
RESPONSIBILITY & SUSTAINABILITY

FEBRUARY 2020

360 ENERGY LIABILITY MANAGEMENT LTD.

STREAMLINING THE MANAGEMENT OF OIL AND GAS LIABILITIES

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OPENING REMARKS

A 100 YEAR BUSINESS

BOLD THINKING WITH MODEST BEGINNINGS

This is 360's first annual Responsibility & Sustainability Report. We've coined it such so that we recognize the responsibility we have as a business to act, lead and last in a certain manner. In addition to that, our goal with producing this report is to hold ourselves accountable to one another to act in a manner which fits the high standards demanded of us from our employees, our stakeholders and our client partners.

One of the stated objectives of our business is to possess 100 year thinking. We believe that this objective gives us the ability to view problems and growth through a bit of a different lens. And while it is important to note that the journey of a thousand miles begins with the first step, we also realize that the direction taken on that step will ultimately dictate the success or failure of the voyage. In applying that thought process to our responsibility and sustainability goals, we've started with a measured approach to outlining our achievements and speaking to our targets.

With this report we will seek to inform, identify and celebrate pieces of our business which highlight where we have been successful in setting a standard for our actions, where we are meeting our internal business targets and where we are helping make the world around us a better place.

360 is still in its infancy but has celebrated a number of milestones since incorporation in 2015. Thankfully, we are now in a position where we have the ability to establish the foundation of a responsible entity which will both lead and last for years to come.

Here's to modest beginnings.

Bryce Watson, Mark Ashton and Ryan Smith

"We can be leaders in our space. We can support industry in the development of oil and gas and help achieve bold liability reduction targets. And with a little critical thought, we can build a business that lasts for 100 years." - Ryan Smith, CEO



PROFILE

"Our mission is to streamline the management of oil and gas liabilities. By doing this, our clients can focus on their core activities" - Mark Ashton, President

Make. Growth. Simple.

The first of its kind, **closure focused**, liability management firm.

360's purposeful, focused methodology views ARO through a different lens and **creates value** for our partners and industry by driving sites through the entire retirement cycle.

Liability Acquisition
Skye Asset Retirement

Environmental
Risk based and closure focused environmental services

Abandonment and Decommissioning
Prime contractor, site supervision and engineering

Liability Management
ARO assessment and strategy development



1697

of Oil and Gas sites 360 performed environmental closure activities on in 2019

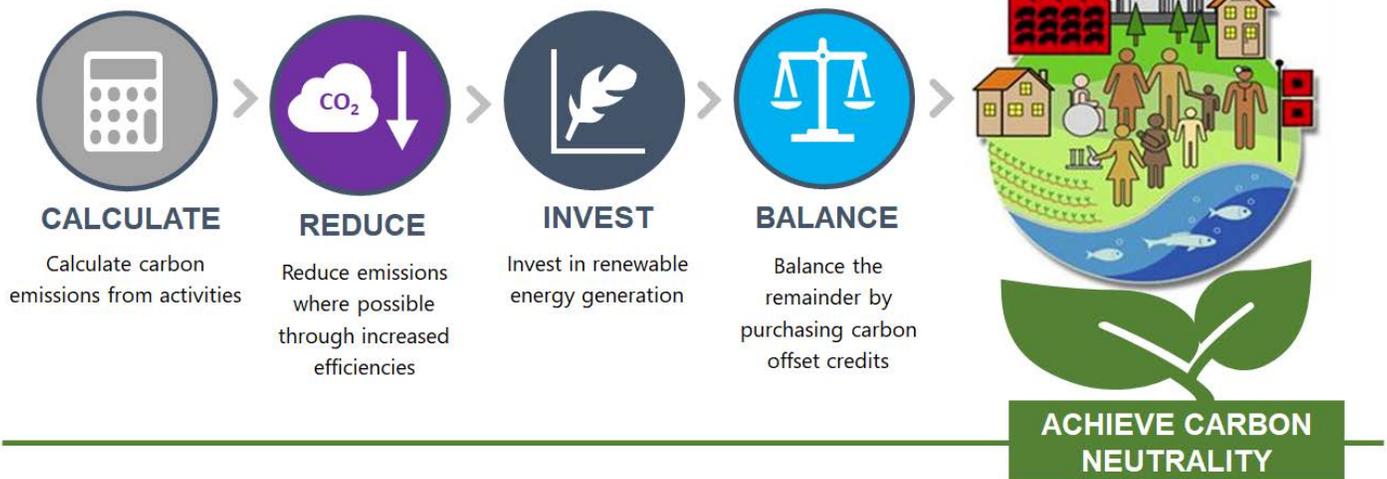


360 ENERGY LIABILITY MANAGEMENT ENVIRONMENT

By virtue of the work we do, our business lends itself to the reduction of carbon emissions through the retirement of oil and gas sites.

360 is committing to achieving carbon neutrality for 2020

Creating A Sustainable Future 100 Year Thinking



Measurement: Measure Scope 1 Impacts, or those that our business controls in year 1. This baseline will drive requirements to alter our actions

Reduction: Use engineering controls and habit adjustment to lower our emissions

Invest: Find opportunities to invest in the right technologies for our business

Balance: Purchase credits to offset imbalances

"This is not a fad, nor a trend. This is an important part of a long-term sustainable energy development cycle, and we are excited to help lead the way" - **Andrea Bullinger, Team Lead - Environment**

CULTURE

Culture is not driven from the top down. Culture is built by the entire organization over time and nurtured every single day. It lives, breaths, thinks, adapts, and is as integral as any business idea.



"I must admit that I have what may come across as a romantic view of 360's work culture but that is Kool-Aid I am willing to drink. The seeds for something truly great have been planted, and over the last 4 years 360 has continued to meticulously cultivate a meritocracy based on a landscape of accountability, innovation, respect, and good old-fashioned hard work" - James Vy, Project Coordinator

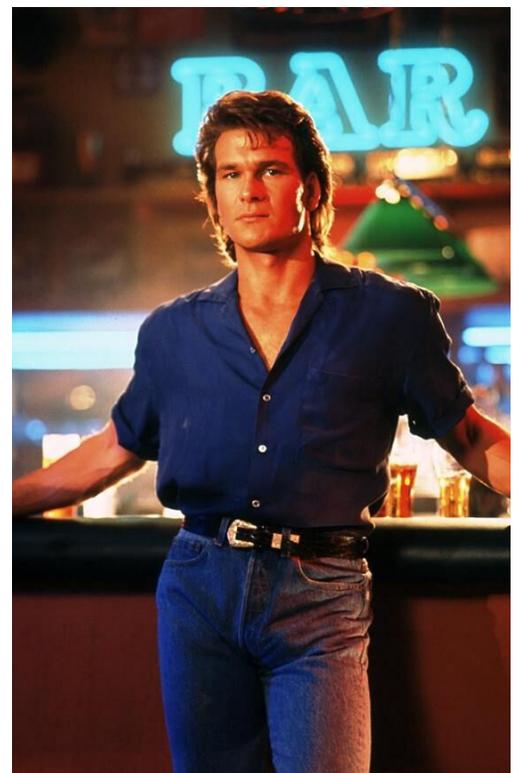
360's Key Cultural Drivers

Well-Being - Physical, mental and psychological well-being stand at the forefront of all operational and business decisions

Work Ethic - Driven by: Obsession with quality, a foundation of quality people, a meritocracy over seniority, and a deep sense of accountability

Candor - can·dor/'kandər/
The quality of being open and honest in expression; frankness."A person of refreshing candor"

The Mullet - mul·let/'mələt/
noun: mullet; plural noun: mullets
A hairstyle in which the hair is cut short at the front and sides and left long at the back.
Alternative: Business in the front, party in the back



360 ENERGY LIABILITY MANAGEMENT

PEOPLE

360 is a people business. Our staff have shown a brilliance for creativity, intelligence and hard work. Our commitment as a business is to honour and replicate those traits and to align with clients and stakeholders who do the same.



33%

FEMALE LEADERSHIP

360's aim with our hiring policy is to find the best candidate regardless of age, ethnicity, gender, religious beliefs, or sexual orientation

11

NEW GRADUATES HIRED 2017 - PRESENT

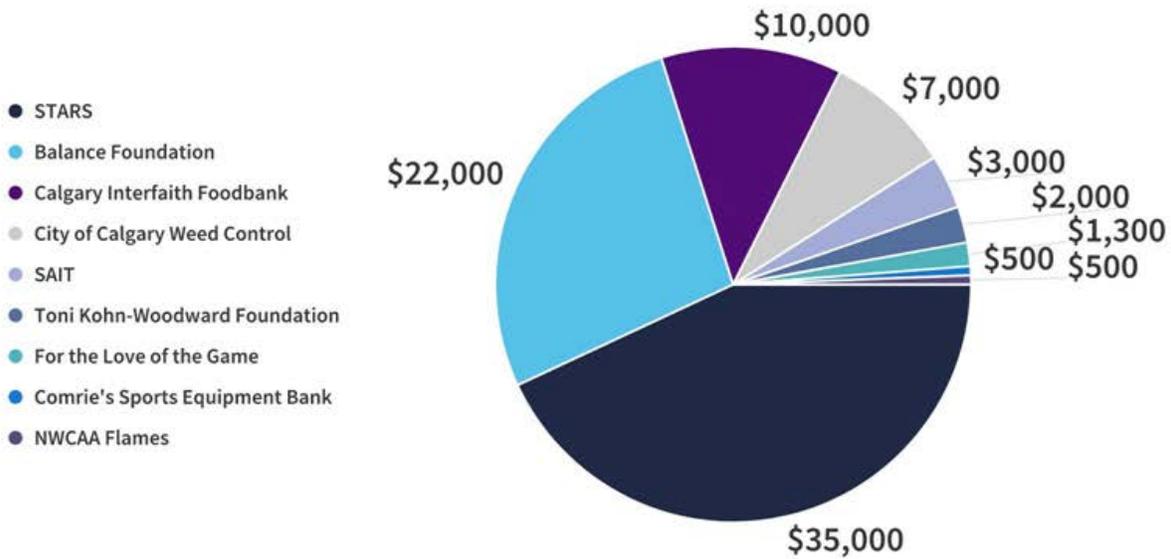
"As a growing company, 360 provides continuous opportunities to shape a role within the organization in a challenging but supportive way" - **Lindy Borggard, Manager of Land and BD**



SOCIAL IMPACT

A large part of building a lasting business is to focus time on building better communities. 360's aim is to meaningfully touch the communities in which we live and work and to create a positive impact.

\$81,300 in Community Initiatives in 2019

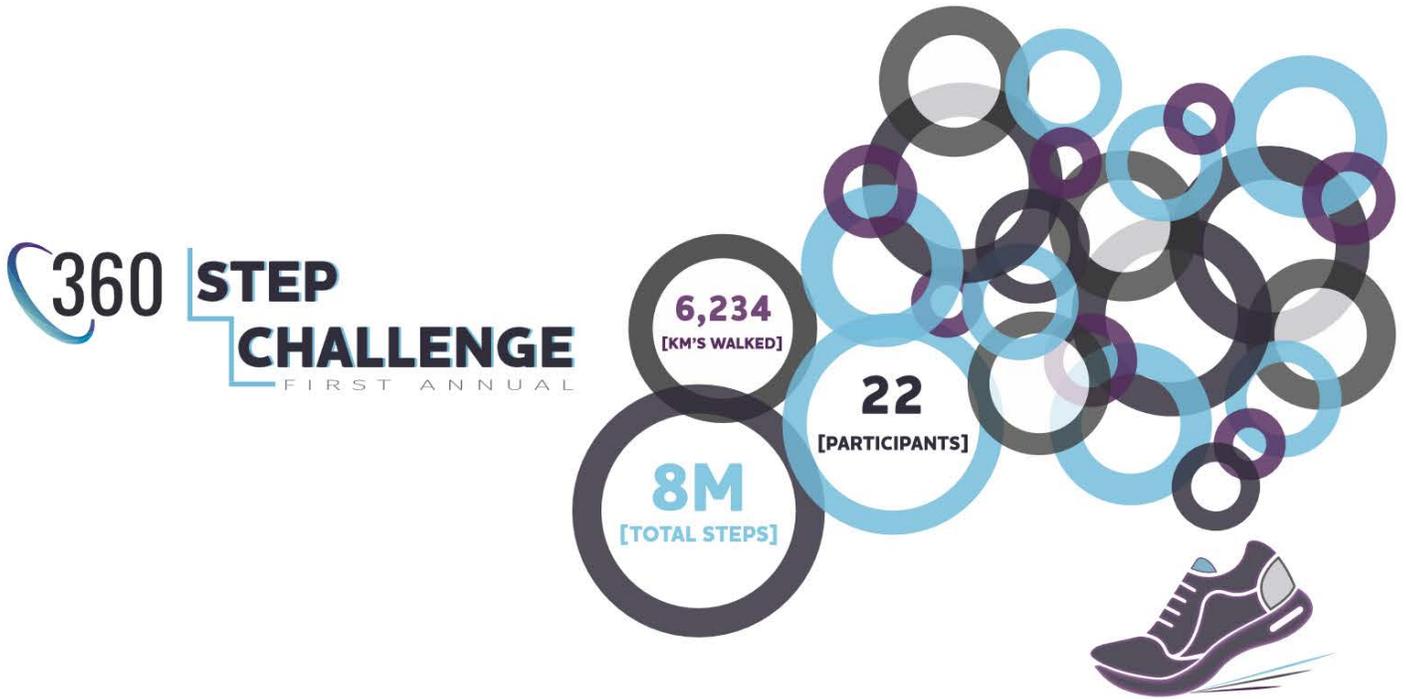


360 commits \$3000 annually to support 2 SAIT Petroleum Engineering Scholarships



WELLNESS

Healthy people are happy people. When we focus on this, we help create positive, problem solving energy. 360's goal is to promote physical and mental well-being for our entire team and to create a safe environment for those people to flourish.



The goal with the first 6 week step challenge was to inspire everyone to move. It wasn't a fitness challenge, but rather an effort to encourage inclusion, movement, clarity and habit adjustment. And it worked.



SAFETY, LEADERSHIP AND GOVERNANCE

"To build a 100 year business, we must reinforce processes which are adaptable, leaders who understand team culture and corporate structures which will withstand the test of time" - Bryce Watson, CLO

HEALTH AND SAFETY STANDARDS

On top of a massive focus on well-being, 360 adheres to a strict safety management system and continuous improvement process



CYBER AND DATA SECURITY

Over the next 2 years, 360 is taking steps to continuously improve our IT structure to match the Canadian Government standards for cyber security. At the forefront of this thought process is the protection of our clients' proprietary data



GOVERNANCE GUIDANCE AND AUDITING

We believe external experts add value, support and strength to our business acumen



INTERNATIONAL PROCESS STANDARDS

In 2019, 360 was successful in implementing ISO 9001:2015 and are currently awaiting final certification in Q1 2020



360 ENERGY LIABILITY MANAGEMENT

THANK YOU

We must take a moment to thank the people of 360 who work tirelessly to make our business a success. We believe that our team has evolved into a world class group who can be the foundation for long term growth. The efforts that go in behind the scenes are definitely noticed and it is our goal to never take those actions for granted or forget to appreciate the value they've created.





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