



MEG ENERGY

Sustainable. Innovative. Responsible.

Health, Safety and Environment Policy

The [Business Conduct Charter](#) of MEG Energy Corp. ("MEG") contains key principles that guide all aspects of our business. Through the Charter, our board of directors, employees, and contractors have expressed a shared commitment towards achieving health, safety, and environmental ("HSE") excellence; and ensuring that our operations meet or exceed legislated requirements. This Policy describes the specific actions that we will take to ensure our ongoing excellence towards managing our HSE performance.

At MEG, HSE performance is the responsibility of our employees and contractors; and we are committed to continuously improving through:

Cultivating a culture led by our leadership that pursues HSE excellence including protecting the physical, psychological, and social well being of everyone on our work sites

Setting HSE-specific objectives and targets and tracking our performance against those targets

Continually identifying HSE-related risks and mitigating them to acceptable levels

Ensuring that our workforce is trained and competent at executing the tasks required to be performed

Executing our daily work using methods that keep people safe from harm and energy contained

Seeking to do business with others who demonstrate a shared commitment to achieving HSE excellence

Complying with all applicable legislation and meeting our own internal expectations for compliance

Communicating with the communities in which we operate and responding to public concerns

Learning from HSE-related incidents that occur at MEG and across our industry

Sharing information with our employees, contractors and stakeholders; and working collaboratively to collectively improve HSE performance

Continuously improving our Operations Excellence Management System that describes our processes and procedures used to achieve HSE performance excellence at MEG

We will strive to continually improve our HSE performance towards our goal of Nobody Gets Hurt and eliminating serious incidents by protecting the health and safety of ourselves and all others while caring for the environment and communities in which we live and operate.

Darlene Gates
President & CEO
May 2024

