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Sustainability
Report



NOVEMBER 2021

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Message to our Stakeholders



FROM
MATT REES

The last two years have been a challenging and turbulent time for the oil and gas industry. Although impacted in many ways, Vesta has weathered the storm with a resilient and focused business strategy and is well positioned for the future. In addition to strengthening and stabilizing our financial structure, we have significantly advanced our environmental, social, and governance (“ESG”) practices as evidenced by performance in these areas that exceed industry peers. We are excited to present the details of this progress in our inaugural ESG report.

The Canadian oil and gas industry has a lot to be proud of when it comes to ESG. Not only do we produce some of the most sustainable energy in the world, we do so in an exceptionally ethical manner that respects human rights and diversity through leading industry standards and practices. While Vesta is a small part of the Canadian energy landscape, we strive not only to meet the expectations of our stakeholders, but also to exceed the performance of our peers. Do the right thing is central to everything we do and what drives us to be a leader in ESG practices.

An example, and one of our proudest achievements, is our emissions intensity performance. At a time when many producers are setting critically important emission reduction targets, Vesta demonstrates a current emission intensity performance that is 45% below the long-term emission intensity targets set by other producers in the industry. This is a testament to our focused efforts to produce hydrocarbons in the most sustainable manner feasible.

Vesta has achieved this performance through complete electrical grid connection throughout our entire operations, zero flaring under normal operating conditions, and zero methane emitting instrumentation. In addition, we continue to focus on projects that will further reduce emissions intensity over the next five years and beyond.

Our safety record has also seen considerable progress in the last three years with a continued focus on ensuring workers and contractors get home safe and sound at the end of each day. This prioritization resulted in an enviable record of zero lost time injuries for employees and contractors in 2019 and 2020.

Connection and engagement with the local communities in our area of operations is critical to our success. Our mantra *We do what we say and do the right thing* is important to our local stakeholders and to Vesta such that we follow through on our commitments. We live where we work – local communities like Lacombe, Blackfalds, Sylvan Lake, Ponoka, and Red Deer are all homes to our employees and service providers, which drives a commitment to treat our operations and sites like our own backyard.

Vesta is committed to a high standard of business conduct and ethics. Our Reserves, HSE and Sustainability Committee provides governance and oversight of our ESG strategy, targets, and performance. This oversight brings a continued focus on our climate-related strategy and on managing the risks and opportunities ahead of us.

Our focus on ESG has resulted in not only our crude oil being one of the lowest carbon intensity crudes in the basin, but also a reputation of respect for all of our stakeholders and the environment. As energy demand returns, our ESG performance will continue to progress through the actions of our hard working and committed employees and contractors. Vesta is well positioned to support the continued demand for the sustainable oil and gas development necessary for a measured transition to a low carbon future.

Matt Rees
President & CEO





About Vesta Energy

PRIVATE, LOW-COST PRODUCER WITH MULTI-DECADE DRILLING INVENTORY

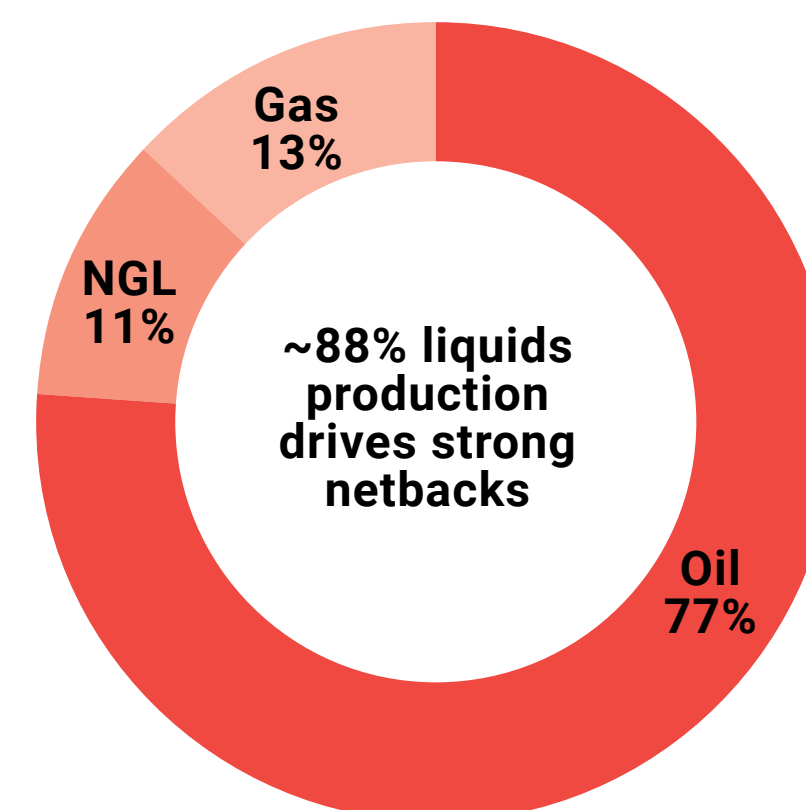
Vesta Energy Ltd. is a privately owned producer focused on the light oil window of the Duvernay formation in Alberta. Company owned and operated infrastructure, close proximity to key service markets, and strong market access allows Vesta to be one of the lowest cost operators in the industry.

Over the past six years, Vesta has been developing the first commercial shale oil play in Canada that is currently producing 14,400 boe/d from 134 wells.

Vesta's 103 employees and contractors are focused on safe and responsible operations from the corporate head office in Calgary to its operations that are based out of Lacombe, Alberta. Vesta's land position is located within the heart of Alberta's agriculture industry and maintaining top-tier ESG performance is extremely important to our stakeholders. Vesta has demonstrated delivery of leading ESG performance while supporting local communities through the considerable growth of its business.

KEY OPERATIONS STATISTICS

- 2021 average production ~12,000 boe/d
- 134 producing wells on multi-well pads
- Light sweet oil production with low-cost pipeline connection to Edmonton trading hub
- Industry leading netback of C\$58/boe for Q3 2021
- 275,000 net acres, 100% working interest
- 417 booked 2P locations
- Liability Management Rating of 8.3





About This Report

RESPONSIBLE AND INNOVATIVE ENERGY

In its inaugural sustainability report, Vesta would like to acknowledge the dedication and focus of our employees and contractors towards lowering our carbon footprint, engaging local communities, and operating safely. Vesta is committed to continuous ESG performance improvement as we develop the hydrocarbon resources required during the transition to a low-carbon economy.

REPORTING FRAMEWORKS

Where possible, we have aligned our information and disclosures with the Task Force on Climate Related Disclosure (TCFD) framework, Sustainability Accounting Standards Board (SASB) materiality, and the Global Reporting Initiative (GRI) sustainability reporting metrics. Vesta acknowledges that it is not fully compliant within these reporting frameworks and will endeavour to follow these guidelines as they and our ESG report evolve.

REPORTING PERIOD

This ESG Report includes 2020 performance data and ESG activities and initiatives undertaken in both 2020 and 2021.

DEFINITIONS

The terms “Vesta Energy Ltd.”, “Vesta Energy”, “Vesta”, the “Company”, “we”, “us”, or “our” all refer to Vesta Energy Corp. and our subsidiaries.

OVERSIGHT:

This ESG report was vetted by Vesta’s Reserves, HSE and Sustainability Committee and approved by our Board of Directors.



ESG at Vesta

RESPONSIBLE AND INNOVATIVE ENERGY




A sustainable approach is directly linked to business performance in today's energy industry. At Vesta, we believe that long-term success is achieved by incorporating the three pillars of Environmental, Social, and Governance (ESG) into our daily business.

OUR ESG VISION



Vesta will create shareholder value by leading the industry in low emission intensity light oil production

20% of short term compensation will be tied to ESG targets moving forward in 2022

	Our Focus	Stakeholder Value Creation
 ENVIRONMENT	<ul style="list-style-type: none">• Reduce our environmental footprint to air, water, and land.• Responsible development decisions.	<ul style="list-style-type: none">• Support the global demand for low emission intensity hydrocarbon production.• Minimize our corporate asset retirement obligation.• Build trust of environmental stewardship with landowners, residents, and municipalities that we will operate with respect.
 SOCIAL	<ul style="list-style-type: none">• All workers get home safely.• Empower employees and contractors.• Engage communities in which we operate.	<ul style="list-style-type: none">• Culture of safety creates high employee engagement and strong working relationships with service providers.• Strong working relationships with regulators generate learning opportunities and support for ESG initiatives.• Multiple viewpoints create opportunities for innovation.
 GOVERNANCE	<ul style="list-style-type: none">• Effective Board leadership.• Compensation directly linked to ESG performance.• Transparent and ethical operations.	<ul style="list-style-type: none">• Set a requirement for strategic decision-making with ESG focus and Board oversight on ESG matters.• Assure shareholders that we are meeting expectations for sustainable development.• ESG performance scrutiny allows for continuous improvement and progress.



Environment



Emissions Management

LOWERING EMISSIONS INTENSITY

Over the last three years, Vesta has undertaken numerous projects to reduce our emissions intensity. These include both brownfield and greenfield projects focused on reducing flared and vented emissions, increasing use of lower carbon fuels, and maximizing electrical grid connection.



100% Connected to the Electrical Grid

- All our producing locations are connected to the electrical grid resulting in fewer combustion emissions on site. We do not have any permanent onsite power generation from the combustion of fuels.
- Alberta's transition away from coal in electricity generation will further reduce the Scope 2 emissions from our sites through our extensive connection to grid electricity.



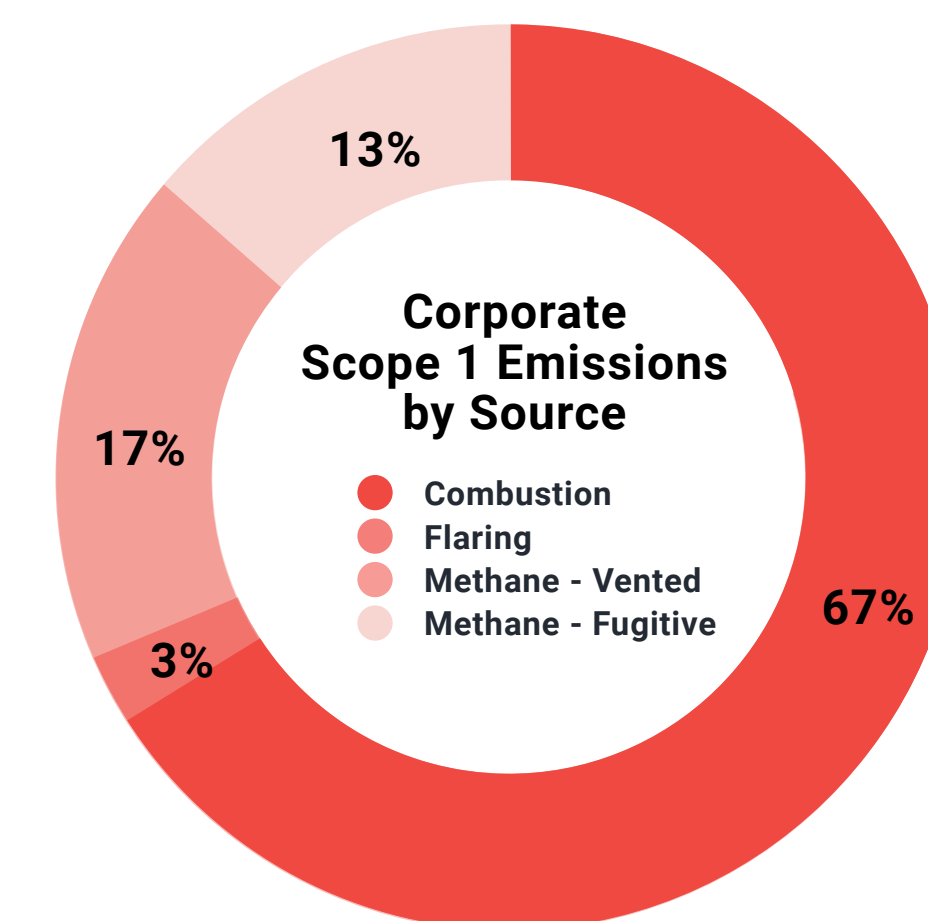
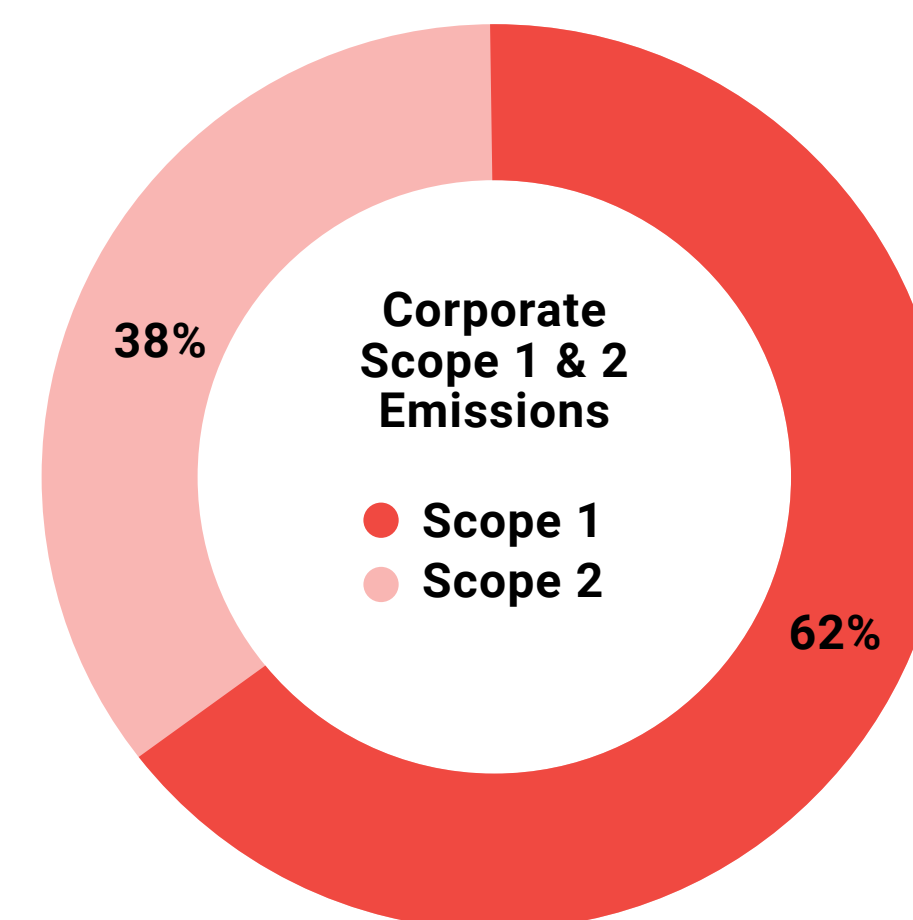
Diesel Displacement with Cleaner Burning Natural Gas

- Over the last two years we have been increasing diesel substitution with natural gas for the drilling and completions operations. We have been making progress in supplying our own natural gas to these operations resulting in Scope 3 emission reductions and reduced capital costs of operations. Vesta will continue to explore increasing the use of lower carbon fuels across these operations.



Zero Routine Flaring

- We conserve 100% of our solution gas across our operations. There is no routine flaring at any of our production sites or facilities.





Methane Reduction Projects

PROJECTS MAKING AN IMPACT

Since methane has over 25 times the global warming potential of CO₂, projects that reduce or eliminate the release of methane to the atmosphere are extremely effective at reducing our carbon footprint. Through a focus on installing zero-methane technologies and an enhanced focus on fugitive emissions, we have reduced our methane emissions by over 70% since 2018.



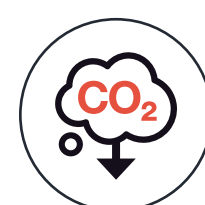
Zero pneumatic methane venting on well sites

- In 2020 we completed our company-wide program to retrofit all existing methane venting pneumatic devices with instrument air.
- Since this time, only instrument air operated or zero-bleed pneumatics have been installed on greenfield sites.



Capturing tank vapours from our hydrocarbon tanks

- Vapour Recovery Units (VRUs) are now in operation on all but two of our production pad locations.
- We are installing VRUs on all new tank installations moving forward.



Reducing Fugitive Emissions

- In 2020, we increased our fugitive emissions survey frequency in conjunction with stringent compliance fugitive monitoring. These efforts resulted in a 65% year-over-year reduction in calculated fugitive emissions.

6,555 tonnes/yr

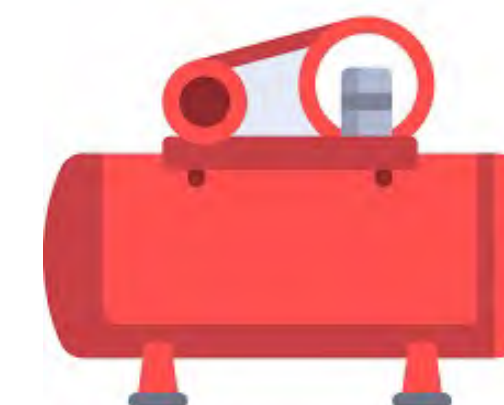
CO₂e reduced in 2020
instrument air retrofit program

40% ▼

reduction of Scope 1 emission intensity
from 2018 to 2020

75% ▼

reduction in vented methane emissions
since 2018



Electric air compressors
installed throughout the field
to provide compressed air for
pneumatic device function



Emissions Reduction Target

SETTING THE STANDARD FOR LOW EMISSION INTENSITY OIL PRODUCTION

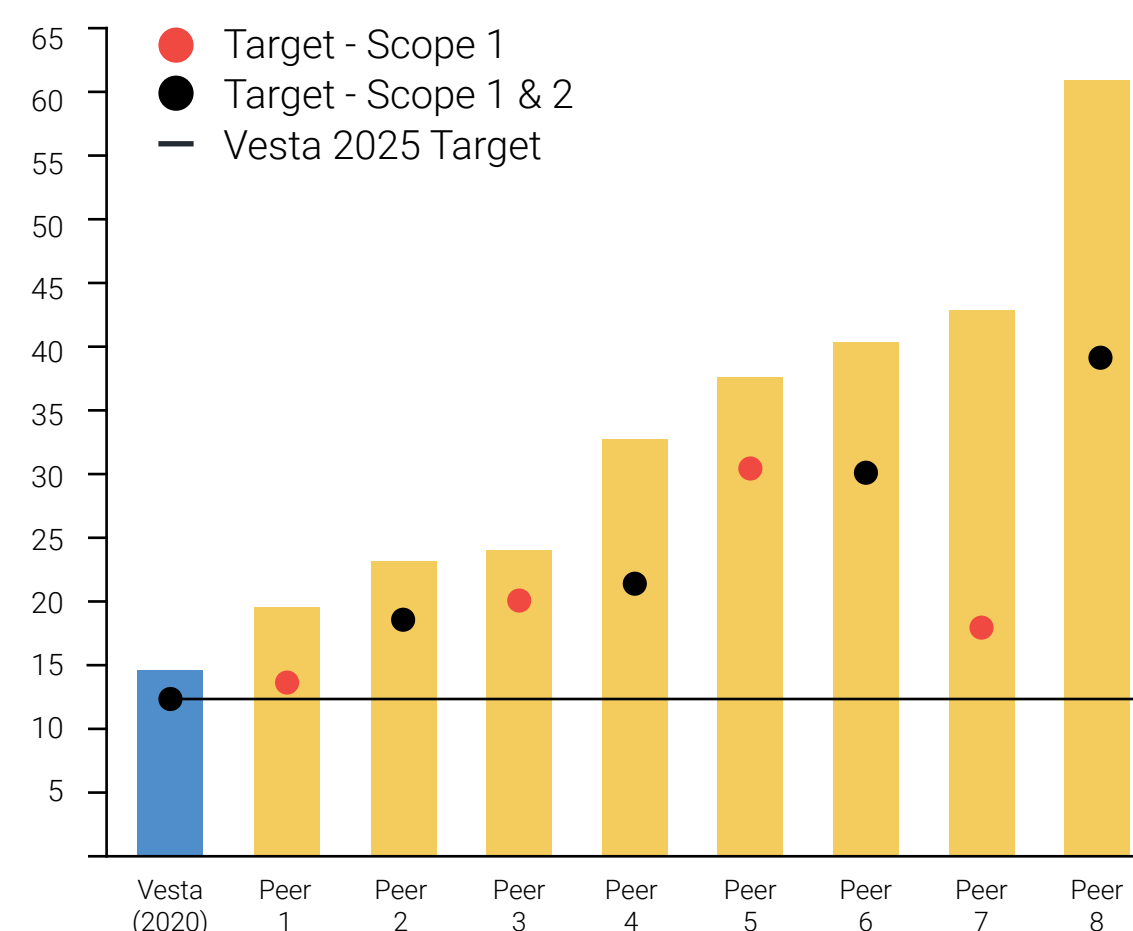
As a result of the nature of our operations and emission reduction initiatives, Vesta's current Scope 1 & 2 emission intensity is at the leading edge of oil production among our peers. And we are not done.

Following analysis of our existing emission footprint, we can reduce our Scope 1 & 2 emission intensity even further. The potential opportunities to economically meet our emission intensity reduction target include:

- Engine fuel efficiency projects
- Waste heat recovery to supplement oil treatment
- Additional vent capture and reductions
- Installation of continuous fugitive monitoring systems at facilities
- Continued utilization of grid power on all greenfield sites
- Solar electricity generation on production pads

Scope 1 & 2 Emissions Intensity

kg CO₂e/boe



Peer companies include Baytex Energy Corp., Crescent Point Energy Corp., Crew Energy Inc., Enerplus Corp., NuVista Energy Ltd., Tamarack Valley Energy Ltd., Tourmaline Oil, Whitecap Resources Inc. Target years: Peer 1 – 2027, Peer 2 – 2025, Peer 3 – 2025, Peer 4 – 2030, Peer 5 – 2025, Peer 6 – 2023, Peer 7 – 2025, Peer 8 – 2025. Source: Company Reports.

Our goal is to reduce Scope 1 & 2 emissions intensity an additional 15% by 2025.

Vesta's 2020 Scope 1 & 2 emissions intensity is already below the future emission reduction targets of the majority of our peers.



Water

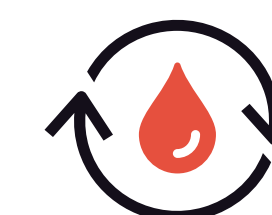
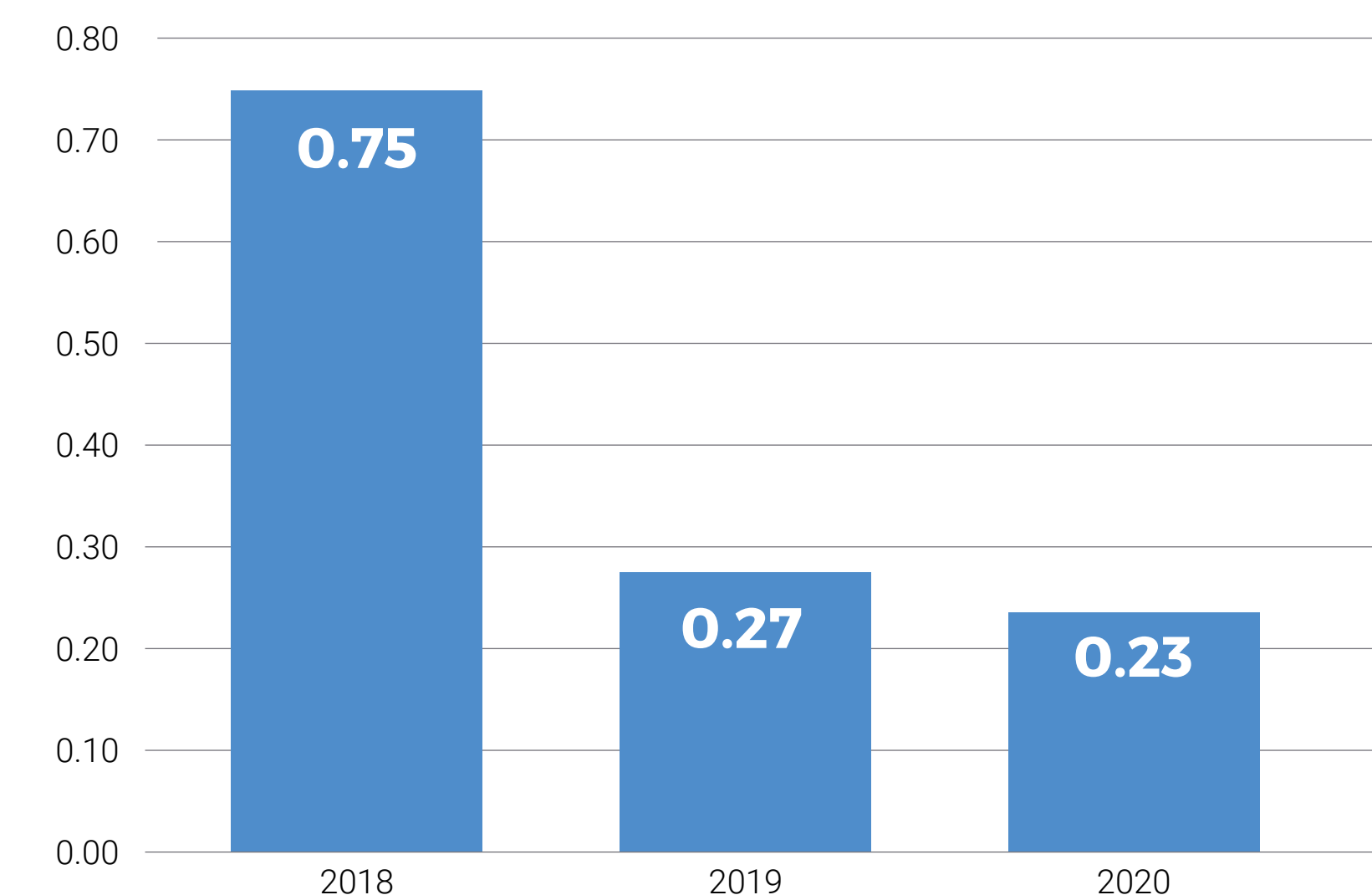
USE OF ALTERNATIVE WATER SOURCES

While we do use fresh water in our operations, we are committed to evaluating alternative water sources and have made considerable strides in the reuse of our produced (saline) water. In fact, in 2019 Vesta had the fourth highest volume of non-potable water reused for hydraulic fracturing out of 117 conventional oil and gas operators in Alberta*.

As our East Duvernay shale play development continues to increase in scale and maturity, we are exploring ways to reduce our overall freshwater use and intensity. Our overall freshwater use has declined in the last three years primarily due to a reduction in our capital program. However, as our long-term base production matures through continued development, we are also realizing an overall decline in our fresh water consumption intensity levels (m^3 fresh water used per boe produced). In the short term, we will likely see increases of water use intensity corresponding with increases in capital spending, but over the long term we expect that we will see a continual decline in consumption intensity for every boe we produce.

Vesta is continuing to explore alternate non-potable water sources such as municipal wastewater, industrial wastewater, increasing produced (saline) water use, and other deep formation saline sources. The solution for using alternate water sources comes not only in finding a source for the water, but also ensuring the safe and reliable storage and transport of fluid to mitigate impacts to the environment. We have also been exploring numerous water treatment technologies to find an economical solution to treat non-potable water to a condition that can be safely handled and transported. A lot of progress has yet to be made in this area and we are committed to continue the assessment of all these options.

Fresh Water Consumption Intensity (m^3/boe)



In 2020, we reused 18% of our produced water for hydraulic fracturing



Land Management

REDUCING IMPACTS TO AGRICULTURAL ACTIVITY

Vesta's operations are located in the heart of some of the most productive agricultural land in Alberta. Vesta's pad development reduces surface impacts by up to 75% compared to single-well oil and gas developments.

Multi-well pad sites are drilled with horizontal producing sections of each well extending laterally for 2.4 to 4.0 kilometers allowing each pad site to develop up to four to five mineral land sections from one surface location.

Placement of the multi-well pad sites is crucial for successful and efficient development of the most mineral resource acreage from one surface location. However, protection and preservation of the environment is of utmost importance. Vesta conducts extensive wetland assessments whenever a pad site is proximal to any sensitive area. Historical aerial imagery and field assessments are used to help identify the presence and class of any sensitive wetland area. Avoidance is Vesta's primary mitigation measure. Protection and reclamation are the next mitigative measures employed.

CASE STUDY: MINIMIZING OUR FOOTPRINT

In February 2021, Vesta constructed an 8.3-acre surface lease in preparation for the drilling, completion, and equipping of a four well pad west of Red Deer on a sod farm. Upon completion of these activities, almost six acres of the lease was rolled-back for agricultural production, leaving only the remaining area needed for production operations and well servicing activities.

70% 

of surface lease returned to agricultural use upon transition to well production



Summer 2021 Completion Operation



Fall 2021 Production and Lease Roll-Back



Asset Integrity

SPILL PREVENTION

It is imperative that we prevent spills from our operations in order to minimize the impact on the environment and limit disruption to landowners. Spill prevention is based upon a sound asset integrity management system.

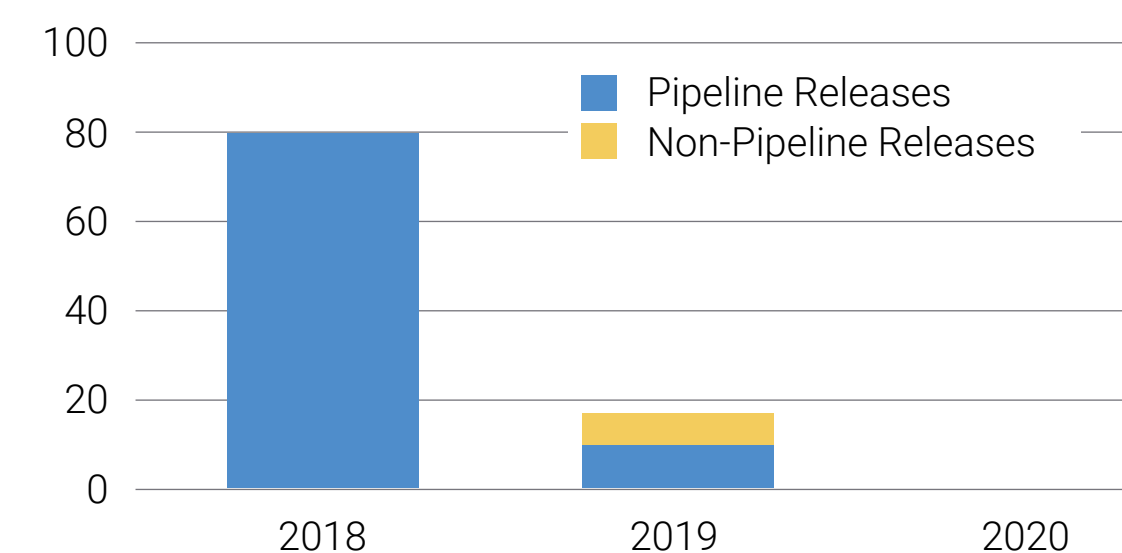
Vesta's robust Pipeline Operating and Maintenance Manual (POMM) includes risk assessments of the approximately 200 kilometres of operating pipelines in our portfolio. Our integrity system is regularly audited and includes a number of asset integrity practices.

In-line inspections are regularly conducted to confirm the effectiveness of our POMM. Diagnostic tools referred to as smart pigs are sent through our higher risk pipelines and provide detailed information on the internal and external conditions of the pipeline including early signs of corrosion, defects, changes in wall thickness, and pipeline movement.

Common small spill risks from oil wells are related to pumping rod packing leaks. Vesta installs and maintains pollution control devices on all active oil wells on all locations. These devices capture and detect released fluid and trigger an automatic shut-down of the pump jack in the event of a rod packing leak.

In 2019 and 2020, we completed in-line inspections on over 25% of our active pipelines.

Reportable Spills (m³)



Zero 
reportable spills in 2020





Asset Retirement

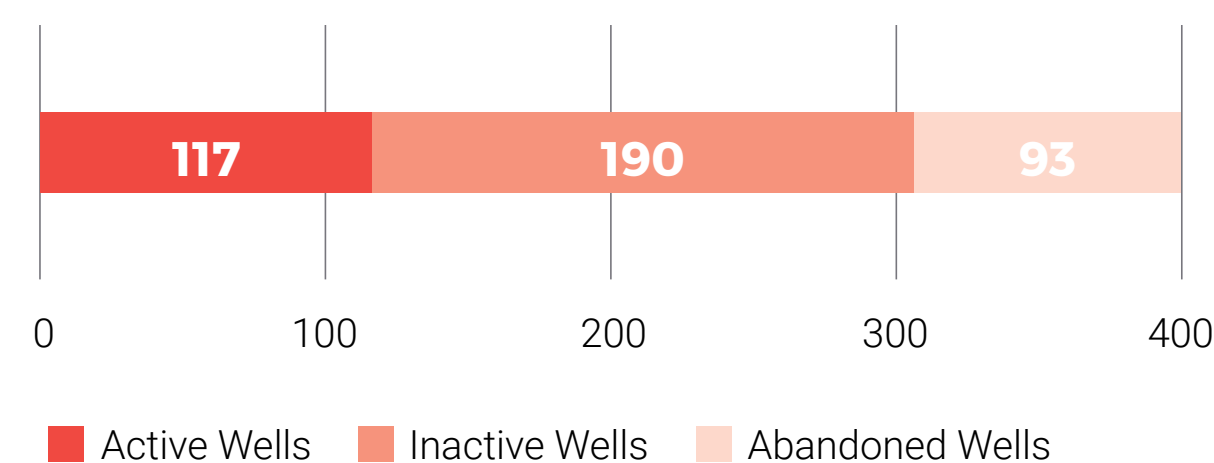
RETURNING BACK TO PRODUCTIVE AGRICULTURAL LAND

Vesta operates within one of the most agriculturally productive areas of Alberta. Land restoration is vital to the full-life cycle of our development activities. We have made an unwavering commitment to retiring inactive wells in our portfolio and returning these sites back to equivalent land capability.

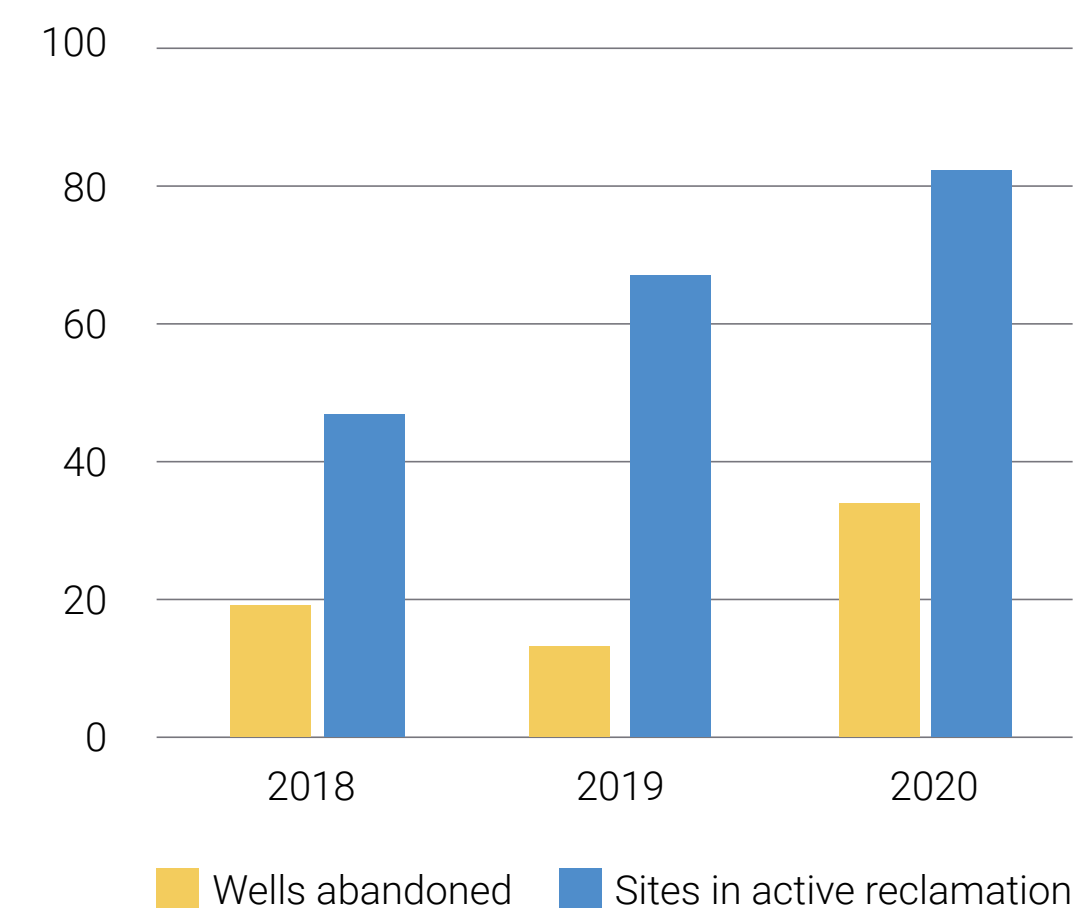
In 2019, we began voluntary participation in the AER Area Based Closure (ABC) program. The ABC program sets a minimum spend commitment on asset retirement activities for inactive wells and abandoned well sites. Vesta is committed to retiring our inactive wells and non-productive assets and returning these sites back to equivalent land capability.

In 2020, despite the economic turmoil and falling commodity prices that occurred, Vesta continued with our full planned asset retirement capital program for the year. To date, the increase in our asset retirement activities has been weighted towards well and pipeline abandonments. As we make progress on reducing our inactive well inventory, our spend weight will transition towards site restoration activities. Although our inactive well inventory is not extensive compared to others within the industry, Vesta will continue our commitment to well abandonments and site restoration.

Operated Well Inventory



Annual Asset Retirement Projects



VESTA'S CURRENT* LMR : 8.3

*as of October 2021

We are on pace to abandon our current inactive well inventory by 2030

Social



Health and Safety

FUELING CONTINUOUS IMPROVEMENT

In 2020, Vesta realized continued reduction of injury frequency on our worksites, evidenced by our total recordable injury frequency (TRIF) performance measure. There were zero recordable injuries for our employees and contract operators and three recordable injuries of third party workers on our worksites with over 900,000 worker hours (representing total hours equivalent to over 450 full time workers).

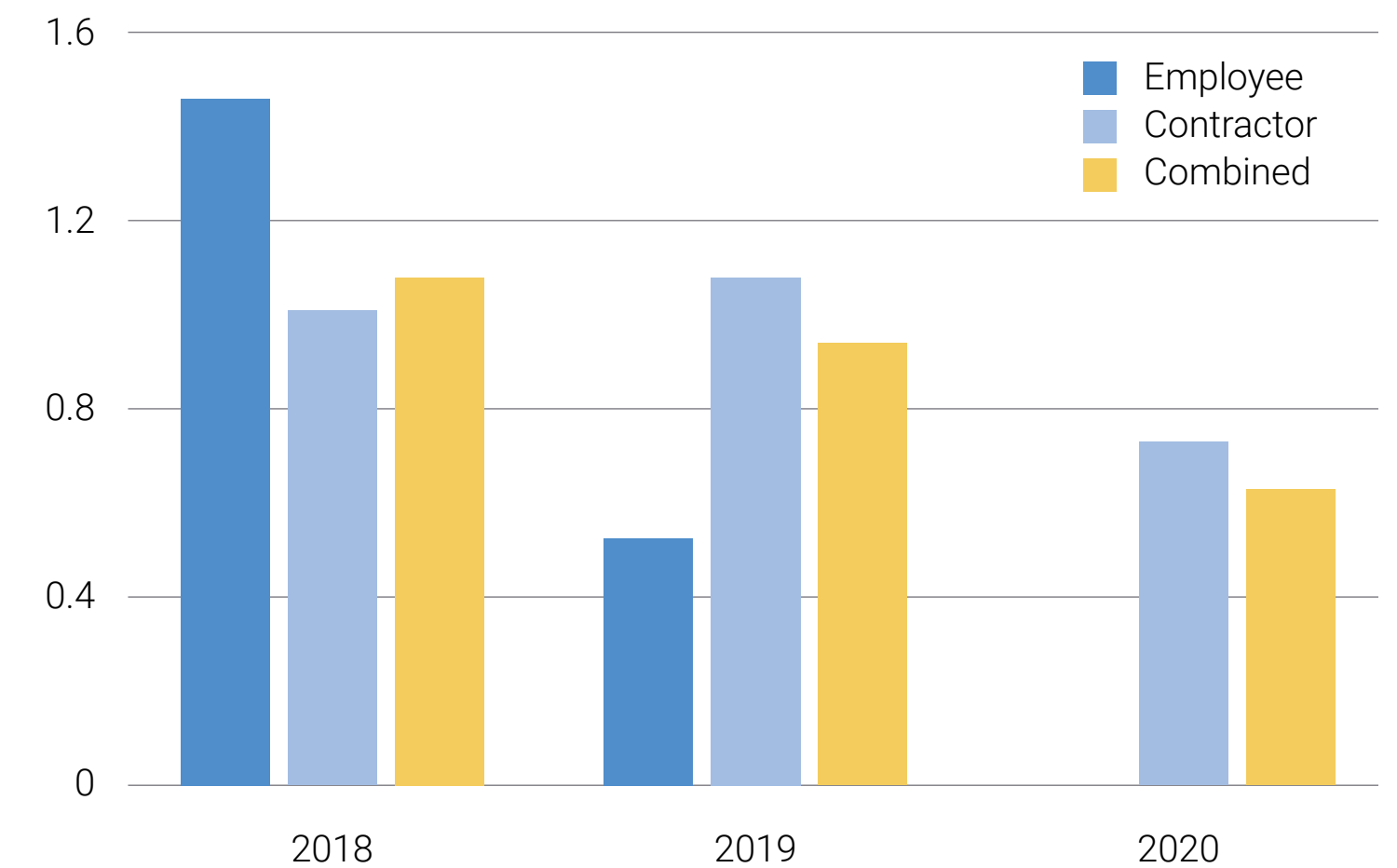
Vesta has made a clear commitment to safe operations and established a contractor management system to ensure our service providers also share this commitment. The three recordable injuries in 2020 were all hand and foot injuries related to pinch points and body positioning. Vesta will continue to work with both employees and third-party workers to assess, communicate, and control line of fire and pinch point hazards on worksites to improve the safety of our workers related to body positioning.

We have made excellent safety performance progress in the last three years and we will continue to focus on improvement. In 2020, we developed an entirely new Occupational Health and Management System in alignment with fundamental elements of an effective program endorsed by Energy Safety Canada (ESC).

Beginning in 2020, Vesta rolled out an on-line HSE event and stakeholder interaction reporting system that we developed in conjunction with EZOPS, a production software company. The on-line reporting tool is customized to Vesta's operations and allows ease of reporting and automatic distribution of events to relevant staff. The immediate benefit is the timely communication of incidents, near misses, and hazards to other operating areas. Since implementation of the on-line reporting platform, leading indicator reports such as inspections and hazards have increased by more than 400%.

Vesta conducts full-scale emergency response training exercises annually at a frequency exceeding minimum regulatory requirements. Our operations groups also participate in area spill response exercises through the Western Canadian Spill Co-op. Emergency response preparedness and capability is important to both Vesta and the landowners and residents in the area we operate.

Total Recordable Injury Frequency



Zero



lost time injuries for employees and contractors in 2019 and 2020



Seismicity

MONITORING AND MITIGATING INDUCED SEISMICITY

The AER has deemed that oil and gas development within the Duvernay formation has a higher risk for induced seismicity. Prior to all of our hydraulic fracturing operations, we assess the potential for seismicity and have a plan in place to monitor, mitigate, and respond to induced seismicity if it occurs.

In March 2019, an induced seismic event occurred during our hydraulic fracturing operation in the Sylvan Lake area that was felt by residents in the area. Vesta fully collaborated with the AER and AGS in the subsequent investigation. In December 2019, the AER issued Subsurface Order No. 7, detailing stringent requirements for hydraulic fracturing operations in the Duvernay formation specific to the Red Deer area. We have safely completed hydraulic fracturing operations on 100% of our wells operating under the conditions of the subsurface order.

We perform subsurface studies including geomechanical modelling to analyze seismicity risk associated with our Duvernay operations. This enables us to complete a comprehensive risk assessment and complete individualized fracturing treatment plans for each well. During hydraulic fracturing operations we follow the AER traffic light system to mitigate risks.

Vesta operates up to 12 seismic monitoring stations during our fracture stimulation operations that are installed on Vesta surface leases and private land for high resolution detection of induced seismicity events. This broadband seismic array is monitored 24 hours a day by a third-party seismic monitoring service with expertise in distinguishing natural events from induced seismicity and measuring and communicating real-time events.

AER Traffic Light System - Red Deer Subsurface Order No.7



3.0M_L

cease operations,
inform the AER



1.0M_L

inform the AER
invoke response plan



1.0M_L

no action required

December 2019

Alberta Energy Regulator



Community Engagement

BEING A GOOD NEIGHBOUR

Vesta believes in leaving it better than we found it. Engagement and collaboration with local stakeholders in areas that we operate are vital to our continued success.

We focus on community engagement and collaboration by minimizing the disturbance caused by our activities. Our efforts include a number of initiatives and partnerships with local community members and organizations.



26km

weekly of county road maintenance support with Vesta owned graders and water trucks



350km

of rural roads covered over last three years in our road-side clean-ups

- Our annual road-side clean-up program conducted over the last three years has seen our employees and contract operators cover over 350 kms of rural roads and collect over 350 bags of garbage left by passing motorists.
- We have a road maintenance program with two Vesta operated graders maintaining Vesta activity routes on public gravel roads. We also collaborate with residents and counties to organize a semi-annual dust control program on trucking routes and provide water truck dust control on public roads where necessary.
- We implement reduced speed limits for high traffic areas during periods of increased activity on Vesta sites.
- We employ noise mitigation during drilling and completion activities. This includes completion of Noise Impact Assessments in populated areas and installation of sound abatement wall panelling for noise reduction.



“By providing a water truck for dust control on the gravel roads, and supplying a grader to repair ruts and washboard, [Vesta] have made a significant improvement to the condition of our local roads.”

~ Letter from a Lacombe County resident



Community Support

INVESTING IN THE FUTURE

Partnership and support within the Red Deer and Lacombe regions are important to our social investments. We partner with multiple municipalities in our operating area to support local community events and interest groups. Our sponsorship and donation program is focused on youth support and local community donations.

We have invested over \$300,000 into local youth and community events, and our staff volunteer time at local events to engage with community interest groups and community members. When the COVID-19 pandemic began in 2020, these organizations were in greater need. We supported over 45 distinct events and are proud to support local organizations such as 4-H Clubs, Family and Community Support Services, youth sports and arts programs, public libraries, local walking trail societies, and food banks. We also partnered with a local music artist and municipalities for Drive-In Music concerts in the summer of 2020. In 2021, we began working with Scientists in School to provide virtual STEM workshops to a local school to support continued development of discovery-based activities during a period in which many field trips and off-site visits have been cancelled under COVID-19 restrictions.

In the last four years,
Vesta has spent over
\$1 Billion
in total combined development
and operational activity supporting
local services and businesses in the
greater Red Deer area.





Our People

EMPLOYEE DEVELOPMENT AND SUPPORT

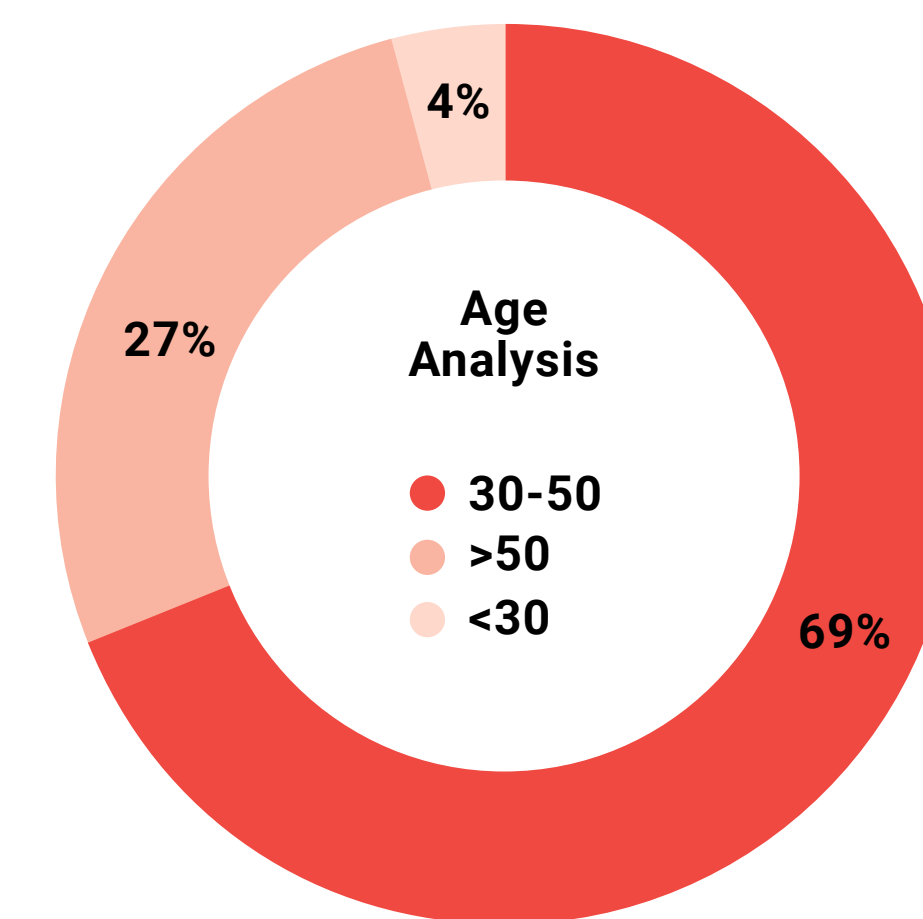
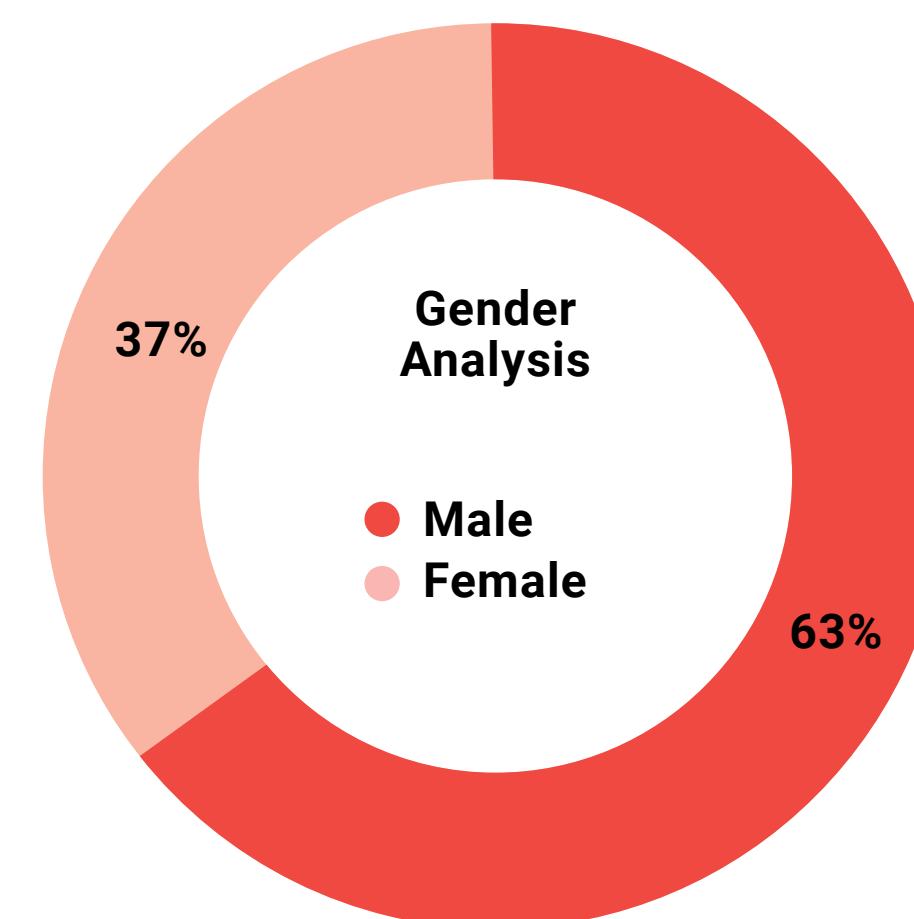
Vesta believes its people are instrumental in achieving our corporate goals. We work within a culture of respect and collaboration. We are committed to treating our people fairly and developing a motivated workforce that strives for excellence. We offer a competitive compensation and benefits program, and support employee professional development and opportunities that increase exposure to new experiences.

We value diversity and inclusion within our workforce and encourage different perspectives to promote innovation within our business. We employ people spanning different age groups and backgrounds. In March 2021, we added one female to the senior leadership team, resulting in 14% female representation.

Our employees participate in an annual goal setting and performance review process with regular check-ins with leaders. The goals help individuals focus on results that matter and connect each employee with their personal impact to the business. Professional designation and certification memberships are covered by Vesta, along with courses that allow our employees to pursue their development goals.

We provide an Employee & Family Assistance Program which offers counselling, life coaching services and online health resources to our employees and their families. In January 2020, we introduced a virtual healthcare support resource, providing employees and their families virtual 24/7 access to healthcare services such as prescription renewals, and treatments for illness and acute and chronic health conditions. The virtual platform also provides our employees with mental health support and health education and coaching.

When the COVID-19 pandemic began in March 2020, Vesta quickly pivoted to ensure office staff were set up to work at home effectively and protocols were established at field sites to ensure the safety of our staff while maintaining business critical operations.



125%

increase in the use of Vesta-provided family support services since the beginning of the pandemic.

The background of the slide features a stack of several books resting on a dark, textured surface. The scene is backlit by a bright, warm light source, likely the sun, creating a soft, golden glow and a bokeh effect in the clouds. On the left side of the image, there is a large, semi-transparent white circle that partially overlaps the books and the background. The word "Governance" is centered over the books in a large, white, sans-serif font.

Governance



Governance Structure

COMMITTMENT AND FOCUS

We are committed to conducting business in a resilient, efficient, and safe manner that is environmentally sustainable. Our Board members have a strong diversity of skills and experience to guide the principle objectives of Vesta.

Our Board is comprised of eight members that oversee our management and activities, and provide guidance to our Senior Leadership Team. Guided by the TCFD recommendations, we have recently expanded our governance structure to include sustainability oversight to the Reserves and HSE Committee. This sustainability oversight will formally include quarterly review of ESG performance, initiatives, risks, and opportunities and provide guidance on long-term ESG strategies and risk management. Diligent corporate oversight by the Board is undertaken through the following committees:

Reserves, HSE & Sustainability Committee

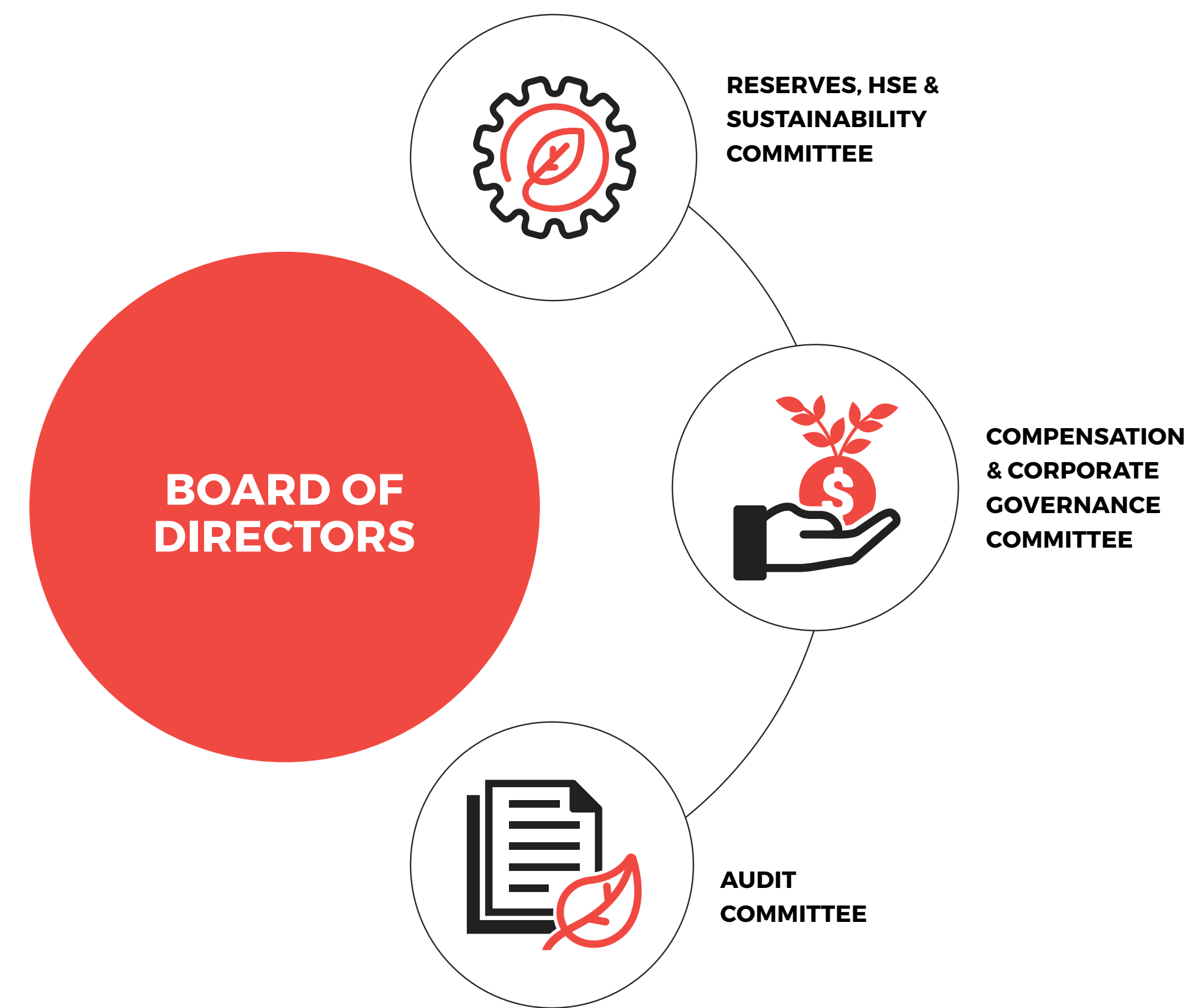
- Oversight of matters related to HSE and sustainability, includes Vesta's approach, strategy, and reporting of ESG matters.
- Oversight of Vesta's oil and natural gas resources, Reserves Report, and public disclosure of reserves.
- Oversight of Vesta's climate-related risk management including the development of processes for identifying, assessing, and managing these risks.

Compensation & Corporate Governance Committee

- Oversight of compensation, human resource matters, and compliance with securities regulatory requirements.
- Oversight of governing compensation, ensuring Vesta has the programs in place for the development and succession of management, and assessment of the composition, size, and effectiveness of the Board.

Audit Committee

- Oversight and monitoring of Vesta's compliance with legal and regulatory requirements, financial disclosures, and appointment of external auditors
- Oversight of corporate policies related to financial and security risk.





Governance Policies

ETHICAL GOVERNANCE

We are committed to the highest standards for business conduct and ethics. We recognize the importance of credibility, integrity, and trust to the success of Vesta as a business, to our employees and contractors who work for us, and all other stakeholders.

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics is an overarching policy that guides our directors, officers, employees, and contractors to committing to ethical behaviour, compliance with local, provincial, and federal law, providing reporting mechanisms for violations, and ultimately detecting and preventing wrongdoing. Key components of this policy include:

- Respectful Workplace
- Confidentiality
- Conflicts of Interest
- Trading Restrictions and Undisclosed Material Information
- Accuracy of Company Records and Reporting
- Whistleblower Program

Other key corporate policies that our employees must abide by include:

- Information Disclosure and Trading Policy
- Health, Safety and Environment Policy
- Alcohol and Drug Policy

Our Whistleblower program provides the opportunity for any employee, contractor, and/or stakeholder to confidentially report any concerns related to Vesta's operation or conduct. All reports are received by the Chair of the Board, President and Chief Executive Officer, Chief Financial Officer, and the head of Human Resources. Our policy requires all reports to be reviewed, investigated if necessary, and addressed with the reporting party.

100% of our Board, officers, employees, and contractors review and sign-off on our Code of Business Conduct and Ethics policy.

Vesta Whistleblower Hotline:

1-800-661-9675

www.vestaenergy.confidenceline.net





Climate-Related Strategy

RESILIENCY, ADAPTATION, AND INNOVATION

The assessment and understanding of climate-related risks and opportunities is paramount to determining corporate strategy. The Reserves, HSE, and Sustainability Committee is required to oversee the management of these risks to Vesta. Material ESG topics are evaluated based on operational, health and safety, environmental, financial, regulatory, and reputational impacts. We will continue to improve upon this evaluation as we further refine our materiality assessment processes. In accordance with TCFD recommendations, the impacts of the two types of climate-related risks (physical and transitional) are included in Vesta’s evaluation of climate-related risks and integrated into our overall corporate risk management.

Climate Risk	Description	Strategic Actions to Mitigate Risk
Physical Risks - Acute	Acute physical risks related to climate change include increased frequency of severe weather events such as wildfires, extreme temperatures, heavy precipitation events, and flooding that could result in physical damage or business interruptions.	Based on the area of Vesta's operations in central Alberta, acute physical risk associated with climate change is viewed to be low. In the event of an acute physical occurrence, Vesta has a robust emergency response preparedness plan and training schedule in place to protect the communities in which we operate and protect assets and infrastructure. Insurance policies, including property and business interruption, are in place to mitigate the impacts of acute physical damage or disruption.
Physical Risks - Chronic	Long-term weather pattern changes such as drought and weather season frequency and lengths could affect business operations from site access changes and water access restrictions.	Vesta continually assesses areas of our operations that are exposed to chronic physical climate related risks. If mitigation requirements are identified, costs associated with these measures will be incorporated into long-term budgeting models.
Transitional - Policy & Legal	Government policy related to climate change, such as carbon pricing and emission limits, and unpredictable future government policy and regulations may inhibit or distress business operations.	Known government policies and regulations that impact business operations, such as carbon pricing, are incorporated into strategic planning and capital allocations. Vesta works closely with industry advocacy groups and governments for effective outcomes on climate change related policies and regulations. Vesta is a member of EPAC that advocates for the oil and gas industry.
Transitional -Reputation	Increasing negative perceptions of the oil and gas industry and increasing stakeholder concerns related to climate change increases the access and cost of capital and impacts skilled and unskilled labor force availability in the sector.	Vesta will continue to reduce the emissions intensity footprint of our hydrocarbon production to differentiate ourselves and attract capital. We work with stakeholders and advocacy groups to provide clear and accurate information on the climate-related impact and reduction initiative of the oil and gas industry. We will continue to provide feedback to EPAC.
Transitional -Technology	Technological advancement to reduce GHG emissions do not keep pace with the stakeholder and regulatory requirements to reduce emissions. Technological advancements in low cost, low carbon alternative energy sources reduce demand for hydrocarbon-based energy.	Vesta will focus on economic development of low emission intensity hydrocarbons by continuing to test, develop, and implement emission reduction initiatives and projects. We collaborate and share emissions reduction information with peers in the industry.
Transitional -Markets	Decreased demand for hydrocarbons results in decreased revenues due to pipeline access limitations, negative perception of the industry changing consumer sentiment. Regulatory discrepancies across jurisdictions disrupt market access in Alberta.	Vesta’s ESG reporting highlights our emissions reduction initiatives and our low emission intensity relative to other oil producers in the industry. We tell the story that all barrels of oil are not created equally. We assess and act on opportunities to differentiate our production from higher emission intensity production.



Climate-Related Strategy

OPPORTUNITIES TO SHAPE A BETTER TOMORROW

With climate-related risks come climate-related opportunities. Included below are opportunities associated with climate-related transition.

Climate Opportunities	Description	Strategic Actions to Mitigate Risk
Resource Efficiencies	Emission reduction technologies that improve both operational efficiency and reduce emission intensity will have a positive impact on climate change impacts while fulfilling market demand.	Vesta focuses on investment, evaluation, and early adoption of innovative technologies to lower our emissions footprint which result in a hydrocarbon product that has a lower impact on climate. Technologies that achieve lower emissions while also benefitting operation efficiency will be quickly adopted.
Energy Source	Lower energy sources utilized during oil and gas extraction results in a lower carbon footprint of the hydrocarbon production.	Vesta will continue to maximize electrical grid connections to take advantage of improving energy emission efficiency through policies that will lower the Alberta electrical grid emission footprint over the next decade and beyond.
Product / Services	Climate differentiated hydrocarbon production provides a premium demand for lower carbon intensive fuels. Low carbon fuel blending also provided opportunity to reduce carbon footprint of hydrocarbon fuels consumed.	Vesta will explore, source, and execute on marketing our lower carbon footprint hydrocarbon production to access premium pricing from consumer demands for lower carbon fuel choices. We will also explore investment in low carbon fuel generation opportunities that decrease carbon intensity of our hydrocarbon production.
Markets	Industry leading ESG performance can differentiate us from other global and domestic production and provide access to new investors and capital.	Provide detailed ESG disclosure and communicate highlights that demonstrate our improvement, performance, and targets to potential investors.



Data & References



Data Tables

		2018	2019	2020
PRODUCTION	Units			
Production, net	boe/d	9,937	12,055	11,229
Oil	bbl/d	8,269	9,304	8,496
NGL	bbl/d	597	1,267	1,236
Natural Gas	Mcf/d	6,427	8,903	8,984
EMISSIONS				
Direct Scope 1 (Total)	tonnes CO ₂ e	56,618	46,615	36,434
Fuel Combustion	tonnes CO ₂ e	15,295	22,361	24,624
Flare	tonnes CO ₂ e	1,546	830	999
Vent	tonnes CO ₂ e	24,989	8,432	6,047
Fugitives	tonnes CO ₂ e	14,788	14,992	4,764
% Methane	%	71.8	52.6	34.0
% Covered by Emissions-Limiting Regulations		NPT	100%	100%
Direct Scope 1 Intensity	tonnes CO ₂ e/boe	0.0156	0.0106	0.0089
Indirect Scope 2	tonnes CO ₂ e	NPT	29,925	21,966
Indirect Scope 2 Intensity	tonnes CO ₂ e/boe	NPT	0.0068	0.0054
Scope 1 & 2 Intensity	tonnes CO ₂ e/boe	NPT	0.0174	0.0142
Criteria Air Contaminants (CAC)				
Sulfur Dioxide (SO ₂)	tonnes	NPT	3	1
Nitrogen Oxide (NOx)	tonnes	NPT	140	162
Carbon Monoxide (CO)	tonnes	NPT	143	146
Particulate Matter (PM)	tonnes	NPT	4	3

		2018	2019	2020
WATER	Units			
Freshwater Withdrawals	m ³	2,715,907	1,632,558	727,272
Withdrawals from High Stress Regions	%	89	92	77
Fresh Water Consumed		2,712,907	1,193,547	956,881
Water Withdrawals by Source				
Surface Water	m ³	2,715,907	1,632,520	727,271
Ground Water	m ³	0	38	1
Waste Water (Industrial/Municipal)	m ³	0	0	0
Produced Water	m ³	516,711	472,712	328,099
Recycled / Reused Water	m ³	185,360	108,658	58,011
Produced Water Injected for Disposal	m ³	331,351	364,054	270,088
Hydraulically fractured wells where water quality deteriorated post-frac compared to baseline	%	0	0	0
Hydraulically fractured wells with publicly disclosed frac fluid composition	%	100	100	100
Fresh Water Consumption Intensity	m ³ /boe	0.746	0.271	0.233
SPILLS				
Number of Reportable Spills	count	5	3	0
Total Volume Reportable Spills	m ³	71	17	0
Pipeline Spills	count	0	1	0
Pipeline Incident Frequency Rate	Count/1,000 kms	0	4	0
Spill Related Fines & Penalties	\$	0	0	0



Data Tables

		2018	2019	2020
ABANDONMENT AND RECLAMATION				
Units				
Active Operated Wells	gross	162	104	117
Inactive Operated Wells	gross	124	224	190
Abandoned Operated Wells	gross	43	51	93
Total Wells in Active Reclamation	gross	47	67	82
Reclamation Certificates Received	gross	3	0	4
HEALTH AND SAFETY				
Fatalities (Employees & Contractors)	count	0	0	0
Lost-time Injury Frequency				
Employees	count / 200,000 worker hrs	0	0	0
Contractors	count / 200,000 worker hrs	0.16	0	0
Combined	count / 200,000 worker hrs	0.15	0	0
Total Recordable Injury Frequency				
Employees	count / 200,000 worker hrs	1.46	0.53	0.00
Contractors	count / 200,000 worker hrs	1.01	1.08	0.73
Combined	count / 200,000 worker hrs	1.08	0.94	0.63

		2018	2019	2020
SOCIAL				
Workforce Profile				
Office (Permanent)	count	NPT	45	45
Office (Consultants & Temporary)	count	NPT	14	7
Field (Permanent)	count	NPT	18	17
Field (Contractors, Consultants & Temporary)	count	NPT	94	36
Employee Voluntary Turnover	%	NPT	12	3
Diversity, Employees				
Women in the Workforce	%	35	38	37
Female Supervisory Positions	%	21	19	20
Female Management & Executive Team	%	0	0	0
Under 30	%	3	5	3
30-50	%	74	68	69
Over 50	%	23	27	27
% of proved and probable reserves in or near areas of conflict	%	0	0	0
% of proved and probable reserves in or near Indigenous land	%	0	0	0



GRI References

Code	Description	Location or Additional Information	Page #
102-1	Name of the organization	About Vesta Energy Ltd.	4
102-2	Activities, brands, products, and services	About Vesta Energy Ltd.	4
102-3	Location of headquarters	About Vesta Energy Ltd.	4
102-4	Location of operations	About Vesta Energy Ltd.	4
102-5	Number and names of countries where the organization operates	About Vesta Energy Ltd.	4
102-6	Nature of ownership and legal form	About Vesta Energy Ltd.	4
102-7	Markets served	About Vesta Energy Ltd.	4
102-8c	Employee demographics	Our People, Data Tables	20,28
102-8E	Significant disclosure variations	No variations in disclosures 102-8a, b	
102-10	Significant organizational changes	About Vesta Energy Ltd.	4
102-14	Statement from senior decision-maker	Letter to Stakeholders	3
102-15	Key impacts, risks, and opportunities	Climate Related Strategy	24,25
102-16	Values, principles, standards, and norms of behavior	ESG at Vesta, Governance Structure	6,22
102-17	Mechanisms for advice and concerns about ethics	Governance Policies	23
102-18a	Governance structure	Governance Structure	22
102-18b	Committees responsible for decision-making on economic, environmental and social topics	Governance Structure	22
102-19	Delegating authority	Governance Structure	22
102-20a	Executive level responsibility for economic, environmental, and social topics	Governance Structure	22
102-20b	Whether post holders report directly to the Board	Governance Structure	22
102-22	Composition of the highest governance body and its committees	2021 ESG Report	36
102-23a	Chair of the highest governance body/Whether the chair of the Board is also an executive officer	N/A – The Vesta Board chair is not an executive officer	
102-25a	Conflicts of interest/Processes for the Board to ensure conflicts of interest are avoided	Alberta Business Corporations Act	
102-26	Role of highest governance body in setting purpose, values, and strategy	Governance Structure	22
102-29a	Identifying and managing economic, environmental, and social impacts/Board's role in identifying and managing economic, environmental and social topics and impacts	Governance Structure	22
102-31	Frequency of Board's economic, environmental and social topic reviews	Governance Structure	22
102-32	Highest governance body's role in sustainability reporting/Board committee that formally reviews and approves the organization's sustainability report	Governance Structure	22
102-41	Collective bargaining agreements	No employees are covered by collective bargaining agreements	



GRI References

Code	Description	Location or Additional Information	Page #
102-46	Defining report content and topic boundaries	Our ESG Report	2
102-47	List of material topics	Our ESG Report	2
102-48	Restatements of information	N/A – this is Vesta’s inaugural ESG report	
102-49	Changes in reporting	N/A – this is Vesta’s inaugural ESG report	
102-50	Reporting period	About This Report	5
102-51	Date of most recent report	About This Report	5
102-52	Reporting cycle	About This Report	5
102-53	Contact point for questions regarding the report	2021 ESG Report	36
102-54	Claims of reporting in accordance with the GRI Standards	About This Report	5
102-55	GRI content index	GRI References	29,30
201-1	Direct economic value generated and distributed	Community Support	19
201-2	Financial implications and other risks and opportunities due to climate change	Climate Related Strategy	24,25
303-1	Water withdrawal by source	Data Tables	27
303-3	Water withdrawal/Water recycled and reused	Data Tables	27
303-5	Water consumption	Data Tables	27
305-1	Direct (Scope 1) GHG emissions	Data Tables	27
305-2	Energy indirect (Scope 2) GHG emissions	Data Tables	27
305-4	GHG emissions intensity	Data Tables	27
305-5	Reduction of GHG emissions	Emissions	10
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Data Tables	27
306-3	Significant spills	Asset Integrity	13
401-1	New employee hires and employee turnover	Data Tables	28
403-1	Occupational health and safety management system	Health and Safety	16
403-2	Hazard identification, risk assessment, and incident investigation/Injury rates and work-related fatalities	Health and Safety, Data Tables	16,28
403-6	Promotion of worker health	Our People	20
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Health and Safety, Data Tables	16,28
403-9	Work-related injuries	Data Tables	28
405-1	Diversity of governance bodies and employees	Our People, Data Tables	20,28



SASB References

Code	Description	Location or Additional Information	Page #
EMP-EP-000.A	Production volumes	About Vesta Energy Ltd, Data Tables	4, 27
EMP-EP-000.B	Number of offshore sites	Not Applicable	
EMP-EP-000.C	Number of onshore sites	Asset Retirement, Data Tables	14,28
EMP-EP-110a.1	Gross global Scope 1 emissions, % CH4 , % covered under emissions limiting regulations	Emissions, Data Tables	8,9,10,27
EMP-EP-110a.2	Amount of gross global Scope 1 emissions by activity	Data Tables	27
EMP-EP-110a.3	Scope 1 emissions management strategy and reduction targets, and an analysis of performance against those targets	Emissions, Climate-Related Strategy	8,9,10,24,25
EMP-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O) (2) SOx (3) VOCs and (4) PM	Data Tables	27
EMP-EP-140a.1	(1) Total fresh water withdrawn (2) total fresh water consumed, % of regions with high or extremely high baseline stress	Water	27
EMP-EP-140A.2	Produced water and flowback volumes	Data Tables	27
EMP-EP-140a.3	Public disclosure of fracturing chemicals used	Data Tables	27
EMP-EP-140a.4	Water quality deterioration from hydraulic fracturing	Data Tables	27
EMP-EP-160a.1	Description of environmental management policies and practices for active sites	Asset Integrity	13
EMP-EP-160a.2	Number and aggregate volume of pipeline spills, volume in arctic, volume impacting shorelines and volume recovered	Asset Integrity, Data Tables	13,27
EMP-EP-210a.1	% of (1) proved and (2) probable reserves in or near areas of conflict	Data Tables	28
EMP-EP-210a.2	% of (1) proved and (2) probable reserves in or near Indigenous land	Data Tables	28
EMP-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights and operation in areas of conflict	Governance Policies	22
EMP-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Land Management, Community Engagement, Community Support	14,17,18
EMP-EP-320a.1	Recordable incident frequencies, fatalities, near miss frequencies and health, safety and emergency response training	Health and Safety, Data Tables	16,28
EMP-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production life cycle	Health and Safety, Governance Policies	16,23
EMP-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	Climate-Related Strategy	24,25
EMP-EP-510a.1	Discussion of corporate positions related to government regulations and or policy proposals that address environmental and social factors affecting the industry/Reserves in 20-lowest countries on Transparency International's Corruption Perception Index	Not Applicable – Vesta operations are located solely within Canada	
EMP-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Governance Policies	23



TCFD References

Code	Description	Location or Additional Information	Page #
Governance (a)	Board oversight (Describe the board’s oversight of climate-related risks and opportunities)	Governance Structure, Governance Policies	22,23
Governance (b)	Management’s role (Describe management’s role in assessing and managing climate-related risks and opportunities)	Governance Structure, Governance Policies	22,23
Strategy (a)	Identification of risks and opportunities	Climate-Related Strategy	24,25
Strategy (b)	Impact of risks and opportunities	Climate-Related Strategy	24,25
Risk Management (a)	Risk identification and assessment process	Climate-Related Strategy	24,25
Risk Management (b)	Describe the organization’s processes for managing climate-related risks	Climate-Related Strategy	24
Risk Management (c)	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization’s overall risk management strategy	Climate-Related Strategy	24
Metrics and Targets (a)	Metrics	Data Tables	27,28
Metrics and Targets (b)	GHG emissions	Emissions, Data Tables	8,9,10,27
Metrics and Targets (c)	Targets and performance	Emissions	10



Abbreviations and Terms

ABBREVIATIONS			
2P	Proven and Probable	kms	Kilometres
ABC	Area Based Closure	LMR	Liability Management Rating
AER	Alberta Energy Regulator	LTI	Lost Time Injuries
AGS	Alberta Geological Survey	LTIF	Lost Time Injury Frequency
bbl	Barrel	m³	Cubic Meter
boe	Barrel of Oil Equivalent	Mcf	One Thousand Cubic Feet
CAC	Criteria Air Contaminants	M _L	Local Magnitude
CO	Carbon Monoxide	NGL	Natural Gas Liquids
CO ₂	Carbon Dioxide	NOx	Nitrogen Oxides
CO ₂ e	Carbon Dioxide Equivalent	NPT	Not Previously Tracked
d	Day	PM10	Particulate Matter
ESG	Environmental, Social, and Governance	POMM	Pipeline Operations and Maintenance Manual
GHG	Greenhouse Gas	SASB	Sustainability Accounting Standards Board
GRI	Global Reporting Initiative	SO ₂	Sulphur Dioxide
HSE	Health, Safety, and Environment	TCFD	Task Force on Climate-Related Financial Disclosures
IFRS	International Financial Reporting Standards	TRI	Total Recordable Injuries
kg	Kilograms	TRIF	Total Recordable Injury Frequency

TERMS	
Inactive well	A shut-in well that has not produced for a period of 12 consecutive months
Abandoned well	An abandoned and cut and capped well considered safe and secure by regulators on a site that has not received a reclamation certificate
Scope 1 (Direct) Emissions	Direct GHG emissions that occur from sources owned or controlled by an entity. Vesta's Scope 1 emissions include equity-based emissions from company owned and operated equipment including stationary combustion, flaring, venting, and fugitive emissions.
Scope 2 (Indirect) Emissions	Indirect GHG emissions that occur from the generation of purchased energy. Vesta's Scope 2 emissions include indirect emissions from the generation of purchased electricity.
Scope 3 Emissions	Indirect GHG emissions outside Scope 2 that occur in the value chain of the reporting entity, including both upstream, midstream, and downstream emissions.



ADVISORIES

We have taken care to ensure the information in this ESG Report is accurate. However, this ESG Report includes aspirational goals and estimates which may differ from actual results, and is for informational purposes only. We disclaim any liability whatsoever for errors or omissions.

There is no single standard system that applies across companies for compiling and calculating the quantity of GHG and methane emissions and other sustainability metrics attributable to our operations. Accordingly, such information may not be comparable with similar information reported by our peers.

In this report, we have used a number of oil and gas metrics which do not have standardized meanings and therefore may be calculated differently from the metrics presented by other oil and gas companies. Boe means barrels of oil equivalent. The term Boe may be misleading, particularly if used in isolation. The conversion ratio of six thousand cubic feet per barrel (6 Mcf: 1 bbl) of natural gas to barrels of oil equivalent is based on an energy equivalency conversion method primarily applicable at the burner tip and does not represent a value equivalency at the wellhead. Given that the value ratio based on the current price of crude oil as compared to natural gas is significantly different from the energy equivalency of 6:1, utilizing a conversion on a 6:1 basis may be misleading as an indication of value.

This ESG Report discloses booked 2P drilling locations. These locations are derived from Vesta’s independent reserves report dated effective as of June 30, 2021. This ESG Report also has disclosure regarding Vesta’s netback. Netback does not have a standardized meaning prescribed by IFRS and our method of calculating netback may differ from the method used by other

companies and, accordingly, they may not be comparable to similar measures presented by other companies. This measure should not be considered as an alternative to, or more meaningful than, other measures of financial performance determined in accordance with IFRS as indicators of performance, but we believe it is useful in, among other things, assessing our relative operating performance and evaluating Vesta against other companies in the oil and gas industry.

Certain statements contained in this ESG Report constitute “forward-looking information” and “forward-looking statements” (collectively, “forward-looking statements”) within the meaning of applicable Canadian securities laws regarding, without limitation, our expectations, intentions, plans and beliefs, including information as to our future goals, strategies, targets and performance related to environmental, social and governance matters as outlined herein. In certain cases, forward-looking statements can be identified by the use of words such as “plans”, “contemplates”, “expects”, “goal”, “target”, “scheduled”, “estimates”, “forecasts”, “intends”, “anticipates” or “believes”, or variations of such words and phrases, or state that certain actions, events or results “may”, “could”, “would”, “might” or “will” be taken, occur or be achieved. By their nature, forward-looking statements involve numerous assumptions, known and unknown risks, uncertainties and other factors which may cause our actual results, performance or achievements to differ materially from those we anticipate and describe in the forward-looking statements. As such, forward-looking statements are not a guarantee of future results or circumstances and undue reliance should not be placed on them.



ADVISORIES

Specifically, this ESG Report contains forward-looking statements relating to: our business strategies, plans and objectives; our efforts to lower GHG emissions including by displacing diesel with cleaner burning natural gas; our plans to reduce methane emissions; our efforts to reduce the amount of fresh water used in our operations; our asset integrity and asset retirement plans; our ongoing commitment to our employees, contractors and other third parties to have zero workplace injuries; our plans to manage potential seismicity issues; our commitment to diversity; our governance principles and structures; and our climate-related strategy to deal with the risks and opportunities presented by climate change.

With respect to any forward-looking statements contained in this ESG Report, in addition to the other factors and assumptions identified herein or elsewhere by us, assumptions have been made regarding: the successful implementation of our strategies and plans, including the ability to access and implement all technology and other necessary resources to (i) reduce GHG and methane emissions and fresh water use, (ii) abandon and reclaim our properties within the proposed timelines and (iii) manage seismicity; the availability of financing and funds from operations to fund our planned ESG expenditures; continued collaboration and positive relations with our employees, suppliers and customers and the communities in which we operate; the accuracy of our ESG-related materiality assessments; and applicable laws and regulations regarding ESG matters.

Although we have attempted to identify important factors that could cause actual actions, events or results to differ materially from those described in the forward-looking statements contained herein, there may be other factors that cause such actions, events or results to differ from those anticipated, estimated or intended. Vesta is subject to all of the risks that are common in the upstream oil and gas industry in Canada and which may have an impact on our anticipated actions, events and results described herein including without limitation: operational risks and well results; the availability and performance of facilities and pipelines; the geological characteristics of our properties; prevailing weather and break-up conditions and access to our assets; commodity prices, price volatility, price differentials and the actual prices received for our products; royalty regimes and exchange rates; regulatory requirements; access to capital; the availability of labour and services; our ability to fulfill our ESG strategies and goals; and new, or changes to existing, laws and regulations regarding climate, environmental and other ESG matters.

There can be no assurance that any forward-looking statements herein will prove to be accurate, as actual results and future events could differ materially from those anticipated in such statements. In addition, these statements speak only as of the date of this ESG Report. We undertake no obligation to publicly update or revise any forward-looking statements.



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Board of Directors

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- Ryan Crawford**
- Jesal Shah**^{2, 4}
- Robert Tichio**³
- Denzil West**^{2, 3}
- Paul Smith**⁴
- John Schissel**^{2, 4}
- Matt Rees**

Senior Leadership Team

- Matt Rees** PRESIDENT AND CHIEF EXECUTIVE OFFICER
- Mike Koy** CHIEF FINANCIAL OFFICER
- Dermot O’Connor** VP EXPLORATION
- Chris McDavid** VP OPERATIONS
- Craig Burton** VP LAND & DEVELOPMENT
- Mark Lansing** VP HSE & SUSTAINABILITY
- Celsa De Sa** DIRECTOR, HR & COMMUNICATIONS

¹ Board Chairman
² Member of the Reserves, HSE & Sustainability Committee
³ Member of the Compensation & Corporate Governance Committee
⁴ Member of the Audit Committee