



enhance

Modern Slavery Report
2026 Report

About this report

At Enhance Energy Inc., we remain committed to upholding high standards of integrity, professionalism and ethical conduct in all aspects of our operations. We recognize that forced labour and child labour remains an issue in supply chains, and we are dedicated to upholding human rights and reducing risks in our operations and supply chains.

Our company values are Embrace Challenges, Get it Done, Collaborate Actively, and Be Accountable. These values are embedded in our operations, guiding our interactions with partners, contractors, suppliers and communities alike. We also seek out vendors, contractors and suppliers who are aligned with our core values. Our team is passionate about creating collaborative and sustainable energy solutions that respect the dignity and rights of everyone involved in our operations and supply chains.

In 2025, Enhance Energy continued to strengthen our approach to uphold human rights and reduce the risks of forced labour and child labour across our operations. This report outlines our ongoing efforts to reduce the risks of modern slavery within our supply chains.





Introduction

This report (the “**Report**”) is produced by Enhance Energy Inc. for the financial year ending December 31, 2025 (“**the Reporting Period**”). The Report is prepared pursuant to Canada’s *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (“**the Act**”).

Steps Taken

Enhance Energy took the following steps during the Reporting Period to reduce the risk of modern slavery and forced child labour in our operations and supply chains:

- ▶ Increased organizational awareness of modern slavery by ensuring relevant policies are readily accessible to all employees, contractors and consultants;
- ▶ Established an internal working group to identify and evaluate end-to-end vendor management software to manage supply chain risks and regulatory requirements;
- ▶ Implemented a new Human Resources Information System (“HRIS”) to securely store and manage new hire and employee records and support compliance with employee standards;
- ▶ Continued to conduct an internal supply chain review of top suppliers for risk assessment; and
- ▶ Secured Executive Leadership Team and Board of Directors approval of our Modern Slavery Report in May 2025.



Structure, Activities and Supply Chain

Enhance Energy Inc. is an independent, privately owned organization that is headquartered in Calgary, Alberta, with operations in central Alberta and Saskatchewan. We are a carbon-management corporation developing world-class efficient and trusted carbon capture and storage (CCS) and carbon capture, utilization and storage (CCUS) projects.

Enhance Energy has a team of approximately 50 people in our head office and field locations, including an executive leadership team of 5 people.

We procure goods and services largely from Canadian suppliers and contractors, with the balance from the United States and the United Kingdom (Great Britain). The suppliers we work with are typically local and adhere to the regulations in Canada for the energy industry, which are among some of the highest standards in the world.

To learn more about us visit at enhanceenergy.com.



Policies and Due Diligence

Policies

At Enhance Energy, we are guided by our corporate values, which are embedded in our policies and provide clear frameworks for expectations around behaviours and decision-making. We expect that employees, consultants, contractors, vendors and suppliers adhere to our applicable policies, to share the responsibility to act with integrity and professionalism and uphold high standards of ethical conduct. These are our relevant policies, guidelines, and statements:

- ▶ **Code of Conduct and Ethics** (the “Code”): the Code outlines principles and expectations that govern behaviours for anyone associated with Enhance Energy. The Code contains a commitment to applicable legislation including the *Human Rights Act*, *Employment Standards*, and *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. The Code sets expectations that all employees, consultants, contractors, vendors, and suppliers are expected to comply with applicable modern slavery legislation and uphold standards related to human rights, respectful workplace, employment standards, health, safety and environmental practices, and ethical business conduct.
- ▶ **Respectful Workplace Policy**: this policy outlines our expectations of a respectful workplace where everyone feels safe, respected, treated fairly, and where discrimination, harassment and violence are not tolerated. All individuals associated with our company are responsible for upholding the behaviours and expectations outlined in this policy and conduct themselves accordingly.
- ▶ **Confidential Reporting**: the Code of Conduct and Ethics, along with the Respectful Workplace Policy, include confidentiality statements, information on reporting, and clauses for non-retaliation. There are several channels available for reporting, including a confidential reporting tool that can be accessed by employees and third parties, to encourage people to raise concerns for investigation.

Enhance Energy also maintains other policies and programs that guide our commitments to equitable labour and procurement practices, and that provide our expectations for vendors, contractors and suppliers. These are a part of our Corporate Program and available to employees and third-party organizations as appropriate.



Due diligence

Enhance Energy expects anyone associated with our operations to adhere to ethical conduct in business practices. These expectations are central to our approach to respecting human rights and mitigating the risks of forced labour and child labour in our supply chains. We do not knowingly work with anyone who violates these expectations, our policies and practices, or the law.

Our Incident Reporting and Investigation Policy outlines our expectation that all incidents resulting in regulatory non-compliance, or any non-compliance of other relevant legislation, will be formally investigated, with the intent to take appropriate action to prevent re-occurrence. Our Code of Conduct and Ethics, along with our Respectful Workplace Policy, outlines our approach to reporting channels, investigations, retaliation and violations.

We continue to strengthen our internal systems and controls to support compliance with employment and human rights legislation and to reduce the risk of modern slavery. These internal systems are intended to support quality data management, accurate record keeping, and effective risk management. Enhance Energy implemented a new HRIS in the reporting period, which is used to safely store and manage employee and new hire information, supporting compliance with applicable employment standards. This system helps us meet legal work permit and age of employment requirements and helps ensure that employment contracts can be accepted or declined freely, without pressure or fear of retaliation.

Additionally, we continue to assess ways to strengthen oversight and management of suppliers, contractors, consultants and vendors. During the reporting period, we identified the need for an end-to-end vendor management system that collects and validates vendor information, to strengthen compliance and respond to regulatory requirements. An internal working group evaluated vendor management and software solutions and recommended a new system be implemented.

Our Board of Directors reviewed the 2024 Modern Slavery Report in May 2025, reinforcing governance and Board-level oversight of risk management.



Risks, Remediation, Training and Measuring Effectiveness

Risks

All of Enhance Energy's operations are in Canada, so the risk of forced labour and child labour in our direct operations is low. In 2025, our supply chains continued to be distinct categories of spend, and our suppliers remain concentrated in Canada, the United States and the United Kingdom, where there is a lower risk of modern slavery.

We continue to review, identify and discuss forced labour and child slavery risks in our supply chains, including the level of risk involved with our consultants, contractors, vendors and suppliers. If higher risk is identified, this is escalated to internal leadership, and appropriate measures are taken as required.

Remediation of modern slavery

Enhance Energy has not identified any instances or elevated risk of forced and child labour in our operations or supply chains in 2025. Accordingly, we have not taken steps to remediate forced and child labour in 2025. Remediation would occur after instances, or higher risk, of forced labour and child labour have been identified.

Remediation of loss of income

As noted above, Enhance Energy has not had any instances of forced labour and child labour identified in 2025. Accordingly, no steps were taken to address loss of income to vulnerable families resulting from any steps taken to remediate forced labour and child labour.

Training

All Enhance Energy employees are expected to review and understand all policies and programs, including the Code of Conduct and Ethics, along with the Respectful Workplace Policy. Each employee must attest that they have read, understand and will conduct themselves in accordance with the Policies in the Corporate Program. All new employees are also required to read and attest their understanding of our policies, as part of their onboarding process. These expectations apply on an ongoing bases and are supported by reminders and access to policies throughout the year.



Measuring effectiveness

Enhance Energy has several measures in place to reduce the risk of forced labour and child labour in our supply chains. We regularly review our policies and procedures, including our Code of Conduct and Ethics, and we monitor concerns raised through reporting channels. Enhance Energy will continue to assess our effectiveness in reducing the risk of forced labour and child labour in our supply chains and will continue to develop solutions to support this.



Conclusion

Enhance Energy Inc. remains committed to upholding human rights and reducing the risk of forced labour and child labour in our supply chains. This report is given on behalf of Enhance Energy Inc., for its financial year ending December 31, 2025, setting out the steps taken in 2025 to understand and reduce the risk of modern slavery with our vendors, contractors and suppliers. We will continue to review our policies and programs to determine opportunities and identify adjustments we can make in our approach to forced and child labour.

Attestation

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, and in particular section 11 thereof, I, in the capacity of Chairman of the Enhance Energy Inc. Board of Directors, attest that I have reviewed the information contained in the report on behalf of the governing body of the entity listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed within this report.

(signed) “Kevin Jabusch” _____

Kevin Jabusch

Chairman on behalf of the Board of Directors of Enhance Energy Inc.

May 28, 2026

I have the authority to bind Enhance Energy Inc.

