
2020

ESG Report



ener**PLUS**

MESSAGE FROM THE CEO AND BOARD CHAIR



The first half of 2020 has been a period of extraordinary turbulence for many reasons including COVID-19 and the associated energy demand destruction, the OPEC+ price war and the growing social justice movement. At Enerplus, our top priority remains the safety of our staff and supporting the communities where we operate. Our core values include a commitment to develop our resources responsibly and profitably, while making a positive contribution to society. Consistent with this, we are working to ensure that our operations remain safe, resilient and sustainable.

We remain keenly aware of the longer-term issues facing society, including those pertaining to the change in average climate conditions, known as climate change. Meeting the world's energy demands while addressing climate change is a significant challenge requiring global action and Enerplus has a role to play in this. We work hard to help meet the world's energy needs in a safe and

environmentally responsible way and recognize that we must continue to do more.

In this period of volatility and uncertainty, maintaining our business resilience has perhaps never been so important. Our resiliency has been further supported by the deeper integration of Environmental, Social and Governance (“ESG”) issues into our strategy. We believe that long-term company value can be meaningfully impacted by ESG factors. Our approach has been to identify ESG focus areas that could materially impact value, establish opportunities and objectives relative to each focus area, and integrate these into our strategy and enterprise risk management process.

We also believe it is fundamental that the Board of Directors (the “board”) is deeply involved in this process and has oversight of the company's ESG strategy. Given the heightened stakeholder expectations around ESG performance, we also aim to provide clear, consistent disclosure to allow for informed decision-making.

During 2019 and into 2020, we advanced our overall ESG strategy integration and made progress relative to several of our objectives. This included developing greenhouse gas emissions and freshwater use targets with the establishment of both short-term targets for 2020 and longer-term targets through 2030.

MESSAGE FROM THE CEO AND BOARD CHAIR (CONTINUED)

We made progress on improving the safety of our operations in 2019 through a focus on a stronger safety culture with improvement shown across all our key safety metrics. We must continue to prevent incidents through focused leadership, better training and procedural and technological improvements. We believe zero incidents in our workplace is possible.

Culture and community engagement programs were also identified as material focus areas. We continue to invest in our people to strengthen our culture of accountability which supports a more innovative, agile and inclusive workforce. We have also continued to work towards maintaining strong relationships with all our stakeholders - including the Fort Berthold Indian Reservation (“FBIR”) in North Dakota. These relationships have been built over many years and we recognize strong relationships must be based on principles of trust and respect.

Lastly, we believe the board can support and protect the creation of superior long-term business

value through active oversight of corporate strategy, enterprise risk management and human capital management. With this in mind, we have identified board constitution and culture as a material focus area. We believe Enerplus’ Board of Directors is operating at a level of excellence today, but continuous improvement is our goal.

This ESG Report (the “Report”) details our activities during 2019 and includes some of the progress made through the first half of 2020. The report also details more ambitious targets and objectives for 2020 and beyond, and we look forward to updating our stakeholders as we continue to deliver improving ESG performance.



Ian C. Dundas
President & CEO
Enerplus Corporation



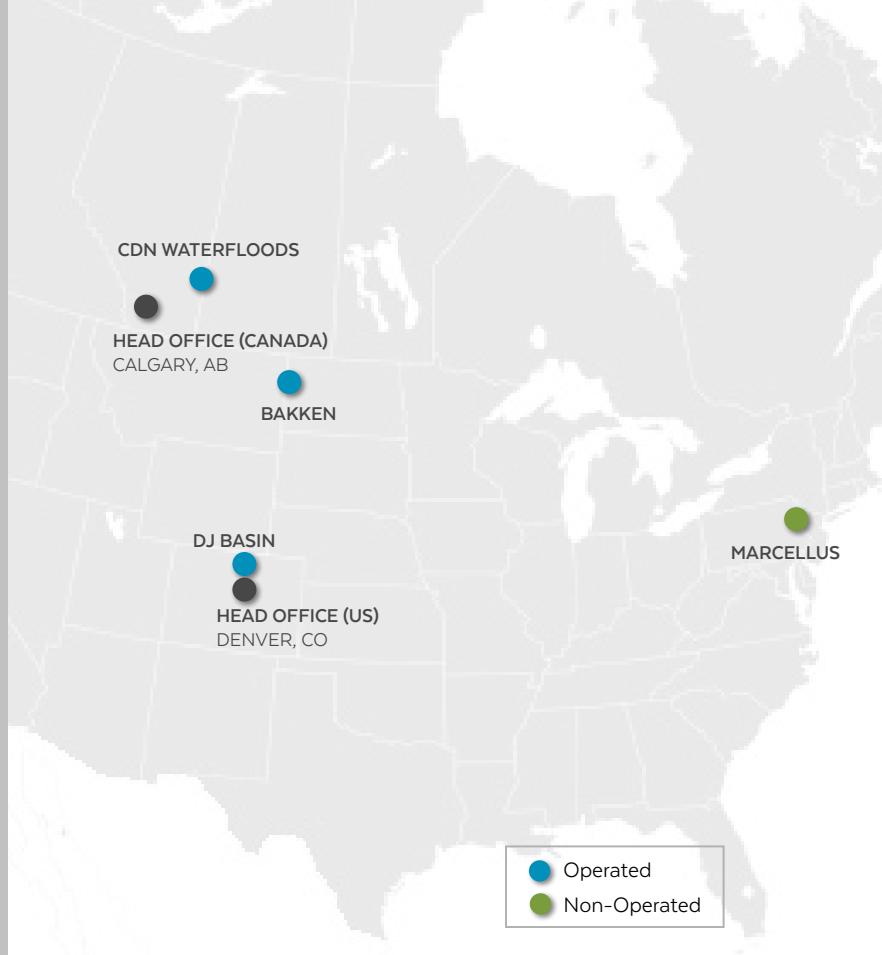
Hilary Foulkes
Chair of the Board of Directors
Enerplus Corporation



ABOUT ENERPLUS

We are a responsible developer of high-quality crude oil and natural gas assets in Canada and the United States.

We focus on three distinct areas that provide access to some of the best plays in North America: high margin U.S. oil production in the Williston Basin in North Dakota; stable, low decline Canadian oil production from a portfolio of properties across Alberta and Saskatchewan under waterflood; and an interest in U.S. natural gas assets concentrated in the northeast Marcellus shale gas region in Pennsylvania.



OPERATIONS IN 2019

\$619m
Capital Spending

\$694m
Cash Flow from Operations

1,397
Active Operated Wells

101,042 boe/d
Average Production

Annual Average Production Volume Mix

54% Natural Gas Crude **46%** Oil & NGL's

Geographic Production Split

87% United States **13%** Canada

MATERIAL ESG ISSUES IDENTIFIED

The prioritization of material ESG focus areas is vital to the management of ESG risks and opportunities. We have concentrated our efforts on material ESG focus areas that are financially impactful to the organization in the short and long-term, while continuing to proactively monitor emerging ESG issues to determine their impacts on our business.

We have committed to reviewing and updating our ESG material focus areas on an annual

basis, with consideration given to changes in our business, results of the 2020 ESG program and the evolving ESG landscape. We will also continue to seek input from our stakeholders on matters they consider critical to the sustainability of our organization.

We aim to provide clear and consistent disclosure relating to our identified material ESG focus areas, demonstrating transparency to enable informed decision-making by all our stakeholders.



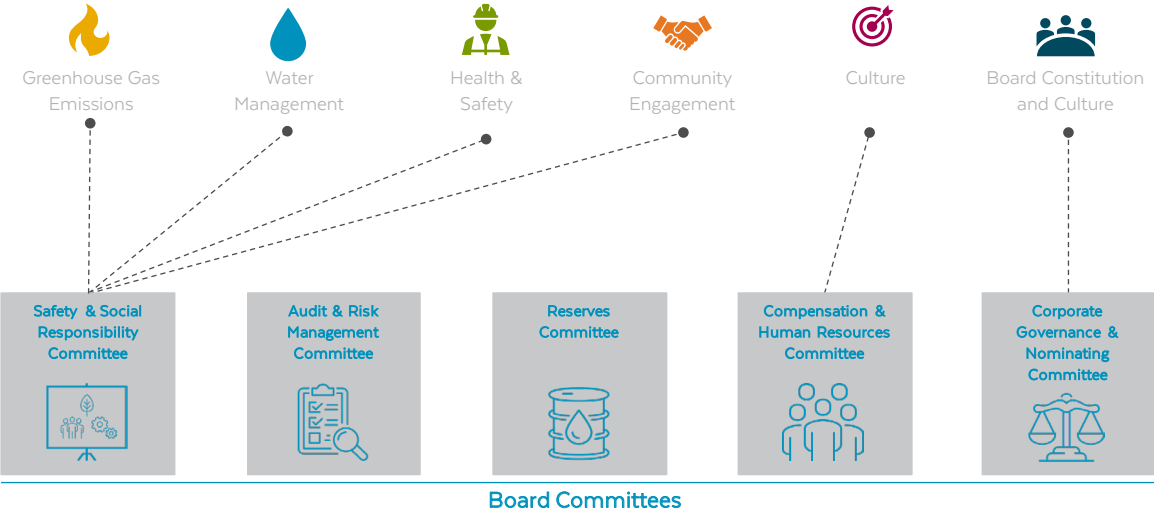
In 2019, following five years of sustainability reporting, we recognized the opportunity to enhance the governance of our disclosure through continued transparent board oversight. An internal ESG working group was formed in June 2019 to review and complete a materiality assessment of ESG risks in accordance with the Sustainability Accounting Standards Board (“SASB”) materiality map. SASB defines issues to be material if they are reasonably likely to impact the financial condition or operating performance of a company and, therefore, are relevant indicators for investors. Seventeen potential topics were proposed as financially and/or operationally important to our organization which were further analyzed and prioritized. The working group’s review resulted in the selection of six material ESG focus areas.

Accountability for each of the six focus areas was assigned to one of three board committees, with each committee holding strategic oversight and governance responsibility for the assigned area. Where applicable, goals and targets have been identified, with the status and any associated risks reviewed by the board committees on a semi-annually basis. The board of directors is updated on our ESG strategy drivers, development, implementation and status throughout the year.

OUR PROGRESS

- Determination of material ESG focus areas
- Alignment of management and board governance
- ESG strategy development
- Goal and target development and publication

ESG GOVERNANCE



REPORTING FRAMEWORKS & PARTNERSHIPS

Enerplus uses the SASB and Global Reporting Initiatives (“GRI”) disclosure frameworks and sector-specific guidelines to identify and prioritize ESG issues. This Report has been prepared in accordance with the SASB Oil & Gas – Exploration & Production Standard materiality map and the GRI: Core option. As an additional demonstration of transparent reporting efforts, we have prepared this Report in alignment with the International Petroleum Industry Environmental Conservation Association’s (“IPIECA”) “Oil and gas industry guidance on voluntary sustainability reporting” (a joint publication with the American Petroleum Institute and the International Association of Oil & Gas Producers).

In 2015, the Financial Stability Board convened an industry-led task force known as the Task Force on Climate Related Financial Disclosure (“TCFD”). We recognize the TCFD recommended guidelines on disclosures and are working toward understanding how these can be integrated into our ESG strategy and future reporting.

For additional information on our disclosure alignment, please click [here](#).



As part of our commitment to transparent disclosure, we have reported to CDP (formerly the Carbon Disclosure Project) for ten years. Responding to the CDP Climate Change and CDP Water Security questionnaires allows investors and the public to better understand our environmental impacts, targets and progress. By continuing to respond to the CDP Climate Change questionnaire we are further aligning our reporting and strategy with TCFD recommended guidelines. To view our CDP Climate Change questionnaire, click [here](#); to view our CDP Water Security questionnaire, click [here](#).



The Environmental Partnership (the “Partnership”) is an industry-led initiative of the American Petroleum Institute.

Enerplus joined the Partnership in 2019 and actively participates in industry collaboration to share best practices.

GOVERNANCE

Sound corporate governance practices are fundamental to protecting the long-term interests of shareholders. Our governance structure and policies provide a solid framework for accountability and effective oversight, including appropriate disclosure. Our board members provide an extensive mix of skills, expertise and experience promoting our values of independence and diversity of thought.

The growing importance of ESG has recently led to the appointment of our first Vice President of Canadian Operations and Corporate Sustainability in June of 2020. This new position centralizes responsibility for ESG due to its high strategic importance.

RISK MANAGEMENT

Properly managing the issues identified as our material ESG focus areas adds value and enhances our long-term business resilience and profitability. Value comes from many sources, including a significant reduction to our overall organizational risk. The material ESG focus areas identified are integrated into our business strategy and enterprise risk management process. Understanding how each focus area impacts our organization is critical to ensuring we can properly manage risk and opportunity. On a semi-annual basis our board and senior leadership meet to discuss the potential risks of our ESG material focus areas, as well as additional business areas that impact our success. This work is part of our culture of accountability.



ETHICS

We operate our business in a manner that is consistent with human rights standards, including the philosophy expressed in the Universal Declaration of Human Rights. Enerplus incorporates human rights considerations in all our business decisions.

We administer compliance to human rights through our [Code of Business Conduct](#) which specifies human rights issues that are prohibited, including discrimination, harassment and anti-corruption. Annually, we require all directors, officers, employees and consultants to confirm they have read and will comply with the Code of Business Conduct, which will help us meet our business practice standards and comply with applicable laws and regulations.

EXPECTATIONS OF THIRD-PARTY SERVICE PROVIDERS

We operate exclusively in the United States and Canada where there are well-established human rights laws and regulations. We expect our vendors and suppliers to comply with these laws and regulations, and our Business Code of Conduct, which is also compliant with the principles articulated in the United Nations International Labour Organization Standards (“UN ILO”).

To become an approved service provider, contractors and vendors must agree to the Code of Business Conduct and all [Supplier Qualification Requirements](#). Third-party service providers must uphold the company’s human rights values. Contractors and vendors providing goods or services to us manufactured in or provided from countries without similar regulations are required

to have a program in place to verify and monitor compliance with UN ILO Standards, and to proactively alert us of potential issues of non-compliance.

WHISTLEBLOWER PRACTICES

Our [whistleblower contact information](#) is available to report concerns regarding accounting and auditing, corporate misconduct, or potential violations of the Code of Business Conduct, including human rights concerns. When issues are reported, we will investigate, address and respond, where necessary. We do not take adverse actions on persons who report misconduct. Violations of the Code of Business Conduct are offenses we take seriously, and such breaches could result in written reprimands, temporary suspension, termination, and/or referral for criminal prosecution or civil action. We are committed to investigating and addressing all human rights complaints reported.



BOARD CONSTITUTION & CULTURE

The strategic objective of Enerplus' Board of Directors is to provide guidance and support to management which results in the creation of superior long-term business value. Through active board oversight of corporate strategy, enterprise risk management and human capital management, the board empowers management to deliver on its corporate goals and objectives. Key to this oversight are the board's accountability for its fiduciary responsibilities, active integration of its expertise, exceptional engagement and role modeling the highest standards of integrity, ethics, informed judgment and independent thinking.

We believe our board demonstrates that the combination of who they are, what they do and how they do it supports the entire organization and its stakeholders in responsible delivery of superior business results.

WHAT MATTERS MOST

BOARD CONSTITUTION

A broad mix of essential skills,
expertise and experience

Director independence

Diversity of thought

BOARD CULTURE

Demonstrating high levels
of engagement

Championing diversity and
ensuring inclusion

Effective decision-making



HOW THE BOARD DEMONSTRATES THESE PRINCIPLES

BOARD CONSTITUTION

<p>Broad mix of essential skills and experience</p>	<ul style="list-style-type: none"> • The board’s essential skills matrix highlights 13 key areas of expertise • Balanced approach to board renewal: 30% director renewal in last 3 years, regular committee chair rotations • Average director tenure is 6.4 years • Average number of public boards/directorships: 2.3
<p>Independence</p>	<ul style="list-style-type: none"> • The board chair is independent as are all committee chairs • All non-executive directors’ independence is confirmed and disclosed annually • Use of in camera sessions
<p>Diversity of thought</p>	<ul style="list-style-type: none"> • 40% female directors, including board chair • Ages 50-68, average 61 • Regional representation mix: 70/30 Canadian/US • Broad representation of executive experience

BOARD CULTURE

<p>Demonstrating high levels of engagement</p>	<ul style="list-style-type: none"> • Codified review processes in the Corporate Governance & Nominating Committee’s charter and work plan • Annual board effectiveness evaluations are conducted by the full board • The board chair leads individual peer-to-peer review discussions with each director • Annual site visits, employee outreach • Strong board meeting attendance and participation • Assess and plan annual shareholder outreach • Focus on director continuing education
<p>Championing diversity and ensuring inclusion</p>	<ul style="list-style-type: none"> • Oversight of Diversity Policy • Regular review and monitoring of human capital management dashboard with diversity and inclusion initiatives, metrics and progress • Role model cultural tenets: “One Enerplus, Be Inclusive”
<p>Effective decision-making</p>	<ul style="list-style-type: none"> • Early delivery of fulsome board meeting materials encouraging reflection and deliberation • Board meeting format that favours discussion and respectful debate, drawing out insights and informed views • Board has unfettered access to executives, employees

GHG EMISSIONS

Climate change remains an important global issue, and at the heart of it lies the challenge of reducing greenhouse gas (“GHG”) emissions while simultaneously meeting the ever-growing worldwide demand for reliable, affordable and safe energy. We, along with our North American industry peers, can play a part in creating a future where emissions are reduced and global energy needs are met.

Our climate strategy is to reduce our Scope 1 and Scope 2 GHG emissions by setting emission intensity reduction targets and by leveraging technological innovation and operational efficiency.

Managing emissions has emerged as a major operational, reputational and regulatory risk for organizations. As the global economy transitions to a lower carbon future, climate related policies and regulations around carbon emissions are becoming increasingly stringent, requiring businesses to adapt to support long-term resilience. We monitor

the landscape of evolving carbon policies in North America to identify potential impacts to our business and potential opportunities as a result of policy change. We strive to improve the accuracy of our emissions data as methodologies change and technology used to retrieve and analyze environmental data becomes more precise.

Enerplus calculates GHG emissions in line with the American Petroleum Institute Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry (2009), the Canadian Association of Petroleum Producers Calculating Greenhouse Gas Emissions (2003), IPIECA’s Petroleum Industry Guidelines for reporting GHG emissions (2011), and the US EPA Mandatory Greenhouse Gas Reporting Rule. These protocols differentiate GHG emissions into the three scopes detailed in the box below.

Scope 1 (Direct): GHG emissions from sources that are owned or controlled by an organization. A GHG source is any physical unit or process that releases GHG into the atmosphere. Direct (Scope 1) GHG emissions can include CO₂ emissions from fuel consumption.

Scope 2 (Energy Indirect): GHG emissions resulting from the generation of energy being acquired for use (i.e., electricity, heating, cooling and steam) and consumption.

Scope 3 (Other Indirect): Indirect GHG emissions that occur outside of the organization, including both upstream and downstream emissions, but are not part of Scope 2 emissions. For reporting purposes, Enerplus is limiting Scope 3 GHG emissions reporting to those related to company air travel, booked by our travel agent.

Emissions intensity: Calculated using a denominator of barrel of oil equivalent (BOE), which is the sum of our gross operated sales volumes plus fuel and flared volumes.





		2019	2018	2017	2016
GHG Emissions Metric	Unit				
Scope 1 Absolute	CO ₂ e (metric tonnes)	954,520	805,248	695,113	519,701
Scope 1 Intensity	CO ₂ e (metric tonnes per BOE)	0.0397	0.0358	0.0347	0.0264
Scope 2 Absolute (location-based)	CO ₂ e (metric tonnes)	111,734	123,331	149,960	178,369
Scope 2 Intensity	CO ₂ e (metric tonnes per BOE)	0.0046	0.0055	0.0075	0.0091
Scope 3 (limited to travel booked by corporate travel agent)	CO ₂ (Kgs)	72,950	112,067	Not Reported	
Total electricity consumption	MWh	145,499	148,173	147,736	220,816

For additional performance information, please click [here](#).

The greatest opportunity for reducing our Scope 1 emissions intensity is through reducing flaring, which will lower our carbon footprint and allow us to meet the changing North Dakota gas capture requirements expected in November 2020. Additionally, we will capture economic value and reserves currently being lost to flaring and combustion. We are also making energy efficiency improvements by employing lower-carbon solutions for power, and through process improvements such as adjusting venting and

flaring practices. These achievements provide benefits in the form of risk mitigation, lower costs and, as a result, improved economics over the long-term. Reducing emissions can also drive efficiencies which positively impacts our financial and operational performance. Additionally, managing and reporting on GHG emissions provides more transparency for investors and may help broaden our investor base, further supporting our ability to access capital markets.

While 2020 emissions metrics are not finalized until 2021, we estimate an intensity reduction of 20-25%, relative to 2019, based upon improved operational planning and reduced activity levels.

FLARING

We meet or exceed industry gas capture standards. In some circumstances flaring may still occur if there is insufficient gas gathering infrastructure in place at a wellsite. Flaring is the burning of excess gases at a site where producers are unable to capture additional gas for delivery.

At Enerplus, our largest volume of flaring occurs in North Dakota. We adhere to flaring regulations pertaining to the capture of associated gas from our crude oil wells. We are successful in managing our flaring to meet regulatory requirements through collaborative operational planning with our midstream partners. In addition, we have sought creative solutions such as on-site NGL (natural gas liquids) refrigeration units and the utilization of gas as an energy source.

Actual Flared Volume (metric tonnes CO₂e)

2019: 674,329



FLARE GAS REPURPOSED FOR BENEFICIAL USE

In North Dakota we initiated a pilot project to re-purpose gas that would have typically been flared as an energy source for an on-site data center. The pilot site's electricity generating unit consumes 400 thousand standard cubic feet of gas a day while running a data center housed in a 20-foot shipping container. The data center has consumed a total of 143 million standard cubic feet of gas for power generation since it began operations.

WATER MANAGEMENT

We strive to reduce our use of freshwater in operations as a foundational tenet of our corporate responsibility. Freshwater use is a bottom-line financial cost, therefore, the ability to deploy technology to use less freshwater or use produced water at a lower cost creates economic value through our operations. In reference to the volumes reported within this Report, freshwater is comprised of surface water and ground water.

Although we operate exclusively in lower risk watersheds, our operations require a significant amount of water. Waterflood operations inherently require large water volumes for injectivity, of which 97% is reused; our high growth Fort Berthold asset uses a meaningful amount of freshwater in well completions. We want to be leaders in this space and we have an opportunity to embrace the technical challenge of reducing freshwater use, allowing us to realize improved profitability and differentiating ourselves from peers.

We have set a target to reduce freshwater use by 15% per well completion in Fort Berthold in 2020, relative to our 2019 baseline. Based upon 2020 activity to date, Enerplus has used 25% produced water, on average, per well completion in North Dakota, exceeding our established target, saving us an average of USD\$150,000 per well completion.

Metric	Unit	2019	2018	2017	2016
WATER WITHDRAWN BY SOURCE					
Surface Water	M3/year	1,775,219	1,190,336	1,452,665	973,041
Ground Water	M3/year	386,695	374,535	Not Reported	
Produced Water	M3/year	13,159,420	13,519,326	15,802,526	20,624,228
Municipal Water	M3/year	148,575	132,939	113,570	164,984
Total Water	M3/year	15,469,909	15,217,136	17,368,761	21,762,253
VOLUME OF WATER RECYCLED AND REUSED					
Total Volume	M3/year	11,519,872	12,246,920	14,456,047	20,380,883
% of total Volume	%	74	80	83	94

For additional performance information, please click [here](#).

Our hydraulic fracturing operations are a focus area for our water management planning. This includes exploring innovative methods of reducing, reusing and recycling water. Reducing freshwater use and contamination through recycling, other water management strategies and the use of non-toxic fracturing fluids positively impacts the social acceptability of our operations, mitigates risk around evolving regulations and water supply shortages and creates operational efficiency and lower operating costs.

TEMPORARY SURFACE PIPING

In 2019, we continued our program to maximize freshwater transfers utilizing temporary surface piping for completions. Pipelines for these operations ranged in length from two to twelve miles and resulted in approximately 900,000 fewer vehicle miles traveled.

PRODUCED WATER USED IN COMPLETIONS

Through technological and operational advancements, we tested our ability to reuse produced water in hydraulic fracturing operations in North Dakota. Upon successful testing, we anticipate we can recycle produced water more broadly. Currently, samples are undergoing additional chemical analysis to understand the maximum usability/recycling opportunities of produced water.

CANADIAN IOR/EOR PRODUCED WATER REUSE RATE: 97%

In Canada, Enerplus' crude oil production comes from properties in Alberta and Saskatchewan which are under secondary recovery, or tertiary enhanced oil recovery. The recovery processes help to maintain or re-establish reservoir pressure, which improves the oil displacement process, and increases the quantity of original crude oil recoverable from the reservoir after primary development.

We reinject produced water into the reservoir in our waterflood and polymer flood operations. Produced water is a byproduct of the oil and gas extraction process so it is cost-effective and efficient to reuse it during reinjection.



CULTURE

We believe our culture of accountability delivers superior results. The workplace experience we create for our people directly impacts the beliefs they hold, the actions they take and the business results we achieve.

Our people take personal accountability and ownership to act consistently with our values and cultural beliefs. They are engaged in their work, support innovation, corporate agility and ultimately productivity and profitability.

In 2019 we refocused our cultural beliefs to encourage the behaviours we need in order to achieve our results in 2020 and beyond.

Despite industry headwinds in 2019, we sustained a consistently high employee engagement score throughout the year.



One Enerplus.
I collaborate across the organization.



Be Inclusive.
I welcome diverse people and perspectives.



Communicate Effectively.
I communicate honestly, respectfully, and in a timely manner.



Show Courage.
I offer my opinions and ideas, even if it feels risky.

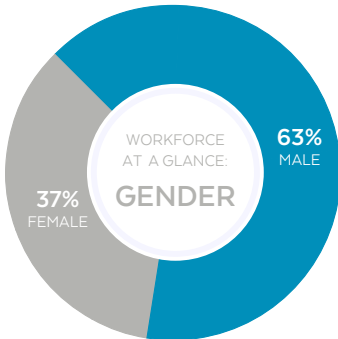
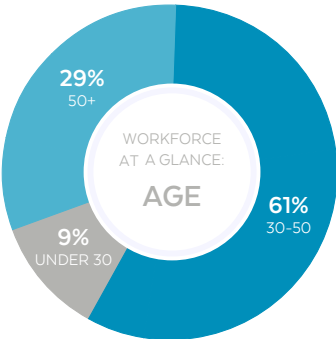
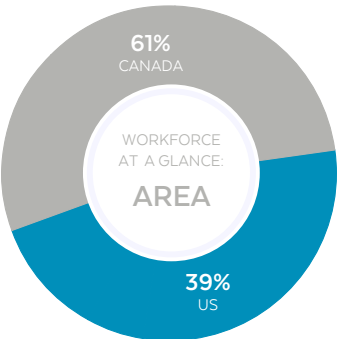


Be Curious.
I ask, "What if?" and "Why not?", always pursuing improvements in our business.



Live Well.
I look after work and life, health and wellness, and support those around me.

Employee engagement at the end of 2019 was 81.2%, which was 3.3% above the average of global companies in the survey index. The key engagement factors we track are: organization, team, manager, development, communication and wellbeing.



For additional performance information, please click [here](#).

MITIGATING UNCONSCIOUS BIAS IN HIRING

When recruiting, we strive to reach a diverse population and select based on merit. In 2018, we piloted a technology platform designed to mitigate unconscious bias in the hiring process and formally integrated it into our recruitment process in 2019. The technology includes blind reviewing, predictive candidate assessment questions, gender decoding and diversity reporting. We add an additional layer of inclusion by involving multiple people in the applicant review process to “blindly” review assessments, meaning every application has several people independently evaluating it to reduce bias.

We saw a more balanced proportion of women, men and unknown joining the interview stage of our process (51% women, 37% men, 11% unknown) in the first year of platform use. We did see a lower overall proportion of women completing applications (26% on average), although this rate also exceeds the North American oil and gas industry of 20%*, on average. While our underlying organizational makeup has not shifted significantly due to limited hiring, we are making progress in our debiased recruitment, including the hiring of two female operators/pumpers in our U.S. operations. In addition we are focusing on internal promotion and reskilling across the organization. We recognize continuous progress on such initiatives is required and are working toward this.

**Data point generated by Applied using a combination of sources (including US Bureau of Labour Statistics and Statistics Canada).*



MENTAL HEALTH AWARENESS

In early 2019, we asked employees to consider joining a volunteer group initiated to help us shift the mental health culture in our workplace and continue to evolve and foster a safe and supportive work culture. Ten percent of our employees signed up to be “Mental Health Ambassadors”. In addition to referencing resources through our benefits providers, we used resources from the Canadian Mental Health Association “Not Myself Today™” program.

Through our engagement survey tool, we were able to gauge the impact of our efforts, which showed we were able to expose more of the organization to available resources. In the process, we believe we have fostered a more inclusive and supportive workplace. The campaign was so well-received it has continued into 2020.

HEALTH & SAFETY

Health & safety is recognized across the oil and natural gas industry as a critical ESG program component. Fundamentally, everyone has the right to a safe and healthy work environment. In addition to being a moral and legal obligation, keeping employees and contractors safe can demonstrably improve an organization's efficiency and its culture, through improved overall performance. Workers involved in production and operating activities face significant health and safety risks due to the nature of their working environments.

When working with Enerplus, everyone is responsible for safety and our ambition is zero incidents. This means employees and contractors share ownership in building a workplace without injuries.

We are focusing on Serious Injury or Fatality potential ("SIFp") events as leading indicators to help identify and reduce risks within our operations. We are targeting industry leading safety performance in the basins in which we operate as measured by Lost Time Incident Frequency ("LTIF"). We report annually on health and safety metrics that are standard in the oil and natural gas industry.

We are taking steps for continuous improvement, including the inclusion of a new contractor management process, auditing internal processes and standards and ensuring all employees understand and align with our safety culture. In 2020 we adjusted the methodology used for calculating exposure hours, which we believe is more aligned with industry peers, thus improving the comparability of our safety results. As noted, metrics provided in this report and the ESG data tables have been retroactively updated.

KEY COMPONENTS INCLUDE:

- Proactively identifying and mitigating life critical safety risks in our operations through a focus on leading indicators and incident investigations
- Setting annual safety targets and monitoring performance throughout the year
- Providing safety training and encouraging all workers to identify, report and act on all hazards including empowering employees to stop work
- Ensuring our culture of accountability is applied to personal safety as well as the safety of others

To date in 2020 our LTIF has improved 50% from 2019, and through a continued focus on improving our business by employing technology to ensure safety and efficiency, we believe we will continue to see improvements.

Metric	2020 YTD ⁵	2019	2018	2017	2016
combined TRI ¹ (employee & contractor)	2	14	15	17	8
combined TRIF ² (employee & contractor)	0.22	0.67	0.77	1.02	0.54
combined LTI ³ (employee & contractor)	1	5	6	3	2
combined LTIF ⁴ (employee & contractor)	0.11	0.24	0.31	0.18	0.14

For additional performance information, please click [here](#).

(1) TRI: Total Recordable Injury, an industry standard safety metric. The number of recordable injuries (medical treatment, restricted work, lost time incidents).

(2) TRIF: Total Recordable Injury Frequency, an industry standard safety metric. The number of recordable injuries (medical treatment, restricted work, lost time incidents) x 200,000 hours divided by total person hours.

(3) LTI: Lost Time Injury, an industry standard safety metric.

(4) LTIF: Lost Time Injury Frequency, an industry standard safety metric. The number of lost time injuries (fatalities + lost work day cases) x 200,000 hours divided by total person hours.

(5) 2020 year to date reporting ended August 30, 2020.

CONTRACTOR MANAGEMENT

Our contractor safety management process requires contractors to meet rigorous health and safety standards, requirements and qualifications, including an acceptable Total Recordable Injury Frequency (“TRIF”) before working for Enerplus. In 2019 our health & safety and supply chain teams worked together to revise our contractor management approach with the following goals in mind:

- Lowering contractor and corporate TRIF, SIF and SIFp,
- Having a smaller suite of higher tier contractors, and
- Allocating spend to fewer approved vendors.

In order to do this, we differentiated and ranked work scopes and began procedural auditing based upon work risk and past performance.

SERIOUS INJURY OR FATALITY POTENTIAL

A SIFp is an incident, near miss, or hazard that has the potential to create a serious injury or fatality. Since 2017, Enerplus has seen a year-over-year decrease in reported SIFp and significant safety risk incidents.

Through better understanding of incidents, and a higher frequency of reporting near misses and hazards, we can reliably pinpoint SIFp risks within our operations. Coupled with strong leadership engagement and better investigation and causal factor inclusion, we are seeing valuable trending information with this reported leading indicator. As these risks are identified, appropriate actions are created to mitigate or eliminate the risks through new engineering controls, improved processes and additional training.

SIFp	2020 YTD	2019	2018	2017	2016
	2	5	19	27	18

COMMUNITY ENGAGEMENT

We are committed to creating positive and sustainable impacts in the communities where we operate. We maintain genuine, respectful relationships with our stakeholders, initiating an open line of communication that allows us to be informed of any stakeholder concerns and to seek opportunities for mutual benefit. Sustaining community support through strong relationships continues to be critical to obtaining and maintaining permits and leases required to conduct operational activities without disruption. We prioritize the proactive management of relationships with governing bodies and regulators at local, tribal, state/provincial and federal levels, which allows for mutual understanding and engagement throughout the project lifecycle. Relationships are deeply connected to our ability to execute on our strategy.

Our community engagement plans consider all stages in the exploration and production lifecycle (concept to production through to abandonment), as well as the unique characteristics of individual operating areas and surrounding communities. We often work on, or near, traditional Indigenous land – both in Canada and the United States. We have built positive, respectful long-term relationships by learning about traditional culture, wildlife and each community's connection to the environmental landscape.

We value the relationships we have built over the years and recognize the key to success is showing up, committing and following through on what we say, demonstrating respect and staying open to ongoing dialogue.

FORT BERTHOLD – NORTH DAKOTA

A significant portion of Enerplus' operations are located on the Fort Berthold Indian Reservation in North Dakota. In partnership with the Mandaree School, we initiated the Adopt-a-Well program in 2012 to engage eighth grade students in the oil development happening in their communities, which continues today. The year-long program walks students through the life cycle of an oil well. Throughout the school year, field and corporate staff give presentations on various topics including land, geology, operations and safety. The program concludes with a field trip to the adopted well.



Through this program we are promoting a better understanding of the industry by providing transparency to its activities and open communication. Since implementing the Adopt-a-Well program, 120 students have completed the program. We are setting a goal to continue encouraging the energy education of students in our operating areas by expanding the Adopt-a-Well program and participating in other educational programs.

EXTENDING OUR OWNING ZERO COMMITMENT

We expanded our Off-the-Job Safety program into our communities in 2019. In addition to providing home fire extinguishers to all our employees, we also delivered extinguishers to over 200 landowners near our operations across North America.

Additionally, Enerplus donated more than \$14,000 to local fire departments as a demonstration of our appreciation for their meaningful work in our communities.

COMMUNITY AWARDS

MHA (Mandan, Hidatsa and Arikara Nation) Community Service Award recipient in 2015, 2017 and 2019

MHA (Mandan, Hidatsa and Arikara Nation) Best Management Practices Award recipient in 2018

North Dakota Petroleum Council (NDPC) Excellence in Safety Award recipient 2017

COMMUNITY INVESTMENT

We contributed \$711,000 in support of our communities through donations and sponsorships in 2019. Of that, \$50,000 were matching dollars for donations made by our employees in Canada and the United States to charities and non-profit organizations they care about.

Our pillars of giving (Education, Safety and Health) focus our support where it can have the greatest impact. A few of the organizations we have worked with include:

Education	Safety	Health
Denver Museum of Nature and Science	Habitat for Humanity	Leukemia & Lymphoma Society
American Indian College Fund	Calgary Women's Emergency Shelter	Medicine Hat & District Health Foundation
Southeast Regional Library - Oungre Branch	North Dakota Safety Council	Wainwright & District Handivan Society

2020 AND BEYOND: ESG GOALS & TARGETS SUMMARY

In 2020 we developed goals and targets that provide clarity and direction to facilitate the continued progression of our material ESG focus areas. The table below summarizes these goals, targets and strategic objectives. We will provide progress updates in future reporting, including adjustments to goals and targets, if necessary.

Section	Issue	Goals, targets and strategic objectives
ENVIRONMENT	GHG Emissions	<p>Goal: we will manage a dedicated emissions and energy efficiency budget allocation internally that allows employees to submit emissions reduction project ideas for funding.</p> <p>2020 Target: we are targeting a 10% reduction in GHG emissions per BOE in 2020.</p> <p>Update: based on 2020 activities to date we are estimating a 20-25% decrease in our emissions intensity from 2019.</p> <p>2030 Target: by 2030 we will achieve a 50% reduction in Scope 1 and Scope 2 emissions intensity, based on our 2019 baseline.</p>
	Water Management	<p>Goal: we will continue to reduce our environmental footprint through active engagement and technological advancement.</p> <p>2020 Target: we are targeting a 15% reduction in freshwater use per well completion, on average, in North Dakota in 2020.</p> <p>Update: based upon 2020 activity to date, we have exceeded our established target and used 25% produced water, on average, per well completion in North Dakota.</p> <p>2025 Target: by 2025 we will achieve a 50% reduction in freshwater use per well within our completions corporately, based on our 2019 baseline.</p>
SOCIAL	Health & Safety	<p>Goal: we commit to evolving our serious incident management process through consistent investigations, effective corrective actions and shared learnings.</p> <p>Goal: we commit to peer-to-peer collaboration and transparency in our safety data to promote learnings and reduce incidents across industry.</p> <p>2023 Target: to reduce our LTIF by 25%, on average, from 2020-2023, relative to our 2019 baseline.</p>
	Community Engagement	<p>Goal: we will expand our energy education initiatives and continue to promote energy advocacy.</p> <p>Goal: we will advance company initiatives and investment that include the interests and identified priorities of the communities we operate in.</p>
	Culture	<p>Goal: we will maintain strong employee engagement.</p> <p>Goal: we will improve employee sentiment with respect to health and wellness.</p>
GOVERNANCE	Board Constitution & Culture	Our strategic objective is to support and protect the creation of superior long-term business value through active board oversight of corporate strategy, enterprise risk management and human capital management.

ADDITIONAL SUSTAINABILITY PRACTICES

In addition to the six areas outlined previously, we have continued to evolve and implement sustainability practices through other key areas of our business. In addition to supporting our ESG strategy, they allow us to continue to broaden our corporate citizenship efforts.



LIABILITY MANAGEMENT

We carefully consider environmental impacts at every stage of development and work to minimize our impact to the lands we operate on. Preserving and restoring biodiversity is important to stakeholders and is a key factor in Enerplus' planning cycle. When production has declined and wells are at the end of their life, we safely decommission, abandon and reclaim each site.

Highlights of our 2019 well abandonment program include:

169
Wells safely abandoned

\$15.1m
Spend, completed under our
planned budget

- **Zero safety incidents**
- **Initiated the abandonment of our Tommy Lakes field by reclaiming 25% of our existing wells**
- **Completed the abandonment of our Sceptre field in Saskatchewan, nearly concluding our five-year Saskatchewan abandonment project (16 wells remain of 680)**

Enerplus is proactive in our approach to reclamation, remediation and abandonment. Program success is driven by a creative approach to project planning, which involves using cross-functional teams to work effectively together, conserving time and money. Throughout 2019, the environment, construction, land and operations teams worked together, sharing services and equipment, which led to more efficient resource utilization from planning through execution. With the success achieved in 2019, we are committed to continuing with this approach as required in other areas of our business.

PRESSURE EQUIPMENT AUDIT

The Alberta Boilers Safety Association (“ABSA”) is the regulator for all pressure equipment in our Alberta facilities.

Per the three-year audit schedule, Enerplus conducted an ABSA audit at our Ante Creek facility in 2019, receiving a success score of 95% on this initial baseline audit of Enerplus’ newest Canadian asset.

In line with health & safety best practices and management responsibility and leadership, this audit reviews the lifecycle of our pressure equipment, including: proper design, fabrication at a manufacturer with strong quality control and assurance measures, proper installation in the operational field within code requirements, continued proper operation and scheduled maintenance and safe handling of decommissioned or divested equipment. Essentially, it serves to audit pressure equipment integrity systems under an owner-user program.

In addition to achieving this success in Alberta, we have implemented a scaled version of this owner-user program audit for our North Dakota and Montana operations. Above and beyond state and federal regulations, in 2019 we formalized a plan to inspect a certain percentage of these facilities. In addition, a baseline inspection for in-service equipment in our Colorado operations in 2020 has been developed.

SUPPLY CHAIN MANAGEMENT

Local and Indigenous Relations

Purchasing goods and services from local contractors and vendors is one of the ways we support the communities in which we operate. We are proud of the working relationships we have established with both indigenous and non-indigenous communities.

In North Dakota, Enerplus spent over US\$300 million dollars with tribal affiliated businesses in our Fort Berthold Indian Reservation operations in 2019, representing over 75% of annual total contractor spend. Enerplus’ FBIR operations require us to work through the Tribal Employment Rights Office (“TERO”), and we currently have over 60 contracts in place with TERO Tier 1 contractors, meaning businesses are 100% owned by a certified member of the Three Affiliated Tribes. Efforts to work with local contractors help improve the lives of those living in the communities where we operate through employment opportunities and economic development.

In Canada, Enerplus consulted and utilized indigenous and non-indigenous contractors to support our decommissioning and abandonment project in northeastern British Columbia.

Safety

Enerplus sources a wide range of services from contractors to support exploration, drilling, completions, facilities engineering, production operations, abandonment and reclamation activities. We invest in creating deep safety partnerships with our contractors by sharing best practices and standards designed to reduce and/or eliminate critical life safety risks in our operations.



Sustainability

We continuously seek opportunities to re-use or sell surplus assets. In 2019, Enerplus:

- Re-used internally or sold externally approximately \$1 million dollars in equipment and materials
- Inspected, repaired and re-used approximately 25% of previously used tubing
- Donated miscellaneous items from abandonment projects generating corporate goodwill while avoiding transportation and disposal costs

Financial

Enerplus monitors contractor commercial risk to ensure continued financial strength, viability and resiliency. A financially healthy contractor and their ability to maintain operations is critical to maintaining reliable supply chain access and services.

DIGITIZATION & TECHNOLOGY ACCELERATION

In 2019, Enerplus reskilled several employees to serve as digital translators. We also created a Digital Enablement team to bridge business needs with data analytics and digital advancement of technology.

We strive to integrate business and digital functions across the organization while demonstrating the potential for enterprise wide solutions and enabling our employees to work better from anywhere.

FORWARD LOOKING INFORMATION AND STATEMENTS

This report contains certain forward-looking information and statements ("forward-looking information") within the meaning of applicable securities laws. The use of any of the words "expect", "anticipate", "continue", "estimate", "guidance", "ongoing", "may", "will", "project", "plans", "budget", "strategy" and similar expressions are intended to identify forward-looking information. In particular, but without limiting the foregoing, this report contains forward-looking information pertaining to the following: Enerplus' per barrel greenhouse gas (GHG) emissions intensity reduction target in 2020 and 2030 and further GHG emissions initiatives, including enhanced emissions measurement and forecasting, evaluation of additional operational adjustments and of new technologies and opportunities to reduce GHG emissions; Enerplus' target to reduce freshwater use in its North Dakota operations in 2020 and 2025 and further water management initiatives, including Enerplus' goal of reusing produced water broadly across its fracturing operations; Enerplus' plans with respect to continued engagement; Enerplus' continued commitment to health and safety initiatives and zero incidents target, including through increased safety leadership engagement and contractor management process; Enerplus' continued efforts to developing a strong internal culture of responsibility and Board expertise and engagement initiatives; Enerplus' ability to achieve its targets, goals and strategic objectives; the opportunities related to setting and achieving targets, commitments and ambitions for Enerplus' ESG focus areas; and the capital costs associated with achieving the ESG focus area targets, commitments and ambitions.

The forward-looking information contained in this report reflects several material factors and expectations and assumptions of Enerplus including, without limitation: in respect of Enerplus' GHG emissions intensity reduction target and reduction in freshwater use in its North Dakota operations in 2020 and in the future, Enerplus' ability to conduct its operations and achieve results of operations as anticipated; the successful implementation of Enerplus' proposed or potential strategies and plans to reduce GHG emissions and freshwater use, including with respect to effectiveness of its operational planning pertaining to its flaring; projected capital investment levels, the flexibility of Enerplus' capital spending plans and the associated source of funding; and Enerplus' ability to otherwise access and implement all technology necessary to achieve its 2020 and future GHG emissions and freshwater use reduction targets, the development and performance of technology and technological innovations and the future use and development of technology and associated expected future results; current commodity price and cost assumptions; the general continuance of current or, where applicable, assumed industry conditions; the continuation of assumed tax, royalty and regulatory regimes; Enerplus' ability to otherwise access and implement all technology necessary to achieve its targets, commitments and initiatives, the development and performance of technology and technological innovations and the future use and development of technology and associated expected future results; continuing collaboration with certain regulatory and environmental groups; the accuracy of the estimates of Enerplus' reserves and resources volumes; the continued availability of adequate debt and/or equity financing, cash flow and other sources to fund Enerplus' capital and operating requirements; availability of third party services; and the extent of its liabilities. Enerplus believes the material factors, expectations and assumptions reflected in the forward-looking information are reasonable but no assurance can be given that these factors, expectations, and assumptions will prove to be correct.

The forward-looking information included in this report is not a guarantee of future performance and should not be unduly relied upon. Such information involves known and unknown risks, uncertainties and other factors that may cause actual results or events to differ materially from those anticipated in such forward-looking information including, without limitation: Enerplus' ability to develop, access or implement some or all of the technology necessary to efficiently and effectively operate assets and achieve expected future results, including in respect of GHG emissions and freshwater use reduction targets; the development and execution of implementing strategies to meet Enerplus' targets; impediments generally to Enerplus' operations in respect of Enerplus meeting its targets and commitments as they relate to its ESG focus areas; changes, including future decline, in commodity prices; changes in realized prices for Enerplus' products; changes in the demand for or supply of Enerplus' products; unanticipated operating results, results from Enerplus' capital spending activities or production declines; changes in tax or environmental laws, royalty rates or other regulatory matters; changes in development plans by Enerplus or by third party operators of Enerplus' properties; increased debt levels or debt service requirements; changes in estimates of Enerplus' oil and gas reserves and resources volumes; limited, unfavourable or a lack of access to capital markets; increased costs; a lack of adequate insurance coverage; the impact of competitors; reliance on industry partners; failure to complete any anticipated acquisitions or divestitures; and certain other risks detailed from time to time in Enerplus' public disclosure documents (including, without limitation, those risks identified in its most recent quarterly MD&A and Financial Statements and its most recent annual filings, including the Annual Information Form, MD&A, and Form 40-F at December 31, 2019).

Readers are cautioned that the foregoing lists are not exhaustive and are made as at the date hereof. Enerplus disclaims any intention or obligation to update or revise any forward-looking statements in this presentation as a result of new information or future events, except as may be required under applicable U.S. federal securities laws or applicable Canadian securities legislation.

All amounts are stated in Canadian dollars unless otherwise specified.

Canada Head Office

The Dome Tower, Suite 3000
333 7th Avenue SW
Calgary, AB T2P 2Z1
Phone: (403)298-8800

U.S. Head Office

US Bank Tower, Suite 2200
950 - 17th Street
Denver, CO 80202-2805
Phone: (720)279-5500