

EQUAL EMPLOYMENT OPPORTUNITY POLICY



I. PURPOSE OF THE POLICY

This Equal Employment Opportunity Policy (the "**Policy**") has been implemented to ensure that Pembina U.S. Corporation (the "**Company**") and its U.S. affiliated entities (together with the Company, "**Pembina US**") complies with the principles of equal employment opportunity.

II. SCOPE AND APPLICATION

This Policy applies to all employees of Pembina US ("**Employees**"). Pembina US also follows this policy with respect to applicants for employment.

III. PRINCIPLES

Pembina US is an equal employment opportunity employer and complies with all applicable federal, state, and local fair employment practices laws. Pembina US shall make all employment-related decisions, with respect to Employees and applicants for employment, without regard to race, color, national origin, ancestry, religion, creed, age, sex, pregnancy (including but not limited to, child-birth, pregnancy-related conditions and reproductive health decisions), sexual orientation, transgender status, gender identity, disability, genetic information, marital status, family responsibilities, military or veteran status, any traits or characteristics associated with these protected factors (including but not limited to hair texture and hair style), and/or any other status or condition protected by applicable federal, state, or local law.

This Policy applies to all terms and conditions of employment, including, but not limited to, recruitment, hiring, assignment, training, promotion, discipline, compensation, benefits, and termination of employment.

Pembina US complies with the applicable federal, state, and local laws regarding reasonable accommodations for employees and applicants. Pembina US provides reasonable accommodations to qualified individuals with a disability, unless doing so would create an undue hardship as defined by applicable law. Pembina US also provides reasonable accommodations for an Employee's or applicant's religious beliefs or practices, and for a worker's known limitations related to pregnancy, childbirth, or related medical conditions, unless the accommodations would cause an undue hardship. To request a reasonable accommodation, Employees and applicants should contact the Human Resources department.

IV. RESPONSIBILITIES

All Leaders and others with responsibility for employment-related decisions must comply with this Policy with respect to all employment-related decisions, including, but not limited to, recruitment, hiring, assignment, training, promotion, discipline, compensation, benefits, and termination of employment.

Pembina US bases employment decisions on the individual's qualifications, performance, and the needs of the business.

Every Employee has a responsibility to comply with the non-discriminatory principles of this Policy.

Any Employee who believes that they have been subject to conduct that violates this Policy should promptly report the Employee's concerns as outlined in the Company's Policy Prohibiting Harassment and Discrimination. No retaliation will be taken against any Employee because they report such conduct. Employees may raise concerns and make reports without fear of retaliation. Pembina US will promptly investigate any reports and issue appropriate corrective action.

V. COMPLIANCE

Employees must comply with this Policy at all times. Any breaches of this Policy may result in disciplinary action up to and including termination of their employment.

Violations of this Policy should be reported in accordance with Pembina US' Whistleblower Policy.

VI. REVIEWED AND APPROVED

This Policy will be reviewed and approved by the Board of Directors annually.

This Policy was last approved by the Board of Directors in June 2025.

VII. RELATED POLICIES

This Policy operates in conjunction with the following policies referenced herein:

- Code of Ethics Policy
- Policy Prohibiting Harassment and Discrimination
- Whistleblower Policy

VIII. SUPPORTING DOCUMENTS

Rules and Conventions in support of this Policy may be created and approved by the Board of Directors.