

# Sustainability FY2024 Mid Year Progress Report



## Environmental Conservation

- Allocate resources and funds toward projects focusing on reducing GHG emissions in collaboration with SCOA.
- Implement and monitor programs to maintain wildlife habitats, wetlands, and forest conservation in our communities.
- Environmental Products Reporting.



## Workforce Development

- ★ Organize quarterly events with industry experts to expand employees' perspectives and knowledge.
- Expand internal programs to continue educating employees on business and industry topics.



## Corporate Culture, Ethics, & Governance

- In collaboration with SCOA, we will monitor, track, and review changes to government regulations for US and Canadian operations to ensure compliance.
- Partner with industry experts to implement robust safeguards for information security.
- Achieve a 100% completion rate for quarterly information technology security and AI safeguard training.



## Responsible Supply Chain Management

- ★ The third-party auditor review and selection for the Responsibly Sourced Tubulars® (RST™) program have been finalized. The SAQ responses have been audited, and results and ratings are being presented to individual mills.
- Enhance collaboration with customers and suppliers to manage inventory and minimize risks.
- Evaluate and highlight the efficiencies developed in the supply chain through services provided.



## Strategic Sustainability Oversight

- ★ Expand our reports and newsletters to keep employees, customers, and suppliers informed about sustainability and company advancements.
- Highlight sustainability principles and initiatives within the company and build follow-up communication.



## Community Engagement

- ★ Organize educational opportunities, such as field trips and speaker events, to promote STEM education and the value of a strong domestic oil and gas industry.
- Create opportunities for employees, vendors, and customers to participate in volunteering initiatives, both during and outside work hours.