

2023

# ESG

Summary Statistics



# A Message From Our President & CEO

It is my pleasure to present our annual publication of Environment, Social and Governance (ESG) performance indicators for 2023.

At Inter Pipeline, we are foundationally committed to safe, reliable, and sustainable operations across all areas of our business. We recognize that sustainable practices and operational excellence are core pillars that help us to drive value for all stakeholders for decades to come, from the communities in which we live and operate, to our customers who depend on our consistent and reliable service, and to our employees who dedicate their time and energy to the business.

We are invested in ESG and sustainability practices, and believe in the value that these initiatives provide:

- **Growth Opportunities:** A sustainable energy future presents abundant opportunities for innovation, development and diversification. Our commitment to sustainability opens doors to new partnerships, markets, and service offerings. One opportunity that continues to excite us is our Bow Valley Carbon Hub project, which we continue to advance. If executed, the project will reduce GHG emissions at Inter Pipeline through carbon capture and underground storage and has the potential to serve neighbouring industrial operations.
- **Risk Management:** Embracing sustainability practices allows us to proactively mitigate risks associated with emerging trends, regulatory changes, and stakeholder focus. By actively implementing strategies to optimize our resources, monitor environmental trends, and deepen relationships with our Indigenous partners, we are better prepared to address future challenges and create opportunity.

- **Future Proofing Our Business:** We believe that sustainability will drive long-term value for our customers, employees, communities and financial partners. By integrating ESG principles into our business strategies, we enhance our competitiveness, attract top talent, strengthen customer loyalty, and build trust with our investors, stakeholders, and communities.

At Inter Pipeline, we strive to create positive change, drive sustainable growth, and leave a legacy of innovation and excellence. Thank you for taking the time to learn more about the ongoing work at our company.

Sincerely,



**Paul Hawksworth**

President & CEO



# A Message From Our CSO

For Inter Pipeline, sustainability means demonstrating respect for our environment, our people, and the relationships we have fostered. It is a commitment to a strategic framework that places ourselves and those around us in a position for long-term mutual benefit. At its core, we believe sustainability is a goal achieved through a mindset that demands values of transparency, accountability, and integrity.

Alongside the publication of our 2023 ESG Summary Statistics, I wanted to use this opportunity to highlight some of the progress we have made over the past year:

- We presented a new corporate sustainability strategy to the executive team and Board of Directors in preparation for the pending disclosure requirements from the Canadian Securities Administrator.
- We published a new Environment, Social, and Governance (ESG) Policy, which outlines our commitment to integrating ESG considerations into our operations, decision-making processes, risk management, and overall business strategy.
- We appointed a new Executive position of Chief Sustainability Officer.
- We completed an assessment of our climate risks in accordance with recommendations from the Task Force on Climate-Related Financial Disclosures and incorporated these risks into our Enterprise Risk Management framework.
- We are taking great strides towards strengthening our ESG data management approach, with an emphasis on continuing to improve our processes and controls over the collection of Scope 1 and 2 emissions data.
- We are strengthening our relationships with communities where we live and operate having participated in 143 community engagement events, 90 of which were in Indigenous communities.

- Safety continues to be a top priority for the organization, having completed more than 5,000 employee and contractor safety observations in 2023 and maintained a strong Total Recordable Injury Frequency of 0.43.

A notable addition to this year's report is the inclusion of HPC's operations over its first full calendar year, which resulted in an increase to our emissions, waste, and water use. These numbers are expected to fluctuate as HPC moves towards steady state operations.

In conclusion, I would like to express my gratitude for your continued support and partnership as we journey towards a more sustainable future. Together, we can make a meaningful difference and create lasting value for generations to come.

Sincerely,



**Kristen Simpson**

SVP, Chief Legal, People & Sustainability Officer



# 2023 ESG Highlights

## Environment



- Completed a climate risk assessment in accordance with recommendations from the **Task Force on Climate-Related Financial Disclosures** and incorporated these risks into our Enterprise Risk Management (ERM) framework.
- Commenced a **company-wide ESG data management project**, implementing processes, controls, and evaluating software solutions for the collection of **Scope 1 & 2 emissions data** in addition to other environmental indicators.
- Progressed Front End Engineering and Design on our carbon capture and storage project, Bow Valley Carbon. Phase 1 of this project at Inter Pipeline's Cochrane Extraction Plant has the potential to reduce CO<sub>2</sub> emissions by 34,000 tonnes per year. Initial discussions have commenced with third-party carbon emitters in the area for transportation and storage services that would represent a Phase 2 investment.
- **In year 5 of a 10-year, \$10 million commitment** to Plastics Research in Action supporting a circular plastics economy.

## Social



- **Attended 90 in-person Indigenous community engagement events** to grow relationships and support the Truth and Reconciliation Report's *Call to Action 92*.
- **Several Relationship Agreements were put into progress or renewed** with Indigenous communities in Alberta.
- Indigenous businesses contracted for **more than \$41.7 million in procurement and services** for active pipeline construction projects.
- **Saw a 55% increase in hosting and attendance at community engagement events** relative to 2022.
- **\$750,000 invested** in support of Women Building Futures apprenticeship programs since 2018.
- **\$3,900,000 invested** in Alberta and Saskatchewan communities where we live, work, and operate to support food, shelter, and wellness initiatives.

## Governance



- Named as one of **Canada's Top 100 Employers** in 2023, we are recognized for our industry-leading community investment, family benefits, and professional development opportunities.
- **Published a new ESG Policy**, outlining Inter Pipeline's commitment to integrating Environment, Social, and Governance considerations into operations, decision-making processes, risk management, and overall business strategy.
- **A new corporate sustainability strategy** was presented to the executive team and Board of Directors in preparation for the pending disclosure requirements from Canadian Securities Administrator.
- Incorporated ESG considerations into corporate scorecards, thus **informing performance-based compensation**.

# Environment

Environment	Measurement	2023	2022	2021
<b>Greenhouse Gas and Air Emissions<sup>1, 2, 3, 4, 5, 6</sup></b>				
Total direct GHG Emissions (scope 1) <sup>6, 8</sup>	tCO <sub>2</sub> e	1,159,179	954,016	554,857
Total direct GHG Emissions (scope 1) – Transportation	tCO <sub>2</sub> e	4,439	3,980	3,822
Total direct GHG Emissions (scope 1) – HPC <sup>12</sup>	tCO <sub>2</sub> e	662,993	396,210	N/A
Total direct GHG Emissions (scope 1) – Central Utilities Block (CUB) <sup>6, 13</sup>	tCO <sub>2</sub> e	530,066	330,835	N/A
Total direct GHG Emissions (scope 1) – Propane Dehydrogenation (PDH) & Polypropylene (PP) plants <sup>6</sup>	tCO <sub>2</sub> e	132,927	65,375	N/A
Total direct GHG Emissions (scope 1) – Facilities Infrastructure <sup>10</sup>	tCO <sub>2</sub> e	491,747	553,351	550,589
Total indirect GHG Emissions (scope 2) <sup>6, 8, 11</sup>	tCO <sub>2</sub> e	467,765	525,748	579,154
Total indirect GHG Emissions (scope 2) – Transportation	tCO <sub>2</sub> e	316,144	344,364	402,765
Total indirect GHG Emissions (scope 2) – HPC	tCO <sub>2</sub> e	129	5,226	N/A
Total indirect GHG Emissions (scope 2) – Facilities Infrastructure	tCO <sub>2</sub> e	151,492	176,159	176,390
Transportation GHG emissions intensity (throughput)	kgCO <sub>2</sub> e/bbl	0.6	0.6	0.7
Facilities Infrastructure GHG emissions intensity	kgCO <sub>2</sub> e/bbl	17.15	18.10	15.80
Total NO <sub>x</sub> emissions	tonnes	1,471	1,320	1,255
Total SO <sub>x</sub> emissions	tonnes	3.5	3.5	8.2
Total VOCs	tonnes	220	266	517
Total Particulate Matter	tonnes	26	21	22
Ozone Depleting Substances <sup>9</sup>	tCO <sub>2</sub> e	3,434	-	4,266

<sup>1</sup> Values are for Canadian and US operations.

<sup>2</sup> Air quality emissions data are calculated based on regulatory requirements in jurisdictions where we operate.

<sup>3</sup> Air emissions values are accurate as of calculations finalized in April 2024.

<sup>4</sup> Air emissions include those both within and outside the scope of Emissions Limiting Regulations including carbon tax or emission trade system (e.g., Alberta Technology Innovation and Emissions Reduction (TIER) regulations.

<sup>5</sup> The reported emissions are based on operational control and direct emissions sources primarily using metered fuel volumes or invoiced volumes. However, in instances where metering or invoice data is not available, calculated emissions from sources were determined using industry-specific methodologies and best practices.

<sup>6</sup> The Heartland business unit includes the Heartland Petrochemical Complex (HPC), which is made up of CUB and PDH/PP plants. Data represented includes HPC starting operations in 2022. 2023 is not representative of the steady state operations of HPC, as 2023 is the first full year of both CUB and PDH/PP operations and the plants were not operating at full capacity.

<sup>7</sup> Direct GHG emissions (scope 1) sources in the reported data include emissions from operational stationary combustion equipment, fugitive component leaks, as well as flaring, incineration, and venting activities.

<sup>8</sup> Indirect GHG Emissions (scope 2) sources include electricity and fuel consumption used to power Facilities Infrastructure facilities and the various pipeline systems operated by Inter Pipeline. Reported emissions are location-based scope 2 emissions.

<sup>9</sup> Ozone emissions are produced at the CEP and can only be measured when CO<sub>2</sub> bullets are refilled. This did not take place in 2022 and therefore could not be measured.

<sup>10</sup> Decreased scope 1 emissions in 2023 relative to 2022 are the result of facility-wide and unit-specific outages at the CEP.

<sup>11</sup> Diminished year over year scope 2 emissions are explained by 1) Alberta's annually decreasing electricity grid displacement factors, and 2) decreased power consumption by the Facilities Infrastructure business unit as a result of facility-wide and unit-specific outages at the CEP.

<sup>12</sup> HPC scope 1 GHG emissions reflect total emissions for HPC, including CUB and PDH/PP.

<sup>13</sup> The CUB is owned by Fengate and operated by Inter Pipeline. Approximately 13% of emissions generated at CUB are attributable to Fengate-owned electricity generation.

# Environment

Environment	Measurement	2023	2022	2021
<b>Energy Consumption<sup>1</sup></b>				
Natural gas consumption	e <sup>3</sup> m <sup>3</sup>	595,396	420,608	244,647
Liquid fuel consumption <sup>2</sup>	kL	2,401	2,301	1,338
Total electricity consumption <sup>3</sup>	MWh	1,077,285	1,000,966	927,322
Total steam consumption <sup>4, 5</sup>	GJ	6,945,282	1,625,824	N/A

<sup>1</sup> Energy consumption increased from 2021 to 2022 due to HPC commissioning and start-up activities.

<sup>2</sup> Liquid fuel consumption includes diesel, and gasoline.

<sup>3</sup> The increase in electricity from 2021 to 2023 can be attributed to HPC commissioning and start up activities. Electricity at HPC is generated by the CUB facility; the CUB is a net exporter of electricity to the Alberta power grid. The increase in electricity reported for 2022 in this report is attributable to a revised approach representing total energy consumption, outside of Scope 2 energy consumption.

<sup>4</sup> Increase in steam consumption is attributable to HPC commissioning and operation. PDH/PP account for 100% of steam consumption. PDH/PP were not operational in 2021.

<sup>5</sup> Steam is produced at the CUB facility and is consumed by PDH/PP. Scope 1 emissions for steam production are reported under the CUB Scope 1 emissions. Scope 2 emissions associated with steam consumption are not reported under PDH/PP Scope 2 emissions; this approach ensures double-counting emissions is avoided.

Environment	Measurement	2023	2022	2021
<b>Water<sup>1</sup></b>				
Total water withdrawal <sup>2</sup>	m <sup>3</sup>	947,643	1,028,900	713,636
Surface water withdrawal <sup>3</sup>	m <sup>3</sup>	947,643	1,028,900	670,284
Groundwater withdrawal	m <sup>3</sup>	-	-	43,352
Recycled water	m <sup>3</sup>	2,910,441	3,216,046	3,239,193
Water returned to the environment <sup>4</sup>	m <sup>3</sup>	198,210	184,614	189,082

<sup>1</sup> Water from HPC construction and operations is included in 2022 and 2023.

<sup>2</sup> Total water withdrawal is water withdrawn from the environment via use of a regulatory authorization (e.g. Water Act License, Temporary Diversion License (TDL) or authorized under EPEA approval). Sources include, but are not limited to a dugout, a lake, a wetland, a watercourse, a reservoir, or groundwater.

<sup>3</sup> Surface water withdrawal is water withdrawn from watercourses, lakes, wetlands, reservoirs, dugouts, and precipitation collected to designed containment areas.

<sup>4</sup> Water returned to the environment is water that has been discharged to the natural environment. Does not include water sent to injection wells or third-party disposal, which is reported under waste.

Environment	Measurement	2023	2022	2021
<b>Waste<sup>1</sup></b>				
Total liquid waste <sup>2</sup>	m <sup>3</sup>	241,596	188,483	2,869
Total liquid hazardous waste <sup>3</sup>	m <sup>3</sup>	1,007	2,064	806
Total liquid non-hazardous waste <sup>3</sup>	m <sup>3</sup>	240,589	186,419	2,063
Total solid waste	tonnes	1,775	1,372	18,513
Total solid hazardous waste <sup>3</sup>	tonnes	844	804	613
Total solid non-hazardous waste <sup>3</sup>	tonnes	931	569	17,900
Total recyclables	tonnes	1,232	2,164	6,533

<sup>1</sup> Waste is defined as an unwanted substance or mixture of substances that results from the construction, operation, abandonment or reclamation of a facility, well site, pipeline or related infrastructure, equipment and activities.

<sup>2</sup> The increase in total liquid waste and liquid non-hazardous waste can be attributed to the addition of HPC volumes.

<sup>3</sup> The definitions of hazardous and non-hazardous waste are defined by local jurisdiction where the waste is generated.

# Environment

<b>Environment</b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Reportable Events and Contraventions<sup>1</sup></b>				
Volume of reportable events – air emissions <sup>2</sup>	m <sup>3</sup>	16,538	11	242
Number of reportable events – air emissions	Count	11	2	1
Volume of reportable events – flaring <sup>3, 5</sup>	m <sup>3</sup>	67,372	44,465	-
Number of reportable events – flaring	Count	3	4	-
Volume of reportable events – water <sup>4</sup>	m <sup>3</sup>	616	-	-
Number of reportable events – water	Count	3	2	-
Volume of reportable events – hydrocarbon liquid <sup>6</sup>	m <sup>3</sup>	39	1	7
Number of reportable events – hydrocarbon liquid	Count	2	2	2

<sup>1</sup> A reportable event is defined as one that is reportable to an external agency or authority, such as a federal or provincial regulator.

<sup>2</sup> The increase in reportable air emissions volume in 2023 is attributable to one release of gas during process upset conditions at the CEP.

<sup>3</sup> The increase in reportable events related to flaring in 2023 is attributable to the start-up and operations of new HPC assets.

<sup>4</sup> The increase in water volume is attributable to a contravention where a stormwater runoff pond at HPC was released with a slightly elevated pH.

<sup>5</sup> 2022 data for flare volume has been updated for this publication. The increased volume associated with flaring can be attributed to HPC commissioning activities and an electrical power bump that resulted in emergency flaring at the CEP.

<sup>6</sup> The increase in volume released is attributable to two releases at the Lamont Blend Connection Site and Stanmore Station.

<b>Environment</b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Environmental Compliance</b>				
Monetary fines and non-monetary sanctions for non-compliance with environmental regulations <sup>1</sup>	Count	-	-	-

<sup>1</sup> Defined as a penalty of greater than \$10,000 CDN.

# Safety

Safety	Measurement	2023	2022	2021
<b>Employees</b>				
Fatalities <sup>1</sup>	Count	-	-	-
Lost time incidents (LTI)	Count	-	4	-
Medical aid (MA) <sup>2</sup>	Count	2	2	3
Restricted work <sup>3</sup>	Count	3	5	7
First aid <sup>4</sup>	Count	9	9	7
Total km driven	Kilometer	6,818,332	6,640,540	6,192,100
Total recordable injury frequency (TRIF) <sup>5</sup>	Incident/200,000 hours	0.4	0.8	0.9
Preventable vehicle incidents (PVI)	Count	8	5	5
PVI (Frequency) <sup>6</sup>	Incident/1,000,000 km	1.2	1.0	0.8
Total safety observations <sup>7</sup>	Count	2,304	2,448	3,310
Mandatory training <sup>8,9</sup>	Hours/year	18	34	32

<sup>1</sup> A fatality is defined as a workplace death involving an employee.

<sup>2</sup> A work-related injury or illness requiring treatment that can only be administered by a physician or licensed healthcare professional. The employee does not miss a full day of work from the injury.

<sup>3</sup> A work-related injury where the worker is prevented from performing one or more of the routine functions of their jobs, or from working the full workday that they would otherwise have been scheduled to work, or a physician or other licensed healthcare professional recommends that the worker not perform one or more of the routine functions they otherwise would have been scheduled to work.

<sup>4</sup> First aid treatment is a one-time, short-term treatment that requires little technology or training to administer.

<sup>5</sup> Number of recordable injuries per 200,000 hours of work and includes lost time, medical aid, and restricted work incidents.

<sup>6</sup> Number of employee motor vehicle incidents per 1,000,000 km.

<sup>7</sup> The act of observing another worker for the purposes of identifying safe and unsafe behaviors.

<sup>8</sup> Annual training hours per employee in operations safety sensitive roles. The decrease in safety training hours from 2022 to 2023 can be attributed to reduced hiring and HPC approaching steady state operations. Additionally, Inter Pipeline has revised training to take on a more condensed, role-specific approach, resulting in fewer hours of training.

<sup>9</sup> Represents mandatory training for operations workers and support teams only and does not include HPC or the Sherwood Park Control Centre.

Safety	Measurement	2023	2022	2021
<b>Contractors</b>				
Contractor – Fatalities	Count	-	-	-
Contractor – Project hours worked <sup>1</sup>	Hours	3,983,409	4,734,915	7,989,014
Contractor – Lost time incidents (LTI)	Count	-	-	1
Contractor – LTIF (Frequency) <sup>2</sup>	Incident/200,000 man hours	-	-	-
Contractor – First aid (FA)	Count	14	23	70
Contractor – Medical aid/restricted work (MA)	Count	2	4	11
Contractor – Restricted work	Count	7	11	7
Contractor – TRIF (LTI + MA) <sup>3</sup>	Incident/200,000 man hours	0.5	0.7	0.4
Contractor – Total km driven <sup>7</sup>	Kilometer	991,160	1,413,896	4,686,172
Contractor – Preventable vehicle incidents (PVI) <sup>8</sup>	Count	1	4	18
Contractor – PVI (Frequency) <sup>4,8,9</sup>	Incident/1,000,000 km	1.0	2.8	3.8
Contractor – Total safety observations <sup>5,6</sup>	Count	2,862	28,019	106,478

<sup>1</sup> Estimated contractor hours were derived using the Canadian Association of Petroleum Producers (CAPP) formula. The decline in Project Hours Worked from 2021 to 2022 is attributed to the wind down of construction at HPC, as the plant transitions to commissioning and start-up activities.

<sup>2</sup> Number of lost time injuries per 200,000 hours of work.

<sup>3</sup> Number of recordable injuries per 200,000 hours of work and includes lost time, medical aid and restricted work incidents.

<sup>4</sup> Number of contractor motor vehicle incidents per 1,000,000 km.

<sup>5</sup> The act of observing another worker for the purposes of identifying safe and unsafe behaviours.

<sup>6</sup> Values for 2021 and 2022 reflect an increased number of contractor safety observations during the construction of HPC.

<sup>7</sup> As of 2023, total contractor km driven is only tracked for major projects.

<sup>8</sup> Tracking for major projects within the Transportation and Facilities Infrastructure business units.

<sup>9</sup> Values from 2022 have been updated based on quality control improvements and revised calculations.

# Safety

<b>Safety</b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Asset Integrity</b>				
Integrity digs completed	Count	67	52	67
Integrity digs completed	Count/(1,000 km/year)	8	8	10
Total in-line inspections completed <sup>1, 2</sup>	Count	32	39	30
Total in-line inspections completed <sup>1, 3</sup>	Count/(1,000 km/year)	5	6	4.5
Length in-line inspections <sup>1, 4</sup>	Kilometer	1,624	2,244	1,018
Pipeline in-line inspections by length	Percent	27	35	15
5-yr on-line inspections by length <sup>5</sup>	Percent	123	110	90
Close interval survey (CIS) – length <sup>6, 7</sup>	Kilometer	1,460	836	1,626

<sup>1</sup> In-line inspections play an important role in pipeline integrity management and are used to detect anomalies in pipelines, which are then evaluated and repaired as necessary. As part of Inter Pipeline's annual integrity program, line segments are prioritized for inspection using a formal risk assessment process, which considers pipeline risk factors, such as external and internal corrosion, natural force damage, design and materials of construction, and third-party damage potential.

<sup>2</sup> Total count of in-line inspections is defined as the individual in-line inspections completed in the calendar year.

<sup>3</sup> Total count of in-line inspections per 1,000 km/year is defined as the individual in-line inspections completed per 1,000 km of operating pipelines in the calendar year.

<sup>4</sup> The length of in-line inspections is defined as the total length of in-line inspections completed in the calendar year.

<sup>5</sup> The 5-year in-line inspection by length is defined as the total length of line segments internally inspected between 2019-2023 divided by the total length of operating pipelines as of December 31, 2023.

<sup>6</sup> A close interval survey is a measurement tool used to examine cathodic protection systems attached to pipelines to ensure adherence to inspection codes and standards. Close interval survey by length is defined as the length of pipelines surveyed in the calendar year.

<sup>7</sup> Close interval survey numbers for 2021 and 2022 have been updated to reflect a change in approach to reporting. The drop in close interval surveys in 2022 can be attributed to program planning of low priority line segments to be completed.

<b>Safety</b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Cybersecurity</b>				
Cybersecurity incidents <sup>1</sup>	Count	-	-	-

<sup>1</sup> Cybersecurity incidents refer to material impacts on operations and financials, as well as incidents involving data breaches.

<b>Safety</b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Emergency Management</b>				
Emergency preparedness and response exercises completed <sup>1</sup>	Count	128	158	233

<sup>1</sup> Emergency preparedness and response exercises include tabletop exercises, field exercises or equipment deployment exercises. A tabletop exercise involves key personnel discussing simulated scenarios in an informal setting.

# Workforce

<b>Total Workforce</b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Total Workforce<sup>1, 2</sup></b>				
Full-time employees				
Full-time employees, male	Count	805	787	830
Full-time employees, male	Percent	72	73	72
Full-time employees, female	Count	309	298	327
Full-time employees, female	Percent	28	27	28
Full-time employees, total	Count	1,114	1,085	1,157
Full-time employees				
Full-time employees, head office	Count	467	449	520
Full-time employees, head office	Percent	42	41	45
Full-time employees, field	Count	647	636	637
Full-time employees, field	Percent	58	59	55
Full-time employees, total	Count	1,114	1,085	1,157
Head office employees				
Head office employees, male	Count	254	243	280
Head office employees, male	Percent	54	54	54
Head office employees, female	Count	213	206	240
Head office employees, female	Percent	46	46	46
Head office employees, total	Count	467	449	520
Field employees				
Field employees, male	Count	551	544	550
Field employees, male	Percent	85	86	86
Field employees, female	Count	96	92	87
Field employees, female	Percent	15	14	14
Field employees, total	Count	647	636	637

<sup>1</sup> The data reflects the workforce (full time employees) for Inter Pipeline Canadian and US operations. The workforce associated with European assets (Inter Terminals Ltd.), assets which are jointly owned and/or that Inter Pipeline does not operate are excluded. Contingent workers and temporary positions are excluded.

<sup>2</sup> As of December 31, 2023.

<b>Total Workforce</b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Employee Turnover Rate</b>				
Employee voluntary turnover rate <sup>1</sup>	Count	78	115	65
	Percent	7	11	6
Employee involuntary turnover rate <sup>2</sup>	Count	39	127	57
	Percent	4	12	5

<sup>1</sup> Voluntary turnover includes employees who retired or resigned from employment at Inter Pipeline.

<sup>2</sup> Involuntary turnover includes divestitures, severances, discharges, and layoffs.

# Workforce

<b>Total Workforce</b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Diversity of Workforce<sup>1</sup></b>				
Indigenous employees <sup>2</sup>	Count	26	21	23
	Percent	3	2	2
Employees with disabilities <sup>2</sup>	Count	7	5	8
	Percent	1	1	1
Visible minorities <sup>2, 3</sup>	Count	214	176	201
	Percent	26	16	17
Black employees <sup>2</sup>	Count	20	10	17
	Percent	3	1	2
Racialized and Indigenous employees <sup>2</sup>	Count	240	207	232
	Percent	29	19	20
<b>Diversity of Executive Management<sup>4</sup></b>				
Diversity of executive management, male	Count	9	12	6
	Percent	60	63	75
Diversity of executive management, female	Count	6	7	2
	Percent	40	37	25
Diversity of executive management total executive management	Count	15	19	8
<b>Diversity of Leadership<sup>5</sup></b>				
Diversity of leadership team, male	Count	152	172	201
	Percent	70	75	69
Diversity of leadership team, female	Count	64	57	89
	Percent	30	25	31
Diversity of leadership team total number of leaders	Count	216	229	290
<b>Diversity of Individual Contributors</b>				
Diversity of individual contributors, male	Count	645	604	629
	Percent	73	72	73
Diversity of individual contributors, female	Count	239	234	238
	Percent	27	28	28
Diversity of non-management positions total non-management employees	Count	884	838	867

<sup>1</sup> Diversity data is categorized by protected groups as defined by regional compliance requirements in Canada under the Employment Equity Act.

<sup>2</sup> Inter Pipeline kicked off its first initiative to baseline workforce diversity in early 2021.

<sup>3</sup> Indigenous and Black identifying employees may also be included in the visible minorities.

<sup>4</sup> Executive management at Inter Pipeline includes Chief Executive Officer, Senior Vice Presidents, and Vice Presidents.

<sup>5</sup> Leadership is defined as any employee role that manages direct reports and is not defined as an Executive.

# Community Investment and Indigenous Engagement

<b>Communities</b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Community Investment and Engagement</b>				
Contributions to community initiatives <sup>1</sup>	\$ Million CAD	3.90	3.39	3.70
Logged employee volunteer hours	Count	4,312	1,526	3,538
Investment per employee <sup>2</sup>	\$/employee CAD	3,365	2,786	3,457
Number of non-technical delays <sup>3</sup>	Count	-	-	-
Duration of non-technical delays <sup>3</sup>	Count	-	-	-
Community events	Count	53	34	42
Stakeholder engagement training (direct employees)	Count	324	184	-

<sup>1</sup> Contributions to community initiatives relate to monetary contributions to community projects, initiatives, or events.

<sup>2</sup> Community investment per employee is total community investment spend divided by number of employees at year-end.

<sup>3</sup> A non-technical delay is a delay in business activity, such as delays in project execution or operations associated with commercial, environmental, social, or political reason.

<b>Communities</b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
<b>Indigenous Relations</b>				
Indigenous awareness sessions (direct employees)	Count	1,087	767	-
Active Indigenous owned business suppliers (total) <sup>1</sup>	Count	117	38	41
Active Indigenous owned business suppliers (total) <sup>1</sup>	\$ Million CAD	41.7	7.1	5.7

<sup>1</sup> Indigenous-owned business is defined as a business that is majority Indigenous owned (51% or more).

# Governance

<b>Governance<sup>1, 2, 3, 4</sup></b>	<b>Measurement</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Size of Board of Directors	Count	6	6	6
Independent Directors	Count	4	4	4
Women on Board	Percent	33	33	33
Separate Chair and CEO	Y/N	Yes	Yes	Yes
Average board meeting attendance	Percent	90	97	98
Code of Business Ethics	Y/N	Yes	Yes	Yes
Board orientation and education program	Y/N	Yes	Yes	Yes
Board ESG oversight <sup>5</sup>	Y/N	Yes	Yes	Yes
Board average tenure	Years	3	2	1

<sup>1</sup> The Code of Business Conduct & Ethics (CBCE) is reviewed annually. The current CBCE was approved by the Inter Pipeline Board on August 1, 2023.

<sup>2</sup> Whistleblower complaints are complaints reported through the Ethics Point system and informal complaints are verified by the Chief Ethics & Compliance Officer.

<sup>3</sup> The Terms of Reference (TOR) are reviewed annually. The current TOR was approved by the Inter Pipeline Board on February 27, 2023, but the Board's responsibilities related to ESG oversight remain substantially the same.

<sup>4</sup> The Inter Pipeline Board was reconstituted following a change of control. The average tenure is calculated for the 6 directors on the Board as of December 31, 2023.

<sup>5</sup> The Board has the responsibility to oversee Inter Pipeline's approach to sustainability and ESG matters. The Board reviews and provides input to the ESG strategy and execution at quarterly meetings, working with the Executive Leadership team. This oversight ensures Inter Pipeline's commitment to legal compliance, ethical conduct, and sustainable practices.

## End Note

The content of this ESG Summary Statistics sheet was informed by issues considered likely to have material impacts on Inter Pipeline's financial or operating performance, as identified by the Sustainability Accounting Standards Board (SASB), as well as other internationally recognized frameworks, including the Global Reporting Initiative's (GRI) Sustainability Reporting Standards and the International Sustainability Standards Board (ISSB). The data presented in this report is reflective of an organizational boundary that includes assets under operational control. The information included here has been subjected to Inter Pipeline's Disclosure Policy and process. Financial information sourced from Inter Pipeline's audited financial statements and GHG emissions information has been subject to third-party audit verification processes, in accordance with ISO 14064-3.

# Definitions and Abbreviations

<b>Measurement</b>	
e <sup>3</sup> m <sup>3</sup>	Thousands of cubic meters
bbl	Barrel - unit of volume for petroleum products
GJ	Gigajoule
kgCO <sub>2</sub> e	Kilograms of carbon dioxide equivalent
kgCO <sub>2</sub> e/bbl	Kilograms of carbon dioxide equivalent per barrel of product
kL	Kiloliter
m <sup>3</sup>	Cubic meter
MWh	Megawatt hour
tCO <sub>2</sub> e	Tonnes of carbon dioxide equivalent

<b>Industry Terms</b>	
ESG	Environmental, social, and governance
CAPP	Canadian Association of Petroleum Producers
GHG	Greenhouse gas
ISO	International Organization for Standardization
ISSB	International Sustainability Standards Board
NGL	Natural gas liquids
NO <sub>x</sub>	Nitrogen oxides
Relationship Agreement	Formal document outlining principles and commitments for collaboration between a company and an Indigenous community.
SASB	Sustainability Accounting Standards Board
Scope 1 Emissions	Direct GHG emissions occurring from sources owned or controlled by an organization.
Scope 2 Emissions	Indirect GHG emissions associated with the purchase of electricity, steam, heating, or cooling.
Scope 3 Emissions	Indirect GHG emissions resulting from activities within a company's value chain.
SO <sub>x</sub>	Sulfur oxides
TIER	Technology Innovation and Emissions Reduction. Alberta's regulatory framework aimed at reducing GHG emissions and encouraging technological innovation.
VOC	Volatile organic compound

<b>Terms Relating to Inter Pipeline</b>	
Inter Pipeline Business Units	
Transportation	Business unit consisting of long-haul and conventional pipelines, as well as bulk liquid storage.
Facilities Infrastructure	Business unit overseeing the ownership and operation of assets providing NGL, offgas, and petrochemical products and services.
Marketing	Business unit managing the logistics, purchase, and sale of products not produced under fee-based or cost-of-service agreements.
Heartland	The Heartland Petrochemical Complex is the integrated petrochemical complex comprised of the PDH Plant and PP Plant in Strathcona County, Alberta.
Cochrane Extraction Plant (CEP)	The Cochrane Extraction Plant extracts and fractionates NGL into ethane and propane-plus in the Facilities Infrastructure business unit.
Central Utilities Block (CUB)	The Central Utility Block which supplies electricity, steam and other utilities to HPC in the Heartland business unit.
Polypropylene (PP) Plant	The Polypropylene Plant by Inter Pipeline as part of HPC in the Heartland business unit.
Propane Dehydrogenation (PDH) Plant	The Propane Dehydrogenation Plant by Inter Pipeline as part of HPC in the Heartland business unit.