



Modern Slavery Act Compliance Report for Lynx Energy ULC

Executive Summary

- Lynx Energy ULC (Lynx) is a privately owned natural gas producer based in Calgary Alberta. Lynx owns and operates coal bed methane (CBM) and shallow gas assets and engages with the communities and small towns it operates in. Lynx has a formal code of conduct that includes compliance with all applicable laws and regulations, including the items set forth in the Modern Slavery Act.

Organizational Structure

- Lynx has 85 employees with its head office located in Calgary and its main field office in Drumheller. All of Lynx's operations are in Central Alberta.

Policies Relating to Slavery and Human Trafficking

- Lynx has a formal code of conduct policy that requires Lynx and all of its employees to comply with applicable laws pertaining to human and labour rights. The company's standard terms and conditions require vendors and suppliers to maintain an Approved status in our vendor qualification system, including:
 - (i) Complying with all applicable laws and regulations
 - (ii) Maintaining workers' compensation coverage for all applicable jurisdictions
 - (iii) Maintaining insurance as per Lynx's requirements
 - (iv) Providing documentation to Lynx upon request
 - (v) Participating in site verifications and audits
 - (vi) Imposing similar terms and conditions on their subcontractors.

Due Diligence Processes

- Lynx's supply chain consists of suppliers, vendors and contractors who provide goods and services for oil and gas development and production. Lynx compiled and reviewed a list of its top suppliers, vendors and contractors to determine risk levels of them using slavery or child labour. Given they are locally sourced and domiciled in Canada, it was determined that the risk levels were low.

Effectiveness in Combating Slavery and Human Trafficking

- While it cannot be determined with absolute certainty, Lynx is not aware of any instances of forced or child labour in its supply chain. Consequently, Lynx did not take any measures to remediate and adverse impacts.



Training and Capacity Building

- Training was provided to staff to recognize and respond to signs of modern slavery. In addition, all employees were provided with a summary of the act and the act itself to review and sign off compliance.

Future Commitments

- Lynx will continue to develop its review of their supply chain, including working with vendors to identify and address any concerns of forced or child labour. This includes adding a compliance sign off as part of our supply chain and vendor management. Lynx will work with the suppliers and vendors to address any issues brought up during the process.
- All Lynx staff will continue to be trained on the Modern Slavery Act and reminded of steps to take if they become aware of or have concerns about forced or child labour.

Approval

- This report was approved pursuant to subparagraph 11(4)(a) of the Act by the Board. In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this report is true, accurate and complete in all material respects for the purpose of the Act for 2023.

A handwritten signature in blue ink, appearing to read "Michael King".

Michael King

VP of Finance

Lynx Energy ULC