



enhance

Modern Slavery Report
2025 Report

About this report

At Enhance Energy, 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 human rights and reducing risks in our operations and supply chain.

In 2024, we continued to strengthen our approach to ethical sourcing and supplier due diligence, focusing on enhancing our policies, providing training to employees, and continued internal reviews of our supply chain. This report outlines what we have completed in our ongoing efforts to reduce the risks of modern slavery and forced child labour in our business.





Introduction

This report (the “**Report**”) is produced by Enhance Energy Inc. for the financial year ending December 31, 2024 (“**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 chain:

- ▶ Introduced and modified policies, including a Code of Conduct and Ethics, that require mandatory review and sign-off from all employees;
- ▶ Provided training on forced labour and child labour to employees;
- ▶ Conducted an internal supply chain risk assessment of top suppliers; and
- ▶ Provided an update on the steps we have taken, including policy approval, to the Board of Directors.



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 6 people.

We procure goods and services from a variety of 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 Canadian energy industry regulations, which are among some of the highest standards in the world.



Policies and Due Diligence

Policies

At Enhance Energy, our core values inform our corporate policies, which provide clear expectations around behaviour and decision-making. We expect that consultants, contractors, vendors and suppliers adhere to many of our policies and act with the same integrity, professionalism, and high standards of ethical conduct as Enhance staff. The following summarize a selection of our policies, guidelines, and statements:

- ▶ **Code of Conduct and Ethics** (the “Code”): developed in 2024, the Code articulates principles and expectations that govern the behaviours for anyone associated with Enhance Energy. This policy contains a commitment to applicable legislation including the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*. This includes the expectation that all employees, consultants, contractors, vendors and suppliers are expected to comply with applicable modern slavery legislation.
- ▶ **Respectful Workplace Policy**: updated in 2024, this includes our expectations of a respectful workplace where everyone feels safe, respected, treated fairly, and where discrimination, harassment and violence are not tolerated.
- ▶ **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.

There are other policies and programs at Enhance Energy that guide our commitments to equitable labour and procurement practices, and that provide our expectations for vendors, contractors and suppliers. These include: Obligations of Worksite Parties Policy, Contracting Services Policy, and Contractor Management Program. These are a part of our Corporate Program, which includes a structured set of policies and key business practices that govern how we operate. These are available to employees and third-party organizations as required.



Due diligence

Enhance Energy expects anyone associated with our operations to adhere to ethical conduct in business practices. 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 incidents covered by 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.

Internally, Enhance Energy takes measures to prevent the hiring of forced and child labour. Our Human Resources department verifies that all employees meet the legal work requirements, ensuring compliance with local age and work permit regulations. Employment offers can also be accepted or declined freely, without pressure or fear of retaliation.

Our Board of Directors also reviewed and approved the Code of Conduct and Ethics, along with the 2024 Modern Slavery Report, prior to the reporting deadline.



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 2024, our supply chain continues to include 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 chain, 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

Enhance Energy has not had any instances of forced labour and child labour identified in 2024. Accordingly, we have not taken steps to remediate forced labour and child labour. Remediation would occur after instances, or higher risk, of forced labour and child labour have been identified.

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.

In 2024, training was developed and offered to employees, including content on forced labour and child labour, the Enhance Energy Code of Conduct, and reporting channels.



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 that forced labour and child labour is used in our supply chain. This report is given on behalf of Enhance Energy Inc., for its financial year ending December 31, 2024, setting out the steps taken in 2024 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.

Approval and attestation

This report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board of Directors of Enhance Energy.

In accordance with the requirements of the Act, I, in the capacity of Executive Chair and Chief Executive Officer, 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

Executive Chair and Chief Executive Officer

May 21, 2025

I have the authority to bind Enhance Energy Inc.

