



enerPLUS

DATA TABLES  
2020

# DATA TABLES

## STAKEHOLDER FRAMEWORK

LIST OF KEY STAKEHOLDER GROUPS*	IMPORTANCE	ENGAGEMENT/FEEDBACK MECHANISMS	ISSUES/PRIORITIES/CONCERNS
<b>Employees</b>	<ul style="list-style-type: none"> <li>• Key achievers of business results and performance</li> <li>• Enerplus ambassadors</li> <li>• Talent availability is impacted by our reputation as an employer of choice</li> </ul>	<ul style="list-style-type: none"> <li>• Code of Business Conduct</li> <li>• Corporate culture initiatives</li> <li>• Talent Workshops</li> <li>• EnerNet intranet site</li> <li>• Business updates and Town Halls</li> <li>• Employee engagement and materiality surveys</li> <li>• Board of Directors field trip</li> <li>• ESG Report</li> </ul>	<ul style="list-style-type: none"> <li>• Health and Safety</li> <li>• Training and development</li> <li>• Corporate sustainability</li> <li>• Compensation and benefits</li> <li>• Corporate culture and leadership behaviours</li> <li>• Economic performance</li> <li>• Environment</li> <li>• ESG</li> </ul>
<b>Government &amp; Regulators</b>	<ul style="list-style-type: none"> <li>• Decision makers on applications, laws, policies and regulations</li> <li>• Auditors and enforcers of policies and approvals</li> </ul>	<ul style="list-style-type: none"> <li>• Applications</li> <li>• Discussions regarding business and government priorities</li> <li>• Compliance audits/regulator inspections</li> <li>• Legislator tours</li> <li>• Mitigation advice</li> <li>• Performance reports (environment, safety, regulatory)</li> <li>• ESG Report</li> <li>• Information Sessions/Open Houses</li> </ul>	<ul style="list-style-type: none"> <li>• Infrastructure development</li> <li>• Cumulative effects</li> <li>• Taxes and royalties</li> <li>• Legal and regulatory compliance</li> <li>• ESG</li> </ul>
<b>Industry Peers, Partners &amp; Trade Associations</b>	<ul style="list-style-type: none"> <li>• Potential for joint efforts, shared resources and synergies</li> <li>• Drivers of sector innovation</li> <li>• Active participation with Industry Trade Associations, Partnerships and Working Groups</li> </ul>	<ul style="list-style-type: none"> <li>• Industry Trade Associations, Partnerships and Working Groups</li> <li>• Industry/Community Associations and discussion groups</li> <li>• ESG Report</li> <li>• Community outreach activities</li> <li>• Volunteerism</li> </ul>	<ul style="list-style-type: none"> <li>• Coordination of simultaneous operations or shared access</li> <li>• Environmental and safety performance</li> <li>• ESG</li> <li>• Sharing of best practices and innovation</li> </ul>
<b>Investors</b>	<ul style="list-style-type: none"> <li>• Provide access to capital (equity and/or debt markets), as appropriate</li> <li>• Market performance impacts our brand reputation as financially sound and responsible</li> <li>• Support for business strategy allows flexibility in corporate spending, acquisitions, and divestitures</li> </ul>	<ul style="list-style-type: none"> <li>• Conferences/presentations</li> <li>• One-on-one meetings cover a broad range of topics (ESG, financial and operating performance)</li> <li>• Third-party media interviews</li> <li>• Annual and quarterly financial reports</li> <li>• Press releases</li> <li>• Annual General Meeting</li> <li>• ESG Report</li> <li>• Annual Information Form</li> <li>• Information Circular</li> </ul>	<ul style="list-style-type: none"> <li>• Fiscal responsibility, returns and profitability</li> <li>• Short and long term business strategy</li> <li>• Risk management</li> <li>• Economic performance</li> <li>• Material environmental impacts</li> <li>• Operational performance</li> <li>• Governance</li> <li>• ESG</li> </ul>

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## STAKEHOLDER FRAMEWORK

LIST OF KEY STAKEHOLDER GROUPS*	IMPORTANCE	ENGAGEMENT/FEEDBACK MECHANISMS	ISSUES/PRIORITIES/CONCERNS
<b>Landowners &amp; Local Communities</b>	<ul style="list-style-type: none"> <li>Shared interest in land use and access management</li> <li>Potential to be directly affected by our operations</li> <li>Observers of our operations in the field</li> </ul>	<ul style="list-style-type: none"> <li>Direct and ongoing communication through meetings and committees to discuss development plans, potential mitigations and access management protocols</li> <li>Email and phone updates</li> <li>Site visits</li> <li>Community Investment</li> <li>Community Events</li> <li>Area Fact Sheets</li> <li>ESG Report</li> </ul>	<ul style="list-style-type: none"> <li>Local area impacts (noise, weeds, dust, traffic, logistics)</li> <li>Environmental impacts</li> <li>Community Engagement and Investment</li> <li>Understanding emergency notification protocols</li> <li>Health and Safety</li> <li>ESG</li> <li>Business and employment opportunities</li> </ul>
<b>Local Indigenous Groups</b>	<ul style="list-style-type: none"> <li>Potential to be directly affected by our operations</li> <li>Longstanding treaty, title, historical and cultural connection to the land</li> <li>Shared value creation through business contracts, employment opportunities</li> </ul>	<ul style="list-style-type: none"> <li>Direct engagement with Indigenous communities as needed or requested regarding specific project plans, business and employment opportunities and community investment</li> <li>Participation in community events by invitation</li> <li>Site visits and special assessments as appropriate</li> <li>Targeted community investment initiatives</li> <li>ESG Report</li> </ul>	<ul style="list-style-type: none"> <li>Environmental impacts</li> <li>Land access management</li> <li>Community investment</li> <li>Economic opportunities</li> <li>Training, development and scholarships</li> <li>ESG</li> <li>Employment opportunities</li> </ul>
<b>Non-Governmental Organizations</b>	<ul style="list-style-type: none"> <li>Support sustainable, responsible development</li> <li>Influencers of public opinion, policy and reporting mechanisms</li> <li>Increased public awareness</li> </ul>	<ul style="list-style-type: none"> <li>Meetings</li> <li>Partnerships on education and conservation initiatives</li> <li>ESG Report</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability</li> <li>Environmental performance</li> <li>Mitigation and innovation</li> <li>ESG</li> <li>Best practices</li> </ul>
<b>Suppliers &amp; Service Providers</b>	<ul style="list-style-type: none"> <li>Delivering safe and responsible exploration, drilling, completions and production</li> <li>Emergency Response</li> </ul>	<ul style="list-style-type: none"> <li>Performance feedback</li> <li>Training on safety and environmental standards and practices</li> <li>ESG Report</li> </ul>	<ul style="list-style-type: none"> <li>Operational, regulatory, environmental and health &amp; safety performance</li> <li>Short and long term business strategy</li> <li>Consistent and fair bidding practices</li> <li>ESG</li> </ul>

\*our stakeholders have been placed in alphabetical order

## DATA TABLES

### SAFETY

		2020			2019			2018			2017		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
<b>Injury</b>													
Employee TRI <sup>(1)</sup>	403-9, EM.EP.320a.1, SHS-3	0	0	0	2	0	2	1	0	1	0	1	1
Contractor TRI <sup>(1)</sup>	403-9, EM.EP.320a.1, SHS-3	0	2	2	2	10	12	0	14	14	6	10	16
Combined Employee/Contractor TRI <sup>(1)</sup>	403-9, EM.EP.320a.1, SHS-3	0	2	2	4	10	14	1	14	15	6	11	17
Employee TRIF <sup>(2)</sup>	403-9, SHS-3	0	0	0	0.81	0	0.49	0.38	0	0.24	0	0.68	0.23
Contractor TRIF <sup>(2)</sup>	403-9, SHS-3	0	0.31	0.24	0.79	0.70	0.72	0	1.10	0.92	2.16	1.06	1.31
Combined Employee <sup>(2)</sup> /Contractor TRIF <sup>(2)</sup>	403-9, SHS-3	0	0.25	0.16	0.80	0.63	0.67	0.20	0.98	0.77	1.05	1.01	1.02
Fatalities	403-9, EM.EP.320a.1, SHS-3	0	0	0	0	0	0	0	0	0	0	0	0
Employee LTIF <sup>(3)</sup>	403-9, SHS-3	0	0	0	0.4	0	0.25	0.38	0	0.24	0	0.68	0.23
Contractor LTIF <sup>(3)</sup>	403-9, SHS-3	0	0.16	0.12	0	0.28	0.24	0	0.39	0.33	0.36	0.11	0.16
Combined Employee/Contractor LTIF <sup>(3)</sup>	403-9, SHS-3	0	0.12	0.08	0.20	0.25	0.24	0.20	0.35	0.31	0.18	0.18	0.18
LTI <sup>(4)</sup>	403-9, SHS-3	0	1	1	1	4	5	1	5	6	1	2	3

(1) TRI: Total Recordable Injury, an industry standard safety metric. The number of recordable injuries (medical treatment, restricted work, lost time incidents).

(2) TRIF: Total Recordable Injury Frequency, an industry standard safety metric. The number of recordable injuries (medical treatment, restricted work, lost time incidents) x 200,000 hours divided by total person hours.

(3) LTIF: Lost Time Injury Frequency, an industry standard safety metric. The number of lost time injuries (fatalities + lost work day cases) x 200,000 hours divided by total person hours.

(4) LTI: Lost Time Injury, an industry standard safety metric.

### ENVIRONMENT

		2020			2019			2018			2017		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
<b>EMISSIONS</b>													
<b>Scope 1- Direct Greenhouse Gas</b>													
GHG (CO2E)	302-1, EM-EP-110a.1, CCE-4, ENV-5	83,364	545,322	628,686	111,993	842,527	954,520	118,024	687,224	805,248	152,310	542,803	695,113
CO2 (Metric tonnes)	305-1, CCE-4, ENV-5	54,484	519,903	574,387	87,949	802,783	890,732	90,055	651,101	741,156	112,258	512,244	624,502
CH4 (tonnes)	305-1, EM-EP-110a.2, CCE-5, ENV-5	1,095	1,007	2,102	939	1,570	2,509	1,096	1,430	2,526	1,575	1,210	2,785
N2O (Metric tonnes)	305-1, CCE-4, ENV-5	5.04	0.99	6.03	1.85	1.64	3.49	1.8	1.28	3.08	2.3	0.99	3.27

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## ENVIRONMENT

		2020			2019			2018			2017		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
<b>Scope 2- Indirect Greenhouse Gas</b>													
GHG (CO2e)	305-2	73,777	22,921	96,698	93,822	17,912	111,734	106,944	16,387	123,331	132,996	16,964	149,960
<b>Greenhouse Gas Emissions Intensity</b>													
Intensity Ratio	305-4	0.0258	0.0298	0.0292	0.0260	0.0427	0.0397	0.0247	0.0388	0.0358	0.0235	0.0401	0.0347
Indirect Intensity Ratio	305-4	0.0228	0.0013	0.0045	0.0217	0.0009	0.0046	0.0224	0.0009	0.0055	0.0205	0.0013	0.0075
Ratio Denominator (BOE)	305-4	3,231,446	18,289,955	21,521,401	4,313,826	19,741,415	24,055,241	4,784,065	17,730,094	22,514,159	6,473,187	13,541,592	20,014,779
<b>Reduction of Greenhouse Gas</b>													
GHG Emission Reduction (MTCO2e)	305-5	28,629	-297,205	-268,576	-36,849	-80,354	-117,203	60,338	-107,979	-47,641	41,635	-249,988	-208,353
<b>Significant Air Emissions</b>													
NOx (Metric tonnes)	EM-EP-120a.1	377	610	987	519	744	1263	619	860	1479	347	595	942
SO2 (Metric tonnes)	305-7, EM-EP-120a.1	217	0	217	681	0	681	977	0	977	578	0	578
VOC (Metric tonnes)	EM-EP-120a.1	294	1,689	1,983	242	2,061	2,303	272	2,639	2,911	0	1,981	1,981
PM (Metric tonnes)	EM-EP-120a.1	16	0	16	17	0	17	22	0	22	17	0	17

## ENERGY

<b>Energy Consumption</b>													
Propane (MWh)	302-1	590	11,455	12,045	3,234	19,190	22,424	2,420	17,974	20,394	2,099	10,035	12,134
Diesel (MWh)	302-1	9,836	68,720	78,613	10,252	188,340	198,592	10,204	146,576	156,780	5,017	115,811	120,828
NG (MWh)	302-1	248,568	1,153,557	1,402,125	488,927	807,948	1,296,875	520,060	648,676	1,168,736	513,561	385,337	898,898
Total Fuel Consumption (MWh)	302-1	259,051	1,233,732	1,492,783	502,413	1,015,478	1,517,891	532,684	813,226	1,345,910	520,667	511,183	1,031,850
Total Electricity Consumption (MWh)	302-1	107,498	32,420	139,918	120,166	25,333	145,499	125,000	23,173	148,173	123,747	23,989	147,736
Total Energy Consumption (GJ)	302-1, CCE-6	1,284,721	4,558,147	5,842,868	2,241,284	3,746,920	5,988,204	2,367,662	3,011,036	5,378,698	3,723,256	1,925,000	5,648,756

<b>ENERGY INTENSITY</b>													
Intensity Ratio (GJ/BOE) <sup>(1)</sup>	302-3	0.40	0.25	0.27	0.52	0.19	0.25	0.49	0.17	0.24	0.58	0.14	0.28
Ratio Denominator (BOE) <sup>(2)</sup>	302-3	3,231,446	18,289,955	21,521,401	4,313,826	19,741,415	24,055,241	4,784,065	17,730,094	22,514,159	6,473,187	13,541,592	20,014,779

(1) US EPA reporting is not validated until after publication of these data tables. Reconciliations may lead to retroactively updated emissions metrics.

(2) Our Ratio Denominator (BOE) is reflected as Net Operated Sales + Fuel + Flare volumes

# DATA TABLES

## ENVIRONMENT

		2020			2019			2018			2017		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
<b>WATER</b>													
<b>Water Withdrawn by Source</b>													
Surface Water (m3/yr)	303-1, EM-EP-140a.1, ENV-1	73,322	590,865	664,187	123,513	1,651,706	1,775,219	2,015	1,188,321	1,190,336	385,124	1,067,541	1,452,665
Ground Water (m3/yr)	303-1, ENV-1	686,236	0	686,236	386,695	0	386,695	374,535	0	374,535	0	0	0
Produced Water (m3/yr)	303-1	9,313,768	1,897,751	11,211,519	10,858,629	2,300,791	13,159,420	11,797,079	1,722,247	13,519,326	14,556,785	1,245,741	15,802,526
Municipal Water (m3/yr)	303-1	20,375	0	20,375	148,575	0	148,575	132,939	0	132,939	113,570	0	113,570
Total (m3/yr)	303-1	10,093,701	2,488,616	12,582,317	11,517,412	3,952,497	15,469,909	12,306,568	2,910,568	15,217,136	15,055,479	2,313,282	17,368,761
Total Volume Reused (m3/yr)	303-3	9,980,920	187,619	10,168,539	11,500,706	19,166	11,519,872	12,221,426	25,494	12,246,920	14,431,151	24,896	14,456,047
Percentage Total Volume Reused (%)	303-3	99%	8%	81%	99%	1%	74%	99%	1%	80%	96%	1%	83%
<b>BIODIVERSITY</b>													
<b>Habitats Protected</b>													
Reclamation Certificate/Releases Received	304-3	34	0	34	21	0	21	19	0	19	28	0	28
Active Operated Wells	-	737	469	1,206	894	503	1,397	991	419	1,410	1,000	373	1,373
Inactive Operated Wells	-	394	11	405	308	12	320	456	0	456	689	22	711
Abandoned wells in Active Reclamation/Remediation	ENV-8	908	0	908	852	0	852	712	0	712	643	0	643
<b>EFFLUENTS AND WASTE</b>													
<b>Water Discharge<sup>(1)</sup></b>													
Deep Well Injection (m3/yr)	306-1, EM-EP-140a.2	240	140,851	141,091	12,256	161,446	173,702	8,407	181,579	189,986	11,270	175,100	186,370
Third Party (m3/yr)	306-1, EM-EP-140a.2	3,149	1,656,095	1,659,241	9,470	1,898,252	1,907,722	10,076	2,134,965	2,145,041	12,519	2,058,782	2,071,301
Total Volume (m3/yr)	EM-EP-140a.2, ENV-1	3,389	1,796,946	1,800,335	21,726	2,059,698	2,081,424	18,483	2,316,544	2,335,027	23,789	2,233,882	2,257,671

(1) Metrics have been retroactively updated.

# DATA TABLES

## ENVIRONMENT

		2020			2019			2018			2017		
Disclosure Alignment		Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
<b>Waste Disposal</b>													
Non-hazardous, Landfilled (Metric tonnes) <sup>(1)(2)</sup>	306-2	8,157	1,162,370	1,170,527	12,844	2,942,125	2,954,969	10,686	2,038,392	2,049,078	21,639	1,837,974	1,859,613
Hazardous, Landfilled (Metric tonnes)	306-2	1,825	0	1,825	6,944	0	6,944	5,955	0	5,955	4,147	0	4,147
Waste Recycled (Metric tonnes)	-	57	0	57	47	0	47	92	0	92	36	0	36
<b>Reportable Spills</b>													
Pipeline Releases	306-3, EM-EP-160a.2, ENV-6	3	1	4	3	0	3	1	0	1	7	0	7
Non-pipeline Releases	306-3, EM-EP-160a.2, ENV-6	0	9	9	4	10	14	3	13	16	1	13	14
<b>Total Number</b>	306-3, EM-EP-160a.2, ENV-6	<b>3</b>	<b>10</b>	<b>13</b>	<b>7</b>	<b>10</b>	<b>17</b>	<b>4</b>	<b>13</b>	<b>17</b>	<b>8</b>	<b>13</b>	<b>21</b>
Pipeline Releases Volume (m3)	306-3, EM-EP-160a.2, ENV-6	16.5	0	16.5	252.9	0	252.9	0.9	0	0.9	27	0	27
Non-pipeline Releases Volume (m3)	306-3, EM-EP-160a.2, ENV-6	0	29.3	29.3	230	33.9	263.9	6.1	62.1	68.2	25	121	146
<b>Total Volume (m3)</b>	306-3, EM-EP-160a.2, ENV-6	<b>16.5</b>	<b>29.3</b>	<b>45.8</b>	<b>482.9</b>	<b>33.9</b>	<b>516.8</b>	<b>7</b>	<b>62.1</b>	<b>69.1</b>	<b>52</b>	<b>121</b>	<b>173</b>

(1) Waste disposal 'landfill' classification includes waste disposed of via landfill, waste processing facility, cavern/or injection well.

(2) Metrics have been retroactively updated.

## OVERALL

### Environmental Protection Expenditures

Abandonment, Reclamation and Remediation Expenditures (CDN\$ thousands)	-	17,700	0	17,700	15,200	0	15,200	9,200	0	9,200	11,679	0	11,679
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\*Calculations reflect operated properties only

## REGULATORY COMPLIANCE

		2020			2019			2018			2017		
Disclosure Alignment		Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
Significant Fines <sup>(1)</sup>	307-1	0	0	1	0	0	0	0	0	0	0	0	0
Regulatory Inspections <sup>(2)</sup>	-	15	62	77	178	57	235	50	74	124	187	48	235
Compliance Rate (%) <sup>(3)</sup>	-	81	53	75	81	93	84	88	93	91	85	98	88

(1) In order for fines to be deemed 'significant' they must be financially material to the organization.

(2) Regulatory Inspection rates significantly declined in 2020 due to the impacts of the Covid-19 pandemic.

(3) Formal agency closeout reports for satisfactory inspections have historically been unreported due to a lack of official notification from Regulatory Agencies to Enerplus. These instances result in a skewed compliance ratio.

# DATA TABLES

## ECONOMIC PERFORMANCE

	Disclosure Alignment	2020			2019			2018			2017		
		Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
<b>Financial Performance<sup>(1)</sup></b>													
Revenues	201-1	113,612	809,934	923,546	220,837	1,352,118	1,572,955	237,852	1,373,048	1,610,900	276,302	865,468	1,141,770
Royalties	201-1	17,113	169,228	186,341	43,538	274,611	318,149	39,589	278,574	318,163	49,271	171,806	221,077
Production Taxes	201-1	1,089	48,811	49,900	2,613	80,496	83,109	3,096	84,190	87,286	3,315	51,003	54,318
Capital Expenditures	-	23,455	268,013	291,468	37,897	581,013	618,910	53,323	540,552	593,875	56,518	401,497	458,015
Property and Land Acquisitions	-	2,643	7,478	10,121	6,009	18,397	24,406	4,160	21,679	25,839	4,661	8,615	13,276
Property Divestments	-	54	(6,199)	(6,145)	(8,978)	(605)	(9,583)	1,181	(8,093)	(6,912)	(56,558)	362	(56,196)
Operating Expenses <sup>(2)</sup>	-	55,915	207,660	263,575	72,096	218,670	290,766	75,123	163,138	238,261	81,494	115,607	197,101
Employee Salaries and Benefits <sup>(3)</sup>	201-3	40,269	35,962	76,231	46,599	35,196	81,795	48,661	32,610	81,271	53,098	30,479	83,577
Payments to Providers of Capital <sup>(4)</sup>	201-1	57,596	-	57,596	240,400	0	240,400	145,081	0	145,081	29,033	0	29,033
Income Taxes paid/(received)	201-1	-	(14,525)	(14,525)	(13,910)	(19,504)	(33,414)	(400)	(26,693)	(27,093)	(407)	(47,550)	(47,957)
Capital and Other Taxes <sup>(5)</sup>	201-1	2	35	37	2	28	30	36	29	65	94	36	130

## Community Investments

Donations and Sponsorships <sup>(6)</sup>	-	225	121	346	455	256	711	382	244	626	599	224	823
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(1) Reported in CAD \$ thousands. Reported using financial information prepared in accordance with accounting principles generally accepted in the United States of America. U.S. dollar amounts have been translated into Canadian dollars consistent with the methodology outlined in Note 1(l) of the Consolidated Financial Statements.

(2) Operating Expenses exclude non-cash gains/losses on fixed price electricity hedges in certain prior periods.

(3) Comprised of all salary, bonus and benefit amounts included in General and Administrative and Operating Expenses in the Consolidated Financial Statements.

(4) Includes interest expense incurred on debt, dividends to shareholders, and the value of common shares repurchased from shareholders. Interest Expense is paid on debt issued by Enerplus Corporation used for operating, investing and financing activities in both Canada and the U.S. Dividends are declared out of Enerplus Corporation and paid to all shareholders. Common shares are repurchased through Enerplus Corporation's Normal Course Issuer Bid.

(5) Comprised of property taxes, sales taxes, sales and use taxes, and franchise taxes included in General and Administrative Expenses in the Consolidated Financial Statements. Does not include similar amounts classified as Operating Expenses or Capital Expenditures in the Consolidated Financial Statements.

(7) Funding amounts have been retroactively updated.

## HUMAN RESOURCES

	Disclosure Alignment	2020			2019			2018			2017		
		Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
<b>Employees</b>													
Total Number	102-7, SOC-5	208	151	359	234	149	383	253	147	400	254	138	392
Total Female	102-8, SOC-5	72	56	128	86	55	141	91	55	146	92	49	141
Total Male	102-8, SOC-5	136	95	231	148	94	242	162	92	254	162	89	251
Percentage of Total Employees covered by collective bargaining agreements	102-41	0	0	0	0	0	0	0	0	0	0	0	0



# DATA TABLES

		2020			2019			2018			2017		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
<b>Employment</b>													
New Hires	401-1	4	18	22	14	19	33	8	26	34	2	15	17
Voluntary Turnover	401-1	8	12	20	8	7	15	10	14	24	16	6	22

## DIVERSITY AND EQUAL OPPORTUNITY

### Percentage of individuals with the Board of Directors

#### Age Group

Under 30	405-1, SOC-5	0	0	0	0	0	0	0	0	0	0	0	0
30-50	405-1, SOC-5	0	0	0	1	0	10%	0	0	0	1	0	11%
Over 50	405-1, SOC-5	6	3	100%	9	0	90%	9	0	100%	8	0	89%

#### Gender

Female	SOC-5	3	1	44%	3	0	33%	3	0	33%	2	0	22%
Male	SOC-5	3	2	56%	4	2	67%	4	2	67%	5	2	78%

### Percentage of employees per employee category

#### Age Group

Under 30	SOC-5	11	15	7%	20	16	9%	19	17	9%	25	14	10%
30-50	SOC-5	137	88	63%	150	85	61%	172	84	64%	171	79	64%
Over 50	SOC-5	60	48	30%	64	48	30%	62	46	27%	58	45	26%

#### Gender

Female	SOC-5	72	56	36%	86	55	37%	91	55	37%	92	49	37%
Male	SOC-5	136	95	64%	148	94	63%	162	91	63%	162	89	63%

### Training and Education

Safety Training (hours)	EM-EP-320a.1, SOC-7	-	-	1,251	-	-	2,445	-	-	6,230	-	-	3,824
Emergency Response Training (hours)	EM-EP-320a.1, SOC-7	235.5	156	391.5	272	137	409	406	209	615	437	8	445
Leader Training (hours)	404-1, SOC-7	-	-	869	-	-	1,065	-	-	1,295	-	-	1,280
Development Training (hours)	404-1, SOC-7	-	-	840	-	-	1,939	-	-	1,113	-	-	4,290

Our employees are not unionized.

When data for performance indicators was not available a line entry (--) appears in the table.

# enerPLUS

We welcome your thoughts, questions, and feedback on these data tables.

**Contact:** [sustainability@enerplus.com](mailto:sustainability@enerplus.com)

**Stakeholder Engagement:** (866) 955-5069  
[stakeholder\\_relations@enerplus.com](mailto:stakeholder_relations@enerplus.com)

**Investor Relations:** (800) 319-6462  
[investorrelations@enerplus.com](mailto:investorrelations@enerplus.com)

**Community Investment:**  
[communityinvestments@enerplus.com](mailto:communityinvestments@enerplus.com)