

Tenaz Energy Corp. Whistleblower Policy

Staff are encouraged to report all types of inappropriate activity, examples of which may include but are not limited to:

- Breach of policies of Tenaz Energy Corp. Including but not limited to: The Code of Conduct and Anti-corruption, Sanctions and AML policies;
- Questionable accounting, internal accounting controls, or auditing matters ("Accounting/Audit Matters Concerns");
- Suspicions of fraudulent financial information or the reporting of fraudulent information;
- Conduct which results in a violation of law by Tenaz (including its subsidiaries) or in a substantial mismanagement of the company's resources and if proven constitutes a criminal offence or reasonable grounds for dismissal of the person engaging in such conduct ("Grave Misconduct"); or
- Any discrimination, retaliation or harassment against any person who reports incidents of Accounting/Auditing Matters Concerns, fraudulent financial information or Grave Misconduct, or who participates in an investigation of complaints about these concerns.

Tenaz has engaged an independent legal firm for reporting of all types of inappropriate activity. Reporting can be completed by sending an anonymous e-mail to the Corporate Secretary in accordance with the Code of Conduct. Where appropriate, reports of inappropriate activity will be promptly and thoroughly investigated in accordance with the company's investigation procedures.

To make a report, contact our Corporate Secretary by email at jgagner@lawsonlundell.com or phone 403.218.7580.