MANDATE AND TERMS OF REFERENCE
OF THE
SUSTAINABILITY AND ADVOCACY COMMITTEE

Role and Objective

The Sustainability and Advocacy Committee (the "**Committee**") is a committee of the board of directors (the "**Board**") of Whitecap Resources Inc. ("**Whitecap**") to which the Board has delegated its responsibility for:

1. Oversight of climate-related and other sustainability-based risks and opportunities by reviewing, reporting and making recommendations to the Board on the development, implementation and monitoring of the policies, procedures, practises and strategies of Whitecap with respect to climate-related issues and sustainability.

2. Oversight of advocacy initiatives to governments, communities and the public relating to policy issues affecting the sustainability of Whitecap or the Canadian energy industry.

The objectives of the Committee, with respect to Whitecap and its subsidiaries, are to assist directors in meeting their responsibilities in respect of Whitecap:

1. Implementing and following processes to integrate and embed consideration of climate-related issues, risks and opportunities and other appropriate sustainability objectives into Whitecap's strategy, policies, procedures, practises and decision-making process.

2. Providing communication and disclosure of Whitecap's climate-related and other sustainability performance and the process by which Whitecap identifies, assesses and manages climate-related and other sustainability risks and opportunities.

3. Participating in policy issues affecting the oil and gas industry.

Membership of the Committee

1. The Committee shall be comprised of four members or such greater number as the Board may from time to time determine, of whom at least half shall be "independent" (as such term is defined in National Instrument 58-101 — *Disclosure of Corporate Governance Practices*).

2. The Board shall appoint the Committee Chair and other members of the Committee.

3. Any members of the Committee may be removed or replaced at any time by the Board and shall cease to be a member of the Committee as soon as such member ceases to be a director. The Board may fill vacancies on the Committee by appointment from among its members. If and whenever a vacancy shall exist on the Committee, the remaining members may exercise all its powers so long as a quorum remains.

Mandate and Responsibilities of Committee

Climate and Sustainability

1. Oversee Whitecap's policies, procedures, practises and strategies relating to climate-related issues and other sustainability matters to ensure due consideration of risks, opportunities and potential performance improvement relating thereto.

2. Review and report to the Board with respect to the consideration and integration of climate-related and sustainability issues in the development of Whitecap's business strategy and financial planning.

3. The Committee shall receive periodic reports from management regarding Whitecap's initiatives and opportunities to optimize its climate-related and sustainability performance including processes to reduce or substitute energy and water use, reduce emissions and waste and minimize land disturbance.

4. Consider and review the setting and performance against appropriate targets, benchmarking, procedures and reporting methods used by Whitecap to measure its climate, safety, environmental and other relevant sustainability performance.

5. Consider and review third party reports on Whitecap's sustainability performance and peer sustainability performance.

6. Review Whitecap's enterprise risk management program relating to identifying, assessing and managing climate-related risks, whether physical or transition related and in view of plausible future scenarios, as well as other sustainability related risks, and report to the Audit Committee.

7. Review Whitecap's disclosure, reporting and external communication practices pertaining to climate and sustainability issues, including but not limited to assessments of materiality, ESG or Sustainability Report development and approach to analogous disclosure, media and social media campaigns and other written communication with stakeholders.

8. The Committee shall review shareholder proposals relating to sustainability issues and provide a report to the Corporate Governance and Compensation Committee.

Advocacy

9. Receive periodic reports from management relating to Whitecap's advocacy initiatives to stakeholders, governments, communities and the public relating to policy issues affecting sustainability, including without limitation Whitecap's participation in industry associations, sponsorship of advocacy organizations, retention of government and community relations firms and management's direct advocacy as well as the cost of such initiatives.

10. The Committee shall receive periodic reports from management regarding relationships with key stakeholders that may have a significant impact on Whitecap's business activities and reputation.

General

11. Perform any other activities consistent with this Mandate as the Committee or the Board deems necessary or appropriate.

12. Undertake annually a review of this Mandate and make recommendations to the Corporate Governance and Compensation Committee as to proposed changes.

Meetings and Administrative Matters

1. At all meetings of the Committee every question shall be decided by a majority of the votes cast. In case of an equality of votes, the Chair of the meeting shall not be entitled to a second or casting vote.

2. The Chair shall preside at all meetings of the Committee, unless the Chair is not present, in which case the members of the Committee present shall designate from among the members present the Chair for purposes of the meeting.

3. A quorum for meetings of the Committee shall be a majority of its members, and the rules for calling, holding, conducting and adjourning meetings of the Committee shall be the same as those governing the Board unless otherwise determined by the Committee or the Board.

4. Meetings of the Committee should be scheduled to take place at least two times per year and at such other times as the Chair of the Committee may determine. Agendas, approved by the Chair, shall be circulated to Committee members along with background information on a timely basis prior to the Committee meetings.

5. The Committee may invite such officers, directors and employees of Whitecap as it may see fit from time to time to attend at meetings of the Committee and assist thereat in the discussion and consideration of the matters being considered by the Committee.

6. Minutes of all meetings of the Committee will be recorded and maintained and circulated to directors who are not members of the Committee or otherwise made available at a subsequent meeting of the Board.

7. The Committee may retain persons having special expertise and/or obtain independent professional advice to assist in fulfilling its responsibilities at the expense of Whitecap.

8. Any issues arising from these meetings that bear on the relationship between the Board and management should be communicated to the Chair of the Board by the Chair of the Committee.

Approved by the Board of Directors on October 27, 2026.