

ESG REPORT

content index

GRI

Disclosure	Title	Location and Page	Additional Reference	Additional Reference
GRI 102 - General Disclosures				
ORGANIZATIONAL PROFILE				
102-1	Name of the organization	Enerplus Corporation	Financial Summary , p.57	
102-2	Activities, brands, products and services	About Enerplus	Annual Information Form , p.10-11	
102-3	Location of headquarters	Contact Us	Annual Information Form , p.10-13	
102-4	Location of operations	Operations	Annual Information Form , p.12-17	
102-5	Ownership and legal form	Our Story		
102-6	Markets served	Our Story		
102-7	Scale of the organization	Our Story	Annual Information Form , p.36	Data Table , Human Resources section
102-8	Information on employees and other workers	Our Story	Annual Information Form , p.36	Data Table , Human Resources section
102-9	Supply chain	Doing Business with Enerplus	ESG Report , p.28	
102-10	Significant changes to the organization and its supply chain	Doing Business with Enerplus		
102-11	Precautionary principle or approach	Financial Summary , p.29	Annual Information Form , p.41	
102-12	External initiatives	ESG Reporting	Sustainability - Our Approach	
102-13	Membership and associations	Sustainability - Our Approach, Industry Relationships		
STRATEGY				
102-14	Statement from senior decision-maker	ESG Report , p.3		
102-15	Key impacts, risks and opportunities	Financial Summary , p.32-39	Annual Information Form , p.45-62	
ETHICS AND INTEGRITY				
102-16	Values, principles, standards and norms of behaviour	Code of Business Conduct	Notice of Annual Meeting & Information Circular & Proxy Statement , p.21	
102-17	Mechanisms for advice and concerns about ethics	Code of Business Conduct	Whistleblower Policy	Notice of Annual Meeting & Information Circular & Proxy Statement , p.21

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Disclosure	Title	Location and Page	Additional Reference	Additional Reference
GOVERNANCE				
102-18	Governance structure	Governance	Notice of Annual Meeting & Information Circular & Proxy Statement , p.25	ESG Report , p.7-8
102-19	Delegating authority	Governance	Notice of Annual Meeting & Information Circular & Proxy Statement , p.28	
102-20	Executive-level responsibility for economic, environmental and social topics	Governance - Senior leadership positions whose roles include sustainability oversight: Safety & Social Responsibility (S&SR) Committee (assists the Board with oversight and governance of the Corporation's S&SR policy, initiatives and performance); S&SR Steering Committee (sub-committee of the Executive Leadership Team responsible for establishing S&SR strategy, policy, objectives and targets); President, US Operations; VP, Canadian Operations; Manager, S&SR	Notice of Annual Meeting & Information Circular & Proxy Statement , p.32	
102-21	Consulting stakeholders on economic, environmental and social topics	Community Engagement	Reserves, S&SR Committee mandate	
102-22	Composition of the highest governance body and its committees	Notice of Annual Meeting & Information Circular & Proxy Statement , p.32-35		
102-23	Chair of the highest governance body	Board of Directors Mandate		
102-24	Nominating and selecting the highest governance body	Notice of Annual Meeting & Information Circular & Proxy Statement , p.29		
102-25	Conflicts of interest	Code of Business Conduct , p.4-5		
102-26	Role of highest governance body in setting purpose, values and strategy	Governance	Notice of Annual Meeting & Information Circular & Proxy Statement , p.33	
102-27	Collective knowledge of highest governance body	Notice of Annual Meeting & Information Circular & Proxy Statement , p.30		
102-28	Evaluating the highest governance body's performance	Notice of Annual Meeting & Information Circular & Proxy Statement , p.29		
102-29	Identifying and managing economic, environmental and social topics	ESG Report , p.5	Notice of Annual Meeting & Information Circular & Proxy Statement , p.32	Financial Summary , p.29
102-30	Effectiveness of risk management processes	Audit and Risk Management Committee	ESG Report , p.10	
102-31	Review of economic, environmental and social topics	Annual Information Form , p.32-35	Notice of Annual Meeting & Information Circular & Proxy Statement , p.32	ESG Report , p.4

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102-32	Highest governance body's role in sustainability reporting	The Safety & Social Responsibility Committee of the Board of Directors and our Executive Leadership Team, including the CEO, review and approve this content prior to publication.		
102-33	Communicating critical concerns	Notice of Annual Meeting & Information Circular & Proxy Statement , p.29		
102-34	Nature and total number of critical concerns	Zero critical concerns were communicated.		
102-35	Remuneration policies	Notice of Annual Meeting & Information Circular & Proxy Statement , p.36-38		
102-36	Process for determining remuneration	Notice of Annual Meeting & Information Circular & Proxy Statement , p.36-38		
102-37	Stakeholders' involvement in remuneration	Notice of Annual Meeting & Information Circular & Proxy Statement , p.42		
102-38	Annual total compensation ratio	We do not publicly disclose this data.		
102-39	Percentage increase in annual total compensation ratio	We do not publicly disclose this data.		
STAKEHOLDER ENGAGEMENT				
102-40	List of stakeholder groups	Stakeholder Engagement Data Table		
102-41	Collective bargaining agreements	Our employees are not unionized.		
102-42	Identifying and selecting stakeholders	Stakeholder Engagement Data Table		
102-43	Approach to stakeholder engagement	Community Engagement	ESG Report , p.25-27	
102-44	Key topics and concerns raised	Stakeholder Engagement Data Table		
REPORTING PRACTICE				
102-45	Entities included in the consolidated financial statements	Annual Information Form , p.10		
102-46	Defining report content and topic Boundaries	ESG Report , p.5		
102-47	List of material topics	ESG Report , p.6		
102-48	Restatements of information	All restatements are referenced in data table footnotes, where applicable.		
102-49	Changes in reporting	No applicable changes in reporting.		
102-50	Reporting period	January 1, 2021-December 31, 2021		

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102-51	Date of most recent report	2022 ESG Report		
102-52	Reporting cycle	Annual		
102-53	Contact point for questions regarding the report	sustainability@enerplus.com		
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards.		
102-55	GRI content index	The GRI content is provided in this Content Index.		
102-56	External assurance	Noted metrics within this report were assured by ERM CVS.		
GRI 103 - Management Approach				
103-1	Explanation of the material topic and its boundary	ESG Report , p.6; our boundary is Operational Control as defined by CDP.		
103-2	The management approach and its components	Our Story		
103-3	Evaluation of the management approach	Our Story		
GRI 201 - Economic Performance				
201-1	Direct economic value generated and distributed	Data Table		
201-2	Financial implications and other risks and opportunities	Annual Information Form , p.45		
201-3	Defined benefit plan obligations and other retirement plans	Data Table		
201-4	Financial assistance received from government	Data Table		
GRI 204 - Procurement Practices				
204-1	Proportion of spending on local suppliers	ESG Report , p.28		
GRI 205 - Anti-corruption				
205-1	Operations assessed for risks related to corruption	Code of Business Conduct		
205-2	Communication and training about anti-corruption policies and procedures	Code of Business Conduct		
205-3	Confirmed incidents of corruption and actions taken	No incidents of corruption were confirmed.		
GRI 305 - Greenhouse Gas Emissions				
305-1	Direct (Scope 1) GHG emissions	Data Table	CDP Climate Change Questionnaire	ESG Report , p.15
305-2	Energy indirect (Scope 2) GHG emissions	Data Table	CDP Climate Change questionnaire	ESG Report , p.15

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Disclosure	Title	Location and Page	Additional Reference	Additional Reference
305-3	Other indirect (Scope 3) GHG emissions	Not Reported	CDP Climate Change questionnaire	
305-4	GHG emissions intensity	Data Table	CDP Climate Change questionnaire	ESG Report, p.15
305-5	Reduction of GHG emissions	Data Table	CDP Climate Change questionnaire	
305-6	Emissions of ozone-depleting substances (ODS)	Data Table		
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Data Table		
GRI 303 - Water and Effluents				
303-1	Interactions with water as a shared resource	Environment	CDP Water Security questionnaire	
303-2	Management of water discharge-related impacts	Environment		
303-3	Water withdrawal	Data Table	CDP Water Security questionnaire	ESG Report, p.17-18
303-4	Water discharge	Data Table	CDP Water Security questionnaire	
303-5	Water consumption	Data Table	CDP Water Security questionnaire	ESG Report, p.17-18
GRI 306 - Effluents and Waste				
306-1	Water discharge by quality and destination	Data Table		
306-2	Waste by type and disposal method	Data Table		
306-3	Significant spills	Data Table		
306-4	Transport of hazardous waste	We do not track transport of hazardous waste separately.		
306-5	Water bodies affected by water discharge and/or runoff	No affected waterbodies to report.	CDP Water Security questionnaire	
GRI 304 - Biodiversity				
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Environment - Land		
304-2	Significant impacts of activities, products and services on biodiversity	Environment - Land		
304-3	Habitats protected or restored	Data Table		
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	We do not currently monitor IUCN Red List species and national conservation list species habitats. We are working towards monitoring this in the future.		

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Disclosure	Title	Location and Page	Additional Reference	Additional Reference
GRI 302 - Energy				
302-1	Energy consumption within the organization	Data Table		
302-2	Energy consumption outside the organization	Data Table		
302-3	Energy intensity	Data Table		
302-4	Reduction of energy consumption	Data Table		
302-5	Reductions in energy requirements of products and services	Data Table		
GRI 307 - Environmental Compliance				
307-1	Non-compliance with environmental laws and regulations	Data Table		
GRI 403 - Occupational Health and Safety				
403-1	Occupational health and safety management system	Health & Safety		
403-2	Hazard identification, risk assessment and incident investigation	Annual Information Form, p.37	ESG Report, p.19-21	
403-3	Occupational health services	Health & Safety		
403-4	Worker participation, consultation and communication on occupational health and safety	Health & Safety		
403-5	Worker training on occupational health and safety	Health & Safety - programs to support our safety journey	Data Table	
403-6	Promotion of worker health	Health & Safety		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health & Safety	Annual Information Form, p.37	
403-8	Workers covered by an occupational health and safety management system	All employees and workers are subject to Enerplus' Health and Safety management practices.		
403-9	Worker-related injuries	Data Table		
403-10	Work-related ill health	Data Table		
GRI 404 - Training and Education				
404-1	Average hours of training per year per employee	Data Table		
404-2	Programs for upgrading employee skills and transition assistance programs	What We Offer	Data Table	
404-3	Percentage of employees receiving regular performance and career development reviews	What We Offer		

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Disclosure	Title	Location and Page	Additional Reference	Additional Reference
GRI 405 - Diversity and Equal Opportunity				
405-1	Diversity of governance bodies and employees	Data Table		
405-2	Ratio of basic salary and remuneration of women to men	We do not publicly disclose this data.		
GRI 413 - Local Communities				
413-1	Operations with local community engagement, impact assessments and development programs	Community Engagement	ESG Report, p.25-27	
413-2	Operations with significant actual potential negative impacts on local communities	Community Engagement		
GRI 419 - Socioeconomic Compliance				
419-1	Non-compliance with laws and regulations in the social and economic area	We believe we are in compliance with all current government regulations and industry best practices in the U.S. and Canada.		

IPIECA

Disclosure	Title	Location and Page	Additional Reference
Governance and Business Ethics			
GOV - 1	Governance approach	Information Circular, p.25-32	ESG Report, p.7-8
GOV - 2	Management systems	Our Story	Financial Summary, p.4, 29
GOV - 3	Preventing corruption	Code of Business Conduct, p.7-8	
GOV - 4	Transparency of payments to host governments	ESTMA	
GOV - 5	Public advocacy and lobbying	Code of Business Conduct, p.9	
Climate change and energy			
CCE - 1	Climate governance and strategy	ESG Report, p.7-8	
CCE - 2	Climate risk and opportunities	ESG Report, p.10-11	
CCE - 3	Lower-carbon technology	Not publicly reported	

IPIECA

Disclosure	Title	Location and Page	Additional Reference
CCE - 4	Greenhouse gas (GHG) emissions	Data Table	ESG Report , p.13-16
CCE - 5	Methane emissions	Data Table	
CCE - 6	Energy use	Data Table	
CCE - 7	Flared gas	ESG Report , p.15	
Environment			
ENV - 1	Freshwater	Data Table	
ENV - 2	Discharges to water	Data Table	
ENV - 3	Biodiversity policy and strategy	Environment	
ENV - 4	Protected and priority areas for biodiversity conservation	Environment	
ENV - 5	Emissions to air	Data Table	
ENV - 6	Spills to the environment	Data Table	
ENV - 7	Materials management	Information not available	
ENV - 8	Decommissioning	Data Table	
Safety, Health and Security			
SHS - 1	Safety, health and security engagement	Health & Safety	
SHS - 2	Workforce and community health	Health & Safety	Community Engagement
SHS - 3	Occupational injury and illness incidents	Data Tables	
SHS - 4	Transport safety	Not applicable	
SHS - 5	Product stewardship	Not applicable	
SHS - 6	Process safety	Information not available	
SHS - 7	Security risk management	Information not available	
Social			
SOC - 1	Human rights due diligence	ESG Report , p.9	
SOC - 2	Suppliers and human rights	ESG Report , p.9	
SOC - 3	Security and human rights	ESG Report , p.9	

IPIECA

Disclosure	Title	Location and Page	Additional Reference
SOC - 4	Site-based labour practices and worker accomodation	Data Table	ESG Report
SOC - 5	Workforce diversity and inclusion	Data Table	
SOC - 6	Workforce engagement	ESG Report , p.22-24	
SOC - 7	Workforce training and development	Data Table	
SOC - 8	Workforce non-retaliation and grievance mechanisms	ESG Report , p.9	
SOC - 9	Community impacts and engagement	ESG Report , p.25-28	Data Table
SOC - 10	Engagement with Indigenous peoples	ESG Report , p.25-28	Data Table
SOC - 11	Land acquisition and involuntary resettlement	Involuntary resettlment has not occurred	
SOC - 12	Community grievance mechanisms		
SOC - 13	Social investment	ESG Report , p.25-27	Data Table
SOC - 14	Local procurement and supplier development	ESG Report , p.27-28	Doing business with us
SOC - 15	Local hiring practices	ESG Report , p.22-24	Doing business with us

SASB

Disclosure	Title	Location and Page	Additional Reference	Additional Reference
Greenhouse Gas Emissions				
EM-EP-110a.1	Gross global scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Data Table		
EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions and (5) fugitive emissions	Data Table *	ESG Report , p.15	
EM-EP-110a.3	Discussion of LT and ST strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	ESG Report , p.13-16	Financial Summary , p.29, 32-33	Annual Information Form , p.48
Air Quality				
EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excl. N2O), (2) SOx, (3) VOCs and (4) particulate matter (PM10)	Data Table		

SASB

Disclosure	Title	Location and Page	Additional Reference	Additional Reference
Water Management				
EM-EP-140a.1	1) Total freshwater withdrawn, 2) Total fresh water consumed, percentage of each in regions of High or Extremely High Baseline Water Stress	(1) Data Table (2) Data Table Zero freshwater is withdrawn or consumed in High or Extremely High Baseline Water Stress areas.		
EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content discharged in water	Data Table		
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Enerplus discloses all fracturing fluid chemicals used via the FracFocus database.		
EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Zero sites		
Biodiversity Impacts				
EM-EP-160a.1	Description of environmental management policies and practices for active sites	Environment		
EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	(1) Data Table (2) Zero volumes in Arctic or impacting shorelines.		
EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Not disclosed at this time, we are working towards monitoring this in the future.		
Security, Human Rights & Rights of Indigenous Peoples				
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Zero proved or probable reserves in or near areas of conflict.		
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near indigenous land	Not publicly disclosed as a percentage.		
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with human rights, indigenous rights and operation in areas of conflict	Community Engagement	ESG Report , p.25-28	
Community Relations				
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Community Engagement	ESG Report , p.25-28	
EM-EP-210b.2	Number and duration of non-technical delays	Zero days		

SASB

Disclosure	Title	Location and Page	Additional Reference	Additional Reference
Workforce Health & Safety				
EM-EP-320a.1	(1) Total recordable incident rate TRIR (2) Fatality rate (3) Near miss frequency (NMFR), and (4) Average hours of health, safety & emergency response training for (a) full-time employees, (b) contract employees and (c) short-service employees	Data Table*		
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Health & Safety	ESG Report p.18-20	
Business Ethics & Transparency				
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	At the time of this publication, Enerplus does not have proved or probable reserves outside of Canada (ranked 12/198) and the United States of America (23/198).		
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Code of Conduct		
Management of the Legal & Regulatory Environment				
EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental social factors affecting the industry	Governance	CDP Climate Change questionnaire	CDP Water Security questionnaire
Activity Metrics				
EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	(1) & (2) Annual Information Form , p.13	(3) & (4) are not applicable to Enerplus	
EM-EP-000.B	Number of offshore sites	Zero offshore sites		
EM-EP-000.C	Number of terrestrial sites	All sites		

*partial disclosure available at this time



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

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