
ESG REPORT
Data Tables



STAKEHOLDER FRAMEWORK

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

STAKEHOLDER FRAMEWORK

List of Key Stakeholder Groups*	Importance	Engagement/Feedback Mechanisms	Issues/Priorities/Concerns
Landowners & Local Communities	<ul style="list-style-type: none">Shared interest in land use and access managementPotential to be directly affected by our operationsObservers of our operations and impacts in the field	<ul style="list-style-type: none">Direct and ongoing communication through meetings and committees to discuss development plans, potential mitigations and access management protocolsEmail and phone updatesSite visitsCommunity InvestmentCommunity EventsArea Fact SheetsESG Report	<ul style="list-style-type: none">Local area impacts (noise, weeds, dust, traffic, logistics)Environmental impactsCommunity engagement and investmentUnderstanding emergency notification protocolsHealth and SafetyESG performanceBusiness and employment opportunities
Local Indigenous Groups	<ul style="list-style-type: none">Potential to be directly affected by our operationsLongstanding treaty, title, historical and cultural connection to the landShared value creation through business contracts, employment opportunities	<ul style="list-style-type: none">Direct engagement with Indigenous communities as needed or requested regarding specific project plans, business and employment opportunities and community investmentParticipation in community events by invitationSite visits and special assessments as appropriateTargeted community investment initiatives and partnershipsESG Report	<ul style="list-style-type: none">Environmental impactsLand access managementCommunity investmentEconomic opportunitiesTraining, development and scholarshipsESG performanceEmployment opportunities
Non-Governmental Organizations	<ul style="list-style-type: none">Support sustainable, responsible developmentInfluencers of public opinion, policy and reporting mechanismsIncreased public awarenessIncreased ability to monitor real-time performance of our operations	<ul style="list-style-type: none">MeetingsPartnerships on education and conservation initiativesESG ReportOne-on-one meetings, as required	<ul style="list-style-type: none">SustainabilityEnvironmental performanceMitigation and innovationESG performanceBest practices
Suppliers & Service Providers	<ul style="list-style-type: none">Delivering safe and responsible exploration, drilling, completions and productionEmergency response	<ul style="list-style-type: none">Performance feedbackTraining on safety and environmental standards and practicesESG Report	<ul style="list-style-type: none">Operational, regulatory, environmental and health & safety performanceShort and long-term business strategyConsistent and fair bidding practicesESG performance

*our stakeholders have been placed in alphabetical order

DATA TABLES

SAFETY

		2022			2021			2020			2019			2018		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate

Injury

Employee TRI ⁽¹⁾	11.9.10, EM.EP.320a.1, SHS-3	0	1	1	0	1	1	0	0	0	2	0	2	1	0	1
Contractor TRI ⁽¹⁾	11.9.10, EM.EP.320a.1, SHS-3	0	9	9	1	8	9	0	2	2	2	10	12	0	14	14
Combined Employee/Contractor TRI ⁽¹⁾	11.9.10, EM.EP.320a.1, SHS-3	0	10	10	1	9	10	0	2	2	4	10	14	1	14	15
Employee TRIF ⁽²⁾	11.9.10, SHS-3	0	0.43	0.23	0	0.43	0.22	0	0	0	0.81	0	0.49	0.38	0	0.24
Contractor TRIF ⁽²⁾	11.9.10, SHS-3	0	0.84	0.73	0.66	0.66	0.65	0	0.31	0.24	0.79	0.70	0.72	0	1.10	0.92
Combined Employee ⁽²⁾ /Contractor TRIF ⁽²⁾	11.9.10, SHS-3	0	0.77	0.60	0.26	0.63	0.55	0	0.25	0.16	0.80	0.63	0.67	0.20	0.98	0.77
Fatalities	11.9.10, EM.EP.320a.1, SHS-3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Employee LTIF ⁽³⁾	11.9.10, SHS-3	0	0.43	0.23	0	0	0	0	0	0	0.4	0	0.25	0.38	0	0.24
Contractor LTIF ⁽³⁾	11.9.10, SHS-3	0	0	0	0	0	0	0	0.16	0.12	0	0.28	0.24	0	0.39	0.33
Combined Employee/Contractor LTIF ⁽³⁾	11.9.10, SHS-3	0	0.08	0.05 ⁽⁵⁾	0	0	0	0	0.12	0.08	0.20	0.25	0.24	0.20	0.35	0.31
LTI ⁽⁴⁾	11.9.10, SHS-3	0	1	1	0	0	0	0	1	1	1	4	5	1	5	6

(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. TRIF is calculated using API standards.
(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.
(5) Metric assured by ERM CVS.

ENVIRONMENT

		2022			2021			2020			2019			2018		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate

EMISSIONS

Scope 1- Direct Greenhouse Gas

GHG (Metric Tonnes CO2e)	11.1.2, EM-EP-110a.1, CCE-4, ENV-5	56,090	782,109	838,199 ⁽¹⁾	67,285	874,612	941,897	83,364	545,322	628,686	111,993	842,527	954,520	118,024	687,224	805,248
CO2 (Metric tonnes)	11.1.5, CCE-4, ENV-5	43,480	737,763	781,243	52,691	832,693	885,384	54,484	519,903	574,387	87,949	802,783	890,732	90,055	651,101	741,156
CH4 (Metric tonnes)	11.1.5, EM-EP-110a.2, CCE-5, ENV-5	452	1,757	2,209	533	1,657	2,190	1,095	1,007	2,102	939	1,570	2,509	1,096	1,431	2,527
N2O (Metric tonnes)	11.1.5, CCE-4, ENV-5	4	1	5	4	2	6	5	1	6	2	2	4	2	1	3

(1) Metric assured by ERM CVS.

DATA TABLES

ENVIRONMENT

		2022			2021			2020			2019			2018		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate

Scope 2- Indirect Greenhouse Gas

GHG (CO2e)	11.1.6	64,768	59,486	124,254 ⁽³⁾	76,345	43,133	119,478 ⁽³⁾	73,777	22,921	96,698	93,822	17,912	111,734	106,944	16,387	123,331
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Greenhouse Gas Emissions Intensity

Intensity Ratio (MTCO2e/BOE)	11.1.8	0.0198	0.0253	0.0249	0.0214	0.0302	0.0294	0.0258	0.0298	0.0292	0.0260	0.0427	0.0397	0.0247	0.0388	0.0358
Indirect Intensity Ratio (MTCO2e/BOE)	11.1.8	0.0229	0.0019	0.0037	0.0243	0.0015	0.0037	0.0228	0.0013	0.0045	0.0217	0.0009	0.0046	0.0224	0.0009	0.0055
Combined Intensity Ratio (MTCO2e/BOE)	-	0.0427	0.0272	0.0285	0.0458	0.0317	0.0331	0.0486	0.0311	0.0337	0.0477	0.0436	0.0443	0.0441	0.0413	0.0422
Methane Intensity Ratio (MTCH4/BOE)	-	0.000160	0.000057	0.000065	0.000170	0.000057	0.000068	0.000339	0.000055	0.000098	0.000218	0.000080	0.000080	0.000243	0.000089	0.000112
Ratio Denominator (BOE)	11.1.8	2,828,632	30,901,646	33,730,278	3,137,826	28,926,399	32,064,225 ⁽⁵⁾	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

Reduction of Greenhouse Gas

GHG Emission Reduction (MTCO2e)	11.2.3	-11,195	-92,503	-103,698	-16,079	-329,290	-313,211	-28,629	-297,205	-268,576	-36,849	-155,303	-192,152	60,338	-107,979	-47,641
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Significant Air Emissions

NOx (Metric tonnes)	EM-EP-120a.1	292	1,172	1,464	279	1,241	1,520	377	610	987	519	744	1,263	619	860	1,479
SO2 (Metric tonnes)	11.3.2, EM-EP-120a.1	164	0	164	177	0	177	217	0	217	681	0	681	977	0	977
VOC (Metric tonnes)	EM-EP-120a.1	230	2,505	2,735	181	2,609	2,790	294	1,689	1,983	242	2,061	2,303	272	2,639	2,911
PM (Metric tonnes)	EM-EP-120a.1	11	0	11	13	0	13	16	0	16	17	0	17	22	0	22

ENERGY

Energy Consumption

Propane (MWh) ⁽⁴⁾	11.1.2	772	21,886	22,658	414	15,536	15,950	590	11,455	12,045	3,234	19,190	22,424	2,420	17,974	20,394
Diesel (MWh)	11.1.2	161	109,877	110,038	3,871	152,552	156,423	9,836	68,720	78,613	10,252	188,340	198,592	10,204	146,576	156,780
NG (MWh)	11.1.2	202,977	1,483,534	1,686,511	245,129	1,114,265	1,359,394	248,568	1,153,557	1,402,125	488,927	807,948	1,296,875	520,060	648,676	1,168,736
Total Fuel Consumption (MWh) ⁽⁴⁾	11.1.2	203,910	1,615,297	1,819,207	249,414	1,282,353	1,531,767	259,051	1,233,732	1,492,783	502,413	1,015,478	1,517,891	532,684	813,226	1,345,910
Total Electricity Consumption (MWh)	11.1.2	101,896	137,046	238,942	112,712	99,693	212,405	107,498	32,420	139,918	120,166	25,333	145,499	125,000	23,173	148,173
Total Energy Consumption (GJ) ⁽⁴⁾	11.1.2, CCE-6	1,100,902	6,335,031	7,435,933	1,303,654	4,975,366	6,279,019	1,319,371	4,558,147	5,877,518	2,241,284	3,746,920	5,988,204	2,367,662	3,011,036	5,378,698

ENERGY INTENSITY

Intensity Ratio (GJ/BOE) ^{(1) (4)}	11.1.4	0.39	0.21	0.22	0.42	0.17	0.20	0.41	0.25	0.27	0.52	0.19	0.25	0.49	0.17	0.24
Ratio Denominator (BOE) ⁽²⁾	11.1.4	2,828,632	30,901,647	33,730,278	3,137,826	28,926,399	32,064,225	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

(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 Gross Operated Sales + Fuel + Flare + Vent volumes.
(3) Metric assured by ERM CVS.
(4) Metrics have been retroactively updated.

DATA TABLES

ENVIRONMENT

		2022			2021			2020			2019			2018		
Disclosure Alignment		Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
WATER ⁽¹⁾																
Produced Water																
Produced Water (m3/yr)	11.6.2	10,224,653	3,992,076	14,216,729	10,737,083	5,437,262	16,174,345	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
Water Used, Withdrawn by Source																
Surface Water (m3/yr)	11.6.2, EM-EP-140a.1, ENV-1	4,116	750,895	755,011	7,217	1,374,373	1,381,590	73,322	590,865	664,187	123,513	1,651,706	1,775,219	2,015	1,188,321	1,190,336
Ground Water (m3/yr)	11.6.2, ENV-1	699,832	0	699,832	686,281	0	686,281	686,236	0	686,236	386,695	0	386,695	374,535	0	374,535
Third Party Water (m3/yr)	11.6.2	869	134,953	135,822	334	0	334	20,375	0	20,375	148,575	0	148,575	132,939	0	132,939
Produced Water Reused (m3/yr)	11.6.2	10,224,653	351,473	10,576,126	10,737,083	534,407	11,271,490	9,313,768	187,619	9,501,387	10,858,629	19,166	10,877,795	11,797,079	25,494	11,822,573
Total Water Withdrawn for Use (m3/yr)	11.6.2	10,929,470	1,237,321	12,166,791	11,430,915	1,908,780	13,339,695	10,093,701	778,484	10,872,185	11,517,412	1,670,872	13,188,284	12,306,568	1,213,815	13,520,383
Volume of Water Recycled/Reused																
Total Volume Recycled/Reused (m3/yr)	11.6.4	10,225,522	486,426	10,711,948	10,737,417	534,407	11,271,824	9,334,143	187,619	9,521,762	11,007,204	19,166	11,026,370	11,930,018	25,494	11,995,512
Total Volume Reused (%)	11.6.4	94%	39%	88%	94%	28%	84%	92%	24%	88%	96%	1%	84%	97%	2%	88%
BIODIVERSITY																
Habitats Protected																
Reclamation Certificate/Releases Received	11.4.4	33	0	33	44	0	44	34	0	34	21	0	21	19	0	19
Active Operated Wells	-	125	853	978	739	791	1,530	737	469	1,206	894	503	1,397	991	419	1,410
Inactive Operated Wells	-	170	74	244	331	96	427	394	11	405	308	12	320	456	0	456
Abandoned wells in Active Reclamation/Remediation	ENV-8	225	5	230	889	12	901	908	0	908	852	0	852	712	0	712
EFFLUENTS AND WASTE																
Water Discharge ⁽¹⁾																
Deep Well Injection (m3/yr)	11.5.2, EM-EP-140a.2	0	2,110,855	2,110,855	6,051	356,088	362,139	240	140,851	141,091	12,256	161,446	173,702	8,407	181,579	189,986
Third Party (m3/yr)	11.5.2, EM-EP-140a.2	2,420	1,510,991	1,513,411	2,873	1,654,277	1,657,150	3,149	1,656,095	1,659,241	9,470	1,898,252	1,907,722	10,076	2,134,965	2,145,041
Total Volume (m3/yr)	EM-EP-140a.2, ENV-1	2,420	3,621,846	3,624,266	8,924	2,010,365	2,019,289	3,389	1,796,946	1,800,335	21,726	2,059,698	2,081,424	18,483	2,316,544	2,335,027
Waste Disposal																
Non-hazardous, Landfilled (Metric tonnes) ⁽²⁾⁽³⁾	11.5.3	49,332	40,253	89,585	6,279	21,513	27,792	8,157	16,724	24,881	12,844	38,907	50,941	10,686	39,796	50,482
Hazardous, Landfilled (Metric tonnes)	11.5.3	24	73	97	2,042	0	2,042	1,825	0	1,825	6,944	0	6,944	5,955	0	5,955
Waste Recycled (Metric tonnes)	-	77	0	77	19	0	19	57	0	57	47	0	47	92	0	92

(1) Metrics have been retroactively updated.
(2) Waste disposal 'landfill' classification includes waste disposed of via landfill, waste processing facility, cavern/or injection well.
(3) Metrics have been retroactively updated.

DATA TABLES

ENVIRONMENT

		2022			2021			2020			2019			2018		
		Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
Reportable Spills																
Pipeline Releases	11.5.4, EM-EP-160a.2, ENV-6	4	0	4	4	1	5	3	1	4	3	0	3	1	0	1
Non-pipeline Releases	11.5.4, EM-EP-160a.2, ENV-6	4	31	35	3	11	14	0	9	9	4	10	14	3	13	16
Total Number	11.5.4, EM-EP-160a.2, ENV-6	8	31	39	7	12	19	3	10	13	7	10	17	4	13	17
Pipeline Releases Volume (m3)	11.5.4, EM-EP-160a.2, ENV-6	85	0	85	24	4	28	16	0	16	252	0	252	1	0	1
Non-pipeline Releases Volume (m3)	11.5.4, EM-EP-160a.2, ENV-6	48	39	87	25	14	39	0	29	29	230	33	263	6	62	68
Total Volume (m3)	11.5.4, EM-EP-160a.2, ENV-6	133	39	172	49	18	67	16	29	45	482	33	516	7	62	69
OVERALL																

Environmental Protection Expenditures

Abandonment, Reclamation and Remediation Expenditures (USD\$ thousands) ⁽¹⁾	-	11,700	400	12,100	13,100	0	13,100	11,250	0	11,250	6,800	0	6,800	8,600	0	8,600
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(1) Metrics have been retroactively updated.

REGULATORY COMPLIANCE

		2022			2021			2020			2019			2018		
		Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
Significant Fines	-	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Regulatory Inspections	-	67	31	98	133	20	153	15	62	77	178	57	235	50	74	124
Compliance Rate (%)	-	75	94	81	94	75	92	81	53	75	81	93	84	88	93	91

DATA TABLES

ECONOMIC PERFORMANCE

		2022			2021			2020			2019			2018		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
Financial Performance (\$000s) ⁽¹⁾																
Crude Oil and Natural Gas Sales	11.14.2	147,498	2,205,876	2,353,374	127,320	1,355,255	1,482,575	72,917	480,822	553,739	133,524	812,370	945,893	152,809	843,684	996,493
Production Taxes	11.4.2	2,643	164,352	166,995	2,040	99,913	101,953	760	36,657	37,417	1,998	60,664	62,662	2,365	64,885	67,250
Capital Expenditures	-	6,116	425,888	432,004	13,812	288,536	302,348	17,435	199,811	217,246	28,577	437,343	465,920	40,973	418,207	459,180
Property and Land Acquisitions	-	1,225	21,290	22,515	2,339	832,808	835,147	1,969	5,521	7,490	4,537	13,872	18,409	3,207	16,794	20,001
Property and Land Divestments	-	-213,015	-18,358	-231,373	-4,660	-107,991	-112,651	11	-4,467	-4,456	-6,755	-455	-7,210	881	-6,400	-5,519
Operating Expenses ⁽²⁾	-	40,760	324,941	365,701	41,712	250,721	292,433	41,895	155,202	197,097	54,455	164,888	219,343	57,711	125,565	183,276
Employee Salaries and Benefits ⁽³⁾	-	31,466	40,322	71,788	33,769	37,341	71,110	30,081	26,803	56,884	35,128	26,523	61,651	37,578	25,172	62,750
Payments to Providers of Capital ⁽⁴⁾	11.14.2	477,056	0	477,056	181,112	-	181,112	42,506	-	42,506	180,773	-	180,773	110,354	-	110,354
Income Taxes paid/(received)	11.14.2	0	28,063	28,063	-11	2,700	2,689	-	-10,716	-10,716	-10,472	-14,774	-25,246	-307	-19,559	-19,866
Capital and Other Taxes ⁽⁵⁾	11.14.2	2	12	14	-2	12	10	2	26	28	1	22	23	28	23	51

Community Investments

Donations and Sponsorships	-	298	462	760	256	173	429	169	91	260	342	193	535	291	189	480
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(1) Reported using financial information prepared in accordance with accounting principles generally accepted in the United States of America. Canadian dollar amounts have been translated into U.S. dollars consistent with the methodology outlined in Note 2(m) of the Annual 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 Expense, Operating Expense, and Capital Expenditures 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.

HUMAN RESOURCES

		2022			2021			2020			2019			2018		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate
Employees																
Total Number	SOC-5	153	227	380	210	215	425	208	151	359	234	149	383	253	147	400
Total Female	SOC-5	63	76	139	77	70	147	72	56	128	86	55	141	91	55	146
Total Male	SOC-5	90	151	241	133	145	278	136	95	231	148	94	242	162	92	254
Percentage of Total Employees covered by collective bargaining agreements	102-41	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

DATA TABLES

HUMAN RESOURCES

		2022			2021			2020			2019			2018		
	Disclosure Alignment	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate	Canada	U.S.	Corporate

Employment																
New Hires	11.10.2	13	37	50	16	94	110	4	18	22	14	19	33	8	26	34
Voluntary Turnover	11.10.2	16	20	36	6	12	18	8	12	20	8	7	15	10	14	24

DIVERSITY AND EQUAL OPPORTUNITY

Percentage of individuals with the Board of Directors ⁽¹⁾

Age Group																
Under 30	11.11.5, SOC-5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
30-50	11.11.5, SOC-5	0	0	0	0	0	0	0	0	0	1	0	10%	0	0	0
Over 50	11.11.5, SOC-5	6	3	100%	6	3	100%	6	3	100%	9	0	90%	9	0	100%

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

Percentage of employees per employee category

Age Group																
Under 30	SOC-5	7	18	7%	10	16	5%	11	15	7%	20	16	9%	19	17	9%
30-50	SOC-5	104	148	66%	142	149	66%	137	88	63%	150	85	61%	172	84	64%
Over 50	SOC-5	42	61	27%	58	50	29%	60	48	30%	64	48	30%	62	46	27%

Gender																
Female	SOC-5	63	76	37%	77	70	35%	72	56	36%	86	55	37%	91	55	37%
Male	SOC-5	90	151	63%	133	145	65%	136	95	64%	148	94	63%	162	91	63%

Training and Education																
Safety Training (hours)	EM-EP-320a.1, SOC-7	-	-	2,625	-	-	920	-	-	1,251	-	-	2,445	-	-	6,230
Emergency Response Training (hours)	EM-EP-320a.1, SOC-7	-	-	246	204	40	244	235.5	156	391.5	272	137	409	406	209	615
Leader Training (hours)	11.14.4, SOC-7	-	-	960	-	-	1,625	-	-	869	-	-	1,065	-	-	1,295
Development Training (hours)	11.14.4, SOC-7	-	-	620	-	-	1,323	-	-	840	-	-	1,939	-	-	1,113

⁽¹⁾ Reflective of independent board members as of December 31, 2022 only.
Our employees are not unionized.
When data for performance indicators was not available a line entry (--) appears in the table.



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

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