

ESG Report 2021

Environmental, Social and Governance Report



Clean. Safe. Energy.

2021 Year In Review

2021 was a year like no other at our facility.

It offered new and exciting changes, and opportunities to provide added value to our business and in the Greater Saint John community. One of the biggest changes that happened in 2021 was a change in ownership at our terminal. In November 2021, Repsol, S.A. (Repsol) and Irving Oil Limited completed the transaction for Repsol to acquire 100% ownership of our terminal. Furthermore, in 2021 our terminal has renamed to Saint John LNG, and rolled our new branding, a new logo, and a new colour scheme, to mark the transition to new ownership. Some photos contained in this report may still contain our old logo, colour scheme, and branding, since they were taken prior to this transaction.

Despite these changes, we aim to continue serving Repsol's customers in Atlantic Canada and the US Northeast while looking at future developments that are aligned with Repsol's strategy to achieve zero net

emissions by 2050. As sole owner of Saint John LNG, Repsol gained flexibility and control of the operations in order to optimize the efficiency and value of our facility. It also positioned Repsol to explore new opportunities to help meet market demand and to support its energy transition.

This is also our first Environmental, Social and Governance (ESG) report and it contains information compiled and assessed through December 2021. We plan to expand and update this report in 2022 and beyond. This report outlines environmental, safety and social responsibilities that Saint John LNG is committed to, as well as our supporting initiatives. As this is our first report, we will not reference any select standards but comment generally on ESG topics that relate to our facility. By offering insight into our approach and methods to sustainability, we believe that our stakeholders and the community will enhance their understanding of how we operate and importantly, how we identify, monitor, and perform on ESG issues.

We know the COVID-19 pandemic caused many challenges and we believe that our nimble adaption to government changes, and the input that we received from our employees, allowed us to create a working environment that was as safe as possible for everyone on our site. As our response to the COVID-19 pandemic continues, I'm grateful for our team's unwavering commitment to the safety of each other and for our community through these trying times.

I am truly looking forward to all the opportunities that 2022 holds. I believe our team has worked very hard to become the safe, reliable, open, and transparent facility we are today, and we are so proud to celebrate our new brand with all of you!

We look forward to creating more value for the facility and our community and we are so grateful for your support; we wouldn't be where we are today without it, and for that, we thank you!



**General Manager
Saint John LNG**

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Change from CLNG to SJLNG



In late 2021 Repsol completed the acquisition of 100% ownership of the Canaport LNG terminal, which it has operated since the facility opened in 2009.

The terminal has been renamed **Saint John LNG** to mark the transition to new ownership

The terminal has been renamed Saint John LNG to mark the transition to new ownership, which aims to continue serving Repsol's customers in Atlantic Canada and the US Northeast while looking at future developments aligned with its strategy to achieve zero net emissions by 2050.

As sole owner of Saint John LNG, Repsol gains flexibility and control of the operations to optimize the efficiency and value of the facility. It also positions Repsol to explore new opportunities to help meet market demand and to support the energy transition.

Saint John LNG is a key supplier of safe and reliable natural gas for power generation in the US Northeast and a strong contributor to local economic development in the Maritimes. The facility directly provides more than 100 jobs for employees and contractors in Saint John and has invested more than \$5 million in the community since 2009.

About Repsol, S.A.



Repsol is a global multi-energy company that is leading the energy transition with its ambition of achieving zero net emissions by 2050.

Present throughout the energy value chain, the company employs 24,000 people worldwide and distributes its products in nearly 100 countries to around 24 million customers.

To achieve zero net emissions by 2050, Repsol is deploying an integrated model of decarbonization technologies based on enhanced efficiency, increased renewable power generation capacity, production of low-carbon fuels, development of new customer solutions, the circular economy, and by driving breakthrough projects to reduce the industry's carbon footprint.

In addition to its Saint John LNG terminal, Repsol is a key player in the natural gas market in Canada through its natural gas trading and marketing activities.

Repsol is well positioned to serve customers at major natural gas hubs throughout Canada from AECO across Eastern Canada and into Maritimes Canada. It offers a full range of natural gas trading and origination services, including baseload gas purchases, baseload gas sales, structured and daily natural gas transactions, seasonal and peaking gas supply services, daily natural gas trading and asset management.

Saint John LNG is a key supplier of safe and reliable natural gas for power generation in the US Northeast and a strong contributor to local economic development in the Maritimes. The facility directly provides more than 100 jobs for employees and contractors in Saint John and has invested more than \$5 million in the community since 2009. Additionally, the existing infrastructure and experienced workforce offers a competitive advantage for potential future projects such as LNG trucking, LNG bunkering, liquefaction and other energy projects.



About SJLNG

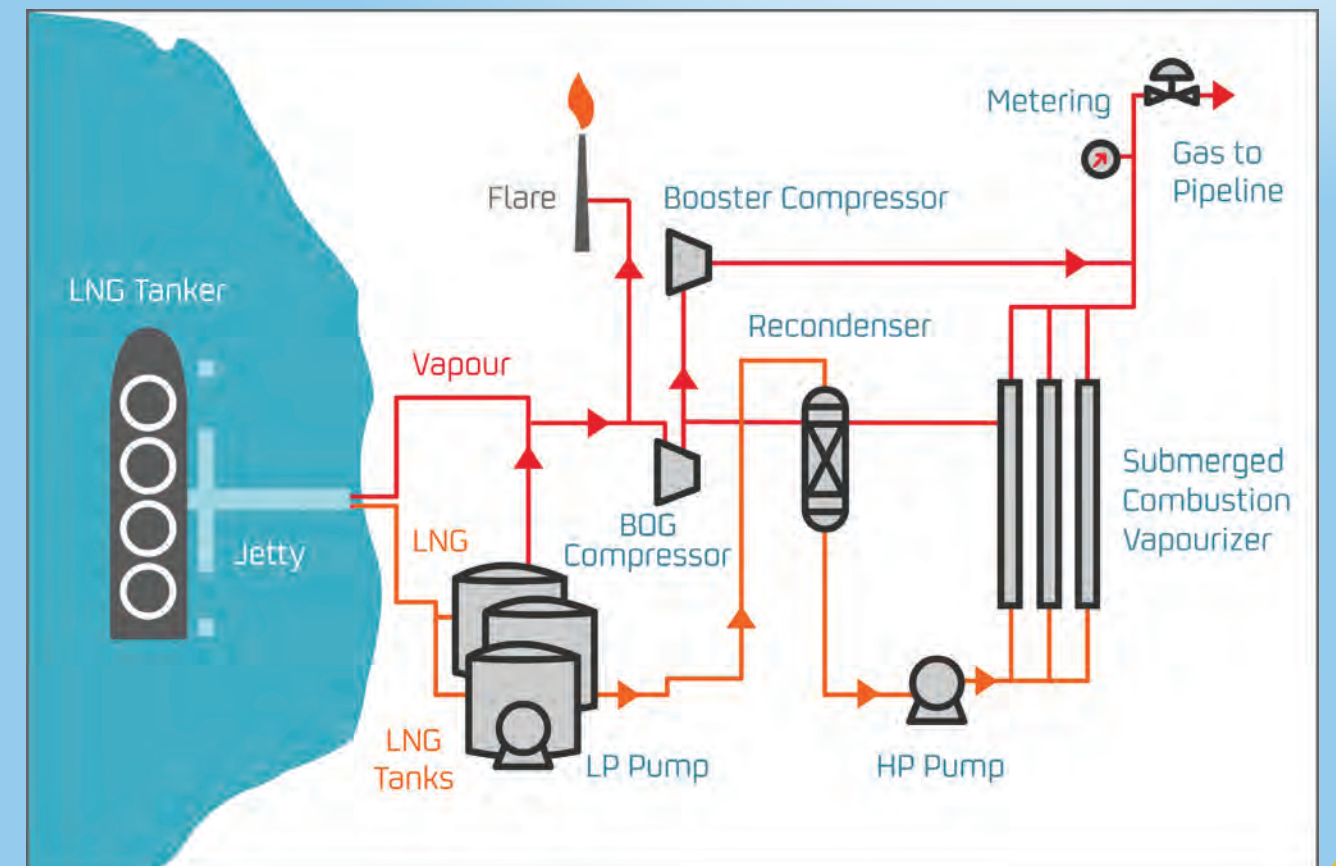
Saint John LNG is a state-of-the-art LNG receiving and regasification terminal in Saint John, New Brunswick.



Fast Facts

- **First LNG terminal in Canada**, sending out natural gas to both Canadian and U.S. markets.
- **Able to supply 20%** of the natural gas needs of the northeast US as well as Canadian needs.
- **Maximum send out capacity of 1.2 billion** cubic feet (BCF) or 28 million cubic metres of natural gas per day, which is enough to heat 5 million homes.

The LNG Process



COVID-19 Response and Opportunities



Saint John LNG has a **93% VACCINATION RATE** which includes Saint John LNG employees and contractors currently working on the site.



The social and economic challenges posed by COVID-19 have emphasized the true value of identifying our business strengths as well as recognizing and mitigating our weaknesses.

To continue our commitment of supplying energy to our customers, we adapted daily, finding creative solutions, taking care of each other, thinking ahead and having discussions with our teams on how we can improve while maintaining business continuity. We combined recommendations from the provincial government, the expertise from our partners and our employees. Together we committed to provide a safe working environment for all. The following mitigation strategies have been successfully implemented in our workplace:

- A COVID-19 Operational Plan
- Visitor Health Screening Questionnaire
- Employee COVID-19 Health Screening Questionnaire
- During restricted government phases our administrative staff shifted to teleworking wherever possible lowering the average head count on site
- Providing all employees and contractors with face masks
- Online training on COVID-19 safety measures, and specific emergency response and hygiene measures
- A decontamination emergency response contractor in place if necessary
- All company vehicles equipped with plastic dividers allowing two passengers to occupy the space
- Weekly optional Saint John LNG site-wide video chat to connect with our employees
- Frequency of cleaning performed by our janitorial staff was increased
- Repsol provided Saint John LNG with an acting procedure which identifies different case scenarios based on vessels berthing at our terminal:
 - COVID-19 Prevention Questionnaire developed by Saint John LNG Operations, Repsol,
 - Offshore Mooring Masters and the ship's Shipping Agent
- Continuous encouragement for all employees to make an appointment to receive their first or second vaccination, and booster shots.
- Rapid COVID-19 bi-weekly testing [exemptions from these requirements are granted for those who can show proof of double vaccination status]
- 93% Vaccination Rate that includes Saint John LNG employees and contractors currently working on our site

Our Path Forward



Commitment to Safety

We use a commitment-based safety approach, which is geared toward making safety its own reward and rewarding employees for being proactive in protecting their safety and the safety of others. This model fosters collaboration and requires input from all levels throughout Saint John LNG, creating more communication and a better team where safety is seen as a necessary part of overall productivity and not as a hindrance or distraction. All employees play a role in creating and maintaining a safe work environment. Our goal is always zero accidents. Our efforts to create and maintain a safety culture include starting meetings with safety moments, focusing on preventative actions, fostering a culture of incident reporting, and effective investigation, resulting in the implementation of improvement actions. In addition, we regularly share best practices or lessons learned, conduct regular safety audits and safety training for employees and maintain updated certifications; these are critical to achieving this goal.



Excellence in Environmental Management

From our everyday actions to larger projects, we are dedicated to making the right decision for the environment. We are committed to protect the environment, respect our neighbours, and move toward a lower-carbon future. We have a robust Environmental Management System that identifies potential risks and how to mitigate them, specifically focusing on managing emissions of Greenhouse Gases (GHG), using energy more efficiently and reducing flaring to zero. We will continue to strive toward operating in a more efficient, environmentally friendly way every day.



Investing in Our Community

We work hard to create a positive work environment for our employees, our neighbours and the public. Our overall goal is to support the organizations and programs making an impact on our community in the areas of education, opportunities for youth and helping people throughout our community, and that commitment has not changed.

We care about our local community and we are committed to helping our city thrive. We are primarily focused on providing support to organizations and community groups who work with youth, or other vulnerable groups. These may include support to attend post-secondary studies, help in securing a safe place to live, enhanced learning opportunities, support to overcome personal challenges and access to programs and services.

Our Path Forward



Promoting a Low Carbon Strategy

We continue to work toward alignment with Repsol's goal of reducing CO2 emissions across all of its business units. Energy efficiency and reducing the emissions of CO2 at our terminal is a priority for us and we work on this goal through a variety of programs. Our Leak Detection & Repair Program will continue, which is designed to eliminate potential leaks, preventing emissions output. Our Light Optimization project, which focused on replacing all exterior building metal halide bulbs with high efficiency LED lights, is 100% complete and work is beginning on replacing all roadway lighting.

We continue to work on our terminal's waste management plan to ensure we reduce waste as much as possible. Core to this program is the consideration for ways to re-use, reduce or recycle products to avoid an end-of-pipe disposal option, where feasible.



Environmental

We are committed to protect the environment, respect our neighbours, cause no harm to people, and move towards a lower-carbon future. We will continue to focus on reducing our environmental impact and will support initiatives focused on reduction of emissions, waste and water consumption.

Past reduction initiatives include, but are not limited to: upgrading tank insulation, the Boil-Off Gas Management Project, the Boil-Off Gas Blending Project, and the Light Optimization Initiative in which all outdoor lights were replaced with LED fixtures. Saint John LNG has applied the best available technology economically achievable throughout the design of our Terminal, ensuring that we have reduced our emissions as much as possible.

The 2010 International Convention on Liability and Compensation for Damage in Connection with the Carriage of Hazardous and Noxious Substances by Sea requires Saint John LNG to report, on a yearly basis, the quantities of bulk HNS received in a given calendar year.

True to the vision and values expressed in the Health Safety Security and Environmental (HSSE) policy, Saint John LNG has applied the best available technology economically achievable throughout the design of the Terminal, and has continued to work diligently to increase its efficiency while reducing GHG emissions, through both capital projects and the optimization of existing processes. This has allowed us to greatly reduce our GHG emissions. The purpose of this GHG Management Plan is to demonstrate the effectiveness of these GHG emissions reduction and energy efficiency initiatives, and to integrate our Approval to Operate conditions and new regulatory framework in our overall HSE Integrated Management System.

We are very proud to have registered our Environmental Management System under the ISO 14001 certification since 2012. As part of maintaining this certification, we must conduct periodical environmental compliance audits to verify we meet all Federal and Provincial regulatory requirements and to ensure we continue to meet all aspects of protecting the environmental integrity of our terminal and surrounding areas. Although it was not a requirement, Saint John LNG has voluntarily reported GHG emissions since the Terminal began operating. The ISO 14001 registration further validates our overall commitment to compliance and prevention of pollution within a cycle of continual improvement.



Health, Safety and Environmental Policy

At Saint John LNG we seek to establish a high standard of performance for the operation of our Liquefied Natural Gas Re-gasification and Crude Oil unloading marine terminal, using industry best practices and social responsibility.

The Health and Safety of our workforce and Environmental Stewardship are integrated within all business practices in a cycle of continual improvement. Diligence in the areas of Health, Safety and Environment are guided by the following principles:

- **Incident Prevention:** We will strive to make our workplace free of injuries and accidents with safe work practices and safe conditions throughout our operations. We recognize that our employees and contractors are essential to achieving our HSE goals. We will require everybody to work closely together to promote HSE excellence.
- **Environmental Stewardship:** We are committed to the protection of the environment and shall apply industry best practices as appropriate to minimize emissions, energy consumption and the generation of waste throughout our departments.
- **Regulatory Compliance:** We will comply with all applicable laws, statutes, regulations, and implement voluntary procedures and practices for hazards and risks that are not currently address by law.
- **Risk Management:** Effective Risk Management is fundamental to achieving HSE performance. We will systematically identify potential hazards, assess their significance, develop reduction measures, and establish suitable controls to ensure that risks are minimised as low as reasonably practical.
- **Training:** We will ensure that employees and contractors understand their HSE responsibilities and have the right training and are competent to perform their jobs safely, effectively, and efficiently.
- **Performance Measurement:** We will establish criteria and performance indicators to measure our HSE performance regularly. We will monitor our operations for compliance with applicable HSE legislative and regulatory requirements as well as for compliance with applicable standards, policies, and procedures through periodic inspection, planned safety observations and audits.
- **Emergency Preparedness:** Emergency Management resilience is an imperative responsibility of the entire workforce at all levels. We will maintain a comprehensive Emergency Management Program in cooperation with local, provincial, and federal authorities and emergency services agencies to ensure a prompt, effective and integrated response to minimise the impact of any potential incidents.
- **Continual Improvement:** Our Integrated Management System provides a framework for setting objectives, measuring performance, investigating incidents and reporting results. We will employ these systems, encourage, and require employee engagement to achieve continual improvements in the way we manage HSE.
- **Communication and Consultation:** We will clearly communicate our HSE commitments, responsibilities, and performance with our workforce and to all interested parties. The Joint Health & Safety Committee will be the foundation for worker participation and consultation pertaining to internal policies, practices, and procedures.

We are dedicated to excellent corporate citizenship in our community. We will conduct our operations in a sustainable manner and foster open communication with the public through our Saint John LNG Community Environmental Liaison Committee.

Courtney Jones
GENERAL MANAGER

Sergio Carvana
HSSE & AI MANAGER

Cindy Beck
HR & GENERAL SERVICES MANAGER

Dan Drapeau
MAINTENANCE & TECHNICAL SERVICES MANAGER

Martin Ugarte
OPERATIONS MANAGER

David Seely
LEGAL, CONTROL & RESOURCES MANAGER

Christina Keating
FINANCE MANAGER



Our Path Forward



Leak Detection and Repair (LDAR) Program

LDAR is a voluntary program designed to identify leaking equipment so that emissions can be reduced through timely repairs. The purpose of our LDAR program is aimed at managing fugitive emissions of GHG through the identification, evaluation, and repair of equipment leaks. Beginning in 2016, the introduction of this program coincided with Repsol's mandate, as part of the Oil & Gas Climate Initiative, to reduce methane emission levels in all areas of its operations around the world.

A component that is subject to LDAR requirements must be monitored at specified, regular intervals to determine whether it is leaking. Any leaking component must be managed, repaired or replaced within a timely manner.

A well-managed LDAR program will increase safety for our workers and operators, decreases GHG emissions and reduces product loss.

The LDAR benchmark for number of leaks on identified components in the LNG industry is approximately **1.0%**, and Saint John LNG is currently at **0.2%**.



Increasing safety for workers and operators

Natural gas emissions, if not controlled, may pose a hazard to exposed workers and operators. Reducing emissions from leaking equipment has the direct benefit of reducing fire hazards.

Decreasing Greenhouse Gas Emissions

Methane is a GHG with a Global Warming Potential of 25 and account for approximately 95% of the Natural Gas composition. Reducing fugitive emissions is therefore an important aspect of overall GHG management.

Reducing product losses

In the LNG industry, send-out inventory is lost whenever emissions escape from process equipment. Lost inventory usually translates into lost revenue.

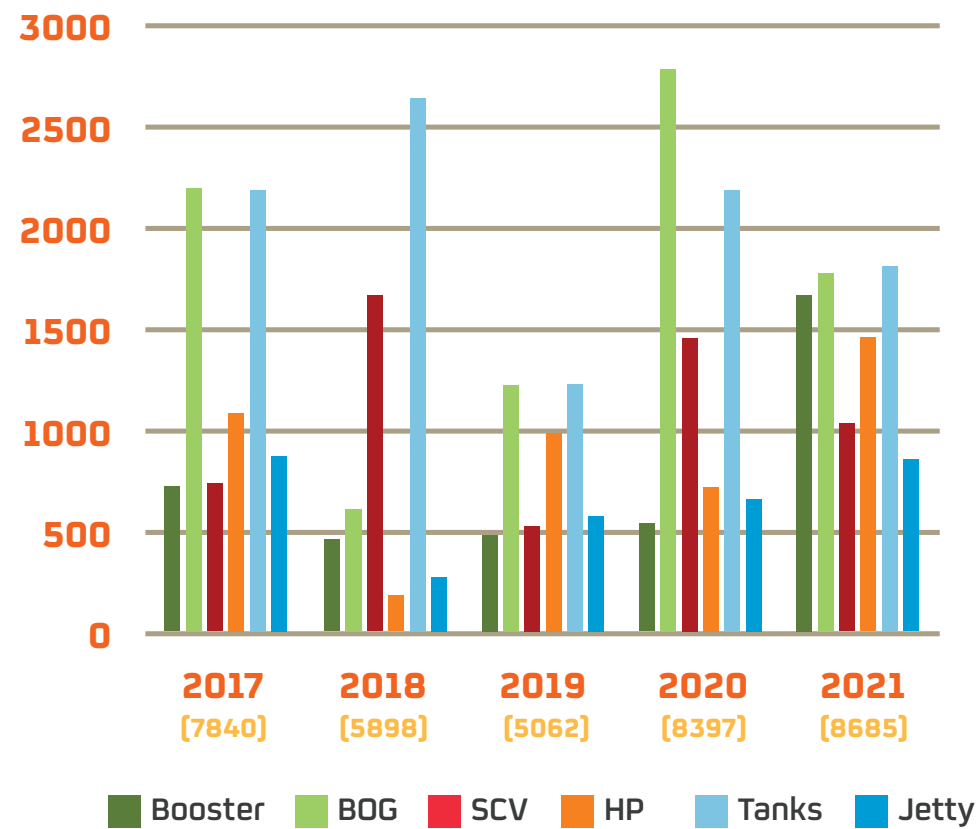


Our Path Forward

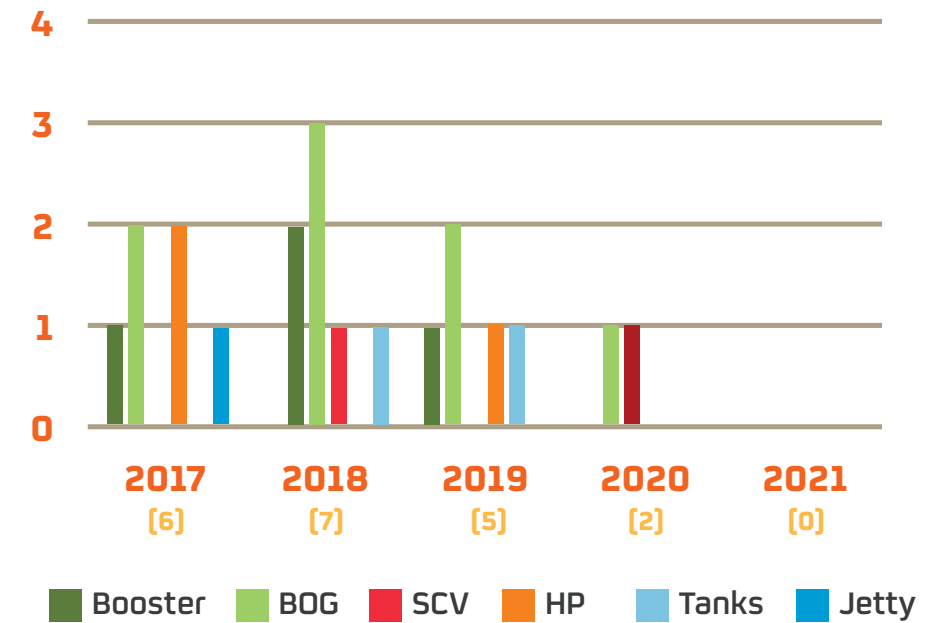


Leak Detection and Repair (LDAR) Program

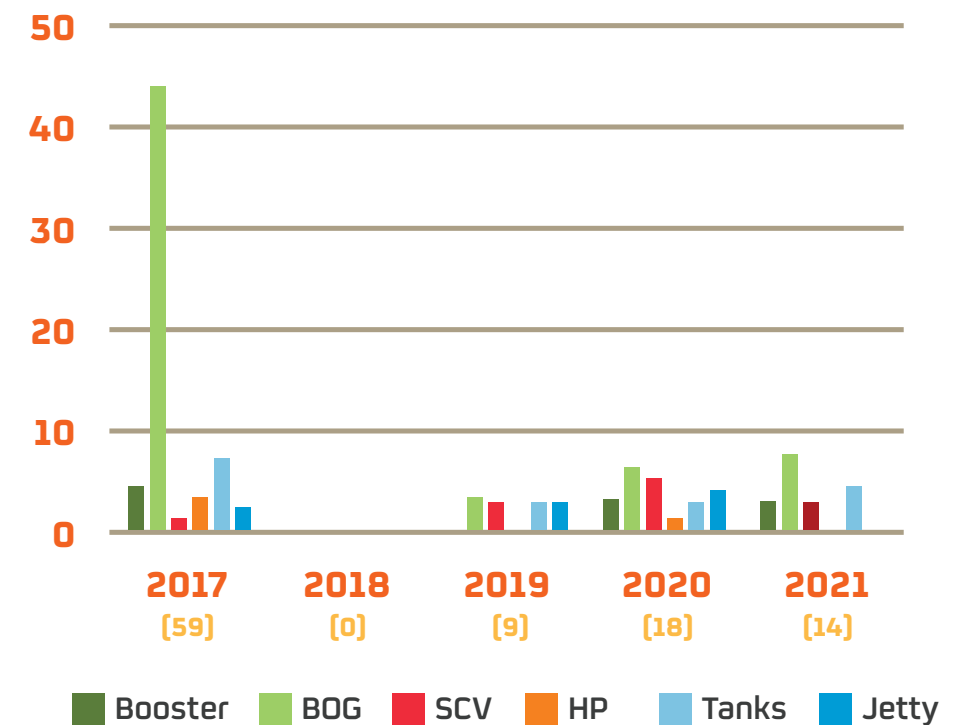
LDAR Source Points



Leaks > 10,000 PPM



Leaks < 10,000 PPM



Annual Report CO₂e & Water Usage

We have long since recognized that potable water is a precious and finite commodity.

To that point and, in addition to our regulatory requirements, and pursuant to the commitments with our HSSE policy, we have adopted a water management strategy for the optimization, reduction, reuse of this resource.

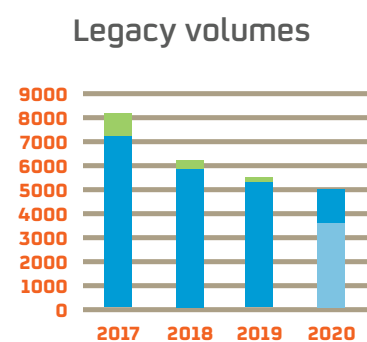
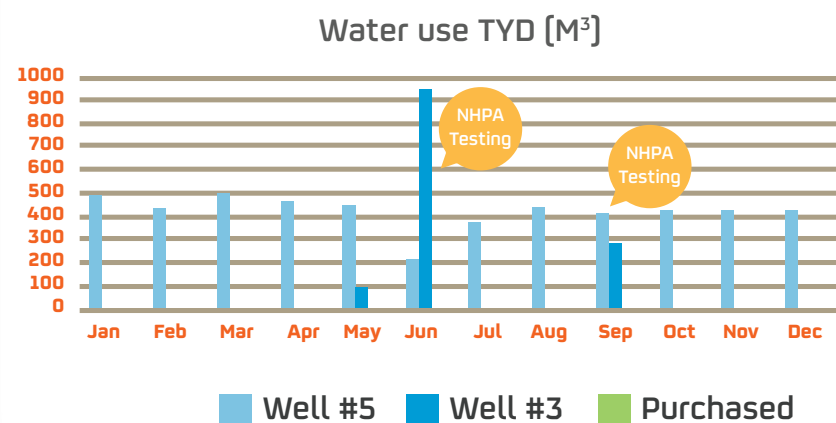
As you can see from the charts below, throughout the years of operations we have developed control procedures to reduce the amount of water required for our NFPA mandated testing of our firewater protection systems.

A few years ago, in line with this approach, we recommissioned a non-potable water well for this purpose; thus, greatly alleviating the draw of our of potable water well.

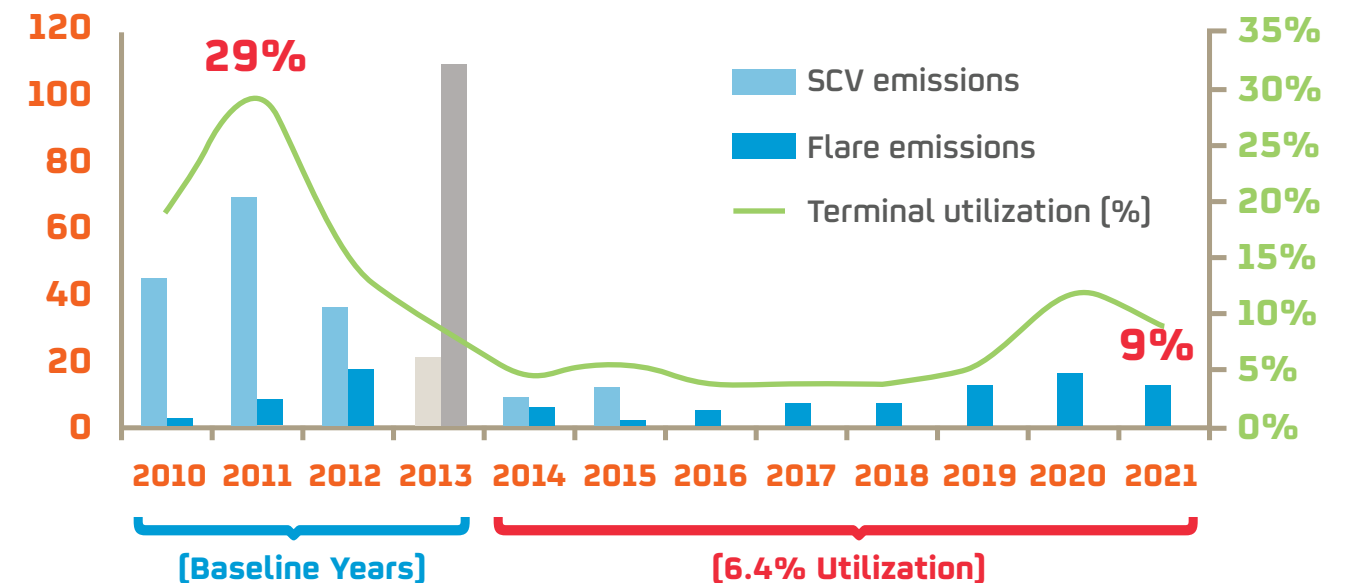
Our operations engineers also developed procedures to fill Submerged Combustion Vapourizers (SCV) baths after they have been taken offline for maintenance activities, using the overflow water from running SCV's.



Water Management



CO₂ Emissions Trend (Kt)



Energy Consumption Index

The following graphs show how much energy Saint John LNG invests to deliver a certain amount of energy to the pipeline.

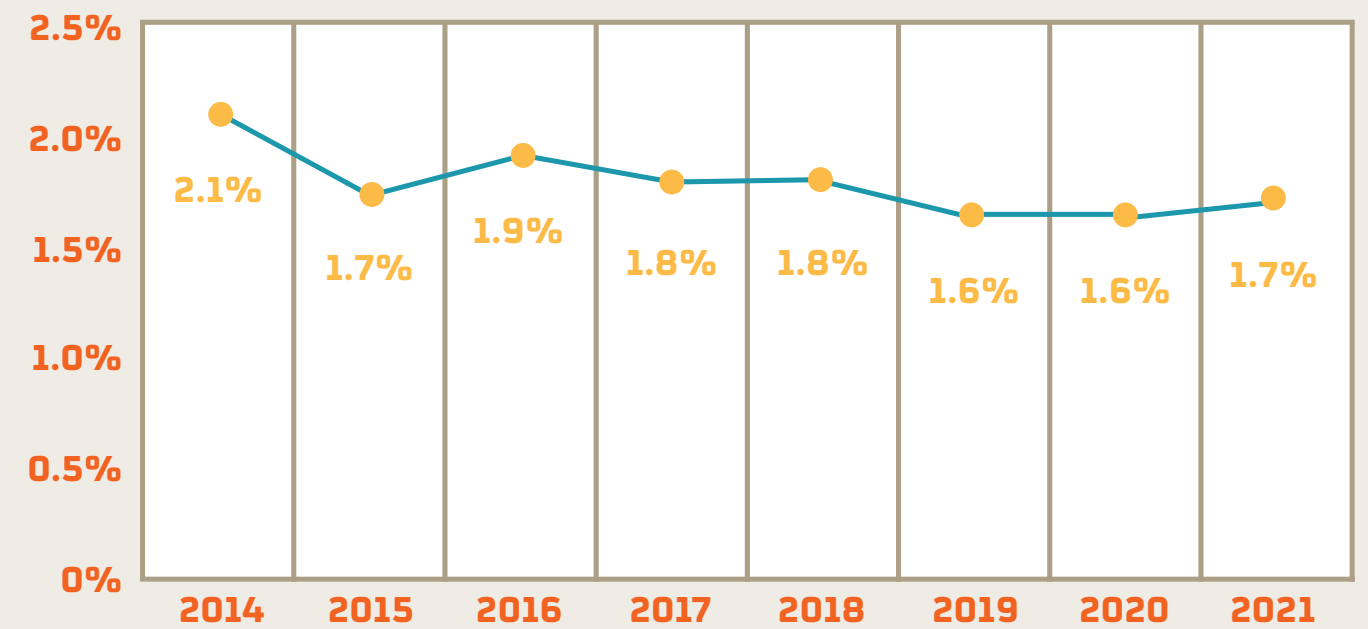
For example in 2020, 1.6% of the energy we received was used for industrial processes in our facility, meaning 98.4% was delivered to the pipeline for others to use.

The trend is also important: the smaller the number, the more efficient we are, meaning that the net energy delivered to the final consumer is more.

As an example, in 2014, the index was 2.1% as opposed to 1.6% in 2020; in other words, we needed 0.5% less energy per unit produced.

The trend is also important: **the smaller the number, the more efficient we are,** meaning that the net energy delivered to the final consumer is more.

Energy Index [%]



- **Energy Index** = Energy consumed [kWh]/Energy Produced [MMBTU]
- Energy consumed **includes**: electricity, fuel gas and flare.
- **Energy Produced** is the energy to pipeline.



Waste Management

- Saint John LNG's waste management program has been designed to manage all regulated waste streams related to our activities and to determine best practices within the disposal phase of their life cycle. Core to this program is the consideration for ways to re-use, repurpose, reduce or recycle products to avoid or further reduce an end-of-pipe disposal option, where feasible.
- Saint John LNG adheres to the highest industrial standards for qualifying and selecting contractors prior to awarding contracts. Waste management contractors, in particular, must be able to demonstrate a proven track record of compliance with all applicable municipal, provincial and federal regulations including, their subcontractors.
- For the purpose of this program, qualified contractors will also be assessed on their ability to reuse or recycle waste streams, thereby extending the products life cycle and reducing the environmental impact even further.

Culture of Safety

Saint John LNG is committed to ensuring the health, safety and security of our workforce and local community and we support programs and initiatives that aim to make our communities a safer place to live.

For this reason, we have adopted and adhere to stringent standards for health, security, safety and environmental protection. We methodically apply these standards to our day-to-day operations, and we work closely with local government, community leaders and interested parties to raise their awareness and enlist their support.

Saint John LNG is equipped with numerous safety systems including gas and fire detection and suppression systems, spill containment systems, emergency shutdown systems, pressure release systems and advanced control and communications systems.

Safety is integrated into every aspect of our business.



Health and Safety

How do we ensure the safety of our employees, workers and local community?

Through a team that is dedicated to developing, implementing and improving our comprehensive health and safety management system.

We recognize that employee training and competency are cornerstones for a successful health and safety management program, therefore, every employee receives in-depth training on health & safety, because we believe that investing in the knowledge and skills of our workforce is paramount to our goal of an incident-free work environment.

- Our experienced personnel are well trained and regularly tested with drills and simulated emergencies to ensure the highest level of readiness.
- As technologies change, we will consistently improve and upgrade our current systems with new technologies and methods, and we will strive to adhere to the highest industry best practices to ensure Saint John LNG remains a safe and secure facility.



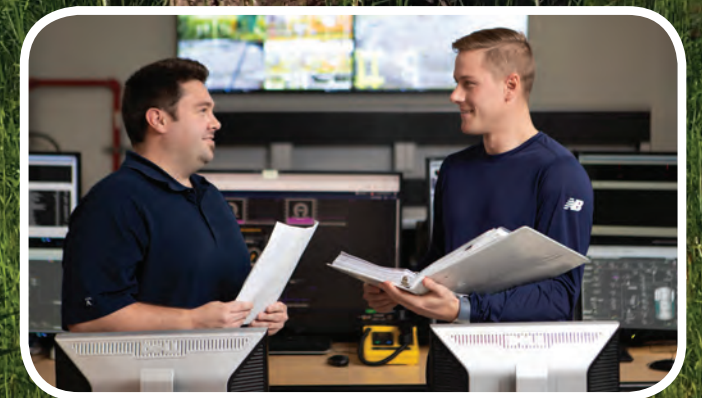
2021 Data on the following HSSE items:

 Hours of Safety Training	918 (SJLNG & Contractor)
Hours Worked without a Lost Time Incident	1,371,940 Hrs
Time Passed without a Lost Time Incident	Feb 23, 2015 (7yrs)
Total Number of Training Hours (per person)	Average 15 per person
 Number of Planned Safety Observations	506
Number of Safety Exercises Conducted including shift drills	10 Regulatory Drills / 45 Total
 Safety Milestones	Recertification of ISO 45001 & 14001
Fatality, near miss and Lost Time incident Rates/frequency (SJLNG, Contractors)	Fatality – 0.0 Lost Time Incidents – 0.0
Hours of HSSE response training	320



Social

When it comes to the community in which we operate, **Saint John LNG** is committed to helping our city thrive.



Our social investment is focused on making a positive difference by supporting organizations and activities working to improve the quality of life for people in our community and reflect our commitment to being a good neighbour.

The Power of Community Support

At Saint John LNG, we have the good fortune to live and work in such a wonderful community.

Being a good neighbour and supporting organizations that are committed to improving the well-being of our community is important.

Since 2009, we have invested over \$5 million in our community and are so proud of our community support!

In 2021, we supported several organizations in a variety of categories, such as local Food Banks, Arts and Culture, Education, Healthcare, People & Community, Opportunities for Youth, and towards helping less fortunate families have more enjoyable holidays, by way of advertising, donations, sponsorship of events (virtual and in-person), gifts and volunteer hours. In addition to our support as a company, our employees participate in yearly fundraising activities/ events to raise money for local charities.

The following are just a few of the groups and organizations we are honored to have supported in 2021.

Youth / Education / Arts & Culture:

Sistema New Brunswick / New Brunswick Youth Orchestra



In 2009, the New Brunswick Youth Orchestra (NBYO) collaborated with "El Sistema", a program started in Venezuela that has been hailed as transformational for individuals and the society. The idea is simple. Any child who comes through the door showing enough enthusiasm and commitment to learn gets the instrument of their choice and free instruction every weekday afternoon and Saturday mornings.

While the program is free, the commitment is huge!

These talented students meet for 3 hours everyday after school cultivating their musical abilities. It may sound daunting, but these kids are not only committed to the process but love it. Most continue in the program and have been accepted to top music schools, while others have different goals and dreams, and move on to other fields of study.

Sistema NB now operates 9 centers, in Moncton, Saint John, Richibucto, Edmundston, Miramichi, Hillsborough, Tracadie, the Elsipogtog First Nation and Fredericton and engages more than 1,100 children daily. Their goal is social change, developing better citizens, primarily among economically and disadvantaged communities, through the pursuit of musical excellence. The program includes frequent intensive training as a team with music mentors and the attention to excellence and the joy of making music together enriches the lives of children.

The Power of Community Support

People & Community:

NB Copes Child & Family Grief Centre



NB Copes Child and Family Grief Centre is a newly registered local non-profit organization; their mission is to ensure that no child, youth, or parent grieves alone – that they feel validated and less isolated in their experience. They specialize in creative and evidence-based approaches, such as Art, Music, Play and Recreational Therapies. Their licensed therapists and facilitators are trauma-informed and specialize in supporting grieving children and their families in all types of losses.

In the fall of 2021, we were able to provide financial support to NB Copes as they held their first Family Grief Retreat that involved an intensive and transformative 4-day program to meet the needs of 12 New Brunswick families and involved 25 therapists/trained volunteers. It is comforting to know that organizations such as this are available in our community.

People & Community:

Habitat for Humanity

Habitat for Humanity is an independent, charitable, faith-based housing program dedicated to the elimination of poverty housing by building homes in partnership with families in need. They build simple, decent, and affordable houses and provide interest-free mortgages to families who would otherwise not be able to purchase their own home. The Habitat program is about home ownership and providing a long-term solution designed to break the poverty cycle.

We were pleased to recognize that one of our employees has been on the Board of Directors since 2015, having acted as Chair from 2018-2021. Saint John LNG is delighted to partner with Habitat and in addition to our monetary support towards a new build in East Saint John, our team of 7 Saint John LNG volunteers rolled up their sleeves to provide painting services at this location. Although we had no professional painting experience among us, it was truly a rewarding experience and a great day was had by all while making a real difference in the lives of a local hardworking family.



The Power of Community Support

Youth Opportunities:

KVMHA U11 'A' Hawks Team Hockey Bags

Supporting organizations that make a positive impact on the health, well-being and development of our community's youth is important to us.

We were happy to provide new hockey bags for the KVMHA U11 'A' Hawks Team; a group of 9- and 10-year-old boys and girls. These were a surprise gift for the players to help kick-off the 2021-22 hockey season.

The Kennebecasis Valley Minor Hockey Association is one of the largest minor hockey associations in New Brunswick. They are a disciplined hockey community that encourages personal growth and skill development in a positive environment that promotes safety, sportsmanship, and teamwork.

The beginning of the hockey season is truly one of the most exciting times for young hockey players. Having the opportunity to be a part of a team, learning new skills, and developing as individuals, and most importantly having fun is truly rewarding.

A special thank you to all hockey parents and coaches for being positive role models for children, for your support and cheers and for what must seem like endless early morning drives to the rink!



Davy 9 Kaden 6 Nick 8
Nathan #17

Eamon #12 Grayson 3
Marah #30

Audrey #4 Sidney #14
Olivia #10

Hudson #13
Max 5 Layton 15

Jordan Kieran #11

Cooper Gabe #1
#2

It was very much appreciated.

On behalf of the players, parents, and team staff of the KV U11 A Hawks, we want to say a big THANK YOU for the hockey bags.

Andrea Fenwick
(Manager)

The Power of Community Support

Employee Gift Matching & Volunteer Incentive Program:

Saint John LNG recognizes that many of our employee's volunteer time regularly or provide financial support to numerous organizations in our community and we believe these efforts should be recognized and rewarded.

We offer an incentive program that will match employee financial donations of \$25 or more, to a maximum of \$500 per employee, per calendar year. In addition, if an employee volunteers 20 hours or more during one calendar year at an eligible organization(s), they are qualified to apply for the \$500 donation from Saint John LNG towards that organization(s).

In 2021, we donated a total of \$2,710 to the following groups or organizations, because of our employee's volunteer time or financial support:

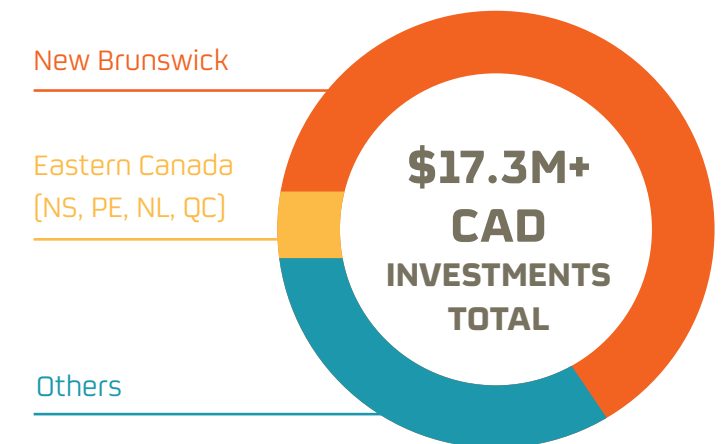


Stakeholder engagement/relations

The Canaport Community Liaison Committee (CCELC) meets on a quarterly basis to discuss important issues with members of the community and to provide updates on Saint John LNG. These meetings are a two-way dialogue: They are the community's opportunity to gain information from us and then provide their feedback and they are our opportunity to hear the community's views, insights and suggestions on which we can act.

Membership of the Canaport Community Environmental Liaison Committee is voluntary and reflects the diversity of local interests in the operation of Saint John LNG.

Investment in Local Suppliers



\$11.1M+ CAD

New Brunswick

\$1.3M+ CAD

Eastern Canada (NS, PE, NL, QC)

\$4.9M+ CAD

Others

(Others would include those suppliers who are in Ontario, Alberta, British Columbia, Manitoba, or may be outside Canada.)

Employee Cellphone Photo Contest!

2021 was our first ever Employee Cellphone Photo Contest.

It was a huge hit with multiple entries in each of our four categories: **Landscape**, **Wildlife**, **Family Outing** and **Photobomb**.

As you will see from the winning photos, we have some talented photographers in our midst. Congratulations to Martin Ugarte, Tony Lyons, Heather Atcheson and Stacey Little for this year's winning photos!

Saint John LNG donated \$250 to the local charity of the winners' choosing, as well as having their photos displayed in our 2021 Community Report.

As a result of this contest, **we donated at total of \$1,250** amongst the following local charities:

- Saint John SPCA
- Saint John Regional Hospital
- Workers 4 Wishes

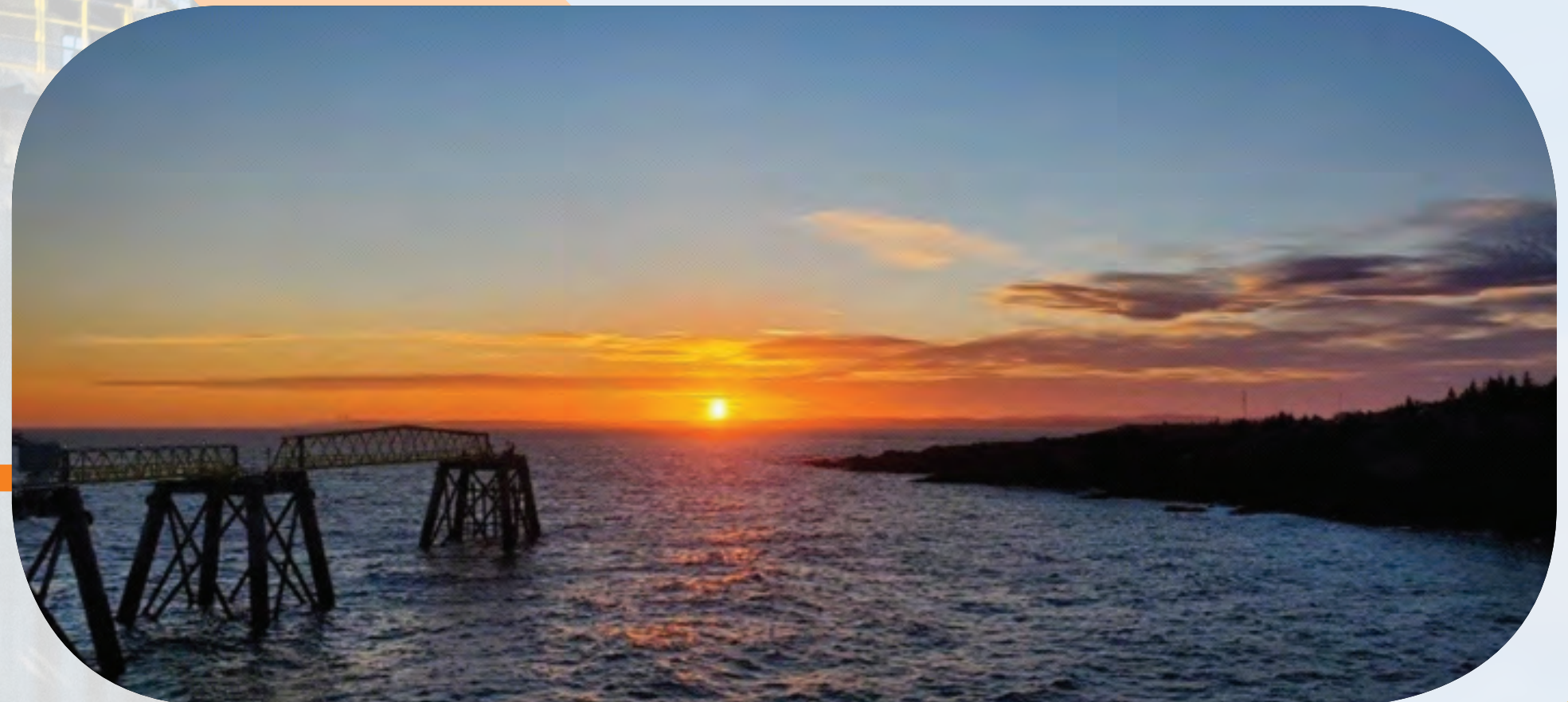


Landscape photo
(it was a tie!)



Picture along one of the trails at Fundy National Park (Taken by Martin Ugarte, our Operations Manager)

Picture of a Jetty sunrise at our Terminal (Taken by Tony Lyons, one of our Field Operators)



Wildlife Photo



Photo taken at
Mistake Cove, NB
[by Heather Atcheson,
our Lab Technician]

Photobomb

Family outing photo



Photo of Kolby Little
[taken by Stacey Little, our
Maintenance & Technical
Services Administrative
Assistant]



Picture of Kaylie & Kolby
Little [taken by Stacey Little,
our Maintenance & Technical
Services Administrative
Assistant]

Governance

Corporate Vision and Core Values

One of our key attributes is that we work toward a common goal with common understandings of how to get there. Through our mission and vision, we have developed a core that holds our company together in times of change while giving us the flexibility to adapt to and benefit from that change.

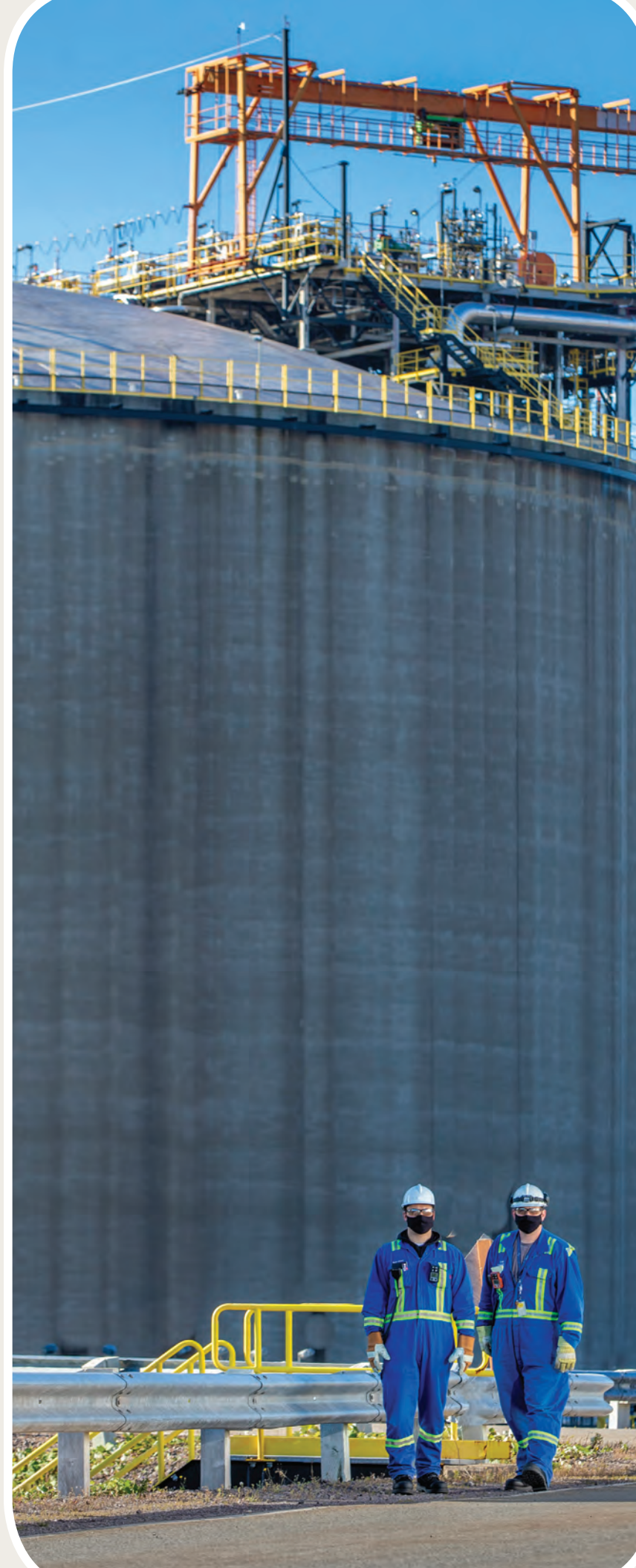
Corporate Culture

Through our Management by Commitment process, we link our corporate strategy, budget, and operating plans to what each of us do to help achieve our business goals. Our performance management process provides a system for aligning, measuring, and evaluating employees. It is intended to be a positive and constructive two-way communication vehicle for both the employee and manager. We monitor the process in three stages: initial planner, mid year review and year-end evaluations.

Periodically we deploy anonymous employee satisfaction surveys to gather constructive feedback on the thoughts and feelings of those who work in our company on the various aspects that, either directly or indirectly, affect the working environment and Saint John LNG's commitment to its employees. The exercise allows us to identify areas for improvement and develop an action plan based on those results.

By better understanding our employees and taking advantage of all improvement opportunities, we have a strong employee retention - our turnover rate in 2021 is 6.8%.

Each year we recognize employees for their dedicated service and contributions to our Company Employees who have reached 5, 10, 15, 20, 25-year service milestones are presented with a recognition gift by our General Manager.



Employee Training

In any role, a repertoire of skills is required to perform our duties. We focus on not only technical skills, but also work ethic, attitude, communication skills, emotional intelligence and a host of other professional development that are crucial for career success.

Training will be actively integrated in a broader scheme of employee development, aimed towards identifying and promoting the knowledge and skills that are required in every aspect of the business as well as the employee's current and future responsibilities.

Specific to operations we have a Competency Based Training Guide. These standards are designed to serve as the foundation for a successful training program and the system that ensures the required competences for each SJLNG position are always maintained.

Another part of our commitment to continued education and training is we collaborated with Trakstar providing an e-learning platform. This unique technology allows us to create an in-house suite of professional training courses with practical applications using self-study assignments, testing and personalized certificates. This approach allows everyone to learn at their own pace, with interactive tasks set in place to ensure a thorough understanding. The intention of a self-study is not to "do away" with the traditional face-to-face training but to complement it through a blended learning approach.



We currently average between 3,000-4,000 training hours annually.



Corporate Policies

During the onboarding process, new employees receive an Ethics and Conduct booklet in which a Receipt of Acknowledgement form is signed and filed. On-line training is also mandatory to ensure they understand their responsibilities and expectations as an employee of Saint John LNG. The following are just some of the policies employees are trained on:

- Violence and Harassment Prevention Policy
- Human Rights, Equal Opportunities and Non-discrimination
- Drug & Alcohol Policy
- Use and Protection of Corporate Assets
- Conflict of Interest
- Gifts and Favors
- Safety and Protection of the Environment
- Information Transparency
- Reserved and Confidential Information
- Customer Relations
- Partner Relationship
- Vendor & Contractor Relationship
- Protection of Personal Data
- Fair Competition
- Anti-bribery & Anti-corruption Measures
- Money Laundering & Payment Irregularities

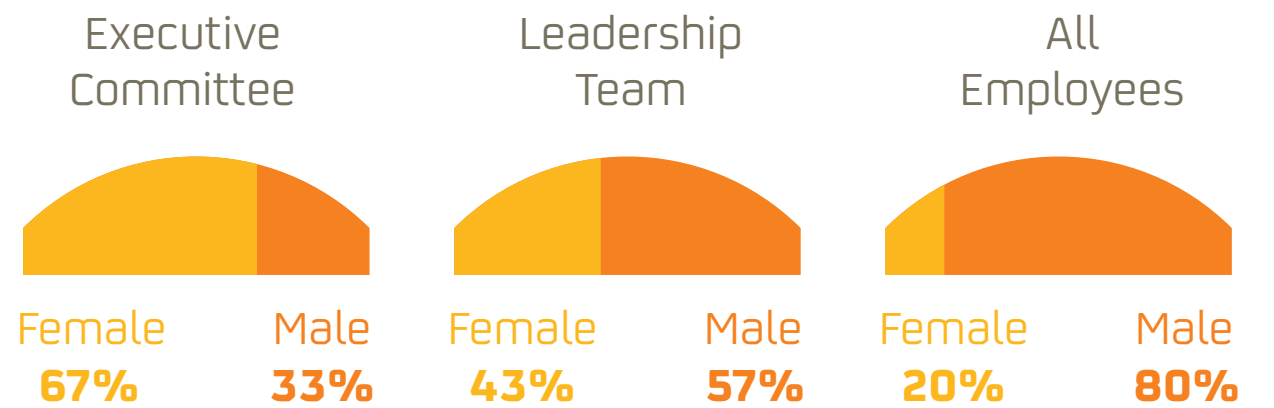


Workplace Diversity

At Saint John LNG, we welcome any person to our team who wants to work hard! We are committed to supporting a diverse and inclusive workplace because we believe in the principle of equality for all. This includes generational, cultural, sexual, gender and abilities.

When it comes to gender diversity, in particular, we have a strong representation of women in leadership roles both from an executive and management perspective.

We will continue to work with our local education partners as we strive to identify and promote actions that support the long-term retention of women in our workforce.



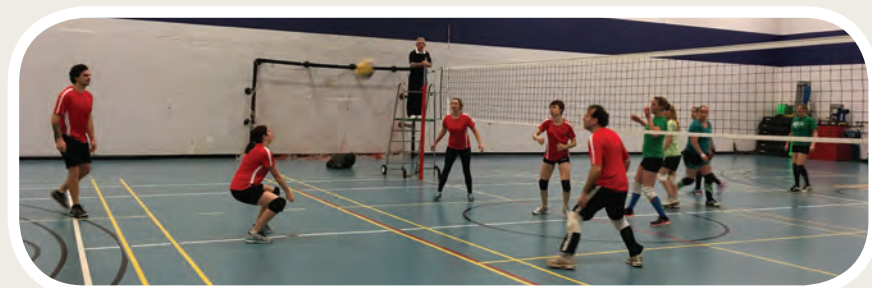
Employee Health

Benefits & Coverages

One of the ways Saint John LNG has been able to retain top talent is by offering comprehensive compensation and benefits packages and by focusing on what our employees value most.

These compensation packages include salaries that are “at market” value or above. As part of our performance management, Saint John LNG rewards our employees with annual variable bonus when the terminal and the employee are successful.

We work with certified experts to help identify health benefit providers for a business our size to ensure employee healthcare fees are affordable and have the opportunity to receive quality health, life & travel coverage not only for themselves but also for their families. Benefits provided are hospital, vision, hearing, orthopedic, speech, drug, dental, basic and optional life, weekly indemnity, long term disability, dependent life, etc. as well a large portion of the employee’s premiums are covered by Saint John LNG.



Fitness & Overall Health

Developing and sustaining a healthy workplace is the joint responsibility of both Saint John LNG and our employees. A healthy workplace fosters a supportive workplace culture, good physical and mental health and a safe environment. We are committed to providing such programs that will assist our employees in enjoying a happy and healthy lifestyle with an improved work/life balance. Some of the ways we do this include:

- Flex paid time off
- Access to Corporate Passes [Golf, Ski and Parks Canada]
- On site Flu Vaccination Clinics
- Ergonomic workspace assessments and standing desks
- Community garden
- Scent Free Work Environment
- On site fitness equipment
- Health & Wellness Fairs
- Employee Assistance Program which provides our employees with immediate and confidential help for any work, health, and/ or life concerns
- “Partner for Life” in conjunction with Canadian Blood Services through quarterly blood clinics
- Tutti Fruity Thursday every second week our employees receive in season fruit
- Take Our Kids To Work Day
- Flexible work hour program that allows our employees the opportunity of a four and a half scheduled workweek by working a longer 1 hour four day schedule each week and taking another approved scheduled afternoon off.



Contact SJLNG

DISCLAIMER:

This report may contain photos that were taken prior to the onset of the COVID-19 pandemic.

With this report, we hope to increase your knowledge of Saint John LNG and our operations. We have taken care to ensure the information in this report is accurate. However, this report includes aspirational goals and estimates, which will differ from actual results, and is for informational purposes only. We disclaim any liability whatsoever for errors or omissions. Further, some information in this report may have been disclosed previously in other Saint John LNG public disclosures, and such disclosure is not intended in any way to be qualified, amended, modified, or supplemented by information herein. Saint John LNG disclaims any intention or obligation to update or revise any statements, whether as a result of new information, future events or otherwise, except as required by law.

Feedback?

Michael D. Blackier
Legal Counsel & Public Affairs
michael.blackier@saintjohnlng.com

Courtney Jones
General Manager
cjones@repsol.com



PO Box 2029, 2530 Red Head Road Saint John, NB CANADA E2L 3T5



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