



HAMMERHEAD RESOURCES INC.

November 8 2018

Whistleblower Policy

amended v.3 May 14 2021

POLICY

Hammerhead Resources Inc. (“Hammerhead”) is dedicated to maintaining a high standard of honesty, integrity and corporate governance. Our Whistleblower policy ensure that our assets are protected and the financial information provided to our investors is accurate. All Hammerhead employees and service providers are required to comply with applicable laws, regulations, and policies, such as our Code of Business Conduct. Inappropriate behaviour with respect to our staff, consultants, and stakeholders is not be tolerated.

This Whistleblower Policy ensures that any perceived acts or circumstances of financial or ethical misconduct will be identified, addressed and subsequent corrective action taken where appropriate.

Any person who observes or acquires knowledge of a misrepresentation of financial information, misappropriation of assets, or any other corporate indiscretion or behaviour in contravention of the Code of Business Conduct, should report such events in a timely manner.

If you are aware of potential breach under this policy, we encourage you to consider contacting Human Resources, your Hammerhead contact, your leader or executive as a first step.

If you have concerns with respect to confidentiality, Hammerhead has engaged with The Tandem Team who you can correspond with in complete confidence. In return, they will notify Hammerhead of the claim and support the Company with the inquiry. If you wish to submit a confidential claim please contact:

Anonymous Online Form: [The Tandem Team - Whistleblower Form](#)

Phone Number: 1-888-280-0502

Email: whistleblower@thetandemteam.com

Mail/Courier:

Company Code:1008949

The Tandem Team

#300 – 3665 Kingsway,

Vancouver, BC V5R 5W2

Canada

Any person who makes such a report in good faith, or participates in an investigation is protected, by law, against any form of retaliation by Hammerhead’s directors, management, or staff.

If a report is made, we will undertake to maintain anonymity to every extent possible, consistent with the requirement to conduct an adequate investigation.

Upon receipt of a Whistleblower report, an assessment will be made as to whether the behavior or incident in question is wrongful or otherwise contravenes our Code of Business Conduct. If approved, further action will immediately commence. If necessary, external investigators will be summoned.

The individual reporting the infraction will be notified of the outcome of the complaint only if a request is made and adequate contact information is given at the time of the complaint.

We firmly believe that it is the responsibility of all employees and management and representatives to ensure that Hammerhead’s assets are protected and that our investors and stakeholders are provided with accurate and timely information.

If you have any questions about the content or process within this policy please contact Hammerhead’s Human Resources department.