

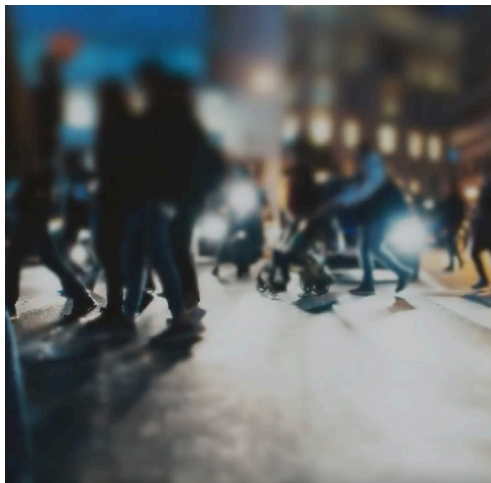
 **Ovintiv™**

**MAKING  
MODERN LIFE  
POSSIBLE**

— **2022** —

**Our Approach To  
Sustainability**

[sustainability.ovintiv.com](https://sustainability.ovintiv.com)







# SUSTAINABILITY OVERVIEW

Sustainability is rooted in our foundational values. At Ovintiv, we are proud to make modern life possible by producing safe, affordable, secure and reliable energy in North America.

We are at the forefront of producing oil and natural gas both profitably and sustainably, which means maintaining our focus on the balance sheet while continuing to drive real and measurable environmental, social and governance progress.

# HIGHLIGHTS

- Achieved a >30% reduction in our Scope 1 & 2 greenhouse gas (GHG) emissions intensity since 2019, making progress towards our goal of 50% reduction by 2030
- Fully aligned with the World Bank Zero Routine Flaring Initiative in our year-end 2022 operations
- Bolstered our inclusive workplace culture with an updated benefits package that includes an industry-leading family leave policy
- Continued to progress our Board renewal efforts
- Introduced a second safety metric to our compensation program

# FROM THE CHAIR & CEO

Producing safe, affordable, secure and reliable energy both profitably and sustainably is a powerful purpose – one that we take seriously. Our products fuel the world and make modern life possible.

Access to safe, affordable, secure, and reliable energy has never been more crucial, as demonstrated by the volatility that characterized 2022. Record inflation, geopolitical disruption and continued supply chain disruptions culminated in rising costs across the globe.



Despite the unpredictable macro-environment, our company celebrated many remarkable achievements in 2022. From record free cash flow to increasing our premium inventory locations, we strengthened our resilience and reinforced our ability to deliver durable returns. Our world-class team, combined with our top-tier, multi-basin, multi-product portfolio continued to drive shareholder value.

In addition to these successes, we recently announced a transaction to further progress our durable returns strategy that will see us roughly double both our oil production and premium inventory in the Permian Basin. This transaction checks all the boxes for our shareholders. The deal is accretive to cash flow per share, cash returns to shareholders, net asset value, and inventory life while maintaining our investment grade-rated balance sheet. While we expect a brief period of integration of the new assets, we remain committed to our Scope 1 & 2 emissions target.

Our team is united by a commitment to drive progress and improve lives. This drive, coupled with our values, pushes us to continually enhance our performance. This commitment is a reflection of our history, our high standards, and our vision for the future.

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## Our 2022 Sustainability Accomplishments:

**Delivering on Greenhouse Gas (GHG) Emissions Reductions** – We continued our commitment to reduce GHG emissions by achieving a >30% reduction in Scope 1 & 2 GHG intensity at year-end 2022, benchmarked against our 2019 results. We are well on our way to achieving our target of reducing our Scope 1 & 2 GHG emissions intensity by 50% by 2030. Compensation for all our employees is directly tied to our progress in meeting this commitment.

**Bolstering our Culture of Inclusion** – In alignment with our renewed social commitment, we have continued to look for new ways to promote and enhance our workplace to create an industry and a company where everyone is welcome and valued. In 2022, we made significant progress in this space, updating our benefits package to include an industry-leading family leave policy and committing to disclose extensive gender equality information. We are also updating our recruiting practices to enhance engagement with communities and educational institutions to broaden the diversity of our talent. Our efforts in this space have led to our inaugural inclusion in the Bloomberg Gender-Equality Index.



**Ongoing Board Renewal Process** – We have been intentional about our Board renewal process. In 2022, we welcomed Board member Ralph Izzo, who marks our sixth new independent director since 2019. Through this process we have added expertise and diversity to our Board.

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## Strengthening our Safety Culture:

While we are proud of our achievements, we also must acknowledge where we were challenged. Over the course of 2022, the number of safety incidents grew across our industry. Ovintiv was not immune to these challenges; we saw the frequency of serious safety incidents increase across our operations.

Safety is a foundational value at Ovintiv, and as such, we were compelled to respond with urgency. We conducted an extensive company-wide safety review through both an internal task force and an independent third party, Krause Bell Group. Both groups reported directly to the executive leadership team and to our Board, recommending four key initiatives. Our team has immediately begun to put these into action across the organization. Starting in 2023, we incorporated an additional safety metric in our compensation program to directly address serious safety incidents. We are resolute in our commitment to ensuring our employees and partners go home safely every day. This starts by having the right policies and practices in place, incentivizing the right behaviors and reinforcing a culture that prioritizes safe work always. You can read more about our go-forward plan and our approach to safety across our organization in our Safety section.

As we continue to strengthen our commitments and make progress toward achieving our goals, we want to recognize the unwavering efforts of our employees, service providers and partners who are undertaking the day-to-day work to provide the safe, affordable, secure and reliable energy to make modern life possible. At Ovintiv, we are committed to developing our resources safely, efficiently and sustainably, while also generating durable returns for our shareholders.

Thank you for your interest in our company. We trust that you will find this website transparent and helpful in understanding our strategy, performance and ongoing progress.



**Peter Dea**  
*Chairman of the Board*

A handwritten signature in black ink, appearing to read "Peter Dea".



**Brendan McCracken**  
*President & Chief Executive Officer*

A handwritten signature in black ink, appearing to read "Brendan McCracken".

# OUR VALUES

Our values are the set of common principles that connect us. They serve as our inner compass, defining our behavior and driving our culture. They impact how we execute our strategy, deliver on our objectives, and achieve our purpose of making modern life possible. We are proud of our results and how we achieve them.

Our core values differentiate our performance and guide our actions.

## One

We achieve greater results working together to advance common goals.

## Agile

We proactively identify opportunities and take action to capture value.

## Innovative

We differentiate through innovation, applying novel solutions to meaningful opportunities.

## Driven

We are motivated by purpose, set high standards and are accountable in delivering results.



Our foundational values underpin our behavior and define what we expect of ourselves and others in the workplace.

**Safety:** We care about the health, wellbeing and safety of people above all.

**Sustainability:** We are committed to improving quality of life without compromising the future.

**Integrity:** We act ethically and honestly, honoring our commitments and responsibilities.

**Trust:** We deliver on our promises and uphold our commitments.

**Respect:** We value individual differences, diverse perspectives and unique talents.



# OUR PURPOSE

Our products fuel the world – we make modern life possible.

We are united in achieving our purpose and providing safe, affordable, secure and reliable energy to the world. At Ovintiv, we will continue to pioneer innovative ways to provide energy while driving down global emissions both today and into the future. We are at the forefront of driving innovation to both profitably and sustainably produce oil and natural gas from shale.

Oil, natural gas, and natural gas liquids are essential to every aspect of life; from healthcare and education to the clothes we wear, the food we eat, the mobility we cherish, and the electronic technologies we rely on every day. It is evident, now more than ever, that energy security, reliability and affordability are critical to combating poverty, enhancing quality of life, driving our economies and supporting geo-political stability.

We understand that we have a responsibility to enable energy security both at home and abroad while reducing our impact.

## Powering Daily Life

Our products drive our economy and are critical to nearly every industry that impacts our quality of life.

### Healthcare

Petroleum products underpin almost all the critical inputs used to care for patients in hospitals, from the ambulance that transports patients to the emergency room, to the reliable energy that powers our hospitals and critical care units, to the protective equipment that keeps people safe.

Petroleum products are also used to manufacture all critical life-saving medical equipment, from imaging, diagnostic, monitoring and life-sustaining equipment to protective wear such as face shields and hazmat suits designed to keep our families alive, safe and healthy.



## Powering Daily Life Continued



## Education

Our products are crucial to providing quality education. Access to education is one of the pillars of our children's development and the training that prepares them for meaningful careers. Petroleum products heat, cool and power our schools and post-secondary facilities, provide materials for our desks, computers, phones, crayons, running shoes and bikes, and are the building blocks in infrastructure from playgrounds to research labs.

Education paves the way for our children's future. Access to quality education is underpinned by petroleum products. All the classroom technology and equipment our children need to thrive at home and at school is made using petroleum products.

## Mobility

In an integrated world, we all rely on flexibility and mobility. Oil and natural gas provide the ability to reliably, economically and swiftly move people, equipment and products around the globe. Our integrated supply chains require secure, reliable, accessible and affordable energy. People enjoy the convenience of travel, appreciate the ease of online shopping and depend on the many other benefits of our modern transportation network.

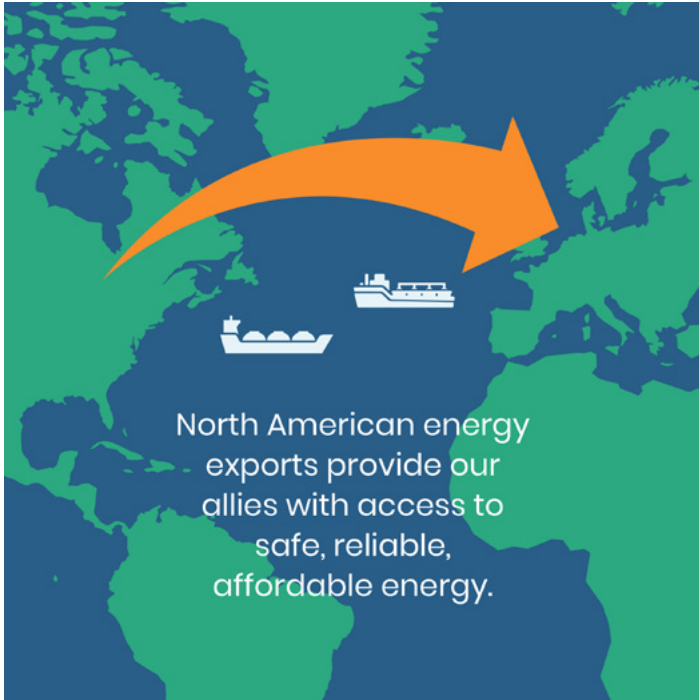
Petroleum products are at the core of making mobility possible, allowing people the flexibility to travel and reconnect with loved ones, enabling the ability for home delivery, and moving equipment and products across town or around the world.





## Driving Progress

Access to oil and natural gas resources directly improves quality of life and enables energy security at home and abroad. It supports geo-political stability, job creation, economic benefit and is foundational to modern life.



## Energy Security

Recent events have unfortunately underscored how energy can be misused as a foreign policy and national security weapon to threaten global security and stability.

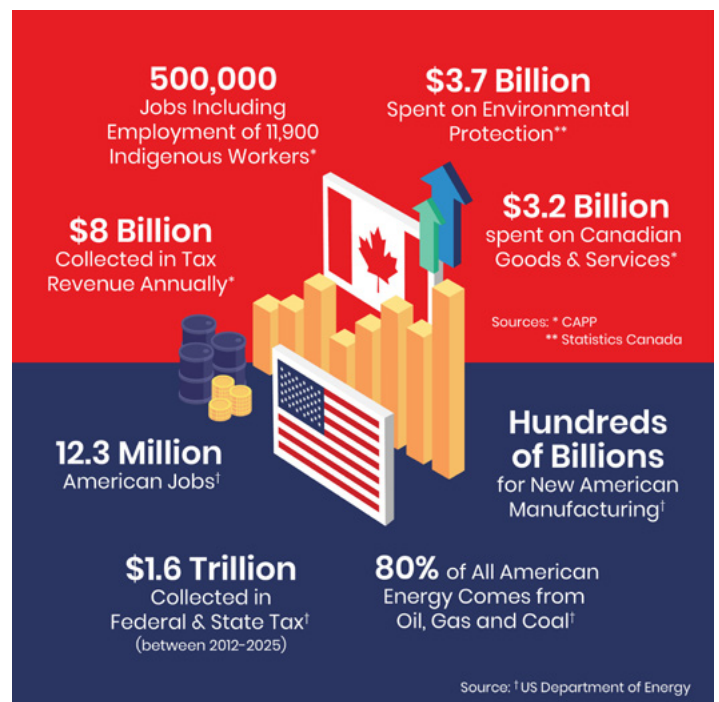
North American energy is a safe, reliable and low-emitting source of the energy the world needs. North American exports support both our national security and the security of our allies, providing secure and stable energy while helping lower global emissions.

Our products fuel our defenses and make possible the equipment that keeps our military services prepared, effective and safe.

## Economy

The oil and natural gas industry is a significant direct and indirect contributor to the North American economy, especially in rural areas. The tax and royalty revenue paid to local governments fund the social programs, education, healthcare, infrastructure and conservation critical to building a strong and prosperous society.

The petroleum industry is a significant source of jobs that drive our local, regional and national economies. Salaries, taxes and royalties all contribute to building strong, progressive communities.



## Driving Progress Continued



## Quality of Life

Safe, affordable, secure and reliable energy is foundational to increasing quality of life. Energy costs matter – high energy costs directly jeopardize the most vulnerable people in our society. Whether it's higher home heating and power bills or skyrocketing prices at the pump, increasing energy costs put undue pressure on people and families who can least afford it, making it more difficult to access the important building blocks of society like healthcare, education and mobility.

Energy poverty is a challenge around the world; it is a barrier to quality healthcare, education and a better standard of living. Access to energy is the stepping stone to improving quality of life at home and around the globe.

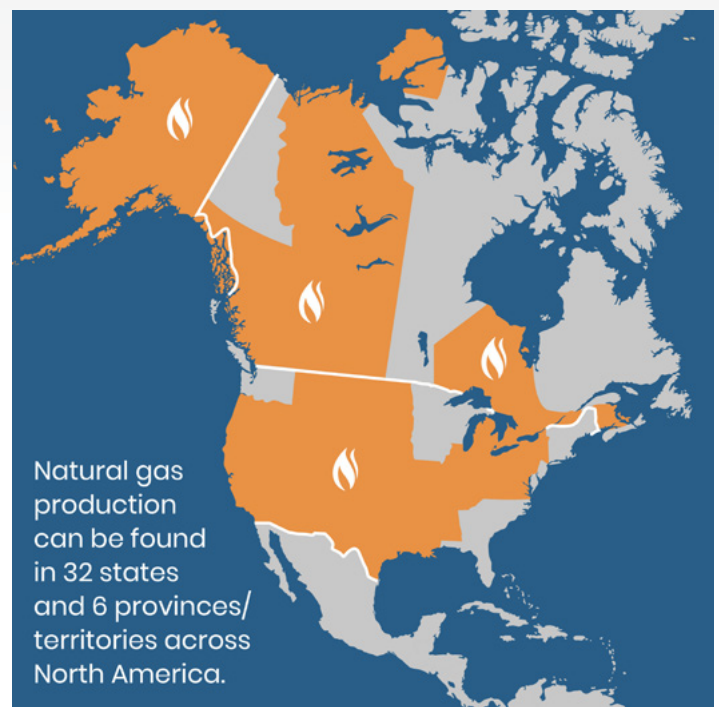
## Benefits of Natural Gas

Natural gas is essential to making modern life possible. At Ovintiv, we are proud to produce this valuable resource and support the world's energy needs into the future.

## Abundant

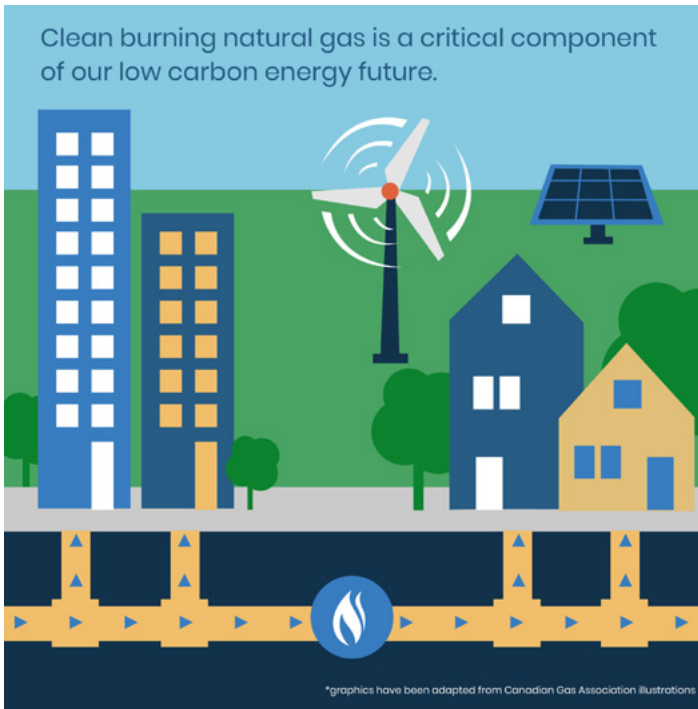
North America is a leader in producing natural gas, which is a naturally occurring energy source found underground in sedimentary basins. We use natural gas in a variety of ways in our daily lives, as raw materials for most of our everyday products, in our furnaces and air conditioners to heat and cool our homes and generating electricity to keep the lights on and refrigerators running.

With abundant, low-cost natural gas reserves, North America has a reliable and secure source of energy for many years to come. In fact, between Canada and the United States, there is enough natural gas to power both countries for over 100 years. (EIA FAQ 2022 and CAPP Natural Gas Factbook)





## Benefits of Natural Gas Continued



## Reliable and Secure

Natural gas enables energy security both at home and abroad. In North America, we have a large underground pipeline system that safely transports natural gas to provide reliable energy to homes, businesses, power plants and storage facilities. Natural gas pipelines transport more than a quarter of the energy consumed in the United States and roughly 40% in Canada through almost 3 million miles of pipeline infrastructure. (American and Canadian Gas Associations)

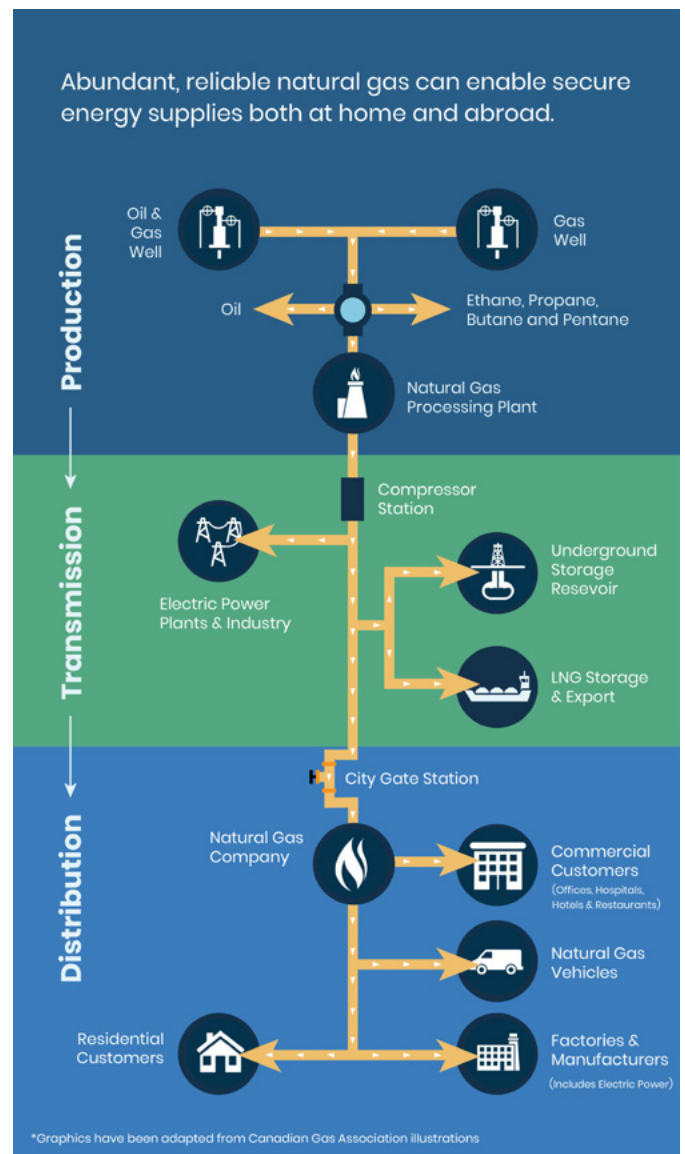
In addition to being sent through pipelines, natural gas can be cooled into liquid form and transported by refrigerated truck to remote areas or by ship to Europe and Asia. The U.S. recently became the world's largest LNG exporter and work is underway to enable liquified natural gas (LNG) exports in Canada. LNG export capacity enables North American natural gas – which is produced in a highly regulated and politically stable environment – to displace coal-fired power generation in places like India and China and offers supply optionality to European nations.

This tremendous emissions reduction in the United States (in 2020, emissions were the lowest per capita in 50 years) can be repeated globally by using North American natural gas to replace coal around the world.

## Low Carbon

Natural gas is the cleanest burning of all fossil fuels. It produces roughly half the carbon dioxide of coal and one-tenth of the air pollutants when used in electricity generation. In the U.S., the shift from coal to natural gas has enabled both cleaner air and the lowest level of per capita GHG emissions in over 50 years (EIA Report, Sept. 2020).

As the world looks to decarbonize, natural gas will be an essential complement to renewable energy sources such as wind and solar. It is quick to start and stop and can provide the necessary baseload power to cover the naturally occurring gaps in renewable power production when the wind doesn't blow, or the sun doesn't shine.



## Learning Resources



## Switch Energy Alliance (SEA)

Energy fuels the engine of the modern world and has the power to bring billions more out of poverty. Because energy touches every facet of our lives, it is highly political. Biases and emotions run deep, and facts and data are often distorted, or worse.

SEA's global video and web-based approach engages students and general viewers in a positive conversation to work collaboratively on energy challenges. SEA reaches millions of people of all ages around the world where they live and learn: online, in classrooms, in professional training and in museums.

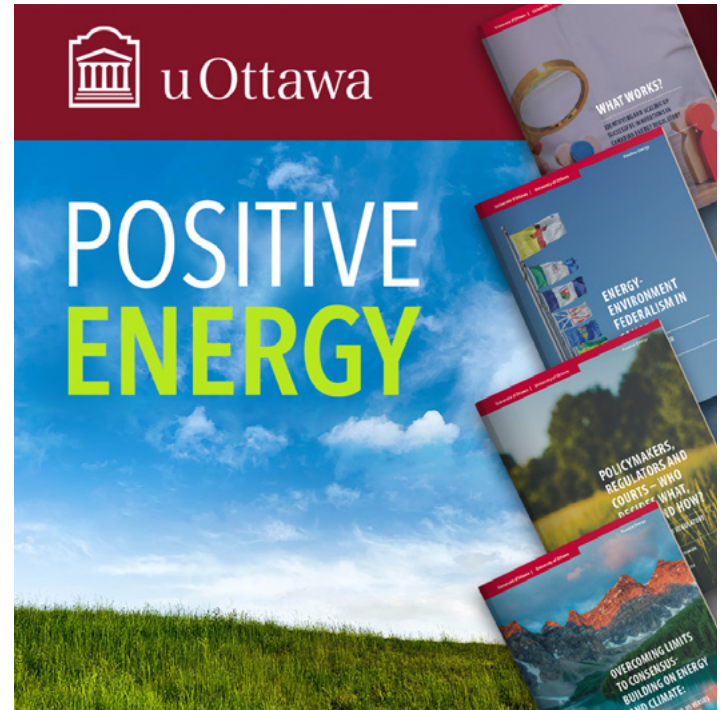
Visit [Switch Energy Alliance \(switchon.org\)](http://switchon.org) for an objective, non-partisan view of the world's energy future.

## Positive Energy

Positive Energy is an initiative of the University of Ottawa that seeks to harness the influence of the university to bring together academic researchers and senior decision-makers from industry, government, Indigenous organizations, local communities and environmental organizations to help strengthen public confidence in energy decision-making.

Formed in 2015, Positive Energy has undertaken significant public opinion research as well as released research papers that focus on fact-based analysis of topics such as Public Confidence in Energy Decision-Making and Canada's Energy Future in an Age of Climate Change.

For an academic, research-based perspective on the challenges facing energy development, please visit [Positive Energy \(uottawa.ca\)](http://PositiveEnergy(uottawa.ca)).



# OUR APPROACH

Sustainability underpins our vision of being a leading North American producer of oil and gas. It represents our focus on efficiency, disciplined capital allocation and financial strength, and our commitment to environment, social and governance progress – operating safely, lowering emissions, reducing our environmental footprint and supporting our social commitment.

We have a long track record of transparency – this marks our 18th year of sustainability reporting. We are committed to driving progress and have integrated environmental, social and governance considerations throughout our business.

To enable that integration, our Board of Directors and executive leadership team shape our environment, social and governance strategy and are focused on ensuring our business remains sustainable. This means continuing to take action to deliver returns and strengthen our balance sheet while making progress on environment, social and governance matters. Our company scorecard highlights this commitment. By linking employee and executive compensation to operational, financial, safety and emissions reduction results, we ensure that every team member is invested in continuous improvement across our organization.

At Ovintiv, every day presents an opportunity to innovate, do things differently and make improvements. We have established high standards for environment, social and governance performance through our policies and programs, and our employees have embraced this approach. Our performance is the result of a world-class team united in pursuit of driving innovation to produce oil and gas profitably and sustainably.





# HISTORY OF TRANSPARENT DISCLOSURE

Since 2005, Ovintiv has published a sustainability report that provides transparency into our environment, social and governance approach, performance and related issues that could impact our business.

To determine which topics to highlight in our reporting, we conduct an environment, social and governance materiality assessment, track input and guidance from key stakeholders, and reference multiple third-party reporting standards and frameworks.

## Reporting and Standards Alignment

We reference the Ipieca Sustainability Reporting Guidance for the Oil and Gas Industry and the Sustainable Accounting Standards Board (SASB) Oil and Gas Standard to inform our reporting. Our memberships with Ipieca and the SASB Alliance provide us with an opportunity to engage with key stakeholders while aligning with reporting standards. We report climate-related disclosures through the Task Force on Climate-related Financial Disclosures (TCFD)'s framework. Reviewing Ipieca, SASB and TCFD standards, and engaging with investors and environment, social and governance research and ratings agencies, helps us enhance our disclosures and report them in a way that is relevant and useful to stakeholders.



**ipieca**



## Collaborating for Reporting Consistency

We actively participated in the efforts of the American Exploration & Production Council (AXPC) — a national trade association representing the largest independent producers of oil and natural gas in the United States — to develop the AXPC Environment Social Governance Metrics Framework and Template. This framework is intended to supplement each member company's individual reporting efforts and voluntarily standardize several key upstream environmental, emissions and safety metrics.



The framework currently suggests consistent and transparent reporting around five focus areas: GHG emissions, flaring, spills, water use and safety. By creating a common set of metrics, AXPC member companies now have relevant, consistent and comparable data for greater stakeholder transparency. Interested stakeholders can find guidance on the framework by visiting the [AXPC Website](#) and Ovintiv's AXPC Environment Social Governance metrics are available [here](#).

# SUSTAINABILITY MATERIALITY ASSESSMENT

To ensure the relevance of our reporting, we actively engage with key internal and external stakeholders through environment, social and governance materiality assessments. During these assessments, we evaluate issues against two criteria: impact to our business and importance to stakeholders.

To develop a list of environment, social and governance issues relevant to Ovintiv and our shareholders, we utilize international sustainability reporting standards, perform gap analysis based on disclosure benchmarking and include feedback from stakeholder interaction throughout the year. Next, we meet with stakeholder groups through a formal, strategic process that incorporates both qualitative research and quantitative analysis to effectively evaluate the most relevant issues.

We share the results of these assessments with our executive leadership team and the Corporate Responsibility and Governance (CRG) and Environmental, Health and Safety (EH&S) Committees of our Board in addition to integrating our findings with Ovintiv's enterprise risk management program.



## Sustainability Materiality Assessment Priorities

### Environment

- Emissions Reductions
- Spill Prevention
- Water and Waste
- Biodiversity
- Induced Seismicity
- Legacy Assets

### Social

- Occupational Health and Safety
- Human Rights and Indigenous Peoples' Rights
- Diversity, Equity and Inclusion
- Community Engagement

### Governance

- Climate Transition Risk
- Critical Incident Risk Management
- Board Leadership and Renewal
- Business Ethics
- Sustainability-based compensation metrics

# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS



Ipieca, the global oil and gas association for advancing environmental and social performance, partnered with the World Business Council for Sustainable Development to develop a shared understanding of how the oil and natural gas industry impacts the United Nations (UN) Sustainable Development Goals (SDGs). This partnership created a roadmap for how our sector can support these goals and contribute to a healthier and more prosperous world.

This guidance, along with the context outlined in the SDGs, helps direct and influence sustainability decision-making at Ovintiv.

## The United Nations Sustainable Development Goals

The UN SDGs are a blueprint for global partnership. Although the SDGs include 17 goals ranging from ending poverty to preserving oceans, Ipieca identified 10 that are most impacted by the oil and natural gas industry.



“Energy is a key driver of sustainable development and is often described as the ‘golden thread’ that links most of the SDGs and the 2030 Agenda pledge to ‘leave no one behind’.”

– Ipieca “Supporting the SDGs”





# ENVIRONMENT

At Ovintiv, we produce the safe, affordable, secure and reliable energy our world needs. However, we recognize that energy production comes with impacts and – as a leading operator – we have a responsibility to reduce our footprint and lead by example within our industry.

Innovating in pursuit of efficiency and continuous improvement is what we do best, and our results prove it. Our Scope 1 & 2 GHG emissions target is just one example of our commitment to reducing our impact in an actionable and meaningful way.

# HIGHLIGHTS

- Achieved a >30% reduction in our Scope 1 & 2 greenhouse gas (GHG) emissions intensity since 2019, making progress towards our goal of 50% reduction by 2030
- Fully aligned with the World Bank Zero Routine Flaring Initiative in our year-end 2022 operations
- Published an emissions reduction roadmap to showcase our pathway to meeting our Scope 1 & 2 GHG emissions reduction target
- Implemented Scope 1 & 2 emissions dashboards to enable real-time internal monitoring of emissions performance

# EMISSIONS MEASUREMENT AND MANAGEMENT

We are committed to reducing our air impact through strategic design, innovation and efficiency for the lifecycle of our operations.

We have achieved measurable results on this commitment, delivering on our 2025 methane intensity reduction target four years ahead of schedule. Building on that success, we set a goal of reducing our Scope 1 & 2 GHG emission intensity by 50% from 2019 levels by 2030.

## Ovintiv's Approach to Climate Change

- Drive meaningful GHG emissions reductions
- Promote innovation and actionable solutions
- Foster transparent partnerships among key stakeholders
- Align economic, environmental and energy security needs

## Measuring and Managing Emissions

Ovintiv recognizes climate change as a global concern and understands our role in reducing emissions. Tracking emissions allows us to set measurable and achievable goals and identify solutions to decrease emissions intensity. We have tracked GHG emissions for more than 18 years and have significantly decreased our emissions intensity during this time.

We report gross operated emissions according to federal, state or provincial requirements, and we use intensity metrics for benchmarking and goal setting. Intensity metrics provide a more contextual measure of our impact with greater opportunity for consistency and comparability. Ovintiv is the operator for >95% of our production volumes.

### Gross emissions data sources:





## Emissions Dashboards

To better harness our information and support operational decision making, we have created emissions dashboards that allow us to monitor our emissions performance data and drive further improvements.

We can access monthly results for Scope 1 & 2 GHG emissions, methane emissions, as well as flaring and venting volumes across our organization. Previously this data was only available on an annual basis. The dashboards display total emissions and intensity by operating area and includes emission sources.

This level of detail allows us to quickly identify opportunities for reduction as well as easily extract data for peer benchmarking. It is a critical component to meeting our Scope 1 & 2 GHG emissions reduction target.

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## Leading the industry in emissions tracking and transparency: Scope 2 GHG Emissions Dashboard

Ovintiv continues to be at the forefront of innovation in emissions performance tracking. In 2022, we undertook an initiative to digitize and automate the processing of over 1,000 monthly electricity usage invoices through Ovintiv's data pipeline.

This cutting-edge solution enabled us to develop a comprehensive dashboard that tracks Scope 2 GHG emissions and electricity consumption. To our knowledge, Ovintiv is the first operator to achieve this level of granularity and data for the tracking of all Scope 2 emissions. Key highlights from this initiative include:

- Integration of the latest U.S. EPA eGRID subregion and Canadian provincial electricity consumption GHG intensity values
- Streamlined, automated tracking of Scope 2 emissions across each basin
- Increased transparency and insights into facility-level Scope 2 emission performance and electricity consumption trends
- Robust support for data quality efforts through monthly team energy consumption reviews

Ovintiv will consistently review our monthly usage trends to detect any data anomalies. Our advanced dashboard is designed to help operations teams effectively pinpoint opportunities for cost-savings and reducing emissions. With customizable filters, users are granted full data transparency and utility tailored to their specific needs, ensuring Ovintiv remains a leader in emissions measurement and management.

## Emissions Calculations

Our company has a long history of emissions monitoring and measurement and we understand both the importance and the business value of good data. We employ several methodologies to measure our emissions, depending on the emission type and source including estimations, calculations and measurements. Our formulas are aligned with the Environmental Protection Agency (EPA) and the GHG Emissions Protocol and consider manufacturers' specifications, equipment run-time, fuel, flare and vent gas compositions, and production levels, among other data inputs.

## Methane Emissions Measurement

We currently employ source-level estimations, calculations, and measurement to determine our methane emissions. In 2022, just over half of our methane emissions were estimations, however as technologies improve and we continue to track and monitor more equipment we anticipate that the percentage of estimated versus measured/calculated methane emissions will continue to decline.

### Estimated Emissions:

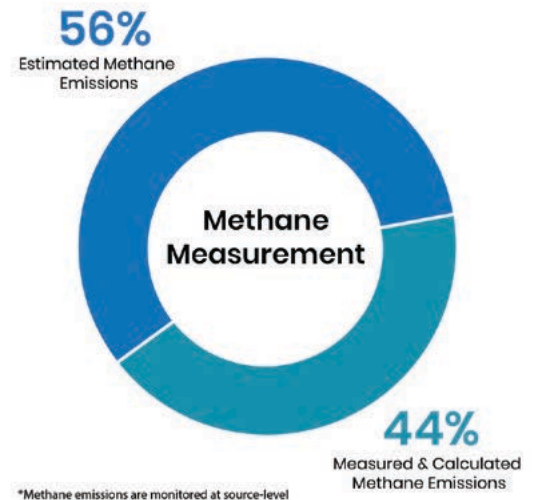
Utilizes emission factors multiplied by an equipment count or manufacturer data

### Calculated Emissions:

Utilizes parametric measurement such as fuel usage, engineering calculations, or flow rate

### Measured Emissions:

Utilizes the direct measurement of methane



## The Oil & Gas Methane Partnership 2.0

The Oil & Gas Methane Partnership 2.0 (OGMP 2.0) is the United Nations Environment Programme's measurement-based oil and gas reporting and mitigation framework. It has five levels of compliance, with increasing direct measurement requirements and timelines associated to each level.

Currently, Ovintiv is fully aligned with OGMP 2.0 for levels 1 – 3 and partially aligns with level 4. We anticipate that we will achieve company-wide compliance equivalent with level 4 by 2026. Although we are piloting direct measurement in select operations (at the site level), we currently do not widely employ direct measurement technology across our operations. As noted by OGMP 2.0, the wide use of methane sensing technologies to reach their stated level 4 or 5 compliance may prove unviable until technologies advance, despite companies acting in good faith to identify and commercialize these technologies.

### Ovintiv's Approach to Site-Level Direct Measurement

Through our involvement with the Environmental Partnership, flyover emissions monitoring is occurring in our Permian operations. While we are not currently utilizing site-level direct measurement technology to measure or quantify our emissions, we are evaluating three different continuous monitoring systems in our Permian and Canadian operations to understand the future potential for applicability in our emissions measurement and monitoring program.

# Ovintiv Alignment to OGMP 2.0

Recommended Disclosures	OGMP 2.0 Description	OVV Description
<b>Methane Emission Reduction Target</b>	<b>Company Performance Target (one of the following):</b> <ul style="list-style-type: none"> <li>45% reduction by 2025</li> <li>60-75% reduction by 2030</li> <li>Near zero emissions intensity</li> </ul>	Achieved 60% reduction by 2022
<b>Level 1 Reporting</b>	<b>Venture/Asset Reporting:</b> <ul style="list-style-type: none"> <li>Single, consolidated emissions number</li> <li>Only applicable where company has very limited information</li> </ul>	Report emissions by detailed source type utilizing engineering calculation, activity factors, measurement, and emission factors
<b>Level 2 Reporting</b>	<b>Emissions Category</b> <ul style="list-style-type: none"> <li>Emissions reported based on IOGP and Marcogaz emissions categories</li> <li>Based on generic emission factors</li> </ul>	Report emissions by detailed source type utilizing engineering calculation, activity factors, measurement, and emission factors
<b>Level 3 Reporting</b>	<b>Generic Emission Source Level:</b> <ul style="list-style-type: none"> <li>Emissions reported by detailed source type</li> <li>Based on generic emission factors</li> </ul>	Report emissions by detailed source type utilizing engineering calculation, activity factors, measurement, and emission factors
<b>Level 4 Reporting</b>	<b>Specific Emission Source Level:</b> <ul style="list-style-type: none"> <li>Emissions reported by detailed source type using specific emissions and activity factors</li> <li>Based on direct measurement or other methodologies</li> <li>Achieved within 3 years</li> </ul>	Report emissions by detailed source type utilizing engineering calculation, activity factors, measurement, and emission factors. OVV reports Level 4 at ~45% of sources (70% needed for full Level 4). Anticipate OVV will be at full Level 4 over the next 3 years.
<b>Level 5 Reporting</b>	<b>Level 4 + Site Level Measurement Reconciliation:</b> <ul style="list-style-type: none"> <li>Integrating bottom-up source-level reporting with independent site-level measurements</li> <li>Site-level measurements: direct measurement technologies at a site or facility level on a representative sample of facilities</li> <li>Achieved within 5 years</li> </ul>	OVV has utilized site-level measurements but does not incorporate into emissions reporting or go through reconciliation process.
<b>Non-operated Assets</b>	Commitment to work with non-operated ventures demonstrating reasonable endeavours to help them reach progressively L4/5 reporting in 5 years	OVV reports for operated assets



## Leak Detection and Repair (LDAR)

Tracking and reporting methane emissions and intensity allows us to consistently benchmark our methane reduction efforts throughout our operations. LDAR has been part of Ovintiv's emissions management practice for nearly 18 years. We comply with local and federal LDAR regulations and implement a voluntary LDAR program to complete surveys at certain non-regulated facilities. Surveys typically occur on a bi-monthly, quarterly or semi-annual basis depending on requirements, inspections and directed maintenance.

Using optical gas imaging (OGI) cameras, we can identify leaks and initiate repairs to reduce methane emissions on-site. We supplement our OGI monitoring with on-site audio, visual and olfactory (AVO) surveys.

**In 2022, we conducted 3112 LDAR surveys using OGI cameras.**

**Optical Gas Imaging:** OGI surveyors can scan thousands of connection points from a safe distance, using the camera's technology to see invisible methane gases.

## When we detect a leak, our program includes three components for continuous improvement:

### Repair

Our OGI surveyors are trained in leak repair and service leaks upon detection.

### Documentation

We use a digital logging system, which automatically integrates with our compliance system, to track inspection dates, findings and repairs.

### Data Analysis and Directed Maintenance

By analyzing LDAR survey data, we identify trends and specific facilities, components and equipment with greater potential for leaks. We proactively direct inspection and maintenance activities for these sites to mitigate potential leaks. To facilitate clear communication of LDAR data trends, we created an LDAR analytics dashboard. This innovative tool enables the generation of facility improvement strategies and identifies the root causes of leaks in a more efficient manner, saving valuable time and resources.

# EMISSIONS REDUCTION INITIATIVES

A focus on innovation and cross-company collaboration enabled us to chart a clear and defined path towards achieving our goal of reducing our Scope 1 & 2 emissions intensity by 50% from 2019 levels by 2030. We are committed to making real and meaningful emissions reductions in our operations by doing what we do best – innovating to drive efficiencies and unlock future opportunities.



## OUR ROADMAP

Our Roadmap to meeting our Scope 1 & 2 GHG emissions reduction target is comprised of three phases:

Realized Initiatives | In Motion Initiatives | Future Considerations

## Realized Initiatives

Technology and processes that are being deployed at scale in our operations

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### Leak detection and repair (LDAR)

Continuing our comprehensive leak detection and repair (LDAR) program including detection, repair, documentation, and data analysis and directed maintenance.

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### High-pressure flare reductions

We are committed to providing safe, affordable, secure and reliable energy while driving down global emissions both today and in the future. Through our relentless pursuit of efficiency and continuous improvement, we have eliminated routine flaring in our year-end 2022 operations and have been fully aligned with the World Bank Zero Routine Flaring Initiative since September 1, 2021. Routine flaring occurs during normal oil production operations in the absence of facilities or geology needed to re-inject the produced gas or the ability to use it on-site or send it to market.

Non-routine flaring of natural gas may occur for safety reasons and is temporary by nature. The World Bank initiative does not include non-routine flaring events, such as: exploration and appraisal; initial well flow-back; well servicing; process upset; safety or emergency situations; equipment or gas-handling infrastructure malfunction; or de-pressuring equipment for maintenance. Also excluded is purge and pilot flaring necessary for safe flare operation and combustion of hazardous or polluting emissions, such as volatile organic compounds and hydrogen sulfide.

To better understand where and when flaring occurs in our operations, we created an internal dashboard to examine flaring volumes in real time.

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### Gaining efficiencies by tracking fired-burner runtime

Natural gas-fired burners are used in the surface facility process to ensure our oil meets sales specifications before it flows into the sales pipe. In 2022, we made a focused effort to gather operational data on the burners in our Anadarko and Permian operations. In addition to increasing the accuracy of our GHG reporting, this data has enabled operational synergies such as optimizing burner fuel usage and increasing production reliability.

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## Low-emitting facility design

Ovintiv has developed new, low-emitting wellsite designs that are being routinely implemented across our operations and are a result of numerous technologies being deployed across our operating areas, including:

- Eliminating high-emitting equipment such as line heaters
- Reducing our pneumatic chemical injection pumps by 75%
- Replacing all our high-bleed pneumatic devices
- Finding alternatives for natural gas pneumatics (i.e. electric actuation, instrument air or liquid nitrogen systems)

In Canada, the design involves a closed system that captures and combusts methane from gas-driven pneumatic controllers and pumps that would otherwise vent to atmosphere. Rigorously field tested in 2020, the non-venting wellsite design has subsequently been deployed at new wellsites in British Columbia and Alberta. We are also installing nitrogen systems which replace natural gas as the drive gas, avoiding potential methane emissions. Nitrogen is a non-polluting gas that makes up most of the air we breathe. These units have been installed on over 40 sites in Alberta.

In the U.S., our new well-pad facilities use instrument air skids in place of natural gas-powered pneumatics. We employ a fit-for-purpose design that allows for alignment and synergies between asset areas. In Texas, we have also developed a low-emitting vent design on our Permian wellsites, which includes zero-bleed pneumatic devices and electrically operated control valves and chemical pumps.

Ovintiv developed these robust designs in advance of regulatory compliance requirements taking effect, and we continue to evaluate alternative designs and technologies that could further improve emissions performance across our operations.

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## Powering Production with Hydroelectricity

In British Columbia, Canada, the electrical grid is powered by hydroelectricity rather than natural gas or coal. The majority of Ovintiv's processing plants in the Montney field, including the Saturn, Sunrise and Tower gas plants, are tied into the clean electrical grid in British Columbia. These plants avoid up to 860,000 tons of carbon dioxide equivalent emissions annually, comparable to the emissions from 184,000 vehicles per year. Electrification has the added benefit of reducing operational noise compared to non-electric facilities. We continue to leverage electric power on new equipment and are evaluating converting existing infrastructure where appropriate.



## In Motion Initiatives

Technology and processes that are in the early phase of development and currently being evaluated for use on a larger scale

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### Measuring engine load

In our Permian and Anadarko operating areas, we are testing instrumentation to measure engine load and calculate fuel consumption by incorporating engine data and manufacturer-published analytical tools. This will increase the accuracy of our reported GHG emissions from gas lift compressor engines and provide optimization data that will increase utilization and lead to a more efficient use of horsepower per well.

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### Utilizing natural gas technology in our completions operations

As part of our focus on driving efficiency across our business, we are integrating a natural gas-powered frac fleet in our Canadian operations in place of the traditional diesel-powered fleet. This innovative technology represents a significant opportunity to drive down emissions on-site with an expected 15% reduction in completions emissions. It also has a much smaller physical footprint; on a pad that would normally require 18 diesel pumps, we are using only eight high-powered natural gas pumps. This decrease in equipment and activity should also result in positive safety outcomes, a top priority in all of our operations. We are also exploring options to utilize similar technology in our U.S. operations and will expand upon those opportunities in 2023 and 2024.

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### Powering drilling operations with electricity

We are testing electrified drilling rigs in place of traditional diesel-powered generators, which will result in an estimated 50% reduction in drilling emissions per well and significantly reduced job-site noise levels. There are existing synergies in place as our pad sites already use electrical power once the wells start producing. This effort required cross-team collaboration between electrical engineering, construction, production operations and our drilling team. We also worked closely with our supplier to create diesel redundancies to ensure seamless operations during utility-power upsets. We successfully drilled 10 wells using electric drilling rigs in 2022 and are evaluating opportunities to expand this program into 2024.

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### Expanding our electric-drive portfolio

In operating areas with available electricity, we are evaluating the opportunity to expand our electric-drive portfolio to include:

- Artificial lift technology (gas lift, pump jacks and jet pumps)
- Water and disposal well facilities
- Process controllers (e.g., liquid-level controllers)
- Chemical and fluid transfer pumps
- Lease automatic custody transfer units
- Vapor recovery units

We are introducing this equipment across our operating areas and will continue to evaluate opportunities for growth as electricity becomes available.

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### **Capturing and selling tank vapor**

To reach sales specifications at our well pad facilities, oil must be stabilized at low pressures (close to atmospheric levels) and is stored in tanks. In the past, it has been difficult to capture the vapors from the last stage of pressure drop, therefore the typical protocol is to burn the vapors in a low-pressure flare. To further minimize our venting and flaring, we are now capturing those emissions using vapor recovery units (VRUs). The VRUs capture the emissions and compress them into the sales line, which also generates revenue. This technology will result in an 80% reduction in GHG emissions associated with low-pressure flaring per facility. When combined with other emissions reduction pilots, the overall result is a reliable design that reduces the GHG intensity of the facility.

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### **Upgrading engines for lower methane emissions**

Ovintiv has begun upgrading our fleet of natural gas-driven compressor engines to a lower emissions alternative in our Canadian operations. These new engines minimize methane exhaust slip and are expected to result in methane emissions reductions in excess of 70% at subject sites. The upgrades are also expected to increase reliability, lower operating and maintenance costs, and have an option to increase horsepower for incremental production throughput. We have upgraded four engines to date and are working to expand this opportunity to additional units within the fleet in 2023.

## **Future Considerations**

Opportunity assessments underway for future applicability in our operations

### **Evaluate energy adjacent opportunities**

We are committed to understanding potential business opportunities that complement our vision of being at the forefront of driving innovation to produce oil and natural gas – both profitably and sustainably.

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### **Pursue emissions reduction research and development (R&D) partnership opportunities**

We are continuously pursuing opportunities to collaborate on new emissions reduction technology. This can take shape with a variety of partners, from universities to service providers to peer companies to start-ups – we are focused on uncovering and supporting innovative, scalable solutions to these complex challenges.

# OPERATIONAL INNOVATION

We believe that innovation, efficiency and technology are the most effective methods for minimizing our environmental footprint. As part of our operational strategy, we challenge our teams to identify and implement new ways to enhance our processes. The examples below highlight ways we drive continuous improvement across the lifecycle of our operations.

## Innovation in Action

Our teams drive continuous improvement across our operations, finding the intersection between efficiency and environmental benefits.

### **Reducing frac hits by using less fluid**

Infill wells – new wells drilled near legacy or “parent” wells – have become common in shale plays, enabling access to more resources while limiting operational footprint. However, during completion activities, hydraulic fracturing fluids from a new well can affect pre-existing parent wells, causing a “frac hit.” This “hit” creates pressure loss in parent wells, leading to lower production and the potential to damage production tubing, casing and even wellheads.

To mitigate frac hits, we changed our completions design to use less fluid in the hydraulic fracturing process. In addition to preserving production, this technique typically uses less water, can mitigate induced seismicity during hydraulic fracturing operations and reduces flaring and associated emissions upon flowback.

### **Transforming completions with simul-fracs**

Simul-frac, an innovative completions technique, is now used extensively across all our operating areas. The process involves hydraulically fracturing two wells at once. By pumping down two wells, we can do more with the same amount of horsepower, leading to reduced fuel use and wear on equipment. Unlike a zipper frac, where one well is completed with 100 barrels of fluid per minute, simul-fracs use 160 to 180 barrels of fluid per minute between two wells. In the Uinta Basin, simul-fracs have delivered a 300% efficiency gain. With significant energy, emissions and cost efficiencies already achieved, we continue to explore opportunities to further optimize simul-fracs in our operations.

### **Using wet sand to lower environmental impacts and operating costs**

Hydraulic fracturing uses large volumes of specialty sand that keeps rock fractures open so oil and natural gas can flow through the wellbore. Historically, this sand was dried at a mine using heated air before being transported to the wellsite – a process that is emissions, fuel and cost intensive. Our Operations and Supply Chain Management teams have developed an innovative way to use locally sourced wet sand instead and have worked with service providers to implement it in the field.

By using wet sand, we lower the environmental footprint of the mining process. Not only do we avoid the energy-intensive drying process, but there is no need for routing gas or electric lines to the dryer equipment or obtaining regulatory air permits. Storage is also more efficient because wet sand can be stocked in large, low-cost decanting piles. In addition to lowering costs, using wet sand reduces the amount of hazardous airborne dust that can occur with dry sand.

Locally sourcing wet sand has the added benefit of reducing transportation from traditional mines that are typically located long distances from the wellhead.

## Chief Engineers Organization

Our unique Chief Engineering organization exemplifies Ovintiv's commitment to innovation and teamwork. This small group of highly experienced, proven experts from key parts of our operations facilitate a multi-basin approach to reducing costs, solving complex challenges, developing new products and sharing emerging technology across disciplines. The organization was developed internally to drive continuous improvement through collaboration and the pursuit of innovative ideas. Knowledge sharing is enhanced through technical exchanges and advisors embedded within the operating teams.

Ovintiv has established an emissions reduction task force within the Chief Engineering organization. It has been charged with identifying and evaluating operational emissions reduction opportunities among other environmental improvements.

## Shale Technology Exchange (STE)

Ovintiv's STE Conference is our longest-running technical forum. It brings together hundreds of participants in highly technical roles to share learnings, success stories and build a strong network of colleagues across the organization. It is a three-day event that has grown to include external keynote speakers, in addition to our internal showcase of top technical talent. Each year has a specific theme that reflects our corporate strategy and highlights our key areas of focus. Keynote addresses are also live-streamed for employees unable to attend in person to participate virtually from their desks.





## Key Collaborations

We believe collaboration solves problems and improves outcomes. We participate in trade associations and partner with government and other organizations to investigate challenges that impact our industry and increase scientific knowledge of the attributes and behaviors of the rocks and reservoirs where we operate. The results of this research often inform best management practices relating to production efficiencies, the environment and the health and safety of our employees.



### The Environmental Partnership

Ovintiv was a founding member of The Environmental Partnership, a group of 90 oil and natural gas companies of all sizes, committed to reducing the industry's environmental impact. By learning from each other and taking action, we identify emissions reduction solutions that are technically feasible and commercially proven. A key focus area of the Partnership has been developing basin-level action plans aimed at reducing emissions.



### Darcy Partners

Ovintiv is an active member of Darcy Partners, an innovation hub that brings energy industry members together to collaborate to find solutions to technology challenges. Darcy members collectively represent over 60% of North America oil and gas production and over 35% of the global production.

Member companies participate in regular technology and innovation forums, have access to the latest innovation research, and engage in weekly knowledge sharing presentations to share learnings and collaborate on complex, technical challenges. Forum topics range from highly technical engineering discussions to forward looking, future opportunity outlooks.

Darcy partners serves as a valuable crowd-sourcing tool to disseminate new ideas and spread new technology across the industry, fostering relationships and encouraging collaboration.



### Colorado Oil & Gas Cleantech Challenge

Ovintiv is a proud sponsor of the Colorado Cleantech Industries Association Foundation's (CCIAF) Oil & Gas Cleantech Challenge, a product innovation showcase and competition that connects clean technology solutions to the oil and natural gas industry including technologies that address methane mitigation, resource usage, water quality and operational risks.

The innovative solutions providers go through a robust vetting process, where the top 12 companies are identified and invited to present their technologies to the partners and sponsors at the live event.

We have leveraged the winning technology from the 2021 Challenge from Calgary-based cleantech startup, Kathairos Solutions. We are utilizing their Simple Methane Elimination project which uses liquid nitrogen – a non-toxic, non-polluting gas – to power remote oil and natural gas wellsites. These units have been installed on over 40 multi-well pad sites in our Alberta Pipestone operations and are a significant factor in our Alberta low-emitting facility design.



## Petroleum Technology Alliance Canada (PTAC)

PTAC serves as a third-party, non-profit facilitator of research and technology development and manages the industry-sponsored Alberta Upstream Petroleum Research Fund (AUPRF). This fund supports independent peer-reviewed research performed by consultants and scientists (government and academia) to increase knowledge, assist in decision-making and develop solutions to industry environment, social and governance matters.

The work has been focused on evaluating emissions reduction technologies via the PTAC Methane Consortia including various electric and instrument air-powered actuation pilots, demonstration of engine improvements to tackle methane slip, and optimization of pneumatic pumps via component retrofits

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## BC Oil & Gas Methane Emissions Research Collaborative (MERC)

Created in 2020, MERC is a joint initiative between industry, the British Columbia government and environmental non-governmental organizations to advance research on methane emissions from oil and natural gas activity. The initiative's goals include broadening scientific understanding of methane emissions sources, detection and measurement methods, and identifying emissions reduction and control technologies that can be implemented by operators.

Since its inception, MERC has implemented a collaborative research plan to improve understanding of fugitive emissions (both site-level emissions and potential impacts on emissions inventories) and LDAR program design, including the use of alternative or emerging technologies. Initial projects focus on the following: methane venting from storage tanks and compressor seals; an assessment of fugitive emissions management comparing pre- and post-methane regulation enactment data; evaluation and comparison of alternative LDAR programs; and comparison of top-down and bottom-up emissions inventory quantification methodologies.



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## BC Oil and Gas Research and Innovation Society (BC OGRIS)

BC OGRIS focuses on addressing knowledge gaps to inform environmental, operational and health and safety policy, as well as industry practices related to oil and natural gas exploration and development in British Columbia. BC OGRIS manages industry-sponsored funding for independent peer-reviewed research that seeks to improve industry environmental performance.

It has supported several initiatives including:

- MERC fugitive emissions research projects
- the advancement of First Nations-led restoration projects on legacy petroleum and natural gas sites
- a multi-year Aboriginal Liaison Program that trains liaisons from Indigenous communities to monitor oil and natural gas-related impacts



## Northern Alberta Institute of Technology (NAIT)


Ovintiv has established an Applied Research Chair in Energy, led by Dr. Paolo Mussone, who heads the Clean Technologies Team and is focused on multi-disciplinary and multi-stakeholder projects in the emerging circular economy. Dr. Mussone will also lead projects in the development and field validation of low-carbon emissions technologies for the remediation of hydrocarbon and salt-impacted sites.

A key focus area has been research into transforming natural resources and industrial by-products and residual materials into high-value chemicals.

# WATER STEWARDSHIP

We manage water efficiently, taking responsibility for the use of this valuable resource. Although access to water and water scarcity are global issues, we tailor our water management approach to address local and regional concerns.

Ovintiv's water management program considers location, resources, regulations, water stress, cost and operational need when planning water solutions by site and operating area. We recognize that water sources vary by region and no single water management approach works for all areas.



Using the World Resources Institute (WRI) Aqueduct Water Risk Atlas, we determined that ~75% of the counties where we operate have medium to low water stress levels.

## Alternative Water Use

We are committed to finding and using alternative (non-fresh) water sources when feasible for our completions activities. In our Permian and Montney operations, we have water hubs – facilities that efficiently collect, treat and reuse produced and flowback water. Reusing water reduces our reliance on surface and freshwater sources and improves the efficiency of our water handling. Operating recycled water infrastructure is often less expensive than freshwater and avoids the need for wastewater injection. In 2022, we used 100% recycled water for our completions operations in Midland and Martin counties in Texas.

**Permian Water Recycling Successes (since 2017)**

**7**  
Billion  
Gallons of Water Recycled

**147**  
Wells  
Completed with 100% Recycled Water

Built  
**600**  
million gallons of recycled water storage & transfer capacity



## Montney Water Hub Offers Environmental Benefits in Cutbank Ridge

Our water resource hubs in the Cutbank Ridge of our Montney operating area are closed-loop systems that run on hydropower. Since the hubs have opened, they have conserved approximately 1.3 billion gallons of freshwater, equivalent to the average annual water use of approximately 9,000 households.

In addition to the positive community impact through water conservation, the hydroelectricity-powered facilities have reduced emissions and noise. Additionally, recycled water is transported via pipelines, eliminating nearly 170,000 water hauling truck trips since the hubs started operations.



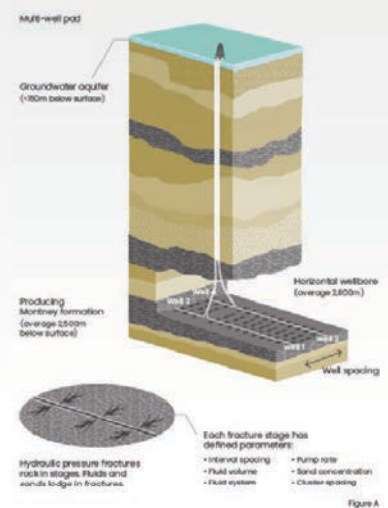
## Protecting Groundwater

Much of Oventiv's water use occurs during our completions activities. The goal of hydraulic fracturing is to enhance hydrocarbon recovery by creating pathways for the oil and natural gas trapped in the rock to flow through the wellbore to production equipment at the surface. This controlled operation pumps a mixture of primarily water and sand through the wellbore to the targeted formation at a high pressure in multiple intervals or stages. Our wells are designed with advanced planning and engineering to protect groundwater and fresh water zones.

### In all Oventiv operations, rigorous water management and groundwater protection are vital parts of this process.

- An impermeable steel casing system prevents fluids from migrating from the wellbore
- Monitoring the integrity of the casing and cement system through field inspection and wellbore logging ensures real-time response
- Pressure testing the wellbore ensures integrity. We pressure test before we begin completions and during each fracturing stage

Any flow of fluids into non-targeted areas would be detected immediately by a sudden loss in pressure and operations would be halted.



## Responsible Products

We continue to build upon our detailed understanding of the chemicals used in the completions process to ensure we use the most responsible hydraulic fracturing fluid formulations and fluid management practices available.

Hydraulic fracturing processes are strictly regulated by various state or provincial government agencies. These regulations include keeping Safety Data Sheets that detail the ingredients used in hydraulic fracturing fluid at each location. U.S. and Canadian regulatory bodies establish standards for the disclosure of this information, including the protection of trade secrets and confidential business information. We report the ingredients we are legally permitted to share through the FracFocus chemical disclosure registry.

Ovintiv's Responsible Products Program provides guidance on managing additive and chemical use in hydraulic fracturing to comply with regulations and mitigate potential environmental and health impacts. All hydraulic fracturing fluid products we use are assessed for potential impact to the environment and human health using generally accepted toxicological criteria.

We also encourage our suppliers to improve their public disclosure of fluid formulations and to advance the development of more responsible fluid additives and test new technologies that reduce environmental exposure and risk.

Ovintiv prohibits the use of hydraulic fracturing fluid products containing:

- Arsenic
- Benzene
- Cadmium
- Chromium
- Diesel
- Lead
- Mercury
- 2-Butoxyethanol (2-BE)
- Other heavy metals

## Spill Prevention

Effective spill management requires routine maintenance, situational preparedness, continuous improvement and adherence to regulatory reporting requirements. Our Spill Prevention Principles focus on four areas: transferring fluid, following operational procedures, ensuring equipment integrity and considering spill prevention in our site design. We use these principles to incorporate field-based practices into our operations to prevent spills and to minimize, manage and report them accurately if they do occur.

Preventing spills is essential to minimizing environmental impacts, maintaining our social and regulatory license to operate and ensuring a safe workplace.

# Spill Prevention Principles

## Fluid Transfer

Checks are in place to reduce spills.

- Never leave fluid transfers unattended
- Conduct regular tank truck inspections
- Ensure valves are in the correct position

## Equipment Integrity

We ensure equipment performs and is maintained correctly.

- Verify tanks, pipes, valves and hoses are properly installed, inspected, tested and maintained
- Validate high-level alarms are fully functioning

## Procedures

Deviating from procedures can compromise spill prevention.

- Follow procedures and do not take shortcuts to prevent spills
- Pay attention during start up and shut down of equipment
- Stop the job if you observe a situation that could lead to a spill

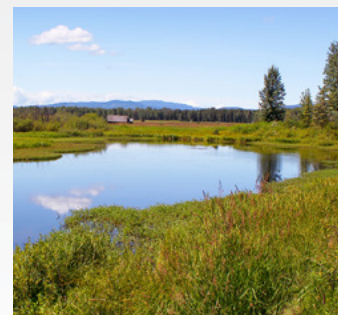
## Site Design

Site design is critical to preventing spills.

- Ensure loading and unloading facilities incorporate spill prevention principles
- Include workplace efficiencies in site design considerations
- Certify equipment specifications meet the system requirements to prevent spills

## Water Stress Assessment

We recognize that water sources vary by region and no single water management approach works for all areas. Using the World Resources Institute (WRI) Aqueduct Water Risk Atlas, we determined that 75% of the counties where we operate have medium to low water stress levels. In operating areas that are considered to have high or extremely high levels of water stress, we incorporate that knowledge into our water management plans.



# DECOMMISSIONING AND RECLAMATION

When an asset reaches its end of life, we begin our decommission and reclamation process according to our standard procedures. Decommissioning begins by abandoning the wellbore and removing facilities and other equipment on the site. Site closure includes reviewing the site's operational history, identifying and addressing any potential concerns, wastes or hazardous materials, and reclaiming disturbed land to productive and sustainable uses.

We take a collaborative approach to remediate and reclaim the land disturbed by our operations to make sure our remediation plan aligns with landowner/stakeholder expectations for future use. Where possible in our operating areas, we have developed joint venture and Indigenous partnerships in our site closures.

**Decommissioning\*** (also known as abandonment): The process of changing a once active well (one that will no longer produce oil or natural gas), to a state where it can be left indefinitely. All equipment that was used to produce oil and gas is removed and work is completed on the well to ensure that it will not cause harm to any environmental or human surroundings.

**Reclamation\*:** The process of restoring the surface area of a wellsite, access road or related facility.

\*definitions provided by Canadian Association of Petroleum Producers



In 2022, Ovintiv reclaimed 309 acres of land across our operating areas, which is equivalent to 282 football fields.



## From Reclamation to Recreation

In October 2022, Ovintiv received a reclamation certificate validating the remediation of the former Morley Gas Plant evaporation pond in Alberta. It has been redeveloped as a baseball diamond for the Stoney Nakoda Nation. A long-term, legacy project, the former gas plant site and buildings will be used as a field administration location by the Stoney Tribal Administration and the reclaimed evaporation pond area will be a place for family and friends to gather and play ball, as envisioned by Nation leadership in partnership with our Ovintiv field team.



## Utilizing Ecological Practices

A critical part of oil and gas development is remediating and reclaiming the temporary disturbances such as pipeline right-of-ways, pad sites and other ancillary sites that occur in the normal course of drilling, completing and producing wells. On provincial land in British Columbia, we are shifting away from agriculture-based restoration to ecological-based restoration in ecologically sensitive areas. This means maintaining coarse woody debris, active reforestation and limited seeding of crop species in order to encourage the return of native species and forest-like conditions. These practices better align the restoration with Indigenous community needs and interests as well as stakeholder and community expectations of wildlife and habitat restoration and the protection of sensitive areas.



# BIODIVERSITY

We follow a rigorous site assessment program to help ensure protection of land and water resources, wildlife and habitats during our operational lifecycle. Developed by biology and environmental experts, our process aligns development plans with a thoughtful approach to ecosystem protection.

## Identification

During site planning and development, we identify wildlife, habitats and areas with high biodiversity or conservation value.

## Assessment

We host assessment sessions with internal experts to evaluate our development plans, determine risk levels and, when needed, recommend mitigation strategies.

## Management

Our goal is to avoid impacts, particularly to wildlife, habitats and habitat features such as wetlands and old growth forests. Avoidance, minimization, and mitigation are the strategies we apply to manage risk for biodiversity at a site-specific level. Avoidance is the preferred strategy, but where we cannot avoid, we aim to minimize or mitigate our potential impact to achieve the most beneficial outcome possible for biodiversity given site-specific factors.

## Taking time for tadpoles

During a routine wellsite reclamation project, our Canadian Regulatory team identified hundreds of Western Toad tadpoles, a federal species of special concern, in a shallow waterbody onsite. To ensure these tadpoles were not disturbed during the reclamation activities, our team paused the project to allow the tadpoles to develop into terrestrial toadlets. While waiting for this natural transformation to occur, the team installed a silt fence at the waterbody boundary to guide the future toadlets into the offsite forest area away from the reclamation footprint where heavy equipment would be active. The tadpoles were monitored for several weeks during the summer and when all had transformed into toadlets and exited the waterbody safely, the reclamation project resumed.



## Building habitat for wild turkeys

Beginning in 2019, Ovintiv has partnered with the National Wild Turkey Federation to restore approximately 25 acres of previously disturbed land to native grasslands, which would create habitat for wild turkeys, pollinators, and other wildlife. A seed mix of native grasses, forbs and legumes was planted and has started to take root. A management plan to maintain the habitat has been established to enable ongoing growth and revegetation.



June 2020



October 2022

## Assessing Biodiversity in our Operations

After an internal biodiversity assessment of our operating areas, we concluded that we do not have proved or probable reserves in or near the following sites with protected conservation status or endangered species habitat:

- Ramsar Wetlands of International Importance
- UNESCO World Heritage Sites
- Biosphere reserves recognized within the framework of UNESCO's Man and the Biosphere Program
- Natura 2000



# WASTE MANAGEMENT

The effective management of our waste materials helps to reduce our environmental impact. We promote recycling or reusing materials in our operations.

For those materials that can't be recycled, we have processes for transportation, treatment and disposal in compliance with regulatory requirements. Our service providers must also abide by our standards and comply with all regulations.

**Our waste management program includes:**



The majority of waste from the oil and natural gas industry is from drilling residuals and produced water. We also handle sensitive materials that require specialized disposal for the health and safety of our employees, service providers and the community.

# NATURALLY OCCURRING RADIOACTIVE MATERIALS

Naturally Occurring Radioactive Materials (NORM) are substances that contain radioactive elements and are most commonly associated with produced water treatment and handling operations.

Our NORM management process identifies and controls NORM in our facilities to protect the health of our employees and service providers. We have established roles, responsibilities and training requirements related to potential NORM exposures, and only specially-trained employees and service providers are permitted to work with impacted equipment. Any NORM-impacted waste is disposed of in strict compliance with jurisdictional regulations.





# INDUCED SEISMICITY

Some areas of North America are experiencing increasing seismicity near certain oil and natural gas operations. Although the occurrence and risk of seismicity is generally very low, Ovintiv has occasionally observed induced seismicity in our operations.

Our top priority is the safety of our operations and the surrounding communities. Ovintiv employs a multi-disciplinary team that has developed a robust induced seismicity hazard assessment and risk management framework. This framework has been successful in managing induced seismicity in and around our operating areas in both Canada and the United States.

Ovintiv also supports research efforts to inform the understanding and management of induced seismicity. We are proactively addressing seismic activity through partnerships with independent research institutions and regulatory agencies to minimize any associated or perceived risks.

## Ovintiv Induced Seismicity Risk Management Framework

Planning	Mitigation	Monitoring	Portfolio Evaluation
Identify, assess and plan for geohazards that could increase the risk of seismicity	Based on the identified geohazards, manage and mitigate the associated risk of seismicity	Utilize adequate seismic monitoring to manage atypical seismicity according to area-specific regulatory thresholds (traffic light protocol)	Adhere to prescribed regulatory requirements associated with produced water disposal and hydraulic fracturing operations



# SOCIAL

We believe we must use our position to improve lives and drive progress. With oversight from our Board of Directors, we engage with our external stakeholders and workforce to ensure we are both proud of our results and how they are achieved.

Our commitment to social responsibility ensures our business practices support the safety, sustainability and quality of life for our stakeholders, including our team and the communities where we operate.

We drive social progress by protecting and valuing our workforce, strengthening the communities we call home and respecting the rights of all. Not only are these the right things to do, but they drive better business outcomes. Our aim is to work in partnership to build a sustainable future together. We are focused on making tomorrow better than today.

# HIGHLIGHTS

- Updated our benefits package to include extensive family leave benefits to support our employees and their families
- Committed to disclose extensive gender equality information, leading to our inaugural inclusion in the Bloomberg Gender Equality Index
- Updated our recruiting practices to enhance engagement with communities and educational institutions to broaden the diversity of our talent
- Offered Inclusive Leadership training to increase diversity awareness for all employees
- Continued to invest in our communities, including providing scholarships to students from underrepresented groups who are pursuing careers in energy

# SAFETY

At Ovintiv, we lead with safety. It is a foundational value and drives decision-making across the organization. We want every person who steps foot on our site to leave in the same condition they arrived. We take a “safe work always” approach that is rooted in the belief that all injuries and incidents are preventable..

We work to improve our safety performance every day. Ensuring the safety of our staff, suppliers, the public and surrounding communities is core to how we manage our operations. If something can't be done safely, then it shouldn't be done on an Ovintiv site. Each year, the Board of Directors, led by the EH&S Committee and members of the senior operational team, participates in a field tour of our operations to see first-hand advances in safety and emissions improvements.



## WE LEAD WITH SAFETY

We take a “safe work always” approach that is rooted in the belief that all injuries and incidents are preventable.

## Acting with Urgency

2022 was a challenging year for safety in our industry and we were not immune. We saw the frequency of serious safety incidents increase across our operations. Tragically, two service providers were fatally injured on our worksites.

In response to these incidents, we took decisive action to further challenge ourselves and our approach with the goal of making a sustained improvement in our safety performance. Company-wide safety standdowns were held in both field offices and corporate offices. We also undertook an extensive, company-wide review of our safety practices by an internal Safety Advisory Task Force and commissioned an independent review conducted by a third party, both of which reported directly to our executive leadership team and Board of Directors.

Through these reviews, immediate steps were taken, and four strategic actions emerged:

## **Start Work Safely Authorization**

Our worksites are complex and dynamic. The start work safe authorization process is designed to help ensure everyone involved in a job understands their scope of work, the hazards associated with that scope and the procedures in place to make sure the job is executed safely.

## **Integrate Safety into Commercial Processes**

We want to partner with service providers whose safety culture aligns with ours. We are continually working to build clear systems and processes that ensure safety considerations are integrated into service provider selection, onboarding and performance management. Our service providers are critical to our operations, and we prioritize their safety.

## **Safety Leadership Development**

Everyone is a safety leader, no matter their role. We have developed a comprehensive safety competency development program tailored to employees' roles and custom-built to the type of safe decision making that is necessary for their work. Safety leadership is learned and we are committed to providing safety leadership competency development to all staff.

## **Embed One Safety Culture**

We have a deep-rooted safety culture at Ovintiv. Our executive leadership remains committed to reaffirming, reinvigorating, and reinforcing this culture, driving consistency through all of our areas of operation and teams. Our people are united in upholding one company-wide safety standard.



## Lifesaving Rules

We continue to reinforce the importance of adhering to the International Association of Oil & Gas Producers (IOGP)'s lifesaving rules in our operations. They provide clear guidelines for making safe decisions in a variety of operational situations. The underlying foundation of our life saving rules is "stop work," which gives every employee or contractor the authority to stop operations if a lifesaving rule is compromised. There is no retaliation for exercising Stop Work Authority.



**Confined Space**



**Working at Height**



**Work Authorization**



**Energy Isolation**



**Line of Fire**



**Bypassing Safety Controls**



**Driving**



**Hot Work**



**Safe Mechanical Lifting**



**Fit for Duty**

## Creating a Speak Up Culture

Increasing employee, contractor and suppliers' safety awareness is only part of the solution for maintaining a safe workplace; we are also committed to enhancing psychological safety. This means continuing to build a trusting and open environment where our people feel able to proactively identify and elevate safety risks, free from judgement or negative consequences.

We are working to build a culture that puts safety above all else – where our people feel empowered to ask questions, reach out for help, check in with colleagues and stop work when necessary.

### Ways to speak-up:

- Identify a problem
- Share new ideas
- Recognize hazards with co-workers
- Stop the job when it's unsafe to continue working
- Ask for help

## Prioritizing Process Safety

We are responsible for creating sites where our employees can perform their work without health hazards. Our occupational health and industrial hygiene initiative is a specialized component of our overall operational management system, focused on eliminating potential health hazards found in the workplace. This initiative predicts and monitors potential workplace chemical exposure, evaluates exposure risk and suggests control of environmental factors that may cause sickness. Through this program, our employees may adopt different procedures or increase their personal protective equipment for their safety when needed.

Incidents associated with the failure of process equipment or mechanical integrity can result in critical impacts to worker safety and the environment. To mitigate these risks, we have implemented a set of comprehensive process safety practices.

Our process safety standard focuses on the appropriate design, construction, operation and maintenance of facilities and equipment to prevent the release of hazardous materials. In addition to maintaining proper containment, we integrate process safety tools and techniques into our management system, continue to enhance our process safety practices and expectations and train our teams on preventing hazard exposure throughout our operational lifecycle.

Each year, we set a company goal tied to compensation to minimize our process safety event frequency. We reduce our number of process safety events—unexpected releases of hazardous materials or energy—through site assessments, employee training, integrity management programs and data tracking and analysis.

**In 2022, Ovintiv achieved a process safety event frequency rate of 0.**

## Measuring Safety Performance

Strong safety performance reflects our commitment to protecting our employees, contractors, suppliers and the communities where we operate. Together, we strive for safe work always and look for new and innovative solutions to drive safety progress.

By setting environment, health and safety (EH&S) goals, we work toward continuous improvement. These goals are included in our annual company scorecard, which guides our compensation, rewarding strong company performance.

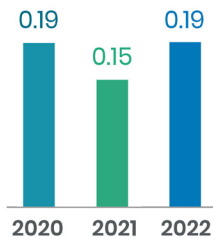
If an incident does occur, we immediately work to correct the situation. We use an incident management system to capture data, including injuries and illness, motor vehicle incidents, spills and near misses, which helps us gain knowledge from these events. This data is analyzed by our safety specialists and operations teams to identify root causes and improve our practices. It is also used to manage EH&S audits and inspections.

In 2021, Ovintiv's Canadian Operations Facilities Engineering and Construction (FEC) team reached a significant three-year milestone of zero recordable safety incidents. Over the three-year period, the team executed a construction program that erected facilities for 338 wells, installed 239 miles of pipeline and constructed a large sour gas processing plant, the Pipestone Processing Facility. These projects totaled over six million exposure hours without a recordable injury. This is equivalent to 1,000 people, working full time, for three years.

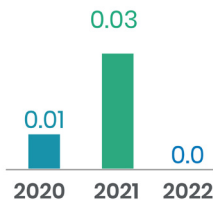
## Safety Scorecard and 2022 Performance

\*Definition of process safety was broadened in 2021 to include additional events

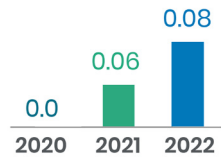
### Total Recordable Injury Frequency



### Process Safety Event Frequency



### Motor Vehicle Incident Frequency



## EH&S Strategy and Performance Management

We believe all injuries and incidents are preventable, which is why we focus every day on making our workplace free of recognized hazards.

Managing EH&S performance includes our commitment to a safety culture, environmental stewardship, protected and secure work sites and reliable regulatory performance. Critical to our success is employee development and integration with our area operating teams.

We support our commitments with programs and policies that set expectations and clearly identify governance. From our Board of Directors to employees on the frontlines of our operations, everyone plays an important role in our EH&S performance.

Improvement stems from measuring the effectiveness of our systems and standards. We utilize Ethos — an operations management system — to measure, track and understand our performance. Safety metrics are included in our annual company scorecard, which rewards strong safety performance.

**By integrating Ethos standards and practices into our daily activities, we promote an injury-free workplace, minimize our environmental impact and treat our communities with respect.**

Ethos is a documented set of standards that outline how we work. Within each of Ethos' 12 standards are practices that define roles and responsibilities, performance measurements and necessary training for employees and service providers.

### Ethos Guides Our:

- Companywide policies and metrics
- Standards, practices and team training program
- Operational implementation of EH&S practices
- Day-to-day field procedures
- Individual knowledge of and active engagement with EH&S programs and procedures

### Governed by:

- Board and executive leadership team
- Operational EH&S team
- Operating area leadership
- Corporate and field employees

## Employee Training

Setting clear expectations for EH&S performance and educating our employees on potential hazards are key goals for our EH&S training program. Each year, our EH&S and operations teams work in partnership to develop individualized training plans so that employees receive EH&S training specific to their roles. Through this approach, we offer more than 120 courses to our workforce, guiding our team on the best methods for managing EH&S risks and the procedures they must follow to complete work safely.

We are proud of our Safety Essentials for Leaders program that emphasizes the importance of strong leadership around the protection and safety of our employees.

More than 3,000 employees, contractors and service providers have completed our Safety Essentials for Leaders program since its inception in 2009.



## Driver Safety



Motor vehicle incidents are the leading cause of injury and death in the oil and natural gas industry. Our comprehensive driver safety program includes training, tools and standards to encourage safe driving habits.

We require both driver awareness and hands-on driver training for all company fleet drivers and have established safe driving practices, including prohibiting the use of cell phones while driving. Additionally, we assign an in-vehicle monitoring system to all Ovintiv fleet vehicles. These devices provide data on driver behavior, including the frequency of hard braking, rapid acceleration and speed.

This data is gathered for risk analysis and to monitor our employees' driving performance. If an employee shows consistent unsafe driving practices, he or she may have to participate in additional training or use additional tools to improve performance.

### Driver Safety Program

- Driving Distraction
- Safe Vehicle Operations
- In-Vehicle Monitoring System
- Drive Safe Team
- Driver Safety Training
- Fleet Management
- Commercial Motor Vehicle Regulatory
- Compliance Requirements
- Motor Vehicle Incident Reporting
- Driver Fitness and Alertness
- Road Journey Management
- Driver Qualification and Authorization
- Driver Commitment

## Pandemic Response

From the onset of the COVID-19 pandemic, we prioritized the physical and mental health of our employees and moved quickly to protect our team while continuing to provide safe, affordable, secure and reliable energy.

A successful pandemic response was a priority at every level, starting at the top of our organization. Our executive leadership team met regularly with our Pandemic Response Team (PRT) to discuss employee safety and business continuity. For the past three years, our Board has been actively engaged with our executives in providing oversight through this unprecedented situation.

The PRT officially stood down on October 1, 2022 after approximately 33 months of service to the organization, leaving in place a legacy of protocols aligned with local regulations and health agency recommendations.

While most of our operations and processes have returned to normal, pre-COVID-19 conditions, it is important that we continue to follow safe, health and wellness guidelines. Ovintiv will continue to use our employee guidance documents to assess and report illness, positive cases, and close contacts.

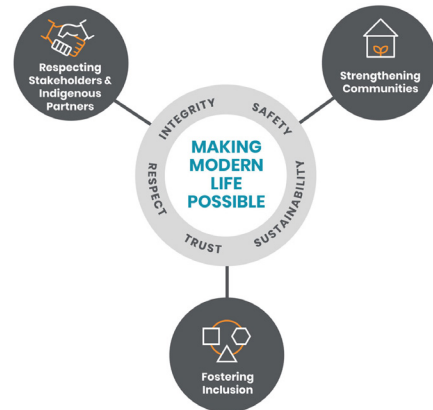


# OUR SOCIAL COMMITMENT

Together with our employees, our social commitment is our positive contribution to the communities where we operate by respecting our stakeholders and Indigenous partners, strengthening our communities and fostering a culture of inclusion.

Our foundational values of safety, sustainability, integrity, trust and respect guide our approach and define what we expect of ourselves and our strategic partnerships.

We know we must consider the impact of our operations and engage with our people and community partners to explore how we can play a role. Our commitment to driving environment, social and governance progress is fueled by our people and a desire to work in partnership with host communities to create a better, more sustainable future together.



## Respecting Stakeholders & Indigenous Partners

We respect our community partners and foster relationships built on honesty, open communication and responsible operations.



## Strengthening Communities

We support the communities where we operate and are an active partner in building a strong, healthy social fabric.



## Fostering Inclusion

We embrace diversity of thought, background and experience. We want to create an industry and a company where everyone is welcome and valued.

# COMMUNITY ENGAGEMENT

We understand the necessity of having strong relationships with the communities where we operate. We have dedicated local team members engaging directly with residents, governments and other stakeholders to answer questions and discuss our operational processes and plans. They are focused on listening and responding to community concerns.

We are committed to reducing the impacts of our operations through education, innovation and proactive planning. Across our operating areas, we expect our employees and suppliers to maintain courteous and respectful behavior throughout all stages of our operations. This includes responding to community concerns regarding noise, light, traffic and dust in a prompt and respectful manner.

## Responding to Concerns

### Early Engagement and Noise Mitigation

We take great care to proactively engage with communities in advance of new activity, particularly when our sites are in close proximity to residents.

For example, in Oklahoma, this included re-occupying an existing location that now has a subdivision close to the original wells. In advance of activity, we engaged the city government and chamber of commerce to inform them of our development plans and sent notifications to impacted residents within one-quarter mile of the location, including contact details for questions or concerns. When dialogue with residents raised concerns over noise levels, our team responded by installing permanent sound walls around the compressors. We also proactively engaged multiple internal teams to develop a risk-mitigation strategy for sound issues and determined that the best course of action was temporary sound walls during drilling and completions as well as for the first 30 days of production.

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### Site Lighting Minimization

In response to concerns raised by our neighbors, we have invested considerable resources to minimize our site lighting disturbance in Canadian operating areas, with the goal of keeping the illumination within leased boundaries. On permanent facilities, we continue to explore ways to reduce lighting impacts on-site, starting with facility design.

For our temporary sites, we are working to use fewer generator and light tower combinations to reduce the cumulative impact of light and noise. Addressing lighting concerns must never outweigh the safety and security of our employees, so solutions are assessed carefully on a site-by-site basis.

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### Truck Traffic Reduction

Pipeline transport allows liquids and natural gas to flow through underground pipes instead of being trucked to different destinations. By reducing our truck traffic, we also decrease our potential for spills, tailpipe emissions, driving accidents, traffic congestion, dust and noise on area rural roads. Where trucking is necessary, we identify preferred routes to support the safety of our employees, contractors and local residents as well as minimize disturbance to surrounding landowners.

## Our Team In Action



### Community Outreach

The community engagement team in our Canadian operations hit the streets in early 2022 to re-connect in person with stakeholders across the region. COVID-19 made it difficult to have a physical presence over the past couple of years, but as communities started to reopen, Oviniv staff were out in the spirit of continuous improvement to do a pulse check with landowners and neighbors. As a team, we were eager to have open conversations about our operations and get feedback from the people where we work and live.

### Regulatory Tours

We are committed to ensuring regulators and government officials have a clear and transparent understanding of our operations. We regularly host tours for regulators, policy staff, elected officials and Indigenous partners to facilitate a broader understanding of our industry and showcase Oviniv's approach to development. We are proud of the work we do, the way we do it and we understand the value of engaging with a variety of diverse perspectives.



Texas Railroad Commissioner Tour,  
Midland operations (October 2022)



### Dawson Creek Stakeholder BBQ

Oviniv sponsored the annual stakeholder BBQ at the Dawson Creek exhibition and Rodeo, which celebrated its 100th year in 2022. The Doig River First Nation Drummers kicked off this year's event, which was hosted by our Surface Land, Community Relations and Canadian Operations teams. Approximately 170 people attended, with representation from local First Nations, landowners, government, regulators and first responders.

# COMMUNITY INVESTMENT

We recognize that our responsibility begins in the communities where we live and work.

We are committed to giving back and actively focus on building safer and more resilient communities. We partner with charitable organizations and initiatives in our operating areas across North America. Our Community Investment Program is guided by the principles outlined in our Social Commitment and supports organizations that align with our three priority areas: Safety, Education and Community Wellness.

## Investing in Local Communities



### Safety

We support programs and initiatives that advance safety and emergency response in the communities where we operate.



### Education

We support programs and initiatives that enhance the skillset of the future workforce and provide access to educational and training opportunities, with an increased focus on marginalized groups. We also support initiatives that promote energy literacy and deliver objective, multi-dimensional energy education programs.



### Community Wellness

We support programs and initiatives that address basic needs and improve the status of healthcare and mental health outcomes.

## SPOTLIGHT

### Ovintiv Commits \$10.2 Million to Local Children's Hospitals

Driven by our purpose of making modern life possible, we're proud of the role our energy products play in fueling the world.

Our social commitment is about making a lasting positive impact. This has led to new partnerships with the children's hospitals in Denver, The Woodlands, and Calgary—investing \$10.2 million dollars over the next three years. We intentionally sought partners and programs that embody our purpose, as well as our commitment to making a positive difference in our communities. We are also committing additional funds to Ronald McDonald Houses and Inspiration Ranch to further support families going through difficult health care journeys.

Our collaboration will directly support key programs and initiatives aimed at promoting health equity in pediatric medicine, enabling community-based approaches to enhance mental health and well-being, and fostering innovation.

These partnerships also highlight the importance our products play in modern healthcare and daily medical services. From the building of the hospitals themselves to MRI machines, x-ray equipment, pill coatings and Band-Aids – our energy products are imperative to the healthcare industry.



## Meeting Essential Needs

In 2023, Ovintiv actively engaged in projects that address essential needs within our communities through the Habitat for Humanity Industry Build in Calgary as well as build days in Denver and Houston.



## \$150,000 in Scholarships

In 2022, Ovintiv awarded ~\$150,000 in scholarships across our operating areas, with a focus on Indigenous and under-represented youth.



## Sibley Nature Center

Ovintiv sponsored the Sibley Nature Centre's outdoor education classes for elementary school children in Midland and Odessa.



## Future Farmers of America

Ovintiv is a proud supporter of Future Farmers of America.



## Northern BC Science Fair

Since 2004, Ovintiv has supported the Northern BC Regional Science Fair.



## Oklahoma Youth Expo

We are focused on supporting youth in agriculture with our sponsorship of the Oklahoma Youth Expo.



## Innovative Nursing

Supported innovative nursing program at University of North British Columbia in Fort St. John.



## Supporting First Responders

In 2022, Ovintiv provided \$120,000 in financial support to local first responders across our operations.



## Permian Strategic Partnership

Ovintiv is a member of the Permian Strategic Partnership (PSP), a collaborative public/private partnership which aims to strengthen and improve the quality of life for Permian Basin residents by supporting initiatives to improve public education, create safer roads, increase access to quality healthcare, develop the workforce of the future and increase housing availability.

In alignment with our social investment funding priorities, in 2023 Ovintiv directly supported PSP initiatives focused on education and healthcare including the Holdsworth Center for education leadership training, local school districts to ensure a sustained source of education leaders, and the launch of a parent-led movement for educational equity, as well as the Permian Basin Medical Center and University of Texas Permian Basin Behavioral Health Licensed Counselor Programs to meet demands for healthcare and mental health providers in the area.



## Supporting our People

Ovintiv Gives, our workplace giving program, matches employee charitable contributions dollar-for-dollar up to \$25,000 per employee per year. We proudly increased our corporate match by 150% from 2021 to amplify the impact of our employees' donations at a time when communities need it most. At Ovintiv, we believe there is a human connection between the energy we produce and the energy of our people.

As a company, our commitment to social responsibility includes empowering our people to make impactful change. Whether it is rolling up our sleeves to volunteer in local neighborhoods or rallying for a cause, our employees look for ways to make life better in our communities. We know that supporting the causes that matter most to our employees is integral to Ovintiv's culture of giving back. We want to be recognized as a force of good in the communities where we operate—improving lives and driving progress.



### Adopt a Family

Adopt a Family – For the past 15 years, colleagues new and old work together to sort toys, wrap gifts and spread holiday cheer.



### Dawson Creek Race Against Hunger

Dawson Creek Race Against Hunger – Including Ovintiv's corporate match, \$13,700 and more than 1,543 pounds of food were donated to local food banks through the Race Against Hunger event.



### Food Drive

Our company-wide summer food bank drive raised \$85,000 for food banks in Calgary, Denver and the Woodlands.

In 2022, our employees leveraged Ovintiv's charitable donation match program to give \$2.6 million to over 800 charities across North America, providing a positive, far-reaching impact in the communities where we live and work.

## Community Leadership Rewards

To recognize our employees' commitment to the communities and support their passions, we have introduced the Ovintiv Gives Community Leadership Rewards program. It is a multi-dimensional volunteer program that rewards employees who volunteer with a grant of up to \$500 for the charity or not-for-profit of their choice. Additionally, to encourage their development, employees who volunteer their time on the board of directors for a not-for-profit receive a \$500 charitable grant for that organization each calendar year.

# INDIGENOUS RELATIONS

We recognize the unique rights of Indigenous Peoples consistent with the principles set out in the UN Declaration on the Rights of Indigenous Peoples.

As some of our operations occur on traditional or ancestral land, it is important that we foster a respectful and mutually beneficial relationship with these communities through actively addressing concerns and considering potential operational impacts. By investing in, and working closely with, our Indigenous partners, we will build a strong reputation, while also mitigating planning and operational risks.



## Our Indigenous Commitment

Our Indigenous Commitment outlines four key principles – Community, Connect, Partner and Action – that guide our efforts to support Indigenous inclusion and opportunity. This principle-based approach is grounded in the traditional Indigenous Medicine Wheel. The traditional wheel represents the interconnectedness of the natural world and how all things grow and work together. The Medicine Wheel reminds us that we need to balance all four principles of being – the spiritual, emotional, physical, and mental. Similar to the Medicine Wheel, our Indigenous Commitment reflects a holistic and ongoing approach rather than a linear process, striking a balance between each of the four principles.

## SPOTLIGHT

### Supporting the Preservation of Indigenous Cultures

In summer 2023, Ovintiv announced \$400,000 in funding to support the preservation of Indigenous culture through the development of a museum and interpretive center at the Tse'k'wa National Historic Site in Charlie Lake. The site is the result of a unique collaboration between the Doig River First Nation, Prophet River First Nation and West Moberly First Nations.



## Community

We are committed to building strong and respectful relationships with our Indigenous partners. At Oviniv, fostering trusted and transparent dialogue with the Indigenous communities across our operating areas is part of our culture and how we operate.



### Land and Water Stewardship Tours

Field tours provide a unique opportunity for Oviniv staff to offer a boots-on-the-ground overview of how we do our business and foster meaningful dialogue with our Indigenous partners. We learn about their interests, knowledge and concerns while providing our own insights and awareness of the areas where we operate. Tours also provide a local perspective of oil and natural gas operations and bring to life the reality of resource development, including our efforts to minimize our impacts on the air, land and water.



## Connect

We recognize the importance of preserving Indigenous culture. We encourage staff across our organization to participate in and gain new perspectives on Indigenous ways of thinking and doing. This includes partnering with local organizations, engaging leaders and participating in community programs.

Listening and learning are essential to being a good partner, which is why we also provide cultural awareness training to employees. In Canada, we are committed to doing our part toward reconciliation with Indigenous Peoples as outlined in the Truth and Reconciliation Commission of Canada (TRC) recommendations.



### Doig River Days

A team of Oviniv staff spent the day at Doig River First Nations learning first hand about Indigenous ways of being.



### Aboriginal Awareness Week Calgary

OVV team members participated in an Indigenous Handgames tournament as part of the AAWC Pow Wow.



### Pemmican Days

2022 Pemmican Days, Saulteau First Nation.

## Indigenous Awareness Training

We are committed to providing all staff with opportunities to engage with and learn about the cultural significance and contributions of Indigenous Peoples to promote greater understanding of our shared history. In addition to internal Indigenous awareness training, we also provide opportunities for employees to engage directly with Indigenous communities and their members to enable further dialogue and deepen employees' understanding of Indigenous history, cultural distinctions and nekaneew meeskanas (forward path).



## Partner

Our relationships with American Indian Tribes and First Nations in the areas where we operate have been built over the course of months and years and are defined by our mutual commitment to building resilient Indigenous communities.

## Capacity Building and Education

We support Indigenous inclusion through employment and procurement strategies, opportunities for training and capacity building.

Supporting education is a cornerstone of our Indigenous strategy that provides long-term benefits for the community. Ovintiv is proud to continue providing bursaries as well as books and supplies for Indigenous students enrolled in post-secondary education in Canada and the United States.

We also work closely with Indigenous and Tribal leaders to identify education programs that help to build strong and healthy communities.

## Elton Blackhair Indigenous Tribe Member Scholarship – Wasatch Academy

Ovintiv and the Wasatch Academy established a \$10,000 scholarship for an Indigenous Ute Tribe member attending the Wasatch Academy. The scholarship is named in memory of Elton Blackhair. Elton was an Ovintiv employee, a member of the Ute Indian Tribe, an Academy graduate and was committed to improving relations between various tribes across the United States.



The Wasatch Academy's mission is to educate students from diverse socioeconomic and cultural backgrounds and equip graduates with the educational foundation, personal maturity, and confidence to succeed in life.



## The Ovintiv Native American Scholarship – The University of Utah

The Ovintiv Native American Scholarship is offered annually to students from a federally recognized tribe, with a preference for students from the Ute Indian Tribe.

This scholarship will help advance the University of Utah American Indian Resource Center's (AIRC) mission of recruiting and retaining Native American students through their graduation. The Ovintiv Native American Scholarship provides financial aid to offset the cost of tuition and/or any other education-related expenses to promising students as selected by the AIRC Scholarship Selection Committee. The one-time award of \$5,000 is offered to five students for a total annual scholarship commitment of \$25,000.



## Canadian Post-Secondary Indigenous Scholarships

Ovintiv's support for Indigenous learning in Canada has been established for several years, however we recently created a new award at the University of Alberta and increased award amounts for our UBC Sauder School of Business and Northwestern Polytechnic scholarships.

- University of Alberta – Five awards at \$5,000 each
- UBC Sauder School of Business – Five awards at \$5,000 each
- Northwestern Polytechnic – Five awards at \$2,000 each
- Northern Lights College – Six awards at \$1,000 each

These scholarships reflect a total annual commitment of \$66,000. Our scholarships are open to students who are Indigenous (First Nations, Métis and Inuit) to Canada, with a preference given to local students.

## Action

We are committed to creating economic benefit through action and employment. From enhancing inclusive supply chain and hiring practices to making meaningful, strategic investments, we are working to ensure Indigenous-led companies have access to economic opportunities within our operations.

## Healing the Land

Amid the global COVID-19 pandemic, the Canadian government developed a program to encourage wellsite reclamation activities beyond compliance obligations, prioritizing sites that were nominated by landowners and Indigenous communities.

Ovintiv responded by assembling a multi-disciplinary team to support our contractors, Indigenous community partners and landowners in identifying and accelerating upwards of \$4 million in site reclamation in our operating areas. We facilitated Indigenous-affiliated procurement on these projects through joint venture and other contracting partnerships to safely execute this program and heal the land, by way of well abandonment, equipment decommissioning, environmental site assessments, remediation, and reclamation. Without these partnerships, this work would not have been executed for many years.

These mutually beneficial relationships have not only accelerated reclamation efforts, but have enabled Indigenous reconciliation, self-determination, and capacity building in a growing part of our sector.



# FUNDING PROCESS

Requests for funding are accepted year-round through our online application system and are guided by our Social Commitment. Ovintiv awards contributions in our operating areas based on opportunities aligned with our four priority areas:



## Safety

We support programs and initiatives that advance safety and emergency response in the communities where we operate.



## Education

We support programs and initiatives that enhance the skillset of the future workforce and provide access to educational and training opportunities, with increased focus on marginalized groups. We also support initiatives that promote energy literacy and deliver objective, multi-dimensional energy education programs.



## Community Wellness

We support programs and initiatives that address basic needs and improve the status of healthcare and mental health outcomes.



## Indigenous Reconciliation

We support programs and initiatives that focus on Indigenous inclusion and opportunity to help support resilient and self-determined Indigenous communities.

[Apply For Funding](#)

## Guidelines and Eligibility

Those requesting funds must be an established nonprofit or 501(c)(3) organization, located in or serving a community where we have established offices or operations. The organization should be a registered charity eligible to issue official tax receipts for donations.

## Limitations and Exclusions

Our Community Investment donation guidelines prohibit us from giving to:

- Individuals
- Religious organizations (except non-faith-based associations)
- Third-party fundraisers
- Professional conventions, conferences, seminars or galas --unless industry related
- Travel for individuals or groups
- Programs located outside of the regions or communities where Ovintiv operates
- Political events

## How to Submit a Request

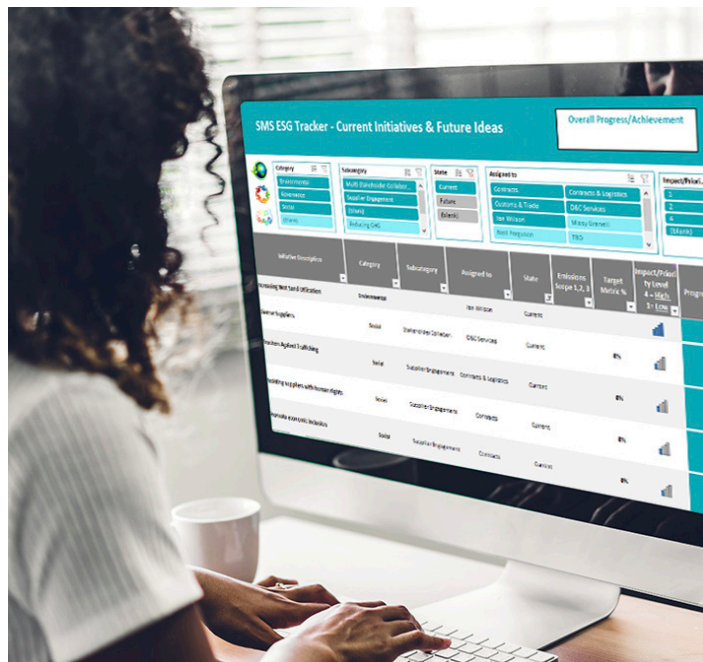
We accept funding requests only through our online application process. Upon submitting your application, you will receive an email confirmation. Proposals are reviewed on an ongoing basis, and could take up to six weeks for review.

# SUPPLY CHAIN MANAGEMENT

At Ovintiv, we take an integrated multi-basin approach to supply chain management. Our supply management team is woven into all levels of our organization, from corporate operations to our field teams.

We work hard to build transparent, long-term relationships with our suppliers to create a competitive environment that drives innovation. We want to know who we are working with and how they run their organization. This often means being on the ground in the field, touring their shops and looking for opportunities to spur innovation. We also recognize the importance of supporting the communities and businesses in our operating areas to ensure there is a local presence and, in some cases, to foster new investment.

From an operational perspective, we are committed to ensuring our suppliers share our high safety standards. We maintain a Supplier Code of Conduct as well as a Service Provider EH&S Expectations Manual that aligns with our Business Code of Conduct and sets forth our expectations both from a business perspective as well as on important social issues, such as human rights. Suppliers must maintain integrity, transparency and compliance in all that they do.



Ovintiv's Supply Chain Management team is committed to furthering environment, social and governance progress. We have developed an internal dashboard that helps track new technology being piloted by suppliers, identify ways we can minimize our environmental footprint and integrate social considerations into our sourcing selection process. For example, Ovintiv utilizes production casing sourced from Vallourec's manufacturing facilities in Ohio that are powered by 100% low carbon electricity. By selectively sourcing tubular products from this supplier, Ovintiv was able to avoid more than 16,000 metric tons of CO2 emissions in 2021.

## Understanding our Supply Chain

In the face of post-pandemic supply chain disruptions and increasing geo-political uncertainties across the world, our Supply Management team has embraced our value of agility by proactively identifying and mitigating risks to our procurement of necessary goods and services. This includes engaging with category managers and key suppliers to capture their insights about current and potential disruptions to Ovintiv's supply chain as well as gathering and integrating known trade barriers or restrictions on tariffs into our analysis and decision-making.

In the spirit of innovation, we created our Global Supply Dashboard. It provides a high-level snapshot of the location of our main suppliers and any associated risks or barriers to trade. This enables us to identify and mitigate potential supply disruptions, decreasing exposure for both Ovintiv and our suppliers to the ever-changing global supply chain.

# DIVERSITY, EQUITY AND INCLUSION

Our commitment to an inclusive culture that embraces diversity of thought, background and experience was reinforced by our Board and executive leadership team through our renewed social commitment framework. We want to create an industry and a company where everyone is welcome and has the same opportunities.

Creating a culture of inclusion is consistent with our long-standing foundational values and we are committed to making progress so that everyone has an equitable opportunity for success at Ovintiv. To that end, we have assembled an internal Diversity, Equity & Inclusion Working Group representing a cross section of our workforce, acting as a sounding board for initiatives, testing communications and acting as an incubator of ideas.

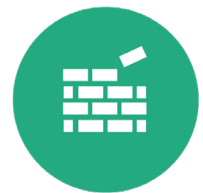
## Diversity, Equity & Inclusion Guiding Principles



We engage in this work not only because it leads to better business outcomes, but most importantly because it is **the right thing to do**.



Above all, we believe **listening and learning** is the priority. We will take our time to get it right and be **authentic** along the way.



Ovintiv's **values and leadership capabilities** underpin our commitment to an inclusive workplace.

## Learning From Our Employees

A critical part of building a culture of inclusion is listening to and learning from our employees. In the fall of 2021, we launched two inclusion initiatives – a pulse-check survey and employee inclusion listening sessions. The survey asked employees to anonymously assess four statements regarding their experience and perception of inclusion at Ovintiv. The Inclusion@Work listening sessions went a step further and allowed for deeper dialogue where employees shared details of their personal experiences and perceptions of inclusion in a smaller, more intimate forum. Both quantitative data from the surveys and qualitative data from the listening sessions were shared with the executive leadership team. Feedback from the circles informed updates and changes to practices, programs and training initiatives.

In total, approximately 700 employees completed the pulse-check survey and approximately 170 individuals participated in the Inclusion@Work sessions. Through the inclusion initiatives, we learned that participating employees have a high sense of inclusion, although it was clear that not all employees experience inclusion in the same way. In 2022, Inclusion@Work training was offered to all employees.

This feedback, along with our company's demographic data, helped us understand how the experience of inclusion differed across demographic groups within our company.

“From this exercise, we recognize the importance of feedback loops, and we will work with all levels of leadership to continue to design mechanisms to listen and learn from our employees. I am committed to continuing this dialogue and developing the programs, processes and initiatives required to support diverse talent and an inclusive workplace.”

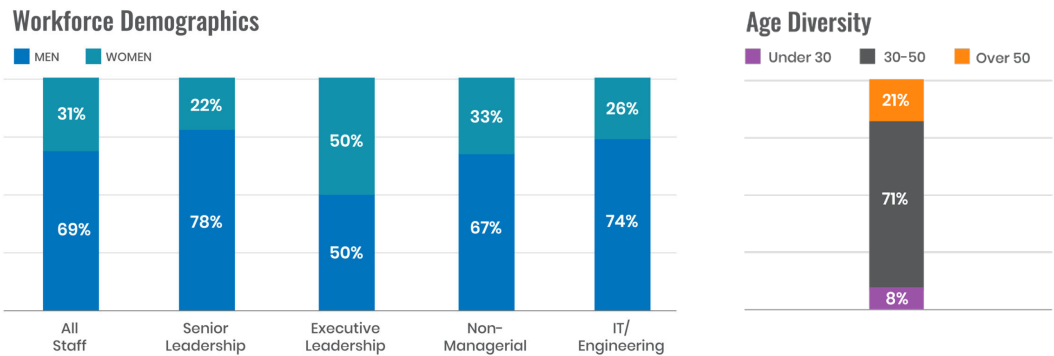
– Brendan McCracken, CEO

# Understanding our Workforce

One of our goals is ensuring we have diverse talent at all levels within our organization. We are continuing to deepen our understanding of the age, gender and ethnic make-up of our company, through voluntary employee surveys as well as formal gender equality surveys.

As we build awareness, we have been able to tailor our recruiting practices to broaden the diversity of our talent, increase our transparency around gender equality and better support our employees with resources to build an inclusive workplace.

Attracting, developing and retaining diverse talent while fostering an engaged culture of inclusion is both a challenge and an opportunity. We will continue to lean into our values as we strive to create a work environment where everyone can feel accepted and be successful.



# Workforce Ethnicity

Of the 98% of US employees and 63% of Canadian employees that responded to our survey, our ethnic breakdown is as follows:

## United States

- 84.3% White
- 7.9% Hispanic / Latino
- 2.8% Asian
- 2.2% Two or More
- 1.3% Black / African American
- 1.1% American Indian / Alaskan Native
- 0.2% Native Hawaiian / Other Pacific Islander

## Canada

- 78.1% White
- 5.2% Chinese
- 4.1% Indigenous / Aboriginal
- 3.6% South Asian
- 2.5% Black
- 1.3% Filipino
- 1.3% Other
- 1.1% Latin American
- 0.9% Arab
- 0.6% Korean
- 0.6% West Asian
- 0.5% Southeast Asian
- 0.1% Japanese

## Building Our Culture of Inclusion

Diversity and inclusion are critical to building an empowered culture and strengthening company performance. By embracing our diverse perspectives, we can continue to innovate and evolve our business to adapt to an ever-changing world. Creating a space for trust and support to ensure that all great ideas are heard is a priority and an area we will continue to strive to improve.

In support of that objective, Ovintiv partners with organizations whose primary goals are to promote diversity, equity and inclusion. These organizations offer various resources, and as a member company, all staff can access these resources.



EMPLOYER  
PARTNER



ALLY<sup>SM</sup>



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## Considering Equality in Employee Benefits

Building and strengthening our culture of inclusion has been an important focus for our organization over the past two years. We continue to look for new ways to promote and improve our inclusive culture, including taking deliberate action to ensure diversity, equity and inclusion (DEI) are considered in our employee benefit plans.

In 2021, as part of our yearly benefits assessment, we conducted an Inclusion & Diversity Discovery Assessment. This is an innovative way to evaluate benefit plans and programs using our workforce demographics, diversity of family roles (caregiving, disability, life stage), and broad societal views across ethnicity, race, religion, socioeconomic factors, and other “lenses.” This gave us a wholistic view of our benefits programs, which helped highlight areas of opportunity. While we received exceptional results across most areas, the assessment pointed out opportunities for program improvement in two areas: Family Leave and Family Forming. In 2022, we took action.

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## Family Leave

We recognize the necessity of extending eligibility of the benefit beyond the birth parent to include adoptive parents and secondary caregivers. This exciting enhancement reinforces our commitment to a diverse and inclusive workplace, ensures the well-being of our employees, and maximizes flexibility for unique return-to-work needs.



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“Great policy change and great to see ‘primary and secondary caregiver’. As an adoptive parent and a member of the LGBTQIA community, this makes me proud of Ovintiv and the steps we are taking as a company to be more inclusive.”

– Michelle, Production Analyst

## Family Forming Benefits

Ovintiv recognizes that forming a family can take many different paths. We provide enhanced coverage for fertility treatment, adoption assistance and surrogacy assistance to support our employees through their journeys to growing their families. The addition and enhancement of these benefits provides employees with market-leading benefits that are inclusive of everyone.



## SPOTLIGHT

### ALLY Energy's Best

LINK was recently awarded an ALLY Energy GRIT Award for The Best Affinity Group for its efforts to embrace inclusion and collaboration. The award recognizes the group's accomplishments as well as impacts on recruiting practices and employee experience.



2023 WINNER

**BEST AFFINITY GROUP  
LEVERAGING  
INCLUSION,  
NETWORKING AND  
KNOWLEDGE (LINK)**

**GRIT AWARDS**  
BEST ENERGY WORKPLACES™

# Employee Resource Groups

## LINK

We formed an employee resource group (ERG), Leveraging Inclusion, Networking and Knowledge (LINK), to foster an environment where diverse perspectives are celebrated. LINK focuses on enhancing our culture, creating development opportunities, sharing knowledge and strengthening relationships.

LINK provides employees with grassroots opportunities to engage with each other as well as external organizations. This means providing volunteer and networking opportunities, supporting diversity and inclusion efforts, and providing training/mentoring opportunities for interested employees.

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### Intl. Women's Day

Ovintiv employees #Embrace Equity- LINK Coordinated the participation of leaders across the company to show their support of International Women's Day



### Pride Parades

LINK provided opportunities for employees to participate in Pride events across our corporate locations



### Field Volunteering

Staff in our Dawson Creek office assembled care packages for the BC Northern Health's Intensive Case Management Team



### Pop-up Volunteering

Nearly 600 bags were assembled in our corporate offices to support three local charities: Urban Peak in Denver, Boys and Girls Club of Greater Houston and the Calgary Immigrant Women's Association (CIWA).



### Networking Events

LINK brought together employees in each of our corporate centers for an afternoon of networking and having some fun along the way.



### Random Coffee

An innovative networking concept that regularly matches interested OVV employees with a new colleague for an informal conversation, promoting information sharing and integration across the company.

## Ovintiv Young Leaders

The Ovintiv Young Leaders organization (OYL) was formed to provide opportunities for emerging leaders in our organization to foster growth and development, provide a forum for knowledge sharing and teamwork, and promote community engagement across our corporate office locations.

OYL hosts lunch and learns throughout the year on a variety of topics, ranging from technical presentations to personal development training. They also sponsor regular networking events and coordinate multiple volunteer events throughout the year.



**Calgary Corporate Challenge**



**Brunch with Brendan**



**Community Service in the Woodlands**

## DE&I Recognition

### Inclusion in Bloomberg Gender Equity Index (GEI) (2023)

The companies reflected in the 2023 Index have scored above the GEI Score threshold for inclusion and are committed to making strides towards equality in the workplace. The 2023 Index comprises 484 companies with a combined market capitalization of \$16 trillion (USD) headquartered in 45 countries and regions across 11 sectors.

### Winner Best Affinity Group (2023)

The ALLY Energy GRIT Award for Best Affinity Group recognizes groups that embrace inclusion and collaboration. The award represents ALLY's highest honor for internal employee groups, companies, start-ups, and schools.

### Included in Globe and Mail's Women Lead Here benchmark (2023)

A ranking of 500 of the largest (over \$50M in revenue) publicly traded companies in Canada in terms of the percentage of female-identifying individuals in the top three tiers of executive management.

# CAREERS AND EMPLOYEE WELLNESS

Our success is a direct result of the talent of our team and our ability to work together to achieve company goals. We work hard to put our best ideas into action—making energy development more advanced, efficient and safer than ever before.

Every person on our team is expected to share ideas and make a meaningful contribution to our company's success. Our workforce is the reason we have built a reputation for delivering industry-changing advancements, technologies and results. We have a history of hiring proven industry leaders and are committed to retaining our hardworking and dedicated people. We seek talent from within and outside our industry, recruiting prospective employees who will excel in our unique culture.

## Compensation and Benefits

Our compensation philosophy is anchored by two key objectives: delivering market-competitive pay and benefits and rewarding short and long-term performance. Our compensation program is designed to attract and retain the talent necessary to achieve our business strategy by rewarding individual and company performance. All employees can earn a discretionary bonus based on company performance as measured by our corporate scorecard. Ovintiv reviews compensation annually to assess gender and race pay gaps. Every other year, Ovintiv contracts with an external firm to independently assess gaps. Any identified gaps are addressed either immediately, or through our annual compensation review process.

### Key Employee Benefits

- Competitive medical and dental benefits, plus additional insurance coverage
- Long-term incentive program
- Annual allowance
- Employee and family assistance program
- Company-funded pension plan – company contribution is 8% of base salary
- Investment plan (Canada) or 401(k) plan (U.S.), with a 100% company match of employee contributions up to 5% of base salary
- Employee charitable donation match up to \$25,000 and volunteer rewards program
- Financial education tools and assistance
- Post-retirement benefits
- Market-leading family leave practice that includes 16 weeks paid leave for primary caregivers and 10 business days of paid parental time off for secondary caregivers
- New Family Forming benefits that include enhanced support for fertility treatment and reimbursement for adoption and/or surrogacy assistance
- Highly competitive vacation policy
- Flexible work hours that support a healthy work/life balance, including the first and third Friday of every month off (eligibility varies on location and position)
- Employee student scholarship program for dependent children

The average tenure of our employees is more than nine years, and our voluntary turnover rate was 5.9% in 2022.

# Empowering the Next Generation of Talent

Recruiting, developing and retaining our workforce is vital to our success today and in the future. We believe in providing opportunities for our employees to grow with us, including professional development and training programs.



## New Graduate Program

The experience Ovintiv provides through our new graduate program and career development is not only meaningful to participants but adds significant value to the company. Ovintiv's new graduates develop skills, knowledge, and a professional network through on-the-job technical training and social opportunities. Our program is home to graduating students in Engineering, Geosciences, Land Management and Accounting, among others. While every program differs slightly, the focus is on building a breadth of knowledge and gaining exposure through rotations or project work. One program offered each year is our New Grad Boot-Camp, an immersive, multi-day experience that includes technical presentations as well as sessions with senior leaders, the executive leadership team and Board members. With regular networking opportunities throughout the year, the new graduates are encouraged to get to know each other and build connections within the company.

## New Grads Meet Our Board

In early 2023, Ovintiv new graduates gathered in Denver for a significant career and culture-building opportunity to share their experiences as a group with our leadership team and Board of Directors. Our Board, who was interested in our recruiting practices and talent development, joined the event to better understand our programs and appreciate how Ovintiv is differentiating itself from industry peers. Our New Grads were able to share their experiences with the Board, who in turn provided professional feedback and career advice to the graduates. It was a significant and mutually beneficial opportunity for our new grads to engage with and receive guidance from this level of company leadership, while also imparting their own generational insights into the program, company and industry.

## Partnering with CareerWise

We recently announced a new partnership with CareerWise, a Denver-based organization dedicated to fostering youth apprenticeship programs. Through this collaboration, we are creating new opportunities for a unique educational experience and potential career pathways for talented, young individuals. We have welcomed apprentices to our Denver office, while they continue to attend high school gaining practical skills, industry knowledge and exposure to real-world business operations. We aim to make this an enriching experience for both our apprentices and our organization.



## Building Internal Connections

Our culture promotes collaboration as a way for employees to network, develop, drive innovations and improve outcomes. We encourage cross-functional sharing by providing communications tools, processes and events for connection.



### Shale Technology Exchange

Ovintiv's internal collaboration forum, the Shale Technology Exchange, brings together technical staff to present, debate and share ideas and solutions that drive our operations forward. The forum, which includes presentations and technical talks from employees across the organization, enables staff to build relationships, share ideas and drive enhancements for both well results and costs.

### Peer Networking

We use mentoring circles as our informal peer-to-peer mentoring program. Through this initiative, we match co-workers interested in connecting and collaborating as a way to develop personally and professionally. We also provide a voluntary Random Coffee program, which randomly pairs two interested employees to meet for either an in-person or virtual "coffee session", where they can learn about each other's teams, roles, operating areas and other interests.

### Executive Management

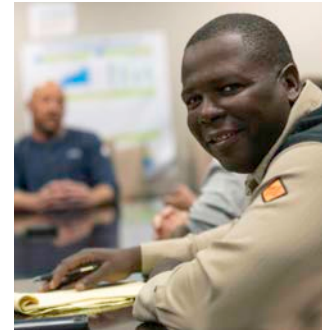
We are committed to ensuring employees have regular opportunities to engage informally with the executive leadership team through casual, hosted breakfasts or lunches in our corporate locations, social events after in-person town halls and registered Q&A sessions with individual executive leadership team members.

## Fostering Learning and Development

Employee growth at Ovintiv is more comparable to a lattice than a ladder, meaning our employees can grow vertically, horizontally or diagonally complementing our agile culture and the evolving demands of our business.

Employee development is reflective of our business strategies, as well as our culture and values. While technical capabilities are role specific, business and leadership skills span the organization.

We support the development of these skills through on-the-job work experience, networking, mentoring and collaboration, and formal training. We recognize that our employees are innovators who challenge the status quo to enhance productivity and drive efficiency. We encourage our employees to take an active role in their professional development and give them the tools they need to grow their skill set.



### Learning Management System

We employ a learning management system, Workday, to offer training content through a single, easy-to-use platform. Within this system we host more than 130 courses, with both computer-based and instructor-led options. To date, our employees have completed more than 10,000 courses since the program's inception in 2019. This system supports both our EH&S training and our professional development opportunities.

### Commercial Rotation Program

We announced a new opportunity for staff seeking to enrich their development by participating in an 18-24 month rotation program in commercially related roles. The program is designed to expand participants' networks and exposure across the organization while reinforcing our culture of innovation.

### Citizen Innovator Program

Our Finance team is piloting an internally sponsored Citizen Innovator program which includes training, hands-on experience, and mentoring to develop skills in data and analytics, process engineering, custom app design, automation and project and change management. A capstone project encourages participants to develop tools that solve challenges within their team and provide ongoing value to the business.

### IT Toolbox

Our IT team unveiled a DIY toolbox designed as a resource-rich hub that equips employees with the tools needed to translate ideas into reality and showcases digital projects that teams throughout the company have developed.

### Innovation Workshops

We also introduced workshops to encourage leaders throughout the organization to develop mindsets and skillsets to support and enhance our culture of innovation.

# Employee Wellbeing Program

We are committed to holistic support of our employees' overall well-being. We offer competitive medical and dental benefits, as well as wellness programs to support mental health.

**Physical** – Promoting preventive care with health providers, offering proactive health assessments, creating a physical wellbeing incentive program and providing an ergonomics program (assessments and guidelines for office setups)

**Financial** – Providing education and resources for retirement planning and a broad spectrum of other personal financial matters

**Emotional** – Ensuring access to quality mental and behavioral health resources and care

**Social** – Enhancing connections among our workforce through employee resource networks (LINK, OYL), giving managers the tools to create an inclusive workplace culture, and promoting volunteer opportunities within our communities



## Fitness For Work



We require employees to be in a condition to carry out their day-to-day job duties safely and effectively without putting themselves, their co-workers, the public or the environment at risk. We consider employees unfit for work if injury, illness, physical or psychological health issues, fatigue or the use of alcohol or drugs could result in the reduced ability to perform work safely or effectively.

## Mental First Aid



In 2021, our Canadian operations team successfully piloted Mental First Aid, a course aimed at teaching employees and managers about common mental health conditions and reducing stigma associated with them. Since then, we have made the course available to teams across our organization.

## Therapy Dogs



As part of Mental Health Month in May, we partnered with PALS in Calgary, Therapy Pet Pals of Texas, and Denver Pet Pals to bring their therapy dogs onsite to our corporate offices. Studies have shown that pets are good for your mental health and can alleviate depression, reduce anxiety, and decrease levels of the stress hormone cortisol.

# HUMAN RIGHTS

We recognize the fundamental importance of human rights and the need for all of us to ensure these rights are upheld. Our respect for human rights is embodied in the way we operate and conduct ourselves, guided by our foundational values of safety, sustainability, integrity, trust and respect.

As our governments continue their work to protect human rights locally and globally, we are doing our part to advance human rights. Respect for human rights is defined in our Human Rights Policy and further reflected in our Business Code of Conduct and Supplier Code of Conduct as well as in how we interact with each other and our stakeholders. Our codes and policies apply to all employees, contractors, service providers and suppliers.

Our Human Rights Policy provides a method for anyone to report concerns or complaints through an anonymous, third-party Integrity Hotline.

If issues are identified, Ovintiv will investigate, address and respond to these concerns. Human rights violations are serious offenses that may result in termination, penalties or other legal remedies.

## Ovintiv's commitment to human rights is guided by international and national standards, including:

- UN Guiding Principles on Business and Human Rights
- UN Universal Declaration of Human Rights
- UN's recognition that access to water is a human right
- International Labor Organization's Declaration of Fundamental Principles and Rights at Work
- Organization for Economic Development
- Guidelines for Multinational Enterprises
- All applicable federal, state and provincial laws and regulations

## Human Rights Commitments

As defined in our Human Rights Policy, our commitment to human rights means that we...

- Prohibit all forms of slavery, compulsory and forced labor, human trafficking and child labor
- Ensure that anyone working on our sites is legally authorized to do so
- Understand the important role our industry can play in identifying and preventing human trafficking through increased employee awareness while working with our suppliers to engage in programs to prevent human trafficking
- Promote a respectful workplace and do not tolerate any workplace harassment, including sexual harassment or bullying.
- Protect and promote women's rights and gender equality
- Do not tolerate any threats or acts of violence toward any of our employees or contractors at any of our locations
- Prohibit discrimination or harassment based on race, color, religion, national or ethnic origin, sex, parenthood, sexual orientation, gender identity or expression, age, disability, veteran status or other ground protected by law
- Comply with all applicable laws and regulations on freedom of association and collective bargaining. We recognize our employees' rights to join organizations for the purposes of engaging in collective bargaining
- Respect an individual's right to privacy and commit to ensuring compliance with all applicable privacy and data security laws
- Will not be complicit in human rights abuses or violations of human rights laws
- Will conduct a risk assessment for human rights related issues and take steps to mitigate when we enter a new operating area



# GOVERNANCE

Corporate governance is critical to conducting our business with the highest ethical standards. We prioritize stakeholder interests by maintaining transparency and integrity and proactively managing risk. We have woven our commitment to environment, social and governance progress into our foundational values and business strategy.

Strong, diverse and engaged leadership guide Ovintiv's performance with forward-looking vision. Committee mandates from our Board of Directors assign strategic oversight of sustainability factors and encourage purposeful decision-making and participation. Our employee compensation program is tied to sustainability-related targets to further promote accountability across all levels of our organization.



# HIGHLIGHTS

- Deepened Board engagement with field tours that focused on emissions reduction technology used in our operations and receptions to interact with employees at all levels involved in key initiatives
- Ensured alignment with our environment, social and governance objectives by tying our Scope 1 & 2 GHG emissions reduction target and new safety metric to compensation for all employees
- Broadened our Board diversity, adding six new independent directors since 2019
- Continued to take a leadership role in our trade organizations to advance ongoing initiatives to develop common industry environment, social and governance metrics and reporting standards

# GOVERNANCE STRUCTURE

Ovintiv leadership executes our rigorous corporate governance structure, upholding our values of safety, sustainability, integrity, trust and respect. Our Board oversees the management of our business, helping to ensure appropriate governance and internal controls are in place for ethical corporate conduct.

Our executive leadership team shapes Ovintiv's strategy, culture and values and reports to our Board. Through effective leadership, our CEO and executive vice presidents set clear expectations for operational conduct, determine annual corporate goals, drive innovation and guide our company culture. They have oversight of the teams that implement our sustainability policies and programs.

## Best Practices

Our governance practices are reviewed and refreshed regularly to ensure ongoing transparency and accountability with our stakeholders.

- Declassified Board with all directors elected annually, no slate voting
- Independent Board chair
- Independent committee chairs and members
- Evaluation of Board, committee and director performance periodically conducted by a third party
- Executive sessions held by independent directors at regular Board and committee meetings
- Majority voting for directors in uncontested elections
- Separation of Board Chair and CEO roles
- No dual-class shares
- Executive incentive compensation clawback policy to be updated with new SEC requirements
- Business Code of Conduct and comprehensive ethics and compliance program
- Stock ownership guidelines for executives and directors
- No interlocking directorships with other reporting issuers
- Prohibition on hedging or pledging for directors and executives
- Annual advisory vote on executive compensation
- Proxy access right
- Direct engagement with investors including off-cycle and in-season discussions between independent directors and shareholders
- Diversity in Board Recruitment policy (ensures inclusion of candidates of gender and racial/ethnic diversity)

# BOARD OF DIRECTORS

Our directors apply their significant business experience and judgment to make decisions in the best interest of Ovintiv stakeholders. We maintain a balanced, diverse Board committed to Ovintiv's sustainable future. When identifying Board candidates, we consider skills, experience and diversity of thought so that many perspectives are represented in decision making.

Ovintiv's Board does not have term limits or a mandatory retirement age, but our Corporate Responsibility and Governance (CRG) Committee reviews all directors annually before deciding on candidate reelection. We believe our strong corporate governance practices, including annual Board evaluations, create an engaged and dynamic Board.

Our bylaws mandate the separation of the roles of CEO and Board chair. The Board appoints its chair, who must be independent, based on the recommendation of the CRG Committee. The Board chair is responsible for the effective functioning of the Board as a whole and serves as the primary liaison between the independent directors and the CEO. In addition, the chair serves as a non-voting member of all Board committees.

## Board In Action

Our executive leadership team and Board members engage directly and regularly with our field team on tours that showcase new emissions reduction technology. The Board can see first-hand the full spectrum of approaches we have taken to drive our emissions lower and interact at a field level with our employees who are implementing these new processes. Topics include how we design new pad sites for efficiency to eliminate routine venting and flaring, new flaring-reduction technology, leak detection and repair (LDAR) equipment, continuous methane monitoring and the use of wet sand in our completions operations.



## Board Committees

The Board is committed to ensuring a strong foundation for meaningful engagement on environment, social and governance-related risks. The Board works through its committees to bring additional attention and strategic oversight to key issues. In 2020, the Board realigned its committee composition to more clearly reflect its focus on each element of environment, social and governance matters.

Essential to the success of the overall governance of Ovintiv are strong mandates that outline the specific responsibilities of the Board, the Board chair and each of the Board's five standing committees:

- Audit
- Corporate Responsibility and Governance (CRG)
- Environment, Health and Safety (EH&S)
- Human Resources and Compensation (HRC)
- Reserves

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Ovintiv's Board committees play a key role in risk oversight, including the regular monitoring of risk-management programs, control processes and cyber security protocols. Each committee manages the issues under its purview, reporting regularly to the Board-at-large. Committee responsibilities include:

- Reviewing policies and practices relevant to assigned risk management areas
- Working closely with management to ensure key controls and processes are in place
- Engaging directly with external stakeholders on topics relevant to environmental, social and governance-related issues
- Making recommendations to the Board about matters specific to the committee

The **CRG Committee** is actively helping the Board refine and enhance its environment, social and governance framework. Key objectives include a focus on ongoing board and committee renewal and ensuring an integrated approach among the committees to support the full Board on environment, social and governance matters. It is responsible for ensuring the company's continuing commitment to good business conduct and ethics.

The **EH&S Committee** targets its oversight on occupational health, safety, environment and security of personnel and physical assets. It has overall responsibility to review and report to the Board on climate-related issues and information, such as greenhouse gas (GHG) emissions.

The **HRC Committee's** mandate now expressly includes strategic oversight of social issues including diversity, equity and inclusion. It also oversees the company's compensation program, monitoring for alignment with our strategic and business objectives, shareholder interests and compensation governance developments. This committee is responsible for incorporating emissions-related targets tied to employee compensation.

## Continuing Education

Shareholders are best served by a Board comprised of individuals who are knowledgeable about current and emerging industry, regulatory and governance matters. To ensure continuing director education, Ovintiv:
























- Encourages and provides subscriptions to leading director education associations
- Regularly invites subject matter experts to Board and committee meetings to discuss emerging issues relevant to Ovintiv's business and strategic objectives
- Provides detailed Board materials in advance of each meeting for pre-read and analysis
- Hosts field visits for the Board to enhance focus on a key aspect of our business

### **Below is a highlight of the Board's Continuing Education in 2022:**

- Montney asset EH&S Field Tour
- Multi-industry trade association updates were provided on key business, trade, health, geo-political and other risks affecting both the oil and gas sector and the broader market
- Interactive session with company's cyber security counsel on best practices for information security and Board duties.
- Interactive sessions with company investors
- Interactive session with banking experts on commodity prices and macro considerations
- Interactive session with guest speaker from Sustainable Governance Partners LLC, offering governance trends among major U.S. institutional investors
- "SEC/U.S. GAAP update" training was provided by PricewaterhouseCoopers LLP ("PwC") to the Audit Committee
- Interactive session with safety expert from the Krause Bell Group. Continuing education and seminars were conducted via the Institute of Corporate Directors (Canada), the National Association of Corporate Directors (U.S.), Financial Executives International, the Eurasia Group, the Canadian Public Accountability Board, Deloitte, Women Corporate Directors, and the Global Risk Institute
- Regular presentation of market fundamentals, including commodity price outlooks, basis differentials, geopolitical and other macro environment considerations and risks
- Regular analysis and presentations from the HRC Committee's independent compensation consultant on key executive compensation matters
- Presentation from external legal counsel on Board duties



## Board Skills & Expertise

	Dea	Izzo	McCracken	Minyard	Nimocks	Ricks						
												
												
Skills and Expertise												
 <b>Accounting and Finance:</b> Experience with financial services or complex financial transactions, including both debt and equity.		✓	✓			✓	✓	✓	✓	✓	✓	✓
 <b>Environment, Sustainability &amp; Safety:</b> Environmental/sustainability experience to identify and adapt to strategic and emerging issues necessary to support long-term value creation and ensure the business remains responsible and sustainable in the long-term.	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	
 <b>Financial Reporting:</b> Audit committee financial expert as defined by the U.S. Securities and Exchange Commission.		✓								✓	✓	
 <b>Governance/Public Company Board Experience:</b> Governance experience gained through board service or experience as a public company executive.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
 <b>Human Capital Management:</b> Expertise in compensation design and oversight of social issues, including diversity and inclusion.	✓	✓	✓	✓	✓	✓		✓	✓		✓	✓
 <b>Industry:</b> Industry experience that provides valuable perspectives on issues specific to the energy sector as well as managing the operations of the complex E&P business.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓		
 <b>Public Policy and Government Relations:</b> Experience in government relations, public policy or regulatory matters.	✓	✓	✓	✓	✓	✓						✓
 <b>Reserves:</b> Experience reviewing externally disclosed natural gas and oil reserves and resources data.	✓	✓		✓	✓		✓	✓			✓	
 <b>Risk Management:</b> Experience identifying, managing and mitigating corporate risks including cybersecurity.	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓
 <b>Technology &amp; Innovation:</b> Experience identifying and capturing new technological advances applicable to our business.	✓		✓	✓	✓	✓		✓	✓	✓		
 <b>CEO/Sr. Officer Experience:</b> Experience working as a CEO or Senior Executive of a public company.	✓	✓	✓	✓	✓	✓		✓		✓	✓	✓
Background												
Tenure	13	3	0	9	2	8	2	4	13	2	4	10
Age	69	48	65	70	47	74	47	66	63	61	69	69
Diversity												
Gender	M	F	M	M	M	M	F	M	F	M	M	M
Race/Ethnicity										✓		

# PAY-FOR-PERFORMANCE COMPENSATION

Our executive compensation program aligns pay with performance. Our compensation philosophy provides for a competitive base salary to attract strong talent, an annual bonus to align and motivate all employees around near-term company targets, plus a long-term incentive plan that focuses senior management on strategic multi-year delivery and long-term value creation through share-based rewards.

Our annual bonus metrics are rigorously vetted and reflect the building blocks that support long-term value creation. We incorporate sustainability metrics into our corporate score card as environment, social and governance matters are a top priority of the Board. Strong safety and environmental performance are critical to maintaining a well-managed company. From our ongoing dialog with investors and other stakeholders, we know they share the importance we place on this topic. Starting in 2023, we have added an additional safety metric to our Company Scorecard.

We continue to drive environment, social and governance progress and have committed to reduce our Scope 1 & 2 GHG intensity by 50% by 2030 from 2019 levels. This goal was included in Ovintiv's annual incentive compensation program for all employees beginning in 2022. Due to the strength of our team and their commitment to innovation and continuous improvement, we are confident we can achieve these milestone reductions by focusing on efficiency and utilizing new technology. We are well on our way to reaching our target, having achieved a >30% reduction in Scope 1 & 2 GHG intensity at year end 2022 (benchmarked against 2019 results).

The long-term incentive awards tie to both total shareholder return and specific strategic milestones over a longer horizon. Executive compensation is substantially "at risk," plus the Board retains discretion to ensure our pay programs produce outputs that align closely with changes in shareholder value.

The HRC Committee believes that direct feedback from shareholders is an important part of the compensation-setting process. We regularly solicit feedback from shareholders as well as input from independent compensation advisors to maintain a competitive executive compensation program that attracts and retains top talent and encourages sustainable performance.

Our compensation program continues to evolve and the Board remains attuned to shareholder feedback, changing shareholder expectations and evolving market standards. Reflecting that feedback, the HRC Committee made several changes to the compensation program for 2021-22.

## 2022 Compensation Program Changes

The HRC Committee approved the following changes to our 2022 compensation program to strengthen the alignment of executive compensation with Company performance and shareholder experience and expectations. These changes are a result of Board engagement with shareholders and reflect the Board's compensation consultant's review of pay practices and programs across a broad range of industries.

### Annual Bonus Changes

- Approved more rigorous 2022 payout curves, which make above target payouts more difficult to obtain

### Long-Term Incentive Changes

- Added both the S&P 400 and SPDR S&P Oil & Gas Exploration & Production ETF (XOP) indices to our Peer Group to measure our performance against the general industry and a larger group of E&P peers
- All earned LTI awards were settled in shares of our common stock, creating stronger alignment to market practice and increasing employee share ownership

# CODES OF CONDUCT

Our Business Code of Conduct and Supplier Code of Conduct set clear expectations for our employees and business partners. Our codes outline how we do business and engage with each other and the community. They also affirm our commitment to integrity, ethical business practices, sustainable operations and regulatory compliance.

## We ...

## Pause

Does a situation make you uneasy? Are your instincts telling you something isn't quite right? Pause and consider how to approach the situation before making a decision.

## Think

Is the behavior unethical or illegal? Is the approach consistent with our values and culture? Would you be uncomfortable talking about how the situation was handled? What are the consequences?

## Act

Speak up! Ask questions and help make the right decision. Talk it through with leadership, Human Resources, the compliance team or contact our Integrity Hotline.

Our codes apply to Board members, employees, contractors and suppliers, and each of us has a responsibility to know and abide by the defined expectations outlined in these documents. We also expect our leaders to lead by example. A violation of our codes or related policies and practices will result in disciplinary action, including termination of employment or contract if appropriate.

As we continue to grow in a complex and ever-changing environment, we all will encounter difficult situations where the path forward may not be absolutely clear. Our codes and related policies help us navigate in the right direction as we make ethical decisions on behalf of our company.

Annually, employees formally commit to follow our code, acknowledging their understanding of and compliance with key policies. We provide regular in-person code and compliance training at all levels of our organization.

Every employee or individual working with us has a duty to report suspected or actual wrongdoing that is illegal or in violation of our code. We have several resources available for guidance or to report a concern – leadership, Human Resources personnel, our ethics and compliance team and our Integrity Hotline. We do not tolerate any form of retaliation including threats, discrimination or discipline against anyone who reports a concern in good faith or participates in an investigation.

Our Integrity Hotline is managed by an independent third party and allows for anonymous reporting of potential violations. Our ethics and compliance team follows up to conduct investigations for appropriate resolution. Management regularly reports hotline activities and compliance investigations to the Board's CRG Committee. Specific concerns are also reported to relevant committees, and the full Board is made aware of material items or investigations.

100% of Ovintiv employees recommitted to our Business Code of Conduct in 2022.

# CYBER SECURITY

Cyber threats are ever evolving, becoming more sophisticated in their tactics and techniques. We recognize the importance of continually improving our security and effectively managing the risks associated with using digital technology across our business.

By implementing cyber security standard requirements across our organization, we protect Ovintiv's digital assets from security breaches that could negatively impact our business, reputation, team safety, compliance record and the environment.

Our Cyber Security, Audit and Compliance, and Corporate Risk Management teams work together as a multi-disciplinary group. This group is tasked with developing and implementing processes and technologies that assess risk and recommending new technologies or changes to our existing assets. We measure our IT infrastructure and information security management system against the National Institute for Standards and Technology (NIST) cyber security framework. Based on a scorecard organized by the categories identify, protect, detect, respond and recover we determine any areas that require additional resources to mitigate cyber security risk.

We also conduct an annual digital penetration test with a third-party specialist and other auditors. This test simulates an "attack" on our computer system and processes to identify security weaknesses. We report the results of this test to our Board Audit Committee and initiate any necessary changes.



# POLITICAL ADVOCACY AND INVOLVEMENT

Constructive public policy engagement is important as it enables a dialogue between individual companies, industries and government, regardless of political affiliation, to achieve results-based policy outcomes.

Ovintiv actively participates in public policy development at the federal, provincial, state and local levels in the U.S. and Canada to support effective policies governing responsible energy development in North America. Ovintiv also engages with elected officials, regulatory agencies, legislative staff and the public to provide perspective on key issues and to advocate for reasonable public policy and regulatory frameworks.

Our federal lobbying filings in the United States can be found online with the U.S. Senate and the U.S. House of Representatives. Ovintiv also maintains active lobbying registrations in Oklahoma and Texas. In Canada, Ovintiv is registered with the Federal lobbyist registry and provincial lobbyist registries in Alberta and British Columbia.

## United States

- Federal
- Oklahoma
- Texas
- Utah
- Wyoming
- North Dakota

## Canada

- Federal
- Alberta
- British Columbia

## Our Approach to Effective Climate Change Policy

Meeting growing needs for safe, affordable, secure and reliable energy while addressing GHG emissions is a complex challenge for policymakers.

We support a transparent and practical approach to improved GHG emissions performance, where government policy defines goals but grants industry flexibility to develop effective, efficient and innovative solutions. Ovintiv partners with key stakeholders and industry peers to help inform regulatory development and encourage these actionable solutions

## Climate Change Policy Goals

- Drive meaningful GHG emissions reductions
- Promote innovation and actionable solutions
- Foster transparent partnership among key stakeholders
- Align economic, environmental and energy security needs



## Trade Associations

We support trade associations, public policy organizations and academic research initiatives to inform public dialogue on issues impacting Ovintiv and the oil and natural gas industry.

These organizations have multiple functions including direct advocacy, standards development, industry best practices creation and supporting the communities where we operate. They typically represent a diverse membership, both within the oil and natural gas sector and the broader business community.

Ovintiv is a leader in the policy development and advocacy of our trade associations, although their policy views and the views and strategies of their participating organizations, are not monolithic. We do not always agree with or support their policy positions but try to influence the result.

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## Organizations Supported in 2022

All organizations received more than US \$25,000

### United States

- American Exploration & Production Council
- American Petroleum Institute
- Bipartisan Policy Center
- Denver Metro Chamber of Commerce
- Independent Petroleum Association of America
- International Petroleum Industry Environmental Conservation Association
- National Association of Manufacturers
- National Petroleum Council
- North Dakota Petroleum Council
- Oklahoma Energy Resources Board
- Permian Basin Petroleum Association
- Permian Strategic Partnership
- The Petroleum Alliance of Oklahoma
- Texas Oil & Gas Association
- Utah Petroleum Association
- Western Energy Alliance

### Canada

- Business Council of Alberta
- Canadian Association of Petroleum Producers
- Canadian Gas Association
- Canadian Chamber of Commerce
- Positive Energy

## Political Donations

Ovintiv supports political organizations in the United States that support and/or advocate for the election of candidates, the passage of ballot measures, and public education campaigns that advance oil and gas policy. In Canada, corporations are prohibited from making political donations. In the U.S., we periodically give directly to candidates in jurisdictions where corporate contributions are allowed by law. Decisions to support political organizations and/or candidates are governed by our political giving policy and are aligned with our corporate strategy and energy policy.

Ovintiv also utilizes the Ovintiv USA Inc. PAC (OVV PAC) to pool voluntary contributions from eligible employees to directly give to candidates or political committees at the federal and state level in the United States that support energy initiatives. PAC contributions are bi-partisan and decisions are governed by a PAC Board of Directors, which consists of senior leaders from different corporate functions and office locations. The OVV PAC reports its activities in periodic public filings with the [Federal Election Commission](#) and the [Texas Ethics Commission](#). Listed below are the contributions by the OVV PAC to candidate and political committees in 2022.

*We commit to the highest ethical standards in our advocacy efforts. We follow applicable laws and regulations as defined by jurisdiction and we comply with our Business Code of Conduct and Political Activities Policy. Ovintiv discloses our political contributions and lobbying activities in accordance with local reporting and disclosure regulations.*

## Candidates and industry PACs supported by the OVV PAC:

### Federal Candidates

- U.S. Senator John Barrasso (R-WY)
- Adam Laxalt for U.S. Senate (R-NV)
- U.S. Senator Cynthia Lummis (R-WY)
- U.S. Senator Markwayne Mullin (R-OK)
- Joe O'Dea for U.S. Senate (R-CO)
- Mehmet Oz for U.S. Senate (R-PA)
- U.S. Senator Krysten Sinema (I-AZ)
- U.S. Senator JD Vance (R-OH)
- U.S. Representative Kelly Armstrong (R-ND)
- U.S. Representative Stephanie Bice (R-OK)
- U.S. Representative Liz Cheney (R-WY)
- U.S. Representative Dan Crenshaw (R-TX)
- U.S. Representative Henry Cuellar (D-TX)
- U.S. Representative John Curtis (R-UT)
- U.S. Representative Lizzie Fletcher (D-TX)
- U.S. Representative Vicente Gonzalez (D-TX)
- U.S. Representative Kevin Hern (R-OK)
- Barbara Kirkmeyer for Congress (R-CO)
- Jan Kulmann for Congress (R-CO)
- U.S. Representative Frank Lucas (R-OK)
- U.S. Representative Cathy McMorris Rodgers (R-WA)
- U.S. Representative August Pfluger (R-TX)

### Oklahoma Candidates

- Governor Kevin Stitt (R-OK)
- Commissioner Kim David (R-OK)
- State Senator Ally Seifried (R-OK)
- State Representative Jon Echols (R-OK)
- State Representative Marilyn Stark (R-OK)

### Texas Candidates

- RRC Commissioner Wayne Christian (R-TX)
- State Senator Charles Schwertner (R-TX)
- State Representative Craig Goldman (R-TX)
- State Representative Cody Harris (R-TX)
- State Representative Justin Holland (R-TX)
- State Representative Brooks Landgraf (R-TX)
- State Representative Eddie Morales (D-TX)
- State Representative Armando Walle (D-TX)

### Wyoming Candidates

- Gov. Mark Gordon (R-WY)

### Industry PACs

- AXPC PAC



# CLIMATE & TCFD

Established by the international Financial Stability Board, the Task Force on Climate-related Financial Disclosures (TCFD) identifies and suggests voluntary disclosures that help investors, lenders and insurance underwriters understand material risks.

TCFD structures its recommendations in four categories that represent core elements of how organizations operate: governance, risk management, strategy, and metrics and targets.

Ovintiv has been incrementally adopting the TCFD recommendations since 2018. We continue to strengthen our disclosures through enhanced climate policy scenario analysis and climate-related performance targets tied to our compensation program.

# TCFD PROGRESSION

## 2018

Disclosed how we identify, assess and manage climate-related risks

## 2019

Communicated additional governance around climate-related risks and opportunities

## 2020

Enhanced our climate scenario disclosure and potential impacts related to climate risks and opportunities

## 2021

Committed to publicly disclose and link climate-related performance targets to employee compensation

## 2022

Established a Scope 1 & 2 GHG intensity target tied to 2022 compensation while continuing to focus on improving our methane intensity

# GOVERNANCE

Our corporate governance framework allows us to effectively manage climate-related risks. The Ovintiv Board evaluates sustainability and environment, social and governance risks on a quarterly basis. Annually, the Board reviews and adopts the company's strategic plan, which considers risks and opportunities to our business, including all elements of environment, social and governance matters.



While several Board committees manage environment, social and governance risks and opportunities, our EH&S committee is responsible for environmental matters, including sustainability strategy and policy, risk identification and management, environmental compliance and climate change. This committee reviews and reports material environmental issues to the whole Board. Our Board is actively involved in company performance goal setting, including evaluating which environmental, social and governance goals should be tied to our employee compensation program.



# RISK MANAGEMENT

We integrate climate-related considerations into key business planning and risk management processes throughout the company.

As outlined in our Corporate Risk Management Policy, our Board is responsible for ensuring an effective risk management process is in place to identify, monitor and manage significant risks to our business and reputation.

Our enterprise risk management process and our environment, social and governance materiality assessment help identify and monitor any significant risks. Each quarter, we present risk reports to the Board with corresponding mitigation strategies.



## Potential Climate-Related Impacts to Our Business

### Carbon Tax

A carbon tax currently affects our Canadian operations, and we recognize that carbon taxes may impact our U.S. assets in the future. We account for an escalation of our Canadian carbon tax costs in our planning and budgeting processes. We also run scenarios to determine how a U.S. implementation would impact our costs structures.

### Operations

Severe weather events including hurricanes, fires and floods can impact our operations. We continue to identify and pilot new technology, equipment and processes to mitigate the physical risks of a changing climate.

### Commodity Prices and Capital Management

To better predict the risks associated with future commodity prices, including potential GHG reductions, our scenario planning utilizes a range of prices that represent varying levels of supply and demand for our products. This planning considers how our cost structure and capital efficiency could be impacted by factors such as the oilfield service market, carbon mitigation, new technologies, well design challenges and quality of future inventory.

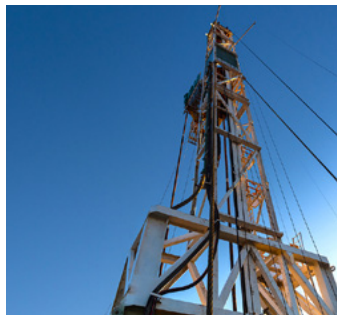
## Opportunities

We believe our corporate strategy and our focus on being a low-cost producer enables us to meet the challenges posed by current and future climate-related risks.

We aim to be the leading North American E&P by generating free cash flow and delivering superior returns both to our shareholders and on the capital we invest in our multi-basin, multi-product portfolio. By focusing on execution excellence, disciplined capital allocation, commercial acumen and risk management, our business can thrive across a variety of scenarios and deliver results in a socially and environmentally responsible manner.

### Flexibility

Our development portfolio is highly focused on short-cycle opportunities enabling us to maintain operational flexibility at both the asset and portfolio level. This allows for rapid conversion of capital into cash flow, and a high degree of agility in managing risk and responding to opportunities.



### Capital Discipline

In an evolving commodities market, we have continued our track record of demonstrating capital discipline while driving efficiency and lowering costs in every part of our business. We will continue to be a leading North American operator by strategically managing our supply chain and utilizing technology and innovation to responsibly develop our assets.



### Proven Experience

We have experience operating under carbon tax jurisdictions in Canada. Our corporate culture and structure promote knowledge sharing, and we expect to apply carbon tax learnings to our U.S. assets in the event of carbon tax regulation.



### Innovation

Our culture of innovation encourages us to utilize technology and operational efficiencies, particularly to drive free cash flow and emissions reductions. Ovintiv closely follows technology advancements and will continue to deploy equipment proven to be effective in reducing emissions.

# STRATEGY

Ovintiv's risk-informed business strategy incorporates key environment, social and governance issues that have the potential to affect our performance. We conduct our strategic planning and scenario analysis on an ongoing basis, considering the impacts of commodities pricing, carbon taxes, regulations and the potential long-term impacts of climate change.

This process incorporates insights from various contributors within the company, as well as external advisors and private commodity market analysis firms. We follow four interconnected and iterative workflows for our strategic planning.

## Ovintiv Strategic Planning Workflow

### Strategic Assessment

We incorporate the macro assessment findings in developing a strategic assessment and analysis to test the fitness of the current strategy and discuss potential pathways to deliver value to shareholders over the short and long term. This assessment is presented to, and discussed with, the executive leadership on at least an annual basis.

### Benchmark

Benchmarking is also incorporated in our strategic planning. We benchmark our strategic and competitive positioning against companies both within and outside of the E&P industry. This provides real-time intelligence and enhances our understanding of peer strategies, industry trends and business best practices.

### Macro Review

We conduct a macro analysis of both the business and industry environment focused on key trends, risks and opportunities with potential to impact our corporate strategy.

### Portfolio Evaluation

We conduct an internal assessment to evaluate the current state of our portfolio while considering potential opportunities to advance or enhance value through technological innovation and efficiencies, reduction of uncertainty and the optimization of resources. During this phase, a suite of individual asset development profiles is constructed or revised to test various scenarios and approaches to optimize long-term value creation.

## Climate-Focused Scenario Analysis

We consider climate-related risks throughout our corporate strategic planning and scenario analysis process. In conducting our scenario analysis, we utilized internal modeling supported in part by the International Energy Agency's (IEA) World Energy Outlook (WEO) to better understand the future patterns of a changing global energy system.

We used two of the scenarios included in the IEA's 2022 Outlook, each of which contain assumptions regarding future population, economic growth and hydrocarbon supply and demand.

**Stated Policies Scenario (STEPS):** Reflects current policy settings that are in place and have been announced by governments around the world

**Announced Pledges Scenario (APS):** Assumes that all climate commitments made by governments around the world will be met in full and on time

By using scenarios, we can evaluate a range of potential risks related to commodity pricing and emissions reduction structures. Specific to our portfolio, we test our current assets against potential future outcomes to determine where challenges and opportunities may exist. We also assess portfolio resiliency by comparing our assets' performance under different IEA price forecasts adjusted to the WTI benchmark against publicly available breakeven price assumptions per play. For this analysis, we also incorporate an escalating carbon tax up to \$200/T CO<sub>2</sub>e by 2050 in line with the IEA APS.

For the purposes of this analysis, we have included an Ovintiv Base Case Scenario to demonstrate the current competitiveness of our portfolio compared to IEA forecasted prices. The Ovintiv Base Case Scenario assumes holding crude and condensate scale at maintenance capital levels and is non-GAAP free cash flow positive after base dividend.

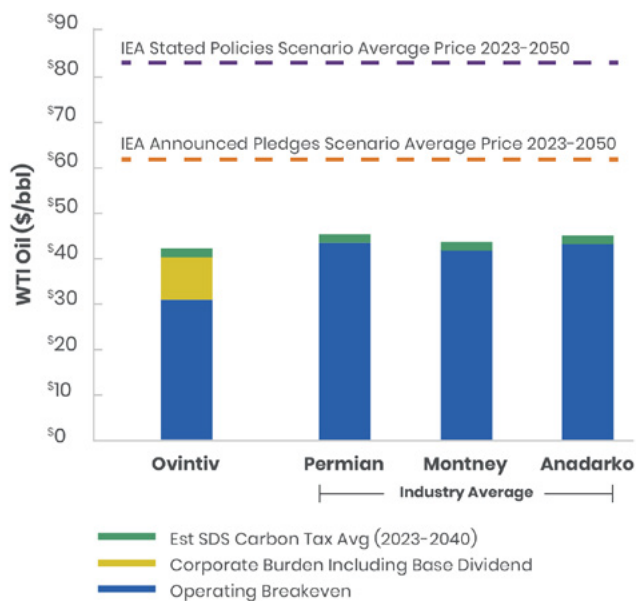
It is important to note that our analysis assumes a consistent break-even price. Ovintiv has a strong track record of knowledge sharing, adopting innovative practice and driving efficiencies through our business. We expect this performance to continue, further decreasing our break-even prices and increasing our portfolio resiliency.

In alignment with the SASB reporting recommendations, we tested our year-end 2022 reserves against the conditions outlined in the IEA's APS. The commodity pricing associated with the APS compared to the SEC trailing price forecast used for the year-end 2022 evaluation was lower. As a result, under the associated pricing and escalating carbon tax, the value of Ovintiv's SEC 1P reserves would be ~30% lower on a NPV10 basis due primarily to lower commodity pricing. However, the net present value of our future cash flows remains positive under the APS scenario, and we believe that our multi-basin, diversified product portfolio is well positioned to be resilient in a low-carbon scenario.

## Third-party basin average operating break-even

Our analysis confirms the resiliency of our portfolio under a range of possible future climate policy scenarios. Under all scenarios, we expect new well development to continue to yield an economic return as breakeven prices remain lower than forecast prices. Even with the implementation of an escalating carbon tax, our low-cost, short-cycle portfolio remains competitive.

### Significant Free Cash Flow Potential Across both of the IEA Scenarios





# METRICS AND TARGETS

Climate-related performance metrics have been included in our disclosures since we began sustainability reporting in 2005. Measuring our emissions profile provides visibility into which cost-efficient measures are most effective in reducing GHG emissions. We continue to improve both the reduction of our emissions intensity and the transparency of our reporting.

Our executive leadership team, with the support of our Board, continues to enhance our approach to climate and emissions disclosure. These enhancements include our Scope 1 & 2 emissions dashboards, which are used to inform our climate-related performance targets.

As part of our efforts to continue to drive environment, social and governance progress, we have committed to reduce our Scope 1 & 2 GHG intensity by 50% from 2019 levels by 2030. This goal was included in Ovintiv's annual incentive compensation program for all employees beginning in 2022. We have a proven track record of success exemplified by achieving our methane intensity reduction target in 2021, four years ahead of schedule.

Our purposeful climate targets drive meaningful improvements in our emissions performance, are integrated into our business performance management system and are transparent to our staff and external stakeholders alike.





# 2022 SUSTAINABILITY PERFORMANCE

## Sustainability Performance Metrics Table

At Ovintiv, we recognize the importance of transparency and communicating on our performance. We have a long history of disclosure, having published sustainability metrics since 2005 and are proud of our ongoing achievement in environment, social and governance matters.

## 2022 Performance Data Table

Metric	Formula/Unit	2022	2021	2020
<b>Company Profile (as of year end)</b>				
Capital Expenditure	\$ Million	1,832	1,519	1,736
Gross Annual Production	MBOE	251,251	251,510	257,685
Oil	MMbbls	48	51	55
Natural Gas Liquids	MMbbls	47	49	50
Natural Gas	Bcf	546	568	561
Total Debt	\$ Million	3,570	4,786	6,885
Net Debt to Adjusted EBITDA	Times	1	1	3
<b>Environment</b>				
<b>Air<sup>1, 2</sup></b>				
GHG intensity (Scope 1)	Metric tons (CO <sub>2</sub> e/Mboe)	13.5	15.3	17.9
GHG intensity (Scope 2)	Metric tons (CO <sub>2</sub> e/Mboe)	1.4	1.5	1.8
GHG intensity (Scope 1 & 2)	Metric tons (CO <sub>2</sub> e/Mboe)	14.9	16.8	19.6
Methane intensity	Metric tons (CH <sub>4</sub> /Mboe)	0.06	0.07	0.10
Scope 1 GHG emissions (gross annual)	Metric tons CO <sub>2</sub> e	3,392,284	3,851,893	4,607,622
Scope 2 GHG emissions (gross annual)	Metric tons CO <sub>2</sub> e	346,434	376,064	453,332
Total methane emissions (gross annual CO <sub>2</sub> e)	Metric tons CO <sub>2</sub> e	362,283	422,681	654,885
Total methane emissions (gross annual)	Metric tons	14,491	16,908	26,195
Methane as a percentage of scope 1 emissions	%	11%	11%	14%
Gross annual flare volume	MMscf	6,000	5,591	8,478
Gross annual vent volume	MMscf	563	617	1,085
Flaring and venting intensity	Gross flared and vented volumes/ Produced gas	0.37	0.40	0.70
GHG emissions attributed to boosting and gather segment	%	20%	20%	35%
Methane emissions attributed to boosting and gather segment	%	28%	28%	30%
Gas flared per Mcf of gas produced	%	0.4%	0.4%	0.7%
Volume of gas flared per BOE produced	Mcf/BOE	0.02	0.02	0.03
NO <sub>x</sub> emissions	Metric tons	17,393	16,621	18,249
SO <sub>2</sub> emissions	Metric tons	6,274	5,518	5,521
<b>Water</b>				
Total fresh water consumed	Thousand cubic meters	11,090	12,757	14,816
Total water consumed intensity	Total water consumed (bbl)/ Gross annual production (BOE)	0.41	0.48	0.52
Volume of produced water and flowback fluid generated	Thousand cubic meters	30,889	25,975	27,599
Volume of produced water and flowback fluid injected into injection wells	Thousand cubic meters	24,807	19,968	20,649
Volume of produced water and flowback fluid recycled	Thousand cubic meters	7,147	6,857	7,753
Hydraulically fractured wells for which there is public disclosure	%	100%	100%	100%
Regions with high or extremely high baseline water stress	% of OVV landbase	25%	20%	24%
Fresh water withdrawn	Thousand cubic meters	11,043	12,786	14,528
Fresh water intensity	Fresh water consumed (bbl)/ Gross annual production (BOE)	0.28	0.32	0.36
Recycled water (recycled produced water)	Thousand cubic meters	5,049	6,352	7,607
Water recycle rate	Recycled water (bbl)/ Total water consumed	0.31	0.33	0.36
Water discharged to land or surface water	Thousand cubic meters	189	116	75

Metric	Formula/Unit	2022	2021	2020
<b>Spills</b>				
Hydrocarbon spills greater than 1 bbl that reached the environment	#	19	20	37
Hydrocarbon spills greater than 1 bbl that reached the environment	bbl	299	174	590
Hydrocarbon spills recovered	bbl	135	122	486
Hydrocarbon spills impacting shorelines with ESI rankings 8-10 <sup>3</sup>	#	0	0	0
Hydrocarbon spills impacting shorelines with ESI rankings 8-10 <sup>3</sup>	bbl	0	0	0
Spill Intensity	Produced liquids spilled (bbl)/ Produced liquids (Mbbl)	0.02	0.03	0.04
<b>Waste<sup>4</sup></b>				
Nonhazardous liquid	m <sup>3</sup>	181,264	135,607	118,575
Hazardous liquid	m <sup>3</sup>	3,003	1,377	1,045
Nonhazardous solid	Metric tons	104,000	105,702	85,261
Hazardous solid <sup>5</sup>	Metric tons	4,898	142	83
<b>Fines</b>				
Significant fines or penalties related to the environment or ecology <sup>6</sup>	#	0	2	1
<b>Social</b>				
<b>Safety</b>				
Total recordable incident frequency rate (total workforce) <sup>7</sup>	Events X 200,000/Total exposure hours	0.19	0.15	0.19
Total recordable incident frequency rate (employees)	Events X 200,000/Total exposure hours	0.05	0.23	0.27
Total recordable incident frequency rate (contractors)	Events X 200,000/Total exposure hours	0.20	0.14	0.18
Lost-time injury frequency rate (total workforce)	Events X 200,000/Total exposure hours	0.04	0.04	0.03
Lost-time injury frequency rate (employees)	Events X 200,000/Total exposure hours	0	0	0.09
Lost-time injury frequency rate (contractors)	Events X 200,000/Total exposure hours	0.04	0.04	0.03
Lost time from incidents	#	9	7	7
Workforce incidents	#	42	29	39
Fatality rate (employees)	Events X 200,000/Total exposure hours	0	0	0
Fatality rate (contractors)	Events X 200,000/Total exposure hours	0.01	0	0
Fatalities (contractors)	#	2	0	0
Fatalities (employees)	#	0	0	0
EH&S training rate (employees)	Training hours provided/ Total number of employees	9.09	11.7	6.55
EH&S training rate (contractors)	Training hours provided/ Total number of employees	5.79	6.15	2.37
Motor vehicle incident rate	Events X 1,000,000/Total miles driven	0.08	0.06	0
Process safety event frequency <sup>8</sup>	Events X 200,000/Total exposure hours	0	0.03	0.01
<b>Community</b>				
Proved reserves in or near areas of conflict <sup>9</sup>	%	0%	0%	0%
Probable reserves in or near areas of conflict <sup>9</sup>	%	0%	0%	0%
Proved reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	%	0%	0%	0%
Probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	%	0%	0%	0%
Community spending	\$	\$2,546,780	\$2,019,519	\$946,247

Metric	Formula/Unit	2022	2021	2020
Charitable Donations	\$	\$1,502,657	\$1,135,460	\$1,284,919
<b>Careers</b>				
Total staff	#	1744	1713	1918
Women board members	#	3	3	2
Women in total workforce	%	30.9%	31.1%	29.8%
Women in management	%	32%	26.8%	26%
Women in senior leadership	%	21.8%	28.5%	27.3%
Women in executive leadership	%	50%	50%	43%
Voluntary employee turnover	%	5.9%	5.9%	3.7%
Employees unionized	#	0	0	0
% Minorities in Workforce	%	15.8%	14.8%	13.2%
Minority Employees	#	276	255	254
<b>NOTES</b> These metrics have been calculated using the best available data at the time of publication. Historic metrics are subject to change as we continuously seek to improve data management practices and methodologies as Ovintiv strives to provide a high level of transparency, consistency and accuracy 1. Intensity metrics calculated using gross production. Gross production is defined as the 8/8ths wellhead production for wells we operate before royalties and working interest adjustments (excluding divested assets). 2. Calculated using jurisdictional methodology or recognized industry standards 3. Per SASB reporting standard 4. Waste data is for Canadian operations only 5. The increase can mainly be attributed to major facility turn around work which included cleaning volatile waste from our largest process vessels 6. A significant fine is any fine or penalty exceeding \$10,000 USD. 7. Recordable injuries include fatalities, permanent total disabilities, lost work cases, restricted work cases and medical treatment cases 8. Definition of process safety was broadened in 2021 to include additional events 9. Per SASB definition of conflict areas				





## AXPC ESG Metrics Template

Reporting Company: Ovintiv  
Reporting Period: 2022

	2022	Additional Comments
<b>Greenhouse Gas Emissions</b>		
Scope 1 GHG Emissions (Metrics tons CO <sub>2</sub> e)	1,458,847	
Scope 1 GHG Intensity Scope 1 GHG Emissions (Metric tons CO <sub>2</sub> e)/Gross Annual Production as Reported Under Subpart W (MBoe)	11.33	
Percent of Scope 1 GHG Emissions Attributed to Boosting and Gathering Segment	14%	
Scope 2 GHG Emissions (Metrics tons CO <sub>2</sub> e)	258,998	
Scopes 1 & 2 Combined GHG Intensity (Scope 1 GHG Emissions (Metric tons CO <sub>2</sub> e) + Scope 2 GHG Emissions (Metric tons CO <sub>2</sub> e))/Gross Annual Production as Reported Under Subpart W (MBoe)	13.34	
Scope 1 Methane Emissions (Metric tons CH <sub>4</sub> )	6,191	
Scope 1 Methane Intensity Scope 1 Methane Emissions (Metric tons CH <sub>4</sub> )/Gross Annual Production - As Reported Under Subpart W (MBoe)	0.05	
Percent of Scope 1 Methane Emissions Attributed to Boosting and Gathering Segment	18%	
<b>Flaring</b>		
Gross Annual Volume of Flared Gas (Mcf)	2,769,005	
Percentage of gas flared per Mcf of gas produced Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Gas Production (Mcf)	0.78%	
Volume of gas flared per barrel of oil equivalent produced Gross Annual Volume of Flared Gas (Mcf)/Gross Annual Production (Boe)	0.022	
<b>Spills</b>		
Spill Intensity Produced Liquids Spilled (Bbl)/Total Produced Liquids (MBbl)	0.026	
<b>Water Use</b>		
Fresh Water Intensity Fresh Water Consumed (Bbl)/Gross Annual Production (Boe)	0.483	
Water Recycle Rate Recycled Water (Bbl)/Total Water Consumed (Bbl)	32.2%	
Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water stressed areas in your portfolio?	Yes	
<b>Safety</b>		
Employee TRIR # of Employee OSHA Recordable Cases x 200,000 / Annual Employee Workhours	0.09	
Contractor TRIR # of Contractor OSHA Recordable Cases x 200,000 / Annual Contractor Workhours	0.29	
Combined TRIR # of Combined OSHA Recordable Cases x 200,000 / Annual Combined Workhours	0.27	
<b>Supporting Data</b>		
	2022	
Gross Annual Oil Production (Bbl)	69,414,760	
Gross Annual Gas Production (Mcf)	355,970,982	
Gross Annual Production (Boe)	128,743,257	
Gross Annual Production (MBoe)	128,743	
Gross Annual Production - As Reported Under Subpart W (MBoe)	128,743	
Total Produced Liquids (MBbl)	228,999	
Produced Liquids Spilled (Bbl)	6,038	
Fresh Water Consumed (Bbl)	62,207,946	
Recycled Water (Bbl)	29,311,491	
Total Water Consumed (Bbl)	91,024,388	
Employee OSHA Recordable Cases	1	
Contractor OSHA Recordable Cases	35	
Combined OSHA Recordable Cases	36	
Annual Employee Workhours	2,236,025	
Annual Contractor Workhours	24,318,353	
Methodology	Actuals	
Annual Combined Workhours	26,554,378	

## 2022 Disclosures Index

Section	Website Location	SASB METRIC	IPECA METRIC
Overview	Highlights		CCE-4, CCE-5, CCE-7, SHS-3
	From the Chair and CEO	EM-EP-320a.1, EM-EP-320a.2	SOC-5, CCE-1, CCE-2, CCE-4, CCE-5, CCE-7, SHS-3
	Our Approach	EM-EP-320a.2	CCE-1, CCE-2
	History of Transparent Disclosure		CCE-1, CCE-2
	Sustainability Materiality Assessment		CCE-1, CCE-3
	UN Sustainable Development Goals		CCE-1, CCE-2, ENV-3, SOC-15
Environment	Highlights		CCE-2, CCE-4, CCE-5, CCE-7
	Emissions Measurement & Management	EM-EP-110a.3, EM-EP-320a.2, EM-EP-530a.1	GOV-2, GOV-05, CCE-1, CCE-2, CCE-4, CCE-5, CCE-7, ENV-5
	Emissions Reduction Initiatives	EM-EP-110a.3, EM-EP-530a.1, EM-EP-540A.2	GOV-2, CCE-1, CCE-2, CCE-3, CCE-4, CCE-5, CCE-7, ENV-5
	Operational Innovation	EM-EP-110a.3, EM-EP-530a.1, EM-EP-540A.2	GOV-2, ENV-5, CCE-2, CCE-3, CCE-4, CCE-5, CCE-6
	Water Stewardship	EM-EP-140a.1, EM-EP-160a.1	ENV-1, ENV-2, ENV-6, ENV-7, SHS-5
	Decommissioning & Reclamation	EM-EP-160a.1	ENV-8, SOC-10
	Biodiversity	EM-EP-160a.1, EM-EP-160a.3	GOV-2, ENV-3, ENV-4
	Waste Management	EM-EP-160a.1	GOV-2, ENV-7
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	Induced Seismicity	EM-EP-160a.1	GOV-2, ENV-7
Social	Highlights	EM-EP-320a.2	SHS-3, SOC_5
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	Community Investment	EM-EP-210b.1	SOC-9, SOC-13, SOC-15, SHS-2
	Indigenous Relations	EM-EP-210a.3	ENV-1, SOC-1, SOC-4, SOC-9, SOC-10
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	Supply Chain Management	EM-EP-320a.2, EM-EP-510a.2	GOV-3, SOC-2, SOC-14, SHS-1, SHS-2, SHS-6
	Careers and Employee Wellness	EM-EP-320a.2	SOC-4, SHS-2, SOC-7
	Human Rights	EM-EP-210a.3	GOV-2, GOV-3, SOC-1, SOC-2, SOC-3, SOC-4, SOC-8,
Governance	Highlights		GOV-1, CCE-1
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	Board of Directors	EM-EP-320a.2, EM-EP-540a.2	GOV-1, GOV-2, GOV-3, CCE-1
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	Codes of Conduct	EM-EP-510a.2	GOV-3, SOC-2, SOC-3, SOC-7, SOC-8, SOC-12
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	Strategy	EM-EP-530a.1, EM-EP-420a.4	CCE-1, CCE-2
	Metrics and Targets	EM-EP-110a.3	CCE-1, CCE-2, CCE-4
Performance	2022 Performance Data Table	EM-EP-110a.1, EM-EP-110a.2, EM-EP-120a.1, EM-EP-140a.1, EM-EP-140a.2, EM-EP-140a.3, EM-EP-160a.2, EM-EP-210a.1, EM-EP-210b.2, EM-EP-320a.1, EM-EP-510a.1, EM-EP-540a.1	CCE-4, CCE-5, CCE-7, ENV-1, ENV-2, ENV-5, ENV-6, ENV-7, SOC-4, SOC-5, SOC-6, SOC-7, SOC-9



# POLICIES

# Alcohol & Drug Policy

Ovintiv is committed to protecting the health and safety of all individuals affected by our activities and the communities in which we live and operate. The use of alcohol and drugs can adversely affect job performance, the work environment, as well as the safety of our workers and the general public.

This policy and its related practices apply to all employees engaged in company business whether working on or off our premises, or driving company-owned, leased or rented vehicles. Contractors and service providers are expected to develop and enforce alcohol and drug policies and practices that are consistent with, and in any case, meet or exceed the requirement of this policy and its related practices and agreements while conducting business for, or on behalf of, Ovintiv. Specific requirements for service providers are set out in the Service Provider Expectations Manual (SPEM).

To minimize the risk of unsafe or unsatisfactory performance due to alcohol or drugs, everyone must report fit for work and remain fit for work throughout their workday or shift and when on scheduled call.

The following are expressly prohibited while on company business or premises:

- Use, possession, distribution and/or offering for sale of any drug (i.e., any substance, whether legal or illegal, with potential to change or adversely affect how a person thinks, feels or acts).
- Unauthorized use, possession, distribution, and/or the offering for sale of beverage alcohol.
- Reporting for work under the influence of alcohol or drugs contrary to the company Alcohol & Drug Practices.
- The use and/or possession of prescribed medications not authorized for personal use.

However, the use of prescription or over-the-counter (OTC) medications is permitted in accordance with the terms of the company Alcohol & Drug Practices. This includes but is not limited to the use of prescription or OTC medications in circumstances where: (i) the medication is being used for its intended purpose and in accordance with physician/pharmacist/manufacture directions; (ii) the use of the medication does not adversely affect an employee's ability to safely work as per Ovintiv's Fitness for Work Practice; and (iii) the other requirements of the company Alcohol & Drug Practices are followed.

Investigation and testing procedures as set out in Ovintiv's Alcohol & Drug Practices may be used in support of this policy in appropriate circumstances. All company-wide testing procedures and limits will be in accordance with the U.S. Department of Transportation and the U.S. Department of Health and Human Services standards.

Ovintiv provides assistance by way of assessment, treatment, aftercare support, and resources for employees who have substance dependency issues. Employees who have concerns or are experiencing negative consequences associated with alcohol and drug use are required to disclose such problems to Ovintiv and are encouraged to seek assistance through Ovintiv's Employee and Family Assistance Program (EFAP), human resources, their personal physician or

appropriate community services before job performance is impacted or violations of this policy or its related practices occur.

Employees who disclose or seek assistance from Ovintiv regarding an alcohol or drug problem in accordance with this policy and related practices will not be subject to discipline, provided appropriate disclosure has been made or assistance sought before being identified for an alcohol or drug test. However, an employee's involvement in a rehabilitative program or seeking of assistance after an incident has occurred or after a demand for the employee to undergo testing under this policy and related practices will not prevent an employee from being disciplined or terminated. An employee's participation in EFAP or other assistance does not eliminate the obligation to meet satisfactory levels of job performance or to comply with this policy and its related practices.

Disciplinary action, up to and including termination of employment or services, will be taken where Ovintiv determines violations of this policy and/or its related practices have occurred, having regard to the circumstances. This policy and all related practices are subject to ongoing review and may be modified from time to time by Ovintiv in its sole discretion.

Last revised: October 2018



# Anti-Fraud Policy

Ovintiv is committed to protecting its reputation, information and assets from fraud. Fraud refers to any intentional act or omission designed to deceive Ovintiv or others to secure a benefit, and also includes fraud as defined by law.

This Policy applies to all individuals engaged in Ovintiv's business including all employees, contractors and directors. Contractors are expected to develop and enforce with their staff their own anti-fraud policies and practices that are consistent with this Policy.

Any individual who has knowledge of an occurrence of fraud, or suspects that a fraud has occurred, must immediately notify their leader, Human Resources Advisor or the Integrity Hotline. Leaders must immediately report such information to Legal - Ethics & Compliance. Retaliation will not be tolerated against any individual who reports a suspected fraud.

Ovintiv will investigate all fraud and suspected acts of fraud. Ovintiv is entitled to recover losses by any legal means, including court-ordered restitution, to recover losses from the offender or other sources.

Violations of this Policy may result in disciplinary action up to and including termination of employment or contract, as applicable. Violations of this Policy may also be a violation of the law and could result in civil or criminal penalties.

# Business Code of Conduct

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**About this Code**

This Code provides highlights from our policies, practices and protocols. Please refer to Ovintiv’s external and internal websites for these important documents and related resources.

# LIVING BY THE CODE

## SAFETY. INTEGRITY. RESPECT. TRUST.

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To excel in executing our strategy and achieving our vision of “making modern life possible for all,” we must strive to share, uphold and embody ethical and business principles that clearly set out how we do business, engage with each other and the community. Despite our differences—in geography, culture, language and business—we are united by the common principles in this Business Code of Conduct and a shared commitment to the highest standards of conduct.

We comply with and uphold all laws, rules and regulations which apply to our business in the countries in which we operate, including the requirements of applicable securities commissions, regulatory authorities and stock exchanges. But, for us, compliance with the law is not enough—we strive for more than that. Together, we are laying the foundation for a culture based on our values—of building a workplace we can all take pride in. Making ethical decisions builds our reputation and strengthens trust between each of us and our stakeholders.

As we continue to grow in a complex and ever-changing environment, we will all encounter difficult situations where the path forward may not be as clear. This Code and related policies and practices will navigate us in the right direction as we make ethical decisions and take accountability for maintaining integrity, transparency and compliance in every aspect of our work.

This Code applies to directors, employees and contractors. Each of us has a responsibility to know the Code and always abide by it. Our leaders are expected to lead by example and reflect what it means to “live by the Code.” A violation of the Code or related policies and practices will result in disciplinary action as appropriate, up to and including termination of employment or contract.

## ✓ WE ALWAYS

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### Pause

Does a situation make you uneasy? Are your instincts telling you something isn't quite right? Pause and consider how to approach the situation before making a decision.

### Think

Is the behavior unethical or illegal? Is the approach consistent with our values and culture? Would you be uncomfortable talking about how the situation was handled? What might the consequences be?

### Act

Speak Up! Ask questions and seek help to make the right decision. Talk it through with leadership, human resources, the compliance team or contact our Integrity Hotline.

## SPEAKING UP

We all have a duty to report violations or potential violations of the law, regulations or the Code. We strive to create an open environment where everyone is empowered to raise any concern or question about the law, ethics or the Code. We expect all concerns to be raised in good faith.

If you observe or are made aware of something that may be unethical or illegal—Speak Up! We have several resources available for guidance or to report a concern—leadership, human resources, the compliance team or our Integrity Hotline.

## NO RETALIATION

We do not tolerate any form of retaliation including threats, discrimination or discipline against anyone who reports a concern in good faith or participates in an investigation. Retaliation is a violation of our Code and the law. Any act of retaliation will result in discipline as appropriate, up to and including termination of employment or contract.

## RESPONDING TO CONCERNS

We listen to all concerns and take all reports seriously. We are committed to investigating all good faith concerns. Everyone is required to cooperate with investigations. Upon completion of an investigation, we will take all steps necessary to correct the situation, including disciplinary action up to and including termination of employment or contract, and will integrate proactive measures to prevent future issues.



### **Speak Up:**

We encourage you to speak to leadership, human resources or the compliance team ([ethics@ovintiv.com](mailto:ethics@ovintiv.com)). They are excellent resources for talking through any concern.



### **Integrity Hotline:**

This 24-7 confidential reporting service is operated by an independent third-party. It allows you to remain anonymous upon request. To reach our Integrity Hotline visit [www.ovintiv.ethicspoint.com](http://www.ovintiv.ethicspoint.com) or call toll-free in North America at [1.877.445.3222](tel:18774453222).



# 1. SAFETY

**WE PROTECT OUR ENVIRONMENT, OUR COMMUNITY  
AND THE HEALTH & SAFETY OF ALL AFFECTED BY OUR  
ACTIVITIES**

## Environment & Social Responsibility

Our approach to sustainability and social responsibility is a vital component of our engagement with our stakeholders. How we relate to our employees, our investors, the communities in which we operate and the public helps drive a thoughtful balance between economic growth, the welfare of society and the environment.

We are committed to achieving environmentally conscious performance throughout the entire lifecycle of our operations. Our approach to resource development continually focuses on innovation and efforts to minimize the impact on the environment. As stewards of the environment, we integrate environmental and social concerns into our planning and decision-making.

## Health & Safety

We are all accountable for keeping ourselves, each other, our community and the environment safe from harm. We believe that all workplace injuries, illnesses and incidents are preventable—if we can't do it safely, we won't do it at all.

From the office to the field, we strive to proactively identify and effectively control the risks in our operations and ensure our expectations are clearly communicated and observed by our employees, contractors, service providers and vendors.

We expect that everyone who works with us is fit for work. We provide a wide range of support and resources for our people to maintain their health and well-being.



### Remember:

A component of our Life Saving Rules program is a Stop Work program. Stop Work enables everyone involved in an operation the authority and responsibility to stop a task without retaliation if they observe a situation that could impact people's safety or damage equipment. If at any time a life saving rule is compromised, employees are trained to immediately engage the Stop Work program to prevent an incident.

## ✓ WE ALWAYS

- Comply with all applicable environmental, health and safety laws, regulations, codes and standards.
- Seek ways to minimize the impact of our activities on people, communities and the environment.
- Integrate environment, health and safety considerations in our planning and decision-making.
- Take Action—we do not ignore any perceived or actual safety issues.
- Focus on prevention and early identification of hazards.
- Show up fit to do our work.
- Maintain a workplace that is free of alcohol or drugs.
- Promote a culture of trust and open communication about safety issues.



### Learn More:

- Corporate Responsibility Policy
- Environment Policy
- Health & Safety Policy
- Alcohol & Drug Policy and Practices
- Weapons Practice
- Fitness for Work Practice
- Driver Distraction Practice

# 2. INTEGRITY

WE ACT ETHICALLY AND HONESTLY, HOLDING OURSELVES TO HIGH STANDARDS AND TAKING ACCOUNTABILITY FOR ALL THAT WE DO

## Conflict of Interest

Conflicts of interest arise when our financial interests or personal relationships conflict or appear to conflict with our professional responsibilities or Ovintiv's business interests. We must avoid these actual or perceived conflicts as they can erode trust within the company and harm Ovintiv's reputation. A conflict of interest exists when a relationship or activity may affect your judgment or ability to make decisions in the best interest of the company.

The key is transparency. We must disclose all potential, perceived and actual conflicts of interest as set out in our Conflict of Interest policy. Some situations that must be declared are: if a family member works for Ovintiv or a company we do business with; if we (or our family or friends) hold ownership or financial interest in a competitor, supplier, service provider or vendor company that may influence our objective decision-making (other than as a less than 1% shareholder of a publicly-traded company); if we own surface or mineral rights; or if we have outside employment.

### WE DO NOT

- Use our position or company resources to influence or provide personal benefit or monetary gain for ourselves, family or friends.
- Pressure co-workers into hiring vendors or suppliers with whom we have a personal relationship.
- Take opportunities that we discover through our position to benefit ourselves, family or friends.
- Accept gifts or take part in activities with external stakeholders which may appear to influence our business decisions.
- Seek or continue outside employment (including a personal business) that conflicts with our position at Ovintiv.

## GIFTS & ENTERTAINMENT

Business gifts or entertainment are intended to create goodwill and sound working relationships, but they can also impair or be seen to impair your objectivity, create an actual or perceived conflict of interest and negatively affect our reputation for fair dealing. Acceptance of a gift or entertainment must be associated with a business purpose, be of nominal value and infrequent. We must never allow these courtesies to influence our business decisions, create a sense of obligation or give the appearance of bias.

### WE ALWAYS ASK

- Is there a business purpose associated to the gift or entertainment?
- Is it of nominal value?
- Is it infrequent?
- Is it transparent?
- Is this something to be discussed with, or approved by, my leader?



#### Remember:

Check the Acceptance of Gifts practice for specific details on value and frequency.

## CORPORATE OPPORTUNITIES

Consistent with our Conflict of Interest policy and Securities Trading & Insider Reporting policy, we do not take advantage of business or investment opportunities discovered through the use of company assets, information or our position for personal gain or to compete with the company. We must bring forward all such opportunities that could advance Ovintiv's business.

## Prevention of Corruption

Soliciting, offering, accepting or paying bribes to obtain or retain business for a competitive advantage or for any other purpose is unethical, often illegal and is prohibited when conducting our business. Bribes are not just cash—they can be anything of value. We must also avoid situations where our judgment might appear to be influenced by such unlawful or unethical behavior. Giving or receiving gifts or entertainment of greater than nominal value can trigger serious reputational and compliance issues for us as individuals and for the company.

We must be especially careful when interacting with public officials and representatives of state-owned enterprises directly or through anyone acting on our behalf. We also must keep an accurate record of our interactions with foreign officials or representatives.



### What You Should Know:

- Anything of value includes things such as cash, gift cards, kick-backs, gifts, entertainment, loans, employment for friends and family, travel, facilitation payments, sponsorships, charitable donations, personal benefits or favors.
- Public officials include government officials and their immediate family, officers and employees of government departments, government-owned or controlled entities, candidates for political office, employees and officials of political parties or international organizations such as the United Nations.
- We must immediately report any requests for payment, bribes, facilitation payments or other improper incentives to the compliance team or through the Integrity Hotline.

## Securities Trading & Insider Reporting

There are rules and restrictions that apply to all of us when it comes to trading securities. Securities and insider reporting laws are complex and violations can result in severe penalties. Prior to engaging in any transaction of Ovintiv's or another company's securities, please refer to our Securities Trading & Insider Reporting policy.

Information is considered "undisclosed material information" when it could impact the market price or value of a company's securities if disclosed. You are considered an insider of a company when you receive or have access to undisclosed material information.

If you are aware of undisclosed material information about Ovintiv or another company, it would be unethical and illegal to buy or sell securities, including financial instruments, of that company. Similarly, you cannot advise anyone else to make an investment decision based on undisclosed material information. No one should have an unfair market advantage based on information you possess.

Trading of securities can only occur once the material information has been fully-disclosed to the public and at least one full trading day has passed following the disclosure of such information.

Certain individuals also are required to follow specific insider reporting rules due to their position or role within the company. These individuals are notified by the corporate secretary and receive additional training. In addition, our policies do not allow you to purchase any financial instrument which would potentially provide you with a profit if Ovintiv's share price should go down. If unsure about the application of our Securities Trading & Insider Reporting policy, please check with our corporate secretary.

### WE DO NOT

- Trade directly or indirectly in securities of Ovintiv if we have knowledge of undisclosed material information about Ovintiv.
- Make transactions in which you could make a profit if Ovintiv's share price goes down (selling short, selling a "call option" or buying a "put option").
- Tell or "tip" friends and relatives about any undisclosed material information.
- Take any of the actions above related to another company's securities whose undisclosed material information you learned about in the course of your work with Ovintiv.

## Disclosure

We must ensure the consistent, transparent, balanced, regular and timely public disclosure and distribution of material and non-material information relating to Ovintiv and its subsidiaries.

We also are required to provide full, fair, accurate, timely and understandable disclosure in reports and documents that are filed with securities commissions, stock exchanges, financial regulatory authorities and in other public communications. Only those who are designated as authorized spokespersons of the company may speak on behalf of Ovintiv. This includes any form of communication, including social media platforms.

## Fair Dealing

We always deal fairly with our customers, suppliers, contractors, industry and business partners, employees and all other stakeholders. We do not take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealing practice.

## Competition & Antitrust

We comply with all applicable competition and antitrust laws which are in place to prevent activities among competitors that could unfairly control the market and harm the consumer. We do not engage in activities that would reasonably appear to be an unfair trade practice, unreasonable restraint of trade or an attempt to use a dominant position to discourage competition.

### Examples of Anti-Competitive Activity:

- Bid-rigging
- Price-fixing
- Agreeing to divide up customers, territories or markets
- Misleading or false claims about competitors
- Giving unfair advantage to a bidder in a sealed bid process

Competition and antitrust laws are complex and vary from country to country. If you are unsure of the applicable laws or have questions about a situation that may give rise to competition and antitrust issues, contact the compliance team.

## WE DO NOT

- Discuss or agree with a competitor to divide territories, markets or customers.
- Discuss or agree with a competitor to boycott a certain service provider or vendor.
- Share specifics of price, market share or other information with competitors, service providers or business partners.
- Abuse our position in the market to discourage competition.
- Make misleading or untrue statements about our business.



### What You Should Know:

Agreements that violate antitrust laws do not need to be in writing—they can be informal—such as texts or verbal agreements.



### Learn More:

- Conflict of Interest Policy
- Acceptance of Gifts Practice
- Prevention of Corruption Policy
- Securities Trading & Insider Reporting Policy
- Disclosure Policy
- Competition & Antitrust Policy & Practice
- Confidentiality Policy

## Political Activities & Lobbying

We support employees participating in political activities such as getting involved with political parties, candidates or issues. When participating in such activities, it must be made clear that the engagement is in a personal capacity and not on behalf of Ovintiv. We must avoid 1) attributing personal political statements, views or affiliations to Ovintiv; 2) seeking reimbursement of political donations through Ovintiv; or 3) using a position with, or resources of, Ovintiv to serve personal political purposes.

Similar restrictions apply to lobbying activities. Lobbying involves communicating with public officeholders regarding legislative, regulatory or government processes and outcomes. Ovintiv complies with all applicable lobbying legislation and we are required to report specified lobbying communications with officers and employees of various levels of government or other public officeholders.

It is important to understand and follow our policies and practices regarding political and lobbying efforts, including who may participate in political activities on behalf of Ovintiv, who is authorized to lobby on behalf of Ovintiv and restrictions on political funding. Other than routine and ordinary business interactions with regulators, everyone is required to consult with our government relations team before engaging in any activities or communications with the government.



### Learn More:

- Political Activities Policy
- Lobbying Practice
- Social Media Practice



# 3. RESPECT

WE TREAT EVERYONE WITH DIGNITY,  
FAIRNESS AND RESPECT, AND SPEAK  
UP TO UPHOLD THESE VALUES

## Our Workplace

We embrace diversity, value unique perspectives of individuals and treat everyone with dignity and respect. Consistent with that, we are committed to making fair employment decisions. We strive to provide a work environment that is aligned with our focus on respect, innovation, teamwork and excellence.

We believe in maintaining a workplace that is free from discrimination, harassment and violence. Any behavior that interferes with work or creates an unsafe, offensive, intimidating or hostile work environment will not be tolerated whether it occurs on or off our premises, including informal settings and online. Any form of discrimination whether based on race, ancestry, color, ethnic origin, citizenship, religion, gender, sexual orientation, age, family status, disability, or any additional ground protected by law is strictly prohibited. We do not engage in or condone discrimination, harassment or violence.

### Examples of Inappropriate Behavior:

- Jokes about someone's race, gender, sexual orientation or cultural background—including where there may not have been an intent to belittle.
- Repeatedly shouting, yelling or using profanity at work.
- Unwanted physical contact or attention.
- Threatened or actual violence whether or not directed at an individual.
- Any behavior that could reasonably be interpreted by others as violent, offensive, intimidating or insulting.

### Our Responsibility

Speak up! We have an ethical and legal obligation to report instances of inappropriate behavior such as harassment or violence in the workplace. All reports will be investigated promptly. Report to leadership, human resources, the compliance team or through our Integrity Hotline.



#### Learn More:

- Respectful Workplace Practice
- Corporate Responsibility Policy
- Social Media Practice

## Privacy

We respect everyone's privacy and are committed to protecting all personal information that we collect, use and disclose in the course of conducting our business. Personal information refers to information about an identifiable individual (except business contact information used for business purposes). We comply with all applicable privacy laws and ensure appropriate safeguards are in place to maintain accuracy and confidentiality of personal information that the company holds or has control over, including any personal information of stakeholders or third parties entrusted to us.

### Our Responsibility

Immediately report any concerns about privacy. If you become aware of or suspect a violation of our privacy policies or practices, contact our privacy office, the compliance team or information security.



#### Learn More:

- Privacy Policy
- Privacy Breach Practice



#### Remember:

To protect confidentiality of personal information—it should not be shared with anyone, including colleagues or business partners, unless they have a clear business reason to know and you have authority to share it.

# 4. TRUST

WE BUILD AND MAINTAIN THE TRUST THAT OTHERS PLACE IN US—AND THAT WE HAVE FOR ONE ANOTHER

## EARNING TRUST

Trust is the most important quality to Ovintiv in its relationships with its stakeholders. Building and maintaining the trust that others place in us—and that we have for one another—is fundamental to our success. We earn trust by being truthful, delivering on our promises and upholding our commitments.

### Anti-Fraud

We must all ensure that Ovintiv's reputation, revenue, property, information and other assets are protected from fraud. Fraud is any intentional act or omission designed to deceive the company or others to secure a personal benefit. Speak up immediately if you are aware of or suspect fraud—no matter the size or value of the fraud. We will fully investigate any suspected acts of fraud and pursue every reasonable means to recover Ovintiv's losses.

#### Examples of Fraud:

- Padding or falsifying expense statements.
- Approving inflated or inaccurate invoices for a service provider or vendor, with the expectation of receiving a personal benefit from the them in return.
- Creating a fictitious company, then invoicing and approving invoices from that company in your role at Ovintiv.
- Manipulating financial results or operating data to misrepresent actual performance.



#### Learn More:

- Anti-Fraud Policy
- Employee Expense Practice

## Confidentiality

In the course of our work, we are regularly entrusted with information that should be treated as confidential. Confidential information may include information about Ovintiv's business, business partners, individual employees or other stakeholders. We treat all internal knowledge and information about our business as confidential, unless it has been previously shared through public disclosure. Confidential information also includes all non-public information that might be of use to competitors or harmful if shared.

We must take care communicating and handling confidential information. We always limit access to confidential information on a need-to-know basis to those who require it to do their job and are authorized to receive it. We do not disclose any confidential information unless specific authorization is given to do so or such disclosure is required by law.

#### Examples of Confidential Information:

- Acquisition or divestiture activity
- Technical data
- Operational plans
- Employee information
- Vendor rate sheets



#### Learn More:

- Confidentiality Policy
- Privacy Policy

# Acceptable Use of Information Systems & Company Assets

To protect our business, business partners and stakeholders, we must ensure that we use corporate assets only for legitimate business purposes and safeguard them from misuse, theft, waste, loss, damage, abuse or fraud. We also must protect intangible assets such as proprietary and confidential information.

## Examples of Company Assets:

- Physical—such as office equipment, records, materials, equipment, vehicles and tools.
- Electronic—including information system assets such as PCs, laptops, phones, printers, applications, servers and external storage devices. They also include digital communications assets, such as data, transmission systems, email, texts, instant messaging systems, internet connections, telephones and mobile phones.
- Intellectual property—such as patents, trademarks, trade secrets and copyrights.

Proper use of our assets includes responsible and respectful use of our information systems as set out in our policies and practices. While some reasonable personal use of company information systems may be allowed, there is no expectation of privacy on such systems and Ovintiv reserves its right to monitor its systems and networks. To protect our information systems, we must take precaution to prevent potential cyber risks. We always use approved networks and tools for communication and data management and follow all information security safeguards.

**Q:** Can I use my laptop to send personal emails?

**A:** Reasonable incidental personal use of company information systems is acceptable. Use must not violate company policies or practices or reduce productivity. Never install unapproved software or store any personal data on Ovintiv's network.



## Remember:

- Information is a valuable corporate asset. Do not discuss business in public places.
- Do not share your Ovintiv network account password with anyone or allow others to use your account.
- Use care in drafting and sending all communications, including texts. Think first about how it may be interpreted and the possibility for redistribution beyond your intended audience.
- Immediately report any cyber risks or incidents, such as improper access or theft, to information security or the compliance team.



## Learn More:

- Acceptable Use of Information Systems Practice
- Information Management Policy
- Ovintiv's Information Security intranet site
- Information Security Classification Practice
- Cybersecurity Practice
- Mobile Device Acceptable Use Practice
- Social Media Practice
- Facility Access Practice
- Travel Practice
- Employee Expense Practice
- Fleet Practice and Procedures

## Maintaining Books & Records

We must record and report information about our business honestly and accurately. This information is used to communicate transparently about our financial results and our operations. These reports fulfill our legal requirements and are used by stakeholders—including our business partners, employees, shareholders and the general public—to make important personal, business or financial decisions.

To ensure the accuracy of this information, we regularly review our business records and make and report corrections when needed. The reliability of this information also depends on each of us to report all good faith concerns about any accounting, auditing, disclosure matters or controls. If you suspect that a violation of the law or Ovintiv's policies and practices has occurred, report it confidentially using the Integrity Hotline.



### Remember:

- Follow controls and internal processes.
- Review documents and invoices for accuracy prior to approving.
- Do not create or relay documents which are false or misleading.



### Learn More:

- Records Management Practice
- Records Retention Schedule
- Disclosure Policy
- Information Security Classification Practice
- Data Lifecycle Management Practice

## Waivers and Amendments

Waivers of any provisions of the Code or its associated policies, practices and protocols will only be granted in exceptional circumstances. No waiver can contravene applicable law, rule, regulation or SEC requirement. In the case of executive officers and members of the Board of Directors, waivers can only be granted by the Board of Directors, or designated Board committee, and will be publicly disclosed as required by law or regulation. Waivers for other employees can only be granted by the General Counsel and must be fully-documented and filed with the assistant corporate secretary.

Effective Date: March 1, 2020





SERVICE PROVIDER

# EH&S Expectations Manual

v.5 January 2022



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## Revision Summary

### Revision History

Rev	Description	Date
4.2	Company name and template updated. Minor content updates throughout	29-Apr-2020
5	Added <a href="#">High Pressure Exclusion Zone</a> . Minor content updates throughout.	31-Jan-2022



## Safety Message

Safety is paramount at Ovintiv. It's a foundational value, built into every job.

We believe that we are all responsible for our own safety as well as the safety of those around us. If we can't do it safely, we will not do it at all. It's a commitment and passion reflected in the decisions we make every day.

As a partner in our success, we expect our service providers to have the same level of commitment to safety and ensure your company's work is performed in a safe, responsible manner consistent with Ovintiv's standards and practices.

Ovintiv's Stop Work Program is in place to enable anyone at any time the opportunity, and right, to stop any job where there is a recognized unsafe condition. We view the ability to Stop Work as a responsibility each of us have.

We strive very hard to provide a workplace free of recognized hazards. Our safety culture embraces the belief that all injuries are preventable and that we want all employees to return home to their families at the end of the day. Your commitment to these values is essential to each of us accomplishing these goals.

Best regards,



Greg Givens  
Chief Operating Officer



Kim Williams  
Vice President, EH&S/Reg Affairs/Security



# 1 Overview and Introduction

## 1.1 Purpose

This Service Provider Expectations Manual (SPEM) is intended to provide guidance to Ovintiv's service providers (and their subcontractors) regarding the mandatory environmental, health, and safety (EH&S) program requirements necessary to work at Ovintiv field locations. Service providers are expected to incorporate Ovintiv's requirements into their EH&S management system prior to commencing work under an Ovintiv agreement. Ovintiv's EH&S requirements are referenced in our service agreements and contracts and are binding.

This document replaces all previous versions of the Service Provider Expectations Manual and/or the Contractor Expectations Manual and is uncontrolled when printed.

Service providers are subject to the SPEM requirements, and are required to subscribe to ISNetworld (ISN), if any of the following apply:

- The company performs services onsite in the field (including one-person companies).
- The company hires subcontractors or third parties to perform work onsite in the field.
- The company is a subcontractor, consultant, or third party (anyone) hired by an Ovintiv service provider to perform work onsite in the field.
- The company trucks/transport to field locations and/or loads or unloads deliverables.
- The company is an air charter carrier performing field-based services (e.g., aerial photography).
- The company installs tagged equipment (e.g., pumps, compressors, vessels).
- The company installs bulk materials (e.g., pipe supply and install, concrete supply and placement).
- The company is an Ovintiv designated vendor managed contractor (VMC).

The term "service provider" includes, but is not limited to, a company's employees, consultants, contractors, and subcontractors. In addition, the term "workers, staff, or employees" is inclusive of subcontractors.

This document does not apply to offshore activities and operations.

## 1.2 Prequalification and Performance Management

One of the methods Ovintiv uses to strengthen its overall EH&S performance and reduce EH&S risk is through consistent service provider prequalification and performance management. To assist, Ovintiv uses a tool called ISNetworld (ISN). ISN is used to prequalify service providers and to collect and review the service providers' written EH&S programs, and other data, to ensure they meet Ovintiv and regulatory requirements.

Ovintiv has specific criteria for service providers required to have an ISN account. Ovintiv refers to these service providers as “ISN-Required”. To be qualified for work, all service providers must maintain a PASS grade in ISN. Conducting work with a FAIL grade may jeopardize the service provider’s ability to work for Ovintiv. Accountability for maintaining an Ovintiv acceptable grade within ISN lies solely with the service provider.

Ovintiv uses the ISN bulletin board and email distribution system to communicate health and safety program and training requirements, as well as EH&S alerts, advisories and bulletins. Service providers are expected to view the Messages section of ISN and activate all email alerts from Ovintiv.

Service providers subject to Ovintiv’s ISN prequalification (ISN-Required) shall:

- Maintain a current ISN subscription.
- Maintain current ISN contact information.
- Maintain a PASS grade; otherwise not be cleared to work on Ovintiv locations.
- Subscribe to applicable ISN notifications to ensure there are no lapses of scorecard requirements.
- Maintain yearly Total Recordable Incident Frequency (TRIF) for the USA, maintain quarterly Total Recordable Frequency rate (TRF) for Canada, and other related statistics as required on Ovintiv’s ISN scorecard.
- Upload applicable certificates of insurance.
- Upload applicable Workers Compensation Board (WCB) (Canada) or Experience Modification Rate (EMR) (USA) ratings.
- Read, acknowledge, and understand the Ovintiv’s SPEM. Service provider will upload a signed acknowledgement form into the client specific section of ISN.
- Ensure that the key points of Ovintiv’s expectations are reflected in their EH&S management system, which is communicated and adhered to by applicable workers and subcontractors, and that documentation of this communication is maintained.
- Upload and maintain required written EH&S programs. Service providers’ EH&S programs must be submitted through ISN RAVS for evaluation and scoring, which will then be verified by Ovintiv throughout the supplier lifecycle, with the intent of continuous improvement and consistent service provider EH&S performance management.
- Complete the Ovintiv Safety Culture Questionnaire.
- Complete any additional Ovintiv ISN scorecard requirements.

Site visitors are not required to be subscribed in ISN. Visitor status may be granted to non-operating personnel requiring access to Ovintiv field sites to attend meetings, classroom training, planning work, or participating in tours. Visitors must obtain approval before arriving on an Ovintiv field work site. Ovintiv site supervisors retain final authority over the presence of visitors on field work sites even if other parties have approved the visit. Site visitors always require an Ovintiv escort while at the work site to ensure their safety.

### 1.3 Ovintiv Core EH&S Programs

At a minimum, service providers and their subcontractors are expected to develop, implement and maintain all relevant EH&S programs and components listed in this document.

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**OVINTIV CORE:** The following programs are considered “core” programs and must be included in the EH&S management system/safety program of all service providers and their subcontractors regardless of the type of work performed:

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- [Management Commitment \(Core\)](#)
- [EH&S Verification and Audit \(Core\)](#)
- [Safety Training \(Core\)](#)
- [Alcohol and Drugs \(Core\)](#)
- [First Aid and Emergency Medical Services \(Core\)](#)
- [Fit for Duty; Fitness for Work \(Core\)](#)
- [Health Hazard Assessment and Control \(Core\)](#)
- [Personal Protective Equipment \(Core\)](#) and [Personal Gas Monitors](#)
- [Emergency Preparedness \(Core\)](#)
- [Emergency Response and Incident Management \(Core\)](#)
- [Fire and Explosion Hazard Management \(Core\)](#)
- [Hazard Assessment and Risk Management \(Core\)](#)
- [Pre-Job Safety Meetings \(Core\)](#)
- [Safe Vehicle Operations \(Core\)](#)
- [Hazard Assessment and Safe Work Permit \(Core\)](#)
- [Short Service Employees \(Core\)](#)
- [Materials and Waste Management \(Core\)](#)
- [Spill Prevention, Reporting and Management \(CORE\)](#)

These programs are based on general safety practices and principles, as opposed to being directly related to the type of work performed by service providers.

These programs will be populated in ISN under RAVS Requirements. Where ISN does not have a RAVS requirement for the above listed programs, service providers must still include them in their management systems. Ovintiv’s specific expectations for each of these programs are addressed in this document. Further program expectations may be included in ISN or within relevant regulations.

## **1.4 Written Program Exemptions**

Service providers are asked to select their work type(s) when completing an ISN profile. Work types are based on the work that the company is qualified or licensed to perform, not on the specific scope of work that may be performed for Ovintiv (and shall include the work type(s) of subcontractors).

The work type(s) selected in ISN determine the work-related safety programs that are required, in addition to the core programs above. Ovintiv-specific expectations for work-related safety programs are included in this document.

Ovintiv will not provide exemptions from written program requirements. It is each service provider's responsibility to make this determination and to provide adequate documentation as to why a written program does not apply, and to make this documentation available upon request.

## **1.5 Regulatory Disclaimer and Industry Standards**

The information in this manual is intended for general use and may not apply to every circumstance. It is not a definitive guide to all government regulations across the jurisdictions in which Ovintiv operates, and it does not exempt the service provider from its responsibilities under applicable regulations. Regulatory requirements supersede those of this document, except in the case where Ovintiv's requirements are more stringent.

Service providers shall know and comply with all applicable laws, regulations, codes, statutes, and any other regulatory requirements, as well as industry standard practices in the jurisdiction in which they work. Service providers shall define a process for identifying and complying with all applicable environmental, health and safety regulations, as well as communicating and making this process available to workers and subcontractors.

Ovintiv expects service providers to inform the Ovintiv site supervisor immediately if a service provider or one or more of its workers are approached or contacted by a regulatory agency or any member of the public, at any time regarding any aspect of work on an Ovintiv location.

## **1.6 Ovintiv Policies and Acknowledgements**

Ovintiv work sites and disciplines may have additional site- or scope-specific EH&S requirements that the service provider is expected to follow. These will be identified to the service provider during the contracting and planning phases of the work. Additional policies and practices service providers are expected to follow are located on the Current Suppliers page on Ovintiv's website ([www.ovintiv.com](http://www.ovintiv.com)), in the Expectations and Practices section.

If any doubt arises as to the meaning or interpretation of these requirements, or if any conflict is identified between service provider policies or practices and those of Ovintiv, service providers must consult with their Ovintiv site supervisor.

Ovintiv's SPEM is incorporated by reference into all master service agreements (MSAs). "Master service agreement" is a generic term that includes, but is not limited to master service agreement, master service and supply agreement, master transportation agreement, etc. Additional requirements may exist in service orders, blanket orders, purchase orders and other agreements and contracts.

**Appropriate disciplinary action, up to and including termination of agreements, will be taken based on the severity of the violation and individual circumstances for not following Ovintiv's policies.**

## 1.7 Management Commitment (Core)

---

**OVINTIV CORE PROGRAM:** Safety is a foundational value at Ovintiv and applies to everyone involved directly and indirectly in our activities. As such, it is expected that our service providers management is equally committed to safety.

The service providers EH&S management system/safety program must have an EH&S management commitment component that meets industry best practices and applicable regulations.

---

Service providers shall:

- Ensure adequate resources allocated to drive health and safety performance and excellence.
- Ensure clear direction and expectations through health and safety policies.
- Establish, monitor compliance with, and enforce EH&S responsibilities for every level of their organization including themselves.
- Engage and communicate with workers regarding EH&S performance standards and expectations by:
  - Being knowledgeable of the company EH&S management system and programs.
  - Demonstrating leadership by setting and achieving personal and companywide EH&S performance objectives.
  - Visiting field operations and participating in safety tours, inspections, safety meetings and campaigns.
  - Monitoring completion of the EH&S related corrective actions and continuous improvement objectives.
- Develop and implement such policies, practices, procedures, guidelines, training and other programs to effectively meet or exceed Ovintiv's EH&S requirements and ensure their subcontractors are held accountable for Ovintiv's policies, practices, procedures, guidelines, training and other programs.

## 1.8 Subcontractor Management

Service providers are responsible for the subcontractors they bring onto Ovintiv locations, including transportation companies. This section applies to those service providers that employ subcontractors to work on Ovintiv work sites.

Service providers who have Ovintiv MSAs, contracts, purchase orders, etc. are contractually responsible for prequalifying and managing any subcontractor that they choose to engage. The named recipient of a contract to provide services to Ovintiv will be held accountable to manage their subcontractors as per their own staff.

Service providers who utilize subcontractors must have a subcontractor management component in their EH&S management system/safety program that meets industry best practices and applicable regulations.

Service providers shall:

- Maintain and validate a list of selection criteria for subcontractors, which at a minimum must include:
  - WCB status and premium rate statements (Canada only).
  - EMR (USA only).
  - 3-year rolling Total Recordable Incident Frequency (TRIF) and other applicable injury/incident statistics.
  - Evaluation of subcontractor's workers training and competency requirements and records.
- Communicate Ovintiv's health and safety program requirements and evaluation of their capability to comply with the service provider's safety program.
- Include subcontractor's workers in orientations, hazard assessments, safety meetings, and pre-job meetings.
- Have a process for conducting subcontractor health and safety assurance on Ovintiv job sites.
- Have methods for taking responsibility for all subcontractor incidents, inspections, leading/lagging indicators, and all resulting corrective actions.
- Identify a list of all subcontractors in Ovintiv Safety Culture Questionnaire.
- Maintain all prequalification documentation and provide to Ovintiv for review upon request.
- Complete ISN's RAVS protocol for subcontractor management (if assigned).

## 1.9 EH&S Verification and Audit (Core)

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**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have a verification and audit component that meets industry best practices and applicable regulations.

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## Internal Audits

Service providers shall:

- Conduct periodic internal audits and inspections of its work sites, equipment, tools, and subcontractors, consistent with their own programs.
- Maintain records of these audits and inspections, making them available to Ovintiv upon request.

## Ovintiv Audits and Inspections

Service provider EH&S programs are initially evaluated by Ovintiv during the prequalification process by evaluating and scoring ISN entries, as well as other prequalification requirements.

EH&S performance of service providers is also verified in the field on a continual basis by Ovintiv operational and EH&S workers, in the form of spot checks and inspections.

Ovintiv also conducts formal EH&S audits on service providers to ensure the expectations communicated in this document are being adhered to through management system and associated written program implementation. Ovintiv may require service providers to submit their (and their subcontractor's) EH&S program and performance information to support Ovintiv's evaluation & verification activities (prequalification, audits, inspections, RAVS Plus, etc.).

Service providers are to provide full and diligent support for Ovintiv's auditing activities including site access, requested documentation, and availability of personnel for interviews to Ovintiv personnel or third parties operating on Ovintiv's behalf to conduct any health and safety evaluation or verification activity.

If selected to take part in an EH&S audit, the service provider is responsible for the following:

- Being readily available prior to, during and after the audit.
- Administration and logistics for the audit team including workspace, meeting space and access to field locations, operations and workers.
- Providing relevant EH&S documents and records to demonstrate conformance to the requirements listed in this manual.
- Addressing all corrective actions identified in the audit report.

## ISN RAVS Plus

Ovintiv participates in ISN's RAVS Plus program. ISN RAVS Plus is a records review of assigned RAVS-required written programs by trained ISN auditors. While service providers are not required to participate, Ovintiv encourages participation as a means of supporting continuous improvement. Ovintiv may award points to the ISN scorecards of service providers that take part in a RAVS Plus audit.

## Certificate of Recognition and Small Employer Certificate of Recognition (Canada Only)

The Certificate of Recognition and Small Employer Certificate of Recognition program is strongly encouraged for all service providers in Canada and is recognized within Ovintiv's ISN performance grading. Specific work groups or types within Ovintiv may require a certificate of recognition (COR) or small employer certificate of recognition (SECOR) to work for Ovintiv.

### **1.10 Firearms and Weapons**

Dangerous weapons include but are not limited to firearms of any type (i.e., shoulder weapons and handguns), archery bows, explosives, knives with a blade greater than 10 cm (4 in.), batons, electroshock devices (e.g., tasers, stun guns, etc.), martial arts instruments and chemical agents.

The possession and/or use of dangerous weapons on Ovintiv premises, which include but are not limited to leased or operated property, field locations, offices, buildings, parking structures, in vehicles or on aircraft, are prohibited without explicit written authorization from Ovintiv. This includes individuals licensed by a government authority. All requests for authorized possession of a dangerous weapon shall be submitted to and reviewed by Ovintiv corporate security, the operating area vice president, and will be evaluated in consultation with the EH&S vice president.

Service provider personnel who observe a person in possession of a dangerous weapon, as described above, on or in Ovintiv premises, shall immediately report the occurrence to an Ovintiv site supervisor or authority.

### **1.11 Courtesy Matters**

The Courtesy Matters® program is focused on respectful and courteous conduct in the communities and work sites where Ovintiv operates. The program is designed to minimize everyday disturbances that may occur in association with work activity. Being a good neighbor in the communities where Ovintiv personnel live and work requires that Ovintiv mitigates its impacts related to dust, noise, lighting, garbage and waste, traffic, gates, and road and lease activities. This program is a shared responsibility of all workers and demonstrates Ovintiv's commitment to respectful and responsible operations in the communities where it operates.

Courteous conduct is a prerequisite for maintaining Ovintiv's social license to operate. Courtesy Matters offers a benchmark for courteous behavior and reinforces Ovintiv's expectations for appropriate actions.

### **1.12 Life Saving Rules**

Ovintiv has adopted the International Association of Oil & Gas Producers and Energy Safety Canada's Life Saving Rules (LSRs). These rules establish a consistent approach to prevent serious injuries and fatalities. The opportunity to standardize LSRs across industry reduces rule confusion and increases Ovintiv's ability to deliver better safety outcomes. See Ovintiv's LSRs in [Table 1](#) below:

Table 1: Ovintiv's Life Saving Rules

 <p><b>Confined Space</b> <b>Obtain authorization before entering a confined space</b></p> <ul style="list-style-type: none"> <li>Confirm energy sources are isolated.</li> <li>Confirm the atmosphere has been tested and is monitored.</li> <li>Check and use breathing apparatus when required.</li> <li>Confirm there is an attendant standing by.</li> <li>Confirm a rescue plan is in place.</li> <li>Obtain authorization to enter (CSHA).</li> </ul>	 <p><b>Working at Height</b> <b>Protect yourself against a fall when working at height</b></p> <ul style="list-style-type: none"> <li>Inspect fall protection equipment before use.</li> <li>Secure tools and work materials to prevent dropped objects.</li> <li>Tie off 100% of the time to approved anchor points while outside a protected area.</li> <li>Ensure guard rails are in place.</li> </ul>	 <p><b>Work Authorization</b> <b>Work with a valid permit when required</b></p> <ul style="list-style-type: none"> <li>Confirm whether a permit is required.</li> <li>This HA/SWP is required for hot work and confined space entry (CSE).</li> <li>In addition to this HA/SWP, a separate CSE-specific hazard assessment is required for CSE.</li> <li>Ensure you are authorized to perform the work.</li> <li>Understand the permit.</li> <li>Confirm that hazards are controlled, and it is safe to start.</li> <li>Stop and reassess if conditions change.</li> </ul>	 <p><b>Energy Isolation</b> <b>Verify isolation and zero energy before work begins</b></p> <ul style="list-style-type: none"> <li>Identify all energy sources.</li> <li>Confirm that hazardous energy sources have been isolated, locked and tagged.</li> <li>Check that there is zero energy and test for residual or stored energy.</li> <li>Ensure isolation checklist is complete.</li> </ul>	 <p><b>Line of Fire</b> <b>Keep yourself and others out of the line of fire</b></p> <ul style="list-style-type: none"> <li>Position yourself to avoid: <ul style="list-style-type: none"> <li>Moving objects</li> <li>Vehicles</li> <li>Pressure releases</li> <li>Dropped objects</li> </ul> </li> <li>Establish and obey barriers and exclusion zones.</li> <li>Take action to secure loose objects and report potential dropped objects.</li> </ul>
 <p><b>Bypassing Safety Controls</b> <b>Obtain authorization before overriding or disabling safety controls</b></p> <ul style="list-style-type: none"> <li>Understand and use safety-critical equipment and procedures that apply to the task.</li> <li>Obtain authorization before: <ul style="list-style-type: none"> <li>Disabling or overriding safety equipment.</li> <li>Deviating from procedures.</li> <li>Crossing a barrier.</li> </ul> </li> </ul>	 <p><b>Driving</b> <b>Follow safe driving rules</b></p> <ul style="list-style-type: none"> <li>Always wear a seatbelt.</li> <li>Do not exceed the speed limit and reduce speed for road conditions.</li> <li>Do not use phones or operate devices while driving.</li> <li>Ensure you are fit, rested and fully alert while driving.</li> <li>Follow journey management requirements.</li> </ul>	 <p><b>Hot Work</b> <b>Control flammables and ignition sources</b></p> <ul style="list-style-type: none"> <li>Identify and control ignition sources.</li> <li>Before starting any hot work: <ul style="list-style-type: none"> <li>Confirm flammable material has been removed or isolated.</li> <li>Obtain authorization.</li> </ul> </li> <li>Before starting hot work in a hazardous area: <ul style="list-style-type: none"> <li>Confirm a gas test has been completed.</li> <li>Confirm gas will be monitored continually.</li> </ul> </li> </ul>	 <p><b>Safe Mechanical Lifting</b> <b>Plan lifting operations and control the area</b></p> <ul style="list-style-type: none"> <li>Confirm the equipment and load have been inspected and are fit for purpose.</li> <li>Only operate equipment that you are qualified to use.</li> <li>Establish and obey barriers and exclusion zones.</li> <li>Never walk under a suspended load.</li> </ul>	 <p><b>Fit for Duty</b> <b>Be in a state to perform work safely</b></p> <ul style="list-style-type: none"> <li>Ensure you are in an appropriate physical and mental state to perform assigned duties.</li> <li>Commit to not being under the influence of alcohol or drugs.</li> <li>Inform a supervisor immediately if you or a co-worker may be unfit for work.</li> </ul>

The Life Saving Rules apply at all times when carrying out work for Ovintiv or at Ovintiv locations. Ovintiv encourages all service providers to integrate these Life Saving Rules into their day-to-day tasks in the following ways:

- Pre-job planning.
- Safety meetings.
- Risk assessments.
- Observations and walkabouts.
- In the event of a stop work situation.

**Service Provider personnel who observe a Life Saving Rule being broken or compromised should *Stop the Job* if it is safe to do so.**

**This intervention may be the last chance to prevent a serious injury or fatality from occurring.**

It is crucial that service provider workers know and follow the Life Saving Rules when performing work for Ovintiv or when working on an Ovintiv site. Ovintiv understands that service providers may already have their own versions of Life Saving Rules. Ovintiv fully supports service providers' adherence to their safety standards, as long as these standards align with Ovintiv's.

Failure to comply with the Life Saving Rules when performing work for Ovintiv or when working on an Ovintiv site will be fully investigated and work activity will be suspended until corrective actions are developed and implemented. A service provider found to have knowingly violated the Life Saving Rules will potentially be the subject of a review disciplinary action, up to and including **termination of the MSA**.

### **1.13 Security and Security Investigations**

Service providers are responsible for immediately reporting any security incidents (e.g., theft, trespassing, vandalism or destruction of property, illegal dumping, fraud, conflicts of interest, disobeying the dangerous weapons policy, threats, etc.) to an Ovintiv site supervisor. Ovintiv reserves the right to conduct reasonable suspicion searches or inspections of people or property at any time, at its discretion, and with or without notice. Such searches may include personal effects and vehicles if they are on or in Ovintiv premises.

## 2 Safety Training and Competency Management

Service providers must fulfill minimum training and orientation requirements prior to beginning work on Ovintiv locations. Service providers have the responsibility to provide appropriate instruction and training to ensure that their employees and subcontractors are competent to perform their jobs safely. The service provider is responsible for providing safety and job specific training for its workers, unless otherwise stated in their Ovintiv contract or agreement.

The cost of training delivered by third parties is the responsibility of the service provider. Service providers whose business is based in one country but provides services in another country are required to meet the training, orientation and competency management requirements for the country in which the work will be performed.

### 2.1 Safety Training (Core)

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**OVINTIV CORE PROGRAM:** All service provider's EH&S management system/safety programs must have a safety training and competency component that meets industry best practices and applicable regulations.

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Service providers shall also:

- Develop a matrix or table that meets Ovintiv requirements for basic health and safety training.
- Establish and maintain a training matrix, which reflects the health and safety orientations and training programs required to be completed by service provider workers and subcontractor workers.
- Document certification, training and on-the-job training required and received by their workers and subcontracted workers.
- Provide proof of individual training records upon request.

The minimum safety training requirements for Canada/USA are identified in Table 2 below:

**Table 2: Minimum Safety Training Requirements**

Topic	Required in		Comments
	Canada	USA	
Safety Orientation	yes	yes	See Safety Orientation (Section <a href="#">2.2</a> ) for details.
General Safety Awareness: <ul style="list-style-type: none"> <li>Minimum of 10 hours training</li> <li>One-time training</li> <li>OSHA 10 – can use OSHA 510 (Construction) or OSHA 511 (General Industry) depending on services provided</li> </ul>	no	yes	Satisfied through one of the following: <ul style="list-style-type: none"> <li>OSHA 10</li> <li>OSHA 5810</li> <li>PEC SafeLand USA</li> <li>IADC Rig Pass</li> </ul>
H <sub>2</sub> S <ul style="list-style-type: none"> <li>H<sub>2</sub>S Alive® (Canada)</li> <li>H<sub>2</sub>S Certification (USA)</li> </ul>	yes	yes	
WHMIS	yes	no	See Transport Canada's Guidelines for Training Criteria for more information.
First aid, CPR, AED	yes	yes	<ul style="list-style-type: none"> <li>Minimum of one crew member per work location</li> <li>Renewal varies depending on accrediting organization</li> </ul>
Bear Awareness	yes	no	Required for service providers working in areas where bears may be present.
Detection and Control of Flammable Substances	yes	no	<p>All workers utilizing a personal gas monitor or who will be using gas detection equipment must have basic level training indicated within the Energy Safety Canada.</p> <p><a href="#">Fire and Explosion Hazard Management (FEHM) Program Development Guide</a></p>
Ovintiv Electrical Safety Orientation	yes	yes	<p>To be completed by the service provider's electrical supervisor, manager and/or director to acknowledge their understanding of the Ovintiv employer requirements for electrical related work.</p> <ul style="list-style-type: none"> <li>Delivered via ISN</li> </ul>
Ovintiv Ground Disturbance Orientation	yes	yes	<p>To be completed by workers performing ground disturbance activities.</p> <ul style="list-style-type: none"> <li>Delivered via ISN</li> </ul>
Ovintiv site-specific safety orientation	yes	yes	<ul style="list-style-type: none"> <li>Contact an Ovintiv site supervisor to schedule. See <a href="#">Site-Specific Orientation</a></li> <li>Must retake orientation if conditions change or new hazards are identified at the work site</li> </ul>
Transportation of Dangerous Goods (TDG)	yes	no	Workers that coordinate the shipping, handling, and/or transportation of dangerous goods.



## 2.2 Safety Orientation

Workers are required to complete a safety orientation prior to performing work at any Ovintiv operations site, and must show proof of completion when asked.

- In Canada, the Energy Safety Canada's common safety orientation (CSO) is required.
- In the USA, Ovintiv's general safety orientation for service providers (GSOSP) is required.

The CSO is available through third-party providers, while the GSOSP is delivered through ISN.

To access GSOSP, service providers must create a user account in ISN for each person who will be working on Ovintiv field sites, including all subcontractors. The orientation may then be assigned to each worker through their individual profiles.

## 2.3 Supplemental Training Information (Canada)

Workers with certification in one jurisdiction may be considered to meet the minimum provincial requirements (i.e., provincial equivalency) of another jurisdiction in the following cases:

- Alberta (AB): If the worker has current first aid certification from an agency that is appropriate in another Canadian jurisdiction, it is automatically recognized in Alberta, provided the workplace first aider is competent in applying the legal requirements for first aid in Alberta.
- British Columbia (BC): If the worker's Alberta training certificate contains either the word "industrial" or "workplace", it is accepted as equivalent.

## 2.4 Site-Specific Orientation

Service providers entering an Ovintiv work site for the first time must receive a site-specific orientation from the Ovintiv site supervisor. If work site conditions change or new hazards are identified, individuals must have the site-specific orientation updated before entering the work site.

# 3 Occupational Health and Industrial Hygiene Programs

The service provider's EH&S management system/safety program must have an occupational health and industrial hygiene component that meets industry best practices and applicable regulations.

The service provider's program must also address requirements identified in the following sections.

### 3.1 Alcohol and Drugs (Core)

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**OVINTIV CORE PROGRAM:** Ovintiv prohibits the use, possession, distribution and sale of illegal drugs, drug paraphernalia and alcoholic beverages as well as the misuse of prescription and over-the-counter medications on or at its work locations. This includes substances which may be legal in some states or provinces but is still prohibited by federal law or Ovintiv policy.

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Service providers are expected to:

- Develop and enforce alcohol and drug policies and practices that are consistent with Ovintiv's own policy and its related practices and agreements while conducting business or providing services for, or on behalf of, Ovintiv.
- Provide proof of their applicable alcohol and drug policies and practices upon request by Ovintiv.
- Cooperate with audits of those policies and practices as required to ensure consistency with Ovintiv's policies and practices.

Service providers are responsible for enforcing the requirements of their alcohol and drug programs among their employees, subcontractors and workers who do business or who work on Ovintiv premises.

Failure to have an acceptable policy and practice, or failure to take actions in accordance with applicable policies and practices, may result in termination of the service provider's agreement for services with Ovintiv. For further details on service provider responsibilities and specific USA and Canada requirements, see the Current Suppliers page on Ovintiv's website ([www.ovintiv.com](http://www.ovintiv.com)).

Ovintiv expects service providers to prohibit any worker from entering or remaining on an Ovintiv work site while his or her ability to work is affected by alcohol or drugs, including prescription and over-the-counter medications. Any service provider worker found in violation of this requirement, or who refuses to cooperate with searches and tests included in this program or the service provider's policy, shall be removed by the service provider from Ovintiv property, and barred from performing work for Ovintiv at any time in the future. See [Fit for Duty; Fitness for Work \(Core\)](#) for additional information.

On property owned or leased by Ovintiv, Ovintiv reserves the right to search or inspect service providers' workers and property at any time, at Ovintiv's discretion and with or without notice. Such searches may include personal effects and vehicles. Ovintiv routinely conducts canine drug and alcohol detection scans at its work sites.

Service provider workers directly involved in an EH&S incident or near hit may be subject to a drug and alcohol test for determining whether the worker was fit for duty at the time of the incident or near hit.

## USA-Specific Alcohol and Drug Requirements

Service providers must be enrolled in an Ovintiv-approved drug and alcohol consortium. Service providers can choose to have their current consortium audited by TPS Alert or utilize DISA Global to fulfill the consortium requirements. It is the service provider's responsibility to keep its worker rosters updated and to ensure employees are current on random tests. New service provider workers will not be allowed to perform work on Ovintiv work sites until their initial pre-employment drug test has cleared as negative. Any service providers found to be in violation of this policy will be required to leave the location. At all times, service providers' testing forms shall be kept on location or at a nearby collection site or clinic in sufficient quantities to test their site crews.

### 3.2 First Aid and Emergency Medical Services (Core)

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**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have a first aid and emergency medical services component that meets industry best practices and applicable regulations.

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The service provider's first aid and emergency medical services program must:

- Ensure at least one crew member per crew per shift is first aid and CPR certified.
- Ensure first aid supplies are readily available.
- Ensure first aid kits are adequate for the job and are inspected periodically to ensure they are adequately stocked.
- Include preparations for transportation to the nearest health care facility in the event of an incident.
- Ensure emergency eye wash equipment is readily available if chemical hazards are present.

Medical service providers must be aware of any controlled products on the work site (i.e., as identified on safety data sheets) and ensure appropriate first aid treatment and facilities for the controlled products are in place.

### 3.3 Fit for Duty; Fitness for Work (Core)

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**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have a fit for duty component that meets industry best practices and applicable regulations.

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Fitness for work applies to workers on schedule or on call for Ovintiv, on Ovintiv premises, and during all business activities undertaken during Ovintiv's operations, whether conducted on or off company premises.

Ovintiv considers workers unfit for duty if injury, illness, physical or psychological health issues, fatigue or the use of drugs or alcohol could result in a reduced ability to perform work safely or effectively.

The service provider's fit for duty program must:

- Ensure employees are physically capable of performing their job functions.
- Require drug and alcohol screening for pre-employment, post-incident or reasonable suspicion, as prescribed by the host facility.
- Include monitoring employee activities and behaviors to determine if employees should be removed from the work site.
- Require workers to notify their supervisors if their ability to perform their duties safely may be impacted due to a health issue; examples include, but are not limited to, while taking medication (either prescription or over the counter), fatigue, use of drugs or alcohol or when suffering from physical or psychological conditions.
- Develop, enforce and comply with fitness for work practices that are consistent with Ovintiv's Fitness for Work Practice on the Current Suppliers page on Ovintiv's website ([www.ovintiv.com](http://www.ovintiv.com)) in the Expectations and Practices section.

### 3.4 Health Hazard Assessment and Control (Core)

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**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have a health hazard assessment and control component that meets industry best practice and applicable regulations.

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Service providers must also:

- Communicate chemical, physical, ergonomic, indoor air quality, and biological hazard control procedures to affected workers.
- Create and implement exposure control plans for the following hazards if encountered on site:
  - Benzene
  - Heat and cold exposure
  - Noise
  - Naturally occurring radioactive materials (NORMs)
  - Silica
  - Bloodborne pathogens
  - Hydrogen sulfide (H<sub>2</sub>S)
- Not bring a hazardous chemical to, or utilize a hazardous chemical on, an Ovintiv work location unless that material was expressly approved for use by Ovintiv.
- Submit an accurate inventory of all chemical, physical, and biological hazards on site to the Ovintiv site supervisor, whenever necessary.

### 3.5 Personal Protective Equipment (Core)

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**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have a personal protective equipment (PPE) component that meets industry best practice and applicable regulations.

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Service providers must also:

- Wear, inspect, adjust, store and care for PPE and personal gas monitors in accordance with manufacturers' recommendations.
- Replace existing PPE with new and/or like-kind PPE, when the condition of existing PPE renders it no longer effective.
- Provide appropriate training for their workers and subcontractors for the selection, use, inspection, care and maintenance of PPE.

At a minimum, Ovintiv requires the following PPE to be worn on site, that meets or exceeds regulatory minimum requirements.

### Fire Retardant Clothing

Fire retardant clothing (FRC) must provide full-body coverage with reflective strips.

In Canada, FRC must meet or exceed the requirements in:

- NFPA 2112, Standard on Flame-Resistant Clothing for Protection of Industrial Personnel Against Short-Duration Thermal Exposures from Fire.
- CGSB 155.20, workwear for protection against hydrocarbon flash fire and optionally steam and hot fluids.

In the USA, FRC shall meet or exceed the requirements in NFPA 2112.

### Hard Hats

Hard hats shall comply with ISEA Z89.1-2014, American National Standards for Industrial Head Protection.

Ovintiv's minimum requirement is a Type I, Class E hard hat. Metal, fiberglass and Stetson-style hard hats may not be worn at Ovintiv locations or on Ovintiv work sites. Head protection must be chosen to mitigate or control identified hazards, in the same manner as helmets for off-road vehicle use.

### Safety Footwear

In Canada, safety footwear must comply with CSA Z195, guideline for selection, care, and use of protective footwear. It must also:

- Have either of these visible designs:
  - Green triangle.
  - Omega symbol.
  - Be oil and acid resistant.
  - Extend up the leg a minimum of 6 in.

In the USA, foot protection must comply with:

- ASTM F2412, Standard Test Methods for Foot Protection.

- ASTM F2413, Standard Specification for Performance Requirements for Protective (Safety) Toe Cap Footwear.

Protective footwear must extend above the ankle when worn according to manufacturer recommendations. It is also recommended that footwear have an electrical hazard (EH) rating.

### Eye and Face Protection

Safety eyewear must be worn by service provider workers while at Ovintiv locations or on Ovintiv job sites. All safety eyewear must be applicable to the task undertaken and hazards encountered.

- In Canada, safety eyewear must meet CSA Z94.3, eye and face protectors.
- In the USA, safety eyewear must comply with ISEA Z87.1, American National Standard Occupational and Educational Personal Eye and Face Protection Devices, and be marked as such.

Service provider workers who wear prescription eyewear may either wear safety eyewear over top of their prescriptive glasses, if the safety eyewear is designed to fit in that manner, or may wear prescription eyewear with side shields.

### Hand Protection

Hand protection is required where there is a likelihood that hazards may lead to hand injury. Workers are responsible to assess, identify and control hand hazards prior to completing the task. Service provider must evaluate and assign gloves specific to the hazards of the task.

### Chemical Suits and Aprons

Body protection from chemical and biological hazards is required when there is a reasonable likelihood that the hazardous agent will encounter the body of the worker. Refer to the safety data sheets of the chemicals in use for the appropriate PPE.

### Hearing Protection

Appropriate hearing protection devices are required in areas in accordance with:

- Signage at Ovintiv locations.
- Measured noise levels between 85 dBA and 104 dBA.
- Hazard Assessment and Safe Work Permit (HA/SWP) requirements.
- Applicable regulations and standards.

Double hearing protection and signage is required at or over 105 dBA.

### Respiratory Protection

All respirators must conform to standards set forth by the National Institute of Occupational Safety and Health (NIOSH) and be NIOSH-certified.



The use of SCBA/SABA is required under the following conditions:

- Atmospheres with less than 19.5% oxygen (deficient).
- Atmospheres with greater than 23% oxygen (enriched).
- Atmospheres with immediately dangerous to life or health (IDLH) levels; IDLH conditions may require additional controls.
- Unacceptable atmospheres where air purifying respirators (APRs) cannot be used such as for methanol or H<sub>2</sub>S.
- Atmospheres above the maximum use concentration (MUC) of APR.
- Unknown atmospheres.

Air purifying respirators (APRs) can only be used under the following conditions:

- Atmospheres with oxygen levels between 19.5% and 23%.
- Atmospheres containing contaminant concentrations above exposure limits but below the IDLH or MUC.

Compressed breathing air must be of good quality and conform to the following standards:

- In Canada: CSA Z180.1, compressed breathing air and systems.
- In the USA: CGA G-7.1, Commodity Specification for Air.

Compressed breathing air shall be recharged and tested every six months.

## Other

Additional PPE may be required, based on the nature of the work to be performed, as identified in the HA/SWP or risk assessment. Service provider workers must utilize PPE that meets or exceeds regulatory or Ovintiv's PPE requirements based on contract, task needs, PPE assessment and/or safety data sheet requirements.

During the HA/SWP process, hair, jewelry and loose clothing that could potentially cause an incident during operations shall be identified, and removed or controlled. The service provider shall enforce a policy requiring workers to tie back, contain or cover excess hair when working around moving equipment. Jewelry, including rings and watches, shall be removed if wearing them interferes with the protection offered by PPE, or if they have the potential to cause an incident during the work or job task.

## 3.6 Personal Gas Monitors

At Ovintiv work sites that can have a risk of exposure to an explosive or hazardous atmosphere, the minimum gas sensor requirements are:

- Hydrogen sulfide (H<sub>2</sub>S)
- Carbon monoxide (CO)
- Lower explosive limit (LEL)
- Oxygen (O<sub>2</sub>)

Personal gas monitors shall be:

- Worn unless an Ovintiv-approved risk assessment determines that they are not necessary.
- Worn in the personal breathing zone (i.e., within 30 cm (1 ft.) of the face).
- Intrinsically safe.
- Set to meet or exceed regulatory guidelines.
- Bump tested and calibrated, at a minimum per manufacturer recommendations.

**Service providers are expected to immediately evacuate a work site should their personal monitor alarm, or the facility's alarm, sound.**

## 4 Safety Program Requirements

### 4.1 Bear Management (Canada only)

Service providers working in areas where bears may be present must undergo bear awareness training as described in [Safety Training \(Core\)](#).

All bear activity on or near active Ovintiv work sites and any use of bear prevention tools (e.g., bear spray, bear bangers, air horns, etc.) must be reported to the Ovintiv site supervisor.

### 4.2 Confined Space and Permit-Required Confined Space

All CSE work at Ovintiv sites, whether in Canada or the USA, will be authorized using the safe work permitting system. Service providers must comply with the provisions of Ovintiv's confined space permit. Entering a confined space associated with a work activity is considered a high-risk task.

If the service provider's work includes confined spaces or permit-required confined spaces, then the service provider's EH&S management system/safety program must include a confined space or permit-required confined space component that meets industry best practice and applicable regulations.

Authorization for entry to confined spaces can only be given by individuals who have received proper training as required by their employer's practice. Under no circumstances will any service provider worker be allowed to enter a permit-required confined space (PRCS) without proper authorization from a trained Ovintiv site supervisor.

Service providers shall perform the following on work sites in either Canada or the USA:

- Define confined and restricted space and instruct their workers on identifying these spaces and restricting entry.
- Ensure an Ovintiv HA/SWP and a CSE permit are both completed prior to entry; new permits must be issued when work scope or work conditions change.

- Conduct atmospheric testing no more than 20 minutes prior to any entry into a confined space; documentation of testing must be posted at the entry point.
- Provide continuous mechanical ventilation during work in a confined space.
- Work is not permitted in spaces where the explosive limit exceeds 20% LEL.

Work sites in Canada must also perform the following:

- Document the hazard assessment of the work area that identifies hazards to which a worker is likely to be exposed while in the confined space, and the controls required to eliminate or mitigate the identified hazards prior to a worker entering a confined space.
- Ensure service provider workers performing CSE work have completed CSE training (Level II) and possess a valid training certificate.

Work sites in the USA must also perform the following:

- Ensure a CSE plan is created prior to entering a PRCS.

### Confined Space Permits

A permit is always required for entry into a confined space. This may be an Ovintiv permit or a service provider permit, depending on the confined space circumstances. If there is any doubt, consult the Ovintiv site supervisor.

A permit alone is not adequate to satisfy regulatory requirements, and may need to be accompanied by additional documentation (e.g., hazard assessments, staff logs, atmospheric monitoring sheets, energy isolation checklists, CSE checklists, etc.). Service providers are required to use these additional documents.

Any permit used for confined space must include at a minimum:

- Name of the confined space.
- Activities to be performed.
- Names of service provider workers allowed entry.
- Required precautions for the space.
- Time and expiration of the permit.
- A record of atmospheric testing with any specific numerical atmospheric finding.

## 4.3 Dropped Objects Prevention

If dropped objects hazards may exist, the service provider's EH&S management system/safety program must have a dropped objects prevention program that meets the applicable expectations/requirements listed in the [Dropped Object Prevention Scheme Global Resource Center Recommended Practice](#).

This is required if the service provider's work:

- Incorporates drilling, completions servicing, workover rigs, masts or derricks.
- Involves the use of portable tools and equipment at height.

- Involves the handling or movement of [oil country tubular goods \(OCTG\)](#) or line pipe.
- Involves equipment that requires installing, removing or repositioning working platforms, walkways, stairs, step ladders or guard-rails.

Service providers shall:

- Report all dropped objects to the Ovintiv site supervisor.
- Provide a dropped object risk awareness level orientation to their workers and subcontractors that includes, at a minimum:
  - Basic terms and definitions.
  - Common causes of dropped object incidents.
  - Identification of dropped object risk.
  - The various controls that can be applied to mitigate dropped object risk.

#### **4.4 Electrical Hazards**

Service providers involved in work on Ovintiv-owned AC/DC systems operating at more than 50 volts must have an electrical hazards component within their EH&S management system/safety program that meets these industry best practices and applicable regulations:

- CSA Z462, Workplace Electrical Safety.
- NFPA 70E, Electrical Safety in the Workplace.

Service providers shall:

- Design electrical systems in conjunction with industry standards and engineering best practices.
- Ensure the electrical supervisor, manager and/or director has taken the Ovintiv electrical safety orientation (via ISN) as outlined in Section [2.1](#).
- Assure worker competency in electrical safety.
- De-energize electrical equipment prior to working on the equipment; the only exception is where complete disconnection is not feasible, which may include work involving diagnostics or testing, or circumstances where disconnection could create a greater hazard. Inconvenience or additional costs shall not be considered acceptable grounds for not de-energizing electrical equipment prior to working on it.
- If work must be performed on energized electrical equipment, ensure that:
  - Only qualified persons (as defined in CSA Z462 and NFPA 70E) interact with electrical equipment while it is energized, including work on or operation of electrical equipment while exposed to energized components. If acting as a qualified person, a service provider worker shall provide credentials of qualified status if requested by Ovintiv.
  - Complete an electrical work pre-job hazard assessment, job briefing and planning when working and/or interacting with energized electrical equipment per CSA Z462 and NFPA 70E.

- Complete an Energized Electrical Work Permit (EEWP) as needed when working while exposed to energized electrical equipment per CSA Z462 and NFPA 70E.

## 4.5 Emergency Preparedness (Core)

**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have an emergency preparedness component that meets industry best practice and applicable regulations.

Service providers shall:

- Have a written emergency preparedness and response plan (ERP) available at the work site, with appropriate contact information and emergency procedures; although development and communication of the Ovintiv location-specific site safety plan is the responsibility of the Ovintiv site supervisor, the service provider is required to ensure that the contents of Ovintiv's location-specific emergency response field plan and its ERP are effectively communicated to its workers.
- Direct any media inquiries related to an incident to the Ovintiv incident commander.
- Follow Ovintiv emergency response field plans and/or ERPs when conditions dictate.
- Participate in any tabletop exercises or drills held on Ovintiv work sites when requested.

<b>OVINTIV 24-HOUR EMERGENCY NUMBERS</b>	<b>Operations Control Center (OCC):</b>	<b>1-866-244-0062</b>
	<b>Ovintiv Emergency Line (Canada only):</b>	<b>403-645-5911</b>

## 4.6 Emergency Response and Incident Management (Core)

**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have an emergency response and incident management component that meets industry best practice and applicable regulations.

Service providers shall:

- Report all incidents that occur on Ovintiv work sites or while engaged in Ovintiv-authorized work to an Ovintiv site supervisor immediately.
- Provide all pertinent information post-incident as needed for the investigation.
- Participate in TapRoot® or other formal root cause analyses, as requested by Ovintiv.
- Perform root cause analysis of contractor's or subcontractor's incidents per company processes, and provide these analyses to Ovintiv, as requested.

Service providers are expected to provide workers to perform Ovintiv work who are fit for duty and are in a condition to carry out their day-to-day job duties safely. Workers who are unfit for work due to injury or illness are expected to be managed in accordance with the service provider's disability management program.

The service provider's EH&S management system/safety program must have the capability and appropriate policies, procedures and practices to initiate and support injury case management issues, with the goal of returning an injured worker to a meaningful level and type of work, as soon as can be achieved without causing harm to the recovering worker or endangering other workers.

Service providers must extend the principles of injury case management to their subcontractor workers on Ovintiv work sites.

### Case Management

When an incident occurs and a service provider is injured or becomes ill in the workplace, it is expected that case management services are provided to the injured or ill party, to ensure the best possible outcome for that injured or ill party.

The onsite Ovintiv representative (i.e., supervisor, EH&S advisor or onsite medic) will provide specific guidance on when case management is appropriate. Ovintiv also provides access to case management, a 24/7 service, at no charge to any service provider that does not currently engage a case management company.

In the event a service provider has its own medical case management services:

- In Canada: Ovintiv's case management service will be contacted as determined by an Ovintiv representative (supervisor, EH&S advisor or onsite medic) in accordance with Ovintiv's process.
- In the USA: The service provider must ensure that appropriate communication occurs between the case management service and Ovintiv regarding the injured worker's status.

### STARS Registration (Canada only)

In Canada, Ovintiv field work sites and activities are typically registered with the STARS Emergency Link Centre (ELC). For work sites where no Ovintiv site supervisor is assigned, prior to operations the service provider must register the site as an Ovintiv work site with the STARS ELC, at 1-888-888-4567.

The STARS site registration number and the STARS ELC number must be posted at the work site.

Upon completion of work, Ovintiv work sites are deregistered with STARS by Ovintiv. For work sites where no Ovintiv site supervisor is assigned, service providers must deregister the work site with the STARS ELC at 1-888-888-4567.

## 4.7 Fire and Explosion Hazard Management (Core)

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**OVINTIV CORE PROGRAM:** Ovintiv sites are considered to contain combustible, flammable, and explosion hazards. The service provider's EH&S management system/safety program must have a fire and explosion hazard management component that meets industry best practice and applicable regulations.

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Service providers shall:



- Identify and control fire and explosion hazards specific to their work.
- Maintain all firefighting and fire suppression equipment in accordance with applicable regulations.
- Comply with Ovintiv site-specific requirements for frac fire prevention and mitigation.

Additionally, in Canada service providers shall:

- Supply equipment and services that comply with Energy Safety Canada's [Fire and Explosion Hazard Management Guideline](#) (formerly IRP 18).
- Only allow personnel on Ovintiv work sites who have been trained under the above Fire and Explosion Hazard Management Guideline, and who are able to provide their company's documentation, understand its content, and confirm that they have been trained appropriately.

### Frac Fire Mitigation

If the service provider's work includes well completions and/or stimulation services, then the service provider must follow Ovintiv's minimum requirements in preventing and mitigating frac equipment fires as listed below. Alternative methods may be used in place of these requirements if they materially reduce risk to a similar level and are approved by the Ovintiv senior manager accountable for the work.

Processes and controls to prevent fires:

- Effective implementation of an inspection and preventive maintenance program for hydraulically driven equipment.
- Engineering controls (e.g., guards and/or barriers), to prevent loss of flammable or combustible fluids from hoses, or limit the dispersion of these fluids should hose or coupling failure occur.
- Processes and/or controls to mitigate impact if a fire occurs.
- Fire suppression system (permanent or portable) mounted on or stationed in direct proximity of blending equipment.
- Pre-work site layout plan and staging that isolates flammable chemicals or combustible materials, preventing fire from spreading and/or intensifying.
- Ability to remotely shut down frac equipment.
- Multiple means of personnel egress mounted on blending equipment, at locations as far away as possible from ignition sources and flammable liquid hoses, and positioned to allow safe evacuation in the event of a fire.

### Bonding and Grounding

If the service provider's work includes the potential for static electricity, then the service provider's EH&S management system must have a bonding and grounding component, complete with procedures, that meets industry best practice and applicable regulations.

Service providers must follow and adhere to Ovintiv's [Bonding and Grounding for the Prevention of Fire and Explosion Hazards](#) protocol, located on the Current Suppliers page on Ovintiv's website ([www.ovintiv.com](http://www.ovintiv.com)), in the Expectations and Practices section.

Ovintiv's Bonding and Grounding for the Prevention of Fire and Explosion Hazards protocol contains expectations for the following activities:

- Flammable liquid loading and off-loading procedures, including the requirement for all diesel-powered equipment within a hazardous location to be equipped with a positive air shut off (PASO) or manual shut off.
- Transfer of flammable liquids.
- Bonding and grounding of non-electrical equipment.
- Cleaning (i.e., steam or high-pressure wash).
- Bonding and grounding of electrical and non-electrical equipment.
- Other general requirements.

#### **4.8 Forklift, Powered Industrial Truck and Heavy Equipment Operations**

If the service provider's work includes the use of forklifts, powered industrial trucks or heavy equipment, then the service provider's EH&S management system/safety program must have a component for forklifts, powered industrial trucks and heavy equipment.

Service providers shall:

- Perform pre-use inspections prior to the use of forklifts, powered industrial trucks and heavy equipment.
- Ensure that only certified, trained service provider operators operate forklifts, powered industrial trucks and heavy equipment.
- Present proper certifications to Ovintiv upon request.

#### **4.9 Ground Disturbance**

If the service provider's work includes ground disturbance on Ovintiv locations, then the service provider's EH&S management system must have a ground disturbance component that meets industry best practice and applicable regulations.

At a minimum, the service provider performing ground disturbance activities must:

- Ensure internal competency requirements are established and followed for equipment operators and spotters.
- Ensure all service provider workers involved in ground disturbance activities have completed the Ovintiv ground disturbance orientation prior to the initiation of ground disturbance activities (accessible via ISN).
- Submit a One-Call locate request for the proposed ground disturbance activity.

- Follow Ovintiv's [Ground Disturbance Protocol for Service Providers](#), located on the Current Suppliers page on Ovintiv's website ([www.ovintiv.com](http://www.ovintiv.com)), in the Expectations and Practices section.
- Initiate work only after a Ground Disturbance Authorization Form has been completed and approved by the ground disturbance supervisor.
- Ensure any required hazard assessment and safe work permits are in place prior to the initiation of ground disturbance activities.

#### **4.10 Hazard Assessment and Risk Management (Core)**

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**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must include a hazard assessment and risk management component that meets industry best practices and applicable regulations.

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Service providers shall:

- Perform hazard assessments prior to tasks being performed at Ovintiv locations and ensure proper protective measures are taken.
- Utilize a hazard identification (HAZID) program.
- Incorporate a structured process for both formal risk assessment (e.g., job hazard analysis) and site-specific hazard assessment, including directions for when to conduct formal hazard assessments versus field-level hazard assessments, and when to repeat them.
- Manage work-related hazards, and to report such hazards to the Ovintiv site supervisor.
- Maintain a recording and tracking database, as well as provide Ovintiv with records and counts of hazard identifications, if requested.

#### **4.11 Hot Work**

Hot work is any work that could cause enough spark or flame to ignite flammables or combustibles, that are present or could be present at a work location. Examples of hot work include, but are not limited to:

- Welding
- Cutting
- Brazing
- Grinding
- Use of non-intrinsically safe power tools
- Sandblasting
- Steam cleaning

There are some tasks other than those listed above that would also be classified as hot work. If service providers are unsure, it is expected they engage Ovintiv site supervisor for more information on whether a specific task is hot work and therefore requires a Hot Work Permit.

Where there is a potential for fire and explosion, service providers are required to adhere to all Ovintiv permitting processes for hot work (Hot Work Permit) as well as ensuring that all non-intrinsically safe equipment such as cameras, cell phones, tablets, and laptops are left in vehicles, offices or trailers.

In addition, service providers performing hot work shall ensure that:

- Hot work is relocated to a safe area at least 25 m (75 ft.) away from potential flammable or combustible sources when possible. If relocation is not possible, a Hot Work Permit shall be used.
- Hot Work Permits are issued, explained and witnessed by an Ovintiv permit authorized individual.
- Potential combustibles (e.g., weeds and paper) are removed within a 10 m (35 ft.) radius of the hot work performed.
- Where required, a fire watch trained in atmospheric monitoring and fire extinguisher use, is appointed and notified of its duties, which include monitoring the hot work area for the appropriate duration, as per local regulations.
- Permits are displayed during the hot work, and readings are taken and recorded, as required.
- The Ovintiv site supervisor is notified when hot work has concluded.

#### **4.12 Hydrate Handling**

If hydrates are, or could be, expected to be encountered as part of the service provider's work, they shall be brought to the attention of the Ovintiv site supervisor and addressed as part of the HA/SWP process.

Service providers are not to proceed with hydrate removal without:

- Direction from the Ovintiv site supervisor or immediate onsite supervisor.
- Having procedures and competency on hydrate handling.

#### **4.13 Energy Isolation, i.e., Lockout/Tagout**

If the service provider's work includes, or is affected by, the energization or startup of machinery and equipment, or the release of hazardous energy during service or maintenance, then the service provider's EH&S management system/safety program must have an energy isolation and/or lockout/tagout (LOTO) component that meets industry best practices and applicable regulations.

Service providers shall:

- Follow Ovintiv site-specific procedures for the safe isolation of energy in production processes, facilities, and equipment using blanks, blinds, locks and tags.

- Ensure all service provider workers and subcontractor workers understand and follow the site work plan and energy isolation or LOTO procedures.
- Provide to Oviniv workers who are competent with local regulatory requirements and company's energy isolation program and provide evidence of training upon request.
- Provide LOTO devices that meet local regulatory requirements.

#### **4.14 Off-Highway Vehicles**

Off-highway vehicles include, but are not limited to:

- All-terrain vehicles (ATVs), commonly referred to as quads
- Snowmobiles
- Argos
- Side-by-sides (UTVs)

Service providers must follow manufacturers' instructions for operation of off-highway vehicles. Prior to working for Oviniv, service providers using off-highway vehicles must be trained in the correct operation of the vehicle and use of appropriate PPE.

Off-highway vehicles must not approach or park within 7.5 m (25 ft.) of any wellhead, piping, process vessel or tank containing combustible fluid or gases without prior issue of a Hot Work Permit.

Operators and passengers of off-highway vehicles must wear Canadian Standards Association (CSA) or Department of Transportation (DOT) approved or higher standard helmets while vehicles are in motion.

#### **4.15 Pipe Restraints and Iron Integrity Management**

Service providers involved in work on temporary installations of pressurized piping and hoses must have a pipe restraint and iron integrity management component in their EH&S management system/safety program that meets industry best practice and applicable regulations.

Service providers shall:

- Use qualified personnel when installing temporary, pressurized piping, hoses and restraint systems.
- Adequately train their workers on the proper installation of temporary iron and temporary union's utilization.
- Incorporate a safety restraint system on all temporary, pressurized joint piping and hoses.

##### **Restraints**

Acceptable restraints include:

- Flow line safety restraint (engineered nylon slings).

- Wire rope safety lines not less than 11 mm ( $\frac{7}{16}$  in.) in diameter.

Restraints shall be engineered to withstand the anticipated force encountered during a failure. On straight pipe runs, restraints shall be installed across each hammer union or other connection. On each 90-degree turn, a restraint shall be across each turn and anchored to the nearest solid anchor point. Slack in restraints shall be minimized as much as practicable while still allowing for assembly of the hammer union or other connection covered.

Acceptable restraints must have the following:

- Installation instructions.
- Engineering specifications of the restraint system, including a site-specific plan, intermediate anchor points, and attachment to the piping system.
- Precautionary information and limitations (e.g., the maximum pressure in the system) and worker exclusion zones.
- Testing certification.
- Operating instructions for component use, maintenance, inspection and removal from service.
- Certification by a professional engineer that the restraint system has been engineered and is adequate for the purpose.

### Installation of Restraints

At minimum, restraints shall be installed on all temporary pressurized piping and hoses including all pressure testing equipment (wellheads, flow lines, pipelines, well control equipment).

Restraints shall be attached to equipment and/or supports that can withstand the anticipated forces encountered during a failure. Restraints are permitted to be anchored to the flanged connection on the frac tree or wellhead.

All sections of temporary piping shall be installed so as not to impinge on fittings and valves.

Restraints shall be installed in accordance with manufacturer's and/or site-specific procedures.

### Iron Integrity Management

The service provider's iron integrity management component shall include provisions for the following elements and be available at the work site:

- Routine inspection, nondestructive testing and pressure testing all parts of the flow piping system.
- Inspection testing procedures.
- Frequency of inspection and testing and how the frequency is determined.
- Criteria for rejection of a part and its removal from service.



- Method of determining the frequency of replacing parts of the piping system including the basis for replacement.

#### 4.16 Pre-Job Safety Meetings (Core)

**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have a pre-job safety meeting component that meets industry best practice and applicable regulations.

Service providers shall:

- Conduct pre-job safety meetings:
  - At the start of each day.
  - Prior to any new work activity and when there has been a change in work activities for that day.
  - At shift change.
  - When a new worker joins the work group.
- Standardize pre-job safety meetings to include:
  - Assessment of the hazards involved in each task (via the HA/SWP).
  - Controls put in place.
  - Recent incidents whether related to service providers operations or to similar operations of other service providers and the corrective actions taken to prevent similar incidents.
  - Work permits required for performance of the work (e.g., hot work, confined space, LOTO, energized electrical work, ground disturbance).
  - PPE required.
  - Safety data sheets for hazardous materials brought onsite.
  - Emergency response measures, including evacuation routes and muster point.
  - Occupational health and environmental hazards.
- Document pre-job safety meetings and make minutes available for review by Oviniv upon request.

#### 4.17 Purging

Service providers involved in purging the contents of equipment, pipelines, and vessels at facilities owned or operated by Oviniv must have a purging component within their EH&S management system/safety program that meets industry best practice and applicable regulations.

Service providers' programs must contain, at a minimum, the following:

- Measures to ensure a hazard assessment is conducted prior to purging, identifying necessary controls must be completed and communicated to all workers. The hazard assessment must consider any ventilation points and potential for fugitive emissions

as well as the maximum allowable working pressure (MAWP) of the piping or any fittings on the system.

- Purge procedures that meet all applicable regulatory requirements.
- Procedures to control or remove any harmful substance contained within equipment, pipes, and pipelines to eliminate any possible hazard during repair or modification work. Isolation equipment (e.g., blind flanges, double block and bleed, or other approved methods) used for this purpose must be of sufficient rating to withstand 125% of the highest pressure anticipated.
- Measures to ensure that the Ovintiv lease operator is present and all paperwork (e.g., HA/SWP, Facility Pipeline Handover Checklist) is completed before pressurizing the system.

#### **4.18 Rental Lease Equipment**

These requirements apply when a service provider is renting or leasing equipment. It is important to note that if any requirements are not met, Ovintiv may at its sole discretion refuse entry of rental lease equipment on the work site.

Rental equipment must be:

- Safe for use and meet legislative and any other legal and regulatory requirements.
- Provided with maintenance and operations manuals.
- Operated by competent operators who employ the proper PPE.

Service providers providing rented or leased human occupancy shacks, wellsite trailers or camps must have the following as part of their safety features:

- Carbon monoxide detectors.
- Propane leak detectors.
- Fire/smoke detectors.
- Any rented or leased equipment that can or does produce electricity or a static charge must be bonded and grounded as per manufacturer's specifications.

#### **4.19 Rigging and Lifting**

If a service provider's work includes performing mechanical rigging and lifting for Ovintiv field activities on behalf of Ovintiv, then the service provider's EH&S management system/safety program must have a rigging and lifting component that meets industry best practice and applicable regulations.

Service providers shall ensure that the following expectations are met for rigging and lifting on behalf of Ovintiv:

##### **Equipment Inspection and Maintenance**

- All lifting equipment utilized in lifting operations shall be inspected and maintained in accordance with manufacturers' recommendations and applicable regulatory requirements; at a minimum, this equipment shall undergo a visual inspection before

each use and a detailed examination by a competent person at least every 12 months or as prescribed by the equipment manufacturer.

- Legible load certification plates shall be affixed to all lifting equipment such as cranes.
- All lifting accessories shall be legibly tagged or marked by the manufacturer with the safe working load, a unique identification number and a valid certification date; otherwise, they shall be removed from service. Any damaged equipment shall be destroyed to prevent inadvertent use.
- Any equipment that has been involved in any of the following shall be pulled from service and thoroughly examined before being placed back into service:
  - An incident where rigging equipment has failed, or a load has been dropped or subject to an unplanned shift.
  - Overload.
  - Modified, or subject to major repair to components.

### Rigging

- Rigging of the load shall be carried out by a qualified/competent rigger.
- Hazards associated with rigging shall be identified on the HA/SWP and mitigated before beginning work.
- Rigging equipment shall be certified for current use and in good working order based on pre-use inspections.
- Objects shall be weighted prior to lifting to establish the load's center of gravity.
- All loads are rigged appropriately and are free of possible restraints.
- Rigging equipment is only removed after the load is securely in place and free of support from the crane.

### Lifting

- Initiate lifting activities only after identifying hazards and associated controls on the HA/SWP and reviewing site-specific procedures with all persons involved with the activity.
- A crane lift will not commence without a lift plan for a routine crane lift, or a critical lift plan for a critical lift.
- Lift plans are reviewed and approved by a qualified professional engineer prior to all high-hazard lifts. A high-hazard lift is a critical lift where the load fulfills one or more of the following conditions:
  - It includes people.
  - It is expensive.
  - It involves equipment that would be difficult to replace.
  - The load is maneuvered over people or energized equipment, including power lines.

- Develop and follow a critical lift plan for all critical lifts. A critical lift is a lift where the load fulfills one or more of the following conditions:
  - The load exceeds 75% of the crane capacity.
  - The load is maneuvered over operating process equipment or wellheads.
  - Two or more cranes are used for a lift (tandem lift).
  - The lift is a blind lift (i.e., out of view of the crane operator).
  - The load includes lifting personnel.
- Ensure that workers involved are qualified (BC and USA) or competent (AB) to perform the duties of equipment operator, signaler or rigger.

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**NOTE:** Lever load binders are prohibited from Ovintiv work sites. Only ratchet binders are to be used.

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## 4.20 Safe Vehicle Operations (Core)

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**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have a safe vehicle operations component that meets industry best practice and applicable regulations.

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Service providers shall:

- Maintain compliance with applicable provincial, state and federal commercial motor vehicle safety regulations.
- Maintain a driver distraction practice regarding the use of cell phones and other electronic devices while driving and follow state or provincial regulations, including not using cell phones or other electronic devices (including hands-free devices) while a vehicle is in motion.
- Incorporate the use of industry-accepted hand signals for directing vehicles or heavy equipment.
- Utilize pull-through, drive-through or back-in parking at all locations, where practicable.
- Use a spotter, if backing a vehicle or heavy equipment on an Ovintiv work site.
- Adhere to established road routes and driving in accordance with Ovintiv's Courtesy Matters program.
- Ensure proper placement and securement of all loads.
- Maintain a staff transport procedure that is performed as per local regulations and industry standards.
- Adhere to protocols for vehicles travelling on radio-controlled roads, ensuring that all vehicles have a functioning two-way radio where the driver is monitoring appropriate frequencies and making required calls.

## 4.21 Hazard Assessment and Safe Work Permit (Core)

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**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have a hazard assessment and safe work permit component that meets industry best practice and applicable regulations.

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Service providers shall:

- Prior to initiating work, prepare or revise, and sign a HA/SWP.
- Conduct work in accordance with their own companies' HA/SWP programs.
- Follow established practices and procedures.
- Ensure workers onsite have reviewed and acknowledged or signed an HA/SWP applicable to the work task, prior to initiating work.
- Seek clarification from the Ovintiv site supervisor concerning job hazards related to the specific job scope of work or procedure.
- Stop work if requirements of the HA/SWP are not met, or if a hazard or condition not covered in the HA/SWP is identified.
- Communicate HA/SWPs in a manner that enables service provider workers to comprehend the scope and steps of work (e.g., language barriers shall be addressed with an interpreter provided by the service provider).

## 4.22 Short Service Employees (Core)

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**OVINTIV CORE PROGRAM:** The service provider's EH&S management system must have a short service employees' component that meets industry best practice and applicable regulations.

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Ovintiv defines short service employees (SSEs) as workers with less than six months experience in their assigned role.

Service providers' programs shall include:

- Definition of new, young and short service worker appropriate to risk and role.
- Appropriate health and safety training, as determined by hazard assessment.
- Mentoring and effective supervision at the work site, including a mentor who is fluent in the language the SSE understands best.
- Requirements that SSEs are visibly identified on location to distinguish SSEs from other employees on location (e.g., green hard hat, sticker, etc.).
- A job skill competency assessment for removal of SSE status, that is in place.
- Requirements that SSEs do not make up more than 50% of a single crew at any time.

Exceptions to these requirements require both a plan to mitigate the risks, and written approval of the Ovintiv site supervisor.

#### **4.23 Site Access**

Service providers are expected to follow Ovintiv's site access control for field work sites and restriction of access onsite when site conditions or activities warrant limiting personnel in specific areas.

In addition, service providers shall ensure the following:

- The service provider company and workers have the authority to be on Ovintiv work sites.
- The service provider's workers have met minimum training requirements (including orientations).
- The service provider's workers wear the appropriate PPE
- The service provider's workers have been provided with a site-specific orientation by Ovintiv staff.
- The service provider company communicates site and restricted access requirements as presented on site-specific orientations, including HA/SWP forms, to their workers on Ovintiv work sites.

#### **4.24 Trenching, Excavation and Shoring**

If a service provider's work includes performing trenching, excavation and/or shoring for Ovintiv field activities on behalf of Ovintiv, then the service provider's EH&S management system/safety program must have a trenching, excavation and/or shoring component that meets industry best practice and applicable regulations.

Service providers shall:

- Identify and control trenching, excavating, and shoring hazards specific to their work.
- Inform Ovintiv staff regarding potentially hazardous areas or activities.

#### **4.25 Walking Working Surfaces and Working at Heights**

If the service provider's work involves walking working surfaces and/or working at heights, then the service provider's EH&S management system/safety program must have a walking working surfaces and working at heights component that meets industry best practice and applicable regulations.

Service providers shall:

- Have a fall protection and prevention program and follow it; ensure their workers are competent.
- Ensure all workers working at height are properly trained in the use of fall protection.
- Ensure fall arrest equipment meets applicable regulatory requirements, shall be inspected daily or before each use, and shall be used in accordance with manufacturers' recommendations.
- Ensure that personal fall arrest systems are supplied by the service provider and worn as required by applicable regulations.



- Ensure fall arrest systems used for working at heights meet the conditions stated in Table 3 below if the potential fall is onto a hazard other than a solid, flat surface.
- Have rescue plans in place.
- Where man baskets are required, ensure that a professional engineer has certified this equipment; workers in man baskets must be secured in accordance with applicable regulatory requirements.
- Provide trained personnel with verification of training available on site.

Scaffolding shall be designed by a qualified person and shall be installed per that design. Scaffolds will be constructed of suitable material for intended service.

Use or wear fall protection equipment at temporary or permanent installations under the conditions listed below in Table 3:

**Table 3: Conditions Requiring Fall Protection Equipment**

Country	Conditions
Canada	<ul style="list-style-type: none"> <li>• A worker could fall more than 3 m (10 ft.).</li> <li>• A worker could fall less than 3 m (10 ft.), but when there is a possibility that a worker could sustain injuries more serious than those likely to result from landing on a solid, flat surface (i.e., over moving or rotating equipment, open water tanks or tanks, ice, or heated surfaces).</li> <li>• A worker could fall more than 1.2 m (4 ft.), but less than 3 m (10 ft.), in the case of permanent installation where guardrails or other similar means of fall restraint have not been provided.</li> </ul>
USA	<ul style="list-style-type: none"> <li>• A worker could fall 1.2 m (4 ft.) or more.</li> <li>• A worker could fall less than 1.2 m (4 ft.) onto dangerous equipment.</li> <li>• A worker will be within 2 m (6 ft.) or less of a fall hazard.</li> </ul>

Service providers must remove a fall protection system from service under the following conditions:

- It is defective.
- It has encountered excessive heat, a chemical or other substance that may corrode or otherwise damage the fall protection system.
- It has arrested a fall.

If a fall protection system is removed from service, it must not be reused until it has been inspected and recertified as safe for use by the manufacturer or a professional engineer.

## 4.26 Welding

Welders and/or service providers shall be trained, certified, tested and competent in the required welding procedures, and shall adhere to applicable codes, standards and regulations while performing welding work.

#### 4.27 Working Alone

If service providers have workers that meet the jurisdictional definition of working alone, then the service provider's EH&S management system/safety program must have a working alone component that meets industry best practice and applicable regulations.

Service providers' programs shall include:

- A documented working alone hazard assessment.
- Identification of tasks and workers who at times might work alone.
- Strategies and procedures that address working alone scenarios and specific hazard control methods.
- Records of working alone program implementation and usage.
- A system to monitor the location of its workers and to ensure their well-being in working alone situations.
- A process to ensure its workers are competent in a service provider's working alone procedures and any associated equipment.

#### 4.28 Working at Night (Canada)

A service provider working on an Ovintiv work site at night shall follow the requirements of Energy Safety Canada's [Lease Lighting Guideline](#). Beyond this, service providers shall ensure the following:

- Prior to commencing the first night shift, workers shall be given a minimum of 24-hour notice to help prevent fatigue.
- If an Ovintiv site supervisor is not on site for non-routine night work, the service provider must conduct a hazard assessment, including darkness-related issues; this must include a review of the potential for increased wildlife activity and reduced emergency response resources during night hours.
- For night work, service providers must wear high-visibility reflective vests or coveralls with reflective stripes.

#### 4.29 High Pressure Exclusion Zone

Service providers that perform high pressure completion activities on Ovintiv-owned or operated sites must ensure that practices, risks, and mitigations for high pressure fracturing are in alignment with the High Pressure Exclusion Zone Practice. The service provider's EH&S management system/safety program must have a high-pressure exclusion zone component that meets industry best practice and applicable regulations.

Service providers shall:

- Understand and adhere to the High Pressure Exclusion Zone Practice.
- Service providers are required to have only qualified personnel engaged in red zone high pressure operations and restraint installation.
- Provide adequate training on the High Pressure Exclusion Zone Practice.

- Provide training records for all employee pertaining to the High Pressure Exclusion Zone Practice upon request.

### Red Zone/Exclusion Zone

- Red zone is defined as a distance of 30 feet from the wellhead in any open direction.
- The distance from the missile to the back of fuel tanks on the pumps.
- Side of the blender closest to the fracturing manifold.
- Red zone boundaries shall be clearly marked with signage and safety barricades.
- Personnel entry or allowable work practice in red zone shall be defined in the operational practice.
  - Entry must be restricted to a time limit of 120 seconds maximum during each stage treatment interval.
  - In addition, the ground foreman must be observed by a spotter in constant radio communication during the entire duration in the red zone.

### Iron Integrity and Inspection

- All high-pressure treating iron (HPTI) shall be level 3 recertified at a minimum or every six months.
- All reinforced wing unions shall be inspected per level 3 recertification every six months, and all non-reinforced three inch-1502 wing shall be replaced upon six-month inspection.
- Prior to starting operation on Ovirtiv location service provider shall provide proof of compliance with Level 3 certification within the last six months.
- All HPTI utilized on Ovirtiv high-pressure completions is required to be identified via banding for Level 3 recertification conformance.

### Iron Restraint

- Restraints shall be installed on all temporary pressurized piping and hoses where fluids are pumped through pipework. While performing fracturing operations, all high-pressure lines shall be restrained per restraint manufacturers recommendations.
- Service provider shall inspect all restraints prior to placement. Documentation of the most recent periodic inspection performed shall be maintained.

## 5 Process Safety

Process safety is a disciplined framework for managing the integrity of hazardous operating systems and processes by applying good design principles, engineering, and operating and maintenance practices. Process safety work is an activity tied into processes that have the potential to release hazardous materials or energy. This section applies to both regulated and non-regulated processes, equipment and facilities and is based upon the specific work type of the service provider.

Process safety applies to production, distribution, storage, utilities, and plant facilities used in the petroleum industry. This includes process equipment (e.g., reactors, vessels, piping, furnaces, boilers, pumps, compressors, exchangers, cooling towers, refrigeration systems, etc.), storage tanks, active warehouses, ancillary support areas (e.g., boiler houses and wastewater treatment plants), onsite remediation facilities, and onsite and offsite piping under the control of Ovintiv.

If required based upon work type, the service provider's EH&S management system/safety program must have a process safety component that meets industry best practice and applicable regulations.

Service providers' process safety programs shall include the components described in Sections [5.1](#) through [5.4](#).

## **5.1 Mechanical Integrity**

If the service provider's work involves mechanical integrity, service providers shall ensure the following:

- All safety critical equipment used at Ovintiv locations is designed, installed, operated and maintained per recognized and generally accepted good engineering practices (RAGAGEP).
- Equipment, spare parts and maintenance materials are suitable for the application for which they will be used.
- Management of change (MOC) procedures are followed if identical or like-in-kind equipment is not available for repair/replacement.

### **Process Hazard Analysis**

If the service provider's work includes a process hazard analysis (PHA), service providers shall:

- Participate in Ovintiv PHAs when requested and provide completed PHA reports with recommendations to Ovintiv operating area leadership.
- Have the appropriate training, knowledge and experience in the specific PHA methodology being used when acting as the PHA team leader.

## **5.2 Well Control Equipment and Well Control Barrier Systems**

Service providers involved in well operations shall ensure that the appropriate equipment and competent workers are supplied to meet Ovintiv's well control equipment and barrier system expectations. Service providers shall also ensure:

- Ovintiv's well control equipment requirements and well control standard operating procedures (SOPs) are communicated to all workers.
- The Ovintiv site supervisor is notified in the event of any potential conflicts between the service provider's practices and procedures and Ovintiv's requirements that have not been addressed in a bridging document.

- Their responsibilities for well control incident avoidance are fulfilled (e.g., kick monitoring), and workers are trained to take appropriate first steps to shut in and secure a well when warning signs are detected.
- Barrier design and usage shall meet any applicable regulatory requirements.

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**NOTE:** It is required in drilling, completions and production operations that at least two well control barriers are in place. If a second barrier is not possible for the operation, then another mitigation measure shall be included in the risk assessment and work program.

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### 5.3 Well Design

Service providers involved in well operations are responsible for ensuring they have a copy of the current well program and fully understand their responsibilities prior to conducting any work at a wellsite.

### 5.4 Management of Change (MOC)

The service provider's EH&S management system/safety program must have a management of change component that meets industry best practice and applicable regulations.

The management of change component must include:

- Methods for identifying health and safety changes that could impact process and worker safety.
- Areas requiring re-assessment of hazards and risks.
- Actions required for various risk levels of change.
- Communication techniques required for various risk levels, ensuring changes are communicated to the service provider's Oviniv site supervisor before being implemented.
- Documentation of MOC activities.
- The practice of recognizing potential changes and stopping work until the change has been evaluated and approved.

## 6 Environmental Stewardship

### 6.1 Materials and Waste Management (Core)

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**OVINTIV CORE PROGRAM:** The service provider's EH&S management system/safety program must have a materials and waste management component that meets industry best practices and applicable regulations.

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Service providers shall:

- Comply with all applicable regulations governing waste, as well as any requirements set forth in the service provider's individual MSA.
- Ensure all chemicals and containers brought onto an Ovintiv location are removed at the completion of the job; costs for the disposal of the materials are charged back to the service provider if not removed from the invoice.
- Manage all wastes generated and/or disposed of on behalf of Ovintiv, in accordance with instructions from the Ovintiv site supervisor.
- Segregate and dispose of all waste into the appropriate waste receptacles in a way that minimizes the need and costs for disposal.
- Ensure wastes generated are transported by licensed transporters to an approved facility for the specific waste type and that wastes are accompanied with the appropriate documentation or shipping papers (e.g., Uniform Hazardous Waste Manifest), if applicable.

Wastes generated solely by the service provider (e.g., used oil from rental equipment) are the responsibility of the service provider to recover and dispose of properly offsite.

## **6.2 Spill Prevention, Reporting and Management (Core)**

A spill is an unplanned discharge, disposal, leak, seep, pour or dump of any quantity of a liquid or solid substance that is partially or wholly outside of its primary containment.

The service provider's EH&S management system/safety program must have a spill prevention, reporting, and management component that meets industry best practices and applicable regulations.

Service providers shall:

- Have response procedures and resources for spills that may be generated by their activities.
- Immediately report all spills on Ovintiv property to the Ovintiv site supervisor.
- Maintain contact information for emergency responders in addition to all pertinent Ovintiv emergency contact information.
- Be responsible for cleanup of any spills they cause, at their expense; spill cleanup shall be managed with Ovintiv site supervisor oversight.

## **6.3 Water Quality and Quantity**

Water may not be removed from either a surface water or sub-surface source without proper regulatory permits and authorization in place. Service providers shall verify with the Ovintiv site supervisor to ensure withdrawal is permitted.

Service providers shall obtain all necessary approvals, licenses and permits for ground water or surface use before performing work as directed by Ovintiv. No water will be discharged without prior approval of the Ovintiv site supervisor, which includes approval by the surface landowner, obtaining applicable permits, and/or proper tests and documentation, prior to discharge (e.g., stormwater and hydrotest water).



## 6.4 Wildlife and Habitat

Service providers shall respect wildlife and habitat on Ovintiv locations and report potential wildlife or habitat impacts, identified during field activities, to the Ovintiv site supervisor (e.g., bird nests and dead/injured wildlife).

## 7 Business and Ethics

All service providers of Ovintiv and its subsidiaries shall conduct business legally and ethically.

Ovintiv maintains an integrity hotline to enable internal and external stakeholders to confidentially and anonymously report any unethical, illegal or otherwise inappropriate behavior they may observe.

Please contact Ovintiv, by any of the means listed below, to report any unethical, illegal or otherwise inappropriate behavior:

<b>Phone:</b>	1-877-445-3222
<b>Email:</b>	<a href="mailto:integrity.hotline@ovintiv.com">integrity.hotline@ovintiv.com</a>
<b>Mail:</b>	Integrity Hotline, c/o Ovintiv Canada ULC 500 Centre Street SE P. O. Box 2850 Calgary, AB, Canada T2P 2S5

Additional policies and practices that may impact service providers' work at Ovintiv may be found on Ovintiv's website ([www.ovintiv.com](http://www.ovintiv.com)).

# Environment Policy

Ovintiv™ Inc. recognizes that responsible environmental practices contribute to growing shareholder value and that strong environmental performance is both a foundational value and common goal of Ovintiv's leadership and workforce. This Environment Policy articulates our commitment to environmental stewardship where our workforce is empowered and expected to comply with the provisions of this policy.

Ovintiv will:

- comply with environmental laws and regulations, requirements and recognized industry standards and practices applicable to our activities
- ensure the competency of our workforce is verified and maintained in support of Ovintiv's environmental programs, initiatives and culture
- identify and assess environmental risks arising from our activities and adopt technically sound and economically practicable measures to eliminate or mitigate the potentially negative environmental impacts associated with such activities
- validate and improve our environmental programs by systematically evaluating our progress and adjusting our actions consistent with changes in the industry and regulatory bodies
- strive to reduce emissions intensity and increase the energy efficiency of our operations source, handle and dispose of water responsibly
- minimize habitat disturbance and protect plant and animal populations through effective planning and responsible resource development
- expect our workforce to comply with our established environmental practices, and provide the tools and training for them to do so
- communicate to our workforce our expectations regarding environmental performance and the necessity for adherence to these expectations
- proactively participate as necessary in strategic environmental initiatives and in the development of guidelines and legislation proposed by federal, state/provincial or local government entities
- communicate our commitment to environmental stewardship openly and effectively with stakeholders to provide an understanding of our environmental policy, standards and practices
- integrate responsible environmental stewardship into our business planning and decision-making processes
- monitor, measure and communicate to stakeholders our environmental performance

Ovintiv is committed to implementing this Environment Policy through the active participation of our leadership and workforce, and through the integration of Ethos, our Operations Management System, into our day-to-day operations and decision-making processes.

Updated September 15, 2021

# Health & Safety Policy

Ovintiv™ Inc. recognizes that a robust health and safety culture contributes to growing shareholder value and that strong safety performance is both a foundational value and a common goal of Ovintiv's leadership and workforce. We believe occupational injuries and illnesses are preventable, and we strive for a workplace free of recognized hazards. This Health & Safety Policy articulates our commitment to a safe and healthy workplace where our workforce is empowered and expected to comply with the provisions of this policy.

Ovintiv will:

- comply with health and safety laws and regulations, requirements and industry standards applicable to our activities
- ensure all personnel working on an Ovintiv location have the authority, responsibility and support to stop work when an unsafe situation is recognized or suspected
- identify and assess health and safety hazards arising from our activities and adopt technically sound and economically practicable measures to eliminate or mitigate the potentially negative health and safety impacts associated with such activities
- ensure that our workforce understands that working safely is a condition of employment and that all workers are responsible for their own health and safety as well as the health and safety of those around them
- expect our workforce to comply with our established health and safety practices and provide the tools and training for them to do so
- communicate to our workforce our expectations regarding health and safety performance and the necessity for adherence to these expectations
- ensure the competency of our workforce is verified and maintained in support of Ovintiv's health and safety programs, initiatives, performance and culture
- commit to the continual improvement of our safety programs by setting health and safety objectives and targets, and measure and monitor our performance through regular inspections, audits and investigation of incidents. Use these results to develop, communicate and implement appropriate corrective actions geared toward lasting improvement
- commit to safe and courteous driving by complying with the Driving Safety Program
- integrate health and safety stewardship into our business planning and decision-making processes
- commit to protect the health and safety of our workforce and the public
- commit to always doing what is right when it comes to the health and safety of our workforce and the

public; if it cannot be done safely it should not be done at all.

Ovintiv is committed to implementing this Health & Safety Policy through the active participation of our leadership and workforce, and through the integration of Ethos, our Operations Management System, into our day-to-day operations and decision-making processes.

Updated September 15, 2021

# Human Rights Policy

## **Safety. Integrity. Respect. Trust.** **Our Commitment to Human Rights**

At Ovintiv™, we recognize the fundamental importance of human rights and the need for all of us to ensure these rights are upheld. Our respect for human rights is embodied in the ways we operate and conduct ourselves—which are always guided by our foundational values of safety, integrity, respect and trust. Respect for human rights is reflected in our [Business Code of Conduct](#), policies and practices, [Supplier Code of Conduct](#) and in how we interact with each other and our stakeholders. Our Human Rights Policy applies at all of our locations and to all employees as well as all contractors, service providers, business partners and suppliers who also must meet our ethical standards.

As our governments continue their work to protect human rights locally and globally, we can all do our part to advance human rights. Our commitment to human rights is guided by international and national standards, including the following:

- United Nations Guiding Principles on Business and Human Rights.
- United Nations Universal Declaration of Human Rights.
- United Nations' recognition that access to water is a human right.
- International Labor Organization's Declaration of Fundamental Principles and Rights at Work.
- Principles set out in the Organization for Economic Development Guidelines for Multinational Enterprises.
- All applicable Federal, State and Provincial laws and regulations.

## **Labor Practices**

Ovintiv is committed to providing a respectful, inclusive, healthy and safe workplace free from discrimination, violence, intimidation and all forms of harassment, including sexual harassment. We do not discriminate based on gender, race, color, age, national origin, religion, disability, sexual orientation, marital status or any other grounds protected by law. We comply with fair labor practices throughout our operations and all applicable workplace, employment, privacy and human rights laws and standards.

# Human Rights Policy

Our commitment to human rights means that we:

- Prohibit all forms of slavery, compulsory and forced labor, human trafficking, and child labor.
- Ensure that anyone working on our sites is legally authorized to do so.
- Understand the important role our industry can play in identifying and preventing human trafficking through increased employee awareness and working with our suppliers to engage in programs to prevent human trafficking.
- Promote a respectful workplace.
- Do not tolerate any workplace harassment, including sexual harassment or bullying.
- Protect and promote women's rights and gender equality.
- Do not tolerate any threats or acts of violence toward any of our employees or contractors at any of our locations.
- Prohibit discrimination or harassment based on race, color, religion, national or ethnic origin, sex, parenthood, sexual orientation, gender identity or expression, age, disability, veteran status or other grounds protected by law.
- Comply with all applicable laws and regulations on freedom of association and collective bargaining. We recognize our employees' rights to join organizations for the purposes of engaging in collective bargaining.
- Respect individual's right to privacy and commit to ensuring compliance with all applicable privacy and data security laws.
- Will not be complicit in human rights abuses or violations of human rights laws.
- Will perform human rights assessments as required within our operations.

Anyone who violates our policies and practices, including this policy, will be subject to disciplinary action up to and including termination of employment, contract or supplier contract.

## Recognizing the Rights of Indigenous Peoples

Ovintiv recognizes the unique rights of Indigenous peoples and we are committed to working with them to address concerns and any potential impacts of our operations on their rights. We foster relationships with Indigenous communities in the areas in which we operate and partner



# Human Rights Policy

with multiple organizations and participate in programs to enhance our relationship with Indigenous groups. Our Indigenous Relations Guidelines set out our commitment to working with Indigenous communities on economic development and community investment focused on wellness, education and cultural preservation.

We are informed by the principles set out in the United Nations Declaration on the Rights of Indigenous Peoples. Indigenous cultural awareness training is made available to all staff. Support for Indigenous programs is an integral part of our community investment program.

## Stakeholder Engagement

We engage with our stakeholders, including our employees, contractors, suppliers, service providers, shareholders and community members to work together to have a positive impact wherever we operate and to uphold our corporate responsibility. We listen to the concerns of our stakeholders and integrate mitigating strategies into our operational plans, including those that affect human rights. We strive to make meaningful contributions to the communities, our industry, and to our society.

## Safety & Security

Safety is of the utmost importance to us. We are committed to providing a workplace that is free of violence, harassment, threats or intimidation. We strive to protect our people, our assets, and our reputation wherever we operate. Our security group is a vital part of our EH&S team and works to ensure a safe and secure workplace. Our security team is educated and trained regularly to identify, prevent and mitigate any security issues, including security risks that may impact human rights.

## Accountability & Reporting

We are accountable to ourselves and our stakeholders in ensuring we uphold this Policy; we proactively identify and remediate areas of potential concern and risk. We provide in-person and virtual training regularly on our Business Code of Conduct and various policies and practices that include education on human rights and respectful workplace issues. All staff must complete annual training and acknowledgement of our Business Code of Conduct.

# Human Rights Policy

Additionally, our suppliers must acknowledge and commit to our expectations and ethical standards set out in our Supplier Code of Conduct and Business Code of Conduct, which includes requirements of this Policy and our Respectful Workplace Policy.

## Speak Up!

We all have a duty to report violations or potential violations of the law, regulations or our policies and practices. We strive to create an open environment where everyone is empowered to raise any concern or question about ethics or compliance with our policies and practices or the law. We expect all concerns to be raised in good faith. If you observe or are made aware of something that may be unethical or illegal—Speak Up! We have several resources available for reporting a concern—to leadership, human resources, the compliance team or our [Integrity Hotline](#). The Integrity Hotline is an anonymous call line that is available to anyone 24/7 to report concerns. We listen to all concerns and take all reports seriously. We are committed to investigating all good faith concerns in a timely manner. We will take all actions necessary to remediate and prevent further issues from arising.

We do not tolerate any form of retaliation including threats, discrimination or discipline against anyone who reports a concern in good faith or participates in an investigation. Retaliation is a violation of our Business Code of Conduct and the law. Any act of retaliation will result in discipline as appropriate, up to and including termination of employment or contract.

Policy Date: November 2020



2021

## Indigenous Relations Guidelines

### Ovintiv Inc.

Ovintiv™ Inc. is one of the largest producers of oil, condensate and natural gas in North America. The Company is committed to preserving its financial strength, maximizing profitability through disciplined capital investments and operational efficiencies and returning capital to shareholders. A talented team, in combination with a culture of innovation and efficiency, fuels Ovintiv's economic performance, increases shareholder value and strengthens its commitment to sustainability in the communities where its employees live and work.

Ovintiv strives to develop and maintain strong relationships within our key operating areas—creating value by facilitating sustainable operations and enhancing the Company's public reputation.

Our foundational values guide our day-to-day relations with Indigenous communities. These principles include safety, trust, respect and integrity.

### Indigenous Relations

Ovintiv's Indigenous relations team focuses on building, enhancing and maintaining positive relationships in the community through several approaches.

- Respectfully engaging with local Indigenous community representatives when our activities may impact their communities.
- Seeking input on proposed development to encourage meaningful inclusion for those who may be affected by our operations.
- Conducting our business in an environmentally responsible manner—meeting or exceeding policies and regulations.
- Supporting community wellness goals through appropriately identified educational and training opportunities.
- Supporting cultural initiatives to enhance pride within Indigenous communities.

### Economic Development

Ovintiv's supply management services objective is to achieve best value in goods and services. We are committed to working with Indigenous communities to develop their capacity to participate and benefit from business opportunities associated with Ovintiv's operations.

- Providing timely information about potential contracting and employment opportunities to Indigenous communities.
- Encouraging service providers to draw upon the local labour force in the Indigenous communities for employment opportunities.
- Working with communities, businesses and individuals, to ensure they are given fair opportunity for contracts and services—based on competitiveness and the ability to meet Ovintiv standards.
- Maintaining vendor lists of local Indigenous businesses.
- Considering ways to approach new business opportunities at the community level.

### Our Commitment

To promote understanding and effective communication, Ovintiv employees will have access to Indigenous awareness training. The Company will continue to progress its business needs by supporting the development and sustainability of strong and healthy communities. Through a multi-disciplinary approach, our employees will collaborate to succeed in following these guidelines.

### Contact Us

**Tyson Pylypiw**, manager  
Indigenous and Tribal Relations  
403.645.5116

# Lobbying Practice

Ovintiv actively participates in the political process, with the goal of informing policymakers and regulators about our business and advocating for policy solutions that mutually benefit the communities in which we operate, our industry, our company and our shareholders. Ovintiv is committed to the highest ethical standards in all our relationships with government and participates in public policy advocacy by communicating in a legal and appropriate manner on issues that impact Ovintiv's business. At all times Ovintiv's advocacy and lobbying activities will be conducted in conformance with the Company's Political Activities Policy, this Lobbying Practice and in strict conformance with the laws and regulations for Lobbying in the jurisdiction in which the lobbying activity is being conducted.

## What is lobbying?

Lobbying is communication in any form with elected officials and certain civil servants of the federal, provincial, state or municipal governments ("designated public office holders") for the purpose(s) of :

- Developing or amending laws, regulations, policies, guidelines, etc.; or
- Obtaining a financial benefit, such as a grant or contribution.

Lobbying does not include:

- Stakeholder consultations on policy proposals in an open forum that are a matter of public record;
- Inquiries to gain publicly available information;
- Communications relating to enforcement, interpretation, or application of any current law, regulation, directive, guideline, policy, or program; or
- Submissions (either oral or written) to parliamentary or legislative committees or bodies that are a matter of public record.

## Who is a lobbyist?

For the purposes of this Practice, lobbyists are:

- Employees and directors whose federal lobbying activities make up 20 percent or more of their duties; and
- Employees and directors who undertake any federal, state, provincial or municipal lobbying activities.

For the purposes of this Practice, communications between Ovintiv staff that lead advocacy efforts on behalf of an industry association, such as the American Petroleum Institute or the Canadian Association of Petroleum Producers) or and designated public office holders, in the manner described above, also constitutes "lobbying".

Ovintiv also contracts Consultant Lobbyists to engage in lobbying activities on behalf of Ovintiv. Government Relations is responsible for engaging such Consultant Lobbyists and monitoring these relationships. Ovintiv employees, contractors and directors shall not engage Consultant Lobbyists without the prior written consent of Government Relations.

### **How must lobbying be reported?**

To ensure that Ovintiv is compliant with its obligations under the applicable lobbying laws, it is the responsibility of managers and other senior employees with direct reports that are engaged in lobbying to ensure that lobbying activities are reported to Government Relations.

Government Relations is accountable for Ovintiv's lobbyist registrations and associated reporting and will steward them accordingly.

Consultant Lobbyists will steward their own registrations and reporting accordingly.

*\*Terms bolded and italicized in a policy or practice are defined in the Policies & Practices Glossary and such definitions are incorporated by reference into such policy or practice to the extent used therein.*

# Policies and Practices glossary

## A

**access only:** sometimes referred to as “Administrative Access”; these are individuals who require access to Ovintiv’s buildings, systems or worksites, but are not performing work that is part of our business. They are typically workforce members of Service Provider companies or partner organizations. Examples include Auditors, cleaning services, movers, etc.

**alcohol:** the intoxicating agent in beverage alcohol, ethyl alcohol or other low molecular weight alcohols including methyl or isopropyl alcohol.

## B

**base salary:** monetary compensation, excluding benefits or any savings plans, premiums, allowances or bonuses of any sort.

**beverage alcohol:** beer, wine and distilled spirits.

**blood alcohol concentration (BAC):** the amount of alcohol in the bloodstream or on one’s breath. BAC is expressed as the weight of ethanol, measured in grams, in 100 milliliters of blood, or 210 liters of breath. BAC can be measured by breath, blood, or urine tests.

**broad dissemination wire service:** an approved news wire service that provides simultaneous national and/or international distribution.

## C

**cash flow at risk (CFaR):** a measure of the variability of cash flow for the company that will be realized over a given time interval (e.g. one year) at a given level of confidence.

**company/corporation:** Ovintiv Corporation and/or its subsidiaries, as may be applicable.

**company business:** all business activities undertaken in the course of the company’s operations, whether conducted on or off company premises. It includes those situations when an employee is representing, or could reasonably be perceived as representing the company in the performance of their duties.

**company premises:** includes, but is not necessarily restricted to, all land, property, structures, installations, vehicles, and equipment owned, leased, rented, operated or otherwise directly controlled by the Company for the purpose of conducting company business.

**company testing administrator:** the person responsible for overseeing the Alcohol and Drug Practice.



**company testing administrator (Occupational Health Advisory):** employed by Ovintiv with responsibilities for such areas as:

- Helping supervisors arrange reasonable-grounds and post-incident testing
- Receiving test results and managing test records
- Providing guidance to service providers engaged to conduct testing
- Evaluating and modifying testing programs as needed
- In Canada, assisting teams in establishing and implementing testing programs

**confidential information:** includes all non-public information relating to the business and affairs of Ovintiv or another party (where the context demands, whether publicly-traded or not) that might be of use to competitors, or harmful to Ovintiv or the other party, if disclosed. Confidential information includes undisclosed material information.

**confirmation test (alcohol):** a second test conducted 15 minutes after the initial (screening) test that provides quantitative data of alcohol concentration.

**confirmation test (drug):** a second analytical procedure to identify the presence of a specific drug or metabolite which is independent of the initial (screening) test.

**contingent workforce:** refers to all individuals deemed non-employees, including Contractors, Service Providers and Access Only.

**contractors:** an individual retained or engaged by Ovintiv to perform a variety of services that may or may not be core to the business and supplement the Workforce for a specified unique skill, project and/or period of time. Individuals performing the services may be selected by Ovintiv but are employed by a third-party entity, which provides the business infrastructure to independently employ and manage Contractors. Third-party entities may also supply one or more specific individuals to perform a service from their own existing deployable Workforce (e.g. professional or technical specialists, temporary staffing agencies). Given the temporary nature of the services, individual Contractors should not be engaged for activities with a duration greater than one year.

**corporate information:** any information relating to the business and affairs of Ovintiv, whether owned by Ovintiv or another party.

**corporate responsibility:** encompasses the corporate response to the governance, ethical, financial, economic, environmental and social performance issues facing today's corporations. Ovintiv's commitment to corporate responsibility is outlined in the Corporate Responsibility Policy.

## D

**Department of Transportation (DOT):** these terms encompass all DOT agencies, including, but not limited to, the United States Coast Guard (USCG), the Federal Aviation Administration (FAA), the Federal Railroad Administration (FRA), the Federal Motor Carrier Safety Administration (FMCSA), the Federal Transit Administration (FTA), the National Highway Traffic Safety

Administration (NHTSA), the Pipeline Hazardous Materials and Safety Administration (PHMSA), and the Office of the Secretary (OST). These terms include any designee of a DOT agency.

**Designated Employer Representative (DER):** an employee authorized by the company to take immediate action(s) to remove employees from safety-sensitive duties, or cause employees to be removed from these duties, and to make required decisions in the testing and evaluation processes. The DER also receives test results and other communications for the company, manages test records, and provides guidance to service providers engaged to conduct testing.

**drug:** includes any drug, substance, chemical or agent the use or possession of which is unlawful in Canada (or the U.S.) or requires a personal prescription from a licensed treating physician, any non-prescription medication lawfully sold in Canada (or the U.S.) and drug paraphernalia.

**drug paraphernalia:** includes any personal property which is associated with the use of any drug, substance, chemical or agent the possession of which is unlawful in Canada or the U.S.

## E

**EDGAR:** the United States Securities and Exchange Commission's Electronic Data Gathering Analysis and Retrieval System for public securities filings and information.

**employees:** perform activities that are core to, and integrated with, Ovintiv's activities, and includes recognized individuals who are either on a temporary leave of absence approved by Ovintiv or who have been temporarily seconded by Ovintiv to a third-party under terms which expressly continue to recognize such person as an Ovintiv Employee.

**Ovintiv:** Ovintiv Corporation and/or its subsidiaries, as may be applicable.

**Ovintiv Risk Matrix:** a tool that assesses the impact and probability of an event or scenario to determine the severity of a risk, according to corporate standards and defined required actions.

**equity monetization transactions/EMT:** derivative-based transactions that allow an investor to transfer part or all economic risk and/or return associated with the securities of an issuer, without formally transferring the legal and beneficial ownership of such securities. This can include an offer to allow an investor to borrow a cash amount similar to the proceeds of a disposition without actually transferring the legal and beneficial ownership of the securities.

**exigent circumstances:** circumstances where an individual reasonably believes that there is risk to life, safety or health. Exigent circumstances, as it pertains to Ovintiv, are specified in Prevention of Corruption Policy.

## F

**facilities:** includes, but is not necessarily restricted to, all land, property, structures, installations, vehicles, and equipment owned, leased, rented, operated or otherwise directly controlled by the company for the purpose of conducting Company business.

**fit for work/fitness for work:** being able to safely and acceptably perform assigned duties and responsibilities without any limitations due to the consumption of alcohol or use of drugs.

## G

**governance:** a term used to describe the exercise of authority. Corporate governance is concerned with the relationship between the corporation and wider society. With respect to our Constitution and policies, it is the duty of all employees to ensure that we demonstrate good governance by performing to the standards which we have set for ourselves in key areas.

## H

**human rights:** a term used to define the concept that individuals and groups in society are entitled to certain minimum standards with respect to: activities (such as natural resource extraction) which may have an impact upon them; the conditions of the environment in which they live; their security; the standard of living which they enjoy; their health and education; and the degree to which they have a say in events and developments which affect them.

## I

**illicit drug:** any drug or substance which is not legally obtainable and whose use, sale, possession, purchase or transfer is restricted or prohibited by law (e.g. street drugs such as marijuana and cocaine).

**immediate disclosure:** corporate decisions and financial results cannot be instantly disseminated through a news wire service the moment decisions are made. It may take time to revise the documents and prepare their disclosure methods. The underlying principle is that all financial results should be released to a news wire service and filed on SEDAR and EDGAR immediately following the approval by Ovintiv's Board of Directors or Audit Committee.

**immediately:** means as soon as is practically possible and, as it relates to disclosing corporate decisions and/or financial results within one trading day.

**information system assets:** includes any equipment or service provided by Ovintiv that can be used to create, reproduce, or distribute information. Examples include, but are not limited to, desktop computers, laptops, shared drives, document management systems, e-mail systems, instant messaging systems, internet connections, 'blackberries' (or other PDA's), printers, plotters, fax machines, letterhead, and cell phones.

**insider:** defined in applicable securities legislation and corporate statutes (including the Canada Business Corporations Act) and includes reporting insiders and non-reporting insiders. The term includes, for Ovintiv Corporation and each of its subsidiaries, directors and officers including the Chief Executive Officer, President, Chief Financial Officer, any Executive Vice-President, Vice-President, Corporate Secretary, Assistant Corporate Secretary, Treasurer, Assistant Treasurer, Comptroller and Assistant Comptroller. Employees and contractors are also considered insiders when they receive or have access to undisclosed material information.

**issuer:** refers to Ovintiv Corporation, Ovintiv Holdings Finance Corp. or any other reporting issuer as defined in applicable securities legislation.

## L

**license to operate:** a term used to describe both the regulatory approval and the informal community approval required for a corporation to access land and resources. Informal community approval stems from the goodwill of communities in which we work. Such goodwill provides a “social” licence to operate, which requires the development of positive relationships with stakeholders based on our policies, practices, and actions. A licence to operate is the outcome of the trust of broader society that Ovintiv will operate to high standards of economic, social and consultation to understand the issues and concerns of those who live in the regions where we work.

## M

**mark-to-market (MtM):** measures unrealized gains and losses, prior to contract settlement, by calculating the difference between the original transaction price and the current forward dated market price.

**material information:** any information relating to the business and affairs of Ovintiv or another party (where the context demands, whether publicly-traded or not) that results in, or would reasonably be expected to result in, a significant change in the market price or value of Ovintiv’s securities or securities of such other party (where the context demands). Examples of material information and the treatment and disclosure of material information is specified in the Disclosure Policy.

**material news release:** a news release announcing material information.

**Minimum Share Ownership Guidelines:** as specified in “Ovintiv Corporation Share Ownership Guidelines,” requires designated participants to maintain minimum share ownership levels. Shares to be included in the share ownership calculation under the Guidelines include Ovintiv common shares beneficially owned (directly, indirectly and/or controlled) by such individual, deferred share units granted to the individual, unvested restricted share units granted to such individual and such other eligible units as may be approved by the Board of Directors. Stock options that have not been exercised and held as common shares, performance share units, and other similar instruments which have not been settled in common shares, are excluded from the share ownership calculation.

**Medical Review Officer (MRO):** a licensed physician certified as a MRO who is independent of the Company and who is responsible for receiving the laboratory report and reviewing any nonnegative results with the employee to determine any alternative medical reasons for the result before reporting to the employer. The MRO makes the final decision on whether it is a verified positive, a verified refusal (adulterated or substituted) or a negative result.

**medication:** a drug obtained legally, either over-the-counter or through a doctor's prescription.

## N

**non-reporting insider:** an insider of Ovintiv that is not a reporting insider. The Corporate Secretary (or their delegate) maintains a list of all Ovintiv reporting insiders and non-reporting insiders, and the Disclosure Committee reviews this list from time to time (and at a minimum on an annual basis following the filing of Ovintiv's most recent audited financial statements).

## O

**on call:** circumstance in which an employee is designated to be on call and available for work.

## P

**performance management:** the process of job performance monitoring and coaching.

**personal information:** information about an identifiable individual, except business title and business contact information, and includes information about prospective, present or former employees and external parties such as landowners and other individuals.

**policy:** a clear and concise statement by the organization's executive leadership indicating the Corporation's intentions, principles and performance expectations relative to the Constitution and to its legal, regulatory, legislative, social and/or governance responsibilities which is approved by Ovintiv's Board of Directors and/or chief executive officer.

**position-taking:** position-taking is an activity predicated on a forward market view. A position creates a volumetric imbalance of commodity transactions and results in a net market exposure.

**practice:** a universally applied standard defining the Corporation's execution expectations relative to one or more corporate policies and/or Ovintiv's Constitution which is approved by one or more members of Ovintiv's Executive Team.

**prohibited substances:** (1) illicit or unprescribed drugs, controlled substances and mood or mind-altering substances (e.g. any synthetic derivative/product that produces a marijuana-type high and any herbal products not intended for human consumption), (2) prescribed drugs used in a manner inconsistent with the prescription.

## R

**record:** information recorded in any physical or electronic media which is created or received in the course of Ovintiv's business activities and provides legal evidence of those activities.

**reporting insiders:** as defined under National Instrument 55-104 Insider Reporting Requirements and Exemptions and Companion Policy 55-104CP Insider Reporting Requirements and Exemptions, are:

- a) The chief executive officer or any other individual who acts as chief executive officer or in a similar capacity ("CEO"), chief financial officer or any other individual who acts as chief financial officer or in a similar capacity ("CFO") or chief operating officer or any other individual who acts as chief operating officer or in a similar capacity ("COO") of a reporting issuer, of a significant shareholder of a reporting issuer (that being a person or company that has beneficial ownership of, or control or direction over, securities of an issuer carrying more than 10 percent of the voting rights attached to all the issuer's outstanding voting securities) (a "Significant Shareholder") or of a major subsidiary of a reporting issuer (that being a subsidiary with 30 percent or more of the consolidated assets or consolidated revenues of the issuer) (a "Major Subsidiary")
- b) A director of the reporting issuer, of a Significant Shareholder or of a Major Subsidiary
- c) A person or company responsible for a principal business unit, division or function of the reporting issuer
- d) A Significant Shareholder
- e) A Significant Shareholder (based on post-conversion beneficial ownership of the reporting issuer's securities) and the CEO, CFO, COO and every director of the Significant Shareholder based on post-conversion beneficial ownership
- f) A management company that provides significant management or administrative services to the reporting issuer or a Major Subsidiary, every director of the management company, every CEO, CFO and COO of the management company, and every Significant Shareholder of the management company
- g) An individual performing functions similar to the functions performed by any of the insiders described in paragraphs (a) to (f)
- h) The reporting issuer itself, if it has purchased, redeemed or otherwise acquired a security of its own issue, for so long as it continues to hold that security
- i) Any other insider that
  - in the ordinary course receives or has access to information as to material facts or material changes concerning the reporting issuer before the material facts or material changes are generally disclosed
  - directly or indirectly, exercises, or has the ability to exercise, significant power or influence over the business, operations, capital or development of the reporting issuer



- j) Reporting insiders of Ovintiv include every director and the CEO, CFO and COO of Ovintiv Corporation and Ovintiv Holdings Finance Corp. and the Executive Vice-President responsible for each of their Operating Divisions and Corporate Groups and the directors and the CEO, CFO and COO of each of their Major Subsidiaries. It also includes any other individual who performs functions similar to those normally performed by an individual occupying such offices and any insider that satisfies paragraph (i) above.

**risk:** the chance of something happening, measured in terms of probability and impact, that will affect the achievement of business objectives. This definition includes both the opportunity and the undesirable consequence.

## S

**safety-sensitive position:** all DOT positions (in the U.S.) as well as positions in which an individual has a key and direct role in an operation where impaired performance could result in:

- An accident or incident affecting the health or safety of themselves, other employees, contractors, customers, the public or the environment
- An inadequate response to an emergency or operational situation. In a key and direct role, the primary job function of the position, including non-routine or emergency duties, involves responsibility for actions or decisions which, if not performed correctly, could directly cause or contribute to:
  - A serious incident
  - An improper or inadequate response to a potentially serious incident.

**scheduled call:** circumstance in which an individual is designated to be on call and available for work.

**security/securities:** all forms of shares and debt obligations issued including, but not limited to, common shares, preferred shares, bonds, notes, debentures, convertibles, options, rights, warrants, issuer derivatives (such as share appreciation rights, common shares granted under a deferred share unit program or restricted share units), and other forms of securities as defined in applicable securities legislation.

**SEDAR:** the System for Electronic Document Analysis and Retrieval developed for the Canadian Securities Administrators for public securities filings and information.

**sensitive information:** sensitive information is any information classified confidential or restricted within Ovintiv's Information Classification Guidelines.

**service providers:** an individual employed by a separate company which Ovintiv has selected to perform a service without specifying the individuals who will provide the service (e.g. such as document reproduction services; services for drilling and completions). These individuals perform

ancillary services to Ovintiv's core activities, utilizing knowledge, skills, processes, tools and/or equipment not generally available among Ovintiv's core business.

**social media:** all forms of online publishing and discussion, including blogs, wikis, file-sharing, user-generated video and audio, virtual worlds and social networks.

**staff:** the combination of Employees and Contractors who are included for Ovintiv's headcount reporting purposes.

**stakeholders:** those individuals or organizations that have an impact upon or are impacted by the activities of a corporation.

**students/interns:** individuals who join Ovintiv's Workforce temporarily while still enrolled in a post-secondary program. Student/Interns may be retained through third-party entities or may be directly retained on a short term basis.

**subsidiary/subsidiaries:** include any corporation, partnership, limited liability company or other business entity of which at least a majority of the voting rights attached to all outstanding shares issued or outstanding interests of such entity are directly, indirectly or beneficially owned or controlled by Ovintiv Corporation.

**Substance Abuse Expert:** an individual with clinical knowledge and experience in the diagnosis and treatment of alcohol and drug-related disorders and certified as a Substance Abuse Expert.

**Substance Abuse Professional (SAP):** an individual with knowledge of and clinical experience in the diagnosis and treatment of alcohol and drug related disorders. Employees who have violated a Company policy and are entering a continuing employment agreement will be referred to a SAP who will assess if the individual has a problem, make recommendations regarding education and treatment, and recommend a return-to-work monitoring program including unannounced testing.

**supervisor:** any staff member who has one or more people reporting to them and provides guidance in the undertaking of day-to-day work.

**sustainable value creation:** Ovintiv strives to maximize value for our shareholders.

## T

**Testing Program Administrator (external):** a service provider engaged to:

- Manage sample collection
- Provide Medical Review Officer services
- Liaise with the Company Testing Administrator
- Administer the selection process for unannounced testing in accordance with the Alcohol & Drug Policy and Practices
- Select test days for those on a follow-up testing program.

**Third Party Administrator (TPA):** the vendor who manages all aspects of the testing program on behalf of the company, interfaces with the Company Testing Administrator (or Designated Employer Representative, in the U.S.), conducts the selection of test days for those on a followup testing program (and the unannounced selection if the Company program requires it) and, in the U.S., provides Medical Review Officer services.

## U

**undisclosed material information:** any material information that has not been previously disclosed or published to the general public in accordance with the Disclosure Policy.

## V

**value:** both present and future value, arising from our pillars of value creation: high-quality assets, including solid credible reserves; strong financial management; and sound corporate governance.

**value-at-risk (VaR):** value-at-risk (VaR) is a metric used to determine the probable maximum loss of a portfolio in 'normal' market conditions over a defined forward period (e.g. one day) and confidence interval (e.g. 95 percent).

**visitors:** non-Ovintiv individuals on-site to visit/meet with Ovintiv staff.

## W

**waiver:** a document executed by an authorized person under the applicable Business Code of Conduct, policy, practice or guideline approving on behalf of Ovintiv a material departure from a provision of such Business Code of Conduct, policy, practice or guideline.

**workforce:** the collective groups of individuals who perform work for Ovintiv or on Ovintiv premises. This includes the categories of Employees, Contractors, Service Providers, Students/Interns and Access Only.

*\*Terms bolded and italicized in a policy or practice are defined in the Policies & Practices Glossary and such definitions are incorporated by reference into such policy or practice to the extent used therein.*

# Political Activities Policy

Ovintiv believes that active and constructive engagement in consultations on public policy is an important part of responsible corporate citizenship and is in the interest of our stakeholders including our shareholders. Ovintiv supports involvement in activities that advance Ovintiv's goals and improve the communities where we work and live. Ovintiv considers making political contributions to the extent permitted by law and as may be consistent with this Policy as a constructive way to encourage and support the democratic system.

Ovintiv is committed to the highest ethical standards in all our relationships with government and participates in public policy advocacy by communicating in a legal and appropriate manner on issues that impact Ovintiv's business. At all times Ovintiv will comply with the Company's Lobbying Practice and will act in a manner that demonstrates respect for the democratic process.

Federal, provincial, state and municipal laws relating to election financing exist in Canada and the United States governing corporate involvement in activities of a political nature. This Policy has been approved by the Board of Directors and is intended to help ensure corporate compliance with these laws.

Consistent with Ovintiv's Business Code of Conduct, Ovintiv employees, contractors and directors may choose to become involved in political activities as long as they undertake these activities on their own behalf and may, on a personal level, give to any political party or candidate; reimbursement by Ovintiv is prohibited.

In no circumstances shall any Ovintiv employee, contractor or director be permitted to use or associate their position or office with Ovintiv with any personal political activity or donation or in any circumstances in which any such association could be reasonably inferred.

In Canada, corporations are prohibited from making financial or in-kind contributions to a Canadian federal political party, Canadian federal political party candidate or Canadian federal electoral district association nor are they permitted to make financial or in-kind contributions to an Alberta or British Columbia provincial political party, provincial political party candidate or provincial constituency association.

In the United States, corporations may sponsor political action committees and may support or oppose federal, state, and local candidates and parties under certain circumstances, provided that any decision to make donations, contributions, disbursements or expenditures in connection with any federal or non-federal election is made by a citizen of the United States.

Ovintiv prohibits the following types of political contributions in the United States unless approved in advance by both the President & Chief Executive Officer and the Executive Vice-President Legal Services & General Counsel: (a) direct advertising in support of or opposition to a candidate; (b) direct issue advertising directly or overtly supporting or opposing a particular candidate for election or a political party; (c) contributions to 527 organizations as defined in Title 26 of the United States Code which support or oppose candidates for office but do not coordinate

with candidates or political parties; and (d) contributions 501(c)(4) social welfare organizations that may engage in political activities as defined in Title 26 of the United States Code.

In the event that the President & Chief Executive Officer and/or the Executive Vice-President Legal Services & General Counsel are not United States citizens, the most senior United States citizen Executive Officer and/or the most senior United States citizen legal executive, as applicable, will assume the approval authority referenced above. Given the complexity of the laws and regulations governing political giving in the United States, Ovintiv engages with legal counsel to ensure compliance with federal, state and local rules.

Ovintiv or any of its subsidiaries or affiliates will make only those financial or in-kind contributions permitted by law to a recognized political party, candidate or campaign. All requirements for public disclosure of such contributions shall be fully complied with by Ovintiv, its subsidiaries and affiliates. A report detailing the amount and recipient of all contributions made by Ovintiv and its subsidiaries and affiliates shall be prepared and presented to the Board by Ovintiv's Executive Vice-President & General Counsel annually. The report will include details of corporate contributions to issue campaigns or referenda, payments to 527 organizations, 501(c)(4) groups and other tax-exempt organizations and dues paid to trade associations.

The President & Chief Executive Officer, any one of Ovintiv's Executive Vice-Presidents or any one of Ovintiv's Vice-Presidents, in consultation with Ovintiv's Government Relations Teams, shall have authority to review and to approve requests for political contributions proposed to be made by Ovintiv or any of its subsidiaries or affiliates as permitted above, subject to any limits or restrictions imposed by the President & Chief Executive Officer from time to time. Coordination of political activities, including political contributions, will be done by the Vice-President(s) responsible for Government Relations and will be reviewed by the Ovintiv Executive team on a quarterly basis.

*\*Terms bolded and italicized in a policy or practice are defined in the Policies & Practices Glossary and such definitions are incorporated by reference into such policy or practice to the extent used therein.*

# Prevention of Corruption Policy

Ovintiv's Business Code of Conduct and Corporate Responsibility Policy establish our commitment to conducting our business ethically and legally. This Prevention of Corruption Policy will be used in identifying and managing corporate and individual risk relating to corrupt practices or improper payments.

Corruption poses a serious legal, commercial and reputational risk to Ovintiv. The purpose of this Policy is to support Ovintiv's commitment to ethical business practices and commits Ovintiv and its employees, contractors and directors to full compliance with the Corruption of Foreign Public Officials Act (Canada), the Foreign and Corrupt Practices Act (United States of America) and any other equivalent national, state or local anti-bribery or anti-corruption laws.

## **Bribery**

Unlawful or unethical behavior in Ovintiv's workforce, including soliciting, accepting or paying bribes or other illicit payments for any purpose, is not tolerated. Situations where judgment might be influenced by, or appear to be influenced by, such unlawful or unethical behavior must be avoided. To ensure compliance with anti-corruption laws in all applicable jurisdictions, no Ovintiv employee, contractor or director shall directly or indirectly undertake any improper payment activity with respect to foreign or domestic officials, employees of state-owned enterprises or any individual conducting business in the private sector.

Acceptance of gifts and political contributions must be made and accepted according to Ovintiv's Acceptance of Gifts Practice and Political Activities Policy respectively.

## **Community Investment**

Ovintiv's community investment program provides cash donations, sponsorships and gifts-in-kind to charitable and non-profit community organizations located in and/or serving our operating communities. Where a community investment is proposed, it must be transparent, documented in reasonable detail and made in accordance with applicable laws, Ovintiv's community investment guidelines and this Policy.

## **Facilitation Payments**

Ovintiv, its employees, contractors, directors, or anyone acting on the Company's behalf shall not make facilitation payments. A facilitation payment is an occasional payment of minimal value (typically less than C\$100) made solely to expedite or secure performance of a routine, non-discretionary, government action.

## **Exigent Circumstances**

Nothing in this Policy prohibits the making of payments to government officials when life, safety or health is at risk. Such payments should be as modest as reasonably possible in the circumstances. Protection of property is generally not an exigent circumstance. The making of such a payment should be reported to the appropriate division or corporate group Vice-President and the Corporate Secretary (or their respective delegate), as soon as possible. Such payments must be recorded in reasonable detail, including the amount provided and the purpose of the payment, and may be disclosed in accordance with applicable securities laws.



## **Mergers, Acquisitions, Joint Ventures and Partnerships**

Ovintiv is committed to undertaking appropriate due diligence in evaluating the reputation and integrity of any business which it invests in or enters into a joint venture or partnership agreement with.

Ovintiv will use commercially reasonable efforts to ensure that the principles established in all Ovintiv policies, practices and guidelines are materially complied with in joint venture or partnership agreements to which Ovintiv is a party.

## **Accounting and Transparency**

Ovintiv's books and records must reflect in reasonable detail its transactions in a timely, fair and accurate manner in order to permit the preparation of accurate financial statements in accordance with generally accepted accounting principles and maintain recorded accountability for assets and liabilities.

All business transactions that employees, contractors and directors have participated in must be properly authorized, properly recorded and supported by accurate documentation in reasonable detail. Audit programs must be established and maintained to ensure conformance with the requirements of this Policy and the associated legislative and regulatory requirements.

## **Violations of the Prevention of Corruption Policy**

Violation of this Policy may result in disciplinary action up to and including termination of employment or contract, as applicable.

Actions that violate or appear to violate this Policy must be reported to your leader, HR advisor, the Ethics & Compliance team or through the Integrity Hotline.

Any questions regarding this Policy should be directed to the Vice-President, Government Relations & Sustainability.

# Privacy Policy

**Ovintiv** is committed to protecting **personal information** collected, used and disclosed in the conduct of its business. Personal information generally refers to information about an identifiable individual, including information about prospective, present or former employees or other individuals. It does not include business contact information used to contact an individual for business purposes or information such as anonymous or aggregated data from which the identity of an individual cannot be determined.

This Policy applies to all individuals engaged in Company business including all **employees**. Contractors and other service providers are required to develop and enforce privacy **policies** and **practices** that are consistent with this Policy. Where required by law, Ovintiv will obtain the appropriate consent of individuals to collect, use and disclose personal information.

Ovintiv requires personal information to meet a variety of business-related purposes, including the following examples:

- Determining eligibility for employment (or to provide services to Ovintiv), including educational, qualification, reference and, where applicable, other background checks.
- Administering and managing employment relationships or service arrangements with Ovintiv.
- Administering employee compensation, benefits and related perquisites.
- Ensuring the safety and security of **staff**, external parties, our premises, property and/or assets.
- Meeting contractual, legal or other commitments (including payment obligations) to external parties, including landowners.
- Ensuring compliance with Ovintiv's various policies and practices.

Ovintiv protects personal information by using reasonable security safeguards which are appropriate to the sensitivity level of the information.

Ovintiv retains personal information to which for the period of time necessary to fulfill the purposes for which it was collected, or to meet statutory requirements or other legal purposes. Upon request, individuals will be granted reasonable access and review of their personal information as required by applicable law.

All staff are required to protect personal information they may have access, be privy, or handle by virtue of their employment or service arrangements with Ovintiv. This includes an obligation to speak up and report any concerns or any actual or suspected violations of this Policy, related practices and/or applicable law. Reports may be made to our Privacy Officer at [privacy@Ovintiv.com](mailto:privacy@Ovintiv.com). Reports may also be made anonymously using our Integrity Hotline at 1.877.445.3222 or online through the Integrity Hotline link found at [Ovintiv.com](https://Ovintiv.com).

Violations of this Policy and its related practices may result in disciplinary action up to and including termination of employment or contractual relationships.

*\*Terms bolded and italicized in a policy or practice are defined in the Policies & Practices Glossary and such definitions are incorporated by reference into such policy or practice to the extent used therein.*

# Respectful Workplace Practice

Ovintiv is committed to maintaining a safe and respectful workplace. Treating others with dignity and respect ensures a professional, healthy, and productive work environment. We respect each other as colleagues, and the stakeholders with whom we interact. Ovintiv is also committed to equal opportunity by hiring, compensating, training, promoting, and providing consistent treatment to all employees on the basis of performance.

Harassment, discrimination, bullying, violence, intimidation, and any other disrespectful or inappropriate or offensive behaviour (collectively referred to as “Offensive Conduct”) are not tolerated at Ovintiv. Ovintiv also adheres to applicable employment laws regarding non-discrimination and human rights legislation in the jurisdictions in which we operate.

This Practice applies to all employees, contractors, and directors. This Practice applies to interactions which occur on or off Company premises, including formal and informal Company social functions, conferences, stakeholder-related events, as well as interactions over the Internet, via other remote communications, or on social media sites.

Contractors are expected to develop and enforce policies or practices consistent with this Practice that will apply to their personnel in providing services to or on behalf of Ovintiv.

Any allegation of Unacceptable Conduct will be taken seriously and dealt with promptly by Ovintiv. Disciplinary action, up to and including termination of employment or services, will be taken where violations of this Practice are determined by Ovintiv to have occurred.

## Definitions

**Discrimination:** Any act, comment, or omission that results in unjust or prejudicial treatment of different categories of people. Ovintiv does not discriminate on the basis of gender, race, color, age, national origin, religion, disability, sexual orientation, marital status or any other characteristic protected by applicable law.

**Harassment:** Derogatory (i.e. condescending, insulting, belittling) or vexatious (i.e. aggressive, angry, antagonistic) conduct or comments that are known or ought reasonably to be known to be offensive or unwelcome, including without limitation, actions or comments directed at no person in particular but which create an intimidating, demeaning, or offensive work environment. Bullying is a form of harassment. Harassment interferes with ensuring a workplace of mutual respect for the dignity of each individual.

**Sexual Harassment:** Unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, where:

- Submission to such conduct is made explicitly or implicitly a term or condition of employment
- Submission to or rejection of such conduct is used as the basis for decisions affecting an individual's employment
- Such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating or hostile work environment

## Forms of Offensive Conduct

Examples of Offensive Conduct include, but are not limited to the following:

- Abusive, lewd, profane, or demeaning language
- Threatening, bullying, intimidation, or yelling in respect of another person
- Fighting or explicit or implicit threats of physical violence
- Jokes which demean or belittle others, even where no offence is intended, such as racist, sexist, or sexual orientation jokes

Such conduct may take the form of implicit or explicit communications including the following:

- Written or electronic form (cartoons, posters, photos, calendars, notes, letters, email)
- Verbal (comments or derogatory remarks, jokes, foul or obscene language, repeated unwanted relationship advances)
- Physical gestures and other nonverbal behavior (unwelcome touching, violent altercations, hand gestures, stalking, leering)

## Resolution Process

We all have a duty to report actual or suspected misconduct, including Offensive Conduct. If you believe you or another individual have experienced or have witnessed Unacceptable Conduct at Ovintiv, you are required to promptly communicate your complaint to Ovintiv to enable timely investigation and necessary corrective action to be taken by the Company as soon as possible.

Staff members who have experienced or believe another individual has experienced a violation of this Practice are therefore expected to take one of the following actions:

- Where possible, speak directly with the person(s) who is demonstrating Offensive Conduct and inform them that their behavior is unwelcome and must stop. This may be a reasonable solution in some situations, but not recommended if you are not comfortable or safe approaching the person or if the behaviors are more serious or reoccurring.
- Immediately report the Offensive Conduct to your leader, your HR Advisor, or any other leader in Ovintiv
- Make an anonymous complaint under the Investigations Practice, using the Integrity Hotline

Complaints reported under this Practice are taken seriously by Ovintiv. Ovintiv maintains such complaints as confidential, and a report of misconduct or information is only disclosed to the extent necessary to investigate or address the situation.

Filing of false or vexatious complaints is not tolerated and will be subject to disciplinary action. Ovintiv prohibits all forms of retaliation or other similar acts against any individual for filing a bona fide complaint, or assisting in the investigation or resolution of a complaint under this Practice, or exercising their rights under applicable law.

## Roles & Responsibilities

All employees are expected to:

- Understand and comply with the expectations in this Practice and related Ovintiv policies and practices (Business Code of Conduct, Investigations Practice, Corporate Responsibility Policy)
- Maintain and contribute to a safe and respectful workplace, free from Offensive Conduct
- Promptly report any personal, observed, or suspected incidents of Offensive Conduct or any actual or suspected violation of this Practice, in accordance with the process outlined in this Practice

Leaders are expected to:

- Act promptly on any complaints made under this Practice, by referring complaints to your HR Advisor or directly to the Investigations Committee for handling
- Promote and assist to maintain a respectful workplace
- Lead by example in your own behavior
- Be aware of potentially offensive workplace behaviour and act in a timely and appropriate manner in accordance with this practice
- Handle reported or observed incidents promptly, and with objectivity, sensitivity, and confidentiality
- Manage performance of employees and take appropriate disciplinary or corrective action when necessary to maintain a respectful workplace

HR Advisors and the Investigations Committee are expected to:

- Promptly act upon any complaints
- Ensure investigations are concluded and reported as required to the appropriate leaders to ensure any disciplinary or corrective actions are taken to re-establish a respectful workplace

Complainants are expected to:

- Maintain records of the incident(s) (date, location, behavior, witnesses, and effects), although a failure to keep records will not invalidate a complaint
- Maintain confidentiality throughout the process, including post investigation and resolution
- Participate in good faith in any agreed upon resolution process
- Abide by resolution matters as determined by the appropriate level of leadership

Individuals who are the subject of a complaint are expected to:

- Listen and participate in the investigation process professionally and honestly, and take any complaint seriously
- Maintain confidentiality throughout the process, including post investigation and resolution
- Participate, cooperate, and comply in good faith during the investigation and any resolution process
- Abide by all resolution decisions as determined by the appropriate level of leadership

# Supplier Code of Conduct

## Safety. Integrity. Respect. Trust.

At Ovintiv™, we are committed to operating our business ethically and in compliance with all laws and regulations. We expect all of our business suppliers, vendors, contractors, and service providers, including their staff, agents and sub-contractors (“Suppliers”), to embody our values, abide by our policies and practices and comply with all applicable laws and regulations.

Suppliers are responsible for staying up to date on Ovintiv’s expectations in addition to any legal and regulatory requirements for proper compliance and governance. Failure to comply with this Supplier Code of Conduct will impact a Supplier’s ability to continue working with Ovintiv.

## SAFETY

### Environment, Health & Safety

Ovintiv is committed to protecting our environment, community and the health and safety of all affected by our activities.

Safety is a fundamental value at Ovintiv – and we require the same from our Suppliers. We expect our Suppliers to proactively identify and effectively control risks in all operations. We believe that all workplace injuries, illnesses and incidents are preventable. All individuals performing work for Ovintiv must be fit for work.

Ovintiv is committed to achieving environmentally-conscious performance throughout the entire lifecycle of our operations. Suppliers must operate in an environmentally responsible manner, strive to minimize adverse impact on the environment and adhere to all environmental laws everywhere they operate.

Suppliers must:

- operate in a manner that is consistent with Ovintiv’s commitment to safety and do their part to achieve best-in-class safety performance;
- provide all employees and contractors with a safe workplace, free of all forms of harassment or violence;
- have proper procedures to detect, prevent and handle potential risks to the health, safety and security of employees and the environment;
- comply with all applicable laws and regulations related to health and safety in the workplace and all environmental laws and regulations;
- ensure that they are adhering to Ovintiv’s EH&S requirements outlined in the Ovintiv [Service Provider EH&S Expectations Manual](#) prior to starting, and at all times while providing work for Ovintiv.



# Supplier Code of Conduct

## Audit & Systems

Suppliers must maintain accurate business and operational records as required by law and industry standards and provide access to Ovintiv as required.

Suppliers must:

- conduct internal financial audits to ensure reliability and accuracy of business and operational records;
- have a verification and audit program to evaluate their EH&S management system;
- abide by and support all pre-qualification processes, audits, inspections, spot checks and adhere to rigorous continual verification practices including at the field level; and
- submit their EH&S program and performance information for evaluation and verification by Ovintiv which may include site access, documentation, interviews and subcontractor information.

## INTEGRITY

### Anti-Corruption & Bribery

Suppliers must comply with all anti-corruption laws and regulations related to their work with Ovintiv. This includes, but is not limited to, compliance with Acts such as the *US Foreign Corrupt Practices Act* and the *Canadian Corruption of Foreign Public Officials Act*.

Suppliers must not tolerate or engage in any form of corruption. Suppliers must not make, offer, or authorize (directly or indirectly) any unlawful payment, gift, promise or benefit to anyone on behalf of Ovintiv. Suppliers must transact business with transparency and record transactions appropriately.

### Antitrust & Competition

Suppliers must compete fairly in the industry market and uphold all antitrust and competition laws. Suppliers must not influence a market or take unfair advantage through manipulation, concealment, abuse of proprietary information, fair dealing or any other “act” that may unfairly impact competition, such as price fixing or market allocation or bid rigging.

### Trade Laws

Suppliers must uphold all international and national trade laws – including economic sanctions, embargoes and trade restrictions related to their business with Ovintiv. These trade laws include, but are not limited to, trade restrictions administered or enforced by the various applicable international bodies and government authorities.

# Supplier Code of Conduct

## Business Practices

We expect everyone to commit to the principles in this Code and the highest standards of conduct. Suppliers must maintain integrity, transparency and compliance in all that they do.

**Acceptance of Gifts:** Do not offer or provide any gift, meal, beverages, entertainment or benefit to an Ovintiv employee or contractor (or family member of the same) which may not be in compliance with Ovintiv's Acceptance of Gifts Practice or which may improperly influence, or appear to influence, business decisions.

**Conflict of Interest:** Declare any potential, perceived or actual Conflict of Interest in relation to Ovintiv staff or other Suppliers (i.e. sub-contractors). Suppliers must not unduly influence Ovintiv business decisions.

**Fraud:** Implement appropriate procedures to detect and prevent bribery, corruption, kickbacks and embezzlement.

**Intellectual Property:** Respect and uphold intellectual property rights and software and data licensing obligations. Only use technology in a manner that protects, and is in compliance with, the owner's intellectual property rights.

**Policies & Practices:** Actively support Ovintiv's policies, practices, and protocols. Suppliers should provide mechanisms for reporting concerns or potential violations. Suppliers and their staff are encouraged to use Ovintiv's Integrity Hotline to report concerns or potential violations related to Ovintiv employees or business. Suppliers must prohibit any form of retaliation against an individual for reporting a concern.

**Privacy & Confidentiality:** Abide by all applicable privacy and information security laws and best practices for private, confidential, proprietary or material non-public information. Suppliers must safeguard the privacy of the personal information of customers, employees and stakeholders. In addition, Suppliers must protect against the unauthorized use or misuse of any Ovintiv information or data. This obligation continues even after the working relationship with Ovintiv ceases.

**Proper Use of Ovintiv Assets:** Protect and ensure proper legitimate use of all Ovintiv assets. Protecting against the theft, loss and misuse of assets is the responsibility of all Suppliers, and Ovintiv employees and contractors. If a Supplier becomes aware of any misuse, theft or loss of Ovintiv assets, raise the issue with Ovintiv personnel or report it to Ovintiv's Integrity Hotline.

**Public Disclosure:** Do not speak on behalf of Ovintiv in any form unless formally approved by authorized Ovintiv personnel.

# Supplier Code of Conduct

## RESPECT

### Human Rights & Labor Law

Suppliers must protect, respect, and support human rights measures and comply with all relevant human rights laws and regulations. Suppliers must adhere to all labor laws and regulations. Suppliers must ensure that all legal and statutory requirements are met with respect to their workers.

Suppliers must uphold Ovintiv's Respectful Workplace practice, ensuring a safe and respectful workplace. This includes the promotion of inclusion and diversity and a commitment to providing a healthy, professional and productive work environment. Processes to mitigate, review and remediate unacceptable conduct must be in place and applied as required.

Suppliers must operate in compliance with:

- [United Nations Universal Declaration](#) of Human Rights
- [International Labour Organization](#) Declaration of Fundamental Principles and Rights at Work
- [Canadian Human Rights Act](#)
- Federal, state and provincial Human Rights Acts and Labor Laws

Suppliers must:

- exercise fair hiring practices and provide a safe, secure and respectful work environment, free of harassment, discrimination, bullying, violence, intimidation and any other disrespectful or offensive behavior;
- comply with applicable labor laws governing work hours and compensation including minimum wage, overtime and legally mandated benefits;
- employ only workers who are legally authorized to work in the location of Ovintiv operations. Suppliers are responsible for validating employee's work eligibility status;
- comply with all applicable laws and regulations on freedom of association and collective bargaining;
- not use or tolerate the use of forced, coerced or child labor; and
- understand the important role our industry plays in identifying and preventing human trafficking through increased employee awareness.

# Supplier Code of Conduct

## TRUST

Building and maintaining the trust that others place in us—and that we have for one another—is fundamental to our success. We earn trust by being truthful, delivering on our promises and upholding our commitments. Suppliers are expected to establish and maintain a trusted relationship with Ovintiv and its stakeholders.

The health of the local economy and the social fabric of the communities in which we operate are important to us. We always consider locality of a Supplier to enhance local economies and we encourage all of our Suppliers to do the same through local employment, providing support to the communities and engaging with them to create long-lasting relationships with the communities wherever possible.

Suppliers must establish a way for employees and stakeholders to report concerns or potential violations of the law, regulations or this Supplier Code of Conduct. Suppliers and their staff are encouraged to use Ovintiv's Integrity Hotline to report concerns or potential violations related to Ovintiv employees or business. Ovintiv does not tolerate any form of retaliation including threats, discrimination, or discipline against anyone who reports a concern in good faith or participates in an investigation. Retaliation is a violation of Ovintiv's Business Code of Conduct and the law. Any act of retaliation will result in discipline as appropriate, up to and including termination of employment or contract.

### Learn More

- [Ovintiv Business Code of Conduct](#)
- [Service Provider EH&S Expectations Manual](#)
- [Environment, Health and Safety Policy](#)
- [Fitness for Work Practice](#)
- [Respectful Workplace Practice](#)