



ADVANTAGE ENERGY LTD.

VENDOR CODE OF CONDUCT

INTRODUCTION

Advantage Energy Ltd. (“Advantage”, “we”, and “our”) strives to conduct business with those who share our commitment to high ethical standards and who operate in a socially and environmentally responsible manner.

This Vendor Code of Conduct (the “Code”) outlines standards of ethical conduct to which companies who supply goods and services to Advantage and our affiliates, including consultants, contractors, suppliers, and any of their representatives, employees, and subcontractors (the “Vendors”) agree to conduct business. Advantage expects Vendors to implement the requirements set forth in this Code in a manner that is appropriate to the nature and scale of their activities, the goods they supply, and the services they perform.

This Code should be read in conjunction with Advantage’s [Code of Business Conduct and Ethics](#) (link), [Human Rights Policy](#) (link), and the [Whistleblower Program](#) (link).

RESPONSIBILITIES

It is the Vendor’s responsibility to ensure that its subcontractors, subsidiaries, and affiliates are aware of and in compliance with this Code. In the event of a conflict between this Code and an agreement for goods and services between Advantage and a Vendor, the agreement for goods and service will govern and prevail. Failure to comply with the Code may result in termination of the Vendor’s relationship with Advantage in accordance with any applicable agreements.

Team Leaders are responsible for ensuring that their team members are aware of the Code where applicable team members can share the Code and its expectations with Vendors who supply goods and services to Advantage.

GENERAL

In all their activities, Vendors shall ensure they conduct themselves in compliance with the applicable laws, rules, and regulations in the jurisdictions in which they operate. Where local laws impose stricter legal obligations than those in this Code, the Vendor must comply with such laws.

Labour and Human Rights

Consistent with our *Human Rights Policy*, Advantage is committed to upholding human rights throughout our operations and supply chains. We strive to conduct business with vendors who share this commitment and respect the principles outlined in the International Bill of Human Rights, which includes the Universal Declaration of Human Rights, and the core International Labour Organization conventions.

Vendors shall:

- Not use any form of forced labour or child labour as such terms are defined in Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act*;
- Comply with applicable legislated standards of employment such as minimum wage, overtime and benefits, maximum work hours, and mandatory time off;
- Allow employees to raise concerns and speak up without fear of retaliation, reprisal, discrimination, harassment, or any other negative repercussions;
- Prohibit discrimination based on grounds set out in the *Canadian Human Rights Act* including, but not limited to, age, gender, race, sexual orientation, ethnicity and religion;
- Provide a workplace free of harassment and (the threat of) harsh or inhumane treatment including violence, sexual harassment, sexual abuse, corporal punishment, mental or physical coercion, and verbal abuse; and
- Respect the rights of employees, as set forth in local laws, to associate freely, bargain collectively, and engage in peaceful assembly.

Health and Safety

Vendors shall provide a safe and healthy work environment and comply with all applicable laws with respect to occupational health and safety. Where appropriate, Vendors shall implement safety procedures, policies, and programs aimed at identifying and reducing risks and provide training to employees on such measures.

Environment

Vendors shall be sensitive to the environmental impacts and risks of all operations, including those within the supply chain, and comply with all applicable environmental laws and regulations with appropriate procedures, policies, and programs to identify and reduce the risks.

Confidentiality and Data Protection

Vendors shall safeguard and not improperly use or disclose confidential and non-publicly available business information pertaining to Advantage, including financial information and intellectual property.

Vendors shall process, retain, and destroy information as agreed with Advantage and have appropriate data protection and management policies or procedures in place. We expect these policies and/or procedures to meet applicable legal and regulatory requirements.

Vendors shall notify Advantage immediately of any actual or suspected security breaches or losses of our information. Vendors must assist Advantage in responding to and managing any consequences arising from such events.

Conflict of Interest

Vendors shall avoid situations of actual or perceived conflicts of interest and have company-wide policies or processes in place to manage conflicts as they arise.

Vendors shall not attempt to influence Advantage's ability to make objective business decisions regarding the Vendor (e.g., by way of gifts). Vendors shall not permit their business relationships

with other companies, including Advantage's partners and competitors, or their personal relationships with Advantage employees and affiliates, interfere with their ability to make objective business decisions regarding Advantage.

If, and when, a conflict of interest arises, Vendors shall report the conflict in a timely manner so it can be appropriately investigated and addressed.

Anti-Bribery and Anti-Corruption

Vendors shall not engage directly or indirectly in any activities that would put Advantage at risk of violating applicable anti-bribery and anti-corruption laws.

MONITORING AND COMPLIANCE

Vendors are expected to demonstrate compliance with this Code upon Advantage's request. In the case of any deficiencies identified with respect to compliance with this Code, Vendors are expected to promptly take corrective action and to report the situation to Advantage at esg@advantageog.com. In the event of non-compliance with the Code, Advantage will take appropriate measures to address the matter, up to and including termination of employment or employment contract, termination of supply contracts, and if warranted, further legal action at the sole discretion of Advantage.

Advantage reserves the right to verify compliance with the Code through questionnaires and may request a site visit by Advantage or a designated representative at the discretion of the Vendor.

Any person who becomes aware of an infringement of this Code is encouraged to report such violations to management or esg@advantageog.com. If the person is uncomfortable contacting management directly, they may make a confidential report in accordance with the procedures described in the *Whistleblower Program*. Advantage prohibits retaliation for reporting, in good faith, violations of this Code or for filing a complaint.