose Jaw Facility Scope 1 and 2 Absolute Emissions Reduction



Ultimate Goal: Net Zero Scope 1 and 2 Absolute Emissions by 2050

On track to achieve emissions targets given current and planned initiatives

Gibson continues to make progress toward achieving our emission reduction targets. Given our current and planned emission reduction initiatives, including the fuel switching project at Moose Jaw and our Power Purchase Agreement (PPA), we are well-positioned to achieve all of our targets by their respective deadlines. For additional information regarding our plans to achieve our emission reduction targets and our pathway to Net Zero, please refer to pages 8 and 9 of this report.



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



Social

Women in the Workforce



Women in Leadership – VP and Above



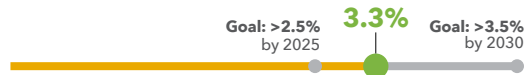
Women in Senior Leadership – SVP and Above



Racial and Ethnic Minority Representation in the Workforce



Indigenous Representation in the Workforce



Racial and Ethnic Minority and/or Indigenous Representation in Senior Leadership – SVP and Above



Community Contributions

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



Community

Maintain our leadership in workforce participation in our community giving program



Total Recordable Injury Frequency (TRIF)

Top quartile safety performance (0.5 or less)



Governance

Women Representation on Board of Directors



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



Sustainability Leadership

Maintain top quartile performance from third-party ESG rating agencies

Protection of Assets

Ensure robust cybersecurity measures are in place





Delivering Energy Responsibly

Relevant United Nations Sustainable Development Goals (UN SDGs)



Climate Change and Energy Transition

Gibson plays an integral role in the Canadian energy value chain and is committed to embedding sustainable practices in all aspects of our business. We recognize our responsibility to foster a sustainable economy by reducing greenhouse gas (GHG) emissions and, in turn, helping to limit the rise of global temperatures and mitigate the impacts of climate change.

Setting ambitious performance targets is essential to driving continuous improvement and we are proud of the progress made toward our emissions reduction targets over the past year. We remain proactive in pursuing opportunities to reduce emissions, integrate low-carbon transition options and embed climate-related considerations into our business decisions.



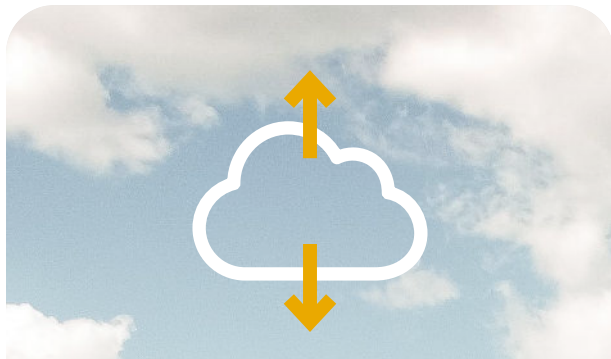
Gibson has signed a renewable PPA with Capstone Infrastructure Corporation to purchase power and Environmental Attributes from the Buffalo Atlee Phases 2 and 4 wind projects, located near Jenner, AB. Together, the projects have a nameplate capacity of 26 megawatts and are anticipated to produce enough renewable wind power to **reduce Gibson's Scope 2 emissions by over 50%**. The Buffalo Atlee projects are being built and operated by Capstone in partnership with the Sawridge First Nation, who have an equity interest in the projects. Construction for both projects is currently underway.

To effectively address the energy trilemma of ensuring energy security, affordability, and sustainability, we are committed to ongoing exploration and investment in low-carbon and renewable energy opportunities to reduce our emissions footprint and progress toward our ultimate goal of Net Zero Scope 1 and 2 emissions by 2050.

Progress in this area is not linear, so while our emissions profile remains substantially lower than industry peers, we know there is much work to do. As we transition to a lower-carbon future, Gibson will continue to prioritize investment in low-carbon initiatives and explore opportunities to provide renewable products and services that align with our

strategic objectives and stakeholder interests.

We are confident that our long-term solutions will continue to lower our emissions and help Gibson achieve our climate ambitions.



We acknowledge that our planned growth projects, aimed at helping to meet global energy demand and reduce our emissions intensity, may increase Gibson’s absolute emissions in the short-to-medium term. However, **we are confident that over the long-term, we expect to see a decrease in emissions as we progress toward our targets.** When bringing new assets into our portfolio, such as our recent acquisition of the STGT, we are committed to ensuring that such assets are operated safely, responsibly and sustainably, while improving asset emissions profiles.

Pathway to Net Zero

Our pathway to achieve Net Zero Scope 1 and 2 emissions by 2050 mitigates long-term risks and identifies current and future opportunities, while considering solutions that address the changing needs of our customers.

Investment in Renewables

Producing and/or procuring low-emissions energy sources, such as through renewable PPAs, to provide electricity and power electrified equipment



Modernization and Innovation

Switching to lower-emission and renewable fuels such as hydrogen or renewable natural gas



Decarbonization

Utilizing carbon capture and storage and other new and emerging technologies



Carbon Offsets

Utilizing Renewable Energy Certificates (RECs) and/or carbon offsets for residual or hard-to-abate emissions

Environmental Stewardship and Land & Biodiversity

We believe that protecting the environment is part of being a responsible corporate citizen. Accordingly, we strive to minimize waste and emissions, and promote resource conservation and environmental stewardship. From planning and construction through to daily operations, we strictly adhere to environmental protection measures and regulations.

As responsible stewards of the land, we aim to reduce our environmental impact by minimizing disturbance and restoring habitat in the areas where we operate. All regulatory and industry standards for conducting ecological assessments are followed. For emerging projects, we have implemented a mitigation hierarchy approach to minimize the disturbance to local species and their habitat.

We recently completed an initial biodiversity analysis and mapping exercise to provide better insight into potential sensitive areas and at-risk species near Gibson’s assets, including both operational and non-operational sites. The results will ultimately help inform our biodiversity strategy, and will be used to guide future work such as investigating additional avoidance and mitigation measures for new developments where appropriate.



1.3

metric tonnes of electronic waste was recycled and diverted from the landfill in 2022 through our information technology waste recycling program



Over 99%

of all water we use in our operations is routinely and safely returned to the watershed



Responsible Procurement

Gibson remains committed to improving sustainability across our supply chain by selecting more sustainable and diverse suppliers, and positively influencing vendor practices. Over the past year, we continued to gather sustainability information from our suppliers, while also ensuring they understand our expectations and encouraging them to improve their sustainability performance. We also held our annual supplier forum for our key engineering and construction vendors to ensure we actively engage and raise awareness of our suppliers on sustainability topics.

In 2023, we began an initial assessment of potential human rights and modern slavery risks in Gibson's supply chain, to proactively manage risks and stay ahead of upcoming legislative requirements. We will continue to practice due diligence in screening and monitoring suppliers and ensuring adherence to our Supplier Code of Conduct and Ethics as well as our Labour and Human Rights Policy. We also plan to further engage our vendors on addressing potential risks throughout their supply chains.



In 2022, we increased the weighting of sustainability-related questions from 5% to 10% for assessing suppliers during our request for proposals process. This total weighting includes additional questions on Indigenous relations to further support our collective journey toward reconciliation as well as our aspiration to increase the inclusion of Indigenous vendors in our supply chain.





Working Together

Relevant UN SDGs



Employee Attraction, Retention, Development and Engagement

At Gibson, our goal is to connect our employees to rewarding careers, build a high-performing and agile workforce where collaboration and creativity are rewarded and provide real opportunities for employees to grow by taking on new challenges. We are proud of the progress we have made over the last year and are committed to remaining an employer of choice and supporting our talented, dedicated and diverse workforce.

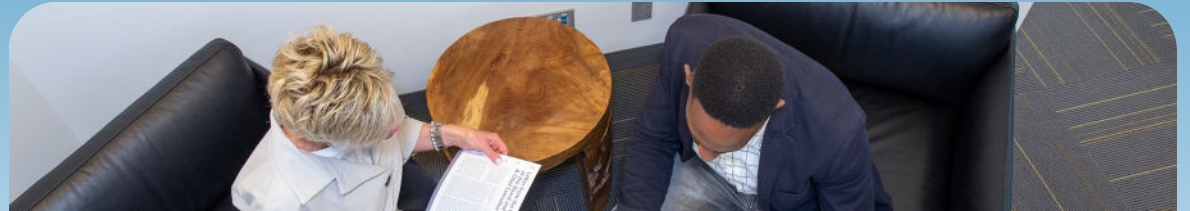


We value the importance of work-life balance and wellness among our employees and have implemented several new initiatives to provide enhanced flexibility.



Flexible Work Arrangements

In addition to our ongoing hybrid work schedule, where office-based employees have the option to work from home two days a week, we held our first annual Work Anywhere August program in 2022. The program allows employees to work remotely from a location of their choosing for the entire month of August. We also enhanced our vacation and paid time off programs, and will regularly assess our flexible working programs to ensure they continue to meet the needs of our employees and the company.



Flexible Saving and Spending

To provide employees with improved financial flexibility, Gibson introduced an enhancement to our pension and retirement savings plan in 2022, giving employees the flexibility to identify the savings contributions that best fit their needs without impacting or reducing Gibson's contributions to our employees' plans. We also doubled the employee Flexible Spending Account allowance to provide further assistance for increasing health and wellness expenses.

Diversity and Inclusion

We remain committed to fostering a respectful and inclusive workplace that reflects the communities where we live and work. To support our continued efforts in Diversity and Inclusion, Gibson focuses on strategies in the following key pillars:



Find & Recruit

We are passionate about finding the right people, who will bring their true selves to work.

Our talent acquisition strategies include additional community outreach to industry associations that focus on supporting under-represented candidates, allowing us to attract a diverse workforce with the right skills and fit. We currently have active memberships in ten community and industry groups that focus on supporting diverse groups.



Retain, Recognize & Reward

Gibson Cares!

Gibson offers flexible programs and benefits built to address the diverse needs of all our employees. Programs such as our Family Building Benefit, enhanced parental leave program and flexible working options are just some of the many inclusive programs available to Gibson employees.

Equity and gender pay gap reviews are also an ongoing part of our foundational programs, such as our annual compensation review.



Develop & Grow

Guided by our Gibson Way values, we provide employees with ongoing training and education opportunities to leverage the benefits that come with a diverse workforce, as well as support employee resource groups. To foster a respectful workplace free from harassment and discrimination, we provide company-wide Conscious Inclusion training, and conduct employee engagement surveys and focus groups.

Indigenous Reconciliation and Engagement

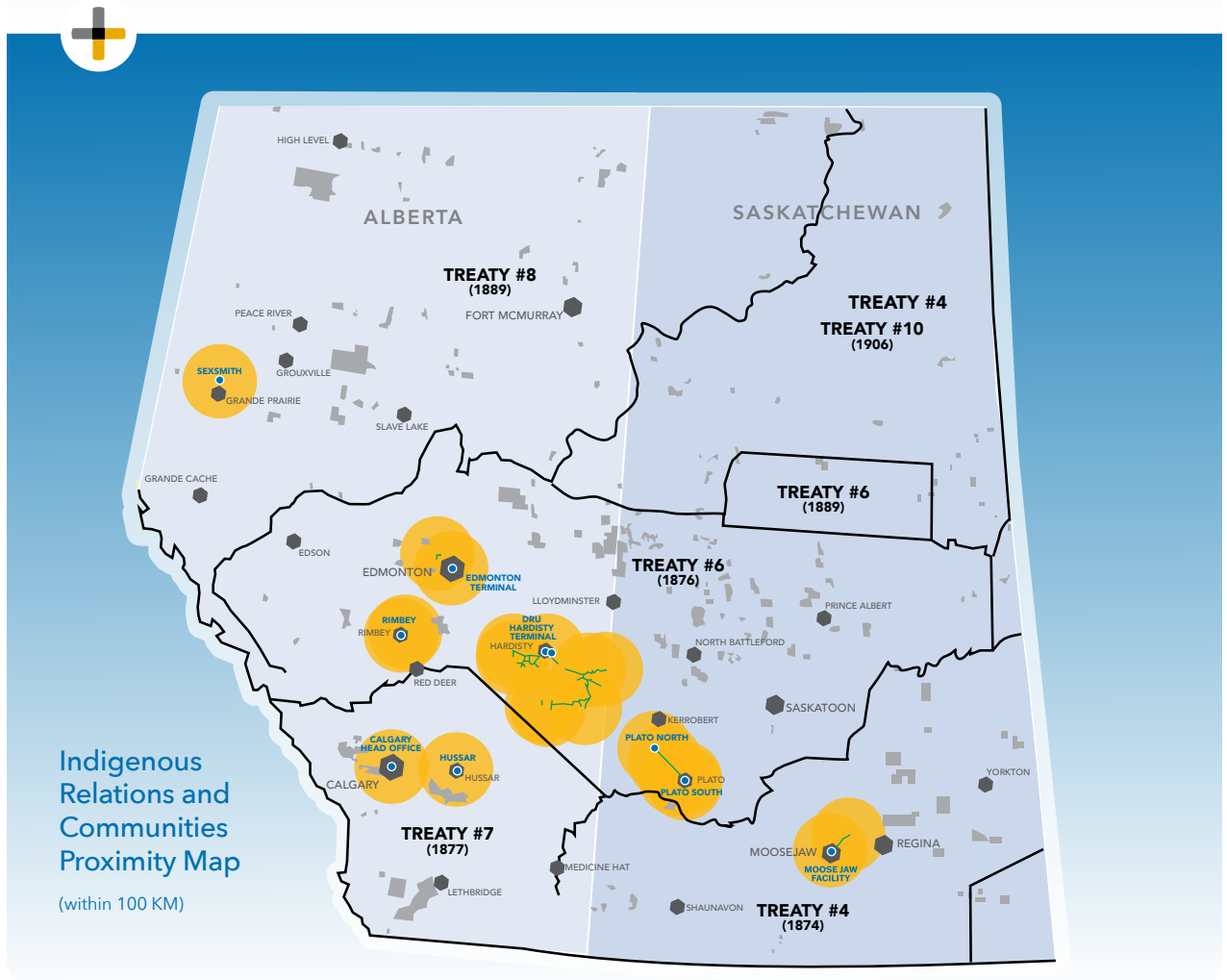
Gibson is committed to establishing, maintaining and strengthening mutually beneficial relationships with Indigenous Peoples in Canada. Over the past year, we made meaningful progress on our Indigenous relations journey, taking an approach built on the values of trust, respect and reconciliation.

To strengthen cultural and historical awareness among our employees and to continue the path forward for Indigenous relations, reconciliation and inclusion, we teamed up with the First Nations University of Canada and Reconciliation Education to launch company-wide Indigenous awareness training.

In 2023 we implemented an Indigenous Peoples Policy, which guides Gibson’s relationships with Indigenous Peoples and outlines our responsibilities and commitments for embedding the principles of Truth and Reconciliation at all levels of the organization.



Gibson completed a community engagement mapping initiative that mapped communities within the proximity of our operations to help us prioritize our initial engagements. We began important conversations with Indigenous communities, focused on relationship building, education and employment initiatives, economic engagement through inclusion in business development and procurement practices, and potential future project participation opportunities.



Community Contributions

Community investment that supports the communities where we live and operate is fundamental to our corporate culture. Contributing to our community offers an important avenue for serving local needs, harnessing our employees' interests and aligning with our business and sustainability goals.



Gibson initiated a five-year, \$175,000 partnership with the Gord Downie & Chanie Wenjack Fund, which aims to build cultural understanding and create a path toward reconciliation between Indigenous and non-Indigenous peoples. Through this partnership, we have committed to developing Legacy Spaces at our main Gibson office locations, starting with our Calgary head office. The Legacy Spaces will be safe, welcoming places where conversations and education about Indigenous history and our collective journey toward reconciliation are encouraged and supported. These spaces also serve as symbols and reminders of the important work each of us needs to undertake – particularly employers – in responding to the Truth and Reconciliation Commission's 94 Calls to Action.

Focus areas of Gibson's Community Investment Program

1

Safety



2

Community



3

Environment



4

Mental Health



In 2023, we marked the third year of our five-year partnership with Trellis Society for Community Impact (formerly the Boys & Girls Clubs of Calgary) to provide mental health support to youth. As the Youth Mental Health Champion for Trellis, Gibson is providing support across a spectrum of programs, building resilience and community connections for youth and providing mental health crisis intervention for youth who have experienced significant trauma.



Over the holidays, Gibson's Operations and Engineering team sponsored 72 children in foster families by hosting a gift drive, wrapping the presents and learning more about becoming foster parents. Gibson employees also contributed hundreds of items to a formal attire drive, helping to ensure young graduates had a dress or suit to wear to their high school graduation.



In support of World Hunger Day 2023, several activities, including an onsite volunteering activity, were organized at Gibson to raise awareness of world hunger.



\$1.5M+

contributed to our communities in 2022 through community investment, employee giving and more



6,584

hours volunteered by Gibson employees in 2022, with an average of 13.9 hours volunteered per employee



450+

causes supported including environment, safety and community-based initiatives





Operating With Excellence

Relevant UN SDGs



Health and Safety

At Gibson, we strive to foster a culture of safety and remain committed to continuous improvement and operational resiliency. Guided by our Operations Policy, we have fully integrated our health and safety programs into our Operations Management System.

Gibson’s safety initiatives include targeted safety campaigns, made up of engaging communications coupled with leadership field visits via our Validation and Verification (V’nV) program. V’nV is a safety observation program designed to have leaders from across Gibson observe workers performing critical tasks and engage in two-way conversations to ensure the effectiveness of work practices.



Gibson’s Mission Zero represents our aspirational goal to ensure zero harm to people, environment and assets. We have set a target to achieve and maintain employee TRIF performance in the top quartile among our peer group, a target we have surpassed for two years in a row. The success of Gibson’s health and safety programs is also reflected in LTIF and RVIF rates of zero for both employees and contractors for the third year in a row.

In early 2023, we updated Gibson’s Eight Life Saving Rules to maintain alignment with industry best practices. Our Eight Life Saving Rules are a list of critical rules that ensure consistent expectations and behaviours for a defined list of high-risk work activities and provide opportunities for intervention. A guidance document was also developed to provide more information about rule requirements and required controls to prevent incidents when performing the high-risk activities.

LIFE SAVING RULES

THESE RULES HAVE BEEN PUT IN PLACE TO HELP ENSURE WE FOCUS ON CONSISTENT BEHAVIOUR TO HELP PREVENT INCIDENTS THAT COULD RESULT IN SIGNIFICANT INJURY OR FATALITIES.

<p>GROUND DISTURBANCE Obtain authorization before starting any ground disturbance activities</p>	<p>WORKING AT HEIGHTS Protect yourself against a fall when working at heights</p>
<p>WORK AUTHORIZATION Work with a valid work permit when required</p>	<p>CONFINED SPACE Obtain authorization before entering a confined space</p>
<p>ENERGY ISOLATION Verify isolation and zero energy before work begins</p>	<p>FIT FOR DUTY Be in a state to perform work safely</p>
<p>OVERHEAD POWERLINES Obtain authorization before working under or near overhead powerlines</p>	<p>BYPASSING SAFETY CONTROLS Obtain authorization before overriding or disabling safety controls</p>



MISSION ZERO
Zero harm to people, environment and assets



Commitment to Employee Health and Wellness

In 2022, we implemented industry-leading mental health services coverage by increasing the annual coverage from \$2,500 to \$15,000 per family. We also held our second annual “Mental Health & Wellness” campaign, to strengthen awareness of the benefits available to our employees and their families, host virtual sessions on various mental health topics and provide 3x Gibson GIVES matching opportunities.



Asset Integrity and Resilience

Gibson's focus on safety also encompasses the integrity and reliability of our assets. To ensure and strengthen asset integrity, we continued to perform regular inspections, preventive maintenance and risk assessments at all our facilities. In addition to conducting ongoing monitoring utilizing advanced technologies, we are committed to preventing incidents, such as releases, by continuing to invest in inherently safer designs. We believe that continuous improvement is key to maintaining safe and reliable operations. By understanding and managing potential threats to our assets, while learning from past incidents, events and near misses, we can strengthen and maintain our asset integrity and resilience.

As part of our targeted safety campaigns, we launched a Process Safety Management (PSM) risk campaign to support our asset integrity objective of zero Tier 1 and Tier 2 incidents, which are high consequence incidents. We also rolled out PSM awareness training, Pressure Equipment Integrity Management program training and Management of Change training to all operations and engineering employees to further support our culture of safety and continuous improvement.



In 2022, we implemented a new regulator-approved Quality Management System (QMS) program for our Moose Jaw Facility, which helps us in achieving increased efficiencies leading to less downtime and higher production at the facility. We also conducted a Process Hazard Analysis for Gibson's legacy assets and started working on reducing identified higher risks.



Cybersecurity

At Gibson, we are committed to continuously enhancing our cybersecurity efforts and believe it is our collective responsibility to safeguard our organization's data and assets from potential risks. To ensure ongoing cybersecurity awareness and understanding, we launched a *Cyber Tips* series on our intranet, a monthly *Information Services Scoop* newsletter and an *Information Services Lunch and Learn* series. We also continue to provide quarterly cybersecurity training to all employees, which includes an annual Cybersecurity Knowledge assessment designed to gather valuable feedback to enhance our Cybersecurity Awareness Program.

We continue to identify and mitigate cybersecurity risks through regular internal assessments, third-party audits and internal and external penetration testing. By implementing these measures, we aim to continuously improve our cybersecurity capabilities as well as our knowledge and understanding of how to effectively combat cybersecurity risks.

Performance Data

Reporting Standards

Transparency is the foundation of our sustainability journey, and we are committed to ensuring consistent and comparable sustainability data and information. Our reporting is guided by the Task Force on Climate-Related Financial Disclosures (TCFD) recommendations as well as the Sustainability Accounting Standards Board (SASB) standards for the Midstream and Refining & Marketing industries and the Global Reporting Initiative (GRI) Core option. We continue to explore opportunities to enhance our sustainability and climate-related reporting, including closely monitoring global frameworks and standards.



Scope of This Report

The scope of performance data outlined in the following data tables is focused on the assets we owned and operated in Canada and the United States (U.S.) during the given time periods, unless otherwise specified.

Assurance and Third-Party Verification

For the 2022 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:

- 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
- Saskatchewan's Management and Reduction of Greenhouse Gases (Baselines, Returns and Verification) Standard

TCFD Disclosure Index

The following is a table of concordance between the content recommended by the TCFD and Gibson's reporting.

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	CDP Climate Change 2023, question C1.1
	Describe management's role in assessing and managing climate-related risks and opportunities	CDP Climate Change 2023, 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, and long term	CDP Climate Change 2023, 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 2023, 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 a 2°C or lower scenario	CDP Climate Change 2023, 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 2023, questions C2.1 and C2.2
	Describe the organization's processes for managing climate-related risks	CDP Climate Change 2023, 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 2023, 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	CDP Climate Change 2023, sections C4 and C6
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	Performance Data Table, pages 24-25; CDP Climate Change 2023, 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 6; CDP Climate Change 2023, section C4

Sustainability Performance Data

Environmental

GREENHOUSE GAS (GHG) EMISSIONS ⁽¹⁾	2022	2021	2020	SASB	GRI
EMISSIONS INTENSITY (SCOPE 1 AND 2)					
Company-Wide Scope 1 and 2 Emissions Intensity (tCO ₂ e/\$CAD revenue)	0.000014	0.000020	0.000022		305-4
Company-Wide Scope 1 and 2 Emissions Intensity (tCO ₂ e/BOE)	0.000334	0.000333	0.000312		305-4
Storage and Handling Facilities Scope 1 and 2 Emissions Intensity (tCO ₂ e/BOE)	0.000091	0.000101	0.000121		305-4
Processing Facilities Scope 1 and 2 Emissions Intensity (tCO ₂ e/BOE)	0.006160	0.007343	0.008007		305-4
COMPANY-WIDE GHG EMISSIONS					
Total Scope 1 Direct GHG Emissions (tCO ₂ e)	107,227	96,599	71,421	EM-MD-110a.1 EM-RM-110a.1	305-1
Percent From Methane Emissions (%)	3.3	2.0	2.4	EM-MD-110a.1	
Percent Covered Under Emissions Limiting Regulation (%) ⁽²⁾	88.2	83.5	84.8	EM-MD-110a.1 EM-RM-110a.1	
Total Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Location-Based)	56,300	53,493	52,476		
Total Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Market-Based)	49,579	47,356	46,858		305-2
Total Scope 1 and 2 Emissions (tCO ₂ e) (Market-Based)	156,806	143,955	118,279		305-2
CANADA GHG EMISSIONS					
Scope 1 Direct GHG Emissions (tCO ₂ e)	104,533	91,897	63,701		305-1
Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Location-Based)	54,754	52,000	50,776		305-2
UNITED STATES GHG EMISSIONS					
Scope 1 Direct GHG Emissions (tCO ₂ e)	2,694	4,702	7,720		305-1
Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Location-Based)	1,546	1,494	1,701		305-2
PROCESSING FACILITIES GHG EMISSIONS					
Scope 1 Direct GHG Emissions (tCO ₂ e)	102,204	90,385	62,281		305-1
Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Location-Based)	15,424	12,838	11,417		305-2
STORAGE AND HANDLING FACILITIES GHG EMISSIONS					
Scope 1 Direct GHG Emissions (tCO ₂ e)	5,023	6,213	9,139		305-1
Scope 2 Energy Indirect GHG Emissions (tCO ₂ e) (Location-Based)	40,877	40,655	41,059		305-2

Sustainability Performance Data

Environmental

GREENHOUSE GAS EMISSIONS ⁽¹⁾	2022	2021	2020	SASB	GRI
SCOPE 3 OTHER INDIRECT GHG EMISSIONS (TCO₂E)					
Purchased Goods and Services	551,730	595,310	423,928		305-3
Capital Goods	5,999	65,876	194,490		305-3
Fuel- and Energy-Related Activities	10,648	8,916	6,540		305-3
Upstream Transportation and Distribution	102,219	75,411	54,420		305-3
Waste Generated in Operations	899	795	993		305-3
Business Travel	819	251	214		305-3
Employee Commuting	2,397	1,393	1,998		305-3
Upstream Leased Assets	856	867	582		
Downstream Transportation and Distribution	476,156	367,291	282,991		305-3
Processing of Sold Products	8,810	12,275	15,266		305-3
Use of Sold Products	89,181	86,930	80,614		305-3
ENERGY ⁽¹⁾	2022	2021	2020	SASB	GRI
Total Energy Consumption (MWh)	464,594	447,365	375,550		302-1
Fuel (MWh)	367,452	355,258	291,751		302-1
Electricity (MWh)	97,142	92,107	83,799		302-1
Renewable (MWh)	11,500	10,500	9,000		302-1
Non-Renewable (MWh)	85,642	81,607	74,799		302-1
Canada: Total Energy Consumption (MWh)	448,663	433,057	357,980		302-1
United States: Total Energy Consumption (MWh)	15,932	14,308	17,570		302-1
Total Energy Intensity (MWh/BOE)	0.000991	0.001034	0.000991		302-3
Total Energy Intensity (MWh/\$CAD revenue)	0.000042	0.000062	0.000070		302-3
Electricity Intensity (MWh/\$CAD revenue)	0.000009	0.000013	0.000016		302-3

Sustainability Performance Data

Environmental

AIR EMISSIONS	2022	2021	2020	SASB	GRI
Total Criteria Air Contaminants – CACs (tonnes)	3,774	4,148	3,672		305-7
Nitrogen Oxides – NO _x (tonnes)	106	119	112	EM-MD-120a.1 EM-RM-120a.1	305-7
Sulphur Oxides – SO _x (tonnes)	116	88	77	EM-MD-120a.1 EM-RM-120a.1	305-7
Particulate Matter (tonnes)	2,450	2,865	2,613	EM-MD-120a.1 EM-RM-120a.1	305-7
Hydrocarbons (tonnes)	1,162	1,146	849		305-7
Carbon Monoxide (tonnes)	36	15	12		305-7
Volatile Organic Compounds – VOCs (tonnes) ⁽³⁾	1,064	1,048	814	EM-MD-120a.1 EM-RM-120a.1	305-7
H ₂ S (tonnes)	1	12	9	EM-RM-120a.1	305-7
Percentage of Air Emissions in or Near Areas of Dense Population (%) ⁽⁴⁾	3	2	3		
BIODIVERSITY AND LAND USE⁽⁵⁾	2022	2021	2020	SASB	GRI
Sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas (#)	2	–	–		304-1
IUCN Red List species and national conservation list species with habitats in areas affected by operations (#)	16	–	–		304-4
Percentage of land owned, leased, and/or operated within areas of protected conservation status or endangered species habitat (%)	61.4	–	–	EM-MD-160a.2	304-3

Sustainability Performance Data

Environmental

WATER ⁽⁶⁾	2022	2021	2020	SASB	GRI
Total: Water Withdrawal (m ³)	413,286	356,375	541,890		303-3
Fresh Water (m ³)	413,286	354,831	531,624	EM-RM-140a.1	303-3
Surface Water (m ³)	107,925	118,596	299,203		303-3
Ground Water (m ³)	7,047	7,224	22,009		303-3
Municipal Water (m ³)	298,315	228,511	210,412		303-3
Produced Water (m ³)	0	1,544	10,266		303-3
Salt Water (m ³)	0	0	0		303-3
Canada: Total Water Withdrawal (m ³)	413,070	356,159	522,149		303-3
United States: Total Water Withdrawal (m ³)	216	216	19,740		303-3
Water Consumed (m ³) ⁽⁷⁾	4,675	1,544	16,638		303-5
Water Returned (m ³) ⁽⁸⁾	408,956	354,831	525,252		303-4
Water Recycled (%)	99.0	99.6	96.9	EM-RM-140a.1	
Water Stress Exposure (%) ⁽⁹⁾	0	0	0	EM-RM-140a.1	303-3
WASTE ⁽¹⁰⁾	2022	2021	2020	SASB	GRI
Total Waste Generated (thousand tonnes)	114.2	67.1	74.6		306-3
Hazardous Waste Generated (thousand tonnes)	1.92	0.59	0.04	EM-RM-150a.1	306-3
Non-Hazardous Waste Generated (thousand tonnes)	112.2	66.5	74.6		306-3
Canada: Total Waste Generated (thousand tonnes)	80.2	33.2	40.6		306-3
United States: Total Waste Generated (thousand tonnes)	33.9	33.9	34.0		306-3
Waste Landfilled (thousand tonnes)	67.1	57.5	72.5	EM-RM-150a.1	306-5
Waste Recycled (thousand tonnes)	0.1	0.4	0.2		306-4
Waste Incinerated (metric tonnes)	0	0	0		306-5

Sustainability Performance Data

Social

HEALTH AND SAFETY	2022	2021	2020	SASB	GRI
Fatalities	0	0	0	EM-RM-320a.1	403-9
Employee Fatalities	0	0	0	EM-RM-320a.1	403-9
Contractor Fatalities	0	0	0	EM-RM-320a.1	403-9
Third-Party Fatalities ⁽¹¹⁾	0	0	0		
Combined Total Recordable Injury Frequency (TRIF) ⁽¹²⁾	0.48	0.25	1.02	EM-RM-320a.1	403-9
Employee TRIF ⁽¹²⁾	0.46	0.43	1.03	EM-RM-320a.1	403-9
Employee Number of Recordable Injuries	2	2	5		403-9
Contractor TRIF ⁽¹²⁾	0.51	0	1.01	EM-RM-320a.1	403-9
Contractor Number of Recordable Injuries	1	0	4		403-9
Combined Lost Time Injury Frequency (LTIF) ⁽¹²⁾	0	0	0		403-9
Employee LTIF ⁽¹²⁾	0	0	0		403-9
Employee Number of Lost Time Injuries	0	0	0		403-9
Contractor LTIF ⁽¹²⁾	0	0	0		403-9
Contractor Number of Lost Time Injuries	0	0	0		403-9
Combined Near Miss Frequency Rate (NMFR) ⁽¹²⁾	24.4	22.3	16.59	EM-RM-320a.1	403-9
Recordable Vehicle Incident Frequency (RVIF) ⁽¹³⁾	0	0	0		
EHS Action Closures Rate (%) ⁽¹⁴⁾	95.2	97.5	90.2		
EHS Meeting Compliance (%) ⁽¹⁵⁾	100.0	99.6	99.2		
EHS Training Compliance (%) ⁽¹⁶⁾	99.8	99.7	97.9		
Validation and Verification Completion Rate (%) ⁽¹⁷⁾	97.8	–	–		

Sustainability Performance Data

Social

EMPLOYEE ATTRACTION, RETENTION, DEVELOPMENT AND ENGAGEMENT	2022	2021	2020	SASB	GRI
Employee Turnover (%)	17	19	10		401-1
Voluntary (%)	11	8	4		401-1
Involuntary (%)	6	11	6		401-1
Average Annual Training Hours per Employee (#) ⁽¹⁸⁾	17.9	17.3	12.1		404-1
Average Annual Training Cost per Employee (\$) ⁽¹⁹⁾	2,113	2,017	1,662		
Gibson Employees ⁽²⁰⁾	475	464	511		
Full-Time Permanent Employees ⁽²⁰⁾	457	446	486		
Part-Time Employees ⁽²⁰⁾	8	5	5		
Fixed-Term Employees ⁽²⁰⁾	10	13	20		
Total Employees in Canada ⁽²⁰⁾	454	434	466		
Total Employees in the United States ⁽²⁰⁾	21	30	45		
Unionized Workforce (%) ⁽²⁰⁾	29	29	26		
Number of New Employee Hires	111	72	76		401-1
Canada	105	69	64		401-1
United States	6	3	12		401-1
Number of Women New Employee Hires	42	28	–		401-1
DIVERSITY AND INCLUSION ⁽²¹⁾	2022	2021	2020	SASB	GRI
Women in Workforce (%)	34	34	37		405-1
Women in Management – VP Level and Above (%)	33	33	26		405-1
Racial or Ethnic Persons (%)	17.5	18	18		405-1
Indigenous Persons (%)	3.3	3.5	2		405-1
Persons With a Disability (%)	3.5	4	4		405-1
Veterans (%)	1.2	2	2		405-1
Age: Under 30 years old (%)	15.6	13	15		405-1
Age: 30-50 years old (%)	64.8	68	65		405-1
Age: Over 50 years old (%)	19.6	19	20		405-1

Sustainability Performance Data

Social

COMMUNITY INVESTMENT AND ENGAGEMENT	2022	2021	2020	SASB	GRI
Total Community Contributions (\$)	1,568,000	1,430,000	1,500,000		201-1
Value of Cash Donations (\$)	1,151,000	1,007,000	1,000,000		201-1
Employee Donations (\$)	159,000	224,000	190,000		201-1
Number of Organizations Supported	459	411	402		203-1
Employee Volunteer Hours	6,584	5,730	4,123		
Average Volunteer Hours per Employee	13.9	12.3	8.1		
Gibson GIVES Participation Rate (%) ⁽²²⁾	89	96	89		
RESPONSIBLE PROCUREMENT	2022	2021	2020	SASB	GRI
New Suppliers Screened Using Environmental and Social Criteria (%) ⁽²³⁾	100	100	100		308-1 414-1

Sustainability Performance Data

Governance

ORGANIZATIONAL PERFORMANCE	2022	2021	2020	SASB	GRI
Total Revenue (\$ thousands CAD)	11,035,411	7,211,148	4,938,066		201-1
Adjusted EBITDA (\$ thousands CAD)	520,979	445,218	444,915		201-1
Employee Wages and Benefits (\$ thousands CAD)	108,930	107,768	107,157		201-1 207-4
Income Tax Expense (\$ millions CAD)	66.9	36.2	29.4		201-1 207-4
Property Tax Expense (\$ millions CAD)	9.8	9.5	8.9		201-1
GOVERNANCE	2022	2021	2020	SASB	GRI
Independent Directors (%) ⁽²⁰⁾⁽²⁴⁾	90	90	88.9		
Women Representation on Board (%) ⁽²⁰⁾⁽²⁴⁾	40	40	33		405-1
Racial and Ethnic Minority and/or Indigenous Representation on Board (%) ⁽²⁰⁾⁽²⁴⁾	20	0	0		
Average Board Meeting Attendance (%)	100	99	99		
Say on Pay Approval (%)	99.09	98.88	97.95		

Sustainability Performance Data

Governance

ASSET INTEGRITY AND RESILIENCE	2022	2021	2020	SASB	GRI
Refining Throughput of Crude Oil and Other Feedstocks (barrels in thousands) ⁽²⁵⁾	6,420	7,417	6,112	EM-RM-000.A	
Refining Operating Capacity (barrels per day) ⁽²⁰⁾	22,500	22,500	22,500	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 (#)	119	95	72	EM-MD-160a.4	
Aggregate Volume of Hydrocarbon Releases (m ³)	26.3	57.8	146.5	EM-MD-160a.4	
Volume of Hydrocarbon Releases Recovered (m ³) ⁽²⁶⁾	8.9	31.0	47.9	EM-MD-160a.4	
Percent of Hydrocarbon Releases Recovered (%)	34	54	33	EM-MD-160a.4	
Reportable Releases (#)	5	7	8	EM-MD-540a.1	306-3
Percent Significant (%) ⁽²⁷⁾	20	14.3	50	EM-MD-540a.1	306-3
Volume of Reportable Releases (m ³)	4.1	27.1	10.8	EM-MD-540a.1	306-3
Reportable Spill Incident Frequency (RSIF) ⁽²⁸⁾	0.06	0.09	0.13		
Scheduled Work Orders (%) ⁽²⁹⁾	86	86	84		
Number of Process Safety Events for Loss of Primary Containment of Greater Consequence (Tier 1) and Lesser Consequence (Tier 2)	1	1	0	EM-RM-540a.1	
Number of Challenges to Safety Systems Indicator (Tier 3)	24	19	12	EM-RM-540a.2	
Number of Underground Storage Tanks (USTs) (#)	14	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	

Footnotes

(1) GHG emissions and energy data are reported based on an equity share basis. The increase in our overall absolute emissions is primarily due to the DRU being operational for a full fiscal year compared to our prior start-up year.

(2) Includes emissions regulated under the Technology Innovation and Emissions Reduction (TIER) Regulation in Alberta and the Management and Reduction of Greenhouse Gases Regulations in Saskatchewan.

(3) Of the emissions that Gibson currently measures or models, only VOCs are also found in the list of Hazardous Air Pollutants as defined by the U.S. Environmental Protection Agency.

(4) Within a 49 kilometre (km) radius of a census population of at least 50,000.

(5) The biodiversity analysis identified and quantified land owned, leased, and/or operated, including all of Gibson's operational and non-operational sites throughout Canada and the U.S., that directly intersect or are within 5 km of areas of endangered species habitat or protected conservation status. Data was obtained from the Integrated Biodiversity Assessment Tool, and species habitat ranges represent potential habitat but do not indicate a true presence of the species.

(6) The decrease in water withdrawal from 2020 to 2021 was largely attributed to the DRU becoming operational in mid-2021.

(7) Water removed for use and not returned to its source.

(8) Water returned to the watershed or source.

(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. The increase in waste in 2022 is attributed primarily to contaminated soil excavations at Moose Jaw for the construction of the Tank 60 foundation and an increase in disposal of produced water at DRU.

(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 documented "safety action items" (completed and 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) The percentage of behavioural-based safety observations completed based on a leaders role in the organization versus their assigned target number of observations. The V'nV program pilot began in 2021 and data collection commenced in 2022.

(18) Training hours include training delivered through Gibson's 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 and Inclusion survey.

(22) Proportion of employees who donated and/or volunteered for charitable causes through Gibson GIVES. Eligible employees include full-time permanent and fixed term, as well as part-time permanent and fixed-term.

(23) New suppliers screened using environmental/social criteria include those who underwent Gibson's request for proposals process.

(24) Our current representation of the Board as of publication of this document is 88.9% Independent Directors, 44.4% Women and 22.2% Racial and Ethnic Minority and/or Indigenous Persons.

(25) Includes feedstocks processed at our Moose Jaw Facility.

(26) Hydrocarbons spilled during the reporting year that were removed from the environment through short-term spill response activities, not including historical spills.

(27) According to the SASB definition, a significant release is defined as those 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 5 barrels or more or other liquid releases of 50 barrels or more; and/or liquid releases resulting in an unintentional fire or explosion.

(28) Number of reportable spills per 1 million m³ of volume handled.

(29) Proportion of work orders that were planned versus those due to unscheduled incidents.

Forward-Looking Information

All references in this Update Report to Net Zero include Scope 1 and 2 emissions only. Unless otherwise stated, all references in this Update Report to Gibson's GHG emissions and energy data from 2020 to 2022 is reported on an equity share basis for all Gibson's operations in Canada and the US.

Certain statements and information included or referred to in this Update Report constitute forward-looking information (as such term is defined under applicable Canadian securities laws). These statements relate to future events or Gibson's future performance. All statements other than statements of historical fact are forward-looking information. The use of any of the words "anticipate", "plan", "continue", "target", "commit", "expect", "might", "may", "maintain", "will", "shall", "project", "should", "could", "would", "believe", "predict", "forecast", "potential", "goal", "seek", "strive" and "opportunity" and similar expressions of 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 commitment to sustainability, transparent communication, safety, continuous improvement and operational resiliency; the realization of Gibson's targets, goals and aspirations; integrating sustainability into Gibson's culture and operations; providing and strengthening long-term stakeholder value and the methods thereof; the impacts of the acquisition of STGT, including on Gibson's sustainability goals; identifying ways to support the energy transition and meet the global energy demand; Gibson's sustainability ambition and strategies to achieve such ambition; challenging the status quo and achieving growth and the methods and effects thereof; optimizing Gibson's core business; achieving Net Zero by 2050; pursuing emission reduction, energy transition and climate-related opportunities to progress towards and achieve Gibson's ESG goals and stakeholder interests; maintaining leading ESG performance; advancing Gibson's sustainability journey; prioritizing safety; Gibson's environmental, social and governance goals and the timelines to achieve such goals; the PPA and the terms thereof; the combined nameplate capacity of the Buffalo Atlee Phases 2 and 4 wind projects (the "Wind Projects"); the benefits of the Wind Projects and PPA, including the proportion of Gibson's annual electricity needs met and emissions reductions achieved thereby; the anticipated timing of completion and operation of the Wind Projects; the impacts of the PPA and Wind Projects; the anticipated timing of the commencement of the PPA; Gibson's potential emission increases in the short-to-medium term and emissions reductions over the long term; Gibson's pathway to Net Zero, including costs and milestones, and the mitigation of risks and identification of opportunities thereunder; minimizing environmental impact and disturbances, waste and

emissions; promoting resource conservation, environmental stewardship and habitat restoration; biodiversity analyses informing Gibson's biodiversity strategies; improving supply chain sustainability; selecting more sustainable and diverse suppliers and positively influencing vendor practices; engaging vendors to address risks throughout their supply chains; building a high-performance and agile workforce; supporting Gibson's workforce; the ongoing assessment of employee needs; fostering a respectful and inclusive workplace and the methods thereof; establishing, maintaining and strengthening relationships with Indigenous Peoples in Canada; Gibson's community commitments and the creation of Legacy Spaces at Gibson's sites; Gibson's Mission Zero aspirational goal; incident prevention and investment in inherently safer designs; maintaining and strengthening asset integrity and resilience; continuing to enhance Gibson's cybersecurity; and enhanced reporting of consistent and comparable sustainability information.

The forward-looking information contained in this Update Report 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 Update Report 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 annual and interim Management's Discussion and Analysis and Annual Information Form, in each case as filed on SEDAR+ at www.sedarplus.ca and on Gibson's website at www.gibsonenergy.com. Readers should refer to "Forward-Looking Information" and "Risk Factors" included in such documents and to the risk factors described in other documents Gibson files from time to time with securities regulatory authorities, available on SEDAR+ at www.sedarplus.ca. 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 Update Report should not be unduly relied upon. The forward-looking information included or referred to in this Update Report 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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