



ESG Report 2021



A MESSAGE FROM our CEO and our Board Chair



The COVID-19 pandemic will no doubt have lasting impacts on how we live and work. As we write this letter, almost halfway through 2021, the world continues to battle the pandemic while we see reasons to be optimistic. The widespread collaboration among healthcare, science, businesses and governments has been inspiring and is helping return life to some sense of normalcy.

Throughout the last year, we remained focused on delivering safe and resilient operations and made further progress on our environmental, social and governance (“ESG”) initiatives. We advanced these initiatives through target setting and execution, improved disclosure and community engagement and alignment.

Our most significant achievement in 2020 was our safety performance, where our employees and contract partners delivered our lowest lost time injury frequency in the company’s history. Keeping people safe at work is the most important thing we do.

Another key achievement in 2020 was the reduction to our greenhouse gas (“GHG”) emissions intensity by 24% relative to 2019, exceeding our target reduction of 10%. While reduced activity levels supported our lower emissions profile in 2020, improved technology application and operational efficiencies were critical in helping us surpass our goal.

Advancing our fluid system technology in well completions was key to exceeding our water management target in 2020. We introduced produced formation water in many of our well fracturing operations, displacing the need for freshwater and reducing our freshwater water use per well completion in North Dakota by 23% compared to 2019.

While these are great achievements, we are focused on continuous improvement and are committed to find ways to do better. We have set short, medium and long-term targets across many of our material ESG focus areas, which you can read more about in this report.

Achieving these goals will require innovation, process improvement and strong leadership from Enerplus’ management and its board of directors. The board continues to be actively engaged in Enerplus’ approach to managing ESG issues

under a governance framework that provides clear oversight and accountability. As has been our practice for several years, Enerplus' ESG performance directly impacts executive compensation.

We are also taking the next step in our disclosure by aligning our ESG reporting with the Task Force on Climate Related Financial Disclosures ("TCFD") recommended guidelines. We have published our first TCFD Aligned Reporting Table in connection with this report.

Enerplus announced two strategic acquisitions in its core operating area in the Williston Basin in the first half of 2021. These acquisitions will significantly increase Enerplus' development opportunities in North Dakota and provide further potential to expand Enerplus' safe and responsible operating practices in the basin.

In April 2021, we announced that we had transitioned our principal revolving credit facility to a Sustainability-Linked Credit Facility ("SLL Credit Facility"), incorporating ESG-linked incentive pricing terms which reduce or increase the borrowing costs as Enerplus' sustainability performance targets are exceeded or missed. Enerplus was the first North American exploration and production ("E&P") company to link

ESG performance targets to its principle revolving credit facility, further demonstrating our commitment to integrating ESG goals into all aspects of our business.

Throughout this report we share employee photos in their remote work locations to illustrate their flexibility - to say we are grateful for their adaptability would be an understatement. Increasing our year-over-year employee engagement score throughout the pandemic is a testament to our strong culture. Generating CAD\$113 million in current and future-year free cash flow improvements through our employee driven improvement challenge demonstrates our employees collaborative mindset.

We will continue to step up our efforts to reduce our environmental impact, promote positive change in our communities, and to support a more inclusive society. We will also maintain a relentless focus on safety. By doing all this, we can be a better company, partner and neighbour to all our stakeholders.



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 the United States and Canada.

Our largest operations are concentrated in the core of the Bakken/Three Forks shale oil formation in the Williston Basin, North Dakota and Montana, providing access to some of the most prolific oil wells onshore in North America. We also have operations in Western Canada and Colorado focused on crude oil production and an interest in the Marcellus shale gas region in Pennsylvania.

2020
ANNUAL
AVERAGE
PRODUCTION
VOLUME MIX



2020
GEOGRAPHIC
PRODUCTION
SPLIT



OPERATIONS IN 2020

\$291m
Capital Spending

\$446m
Cash Flow from Operations

1,206
Active Wells

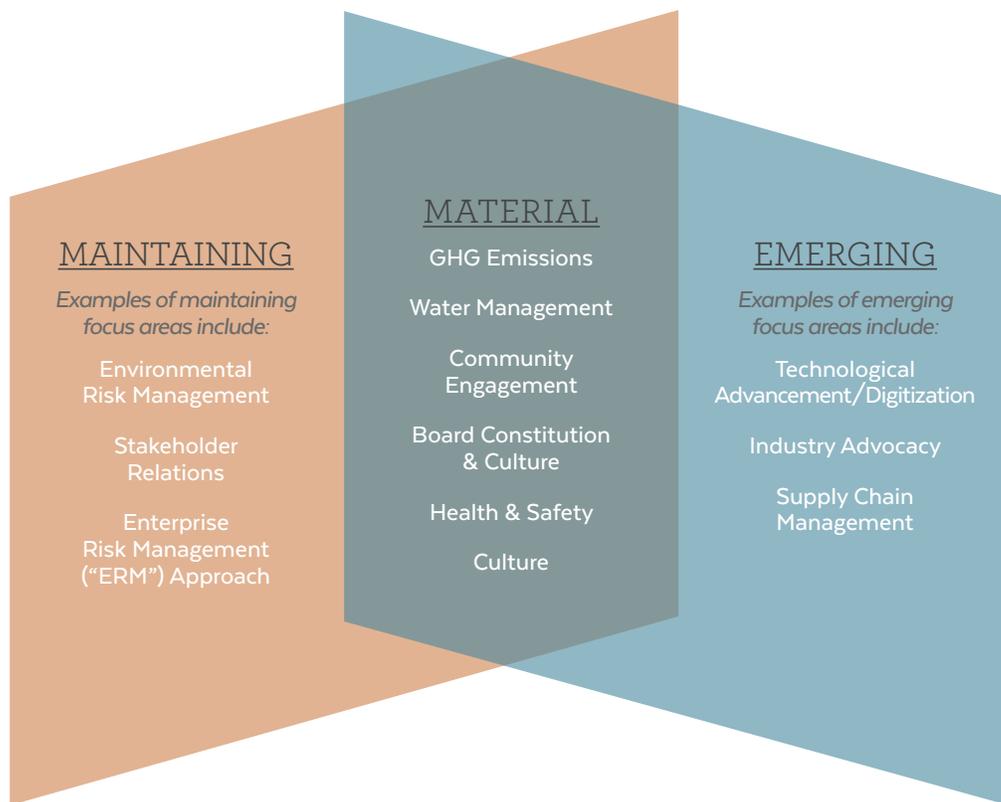
90,697 boe/d
Average Production



MATERIALITY

A material focus area reflects a reporting organization’s significant economic, environmental and social impacts, or has the ability to substantively influence the assessments and decisions of stakeholders. 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 reasonably likely to be financially impactful to the organization in the short and long-term.

In 2021, we are expanding our ESG oversight to incorporate “emerging” issues which are those that, while already managed effectively, are gaining importance externally and have the potential to become material ESG focus areas for Enerplus. In addition, we are identifying “maintaining” focus areas, which are financially impactful to the organization and are currently managed appropriately.



The topics above are examples of material, “maintaining” and “emerging” focus areas and are financially and/or operationally important to our organization. Our materiality determination process builds on past assessments and is supported by the board of directors. In 2020, we strengthened accountability in these areas by implementing an ESG Management Committee that oversees our ESG disclosure, strategy and objectives.

Accountability for each of the six material focus areas is assigned to a board committee, with each committee holding strategic oversight and governance for the assigned area. Goals and targets have been identified, and any associated risks are reviewed by the board committees on a semi-annual basis, or more frequently, as required. The board of directors is updated on our ESG strategy drivers, development, implementation and performance throughout the year.



We are committed to reviewing and updating our ESG material focus areas on an annual basis, with consideration given to changes in our business and industry, results of the previous year’s program and the evolving ESG landscape. We will also continue to seek input from our stakeholders on matters considered critical to the sustainability of our organization.

OUR PROGRESS

- Reviewed and updated ESG focus areas
- ESG Management Committee implementation
- ESG strategy initiated
- Exceeded short-term targets
- Set additional short-term targets
- Aligned our reporting with the TCFD framework



GOVERNANCE

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

BOARD OVERSIGHT

As part of the board's responsibility for risk management, they oversee our ESG risk factors and ensure appropriate management is in place. As oversight of our material focus areas falls to multiple board committees, quarterly updates have become standard practice.

MULTI-DISCIPLINARY APPROACH TO MATERIAL ISSUE MANAGEMENT

Responsibility for our ESG material focus areas is distributed across our senior leadership team and integrated into our operations, ensuring engagement, innovation and accountability across the organization. In 2020, we established an ESG Management Committee to formalize senior leadership strategic oversight of ESG program design and execution and to ensure effective incorporation of identified material risks across the organization. We plan to expand the reach of this Management Committee in 2021, per our Committee Charter. In addition, our Corporate Sustainability team's responsibilities extend beyond our corporate offices to operating areas, driving a broader understanding of issues and supporting teamwork.

RISK & OPPORTUNITY MANAGEMENT

Effective management of material focus areas through improved performance has the potential to support the long-term sustainability of our company through improved profitability, risk mitigation and access to capital. Review of the company's key risks is part of the Audit & Risk Management Committee Charter and workplan. An update is provided semi-annually. The focus is key corporate risks and what the likelihood and impact of these risks could be and the velocity at which they could occur. Current and proposed mitigations are also presented for each corporate risk identified.

Our short term incentive plan applies to the company's executives and employees and features ESG targets. Tying ESG performance to our compensation plan aligns compensation with our sustainability achievements. Linking ESG metrics to compensation has been our practice since 2015.



BOARD CONSTITUTION AND CULTURE

WHAT MATTERS MOST

- A broad mix of essential skills, expertise and experience
- Director independence
- Diversity of thought
- High levels of engagement
- Championing diversity and ensuring inclusion
- Effective decision-making



BOARD DIVERSITY



44% female directors
including board chair

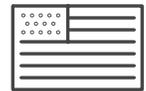
AGES

51-69



average age: **62**

REGIONAL REPRESENTATION MIX



70%

30%

ETHICS

We abide by 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 through our [Code of Business Conduct](#) which specifies human rights issues that are prohibited, including discrimination, harassment and corruption. Annually, we require all directors, officers, employees and consultants to confirm they have read and will comply with the Code of Business Conduct, helping 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 Code of Business 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 noncompliance.

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 investigate, address and respond where necessary. We do not take adverse actions on individuals who report misconduct. Violations of the Code of Business Conduct are taken 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.



PARTNERSHIPS & DISCLOSURE ALIGNMENT

We aim to provide clear and consistent disclosure relating to our identified material ESG focus areas to support informed decision-making by our stakeholders.

Enerplus uses the Sustainability Accounting Standards Board (“SASB”) and the Global Reporting Initiative’s (“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. Additionally, this report has been prepared in accordance with the “GRI Standards: Core” option. As a demonstration of transparent reporting efforts, we prepare 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).

We have reviewed the TCFD recommended disclosure guidelines and have published our first TCFD Aligned Reporting Table in conjunction with this report. It can be found [here](#).

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



As part of our commitment to transparent disclosure, we have reported to CDP for more than 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 aligning our reporting and strategy with TCFD recommended guidelines.

See our CDP Climate Change questionnaire [here](#).

See our CDP Water Security questionnaire [here](#).



The Environmental Partnership is an industry-led initiative of the American Petroleum Institute.

Enerplus joined the Environmental Partnership in 2019 and we continue to actively engage in industry collaboration to share best practices and participate in environmental studies.



In 2020 we joined Darcy Partners, which serves to connect industrial organizations with emerging technology innovators in a trusted platform. Independent technology validation and sharing learnings with peer member organizations are critical aspects to industry collaboration and bettering our environmental performance as an industry.

GHG EMISSIONS

As part of our approach to managing emissions we are focused on reducing our Scope 1 and Scope 2 greenhouse gas emissions intensity. We have publicly disclosed both short and long-term emissions intensity reduction targets. We are proud to have achieved our 2020 target, reducing our emissions intensity by 24% through a combination of technological innovation and operational efficiency.



As the world transitions to a lower carbon economy, climate-related policies and regulations around carbon emissions are evolving rapidly and are becoming increasingly stringent, requiring our business to adapt to ensure long-term resilience. We are closely monitoring this evolving landscape to identify impacts to our business and potential opportunities resulting from policy change.

The greatest opportunity for reducing our Scope 1 emissions intensity is through a reduction in flaring. Effective planning is critical to ensure adequate gas gathering infrastructure is present in advance of production commencing and helps to significantly reduce flaring.

We continue to seek alternative technologies for beneficial use of our associated gas in areas where gathering infrastructure may be constrained. We are also making energy efficiency improvements by employing lower carbon solutions for power through process improvements including adjusting venting and flaring practices and upgrading pneumatic devices. These changes provide benefits such as risk mitigation, lower costs and, as a result, better economics over the long-term. In early 2021 we acquired additional assets in North Dakota and are working to integrate these assets in alignment with our short and long-term emissions intensity targets.

FLARE MANAGEMENT

We consulted with flare manufacturers to implement a rigorous flaring management program in North Dakota to ensure no flare downtime.

Extensive studies have proven our overall flare destruction efficiency is greater than 99%.

BENEFICIAL USE OF FLARE GAS

In 2020, the mobile data site consumed

225 mmcf

METRIC	UNIT	2020	2019	2018	2017	2016
Scope 1 Absolute	CO2e (metric tonnes)	628,686	954,520	805,248	695,113	519,701
Scope 1 Intensity	mtCO2e/BOE	0.0292	0.0397	0.0358	0.0347	0.0264
Scope 2 Absolute (location-based)	CO2e (metric tonnes)	96,698	111,734	123,331	149,960	178,369
Scope 2 Intensity	mtCO2e/BOE	0.0045	0.0046	0.0055	0.0075	0.0091
Total Electricity Consumption	MWh	139,918	145,499	148,173	147,736	220,816
Associated Gas Flared Emissions ⁽¹⁾	CO2e (metric tonnes)	260,482	460,879		Not reported	
Methane Absolute	metric tonnes	2,102	2,509	2,527	2,785	3,367
Methane Intensity	mtCH4/BOE	0.00009	0.00010	0.00011	0.00013	0.00017

(1) historic metrics have been retroactively updated

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

We are working to improve the accuracy of our emissions data as methodologies change and technology used to retrieve and analyze environmental data evolves. Improving our data collection processes allows us to improve our reporting and further understand our impacts, presenting potential additional emission reduction opportunities. In 2020, we began analyzing our reported metrics using a data management tool to gain a better understanding of our current and future reporting requirements and objectives. In 2021, we are undertaking a data management project to facilitate access to real-time emissions reporting.

Goals & Targets: GHG Emissions

GOAL

Leverage employee emissions reduction ideas to drive down emissions intensity.

Examples of progress towards our goal:

Dedicated a portion of capital spending to emissions reduction projects.

Established an internal, executive-led working committee that meets bi-weekly to review projects for funding.

Funded projects include:

- High-bleed pneumatic device upgrades in our Canadian operations
- Installing vapour recovery units

GOAL

Develop a corporate climate strategy by 2023 by taking a phased approach that delivers key components in 2021 and 2022.

Examples of progress towards our goal:

In 2021 we began implementing solutions to improve our forecasting tying our emissions into long-range planning.

SHORT-TERM TARGET

By the end of 2022, we will reduce our corporate methane emissions intensity by 20%, based on our 2019 baseline.

Examples of progress towards our target:

In the first half of 2021 we were able to eliminate high-bleed pneumatic instruments in our operations.

LONG-TERM TARGET

By 2030 we will achieve a 50% reduction in Scope 1 and Scope 2 emissions intensity, based on our 2019 baseline.

Progress towards our target:

Exceeded our short-term 2020 GHG emissions intensity reduction target by 14%, setting us on the path towards achieving our long-term emissions intensity reduction.



**LOWERING
OUR RISK BY
REDUCING
EMISSIONS**

In 2020, we generated value by reducing our Scope 1 and Scope 2 emissions intensity, which kept over 100 thousand tonnes of CO2e from the atmosphere. Our commitment to reducing emissions is also tied to our financing. We are one of the first E&P company’s headquartered in North America to transition its primary bank credit facility to a SLL Credit Facility. Meeting key ESG targets, including lowering our emissions, will determine lending rates over the term of our credit facility.

Enerplus is a proud participant of the Environmental Partnership’s Flare Management Program. As members, we strive to:

- Ensure effective pre-production planning to have adequate gas-gathering infrastructure in place in advance of production commencing when possible
- Continue implementing alternative use technologies for beneficial use of associated gas
- Implement best practices and technology to ensure flare reliability and high combustion efficiency (e.g., flare monitoring)
- Evaluate unplanned events, leading to the identification of contributing factors to determine appropriate mitigation actions

DENVER JULESBERG (“DJ”) FLYOVER PARTICIPATION:

As participating members of the Environmental Partnership, and operators in Colorado’s DJ basin, we participated in a flyover study in December 2020 for the aerial detection of equipment leaks. The study used active source LiDAR technology to pinpoint leak sources requiring repair for all operator participants. Five Enerplus Colorado sites were observed as part of this flyover project. Corporately, we surveyed 727 sites for fugitive emissions in 2020.

Sites Surveyed
for Fugitive
Emissions

<u>Canada</u>	<u>US</u>
456	271

WATER MANAGEMENT

Water management, including the reduction of freshwater use and the reuse of produced water in our operations, is a foundational tenet of our corporate responsibility. Freshwater is a bottom-line financial cost. Therefore, the ability to deploy technology to use less freshwater improves our profitability. In reference to the volumes reported within this report, freshwater is comprised of surface water and ground water.

Our Canadian waterflood operations require large water volumes for injection, of which 98.9% is reused. Our North Dakota assets use a significant amount of freshwater in well completions. Investing in technology to address this challenge is allowing us to realize improved profitability and continues to differentiate us from our peers.

In 2021, our focus will be on logistics management and stakeholder partnerships to ensure the safe acquisition, movement and storage of produced water to use in our completions activities. In early 2021, we acquired additional assets in North Dakota and now operate in Williams, Dunn and Stark counties as well as on the Fort Berthold Indian Reservation (“FBIR”). We are working to introduce the use of produced water into these newly acquired operations and understand how we can best integrate these assets in alignment with our short and long-term water management targets.

In 2020 Enerplus used 23% produced water, on average, per well completion in North Dakota, exceeding our established target by 8% and saving us an average of CAD \$185,000 per well completion.



METRIC	UNIT	2020	2019	2018	2017	2016
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WATER WITHDRAWN BY SOURCE

Surface Water	M ³	664,187	1,775,219	1,190,336	1,452,665	973,041
Ground Water	M ³	686,236	386,695	374,535	Not reported	
Produced Water	M ³	11,211,519	13,159,420	13,519,326	15,802,526	20,624,228
Municipal Water	M ³	20,375	148,575	132,939	113,570	164,984
Total Water	M ³	12,582,317	15,469,909	15,217,136	17,368,761	21,276,253

VOLUME OF WATER RECYCLED AND REUSED

Total Volume	M ³	10,168,539	11,519,872	12,246,920	14,456,047	20,380,883
Total Volume	%	81	74	80	83	83

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

DEMONSTRATING OUR PROGRESS



Goals & Targets: Water Management

<p>GOAL</p> <p>We will continue to reduce our environmental footprint through engagement and technological advancement.</p>	<p>Examples of progress towards our goal:</p> <p>Continued to actively engage with partners including midstream, disposal and our partners on the reservation to ensure logistic and economic outcomes of our produced water reuse program.</p>
<p>SHORT-TERM TARGET</p> <p>We are targeting a 25% reduction in freshwater use per well completion, on average, in our FBIR operations in 2021, based on our 2019 baseline.</p>	<p>Examples of progress towards our target:</p> <p>In the first quarter of 2021 we were able to achieve more than a 30% reduction in freshwater use per well completion, on average.</p>
<p>LONG-TERM TARGET</p> <p>By 2025 we will achieve a 50% reduction in freshwater use per well within our completions corporately, based on our 2019 baseline.</p>	<p>Examples of progress towards our target:</p> <p>Exceeded our short-term 2020 freshwater use reduction target by 8%, setting us on the path towards achieving our long-term target.</p>

VALUE

Managing our water

We use produced water in our completion activities to lower our freshwater impact and drive operational efficiencies.

Meeting key ESG targets, including reducing our freshwater use per well completion, will determine lending rates over the term of our credit facility.

Beyond our targeted freshwater use reduction in North Dakota, we converted a freshwater plant to a source water plant in our Canadian Waterflood assets. We can now use produced water in our polymer operations, which saves approximately CAD\$530,000 annually while reducing our freshwater use by approximately 1MM BBLs annually.



HEALTH & SAFETY

We believe 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 cost efficiency and its culture.

In 2020, we achieved the best safety performance in our organization's history. We are incredibly proud of this safety performance. "Owning Zero" means our goal is for a workplace with zero incidents. We believe our consistent reinforcement of this concept since its inception in 2013 formed the habits that helped our people remain safe despite the additional layer of risk added by the COVID-19 pandemic.

When working for Enerplus, everyone is responsible for safety, meaning employees and contractors share ownership in building a workplace without injuries. In 2020, more than ever, we encouraged our people to take care of themselves and look out for one another.

Cumulative days

In 2020, we implemented a new 'one day at a time' mindset and established a goal of reaching 60 consecutive days incident free, ('incidents' defined as: a motor vehicle incident or a recordable injury)

We successfully
achieved this goal

5x

To date, our longest incident-free
cumulative days record was

197
days



METRIC	2021 YTD ⁽⁶⁾	2020	2019	2018	2017	2016
Combined (employee & contractor) TRI ⁽¹⁾	5	2	14	15	17	8
Combined (employee & contractor) TRIF ⁽²⁾	0.86	0.16	0.67	0.77	1.02	0.54
Combined (employee & contractor) LTI ⁽³⁾	0	1	5	6	3	2
Combined (employee & contractor) LTIF ⁽⁴⁾	0.0	0.08	0.24	0.31	0.18	0.14
SIFp ⁽⁵⁾	0	4	5	19	27	18

(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 worker hours.

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

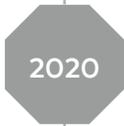
(4) LTIF: Lost Time Injury Frequency, an industry standard safety metric. The number of lost time injuries (fatalities + lost work day cases) x 200,000 hours divided by total worker hours.

(5) Serious Injury or Fatality Potential.

(6) As of June 15, 2021.

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

DEMONSTRATING OUR PROGRESS

- 
 - Annual board of directors field trip included a panel discussion with key partners in North Dakota to strengthen relationships and demonstrate our commitment to safety
 - Became a founding member of North Dakota's "One Basin-One Way" safety initiative, which involves the implementation of standardized safety orientation training
- 
 - Best safety performance in company history
 - Maximized association participation and peer engagement
 - Achieved ISNetWorld peer benchmarking (orange book) top tier safety performer status
- 
 - Rollout of our Life Saving Rules across the organization
 - Analyze data from leadership engagements to monitor hazard trends
 - Ensure safe and effective onboarding of new employees through acquisitions

Goals & Targets: Health & Safety

GOAL

We commit to maintaining and improving our serious incident management process through consistent investigations, effective corrective actions and shared learnings.

Examples of progress towards our goal:

Potential serious incidents are now reviewed the same way as actual incidents. A Serious Incident or Fatality Potential (“SIFp”) is investigated and learnings are shared throughout our organization to ensure mitigations and corrective actions are understood company-wide.

Adopted the Life Saving Rules, originally created by the International Association of Oil & Gas Producers (“IOGP”) and enhanced by Energy Safety Canada. These rules will align our contractor base with a standard set of safety rules that are widely adopted across North American producers.

GOAL

We commit to increasing peer-to-peer collaboration and transparency in our safety data to promote learnings and reduce incidents across industry.

Examples of progress towards our goal:

We are active in many safety related industry groups and continuously benchmark our performance against our basin peers. This approach helps support how we continue to manage COVID-19 related safety protocols in the field and our offices.

TARGET

Reduce our LTIF by 25%, on average, from 2020-2023, relative to our 2019 baseline.

Examples of progress towards our target:

In 2020, we achieved a 67% reduction in LTIF, relative to our 2019 baseline.

VALUE

Being safe means lower costs, better uptime and operating excellence

Keeping people safe drives value by reducing operational downtime, lowering costs, attracting a quality workforce and contributing to overall operational excellence. Safe operations are efficient operations.

Enerplus’ safety performance in 2020 drove value as 12 fewer workers sought medical attention. With more employees and contractors working safely, we eliminated numerous down days.

We have tied our 2023 LTIF reduction target to our SLL Credit Facility. Our ability to continue to keep people safe is an important component of reducing our borrowing costs, driving organizational value.



COVID-19 update

At Enerplus, we have worked diligently to keep each other and our communities safe by adapting our working environment to limit the spread of COVID-19. Impacts specific to our organization included:

- Temporarily shutting in wells in response to lower demand through the middle of 2020, of which all economic wells have since been safely and successfully reactivated;
- Transitioning corporate staff to remote work, limiting travel to our field locations to essential visits only, and encouraging virtual meetings wherever possible; and
- Providing additional personal protective equipment (“PPE”), requiring health self-assessments in alignment with local jurisdictional requirements, and using rapid testing at remote locations.

When it came to supporting our communities, we were able to quickly partner with industry peers to produce 2,800 bottles of hand sanitizer in a matter of days, load up trailers of supplies to bring to communities that were not receiving enough essential items, and add PPE to our orders to distribute to frontline workers and emergency responders. We believe these measures, along with the commitment to health and safety displayed by our people, are the reason we did not record any in-office or field COVID-19 transmissions.



To support the management of our response to the COVID-19 pandemic, we struck an employee task force that continues to advise our senior leadership team into 2021. This team epitomizes our culture in many ways:

ONE ENERPLUS

By representing our cross-border Enerplus team, updating the task force on the local government restrictions impacting our colleagues in each location.

BE CURIOUS

By asking “what if” and “why not” in pursuit of the best possible outcome.

BE INCLUSIVE

By selecting members to represent their business area (e.g., Health & Safety, Supply Chain, Workplace Services) and to share their diverse perspectives.

LIVE WELL

By considering how decisions made by the company would impact their colleagues’ ability to look after their work and life, health and wellness.

COMMUNICATE EFFECTIVELY

By facilitating honest, respectful and timely pandemic-response communication.

SHOW COURAGE

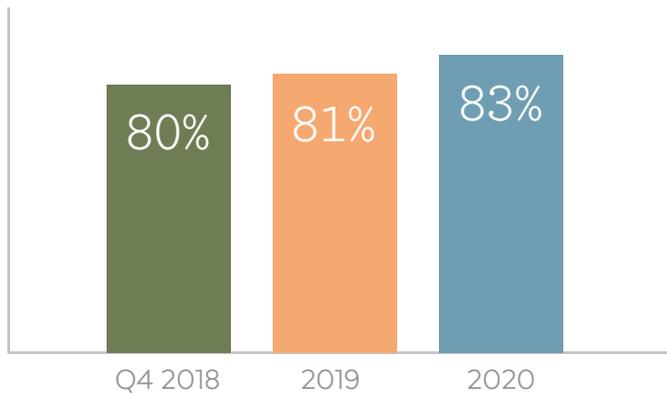
By offering opinions and ideas even if the team member feels unsure how it might be received by the group.

CULTURE

We see our culture of accountability as a competitive advantage, critical to our ability to outperform and deliver on our corporate objectives. Our goals are grounded in strengthening employee engagement and wellbeing, which were instrumental in our approach to supporting employees now and in the future.

During the pandemic, we adapted how we work to provide flexibility and choice for employees to work remotely to enhance personal safety, engagement and wellbeing. We continually monitor employee sentiment towards our work practices and adjust as needed to keep people safe and performing at their best. Data from two employee surveys indicated that most employees were satisfied with our remote work practices in 2020.

Year over year Engagement Score



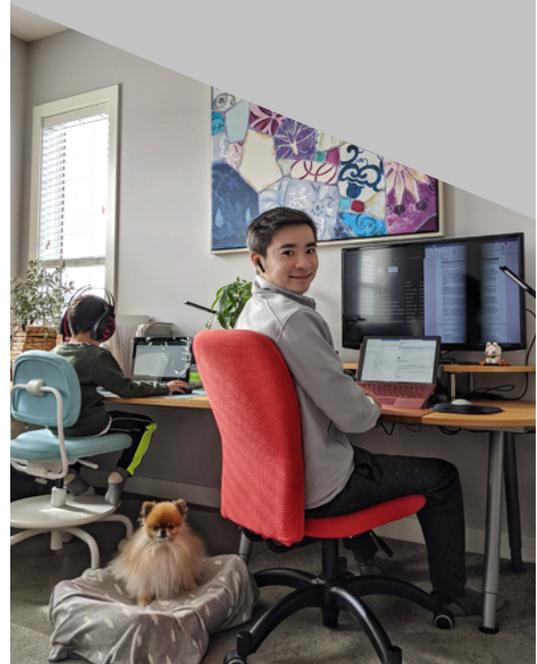
Leveraging technology allowed us to maintain effective collaboration across the organization. We enhanced the frequency of organizational communication to keep employees informed and connected to our business. Virtual Q&A sessions and Yammer forums actively connected senior leaders and employees, encouraging two-way dialogue. Employee sentiment regarding the frequency and quality of organizational communication increased substantially from the first quarter to the fourth quarter of 2020.

83%

of our employees reported that our flexible work location practices helped in maintaining or improving their personal wellbeing.

Source: Enerplus Employee "Return to Office" survey June 2020

Our employee-led mental health awareness campaign continued in 2020, leveraging resources from Not Myself Today™ as well as senior leader participation to reduce the stigma surrounding mental health and support building personal resilience. In addition, we ran a 12-day challenge that encouraged employees to participate in mental and physical wellness activities. We also offered support through our Employee and Family Assistance Program, wellness subsidies and enhanced benefits for psychological support.

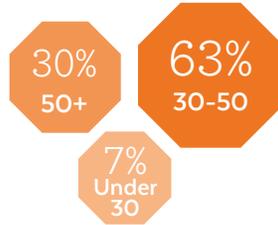


WORKFORCE AT-A-GLANCE

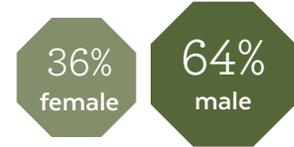
LOCATION



AGE



GENDER



A key component of Enerplus' culture is having an inclusive work environment where we welcome diverse people and perspectives. Inclusiveness contributes to an employee's wellbeing through creating positive impacts to self-esteem, job satisfaction, work/life balance and interpersonal connection with others. With our employees working primarily remotely in 2020, we introduced new digital platforms that allowed employees to connect virtually and build relationships across the organization.



Goals & Targets: Culture

<p>GOAL</p> <p>We will maintain strong employee engagement.</p>	<p>Examples of progress towards our goal:</p> <p>Provided the flexibility to work in the office or at home.</p> <p>Leveraged technology to collaborate effectively regardless of work location and maintain a sense of connectedness.</p> <p>Strengthened organizational communication to keep employees well informed, connected to corporate performance and engaged with senior leadership.</p>
<p>GOAL</p> <p>We will improve employee sentiment with respect to health and wellbeing.</p>	<p>Examples of progress towards our goal:</p> <p>Mental health awareness through virtual education campaigns delivered throughout 2020.</p> <p>Enhanced mental health related benefits for employees and their families.</p> <p>Delivered education sessions on financial wellness topics.</p> <p>Strengthened social aspects of wellbeing and inclusiveness through a company-wide challenge that promoted collaboration and innovation across the organization.</p>

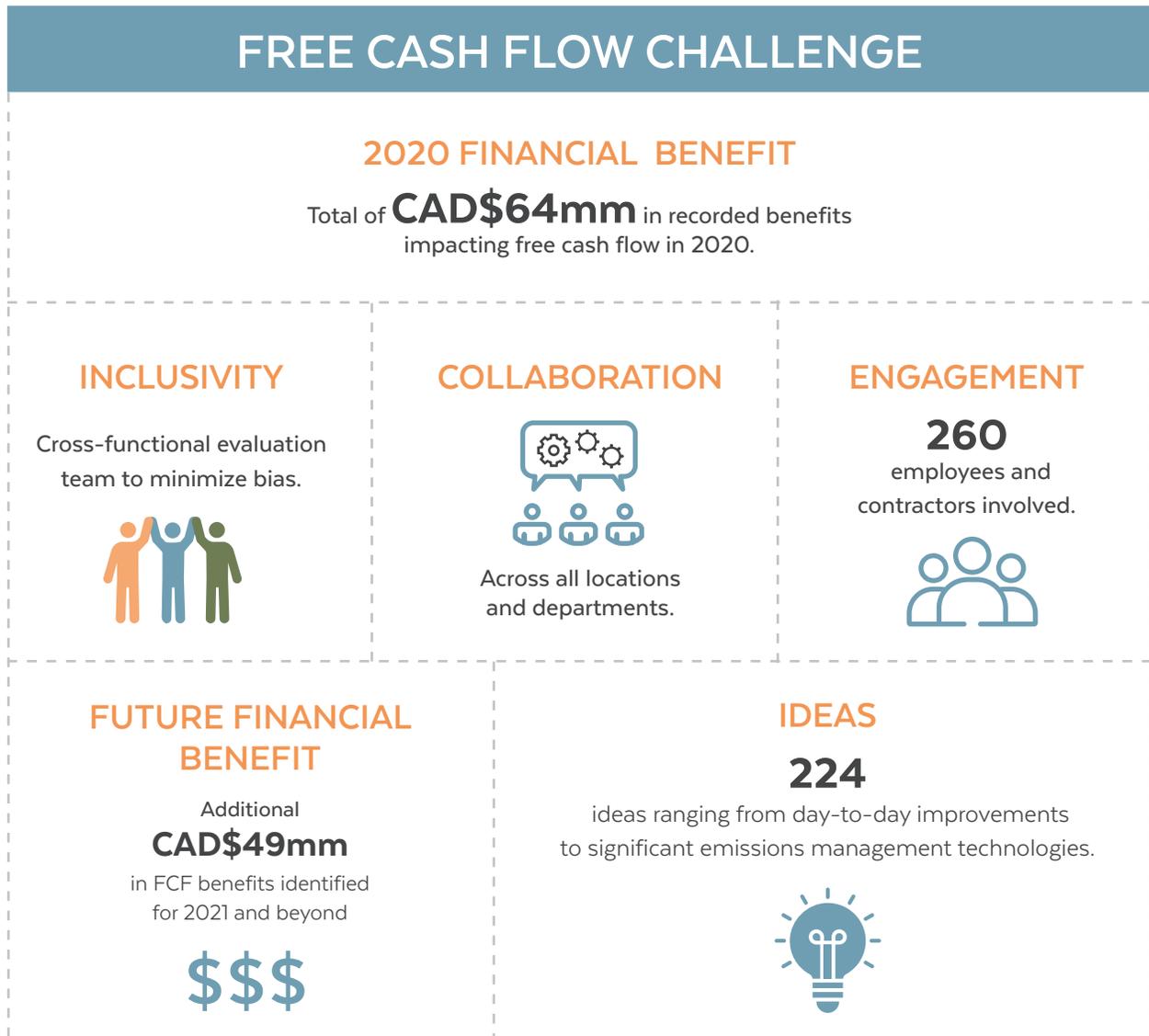
VALUE CULTURE AS A VALUE GENERATOR

An engaged workforce increases results in productivity, inclusivity, innovation and stability through a reduction in voluntary turnover costs.

We continue to progress our digitization strategy by: digitizing land files, improving our Environment, Health and Safety software and reporting, and implementing new software solutions to reduce manual and duplicative tasks.

OUR CULTURE IN ACTION

In 2020, we launched an innovation challenge encouraging our employees to collaborate and find creative ideas that would contribute to incremental free cash flow. Employees were up to the challenge. In total, more than 200 ideas contributed to **over CAD\$113 million dollars** in current and future-year free cash flow improvements. The chart below outlines the challenge outcomes.



COMMUNITY ENGAGEMENT

In many ways, we can meet our sustainability goals by helping the communities we operate in achieve theirs. We are committed to making meaningful and sustainable impacts in our operating communities. We strive to maintain genuine, respectful relationships with our stakeholders. Community support and relationships continue to be critical to conducting operational activities without disruption and our ability to execute on our strategy.

Maintaining an open line of communication increases stakeholder comfort in asking questions and sharing concerns and allows us to identify opportunities for mutual benefit. We proactively manage relationships with governing bodies and regulators at local, tribal, state/provincial and federal levels to encourage mutual understanding. When working on, or near, traditional Indigenous land – both in the United States and Canada – we pay special attention to learning about traditional culture, wildlife and each community’s connection to the environmental landscape.



In 2020, we outlined a strategy to enhance our community engagement planning, with the intent to modernize the program’s purpose and process, while maintaining flexibility and agility to respond to community feedback. This work is in service of creating greater, more long-lasting impact with our most critical community partners, demonstrating that we value the priorities and needs of those communities.

For more than a decade we have included safety in our community engagement planning, in alignment with our Owning Zero commitment. We have partnered with local first responders to provide safety education and support where it is needed most. We have donated vehicle and home safety items ranging from car safety kits to fire extinguishers and carbon monoxide detectors. These community safety initiatives are a tangible demonstration of our intent to align our material focus areas to achieve greater impact.

Goals & Targets: Community Engagement

GOAL

We will expand our energy education initiatives and continue to promote energy literacy.

Examples of progress towards our goal:

Revised the mandate for our employee-led energy advocacy group to more clearly outline how the group engages our employees around energy industry issues. Virtual event topics in 2020 included ESG, Indigenous engagement and an overview of political and policy impacts on our industry.

Developed an actionable strategy to create additional value through our engagement opportunities.

Conducted landowner and regulator field tours demonstrating our activities and mitigation measures in place to ensure environmental stewardship, while following jurisdictional COVID-19 safety protocols.

GOAL

We will advance company initiatives and investment that include the interests and identified priorities of the communities we operate in.

Examples of progress towards our goal:

Given the restrictions to public gatherings related to the pandemic, many of our usual commitments were cancelled. We shifted focus to responding to requests for support from our operating communities - providing hand sanitizer and safety equipment donations and supporting food drives and breakfast programs.

VALUE COMMUNITY ENGAGEMENT

Early and frequent consultation allows us to incorporate stakeholder feedback into decision-making and strategy-setting, generating value for parties impacted by our operations. Collaboration is key to managing our risks and understanding opportunities. Examples of value generating projects enabled by our proactive engagement practices include:

- Working with landowners to receive reclamation certificates early, saving money and bringing the environment back to pre-development status;
- Provide value to the the future workforce by supporting and delivering education programs.

STAKEHOLDER COMMUNICATION TRACKING

In 2020, our Corporate Sustainability team began implementing a new environmental, health and safety software system. The system includes a stakeholder communication tracking module which will improve the management, reporting and auditing of our stakeholder engagements and feedback. Implementing an organization-wide system allows us to understand the diverse priorities of our various communities and identify potential opportunities to leverage partnerships in multiple communities.

FORT BERTHOLD- NORTH DAKOTA

A significant portion of Enerplus' operations are located on the Fort Berthold Indian Reservation in North Dakota. We are committed to working closely with our partners on the reservation in support of achieving collective goals. An example of this was providing our support in legislative efforts contributing to fair taxation policies and the successful passing of the North Dakota 'Straddle Well' Bill which ensures FBIR will receive tax revenue from wells drilled in to the reservation. In addition to our hands-on volunteerism approach supporting traditional cultural events, conducting annual landowner safety outreach discussions near our operations is a pillar of our continued engagement efforts, both of which have led to Enerplus being presented multiple community awards from tribal leadership over the years. We are proud of our work in the FBIR community and look forward to continuing to support and promote education and safety initiatives with our partners.

COMMUNITY INVESTMENT

We contributed \$346,000 in support of our communities through donations and sponsorships in 2020. Of that total, \$52,000 were matching dollars for donations made by our employees in the United States and Canada to charities and non-profit organizations they care about. Our employees were limited in volunteer events in-person this year (due to local COVID-19 safety protocols) however did participate in Brown Bagging for Calgary's Kids and Habitat for Humanity. They also got creative in supporting organizations, for example, by mounting their stationary bikes to participate in the Kids Cancer Care Cycle Challenge. Over half of our employees attended our virtual cross-border Leukemia & Lymphoma Society fundraiser this year, donating over \$10,000 to this important cause.

Our pillars of giving focus our support where it can have the greatest impact. A few of the organizations we worked with in 2020 include:

EDUCATION

Radville Community Daycare
Oscar Adolphson Primary School
Breakfast Program
Denver Scholarship
Foundation

SAFETY

STARS Air Ambulance
Big Brothers Big Sisters -
Medicine Hat
Calgary Drop-In Centre
Calgary Emergency Women's Shelter

HEALTH

Food Bank of the Rockies
Kids Cancer Care
Respite Care
Brain Aneurysm Research

SPOTLIGHT ON: Emerging focus areas

In addition to our material focus areas, we have identified both “emerging” and “maintaining” focus areas and are integrating them into our ESG management. We continue to initiate and evolve sustainability practices in other key areas of our business in support of our ESG strategy.

The following “emerging” material focus areas are a few examples of issues that, while already managed, are gaining importance externally and have the potential to become material focus issues for Enerplus in future.

See our “maintaining” focus areas on page 32.

SUPPLY CHAIN

Building a sustainable and resilient supply chain is critical to our long-term business interests. Proper oversight and management of supply chains can result in reputational and economic benefits, competitive costs, security of supply and productive relationships with contractors. Supply chain management can play a key role in supporting our ESG objectives. For these reasons we are identifying Supply Chain Management (“SCM”) as an ESG “emerging” focus area for Enerplus and we are increasing our emphasis on reporting and oversight.

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 partnerships with our contractors by sharing best practices and standards designed to reduce and/or eliminate critical life safety risks in our operations. In addition, we monitor 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.

In 2020, Enerplus initiated the tracking of contractor ESG metrics through ISNetWorld, our supplier pre-qualification system. These metrics range from emissions, water and waste management, to local sourcing and human rights policy compliance. To date, 86% of our contractor base in the system has completed this questionnaire, allowing us to better understand their sustainability journey.

**Additional
examples
of ESG
activities in
SCM include:**

Sourcing and contracting in support of environmental initiatives, such as:

- Tank vent pressure monitoring and fire case compliance project to reduce emissions
- EcoVapor units to increase gas capture and reduce flaring

Procurement of pandemic response related items including rapid tests and PPE

Sold nearly **CAD \$300,000** in equipment and materials, resulting in financial benefit and waste avoidance

Inspected, repaired and re-used approximately **25%** of our tubular needs

Donated items including tubing from abandonment projects, generating corporate goodwill while decreasing transportation and disposal costs

Governance initiatives including invoice audits, evolution of SCM guidelines, and the review of contract templates

Achieved a B score on our CDP Supplier Engagement Rating



In North Dakota, Enerplus spent over CAD\$230 million dollars in 2020 with tribal affiliated businesses on our FBIR operations in 2020, representing over 88% of annual total contractor spend. Enerplus' FBIR operations require engagement through the Tribal Employment Rights Office ("TERO"), and we currently have over 68 contracts in place with TERO Tier 1 contractors, which are businesses that are 100% owned by a certified member of the Three Affiliated Tribes.

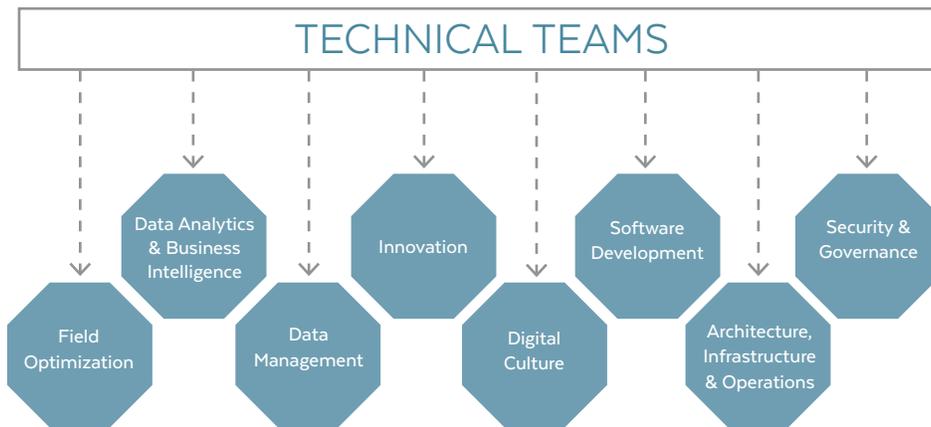
In Canada, Enerplus uses a remote camp contractor with a joint venture with the Blueberry River First Nation for our Tommy Lakes abandonment and decommissioning project.

ADVOCACY THROUGH INDUSTRY ASSOCIATION ENGAGEMENT

Enerplus engages with multiple industry associations including the American Exploration & Production Council and the Canadian Association of Petroleum Producers (for full listing see our [website](#)) to remain current on issues facing the industry and to contribute our knowledge and perspective. By actively participating in association committees and working groups, we work with regulators and policymakers to support public policy decisions that are sound, safe and economically viable. Each membership, selected by Enerplus leadership, serves to provide outstanding advocacy for oil and natural gas operators in North America.

TECHNOLOGICAL ADVANCEMENT, DIGITIZATION AND CYBER SECURITY

Every Enerplus employee is encouraged to Be Curious about how technology impacts their work and investigate how it might be used to improve our business. In 2020, digitization and technology achievements were driven by strong partnerships across the company. We have dedicated technical teams to guide and enable the advancement of technology at Enerplus:



Our dedication to creating a mobile environment enabling our employees to work better from anywhere put us in a fortunate position in 2020, with all our office staff suddenly needing to work from home. We had begun implementing Microsoft Teams in 2019, with a planned company-wide rollout through 2020. We accelerated our timeline by several months, creating a seamless experience for our employees and avoiding disruption to their productivity.

A focus on digitization in recent years allowed for employees to maintain secure access to the data and information they needed to make better business decisions, regardless of where they were working. Our 2020 digitization roadmap delivered projects proven to be disruptive to our business. Our success is primarily due to our innovation process and our ability to leverage skilled, cross-functional resources for high impact projects.

With corporate cybersecurity incidents on the rise, we continue to enhance our cybersecurity posture, which is focused on continuous systems testing and enhancements, user training and awareness and incident response planning. In 2020, we conducted external penetration tests and held a virtual tabletop exercise to test our incident response plan and continue to implement best practices.

Our internal Explore Technology program has provided **CAD\$305,000 to nine employee-driven initiatives to-date.**

SPOTLIGHT ON:

Maintaining focus areas

We have defined “maintaining” focus areas as issues financially impactful to the organization that we believe are currently managed appropriately.

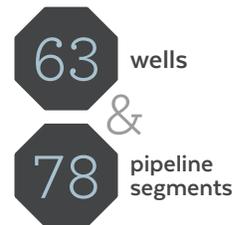
ENVIRONMENTAL RISK MANAGEMENT

We are proud of our proactive approach to managing environmental impacts and risks, our comprehensive environmental management systems and our ability to positively impact biodiversity. Our commitment to identifying and mitigating potential environmental impacts through the lifecycle of our projects and reducing waste wherever possible support our environmental risk management practices.

LIABILITY MANAGEMENT

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

We are proactive in our approach to abandonment and reclamation. Our liability management program’s success is driven by a creative approach to project planning, which involves using cross-functional teams to work together, conserving time and money. Building on past success, the Environment, Construction, Land and Operations teams continued to work together, sharing services and equipment, resulting in more efficient resource use from planning through to execution. With the success achieved in 2020, we expect to replicate this approach in other areas of our business.



safely abandoned

\$17.2m

Spend, completed under our planned budget

Highlights of our 2020 well abandonment program included:

- Recording zero injuries;
- To date we have abandoned 92 of 154 wells in our Tommy Lakes field;
- Due to the addition of COVID-19 policies and protocols, the pandemic did not materially impact our 2020 program;
- Received 34 reclamation certificates. To date in 2021 we have received an additional 23 certificates from work completed in previous years.

SPILLS & RELEASES

The prevention of spills and unintentional releases is critical to successful operations and biodiversity management. Our prevention efforts include asset integrity practices, such as in-line inspections, site specific operating procedures for leak detection and chemical corrosion programs, all of which are focused on the safety and consistency of our equipment. Additional innovative practices undertaken by our operations and asset integrity teams to reduce the chance of a failure and mitigate the size of a spill include:

- Digital radiography testing to evaluate corrosion while providing an enhanced view of above ground pipe, in comparison to conventional piping inspections that provide only limited coverage;
- The implementation of free floating Pipers® used for pipeline inspections to detect anomalies while allowing for in-service screening of pipelines to prevent downtime and save on in-line inspection costs;
- In-house leak detection systems using different sensors for pressure or rate of change tied into our SCADA system that either alarm or shut down impacted pipelines;
- Replaced steel lines with non-metallic lines mitigating future corrosion issues.

These activities have contributed to having fewer large spills and a reduction in average spill volumes. Annually, we set spill reduction targets with an ultimate goal of zero. Over the last four years the number of releases has continued to decrease, and our cumulative volume released is the lowest it has been since 2018.

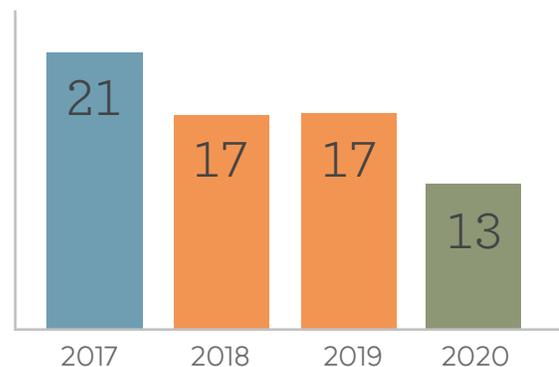
Cumulative Volume (M³)

2020	2019	2018	2017
46	517	69	73

Average Volume/Release (M³)

2020	2019	2018	2017
4	30	4	8

Number of Reportable Releases



For more information on Enerplus' operations, please see our [2020 Data Tables](#).

For more information on Enerplus, please see www.enerplus.com.

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 and methane emissions reduction targets in 2030 and 2022, respectively, 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 2021 and 2025 and further water management initiatives and goals, including Enerplus’ goal of reusing produced water broadly across its fracturing operations; Enerplus’ plans and initiatives with respect to continued community engagement; Enerplus’ continued commitment to health and safety initiatives and incident reduction targets; Enerplus’ continued efforts to develop a strong internal culture of responsibility, health and well-being, increase Board expertise and engagement initiatives and improve logistics and stakeholder engagement; Enerplus’ ability to achieve its targets; the opportunities related to setting and achieving targets, commitments and ambitions for Enerplus’ ESG focus areas; the capital costs and financial benefits associated with achieving the ESG focus area targets, commitments and ambitions; expected outcomes of the Enerplus’ acquisitions in the Williston Basin; and the anticipated effect of Enerplus achieving, or failing to achieve, its ESG focus area targets on its financing costs under its SLL Credit Facility.

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, methane emissions intensity reduction target and targets for reduction in freshwater use in its North Dakota operations; 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, methane emissions and freshwater use; projected capital investment levels, the flexibility of Enerplus’ capital spending plans and the associated source of funding; Enerplus’ ability to otherwise access and implement all technology necessary to achieve its 2021 and future emissions and freshwater use reduction targets; the development and performance of technological innovations and the future use and development of technology and associated expected future results; the ability to achieve some or all of the expected benefits from the SLL Credit Facility, including the effect of reductions or increases in Enerplus’ borrowing costs, obtaining access to credit markets or supporting cost of capital in 2021 and the future; current commodity price and cost assumptions; the general continuance of current or, where applicable, assumed industry conditions; the expected impact on Enerplus’ operations and financial results as a result of its acquisitions in the Williston Basin; the availability of third party services; the effectiveness of Enerplus’ COVID-19 policies and protocols; 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; 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; 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, methane 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, 2020). 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.

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