



ESG Annual Report

2022

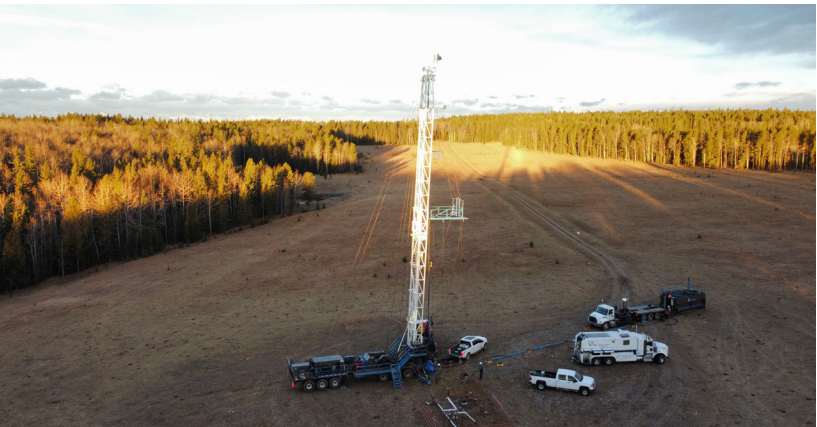
Published April 2023
403-266-2868
www.treelinewell.com





02 Overview

- Message from the President
- Who We Are
- Mission and Vision
- Material Topics
- UN SDG Alignment
- 2023 Goals



08 Environment

- Environmental Management
- Energy and Fuel
- Water and Waste



12 Social

- Health and Safety
- Investing in People and Community
- Indigenous Partnerships
- Equity, Diversity and Inclusion



17 Governance

- Good Governance
- ESG Steering Committee
- Business Conduct

Message from the President

In our first Environmental, Social, Governance (“ESG”) report, we are proud to share the strategies we are using to drive our sustainability goals. Our ESG success has been enabled by growing our business, implementing new technologies, and working collaboratively with our partners and stakeholders.

Last year, we successfully published Treeline Well Services LP’s (“Treeline”) ESG Action Plan – allowing us to communicate our commitment to sustainability performance and set actionable and attainable goals as a first step in our ESG journey. Of particular note, our desire to become a Radicle Climate Smart business by tracking and setting goals to reduce Treeline’s Greenhouse Gas (“GHG”) emissions is something we are all proud of. In 2022, we also formed an ESG Steering Committee, updated key policies, selected reporting standards, and developed our 2023 goals to set a solid foundation for clear reporting to our clients, partners, and the public.


Corporately, we have had much to celebrate over the past year. Most notably, we were pleased to announce the acquisition of Compass Well Servicing in May 2022. With the acquisition, we obtained nine mobile double rig packages, making Treeline’s fleet the newest in

Canada. This acquisition has enabled Treeline to achieve our goal of 40 rigs. We will now switch our focus from growth to optimizing the business and implementing our DownForce Technology™. We are thrilled to add such quality people and top-tier assets, and we look forward to working with customers in new operating areas.

As we publish this report, we are keen to show how far we have come on our ESG journey, particularly with our Social and Governance objectives. While we celebrate where we are and our progress over the past year, we acknowledge that there is still lots of work to be done as our industry continues to transform. As you will see in this report, one of our 2023 goals is to assess and improve our environmental impacts, and develop better mitigation and management strategies for our operations.

In conclusion, thank you to everyone who has supported our business, and an even bigger thank you to our fantastic team, both in the field and in the office, whose dedication to our clients and each other makes Treeline truly great.

Dan Bryson
President



“ We are excited to showcase our past performance and advance future ESG actions and opportunities. ”

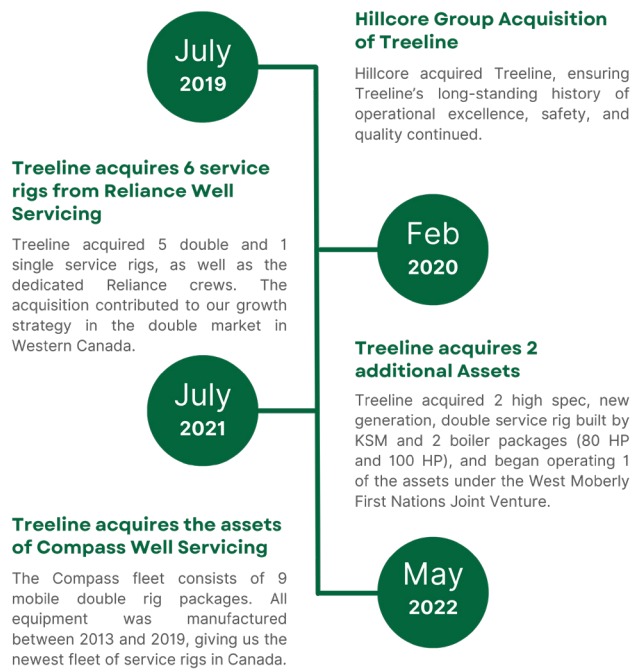
Overview

Who We Are

Since 1997, Treeline has supplied service rigs to the Western Canadian Oil and Gas Industry. We are a 100% Canadian-owned private service rig company operating primarily in Alberta and British Columbia. Since 2008, we've begun focusing on two major Canadian markets, SAGD and the Montney/Duvernay play, while maintaining a fleet of 40 service rigs consisting of 33 doubles and 7 singles.

Core Values

- ▶ **Pride in Our Work**
Taking pride in our work, the people we work with and the customers we work for.
- ▶ **Putting Our People First**
Committing to the health and safety of our people above all.
- ▶ **Learning Mindset**
Providing education, training and career development opportunities for our people and partnerships to foster a culture of continuous learning.



Company Snapshot

40
RIGS

98,626
OPERATING
HOURS

349
EMPLOYEES

33%
REVENUE THROUGH
INDIGENOUS
PARTNERSHIPS

View

Our Vision

To be the premier provider of well services in the energy industry. We envision a future where Treeline Well Services LP is synonymous with quality, reliability, and safety in the well services industry. Our goal is to be recognized as the go-to partner for our customers, providing them with the highest level of service and expertise.



Our Mission

1

To provide safe, reliable, and efficient well services to the energy industry while maintaining the highest standards of integrity and professionalism that exceed our customers' expectations.

2

To create a workplace where our employees can thrive and grow, fostering a culture of collaboration, respect, and innovation.

3

To build strong relationships with our stakeholders, including our customers, suppliers, employees, and communities, based on mutual trust, respect, and shared values.

Overview

Material Topics

We recognize the value of identifying and addressing the most significant ESG topics facing our industry. To help us prioritize Treeline’s efforts, we conducted a materiality assessment in 2021 that identified the ESG areas that have the most impact on our business. During this assessment, we looked at various factors through two lenses: potential impact on our organization and importance to stakeholders. With this information, we developed an ESG strategy to meet the expectations of our clients, First Nation partners, employees, and stakeholders.

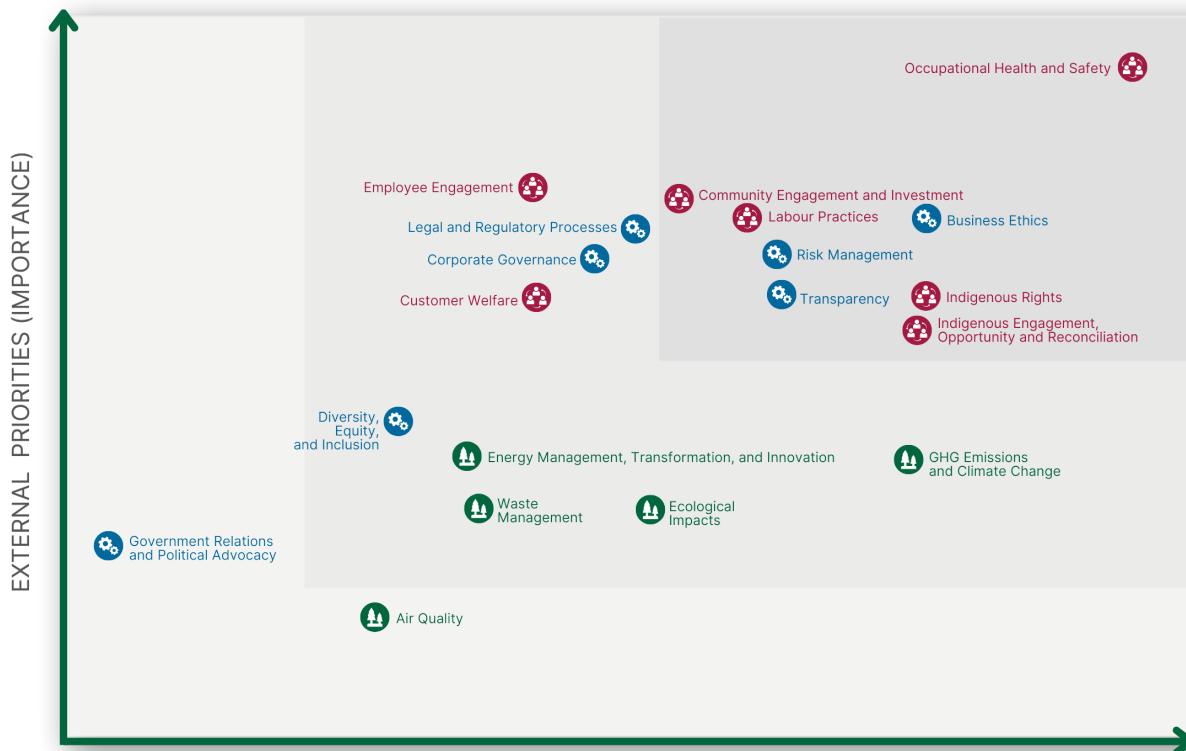
To determine our material topics, we used a combination of internal and external data sources by identifying and mapping our key stakeholders, customers, employees, and First Nation partners. The Global Reporting Initiative (“GRI”) reporting standards were selected because of their use by our clients as well as of their international reputation for understanding outward impacts on the economy, environment, and society.

Additionally, we seek alignment with our First Nation Partners and have chosen to use the GRI Standards to communicate this in a consistent manner.

As Treeline’s program progressed, surveys helped us determine the materiality of selected GRI topics to each stakeholder group’s ESG interests. From there, we chose the most applicable GRI topics for our business to report on in 2022.

As we continue to progress in our tracking capabilities, we will regularly update our materiality register to keep up with the evolving ESG expectations of our stakeholders. Accordingly, as we publish future reports, we anticipate that the quantitative data being tracked and reported on will be more detailed. With this data, we will be able to accurately set additional goals, track progress, and maintain the integrity of Treeline’s ESG program.

Materiality Assessment



2023 Goals

Where do you go from here? ESG reports are not just about looking back but also looking forward. Our ESG journey is a continuous work in progress - a way for Treeline to track our impact and improvements over time. We are committed to setting annual goals that advance our efforts to become a more socially conscious organization. In 2021 and 2022, we focused Treeline's efforts on good governance and investing in our people and partnerships. In 2023, we are turning our focus to decreasing our environmental impact and developing management strategies for sustainable improvement as the oil and gas industry transitions. These strategies include:



Electricity Reduction Program

In 2022, we initiated our Electricity Reduction Program by switching 20 lights in our office space to LED at our Grande Prairie office. In 2023, we commit to 100% of our office space lighting being LED lights in our satellite offices.



GHG Emissions Reduction Strategy

Treeline partnered with Radicle in 2022 to track our Scope 1 and 2 GHG emissions. We look forward to 2023 as we develop our GHG Emissions Reduction Strategy and set reduction targets.



Materiality Management Strategy

In 2021, Treeline determined our 2022 materiality topics to kick off our reporting framework. In 2023, Treeline commits to annually reviewing our materiality topics and developing a Management Strategy using the GRI framework.

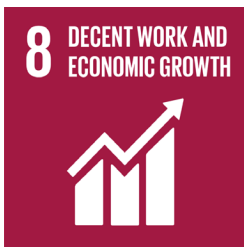
UN SDG Alignment

In 2015, 193 world leaders adopted the 2030 Agenda for Sustainable Development, including the Sustainable Development Goals (“SDGs”). These 17 goals are the framework for equitable access to resources and opportunity for everyone. While Treeline is a privately-owned Canadian company, we recognize the importance of being good global citizens. Our work does not occur in isolation and that is why we believe it is important to recognize and contribute to the UN SDGs, in alignment with the GRI standards we use for ESG reporting. Treeline’s initial focus has been on supporting the following goals:



SDG 3: Good Health and Well-Being

Health and safety are at the core of how we do business. Treeline has invested in an Employee and Family Assistance Program (“EFAP”), that allows for easy and confidential access 24/7/365 for employees well-being. As well, Treeline has invested in an internal Safety Management System (ITRAK365) that allows for real time information sharing, tracking of activities, and monitoring of corrective actions.



SDG 8: Decent Work and Economic Growth

Treeline is an equal opportunity employer. We make every effort to create an inclusive and equitable workplace, as per our Respectful Workplace commitment in our Code of Conduct. Additionally, through our partnership with West Moberly First Nation, we signed an Employment Opportunities Sharing Protocol to increase Indigenous talent in our workforce.



SDG 9: Industry, Innovation and Infrastructure

Treeline utilizes the most up-to-date technology that minimizes our environmental impact and related risk. That is why we have implemented our patented DownForce technology, which reduces operation time, chemical usage, and fluid waste.



SDG 16: Peace, Justice and Strong Institutions

Treeline has robust Code of Conduct, Corporate Social Responsibility, ESG, and Indigenous Relations policies that ensure our governance structure promotes an accountable and inclusive workplace for sustainable development.



SDG 17: Partnerships for Goals

Treeline is supporting the coordination and alignment of local-level ESG initiatives related to the sustainable development of resource extraction through our Indigenous partnerships to create more benefits for communities than we could achieve on our own.

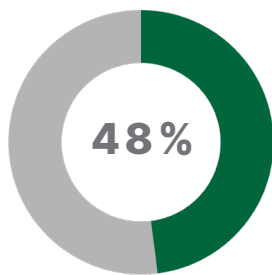


Environment

Environment

Environmental Management

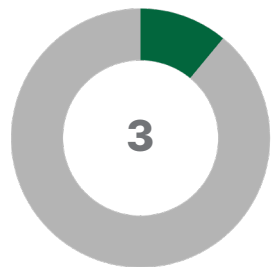
At Treeline, we believe that we have an obligation — to our employees, communities, customers, and the environment — to operate our business sustainably. As such, we make an effort to minimize pollution, noise, and odour in the field. As an industry leader, we have developed a Code of Conduct and Environmental Policy that guides Treeline’s environmental management practices.



Of Rigs have Tier 4 engines

TIER 4 ENGINES

19 of our rigs are equipped with Tier 4 engines. Compared to earlier generations of diesel engines, Tier 4 engines use advanced technologies such as selective catalytic reduction (“SCR”), diesel particulate filters (“DPF”), and exhaust gas recirculation (“EGR”) to reduce nitrogen oxides (“NOx”) by 90% and particulate matter (“PM”) by up to 95%. By reducing emissions of harmful pollutants, these engines help to improve air quality, reduce greenhouse gas emissions, and reduce the environmental impact of diesel engines on ecosystems.



DownForce Units

DOWNFORCE TECHNOLOGY

Treeline patented our DownForce technology system that enables a service rig to push a wide range of pipe sizes utilizing a worm gear slip assembly and can provide up to 30,000 foot-pounds of adjustable force. This innovative technology allows for quicker rig up/ rig out, saving an estimated 2 hours per well without any additional personnel or trucking, which saves costs for our clients as well as reduce Treeline GHG emissions. Treeline has 3 DownForce units available for use in 20 of our rigs.

DOWNFORCE CASE STUDY - TOURMALINE

THE PROBLEM

Tourmaline was using jointed pipe to perform a sleeve-milling operation on a well north of Grande Prairie. Due to the shallow well depth and long lateral length, the work string was unable to supply enough weight to continue running-in-hole. This would lead to restrictions downhole.

THE SOLUTION

After deploying DownForce 2.0, Treeline and Tourmaline were able to mill-out an additional 18 frac sleeves on this first trial run. This new application reduced operational time, chemical usage, and fluid. This resulted in lower costs, decreased run time, and improved well productivity for Tourmaline, opening up a new method for well completions in Western Canada.

Environment

Energy and Fuel

Treeline works with our employees and clients to meet the market needs for consistent and affordable energy while reducing our carbon footprint through innovative solutions and new technology. 2022 was a year of learning and goal-setting for our energy and fuel consumption. This past year we set out to track our Scope 1 and 2 emissions to better understand where we are now, in order to set attainable and sustainable goals for the future.

To begin this process, we partnered with Radicle, a Calgary-based consulting firm that supports the emissions reduction industry. Using Radicle's training and tracking capabilities, we have identified our GHG Emissions baseline and will work with the Radicle team in 2023 to develop a reduction strategy across our operations. We are proud to be a Climate Smart business. Treeline will update our GHG Emissions inventory and reduction strategies annually and continue to report on the results in our ESG report.

Scope 1

Scope 1 emissions refer to direct greenhouse gas emissions from sources owned or controlled by a company.

8,606
Tonnes CO₂e



1,303
Tonnes CO₂e



Scope 2

Scope 2 emissions refer to indirect greenhouse gas emissions from the generation of purchased electricity, heat, or steam consumed by the company.

2022 Energy Consumption Baseline Data

117,790
Kilowatt/hour of Electricity

1,384
Joules of Gas

3,143,585
Litres of Fuel

NEXT STEPS

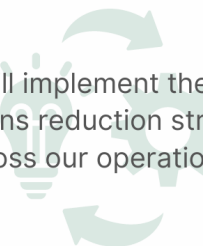
Determine GHG Emission Targets

We will determine our GHG Emissions reduction targets.



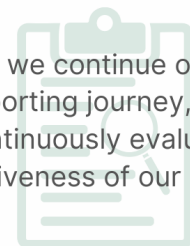
Implement GHG Reduction Strategies

We will implement the GHG Emissions reduction strategies across our operations.



Evaluate and Report Performance

As we continue our ESG reporting journey, we will continuously evaluate the effectiveness of our strategies.



Environment

Water and Waste

While the ultimate responsibility for waste generated and water use on a lease site belongs to our clients, we recognize the important role Treeline plays in waste management. Accordingly, we strive to minimize waste generation and manage waste responsibly. At site, our crews implement waste reduction measures, such as recycling and reusing materials where possible. When waste is produced, we dispose of it in accordance with applicable regulations. We also implement measures to prevent spills and leaks that could lead to ground or water contamination.

When reviewing this area, we looked at waste characterization, storage, disposal and accounting, in accordance with the Alberta Environmental Protection and Enhancement Act and the Alberta Energy Regulator (“AER”). That is why we have a detailed Waste Management Plan that minimizes waste through the 4 Rs – Reduce, Reuse, Recycle and Recover. All employees working at Treeline on the rig crews are required to read and implement our Waste Management Plan to ensure it is implemented at site.

Lastly, in accordance with our Health and Safety Manual, we ensure our boots on the ground monitor water quality and implement measures to prevent spills and leaks that could potentially harm water resources and the surrounding environment. Through our detailed Hazard Identification and Control Manual, our employees are provided with the tools and strategies to mitigate the risk of spills, and if spills do occur, minimize their impact once identified. We are proud to report that Treeline had 0 significant spills in 2022.

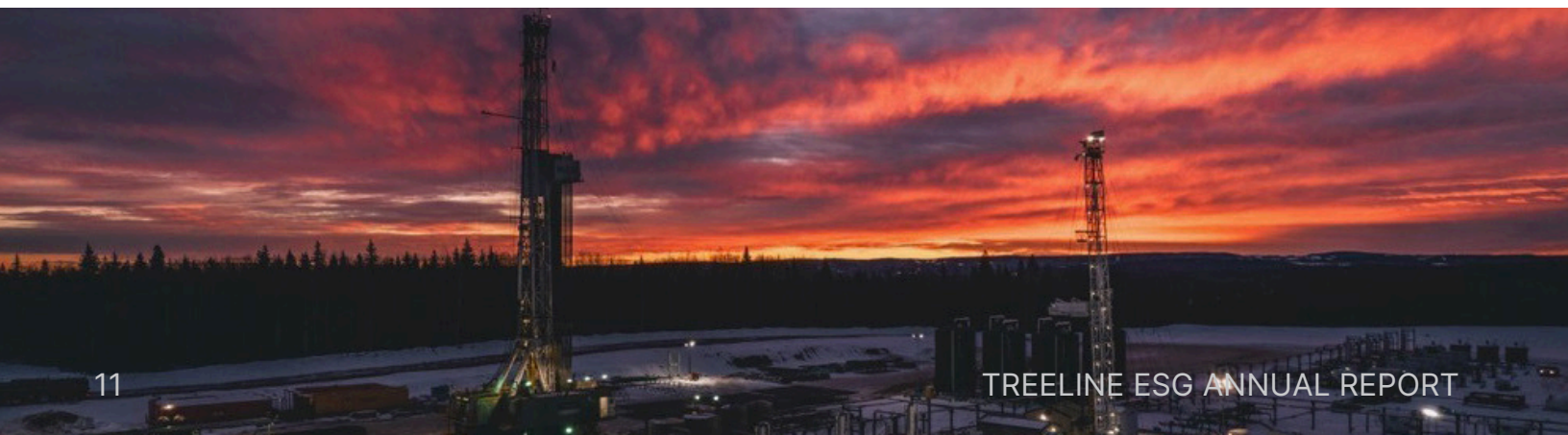
A Greener Office Space

Treeline’s main office is located in the First Canadian Centre in Downtown Calgary, a BOMA Platinum Certified building. Platinum is awarded to buildings that have met the BEST Practices and have achieved between 90 and 100% on the sustainability questionnaire administered by BOMA, Canada’s largest environmental assessment and certification program for existing buildings.



Record of Significant Spills

2019	2020	2021	2022
0	0	0	0





Social

Health and Safety

Health and safety are critical priorities for our company, and we strive to maintain the highest safety standards for all our stakeholders. Our focus on safety includes our employees, contractors, customers, and the communities in which we operate. Over the years, Treeline has demonstrated its ability to operate an effective Occupational Health and Safety Management System in compliance with provincial and federal regulations. We ensure that we conduct our activities and promote an injury-free workplace in a manner that safeguards employees, clients, and the public.

To achieve this, our management staff continually invests in updating our policies, procedures, training, equipment, and emergency response protocols in accordance with all company standards and applicable government regulations.

854,065
Person hours worked

100%
Workers covered our HSE
Management System

\$449,708
On Inspection Services

\$250,421
On Health and Safety
Measures

HSE MEASURES TO PROTECT OUR PEOPLE

- ▶ **Training**
Regular safety training for all employees and contractors.
- ▶ **Protocols and Procedures**
Implementation of safety protocols and procedures across all workplaces and job sites.
- ▶ **Investing in Health and Safety**
Investment in safety equipment and technology to prevent accidents and reduce risks.
- ▶ **Transparency in Safety Metrics**
Ongoing monitoring of safety performance and regular reporting of safety metrics.
- ▶ **Implementing Best Practices**
Collaboration with regulatory bodies and industry groups to stay up-to-date on safety best practices.

Work-Related Injuries	2020	2021	2022
Lost-Time Incident Rate	0.87	0.35	0
Fatality Rate	0	0	0
Total Vehicle Incident Rate	3.97	3.44	2.6
Total Recordable Injury Frequency	1.31	1.47	1.10



Social Investing in People and Community

We believe that Treeline's people are the key to our long-term growth, performance, and future success. To meet our own expectations, Treeline has created a safe, inclusive, and supportive work environment by offering opportunities and resources for all employees to improve their skill sets.

In addition to investing in our people, we recognize that we have a responsibility to be an active and engaged company in the communities where we operate. As such, we support numerous organizations and initiatives that promote social and economic development. These contributions benefit both local and Indigenous communities in the areas we operate.

SIGNIFICANT COMMUNITY DONATION RECIPIENTS



PROFESSIONAL DEVELOPMENT

\$276,898

On Training

3,562

Training Courses

Complete

16

Training Types

Offered

COMMUNITY INVESTMENT

\$85,426

On Community Investment

716

Employee Volunteer Hours

24

Organizations Supported

Social Indigenous Partnerships

INDIGENOUS RELATIONS POLICY STATEMENT

Treeline acknowledges that we conduct our work on Treaty 4, 6, 7, 8 and 10 territories, Métis Nation Region 3, as well as other unceded territories in Alberta and British Columbia. In doing so, we respect the history, languages, culture, and rights of all our First Nation, Métis, and Indigenous neighbours. Additionally, we are thankful for existing business partnerships we have with our Indigenous partners and look forward to continuing successful ventures in the future. Our organization remains dedicated to fostering mutually beneficial relationships based on trust and collaboration with all communities in the areas we operate. Our relationships form a core pillar of Treeline's ESG program, which includes our commitment to advancing corporate reconciliation efforts.

For almost a decade, Treeline has had a Joint Venture Agreement with Fort McMurray First Nation Group of Companies (previously Christina River Enterprises), forming CRE Treeline Well Services. In 2021, Treeline entered a second partnership with the Dunne Za Economic Development Corporation, a wholly-owned subsidiary of the West Moberly First Nations ("WMFN"). All service rigs working within WMFN's Traditional Territory operate under the West Moberly Treeline Joint Venture.

In addition to growing their market share, these partnerships have helped Treeline fulfill company policies that advocate for new opportunities for First Nations Peoples through training, education, and the active recruitment of local talent from the communities we have partnered with. Moving into 2023, we will continue our work with Indigenous communities and individuals in four key areas:



Building Meaningful Relationships



Economic Reconciliation and Partnership



Community Investment



Employment and Training

Social

Treeline looks forward to launching our 2023 employee survey to understand the diverse needs and demographic of our employees to better plan for EDI strategies in the future.

We recognize that working on rig crews, in the field, and in the energy industry as a collective, has traditionally been a male-dominated environment. Acknowledging that equality, diversity, and inclusion (“EDI”) is beneficial for our entire industry, this is an area where we are setting goals to do better. In practice this means we:



Hire, train and promote employees based on skills, experience, or potential and try to reduce bias in every process.



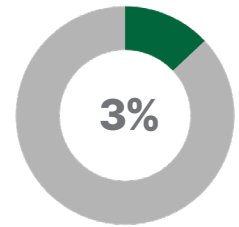
Use inclusive, diversity-sensitive language in all official documents and job ads.



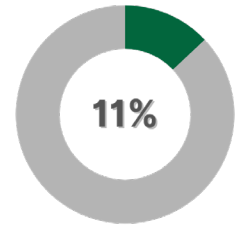
Implement policies which promote equality of treatment and prohibit harassment in the workplace, including our Code of Conduct and Harassment Policy.



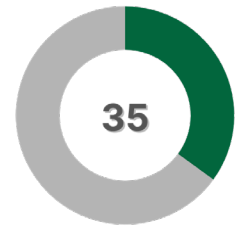
Make accommodations to help people with disabilities move about safely on our premises.



Female Total



Female Corporate



Average Employee Age

Equity Diversity Inclusion





Governance

Good Governance

Treeline upholds high standards of business integrity and seeks to deter wrongdoing. We do this by promoting transparent, honest, legal and ethical behaviour in all the company's business dealings.



Dan Bryson
President



Perry Reum
VP Fleet and
Equipment



Matt Dagert
VP Operations



JD Watt
VP Sales and
Marketing



Alex Waterworth
VP Finance



Bill Kidd
VP Health and Safety

TREELINE MANAGEMENT TEAM

"We uphold the highest standards of ethical behaviour and accountability in all aspects of our business. This includes implementing effective risk management practices, and ensuring transparency and accountability in our decision-making processes. We also strive to maintain open and collaborative relationships with our stakeholders, including customers, employees, partners and the communities in which we operate. By upholding these principles of good governance, we can build trust and credibility with our stakeholders, mitigate risks, and create long-term value for our business and society."

- Treeline Management Team

2022 GOVERNANCE FOCUS AREAS

▶ Review of Internal Policies

Updated key policies to align with our ESG objectives, including our Indigenous Relations and CSR policies, with the addition of our ESG Policy and ESG Steering Committee Charter.

▶ Sustainable Growth

Expanded our business with the acquisition of Compass, reaching our goal of a 40-rig fleet before 2023.

▶ Business Ethics and Corporate Responsibility

Established policies and programs to promote corporate social responsibility, including initiatives to reduce our environmental footprint, support local economic development, and engage with stakeholders.

ESG Steering Committee

In 2022, we kicked off our ESG Steering Committee, composed of 6 Treeline employees with varying expertise. Each one is passionate about bringing value to our employees, partners, and clients.

The ESG Steering Committee aims to support Treeline's ongoing actions related to health and safety, corporate social responsibility, corporate governance, sustainability, and other public policy matters relevant to our organization. The ESG Committee assists the company's management team in fulfilling its obligations to all stakeholders by advising and actioning the company's sustainability initiatives.

Approval of ESG Committee members is based on the individual's expertise in relevant and varied disciplines, including environmental, health and safety, operations, legal, regulatory compliance, corporate governance, finance, human resources, customer sales, and information technology. Support from Treeline's professional partners at Radicle and Landmark Resource Management Ltd., is also called on when necessary.



DUTIES AND RESPONSIBILITIES

- ▶ Set the company's general strategy with respect to ESG and recommend policies, practices, and disclosures that conform with the company's objectives.
- ▶ To oversee internal and external communications regarding the company's position or approach to ESG.
- ▶ Oversee and coordinate the implementation of the company's ESG initiatives.
- ▶ To oversee the company's ESG disclosure and reporting.
- ▶ To consider current and emerging ESG areas that may affect the company's business, operations, performance, or public image and to make recommendations on how the company's policies, practices and disclosures can adjust to or address current trends.
- ▶ To review and assess internal ESG KPIs annually and recommend any proposed changes for approval.
- ▶ To review and assess this Charter annually and recommend any proposed changes for approval.
- ▶ To perform such other duties, tasks, and responsibilities relevant to the purpose of the ESG Committee as may be requested from time to time.

6

COMMITTEE MEMBERS

8

COMMITTEE MEETINGS

6

ITEMS ACTIONED

Governance

Business Conduct

At Treeline, we believe in conducting our business with integrity and compliance with all applicable laws and regulations. Ethical conduct is essential for building and maintaining trust with our stakeholders and promoting sustainable growth and long-term success.

Through our Code of Conduct, we have set out our expectations and minimum standards for the team. Of course, we aim to exceed all aspects of Treeline's Code of Conduct, which include:

-  Compliance with Laws and Regulations
-  Respectful Workplace Practices
-  Alcohol & Drug Use
-  Conflicts of Interest
-  Record Keeping
-  Confidential Information
-  Intellectual Property
-  Bribery & Other Improper Payments



Compliance Strategies

- ▶ Safety Accountability Structure
- ▶ Hazard Identification and Control Procedures
- ▶ Company Supplied Personal Protective Equipment
- ▶ Respiratory Protective Equipment
- ▶ Emergency Response Plans and Procedures
- ▶ Incident/Accident Reporting and Investigation Process
- ▶ Safe Work Practices for Employees and Contractors
- ▶ Waste Management Process
- ▶ Workplace Violence and Harassment Procedures and Policy



Work to live.



Standards Reporting

Statement of Use: Treeline Well Services LP has reported the information cited in this GRI content index for the period January 1, 2022 to December 31, 2022, with reference to the GRI Standards.

GRI Used: GRI 1: Foundation 2021

DISCLOSURE	VALUE REPORTED/LOCATION
GRI 2: General Disclosures	
2-1 Organizational details	www.treelinewell.com
2-2 Entities included in the organization's sustainability reporting	www.treelinewell.com
2-3 Reporting period, frequency and contact point	Cover Page, P. 23
2-7 Employees	P. 3, P. 16 By Gender: Female - 11, Male - 338 By Region: Calgary - 12, Red Deer - 6, Nisku - 7, Grande Prairie - 5, Field - 319
2-9 Governance structure and composition	P. 18-20
2-13 Delegation of responsibility for managing impact	P. 19, ESG Steering Committee Charter, ESG Action Plan
2-15 Conflicts of interest	Employee Code of Conduct
2-22 Statement on sustainable development strategy	Sustainability Policy, ESG Policy
2-23 Policy commitments	www.treelinewell.com/esg
2-24 Embedding policy commitments	www.treelinewell.com/esg
2-27 Compliance with laws and regulations	0 Compliance Violations
2-28 Membership associations	P. 20
GRI 3: Material Topics	
3-1 Process to determine material topics	P. 5
3-2 List of material topics	P. 5
GRI 302 - Energy 2016	
302-1 Energy Consumption within the Organization	P. 10
GRI 303 - Water and Effluents 2018	
303-5 Water Consumption	112,629 m3

Standards Reporting

DISCLOSURE	VALUE REPORTED/LOCATION
GRI 305-Emissions 2016	

305-1 Direct (Scope 1) GHG emissions	P. 9
305-2 Energy indirect (Scope 2) GHG emissions	P. 9

GRI 306-Waste 2020	
---------------------------	--

306-2 Management of significant waste-related impacts	P. 11
306-3 Significant Spills	P. 11

GRI 403-Occupational Health and Safety	
---	--

403-1 Occupational health and safety management system	P. 7, P. 13
403-4 Worker participation, consultation, and communication on occupational health and safety	See Reporting Standard 404-2 below.
403-5 Worker training on occupational health and safety	P.13, P. 14
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	P. 13, P. 20
403-8 Workers covered by an occupational health and safety management system	P. 13
403-9 Work-related injuries	P. 13

GRI 303 - Water and Effluents 2018		
---	--	--

404-2 Programs for upgrading employee skills and transition assistance programs	<ul style="list-style-type: none"> • Treeline Orientation • WHMIS • TDG • Standard First Aid/CPR • CAOEC Fatigue • CAOEC Convoy Training • Fall Protection • Rig Rescue • Confined Space • Substances 	<ul style="list-style-type: none"> • Common Safety Orientation • CAOEC Fatigue Management/Hours of Service • Well Service Blowout Prevention • Detection & Control of Flammable Substances • Assessor Training • Special Oilfield Boilers • Driver License
---	---	---

GRI 403-Diversity and Equal Opportunity	
--	--

405-1 b.i Diversity of governance bodies and employees	P. 16
--	-------

Forward Looking Statement

This ESG report contains forward-looking statements that are based on current expectations and assumptions. Actual results or outcomes may differ materially from these statements due to various factors beyond the company's control, such as changes in laws, regulations, economic or market conditions, and competitive pressures. The company does not undertake any obligation to update or revise these forward-looking statements, except as required by law. Readers should not place undue reliance on these statements, as they are subject to uncertainties and may not materialize as expected.



Phone Number

403-266-2868



LinkedIn

@Treeline Well Services LP



Website

www.treelinewell.com

