

Corporate Social Responsibility Policy

Purpose

This Policy outlines the philosophy and corporate commitment of Treeline Well Services LP (“Treeline”) towards Corporate Social Responsibility (“CSR”). It also provides a framework for conducting business in a socially responsible and ethical manner across all areas of Treeline’s operations.

The priorities listed in this Policy form core pillars of Treeline’s Environment, Social and Governance (“ESG”) program which we use to establish and report out on CSR topics that are material to our employees, stakeholders, and Indigenous partners.

In this document, the term social responsibility covers all areas of corporate social responsibility, including, but not limited to, environmental, technical, economic, social issues, and political.

Vision

The vision of Treeline’s CSR Policy is to be recognized as a national leader within the energy industry focusing on inclusive and sustainable best practices.

Core Priorities

This Policy is built on the following commitments that reflect existing and emerging standards for CSR in the energy industry:

- **Business Ethics**

Responsible governance and transparency will continually be improved to convey trust and credibility to our employees, stakeholders, Indigenous partners, and the public. We strive to operate ethically and with integrity in all instances by meeting or exceeding all legislative requirements and public CSR expectations.

- **Stakeholder Relations**

We do our best to engage our stakeholders openly, sincerely, and promptly. Treeline will continue to work with all stakeholders, including customers, employees, and Indigenous and non-Indigenous communities, to foster the transmission of knowledge on CSR topics that are significant to them.

- **Employee Health and Safety**

We strive to ensure a safe and healthy work environment for all company employees and within the areas of our operations. We aim to foster a corporate culture based on equitable opportunity, non-discrimination, and respect for diversity. We will continue to equip Treeline employees with the necessary training and skills to excel at their jobs and reach their full potential with our company.

- **Environmental Protection**

Treeline is committed to environmental stewardship and will promote avoidance, as opposed to compensation, whenever possible during operations.

- **Community Investment**

Treeline is dedicated to upholding partnership-based approaches in our community investment programs. We will continue to work with local Indigenous and non-Indigenous communities to identify and support programs directed

towards closing the socio-economic gap for Indigenous peoples and programs that build capacity in Indigenous and non-Indigenous communities.

Implementation

When undertaking CSR activities and programs, Treeline will give preference to the areas where it has a strong presence. The company may also choose to undertake CSR activities and programs in other places in Canada.

This Policy provides a standardized approach that sets a framework to implement Treeline's CSR activities. As such, this Policy will be incorporated in our training and onboarding documentation. In pursuing the priorities expressed in this Policy, Treeline will continue to develop ways to adopt and promote CSR so that the company can achieve its vision.

Conclusion

Treeline will review the CSR Policy annually, in order to improve and advance the positive impacts of the company's CSR initiatives.

Definitions

Corporate Social Responsibility: Refers to Treeline's commitment to acknowledge and manage its impact on society and to see that its business activities are being undertaken in a socially and environmentally responsible manner. By understanding and addressing the impact of its operations, the company can more effectively manage a broader range of risks.

Environmental, Social, Governance ("ESG"): ESG refers to Treeline's commitment to responsible business practices and the tracking Key Performance Indicator in the areas of Environmental Stewardship, Social Responsibility, and Governance, Ethics & Compliance.

Ethics: The written and unwritten codes of principles and values that govern decisions and actions within the company. From a CSR perspective, ethics are based on the belief that the company should consider the potential impact of their choices and actions on multiple stakeholder groups.

Stakeholders: Individuals and groups who affect or who may be affected by the company's actions and decisions. Stakeholders can include employees, suppliers, contractors, local non-Indigenous communities, and local Indigenous communities.

A blue ink signature of Dan Bryson.

Dan Bryson, President
Treeline Well Services LP