



# Sustainability Report 2022



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# Message from the CEO

## Dear Stakeholders,

*IPC is dedicated to providing sustainable energy to the world. Recent events have highlighted the importance of energy security for long-term economic growth. As an oil and gas producer, we play a crucial role in meeting the global demand for energy while minimizing our environmental impact.*

We recognize the growing interest of our stakeholders in our environmental, social, and governance (ESG) management and understand the importance of continually improving our sustainability disclosure.

We therefore adhere to sustainability frameworks and standards such as the Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosures (TCFD), and Extractive Sector Transparency Measures Act (ESTMA). Additionally, we adhere to the UN Sustainable Development Goals (SDGs) and UN Global Compact principles. These efforts align with the expectations of our stakeholders.

In the past year, we achieved multiple significant milestones. We successfully completed a major investment program of USD 163 million across our assets in France, Malaysia, and Canada. This led to record-breaking production performance, surpassing 50 Mboepd in the third quarter with an annual average production of 48.6 Mboepd. Looking ahead, we have sanctioned IPC's first large greenfield development project, setting the stage for future growth and success.

Regarding sustainability, we have made notable progress in climate action. Our operational emission reduction efforts have resulted in a more than 10% decrease since announcing our climate strategy in 2020. We have also signed a virtual green power purchase agreement with TC Energy, contributing to green energy transition in Alberta. In addition, we have expanded our carbon compensation efforts by offsetting a substantial share of our 2022 CO<sub>2</sub> emissions. These initiatives put us on track to achieve a 50% reduction in our net emissions intensity by 2025.

While celebrating our achievements, we must also acknowledge the challenges we encountered during the year. On the safety front, we fell short of our safety aspirations. To address this, we have identified the causes, shared lessons learned, and developed comprehensive action plans for 2023. Building and retaining a strong safety culture remains a top priority.

We are equally committed to creating an inclusive and respectful workplace. Our 2022 Respect for the Workplace program promoted working in a harmonious environment. Furthermore, we conducted our first employee engagement survey and had an outstanding participation rate of over 85%. We have listened to the feedback and will continue to build upon our strengths in the coming year while actively addressing areas where we can improve.

We firmly believe that the extraction of natural resources should not only drive economic development but also benefit the communities we operate in. Our activities have generated significant government revenues of 154 MUSD in the countries where we operate.

We also conduct regular engagements with local communities, providing support when possible. To formalize our commitment to these communities, we have developed a community investment framework for IPC, guiding us in strategic initiatives for community development.

Lastly, we would like to pay tribute to our founding Chairman, Lukas Lundin, who sadly passed away in July of 2022 after a courageous battle with glioblastoma. Lukas was an exceptional value creator in the primary resource industry, the epitome of an entrepreneur whose passion for business and life was unmatched. At IPC, we are committed to upholding the Lundin family values and carrying forward his remarkable legacy.

We would like to thank all our employees for their exceptional performance in 2022 and express gratitude to all stakeholders for their collaboration and trust. With our collective commitment and relentless pursuit of excellence, we will continue to lead the way in providing responsibly sourced energy and delivering lasting value for all.

Sincerely,



Mike Nicholson  
President and CEO



# 2022 Highlights

**25** kg CO<sub>2</sub>/boe  
Net emission intensity

**48,600** boepd  
Annual average production

**1,136** MUSD  
Total revenues

**1<sup>st</sup>**  
Green power  
purchase agreement

**Zero**  
Severe injury

**163** MUSD  
Capital expenditure

**>125,000** t CO<sub>2</sub>e  
Operational emission  
reductions (2020-2022)

**29%**  
Women in the company

**154** MUSD  
Payments to governments

**330,000** t CO<sub>2</sub>  
Carbon credits retired

**442**  
Total workforce (employees  
& contractors)

**430** MUSD  
Free cash flow

# Our Sustainability Approach

At IPC, we are passionate about working together to drive change from the inside and we are proud of the considerable contributions we have made towards achieving our sustainability targets. We have been working to meet or exceed the goals we set last year, and are excited to showcase the significant progress and growth achieved across the company. Our ultimate aim is to responsibly deliver energy that meets society's needs while minimizing environmental impact and supporting our stakeholders and communities.

To ensure we stay on track and prioritize sustainability, IPC believes in fostering open dialogue with all of our stakeholders. From our staff and communities, to shareholders and government organizations, we actively seek feedback to help identify and prioritize our sustainability goals. Our list of material topics is based on a variety of factors, including consultations, surveys, feedback, and benchmark reports.

We are committed to transparent reporting and continuously improving our sustainability practices. By staying true to our values and engaging with our stakeholders, we are confident that we can achieve our sustainability targets and continue making a positive impact.

## Our Six Sustainability Priorities



### Environmental Stewardship

We meet or exceed environmental standards. We have commitment to minimizing our impact to the environment and our aim is to restore or offset our impacts, implementing innovative approaches.



### Climate Action

We are playing our part in addressing the climate change challenge and aim to reduce our emissions to generate more value in the long term.



### Community Engagement

We care, respect and build trust with local stakeholders. Going beyond compliance, through active engagement, we aim to find synergies between local community needs and social impact investments, clearly defined in our investment strategy.



### Ethics & Integrity

We act consistently and transparently: in accordance with our corporate values, internal rules and the law. We build relationships based on mutual respect, earn trust and have a commitment to the highest standards of ethics.



### Rewarding Workplace

We put our people first and aim to attract and retain the best talent to drive our performance, providing equal opportunity and a rewarding working environment.



### Health & Safety

We prioritize our workers' and contractors' health and safety, aiming for zero accidents. We are recognized for our processes and management systems aligned with international best practices.

For more information about IPC's approach to sustainability, please visit [www.international-petroleum.com/sustainability/](http://www.international-petroleum.com/sustainability/).

# 2022 Progress Against Targets

Pillar	Target/goal	Key performance indicators (KPS)	2022	Trend
 <b>Ethics &amp; Integrity</b>	Achieve 100% of employee sign-off of IPC's revised Code of Ethics and Business Conduct	% of employee sign-offs	98-100%	
	 <b>Rewarding Workplace</b>	Become a "Respect in the Workplace" certified company	"Respect in the workplace" certification	>90%
	At least 30% of women on our Board of Directors to be attained within three years	Women in the Board of Directors (%)	17%	
 <b>Health &amp; Safety</b>	Strive towards a goal of zero harm to people	Total recordable incident rate	5.2	
	Continuously reinforce our safety culture by sharing assets learnings, challenges, and best practices towards a H&S culture	# of HSE training hours	6,529	
 <b>Community Engagement</b>	Develop IPC's company-wide community impact (CI) strategy	Formal CI strategy developed and implemented	Development completed	
	Conduct human rights risks assessments across all of our operations	% of operations with human rights risk assessments	N / A	
 <b>Climate Action</b>	Committed to reduce scope 1 net emissions intensity by 50% by 2025	Scope 1 GHG emissions (t CO <sub>2</sub> e)	25 kg CO <sub>2</sub> e/boe	
	Continue alignment with TCFD recommendations on climate-related risks & opportunities	TCFD Disclosure	Second TCFD disclosure	
 <b>Environmental Stewardship</b>	Strive towards a goal of zero harm to land and water resources	Total unplanned releases to sea or land (oil, water, and chemical spills)	1	

 Favorable
  Neutral
  Unfavorable

# About International Petroleum Corporation

*IPC is an international upstream oil and gas exploration and production company with a diverse portfolio of assets located in Canada, Malaysia, and France. Our portfolio of high quality producing assets provides a robust platform to scale the business through organic investments as well as through mergers and acquisitions.*

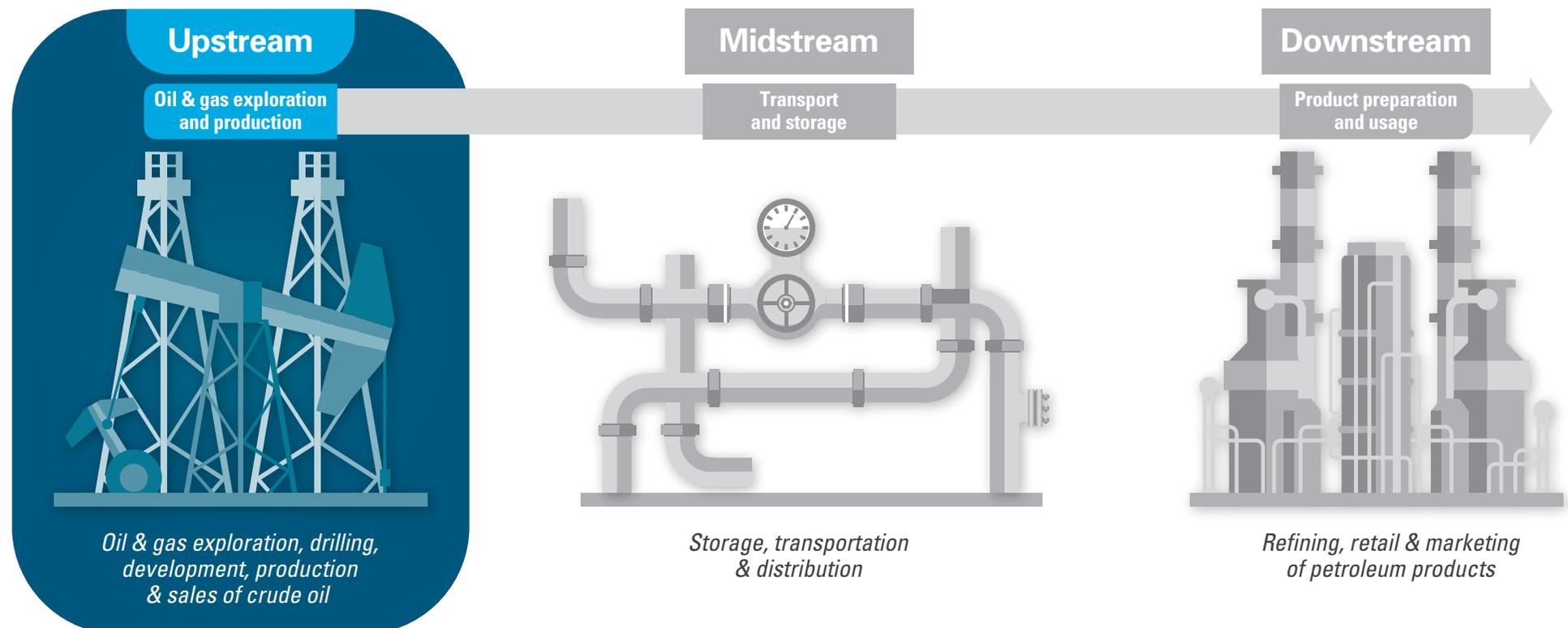
With assets in Canada, Malaysia, and France, we work towards unlocking the full resource potential through responsible operatorship and prudent investments. We also pursue growth through accretive asset acquisitions across the globe. Executing this strategy is designed to pave the way for IPC to realize ongoing success and be a leader in responsible, sustainable, and profitable operations.

We know that sustainability is crucial to achieving long-lasting success and enhancing our reputation and business performance. We continue to be committed to prioritizing sustainability

in all of our operations and decision-making processes. By balancing environmental, social, and economic factors, IPC can create value for all stakeholders while minimizing our impact on the planet.

IPC is incorporated in Canada and is a proud member of the Lundin Group of Companies. IPC's shares are listed on the Toronto Stock Exchange (TSX) and the Nasdaq Stockholm under the symbol "IPCO."

## IPC's Upstream Operations



# Our Vision & Values

*As an entrepreneurial, value-driven team bringing energy to the world in a sustainable way, we strive to embody our values of Excellence, Respect, and Resilience in everything we do.*

## Our Industry's Role in a Sustainable World

Oil and natural gas continue to be essential components of the global energy mix, contributing reliable and affordable energy to supply approximately 80% of the world's energy needs.

Although society is working to transition to more renewable energy sources, such as wind, hydro and solar, oil and gas remain vital to modern life not just as fuels. Petroleum based products are versatile, and their widespread use makes them integral to our daily lives. They are found in many everyday products, including plastics, clothing, and medical equipment, while also contributing to advancements in technology, medicine, agriculture and global connectivity and communication.

*Energy will continue to play a crucial role in advancing modern society, reducing poverty and driving economic growth.*

### Electronics:

Oil-derived plastics and other petrochemical products are essential components in electronic devices, including smartphones, computers, and televisions.

### Medical Supplies:

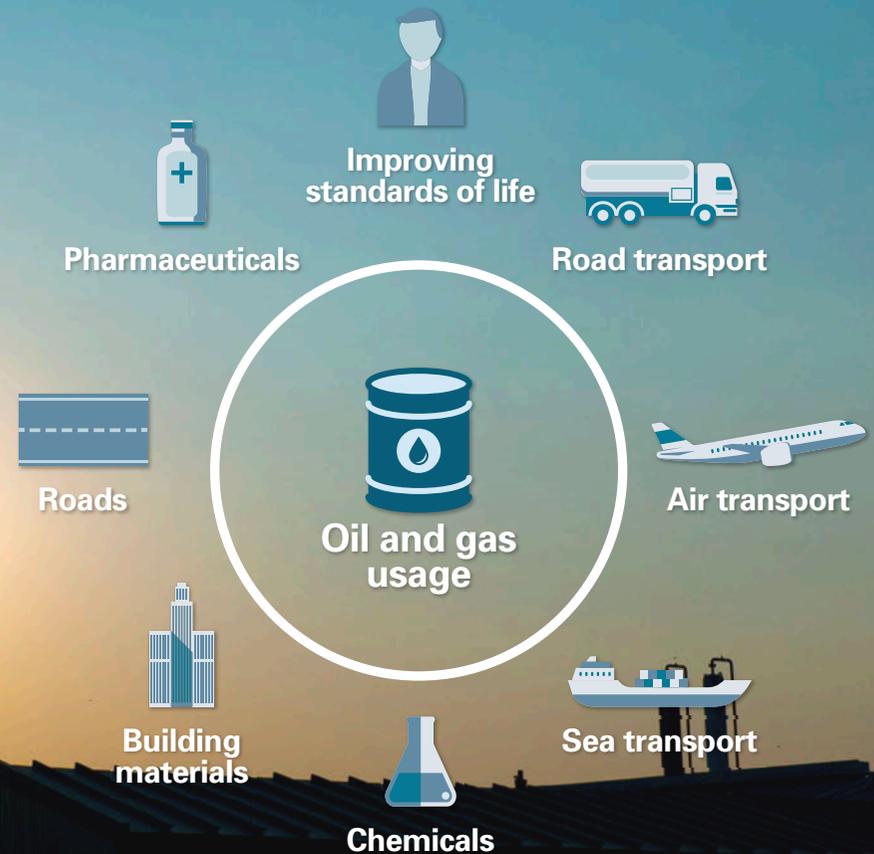
Petrochemicals play a critical role in the manufacturing of medical devices and pharmaceuticals, including hospital equipment, IV bags, artificial limbs, dentures, hearing aids, and heart valves.

### Textiles:

Petrochemical-based fibers like acrylic, rayon, polyester, and nylon are widely used in clothing, shoes and other textiles due to their lightweight, durable, and water-resistant properties.

### Health & Beauty Products:

Many personal care items, such as perfume, cosmetics, hair dye, lotion, toothpaste, soap, and eyeglasses, rely on petrochemicals for their production.



# Our Operations

*IPC is a dynamic and internationally focused upstream oil and gas company with diversified, stable, and low-risk operations in exploration, production, and development assets located in Canada, Malaysia, and France.*



- Exploration
- Production
- Development
- FPSO Facility
- Light Oil
- Gas
- Heavy Oil
- Non-operated

**France**

Paris

Paris Basin licenses

FRANCE

Aquitaine Basin licenses



**Malaysia**

MALAYSIA

Bertam

Kuala Lumpur

Natuna Sea

Singapore

INDONESIA



# About Our Reporting

*This is IPC's fourth Sustainability Report and we are proud of the significant progress we have made towards improving performance and disclosure on our ESG goals and strategy.*

## Frameworks

The purpose of this Sustainability Report is to showcase our dedication to sustainability for our stakeholders, including employees, investors, regulators, and the communities where we live and work. This report also outlines and provides information regarding IPC's relevant environmental, social, and governance (ESG) topics, priorities and achievements, and provides disclosures relevant to our material topics, which have been identified through a materiality assessment that was most recently updated in early 2023.

We have elected to align our reporting with globally recognized frameworks including the Global Reporting Initiative (GRI), the **Task Force on Climate-related Financial Disclosures (TCFD)**, and the International Petroleum Industry Environmental Conservation Association (IPIECA), all of which represent the primary guides in the development of this report. In 2022, IPC participated for the first time in the Corporate Sustainability Assessment by S&P Global, intending to evaluate its performance against the industry annually and identify gaps in strategy and reporting.

Since IPC remains dedicated to keeping abreast of the latest updates and changes across frameworks, our reporting now aligns with the updated Global Reporting Initiative (GRI) Universal Standards 2021 and the GRI 11: Oil and Gas Sector 2021 standards. Our alignment with the GRI sector standard ensures that our ESG data is consistent and comparable with that of our industry peers for the impacts that are most relevant to our sector. Previously, we reported in accordance with the GRI Core option.

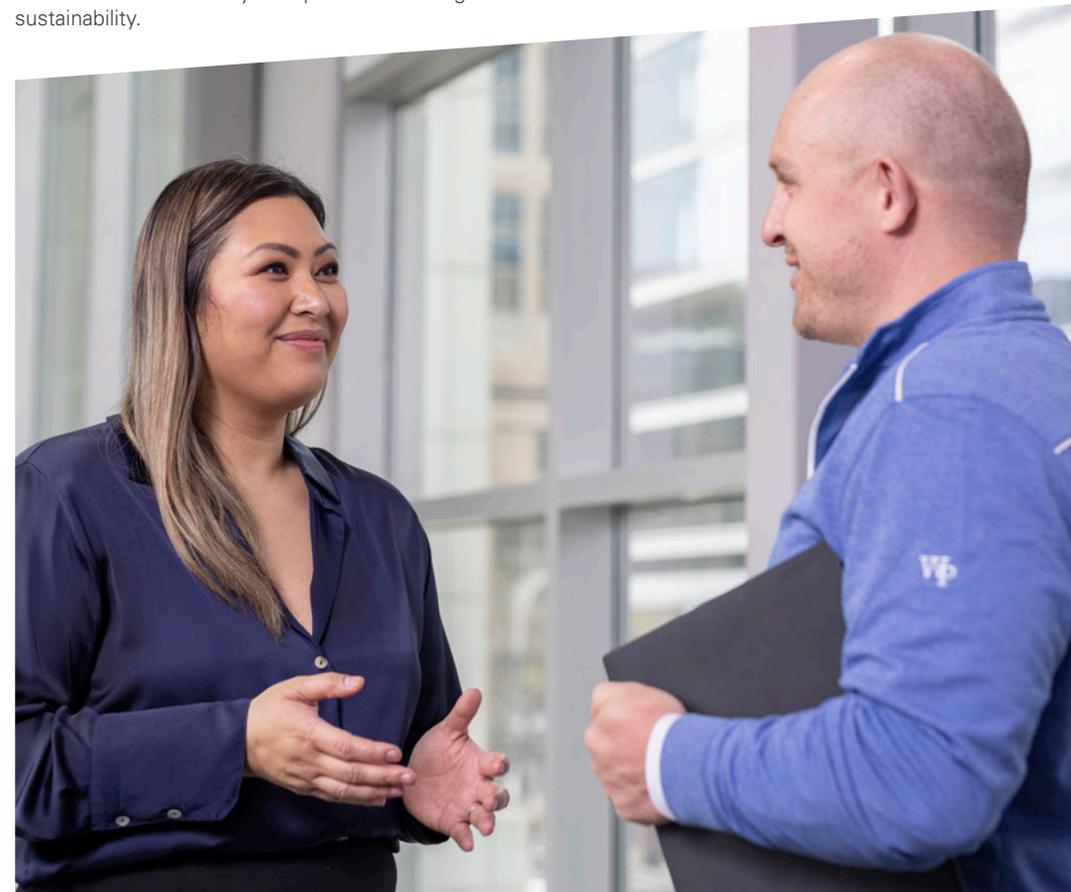
## Scope of this Report

Our performance is reported and measured on a gross (100%) operated basis for all material topics and metrics. We maintain operational offices in the countries where our assets are located, which includes Canada, France, and Malaysia and we have corporate employees within our office in Switzerland. Below are IPC's reporting boundaries:

<b>Environment</b>				
<b>Social</b>				
<b>Governance</b>				

As demonstrated, in regions where we have operations and therefore a more significant impact, we report on environmental topics. To calculate greenhouse gas (GHG) emissions, we use an operational control basis, which excludes assets not operated by IPC (noting that non-operated assets account for less than 1% of IPC's total production). Our health and safety metrics include employees and contractors.

IPC believes in taking a comprehensive approach to our reporting practices which enables us to ensure we accurately represent the Company's performance and impacts on both the environment and our stakeholders. Our reporting standards are continuously reviewed and enhanced to ensure they are up to date and aligned with our values and commitments to sustainability.



## Report Quality

The collection and analysis of corporate information presented in this Sustainability Report has been overseen by IPC's Sustainability, Operations, and Investor Relations teams. The report has been approved by the the Company's Executive Committee and Board of Directors. In order to ensure the report accurately reflects our practices and performance, a thorough content gathering and approval process was followed. At IPC, we place a high level of importance on collecting accurate and verifiable data in a consistent and rigorous manner to support our corporate disclosure practices.

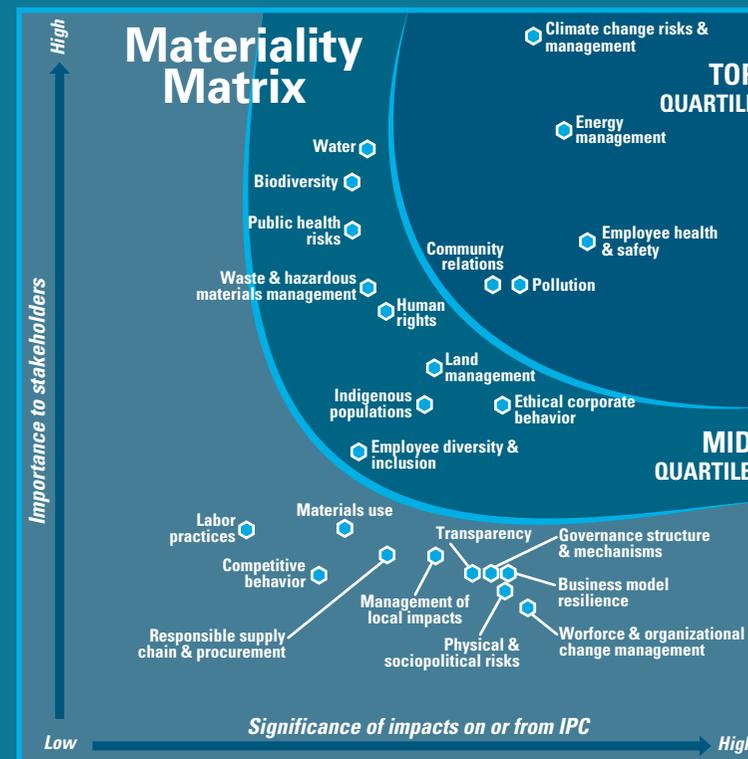
All dollar amounts are expressed in U.S. currency unless otherwise indicated. References to "we", "our", "us", "the Company" and "IPC" mean International Petroleum Corp., and its subsidiaries. Unless otherwise noted: (i) all information in this report is presented as at, and for the year ended, December 31, 2022, and (ii) the data and analysis relates to IPC and not its partners, suppliers or customers.

## Materiality Assessment

To ensure that our strategy and reporting are reflective of emerging industry trends and issues, we updated our materiality assessment in early 2023, after the previous assessment that was undertaken in 2021. This year, we surveyed senior leadership and the Sustainability Working Group, who represent a significant proportion of key decision-makers across the Company. To analyze the perspective of external stakeholders, we used a data-driven platform that captures a significant proportion of the most relevant stakeholders for the industry. In addition, this assessment was aligned with the company's risk management process.

Our new materiality assessment is primarily aligned with the Sustainability Strategy we developed in 2021, with a particular focus on areas such as energy management. In addition, we have identified water, biodiversity, and community relations as high-priority issues for external stakeholders.

With a keen focus on prioritizing what matters most, this report will explore the material topics across the six sustainability priorities we maintained through our 2021 and 2023 assessments. These include Ethics & Integrity, Rewarding Workplace, Health & Safety, Community Engagement, Climate Action, and Environmental Stewardship, each of which is discussed in greater detail in the pages that follow.



### Materiality

Materiality in sustainability reporting is determined by the potential of a particular topic to affect, positively or negatively, a company's performance and external opinion.

### Material Topics

To act responsibly, we need to manage the issues that are most material to our business and our stakeholders. We report on the eight topics classified as "high" in our materiality matrix, as well as those deemed of "medium" significance. The inclusion of stakeholder opinion and evolving societal expectation is important to us as we aim to stay relevant in our current and future disclosures.



# Ethics & Integrity

*IPC places a strong emphasis on upholding our ethics and integrity to the highest level. We consistently and transparently conduct our operations in accordance with our established values, corporate policies, and legal requirements. In order to embody our core values of Excellence, Respect, and Resilience, we prioritize sound governance and committed leadership.*

## Corporate Governance

IPC is committed to robust corporate governance, and our Board of Directors (Board) plays a crucial role in setting the tone and standards for our organization. The Board's objectives include preserving and enhancing long-term shareholder value and ensuring IPC meets its obligations on an ongoing basis and operates in a reliable, safe, and sustainable manner. Our robust governance structure and standards are established by the Board and its committees, in conjunction with our executive management team, and are guided by a set of procedural rules adopted by the Board.

The Company prioritizes fostering an ethical culture through sound corporate governance practices. Our Code of Ethics and Business Conduct serves as the foundation of our corporate values and outlines the basic rules, standards, and behaviors that all IPC employees, contractors, and members of our Board must adhere to. The Code addresses a wide range of ethical decision-making topics, including conflicts of interest, harassment, bribery and corruption, insider trading, competition and accounting, and business controls.

In 2022, we issued a revised Code that integrates our Vision and Values and republished internal communication channels to enable employees to voice concerns. Individuals inside and outside the organization can also raise concerns confidentially through IPC's Whistleblower hotline, which is available 24/7 and independently managed. All whistleblower reports are taken seriously and investigated by our Internal Audit department, the Audit Committee and the Board.

## The Board of Directors

The Board at IPC plays a critical role in governing the Company and making strategic decisions. With the primary responsibility of setting the overall direction and goals of the organization, the Board oversees executive management and ensures compliance with legal and ethical standards. Its guidance extends to matters of financial performance, risk management, and succession planning, fostering a strong relationship between shareholders and executive management to maximize long-term value.

The Board has established various committees to address specific areas of focus, enhancing the effectiveness and efficiency of its work. These committees, comprising a subset of Board members, provide focused attention to key areas and make informed recommendations for decision-making.

The Board's Nominating and Corporate Governance Committee is responsible for conducting annual assessments of the Board's effectiveness and coordinating ongoing Board education initiatives and for making recommendations on the election or re-election of Board nominees.

*At IPC, we prioritize building relationships based on mutual respect, striving to earn trust and maintain the highest standards of ethics.*



# Ethics & Integrity

The selection of Board members at IPC involves a thorough evaluation process that seeks individuals with relevant expertise and a commitment to the Company's strategic goals. We prioritize diversity, independence, and effective oversight, and have implemented a Board of Directors' diversity policy aiming to achieve a minimum representation of 30% women by the annual general meeting in 2024. The Committee will also consider non-gender based diversity factors. IPC's Board regularly reviews policies, ensuring alignment with regulatory guidelines set by authorities like the TSX and the Nasdaq Stockholm.

Since the Annual General Meeting (AGM) in 2022, our Board consists of six members, of whom five are non-executive directors, with four deemed independent. This composition brings together diverse expertise and perspectives from backgrounds in finance, engineering, law, and economics. The Board receives regular ESG training, including a climate risk session in 2022. The independent status of the directors ensures objective decision-making and provides a system of accountability.

At IPC, we are dedicated to maintaining a highly skilled and diverse Board that can provide the necessary guidance and oversight to achieve our strategic objectives and deliver sustainable value to our stakeholders.

## Sustained Economic Growth

Effective capital allocation is a cornerstone of strong corporate governance and financial management. At IPC, we prioritize sustained economic growth by generating long-term, sustainable returns and creating value for our shareholders. For the period from December 2021 to December 2022, 9.5 million common shares were purchased and cancelled under IPC's normal course issuer bid (NCIB) with a further 7.0 million common shares purchased and cancelled from December 2022 to June 2023 under a renewed NCIB. As we strive for growth, we also maintain a vigilant approach to risk management, carefully assessing the level and nature of risks we undertake to ensure our resilience in the face of challenges. By striking this balance between growth and risk management, we foster a foundation for enduring success.

## ESG Governance

The Board maintains robust governance mechanisms to oversee IPC's operations, finances, ESG, and climate change matters. We prioritize transparency by providing comprehensive information and reports on our performance, including any progress we have achieved and updates on our continuous improvement efforts. In line with our steadfast commitment to meeting our sustainability goals, executive remuneration is tied to ESG and climate performance, including target achievements. The Board diligently monitors and oversees these metrics, which make up 15% of the corporate targets determining variable executive remuneration. These targets encompass climate, environmental, and safety objectives.

## Climate Governance

Climate-related issues are integrated into IPC's organizational structure, from Board oversight to local ESG task forces. The CEO and executive committee, along with General Managers, are responsible for managing day-to-day climate-related issues. IPC's Executive Committee reviews and manages all climate-related risks and opportunities and reports regularly to the Reserves

and Sustainability Committee and to the Board with input from the Sustainability Manager. The Sustainability Manager provides ongoing updates to management and ensures that all climate-related issues are monitored effectively. Senior management's remuneration is linked to the company's performance on ESG initiatives, including carbon intensity reduction.

IPC included TCFD aligned disclosures in its Sustainability Report for the first time in 2022, and published a first standalone TCFD report in 2023, which details the Company's approach to managing climate-related risks and opportunities. More information on IPC's climate governance can be found in the [report](#).

## Supply Chain & Partners

IPC recognizes that our responsibility for sustainability extends beyond our own actions and encompasses those of our partners. To this end, we integrate sustainability considerations into our contractor and procurement management processes, promoting mutual efficiencies with suppliers that account for the environmental and social impacts of our procurement decisions. We actively seek to partner with suppliers who share our values and align with our strategic objectives, supporting our efforts to reduce our environmental footprint, contribute to economic sustainability, and support the communities where we operate. We engage with our suppliers on their sustainability performance by requiring them to acknowledge and adhere to our corporate policies and standards.

## Tax Transparency

IPC is committed to upholding ethical and responsible business practices, including tax transparency. We firmly commit not to transfer value created to low-tax jurisdictions where there is no other commercial reason. It is important to note that we have valid corporate reasons for all the jurisdictions in which we have subsidiaries or through which we flow funds from operations. We also commit not to create or use corporate or funding structures solely for tax purposes without commercial substance. All our corporate and funding structures have valid commercial substance and have been in place for many years. Furthermore, we are not using secrecy jurisdictions or so-called "tax havens" and we do not engage in tax avoidance schemes.

In line with our established governance principles, the Board is fully aware of all policies, including the corporate tax policy, and conducts an annual regular review of IPC's policies and mandates.

As part of our commitment to transparency, we foster a culture of openness and adhere to all tax regulations. We regularly consult with advisors to stay current with changes in tax law and effectively manage associated risks. We report payments to governments, including taxes, in accordance with the requirements stipulated by the Government of Canada under the Extractive Sector Transparency Measures Act (ESTMA).

In 2022, IPC paid a total of MUSD 154.5 in taxes, royalties, fees, and production entitlements to governments, compared to MUSD 76 in 2021, demonstrating our ongoing dedication to responsible tax practices and revenue reporting.

# Ethics & Integrity

## Fostering Sustainable Governance

Through ongoing commitment and proactive governance, we strive to foster sustainable practices that contribute to a more resilient and responsible future.

### Listening to our inside voices

In January 2023, IPC conducted an ESG survey among company employees, including members of the Company's Executive Committee, country leadership teams, and sustainability working groups. The survey aimed to assess the company's sustainability practices and gather valuable insights about challenges and opportunities, and contributed to updating our materiality assessment.

***The survey revealed an impressive 78% of participants strongly agreed that sustainability goes beyond compliance and is the right thing to do.***

Additionally, 80% expressed confidence in their ability to exercise the Company's commitment to sustainability in the deployment of their professional responsibilities, indicating a strong alignment with our sustainability strategy.

The IPC team acknowledges the risks posed by climate change and understands the vital link between the global energy transition, talent retention and increased regulatory constraints. With volatile oil and gas prices identified as a principal business risk, we recognize the importance of addressing climate change and embracing effective ESG strategies as part of our efforts to attract and retain top talent.

We recognize the benefits of integrating sustainability into IPC's broader strategy. The Company has demonstrated notable achievements in recent years, including the involvement of cross-functional teams in the Sustainability Working Groups, and the integration of ESG responsibilities at various levels and functions.

The ESG's survey also highlighted areas of opportunity for further progress. Participants expressed the need for concrete actions, clear communication of accomplishments, and comprehensive training on sustainability and climate challenges in the context of our industry for everyone in the Company.

***By engaging with our stakeholders, identifying areas for improvement and building on achievements, IPC is well-positioned to navigate the challenges and opportunities presented by emerging ESG risks in the oil and gas industry.***

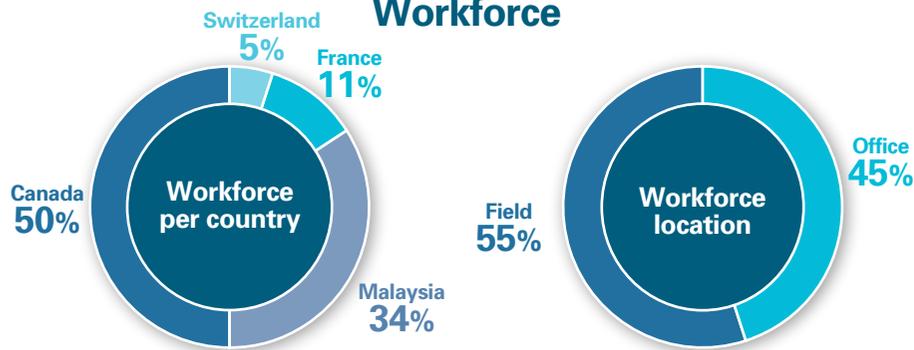




# Rewarding Workplace

Creating a workplace that values and rewards our employees for their contributions is a priority for IPC, and we strive to attract and retain talented individuals who share our dedication to creating a high-performance environment of respect, diversity, and inclusion. Building on our values of trust, integrity, transparency, and accountability, we invest in our workforce by providing in-house and external training across important disciplines that include health and safety, technical expertise and professional development.

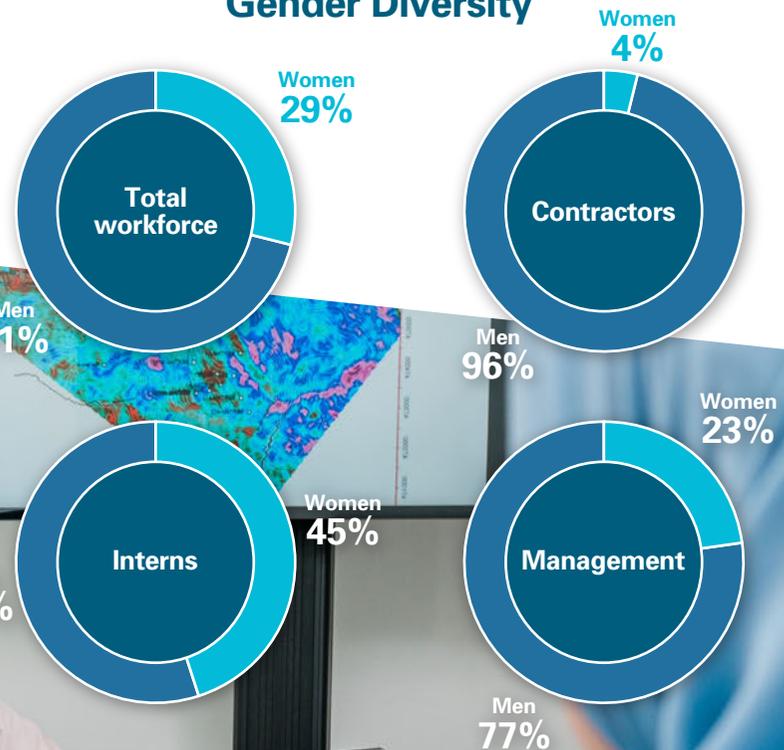
## Workforce



## Employee Well-Being & Retention

As an operator in multiple jurisdictions, IPC prioritizes hiring locally which generates economic benefits for surrounding communities. We offer competitive compensation with comprehensive benefits, flexible working hours, part-time options, and remote work arrangements when appropriate. Annual reviews of our compensation practices help us ensure we can attract and retain top talent and we facilitate professional growth through goal setting and ongoing performance evaluations.

## Gender Diversity



# Rewarding Workplace

## Culture, Diversity & Sustainable Management

We believe that workplace culture is critical to our success and we recognize the value of each individual's unique perspectives. Our Diversity Policy provides a framework and formalizes our commitment to creating an inclusive environment free from discrimination or harassment.

IPC actively promotes equal opportunities for all employees to contribute to our company's success, and encourages transparent communication and trust between employees and management. Our regular global and local townhall meetings help to ensure our entire team feels engaged and informed about our progress. During these gatherings, team members have the opportunity to ask questions, provide feedback to management, and engage in direct dialogue with leaders across the organization. We believe that promoting a diverse and inclusive workplace leads to sustainable management practices and positive business outcomes.

## Living Up to Our Values

With employees and operations spanning diverse geographies, we purposely take steps to ensure IPC's team members are aware of, and aligned with, the Company's strategy. We promote engagement initiatives at all levels, as well as feedback mechanisms to ensure that we continue to foster a positive and rewarding workplace environment that aligns with our [Vision and Values](#).

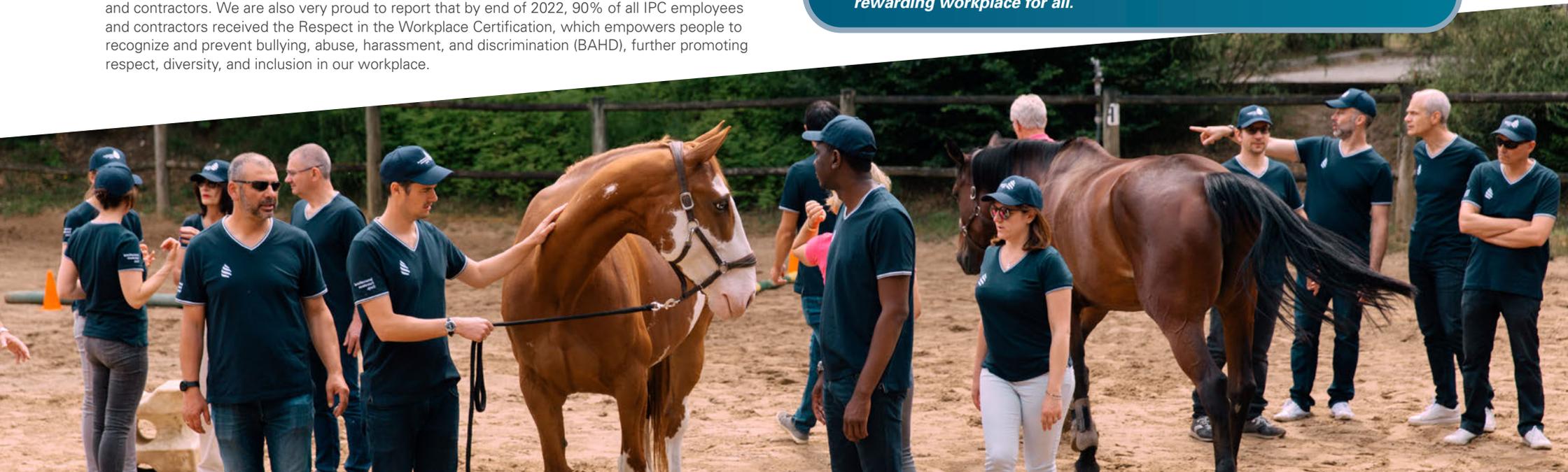
In 2022, we circulated a revised [Code of Business Ethics and Conduct](#), which was updated to better represent our renewed Vision and Values and was signed off by 99% of IPC employees and contractors. We are also very proud to report that by end of 2022, 90% of all IPC employees and contractors received the Respect in the Workplace Certification, which empowers people to recognize and prevent bullying, abuse, harassment, and discrimination (BAHD), further promoting respect, diversity, and inclusion in our workplace.

## Engaging our Workforce

In 2021, IPC sought views and contributions from several employee groups to establish a clear understanding of our identity, direction, and guiding principles, which resulted in the Company's renewed corporate Vision and Values. To ensure these concepts were fully integrated into IPC's culture, we conducted an employee engagement survey in December 2022 to understand the level of employee engagement and take action to improve our culture by ensuring our Vision is fully understood and integrated into our operations.

We measured six key dimensions of employee engagement: Engagement, Alignment & Enablement, Culture & Recognition, Leadership, Development and Wellbeing. The survey received an excellent response rate of 86% among all staff, with results indicating that our strengths lie in performance, culture, and management, and areas of continuous focus include leadership, recognition, and communication. While IPC has already started implementing efforts to improve communication, there is still work to be done and we are embracing the opportunity to enhance further. The results from all countries exceeded our 75% overall score target, indicating that IPC's teams are highly engaged and committed to the Company's Vision and Values.

*IPC strives for conducive employee engagement, driving a positive and rewarding workplace for all.*



# Rewarding Workplace

## Leading by Example

Leadership plays a critical role in establishing a culture of mutual respect and open communication. As such, IPC implemented leadership training programs across our offices in Canada, France, Malaysia, and Switzerland tailored to the specific needs of each region, while empowering management to lead by example and further embedding our core values of respect, excellence and resilience.

In Canada, a Management Essentials course was organized in March 2022 for first-line supervisors and senior management which emphasized the importance of setting expectations, providing feedback, and engaging in career performance discussions. This course facilitated internal networking and created opportunities for individuals to form or strengthen relationships with colleagues from other areas of the Company. It also marked a significant milestone as IPC transitioned back to the workplace and resumed travel after the Covid-19 pandemic.

In France, workshop-based training was undertaken to improve communication through practical exercises conducted in groups, during which employees had the opportunity to learn more about each other's skillsets and communication styles. This innovative approach not only promoted individual growth but also strengthened the team's ability to work together.

The impact of the leadership training was significant, leading to improved internal networking, enhanced communication, and greater alignment with IPC's shared goals which helps foster a culture where leaders at all levels actively contribute to creating a positive and rewarding work environment.

*Across all locations, IPC's leadership training initiatives underscored the Company's commitment to bringing our vision to life and living our values.*





# Health & Safety

*The health and safety of IPC’s employees and contractors is paramount to our continued success. We hold a firm commitment to achieving our goal of zero accidents and we are constantly working to ensure a secure, healthy, and productive work environment across all our operations. Our dedication to the well-being of our workforce underpins our core values and drives our relentless pursuit of excellence in health and safety management.*

### Our Safety Culture

As a top priority at IPC, safety is embedded in our company culture. Our leadership team actively fosters a culture of safety through regular participation in safety meetings with field staff, promoting knowledge sharing and continuous improvement. We integrate safety into our daily operations through various channels such as reports, toolbox talks, site-level meetings, and management discussions. By analyzing our safety performance and setting targets, we continuously enhance our safety practices. Safety is a key component of our management evaluation, underpinning our commitment to the well-being of our employees and communities.

To learn more about our safety culture or for further information on IPC’s HSE practices, we invite you to visit [our website](#).

### Occupational Health & Safety

At IPC, we prioritize occupational health and safety as an essential part of our Management System. We maintain strict protocols for Personal Protective Equipment (PPE) use, selection and storage, closely monitor and control exposure to various risks, and conduct regular health assessments and fitness-for-work examinations. Of particular note in 2022, IPC made a concerted effort to share learnings, challenges, and best practices between our Canadian, French and Malaysian health and safety teams.

Going beyond the physical implications associated with workplace health and safety culture, we emphasize mental health awareness through engaging campaigns and information sessions, offering support systems through our comprehensive health benefits and insurance plans.

### Emergency Preparedness

IPC works diligently to ensure the prevention and management of spills and releases across our operations through careful design and operation of our facilities. As a member of the Oil Spill Response Limited (OSRL), we have access to industry-leading emergency response capabilities. Our proactive approach includes:



**Implementing controlled spill prevention processes and procedures**



**Conducting regular training and simulated emergency exercises**



**Enforcing asset reliability and integrity monitoring programs**



**Following robust equipment inspection procedures**



**Thoroughly vetting contractors**

By combining these elements with comprehensive planning and risk assessment, we significantly reduce the likelihood of spills and releases. However, in the event of an incident, we swiftly implement mitigating and remedial actions to minimize environmental and human risks while preventing future occurrences. We record and investigate every incident to identify the root cause, share best practices, and report on our learnings to enhance awareness and further mitigate the risk of future incidents.

# Health & Safety

*In 2022, 49 emergency response and crisis management trainings were conducted across all countries*

## HSE Performance Overview

Throughout 2022, IPC's HSE performance showed variations. The year started positively with no incidents reported in the first half. However, there was a negative trend in the second half, particularly with contractors in Canada, leading to incident frequency rates higher than what we deem acceptable. Our first steps were to take prompt remedial actions, and thoroughly investigated all incidents, identifying root causes to drive improvement.

To reverse recent incident trends, IPC rolled out comprehensive safety campaigns across our operations and established a proactive safety plan for 2023. Looking ahead, IPC has mandated a company-wide health and safety audit for 2023, demonstrating our commitment to maintaining high HSE standards across our operations and ensuring that we make every effort to improve upon our HSE performance.

While IPC remains committed to continuous improvement, we also recognize the importance of celebrating our successes. IPC achieved strong HSE performance in Malaysia with six consecutive years, representing 4.5 million hours worked, of being LTI free and received the Malaysian Oil & Gas Industry's excellence award for HSSE in 2022.

## IPC Impact Gloves

Prioritizing safety necessitates diligent analysis of accidents to prevent their recurrence. We have therefore initiated a safety campaign in 2022 promoting the importance of using impact gloves as a preventive measure following several hand and digit injuries in Canada. This campaign was focused on emphasizing the effectiveness of proper hand protection and raising awareness among employees and contractors through comprehensive training, communication sessions, and formal hazard assessments, with a strong commitment to workplace health and safety.

Recognizing that hand injuries account for nearly half of recordable incidents in the industry, IPC prioritized hand protection by mandating the use of impact protective gloves. This decision was reinforced by a specific incident in 2022, where a rig worker's hand was pinched while operating equipment. Fortunately, due to the use of impact gloves, the severity of the injury was minimized, highlighting the importance of proper hand protection.

**6,529**

Training hours for employees and contractors

**195**

Safety meeting

**8,363**

Third party orientations completed

**447**

Planning sessions

# Health & Safety

## Prioritizing Mental Health

Acknowledging the inseparable link between mental and physical health, IPC advocates for a holistic approach to wellbeing and recognises that both work and personal lives impact our mental health.

*At IPC, we emphasize the importance of creating a safe space for communication and encourage employees to share challenges or situations that might impact their work focus.*

By fostering an environment of understanding and support, we aim to provide the necessary assistance and services tailored to individual needs.

In May 2022, IPC launched a mental health awareness campaign in Canada, aimed at equipping our staff with valuable tools and resources to safeguard their mental wellbeing. Sessions held in Calgary and field offices facilitated discussions on mental health and shared valuable resources to further support employees. The campaign's focus on staying connected, building routines, practicing mindfulness, and adopting healthy lifestyle habits showcases our dedication to creating a supportive and resilient workforce. Resources and techniques to support a healthy immune system, boost wellbeing, and reduce stress include:



**Healthy nutrition**



**Quality sleep**



**Regular exercise**



**Mindfulness meditation**

IPC's mental health awareness campaign emphasizes the significance of maintaining focus and prioritizing mental health, alongside physical wellbeing. IPC encourages staff to stay connected with friends, family, and coworkers, fostering a sense of community and support.





# Community Engagement

*We recognize the vital role that neighbouring communities play in our sustainable development efforts. With our community engagement strategy, we aim to cultivate strong relationships built on trust and mutual benefit. By actively engaging with stakeholders, we seek to contribute to the social and economic sustainability of each community. Building from our strong financial foundation, IPC remains dedicated to making a positive and lasting impact on the well-being and prosperity of the communities where we operate, both locally and globally.*

## Committing to Sustainable Development

IPC understands that establishing and nurturing strong relationships with the communities surrounding our operations is essential for long-term success. We acknowledge that each country in which we operate possesses its own unique culture, language, landscape, and level of economic development.

That is why we adopt a tailored approach, ensuring that we respect and consider the rights, concerns, and traditional land uses of the local communities. Through inclusive dialogue and open communication, we strive to develop lasting relationships built on trust and mutual understanding and believe that by identifying operational synergies, we can make strategic social impact investments that promote sustainable development and enhance the overall quality of life.

IPC actively encourages our employees to engage in community initiatives and seek to listen, understand, and support what matters to our team members. By promoting and facilitating their involvement, we aim to create a workplace where everyone feels valued and empowered to make a positive impact to society.

Through 2022, we made meaningful contributions to a range of community focused and charitable organizations. These partnerships allowed us to address critical social and environmental challenges, support education and healthcare initiatives, promote environmental conservation, and empower local businesses and entrepreneurs.

### HALO Air Ambulance

- Ensuring the safety of our field staff and public by supporting vital emergency medevac services

### Wandering River Emergency Services

- Ensuring the safety of our field staff and public by supporting the volunteer fire department that covers Wandering River, Breynat and surrounding areas in northern Alberta

### United Way (of Southern Alberta and Lloydminster)

- Supporting mental health programs which service the southeastern Alberta community, as well as the Lloydminster and surrounding communities
- In 2022, IPC's funding contributed to 100 hours of specialized counselling for children going through divorce, 12 months of grief groups, and 11 children helped deal with or flee domestic violence
- Together, 3,250 individual mental health interventions and 1,275 families were helped by IPC Canada's partnership with United Way

### Gordie Howe CARES Foundation

- IPC staff members helped raise funds for Alzheimer's and Dementia Care at the Gordie Howe CARES Foundation charity hockey tournament
- Supporting Alzheimer's and Dementia research, educational support for caregivers, and community/family support for those affected by this disease in southern Alberta

### The PREP Program

- Supporting educational, consulting and assistance programs for families who have a child with Down syndrome

### Swiss Touch

- Supporting the Touch Rugby Switzerland's National Women 27's Team for the 2022 European Championships

### Root Cellar Food & Wellness Hub (Medicine Hat Food Bank)

- Supporting individuals and families in our community that are struggling with inflation and rising food costs



# Community Engagement

## Community Investment Framework

In 2022, IPC began the development of our new Community Investment Framework, a strategic initiative aimed at maximizing our social impact and creating positive change in the communities where we operate. Developed in collaboration with the Lundin Foundation, this framework provides a formal, simple, and structured process for allocating resources towards community investments. Starting in Q1 2023, we have begun implementing this framework, marking a significant milestone in our commitment to community engagement.

Leveraging the expertise of the Lundin Foundation, renowned for their community strategy development, we are confident in our ability to create lasting positive impact. To learn more about the structure of our new Community Investment Framework, please visit [our website](#).

## Indigenous Community Partners

IPC values and respects indigenous rights as per the United Nations Declaration on the Rights of Indigenous Peoples, including free, prior, and informed consent (FPIC) in compliance with applicable legislation. Going beyond compliance, the team at IPC strives to invest in initiatives that promote economic growth, education, healthcare, and cultural preservation. Such projects are designed to support the development, preservation, and cultural heritage of indigenous communities near our operations. Through meaningful dialogue and collaboration, we believe in building sustainable partnerships based on mutual respect and understanding.

## Empowering Champions

IPC's sponsorship of the Touch Switzerland's National Women 27's Team in the 2022 European Championships extended far beyond a financial contribution and embraced a deeper purpose. The sport of touch rugby stands as a beacon of diversity, equity, and inclusivity, allowing both women and men to play together and facilitating intergenerational participation. IPC's support for the team aimed to make touch rugby accessible to women by providing assistance for the associated costs while also raising the sport's profile.

The team's historic bronze medal victory showcased their unity and commitment, setting a new benchmark in the fiercely competitive European Touch Championships. IPC's support enabled the Swiss Women's 27's Team, the "Red Rockets," to challenge more experienced adversaries and earn well-deserved recognition throughout the tournament. Our sponsorship not only provided crucial funding for their participation but also facilitated essential resources such as equipment, nutritional guidance, training facilities, and financial assistance for the players.

The team wholeheartedly expressed their gratitude to IPC for championing women's sports and for contributing to their ground-breaking accomplishment. Through their exceptional performance, the Red Rockets became a source of inspiration for players from diverse backgrounds and skill levels, spreading a positive message across the sport.



# Community Engagement

## Supporting the Next Generation

Located within Canada's Treaty Six Territory, IPC's thermal oil project operates on Onion Lake Cree Nation (OLCN) owned lands. Recognizing the mutual benefits of collaboration, IPC and OLCN have long since embarked on a partnership to optimize the responsible use of local lands, create synergies, and generate employment opportunities. Within this partnership, IPC is committed to supporting programs that benefit the Onion Lake Cree Nation in the long term. One such program is the Onion Lake Education Trust Fund (OLETF), which plays a vital role in assisting and encouraging students to pursue their educational aspirations.

IPC Canada awarded scholarships to 11 deserving students within the Onion Lake community this year. One of the recipients, Bryanna Carter, shared her inspiring journey and ambitions in pursuing a joint major in Business Administration and Forensic Science at Trent University. Her passion for forensics and administrative law showcases the transformative impact of educational opportunities supported by OLETF.

*"Moving to a new province and a city on my own offers challenges, and I'm grateful for the support I receive while completing my degree. I am still trying to find my place in society, but having the ability to mold my life is exciting as having the creative freedom to determine my future."*

IPC's commitment to supporting education extends to professional development as well. Kaleb Tyler, another beneficiary of IPC's Post-Secondary Scholarship, expressed his gratitude for the support received during his pursuit of a Doctor of Dental Medicine (D.M.D) degree at the University of Saskatchewan's College of Dentistry. Having graduated with distinction in Physiology and Pharmacology, Kaleb is on track to complete his dental degree in 2023. His dedication to giving back to his community reflects the profound impact that educational support can have on individual lives and the future of Indigenous communities.

*"I am very grateful for your support in my educational pursuit and professional development. I am looking forward to giving back to my community."*

IPC's partnership with the Onion Lake Cree Nation goes beyond business operations. By contributing to the Onion Lake Education Trust Fund and awarding scholarships, IPC actively supports the educational endeavors of Indigenous students, the next generation to carry on the proud heritage and responsible stewardship of their native lands. IPC remains committed to fostering educational opportunities and driving positive social impact, ensuring a brighter future for Indigenous students and the Onion Lake Cree Nation as a whole.



# Community Engagement

## Playing for the Future

IPC staff members continued to demonstrate their commitment to making a difference by participating in the Gordie Howe CARES Foundation charity hockey tournament this year. The event aimed to raise funds for Alzheimer's and Dementia Care, supporting the vital work of the Gordie Howe Center for Alzheimer's Research and Education Society. The IPC team rallied together to raise an outstanding CAD 43,000 at the tournament, including a corporate donation from IPC. This contribution helps caregivers receive the support they need and individuals living with Alzheimer's and related dementias are provided with better care and understanding. IPC's contribution also added to the tournament's cumulative achievement of raising over CAD 2 million over the past nine years.



## Truth and Reconciliation

To recognize and honor the National Day for Truth and Reconciliation, IPC Canada provided a platform for listening and learning about the profound impacts of the residential school system. On September 28, 2022, we invited all IPC Canada staff to join us virtually for "Truth Telling - A first step toward Reconciliation". This enlightening session offered valuable insights into the historical and present context of the National Day for Truth and Reconciliation, with personal accounts shared by individuals deeply affected by the residential school system.

This notable engagement underscores the significance of this commemorative day for our team as together, we strive towards fostering understanding, reconciliation, and healing on our collective journey towards a more inclusive and just society.





# Climate Action

*IPC believes that as a conscientious energy producer, sustained shareholder value flourishes as a result of our commitment to economic, environmental, and social sustainability.*

## Our Commitment

At IPC, we recognize our role as a responsible producer of oil and natural gas is vital for meeting the world's growing demand for accessible and affordable energy. We share global concerns about climate change, understanding its intricate challenges and growing significance to our stakeholders. Consequently, we remain committed to actively mitigating the environmental impact of hydrocarbon extraction, with a particular focus on reducing our greenhouse gas (GHG) emissions intensity.

In 2020, we made a commitment to reducing our Scope 1 net emissions intensity by 50% within the next five years, and have committed in early 2023 to extend our target of 20 kg CO<sub>2</sub>/boe through 2027. To achieve this, we have implemented operational emissions reduction initiatives and invested in carbon offsetting projects.

*We integrate climate risk considerations into our strategic planning process, safeguarding IPC's business against the backdrop of an evolving industry and society.*

While we actively pursue activities that minimize, lower, or offset emissions, we maintain a careful balance that ensures the economic viability of our development activities remains intact. IPC remains resolute in our commitment to sustainable practices and will continue to adapt and evolve to meet the challenges posed by climate change.

We demonstrate our commitment to transparency and sustainability by fully disclosing all key elements of the Task Force on Climate-related Financial Disclosures (TCFD) in [our TCFD report](#). This includes governance, strategy, risk management, and metrics & targets. Our report provides comprehensive information on how we manage climate-related risks and seize opportunities, ensuring stakeholders have the necessary insights to make informed decisions.

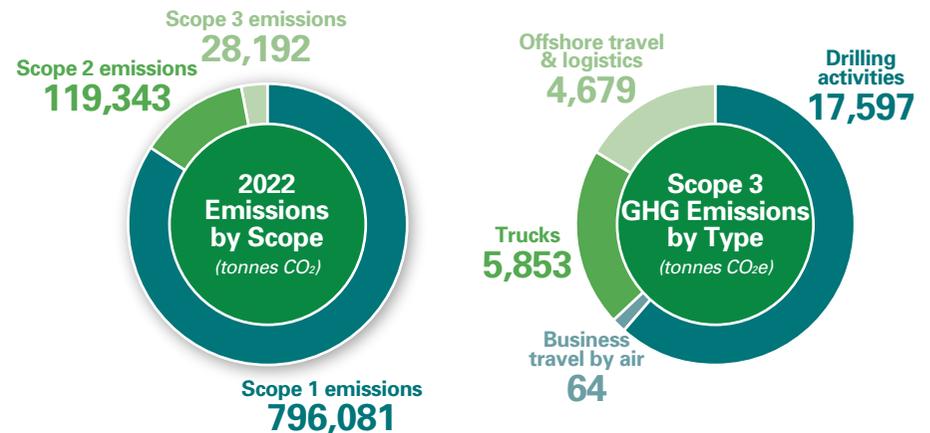
## Scope 1, 2 & 3 GHG Emissions

To effectively execute a comprehensive climate strategy that assesses costs, risks, and opportunities, IPC recognizes the importance of gaining a clear understanding of its carbon footprint. Thus, we have devised a reporting approach that encompasses both mandatory and voluntary requirements to accurately monitor our GHG emissions and evaluate performance on an annual basis. Our emissions inventory is diligently maintained, identifying emission sources for each operated asset in accordance with the GHG Protocol. The reporting boundaries we employ align with operational control, ensuring that our emissions from our operated assets are all accounted for.

We strive to reduce GHG emissions and optimize the utilization of natural resources wherever operationally feasible. IPC remains committed in applying the Best Available Technique (BAT) principle and maximizing the efficiency of our facilities.

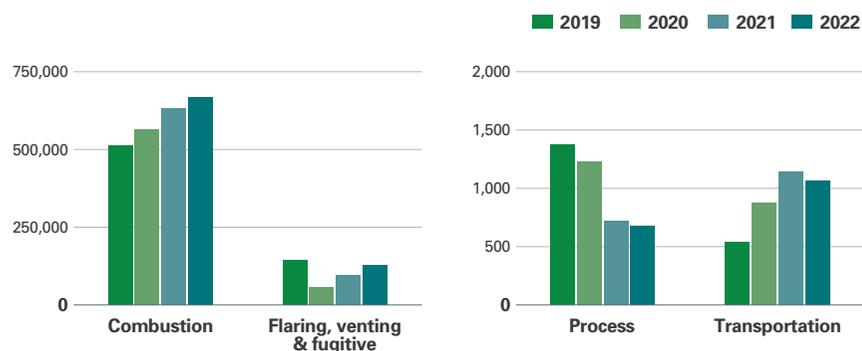
In 2022, we took proactive measures to ensure the accuracy and reliability of our GHG emissions accounting and reporting across our operational regions. To guarantee quality assurance, we underwent a comprehensive third-party audit that encompassed 90% of our emissions, specifically focusing on our Canadian operations. It is worth noting that audits had already been conducted in France and Malaysia the previous year, affirming full compliance in our emissions accounting and reporting. The findings from these audits were successfully integrated, and our reporting demonstrated no significant gaps or non-conformance issues.

For the year 2022, IPC recorded scope 1, scope 2, and scope 3 emissions of 796,081, 119,343 and 28,192 tonnes CO<sub>2</sub>e, respectively. Our commitment to progress continues as we work towards our emissions reductions target of reducing scope 1 net emissions intensity by 50% from a 2019 baseline, to be achieved by 2025. IPC is on track to meet this target through a combination of efforts to reduce operational emissions and engagement in carbon offsetting.



# Climate Action

## 2022 Scope 1 Emissions by Source *(tonnes CO<sub>2</sub>e)*



In 2019, our baseline scope 1 emissions intensity stood at 39.9 kg CO<sub>2</sub>e/boe, which decreased to a net emissions intensity of 25 kg CO<sub>2</sub>e/boe in 2022. This represents a significant 36% reduction from the 2019 baseline and contributes to our corporate target of achieving 20 kg CO<sub>2</sub>e/boe from 2020 to 2025, thereby accomplishing a 50% reduction over the five-year period.

### Methane reduction

Methane emissions pose a global challenge for oil and gas producers, and IPC is keenly aware of our responsibility to continuously tackle emissions reduction within our operations. Our commitment to meeting regulatory requirements is paramount to upholding our credibility as a responsible operator. Through the implementation of various initiatives, we have successfully achieved a methane emissions reduction of 30% between 2021 and 2022, and over 60% from the 2019 baseline. Notable actions include retrofitting and upgrading older equipment, such as converting pneumatic instruments from high bleed to low bleed or instrument air, as well as equipping different equipment with engine fuel management and vent gas capture technologies. In 2022, IPC installed Air Fuel Ratio (AFR) devices, waste heat exchangers and completed an electrical optimization project at its sites in Canada. These targeted measures have contributed to our ongoing efforts in mitigating methane emissions.

### Carbon Offsets

IPC's dedication to emission reduction and transparent reporting drives our ongoing initiatives, including active participation in carbon offset generation and engagement in the carbon markets. In our commitment to transparency, we consistently communicate the progress and impact of these efforts.

Notably, we are actively involved in both the regulatory carbon market in Canada, where specific emission reduction initiatives grant us carbon credits over multiple years, and the voluntary carbon market, where we secure international carbon offsets. As part of our strategy to offset a portion of IPC's 2022 CO<sub>2</sub> emissions, we maintain a trusted partnership with First Climate to procure carbon credits.

We prioritize high-quality carbon credits that facilitate the restoration of the natural environment, such as forest preservation, and contribute to social welfare by enabling clean cooking and access to safe drinking water. Additionally, our efforts contribute to the expansion of renewable energy within one of the world's most carbon-intensive power supply regions. Through these actions, we contribute to the global transition towards lower emissions and a more sustainable future.

## Contributing to Renewable Energy

In light of the multifaceted nature of emission reductions, we recognize the importance of addressing both direct emissions at the operational level and indirect emissions such as those associated with electricity consumption. To actively contribute to the greening of the local grid, IPC has established a strategic partnership with TC Energy (TCE), a renowned energy infrastructure company, through the implementation of a virtual green power purchase agreement.

This agreement ensures that IPC receives a clean energy mix consisting of 75% wind, 9% solar, and 16% hydro storage, creating a diversified and sustainable energy portfolio. Through this type of collaboration, IPC contributes to the wider energy industry's efforts in the transition to low carbon energy supply.



*The partnership with TCE aims to boost renewable energy adoption in Alberta's grid while simultaneously generating carbon credits.*

# Climate Action

## Mitigating our Carbon Footprint

Since 2020, IPC has been actively offsetting our CO<sub>2</sub> emissions, contributing to emission reduction projects worldwide. Initially, we supported renewable energy projects in India, along with initiatives focused on safe drinking water and clean cookstoves. Building on this progress, we are thrilled to announce our partnership with First Climate on two new carbon offsetting projects, further bolstering our commitment to sustainability.

These projects not only enable IPC to offset unavoidable greenhouse gas emissions but also contribute to broader environmental and social goals. It is important to note that carbon offset initiatives often yield positive co-benefits, fostering economic growth, social advancements, and improved healthcare within local communities. By supporting these projects, IPC actively drives positive change across social and environmental dimensions, aligning with the broader objectives of sustainable development.

### Avoided Deforestation in Peru



In the remote Madre de Dios Province of Peru's Amazon basin, IPC is contributing to a project that supports sustainable forestry practices in a conservation corridor in the Peruvian Amazon. By managing two forestry concessions covering 100,000 hectares, this project allows for the preservation of existing forests which is equally as important as afforestation. These forests provide habitat for diverse species, act as significant carbon sinks, and hold cultural and historical importance. By prioritizing forest preservation, we are able to mitigate climate change while simultaneously safeguarding these ecosystems. Furthermore, the revenue generated from carbon certificates supports effective surveillance to combat illegal dwelling, logging and other destructive forest use in the area.

### Landfill Gas Conversion in Malaysia

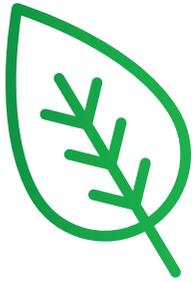


IPC's partnership with First Climate also extends to countries in which we operate, such as Malaysia, where we are contributing to a project that converts landfill gas into renewable energy. By collecting and utilizing methane gas produced in a landfill site in Selangor State, this project helps reduce methane emissions while also generating renewable energy. This energy is used to replace the fossil fuel-based power supply on-site, contributing to climate neutrality and reducing greenhouse gas emissions.

IPC's carbon offset projects with First Climate align with international standards, including the Verra Standard and the Gold Standard ensuring their credibility and adherence to strict certification processes.

**First Climate**





# Environmental Stewardship

*IPC is dedicated to responsibly managing our environmental impact, aiming for continuous improvement while minimizing risks. We exceed environmental regulations and industry standards by closely monitoring and mitigating our impacts, with a notable focus on reducing GHG emissions, preserving biodiversity, and efficiently managing water and waste.*

## Land & Biodiversity

Deeply committed to preserving the natural environment and protecting biodiversity, IPC actively assesses and manages the impacts of our operations on land and area ecosystems.

*We employ responsible land use practices, participate in habitat restoration initiatives, and aim to maintain ecological balance while promoting biodiversity conservation.*

Environmental baseline studies and impact assessments afford IPC a comprehensive understanding of our operating environments, allowing us to integrate environmental considerations into all project planning phases and minimize our risk of impact. This approach includes measures such as environmental assessments, continuous monitoring, site rehabilitation, and the adoption of new technologies for resource and facility management, all aimed at maximizing the efficient use of natural resources.

## Land Reclamation and Asset Retirement Obligations

IPC maintains a comprehensive asset retirement obligation (ARO) strategy that involves thorough planning for the retirement of our assets over both the short and longer term, and incorporates the associated costs of abandonment and reclamation. Since 2019, IPC has participated in various voluntary provincial asset retirement programs in Canada such as the Area Based Closure program in Alberta and the Accelerated Site Closure Program in Saskatchewan and has consistently met or exceeded its annual closure spend targets and quotas. The closure spend target program in Saskatchewan begins in 2023, where IPC has already been undertaking closure work in the province.



# Environmental Stewardship

In 2022, IPC achieved significant milestones in abandonment and reclamation efforts. 402 wells were successfully abandoned, and reclamation work was completed on 336 well sites across Canada. These reclamation activities encompassed various aspects, including environmental assessments, soil restoration, re-vegetation, and the application for reclamation certification. Notably, we obtained reclamation certification status for 45 well sites, signifying the successful restoration of these sites to their intended state.

For more in-depth information on IPC's ARO obligations and our approach, please visit [our website](#).

## Spill Response Plan

IPC's Emergency Response Plan is purposefully designed to swiftly address and mitigate spills, ensuring prompt recovery and remediation. The moment a spill is identified, immediate action is taken to minimize its impact. Our priority is to recover as close to 100% of the released volumes as possible in order to safeguard the safety of the land, its vibrant flora and fauna, as well as the affected communities.

To bolster our response capabilities, each operating area maintains tailored emergency response capabilities and equipment that are specifically suited to their unique operating environment

and associated risks. We also establish valuable affiliations with oil spill response organizations, maintain comprehensive oil spill contingency plans, and provide appropriate training. These proactive measures ensure that we can seek assistance swiftly and effectively in the event of a spill that surpasses IPC's internal response capabilities.

In 2022, at our Suffield asset in Canada, a failed gasket on a separator vessel resulted in the release of 35 m<sup>3</sup> of fluids. However, we swiftly contained the incident within the lease site and successfully recovered all fluids using vac truck/combo units. With the extreme cold weather and frozen ground conditions, the emulsion was easily recovered without lasting nor material environmental impact.

## Water Management

IPC embraces the inherent value of water as a precious and finite resource, driving our commitment to responsible water usage. While our operational sites are not currently located in water-stressed areas, we proactively manage water withdrawals and meticulously monitor wastewater disposal.

Our location-specific approach ensures compliance with or even surpasses water and operating regulations across all our operational countries. Moreover, we actively engage with key stakeholders, recognizing the importance of collaboration in water management.

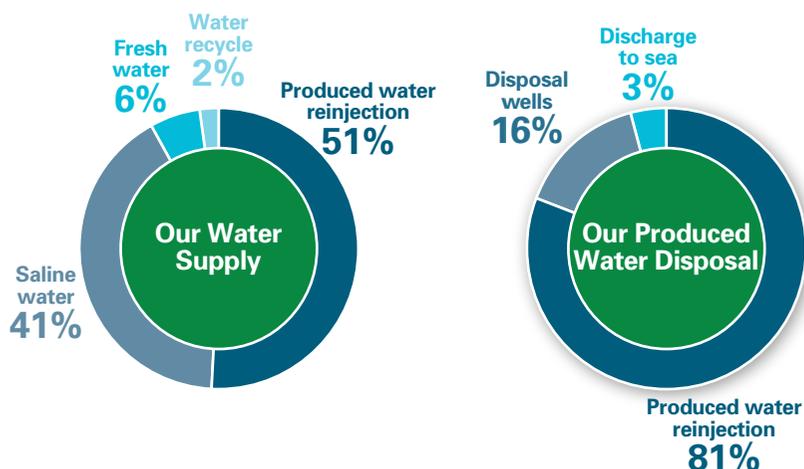


# Environmental Stewardship

Our water strategy principles guide our efforts to continuously improve water efficiency and handle water from our operations safely. These principles encompass essential aspects:

- **Water Sourcing:** We adhere to local regulations and obtain prior informed consent when sourcing and withdrawing water. Throughout the development and progression of our water management plans, we prioritize open dialogue and engagement with local communities.
- **Protecting Water Bodies:** IPC is acutely aware of the ecological, social, cultural, and economic significance of water. As such, we are fully committed to operating in areas with potential water stress, ensuring the preservation and protection of water resources.
- **Water Withdrawal, Recycling, and Discharges:** Through operational efficiency, water re-use, and recycling initiatives, we actively reduce our reliance on natural water systems. Our operations continuously explore opportunities to optimize water reduction and recycling while carefully considering the net environmental impact and associated costs.

In line with our environmental responsibility, IPC limits the discharge of produced water into the sea, strictly adhering to a content level of 20 ppm, which is below the regulatory limit of 40 ppm in Malaysia.



## Waste Management

At IPC, we are actively developing strategies to tackle waste and embracing opportunities to adopt a circular approach throughout our operations and value chain. We firmly believe that waste reduction and effective management are integral to our business practices.

To minimize waste generation and continually improve waste management processes, we adhere to the “3R” approach: reduce, reuse, and recycle. Waste management plans are in place across all our operating areas, ensuring that waste is properly managed, segregated, and safely disposed of in accordance with local regulations. Our Environmental Policy incorporates these principles, guiding our commitment to minimizing waste and its potential environmental and health impacts.

Throughout our operations, we diligently identify, characterize, and track all waste generated from its inception to final disposal. By closely monitoring the entire waste lifecycle, we mitigate any potential risks associated with waste production and transportation. IPC is dedicated to reducing waste production, minimizing environmental impact, and safeguarding the well-being of our employees, communities, and the environment.

## Key Performance Highlights

- Conducted a high-level assessment of baselines for each material environmental issue, including defining gaps and next steps.
- Conducted peer benchmarking KPI analysis to identify data gaps & defined potential future environmental targets.
- Initiated gathering of land disturbance baseline data to establish new disturbance vs reclamation acreage.
- Defined water baselines at each asset location. Quantified water efficiency improvements at OLT.
- IPC, in partnership with the Institute of Oceanography & Environment of the University Malaysia Terengganu (UMT), is now in the third year of implementation of our project to conserve and restore coral reef in Malaysia.

# Environmental Stewardship

## Environmental Monitoring

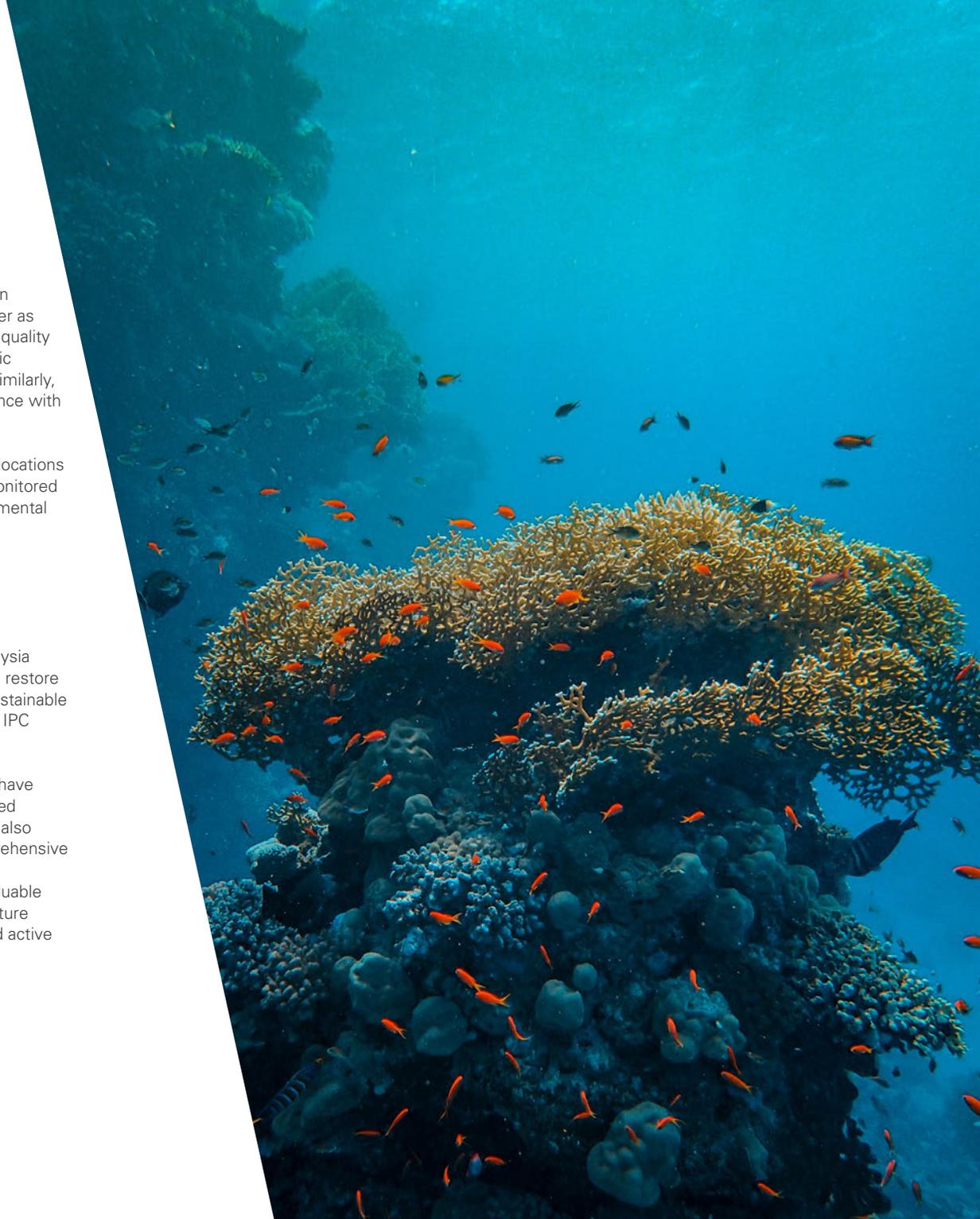
IPC goes beyond environmental standards with our comprehensive monitoring programs. In Canada, for example, at our Onion Thermal Asset, we not only monitor shallow groundwater as required by approvals from Indian Oil & Gas Canada (IOGC) but also proactively assess the quality of surface waterbodies interconnected with wetlands and shallow groundwater. This holistic approach considers the water cycle's impact on wildlife, vegetation, and other receptors. Similarly, IPC Malaysia conducts annual environmental monitoring at Bertam Field, ensuring compliance with Environmental Impact Assessment Approval conditions.

Our monitoring programs involve collecting water and sediment samples from designated locations and analyzing them at accredited laboratories. Reports consistently demonstrate that all monitored parameters remain well within regulatory standards, validating our commitment to environmental stewardship and responsible resource management.

## Coral Reef Restoration

IPC's partnership with the Institute of Oceanography & Environment of the University Malaysia Terengganu (UMT) has yielded remarkable results in our three-year project to conserve and restore coral reefs. Working under the project "Coral Reef Conservation & Restoration Towards Sustainable Ecosystem," this initiative has actively engaged both scientists, local communities and the IPC team in preserving and restoring deteriorated reef areas.

Focused on the East coast islands in Terengganu State, Malaysia, the conservation efforts have achieved significant milestones including the successful recovery of live coral cover, restored coral-related species, improved food webs, and fostered a healthy reef ecosystem. Efforts also include the planting of 100 coral nubbins to encourage regrowth and resilience. This comprehensive approach has empowered local stakeholders including divers, fishermen, and students, to actively participate in reef management, ensuring the long-term conservation of these invaluable coral reefs. Drawing inspiration from our accomplishments to date, IPC looks forward to future projects with UMT, anticipating another impactful collaboration marked by shared goals and active community involvement.



# Sustainability Data<sup>1</sup>

ENVIRONMENT <sup>2</sup>	2019	2020	2021	2022
<b>Unplanned releases to sea or land<sup>3</sup></b>				
<b>Oil spills<sup>4</sup></b>				
Number	1	1	1	1
Volume from spills (m <sup>3</sup> )	30	30	42	35
<b>Produced water spills<sup>5</sup></b>				
Number	1	2	0	2
Volume from spills (m <sup>3</sup> )	350	480	0	65
<b>Chemical spills</b>				
Number	0	0	0	0
Volume from spills (m <sup>3</sup> )	0	0	0	0
<b>Water</b>				
<b>Water withdrawal</b>				
Surface water				
Municipal water (m <sup>3</sup> )	-	-	-	19,845
Fresh surface water (m <sup>3</sup> )	2,319,693	2,162,908	2,550,376	2,772,134
Saline surface water (m <sup>3</sup> )	16,426,800	16,426,090	16,297,494	16,423,000
Ground water				
Fresh ground water (m <sup>3</sup> )	93,155	103,253	92,951	92,166
Saline ground water (m <sup>3</sup> )	413,203	708,095	1,128,534	1,348,652
Total water withdrawal (m <sup>3</sup> )	19,252,851	19,400,345	20,069,354	20,655,797
Water intensity (m <sup>3</sup> /boe)	-	-	-	1.13
Withdrawal from areas with high water stress (m <sup>3</sup> ) <sup>6</sup>	0	0	0	0
<b>Water recycling</b>				
Volume (m <sup>3</sup> )	496,281	568,435	836,243	795,097
<b>Produced water</b>				
Volume (m <sup>3</sup> )	26,002,028	19,121,010	24,951,397	24,669,215
<b>Disposal of produced water</b>				
Produced water reinjected into the reservoir (m <sup>3</sup> )	22,162,998	14,640,500	20,475,310	22,260,500
Produced water injected into disposal wells (m <sup>3</sup> )	3,154,586	3,284,846	3,797,342	4,387,230
Produced water discharged to sea (m <sup>3</sup> ) <sup>7</sup>	678,825	716,168	721,722	897,486
Produced water discharged to surface water (m <sup>3</sup> )	0	0	0	0
<b>Waste</b>				
<b>Drilling waste<sup>8</sup></b>				
Drill cuttings (t)	3,610	961	1,356	6,144
Send to approved landfills (t)	3,610	251	317	5,251
Drill cuttings encapsulated at the well site (t)	0	70	0	0
Drill cuttings sent to other type of disposal (t)	0	640	1,039	0
Oil-based drilling fluid (t)	3,328	735	0	11
Sent to off-site processing (t)	810	735	0	11
Water-based drilling fluid (t)	15,761	5,486	1,304	8,692
Other waste generated during drilling (t)	1,155	318	184	1,255
Sent to off-site processing (t)	0	22	0	10

ENVIRONMENT	2019	2020	2021	2022
<b>Hazardous waste generated (t)</b>	3,596	1,921	12,585	11,394
Hazardous waste recycled / reused	6	258	13	129
Hazardous waste disposed:	3,590	1,663	12,573	11,265
Hazardous Waste landfilled	2,984	1,402	12,500	11,133
Hazardous Waste incinerated with energy recovery	311	255	72	132
Hazardous Waste incinerated without energy recovery	286	2	0	0
Hazardous Waste sent to other type of disposal	9	4	0	0.2
Hazardous Waste with unknown disposal method	0	0	0	0
<b>Non-hazardous waste generated (t)<sup>9</sup></b>	20,247	21,708	36,784	4,481
Total Non-hazardous waste recycled / reused	340	288	2,673	1,109
Total Non-hazardous waste disposed :	19,907	21,420	34,111	3,372
Waste landfilled	19,907	21,420	34,095	3,372
Non-Hazardous Waste incinerated with energy recovery	0	0	9	0
Non-Hazardous Waste incinerated without energy recovery	0	0	8	0
Non-Hazardous Waste sent to other type of disposal	0	0	0	0
Non-Hazardous Waste with unknown disposal method	0	0	0	0
<b>GHG emissions<sup>10</sup></b>				
<b>Emission intensity (kg CO<sub>2</sub>e/boe)<sup>11</sup></b>	39.86	38.87	42.13	43.43
<b>Net emission intensity (kg CO<sub>2</sub>e/boe)</b>	37	33	28	25
<b>Scope 1 GHG emissions (t CO<sub>2</sub>e)<sup>12</sup></b>	696,699	678,512	730,512	796,081
Scope 1 emissions by type of gas				
Carbon dioxide emissions (CO <sub>2</sub> )	528,936	596,783	549,587	590,004
Methane emissions (CH <sub>4</sub> )	6,282	2,878	3,269	2,329
Nitrous oxide emissions (N <sub>2</sub> O)	6	33	39	38
Scope 1 emissions by main emission sources				
Combustion (t CO <sub>2</sub> e)	511,138	563,543	632,806	667,725
Flaring, venting and fugitive (t CO <sub>2</sub> e)	143,957	55,875	95,851	126,615
Process (t CO <sub>2</sub> e)	1,373	1,231	717	678
Transportation (t CO <sub>2</sub> e)	536	879	1,138	1,063
<b>Scope 2 GHG emissions (t CO<sub>2</sub>e)<sup>13</sup></b>	138,404	104,958	127,077	119,343
<b>Scope 3 GHG emissions</b>				
Business travel by air (t CO <sub>2</sub> e) <sup>14</sup>	410	38	14	64
Offshore travel and logistics (t CO <sub>2</sub> e)	5,332	4,612	4,349	4,679
Sales trucking (t CO <sub>2</sub> e)	2,077	3,112	4,970	5,853
Drilling activities (t CO <sub>2</sub> e)	25,352	10,082	5,534	17,597

# Sustainability Data

ENVIRONMENT	2019	2020	2021	2022
<b>GHG emissions reduction projects</b>				
Forecasted annual emissions reduction tonnes (CO <sub>2</sub> e)	-	-	-	18,622
Total project cost (USD)	-	-	-	5,024,869
Anticipated annual cost savings (USD)	-	-	-	1,578,462
<b>Non-GHG emissions</b>				
Direct sulfur oxides (t SO <sub>x</sub> ) emissions	-	-	-	25
Direct nitrogen oxides (t NO <sub>x</sub> ) emissions	-	-	-	1,216
Direct volatile organic compounds (t VOCs)	-	-	-	500
<b>Energy</b>				
Energy consumption (KWh) <sup>15</sup>	220,221,327	170,043,658	188,481,384	203,373,967
Renewable sources (%)	-	-	-	14.3
Energy intensity (MWh/boe) <sup>16</sup>	0.012	0.010	0.011	0.011
<b>Carbon offset</b>				
Voluntary carbon offsets retired (t CO <sub>2</sub> e) <sup>17</sup>	50,000	100,000	215,000	330,000
Carbon credits earned (t CO <sub>2</sub> e) <sup>18</sup>	24,000	35,000	29,532	46,163
<b>Biodiversity</b>				
IUCN Red List species with habitats in operating areas <sup>19</sup>				
Critically endangered	0	0	0	0
Endangered	1	1	1	1
Vulnerable	5	5	5	5
Near threatened	3	3	3	3
National conservation list species with habitats in operating areas <sup>19,20</sup>				
Endangered	9	9	9	9
Threatened	18	18	18	18

SOCIAL <sup>21</sup>	2019	2020	2021	2022
<b>Health and safety <sup>22</sup></b>				
<b>Fatalities</b>				
Employees	0	0	0	0
Contractors	0	0	0	0
Total	0	0	0	0
<b>Lost time incidents</b>				
Employees	0	1	0	0
Contractors	4	0	1	5
Total	4	1	1	5
<b>Restricted work incidents</b>				
Employees	0	0	1	1
Contractors	1	1	2	3
Total	1	1	3	4
<b>Medical treatment incidents</b>				
Employees	0	0	0	0
Contractors	2	2	1	1
Total	2	2	1	1
<b>Lost time incident rate <sup>23</sup></b>				
Employees	-	-	0.0	0.0
Contractors	-	-	1.0	5.0
Total	1.8	0.6	0.6	2.6
<b>Total recordable incident rate <sup>24</sup></b>				
Employees	-	-	1.9	1.9
Contractors	-	-	3.9	6.5
Total	3.1	2.4	3.2	5.2
<b>Exposure hours</b>				
Employees (hours)	523,617	502,194	529,289	520,379
Contractors (hours)	1,692,813	1,149,522	1,038,583	1,384,846
Total (hours)	2,216,430	1,651,715	1,567,872	1,905,225
<b>Near misses with high potential <sup>25</sup></b>	2	2	1	1
<b>Process safety - Tier 1 loss of primary containment</b>	-	-	0	0

# Sustainability Data

<b>SOCIAL</b>	2019	2020	2021	2022
<b>Health and safety training &amp; preparedness<sup>26</sup></b>				
Safety awareness	-	-	-	-
Number of orientations / safety inductions	-	-	-	8,363
Number of monthly safety meetings	-	-	-	195
Number of planning sessions	-	-	-	447
Total safety awareness sessions	-	-	-	9,005
<b>HSE trainings</b>				
Number of Employees trained	-	-	-	201
Number of Contractors trained	-	-	-	122
Total Nb of Employees + Contractors trained	-	-	-	323
<b>Hours of HSE trainings</b>				
Total hours Employees trained	-	-	-	4,027
Total hours Contractors trained	-	-	-	2,528
Total hours Employees + Contractors trained	-	-	-	6,555
Average training hours per Employee	-	-	-	15
Average training hours per Contractor	-	-	-	14
<b>Emergency response exercises</b>				
Number of emergency response exercises	-	-	-	49
<b>Employment</b>				
<b>Employees<sup>27</sup></b>				
Canada	156	129	127	131
Malaysia	62	62	64	61
France	47	47	46	48
Switzerland	20	20	21	23
Total	285	258	258	263
Contractors	244	159	176	179
Total workforce (employees + contractors)	529	417	434	442
Interns		14	11	11
<b>New hires</b>				
New hire rates (%)				
Employees	32%	8%	6%	8%
Contractors	31%	23%	9%	14%
Total nb of employee hires	-	-	16	21
Women hires rate	-	-	63%	24%
Men hires rate	-	-	38%	76%
<b>New employee hires by age groups (%)</b>				
< 30 years	-	26%	6%	10%
30-50 years	-	65%	75%	86%
> 50 years	-	9%	19%	5%

<b>SOCIAL</b>	2019	2020	2021	2022
Average hiring cost	-	-	-	5453
Total of open positions filled by internal candidates	4	6	0	7
Nb of promotions to managerial positions	2	0	0	0
Nb of women promoted rate	50%	33%	0%	0%
Total nb of Contractor hires	-	-	14	24
Women hires rate	-	-	0%	13%
Men hires rate	-	-	100%	87%
<b>Departures and turn over</b>				
Total Nb of Employee departure	-	56	18	19
Women rate	-	-	39%	47%
Men rate	-	-	61%	53%
<b>Age groups (%)</b>				
< 30 years	-	-	17%	0%
30-50 years	-	-	44%	68%
> 50 years	-	-	39%	32%
Total Nb of departure for retirement	-	-	3	0
Total Nb of voluntary departure (incl retirement)	-	10	12	19
Women rate	-	-	-	42%
Men rate	-	-	-	58%
Total Nb of non-voluntary departure	-	46	3	0
Total employee turnover rate (as a % of total employees)	10%	20%	7%	7%
Voluntary turnover rate (incl retirement) (as a % of total employees)	-	4%	6%	7%
Non-voluntary turnover rate (as a % of total employees)	-	21%	1%	0%
Total contractor turnover rate expressed as a % of total contractors	-	40%	3%	8%
<b>Market presence<sup>28</sup></b>				
Regional leadership teams hired locally (%) <sup>29</sup>	-	-	-	100%
Employees hired locally (%)	-	-	-	98%
<b>Work location</b>				
Employees				
Office (%)	-	68%	64%	66%
Field / site (%)	-	34%	36%	34%
Contractors				
Office (%)	-	16%	18%	15%
Field / site (%)	-	84%	82%	85%

# Sustainability Data

<b>SOCIAL</b>	2019	2020	2021	2022
<b>Parental leave</b>				
Employees entitled to parental leave (%)	-	-	-	100%
Employees that took parental leave	-	-	-	1
Return to work rates of employees that took parental leave	-	-	-	100%
Retention rates of employees that took parental leave	-	-	-	100%
<b>Diversity</b>				
Women in total workforce (%)	29%	29%	31%	29%
Women in total contractors (%)	-	4%	3%	4%
Women in total interns (%)	-	29%	55%	45%
Women in all management positions (junior, middle, top management positions) as % of total management positions	-	-	-	23%
Nb of Women in junior management positions	-	-	-	5
Nb of Women in STEM-related positions	-	-	-	15
Nb of Women in revenue generating positions	-	-	-	0%
Women in senior management (%)	17%	17%	17%	17%
Women in the Board of Directors (%)	14%	14%	17%	17%
<b>Employees by age groups (%)</b>				
< 30 years	7%	7%	5%	6%
30-50 years	68%	68%	69%	67%
> 50 years	25%	26%	26%	27%
<b>Senior management age groups (%)</b>				
< 30 years	-	17%	17%	17%
30-50 years	-	67%	50%	33%
> 50 years	-	17%	33%	50%
<b>Board of Directors by age groups (%)</b>				
> 50 years	86%	71%	83%	83%
<b>Training and development</b>				
<b>HSE training (total hours)</b>				
Women	-	-	-	293
Men	-	-	-	3,734
<b>Leadership Training (total hours)</b>				
Women	-	-	-	316
Men	-	-	-	1,154
<b>Other Training (total hours)</b>				
Women	-	-	-	846
Men	-	-	-	308
<b>Total hours of training &amp; development</b>				
Women	-	-	-	6,651
Men	-	-	-	1,455
	-	-	-	5,196

<b>SOCIAL</b>	2019	2020	2021	2022
<b>Average hours per FTE of training &amp; development</b>	-	-	-	-
Women	-	-	-	19
Men	-	-	-	28
<b>Average amount spent on training (USD)</b>	-	-	-	245,661
<b>Average amount spent on training per total FTE (USD)</b>	-	-	-	942
<b>FTEs Women</b>	-	-	-	77
<b>FTEs Men</b>	-	-	-	184

<b>GOVERNANCE<sup>30</sup></b>	2019	2020	2021	2022
<b>Human rights</b>				
<b>Incidents of discrimination</b>				
Number of incidents	0	1	0	0
Number of incidents reviewed and remediation plans implemented	0	1	0	0
<b>Incidents of indigenous rights infringement</b>				
Number of incidents	0	0	0	0
Number of incidents reviewed and remediation plans implemented	0	0	0	0
<b>Anti-corruption</b>				
Number of substantiated corruption & bribery cases ongoing	0	0	0	0
Confirmed incidents of corruption	0	0	0	0
<b>Codes of Conduct</b>				
Number of reported breaches to our codes of conduct <sup>31</sup>	0	0	0	0
<b>Whistleblowing</b>				
<b>Critical concerns</b>				
Number of incidents	0	1	1	0
Number of incidents investigated		1	1	0

# Sustainability Data

GOVERNANCE	2019	2020	2021	2022
<b>Compliance</b>				
Disputes associated with operations	0	0	0	0
Legal actions for anti-competitive behavior, antitrust, and monopoly practices				0
Significant fines <sup>32</sup>				
Number	0	0	0	0
Value (USD)	0	0	0	0
Environmental fines <sup>32</sup>				
Number	0	0	0	0
Value (USD)	0	0	0	0
Non-monetary sanctions				
Number	0	0	0	0
Environmental non-monetary sanctions				
Number	0	0	0	0
<b>Local procurement<sup>33</sup></b>				
Total Procurement (USD)	-	-	-	650,530,281
Local procurement (USD)	-	-	-	602,967,022
Indigenous community procurement (USD)	-	-	-	11,291,704
Local procurement (%)	-	-	-	93%
Indigenous community procurement (%)	-	-	-	2%
<b>Contributions and partnerships</b>				
Total Contributions to sustainability initiatives	-	82,000	85,026	162,890
Community Investment	-	-	-	32,069
Donations	-	-	-	108,380
Sponsorships	-	-	-	22,441
Political contributions, Lobbying (USD)	0	0	0	0
Total Contributions to Trade Associations	-	-	-	165,924
Number of Memberships in Trade Associations <sup>34</sup>	-	9	10	10
Largest Contributions to Trade Associations				
Explorers and Producers Association of Canada	-	-	-	53,763
Alberta Boilers Safety Association	0	0	-	38,018
Union Française des Industries Pétrolières	-	-	-	28,466
<b>Payments to governments<sup>35</sup></b>				
Total payments to governments (USD)	-	41,850,000	76,180,000	154,500,000

In TUSD	Taxes	Royalties	Fees	Production entitlements	Total
Canada	8,360	86,150	7,140	0	101,650
France	15,310	6,380	0	0	21,690
Malaysia	970	210	0	29,980	31,160
	24,640	92,740	7,140	29,980	154,500

<sup>1</sup> Dashes in the data tables indicate that new or more detailed figures are presented in the report. The same data has not been disclosed in previous years.

<sup>2</sup> The Environment data boundary includes Canada, France and Malaysia. Data is represented as 100% ownership interest regardless of actual share owned by IPC with acquisitions and divestitures reflected using the effective date of the transaction.

<sup>3</sup> Significant spills greater than 100 barrels or 15.89 m<sup>3</sup>.

<sup>4</sup> A failed gasket resulted in the release of 35m<sup>3</sup> of emulsion. The release had negligible environmental impact as extreme cold weather and frozen ground conditions allowed for full fluid recovery.

<sup>5</sup> A release of 30 m<sup>3</sup> of produced water was caused by extreme temperature changes leading to a pipe failure. Saline impacted materials were delineated, removed and disposed at a third party facility. No additional remedial measures were required upon completion of the impacted material removal. The second release of 35m<sup>3</sup> of produced water was due to a hose leak of a truck. Laboratory sample analysis indicated no potential adverse effects of the release and no further remedial measures were required beyond the initial fluid recovery.

<sup>6</sup> Based on the 2019 national water stress rankings, World Resource Institute.

<sup>7</sup> Discharged produced water with a ppm content of 20 ppm, below the 40 ppm regulatory limit.

<sup>8</sup> IPC Canada drilled a significant number of wells in 2022 which accounts for the increase in drilling waste volume.

<sup>9</sup> The material reduction in non-hazardous waste can be attributed to a decrease in volume of contaminated soil disposal to landfills from releases in 2022 compared to previous years, and other operational efficiencies.

<sup>10</sup> GHG emissions from our operations are classified as scope 1, scope 2 and scope 3. Scope 1 emissions are direct emissions from owned or controlled assets. Scope 2 emissions are indirect emissions from the generation of purchased electricity. Scope 3 includes emissions from sources owned or operated by a third party.

<sup>11</sup> Emission intensity includes scope 1 CO<sub>2</sub>e emissions.

<sup>12</sup> Scope 1 is accounted for on an operated basis; it accounts for all direct emissions to air from operated assets.

<sup>13</sup> Scope 2 is accounted for on an operated basis; it accounts for indirect emissions from electricity consumption applying the location-based method

<sup>14</sup> Business travel emissions include Switzerland.

<sup>15</sup> Energy consumption within the organisation, and includes electricity only.

<sup>16</sup> The ratio is calculated by dividing the absolute energy consumption by the organization-specific metric (the denominator), which is barrels of oil equivalent produced.

<sup>17</sup> Carbon emissions were offset by emission reductions in the Verra and Gold Standards registries, through selected climate protection projects. First Climate has irrevocably retired the corresponding emission reduction certificates in the market.

<sup>18</sup> Carbon credits were validated in 2022 covering the years 2021-2022.

<sup>19</sup> IUCN and national conservation list species reported for Canadian assets.

<sup>20</sup> National conservation list species are based on Canadian national listings, including COSEWIC and SARA.

<sup>21</sup> The People data boundary includes Canada, France, Malaysia and Switzerland.

<sup>22</sup> HSE data is based on assets where IPC has operational control, excluding Aquitaine Basin asset where IPC has no operational control. We account for and report on all employee and contractor incidents. No workers have been excluded from this disclosure. The main type of incidents in 2022 were hand injuries. For the year 2022, IPC recorded zero severe injury, referring to industry classification of incidents with permanent impairment and recovery time over 180 days (see IOGP).

<sup>23</sup> Lost time incident rate is a rate calculation based on the 2022 total hours worked (employee + contractor). It indicates the number of lost time injuries and fatalities per 1,000,000 hours worked.

<sup>24</sup> Total recordable incident rate is a rate calculation based on the 2022 total hours worked (employee + contractor). It indicates the number of recordable injuries (medical treatment incidents + restricted work).

<sup>25</sup> Near miss with high potential incidents are incidents or near miss events which in combination of potential consequences (people, environment, asset) and likelihood are assessed to be in the red area.

<sup>26</sup> HSE data is based on assets where IPC has operational control, excluding Aquitaine Basin asset where IPC has no operational control.

<sup>27</sup> We account for permanent and fixed term employees by end of year.

# Sustainability Data

<sup>28</sup> For the purpose of employment reporting, we define "local" as a national, permanent resident or work permit holder prior to employment with the company. The employee had the status or lived in the region prior to employment with the company.

<sup>29</sup> We report on local hiring of management teams in our operating regions, these include our country management teams and heads of departments. We consider all our operating regions as "significant locations of operation" and report on all these regions.

<sup>30</sup> The Ethics & Governance data boundary includes Canada, France, Malaysia and Switzerland.

<sup>31</sup> We have no cases of breach of code of conduct to report. Disclosure of code of conduct breaches would include the type of breaches, such as privacy, bribery, discrimination.

<sup>32</sup> We apply a reporting threshold of USD 50,000 reflecting the size of our company and qualification of significant monetary sanction.

<sup>33</sup> Local procurement refers to the purchase of goods and services from suppliers within the country of the company's operations.

<sup>34</sup> Mercer (Canada) Limited, Alberta Boilers Safety Association, Malaysian International Chamber of Commerce & Industry, Union Française des Industries Pétrolières, MEDEF, Gésip, Explorers and Producers Association of Canada, Palliser Airshed Society, Western Canadian Spill Services, Canadian Heavy Oil Association.

<sup>35</sup> The report on payments to governments (ESTMA) with details of payments is available on [www.international-petroleum.com](http://www.international-petroleum.com)

# GRI Index

SECTOR STANDARD REF #	Standard Disclosure	Description	Reference	IPIECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>							
<b>1. Organizational profile</b>							
2-1		Organizational Profile	SR 6 / AIF 10				Not applicable - No restatements for FY 2022
2-2		Entities included in the organization's sustainability reporting	SR 10				
2-3		Reporting period, frequency and contact point	SR 10, final page				
2-4		Restatements of information	See Comment				
2-5		External assurance	SR 25				
2-6		Activities, value chain and other business relationships	SR 6-8				
2-7		Employees	SR Data Table		8.2, 8.5, 10.3		
2-8		Workers who are not employees	SR Data Table		8.2, 8.5, 10.3		
<b>2. Governance</b>							
2-9		Governance structure and composition	SR 12/ AGM Circular	GOV-1	5.5, 16.7		IPC reports the executive compensation for top 5 employees  Who we are - international-petroleum.com  Who we are - international-petroleum.com  IPC's remediation procedures encompass a comprehensive approach that involves active engagement with affected parties, thorough investigation of incidents, and the implementation of appropriate corrective actions.  IPC has established robust systems and processes that encompass a comprehensive approach to regulatory adherence. We closely monitor and stay abreast of applicable laws, regulations, and industry standards that govern our operations.  IPC actively engages with and supports various membership associations that are relevant to our business and contribute to our sustainability goals.  IPC is committed to upholding the rights of our employees to engage in collective bargaining and to ensuring that their voices are heard and respected.
2-10		Nomination and selection of the highest governance body	SR 12/ AGM Circular	GOV-1	5.5, 16.7		
2-11		Chair of the highest governance body	SR 2 / AGM Circular	GOV-1	16.6		
2-12		Role of the highest governance body in overseeing the management of impacts	SR 13 / AGM Circular	GOV-2, SOC-13	16.7		
2-13		Delegation of responsibility for managing impacts	SR 13 / AGM Circular	GOV-1			
2-14		Role of the highest governance body in sustainability reporting	SR 11 / AGM Circular	GOV-1			
2-15		Conflicts of interest	SR 12 / AIF 67 / AGM Circular	GOV-2, GOV-3			
2-16		Communication of critical concerns	SR 12 / Whistleblowing Policy and Procedure	GOV-2, SOC-6			
2-17		Collective knowledge of the highest governance body	SR 12 / AGM Circular	GOV-2			
2-18		Evaluation of the performance of the highest governance body	SR 13 / AGM Circular	GOV-1			
2-19		Remuneration policies	SR 13 / AIF 62-63 / AGM Circular				
2-20		Process to determine remuneration	SR 13 / AGM Circular / Compensation Committee Mandate		16.7		
2-21		Annual total compensation ratio	AGM Circular				
2-22		Statement on sustainable development strategy	SR 10				
2-23		Policy commitments	Website		16.3	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	
2-24		Embedding policy commitments	Website				
2-25		Processes to remediate negative impacts	See Comment				
2-26		Mechanisms for seeking advice and raising concerns	SR 12 / Whistleblowing Policy and Procedure	GOV-2, SOC-8	16.3		
2-27		Compliance with laws and regulations	See Comment		16.3		
2-28		Membership associations	See Comment				
2-29		Approach to stakeholder engagement	SR 11 & 14 / Stakeholder Relations Policy		8.8		
2-30		Collective bargaining agreements	See Comment				

# GRI Index

SECTOR STANDARD REF #	Standard Disclosure	Description	Reference	IPECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 3: MATERIAL TOPICS (2021)</b>							
	3-1	Process to determine material topics	SR 11 / Website				Our Sustainability Approach - international-petroleum.com
	3-2	List of material topics	SR 11 / Website				Our Sustainability Approach - international-petroleum.com
	3-3	Management of material topics	SR 11 / Website				Our Sustainability Approach - international-petroleum.com
<b>GRI 201: ECONOMIC PERFORMANCE (2016)</b>							
11.14.2 & 11.21.2	201-1	Direct economic value generated and distributed	AIF 61 / ESTMA International Petroleum Corporation / ESTMA IPC Canada Ltd.		5.1, 8.1, 8.2, 9.1, 9.4, 9.5		
11.2.2 & 11.21.2	201-2	Financial implications and other risks and opportunities due to climate change	AIF 29-31, 37-45 / TCFD Report 2022	CCE-1, CCE-2	13.1		
11.21.3	201-4	Financial assistance received from government	See Comment	GOV-4			Information Unavailable
<b>GRI 202: MARKET PRESENCE (2016)</b>							
11.11.2 & 11.14.3	202-2	Proportion of senior management hired from the local community	SR Data Table	SOC-15	8.3		
<b>GRI 203: INDIRECT ECONOMIC IMPACTS (2016)</b>							
11.14.4	203-1	Infrastructure investments and services supported	See Comment		1.2, 5.4, 9.1, 9.4, 11.2		Information Unavailable: IPC does not currently track infrastructure investments and services supported.
11.14.5	203-2	Significant indirect economic impacts	See Comment		1.2, 1.4, 3.8, 8.2, 8.3, 8.5		Information Unavailable: IPC does not currently track significant indirect economic impacts.
<b>GRI 204: PROCUREMENT PRACTICES (2016)</b>							
11.14.6	204-1	Proportion of spending on local suppliers	SR Data Table	SOC-14	8.3		
<b>GRI 205: ANTI-CORRUPTION (2016)</b>							
11.20.2	205-1	Operations assessed for risks related to corruption	Code of Ethics and Business Conduct	GOV-3	16.5	10	IPC has a zero tolerance policy with respect to anti-corruption. UN Global Compact Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery. In line with this principle, IPC has adopted a corporate Anti-corruption Policy that includes elements designed to prevent or detect and remediate potential violations. We plan to report on formal risk assessments on corruption in the coming two years.
11.20.3	205-2	Communication and training about anti-corruption policies and procedures	SR 16 / Code of Ethics and Business Conduct	GOV-3	16.5	10	IPC is partially meeting standard with regard to communicating anti-corruption policies. In 2023-2024 it is planned that we will roll out a training program.
11.20.4	205-3	Confirmed incidents of corruption and actions taken	SR Data Table / Code of Ethics and Business Conduct	GOV-3	16.5	10	No details provided on corruption cases as no cases were reported.
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR (2016)</b>							
11.19.2	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	SR	GOV-3	16.3		IPC is committed to complying with all applicable laws and regulations governing competition and actively work to prevent any actions that may restrict fair competition or create monopolistic practices. There were no legal actions to report.

# GRI Index

SECTOR STANDARD REF #	Standard Disclosure	Description	Reference	IPIECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 207: TAX (2019)</b>							
11.21.4	207-1	Approach to Tax	SR 13		1.1, 1.3, 10.4, 17.1, 17.3		
11.21.5	207-2	Tax governance, control, and risk management	SR 13		1.1, 1.3, 10.4, 17.1, 17.3		
11.21.6	207-3	Stakeholder engagement and management of concerns related to tax	SR 13	GOV-4	1.1, 1.3, 10.4, 17.1		
11.21.7	207-4	Country-by-country reporting	SR Data Table				
<b>GRI 302: ENERGY (2016)</b>							
11.1.2	302-1	Energy consumption within the organisation	SR Data Table	CCE-6	7.2, 8.4, 12.2, 13.1	9	The data provided comprises a singular indicator, specifically the total energy consumption measured in kilowatt-hours (KWh). Information Unavailable: IPC does not currently track energy consumption outside its organization. The data provided comprises a singular indicator, specifically the total energy consumption measured in kilowatt-hours (KWh).
11.1.3	302-2	Energy consumption outside of the organization	See Comment	CCE-6	7.2, 8.4, 12.2, 13.1	9	
11.1.4	302-3	Energy intensity	SR Data Table	CCE-6	7.2, 8.4, 12.2, 13.1	9	
<b>GRI 303: WATER AND EFFLUENTS (2018)</b>							
11.6.2	303-1	Interactions with water as a shared resource	SR 29 - 30	ENV-1, ENV-2	6.1, 6.3, 6.4, 6.6, 12.4	7, 8	
11.6.3	303-2	Management of water discharge-related impacts	SR 29 - 30	ENV-1, ENV-2	6.3	7, 8	
11.6.4	303-3	Water withdrawal	SR 30 & Data Table	ENV-1, ENV-2	6.4	7, 8, 9	
11.6.5	303-4	Water discharge	SR 30 & Data Table	ENV-2	6.3	7, 8, 9	
11.6.6	303-5	Water consumption	SR 30 & Data Table	ENV-1	6.4		
<b>GRI 304: BIODIVERSITY (2016)</b>							
11.4.2	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR 28	ENV-3, ENV-4	6.4, 6.6, 14.2, 15.1, 15.5, 15.8	7, 8	
11.4.3	304-2	Significant impacts of activities on biodiversity	SR 28	ENV-3, ENV-4	6.6, 14.2, 15.1, 15.5, 15.8	7, 8	
11.4.4	304-3	Habitats protected or restored	SR 28 - 29	ENV-3, ENV-4	6.6, 14.2, 15.1, 15.5	7, 8	
11.4.5	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR Data Table	ENV-3	6.6, 14.2, 15.1, 15.6	7, 8	
<b>GRI 305: EMISSIONS (2016)</b>							
11.1.5	305-1	Direct (scope 1) GHG emissions	SR 25 - 26 & Data Table	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.2	7, 8, 9	
11.1.6	305-2	Energy indirect (scope 2) GHG emissions	SR 25 & Data Table	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.3	7, 8, 9	
11.1.7	305-3	Other indirect (scope 3) GHG emissions	SR 25 & Data Table	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.4	7, 8, 9	
11.1.8	305-4	GHG emissions intensity	SR 26 & Data Table	CCE-3, CCE-4, CCE-5	13.1, 14.3, 15.2		
11.2.3	305-5	Reduction of GHG emissions	SR 25 - 26 & Data Table	CCE-3, CCE-4, CCE-5	9.4, 13.1, 14.3, 15.2	9	
11.3.2	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	SR Data Table	ENV-5	3.9, 14.3, 15.7		

# GRI Index

SECTOR STANDARD REF #	Standard Disclosure	Description	Reference	IPIECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 306: WASTE (2020)</b>							
11.5.2	306-1	Waste generation and significant waste-related impacts	SR 30	ENV-7	3.9, 6.3, 6.4, 6.6, 12.4, 12.5, 14.1, 15.1	7, 8	
11.5.3	306-2	Management of significant waste-related impacts	SR 30	ENV-7	3.9, 6.3, 12.4, 12.5	7, 8	
11.5.4	306-3	Waste generated	SR 30 & Data Table	ENV-6	3.9, 6.3, 6.6, 12.4, 14.1, 15.1	7, 8, 9	
11.5.5	306-4	Waste diverted from disposal	SR Data Table	ENV-7	3.9, 12.4		
11.5.6	306-5	Waste directed to disposal	SR Data Table		6.6, 14.2, 15.1		
<b>GRI 306: EFFLUENTS &amp; WASTE (2016)</b>							
11.8.2	306-3 (2016)	Significant spills	SR 29 & Data Table				
<b>GRI 401: EMPLOYMENT (2016)</b>							
11.10.2	401-1	New employee hires and employee turnover	SR Data Table		5.1, 8.5, 8.6, 10.3	3, 4, 5, 6	
11.10.3	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 15		3.2, 5.4		Part-time and full-time employees have the same benefits, though these may vary based on country regulations.
11.10.4 & 11.11.3	401-3	Parental leave	SR Data Table		5.1, 5.4		Parental leave is provided to all part-time and full-time employees, though these may vary based on country regulations.
<b>GRI 402: LABOR/MANAGEMENT RELATIONS (2016)</b>							
11.7.2 & 11.10.5	402-1	Minimum notice periods regarding operational changes	See Comment		8.8		Information Unavailable: IPC has operations globally and we adhere to the local laws and regulations surrounding the minimum operational changes.
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)</b>							
<b>1. Management approach disclosures</b>							
11.9.2	403-1	Occupational health and safety management system	SR 18 / Website	SHS-1, SHS-2	3, 8.8	1	Our Sustainability Approach - international-petroleum.com
11.9.3	403-2	Hazard identification, risk assessment, and incident investigation	SR 18 - 19	SHS-1, SHS-2	8.8	1	
11.9.4	403-3	Occupational health services	SR 18 - 19	SHS-1, SHS-2	8.8	1	
11.9.5	403-4	Worker participation, consultation, and communication on occupational health and safety	SR 18 - 19 & Data Table	SHS-1, SHS-2	8.8, 16.7	1	
11.9.6	403-5	Worker training on occupational health and safety	SR Data Table	SHS-1, SHS-2	8.8	1	
11.9.7	403-6	Promotion of worker health	SR 18 - 20	SHS-1, SHS-2	3.3, 3.5, 3.7, 3.8	1	
11.9.8	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 18 - 20	SHS-1, SHS-2	8.8	1	
11.9.9	403-8	Workers covered by an occupational health and management system	SR Data Table	SHS-1, SHS-2	8.8	1	IPC does not mandate certification against ISO45001 or other management standards for contractors. However, as part of our contractor selection processes, their systems undergo assessments to determine their suitability against these standards. Our system encompasses all individuals working on behalf of IPC. When working with contractors who operate under their own system, we establish an interface through a bridging approach, ensuring alignment. All IPC employees are subject to our comprehensive HSE Management System.
11.9.10	403-9	Work-related injuries	SR Data Table	SHS-3	3.6, 3.9, 8.8, 16.1	1	
11.9.11	403-10	Work-related ill health	SR Data Table	SHS-3	3.6, 3.9, 8.8, 16.1	1	

# GRI Index

SECTOR STANDARD REF #	Standard Disclosure	Description	Reference	IPEECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 404: TRAINING AND EDUCATION (2016)</b>							
11.10.6 & 11.11.7	404-1	Average hours of training per year per employee	SR Data Table	SOC-7	4.3, 8.2, 8.5		
11.7.3 & 11.10.7	404-2	Programs for upgrading employee skills and transition assistance programs	See Comment	SOC-7	8.2, 8.5		IPC does not have a formal transition assistance program, however transition assistance is available and determined on an individual basis.
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)</b>							
11.11.4	405-1	Diversity of governance bodies and employees	SR 13, 15 - 16 & Data Table	SOC-5	5.1, 5.5, 8.5	1, 6	Diversity is reported by gender and age for Board of Directors, Executive Committee, employees, contractors, and interns. Minority data is proprietary and not disclosed. Disabled data depends on local legislation and individual preferences.
11.11.5	405-2	Ratio of basic salary and remuneration	See Comment	SOC-5	5.1, 8.5, 10.3		Information Unavailable
<b>GRI 406: NON DISCRIMINATION (2016)</b>							
11.11.6	406-1	Incidents of discrimination and corrective actions taken	SR 16 & Data Table	SOC-5	5.1, 8.8	1, 6	
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)</b>							
11.13.2	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See Comment		8.8		Information Unavailable
<b>GRI 409: FORCED OR COMPULSORY LABOR (2016)</b>							
11.12.2	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See Comment		8.7		IPC currently does not have a formal policy assessment specifically addressing the operation in regions or the engagement of suppliers that may pose risks related to forced or compulsory labor incidents. However, we have a planned initiative to implement a policy assessment in 2023 to address this concern.
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES (2016)</b>							
11.17.2	411-1	Incidents of violations involving rights of indigenous peoples	SR 22 & Data Table	SOC-10	2.3	1, 2	
<b>GRI 413: LOCAL COMMUNITIES (2016)</b>							
11.15.2	413-1	Operations with local community engagement, impact assessments, and development programmes	SR 21 - 24	SOC-9, SOC-12	1.4, 2.3	1, 2	IPC has implemented community feedback mechanisms to effectively receive and address inquiries and grievances from community members. This proactive approach allows IPC to swiftly capture and resolve concerns in a transparent manner.
11.15.3	413-2	Operations with significant actual and potential negative impacts on local communities	SR 21 - 24	SOC-9, SOC-12	1.4, 2.3	1, 2	
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)</b>							
11.10.8 & 11.12.3	414-1	New suppliers that were screened using social criteria	SR 13		5.2, 8.8, 16.1		IPC utilizes a rigorous supplier screening program. Efforts are underway to improve supplier risk assessment and screening for social criteria.
11.10.9	414-2	Negative social impacts in the supply chain and actions taken	SR 13		5.2, 8.8, 16.1		IPC takes action to address negative social impacts in our supply chain and aims to improve systems and establish formal action plans for timely responses.
<b>GRI 415: PUBLIC POLICY (2016)</b>							
11.22.2	415-1	Political contributions	SR Data Table	GOV-5	16.5		

# GRI Index

SECTOR STANDARD REF #	Standard Disclosure	Description	Reference	IPECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 11: ADDITIONAL SECTOR DISCLOSURES (2021)</b>							
11.2.4		Approach to public policy development and lobbying on climate change	TCFD Report				<p>Our Sustainability Approach - <a href="https://www.international-petroleum.com">international-petroleum.com</a></p> <p>IPC recognizes that community engagement and effective grievance mechanisms are essential for building trust, resolving conflicts, and fostering mutually beneficial relationships. There were no grievances from local communities indentified.</p> <p>IPC recognizes that indigenous peoples often have unique cultural, social, and economic connections to the land and resources, and we are committed to conducting our activities in a manner that respects their rights, traditions, and interests.</p> <p>We adhere to a principle of upholding and integrating all applicable laws and regulations concerning community rights.</p> <p>Not applicable as no security personnel.</p> <p>IPC is continuously working to improve its practices and policies related to contract transparency in alignment with internationally recognized standards and best practices.</p>
11.7.4		Operational site list of closures/rehabilitations	SR 28 / Website				
11.7.5		Decommissioned structures	AIF 27-28, 42				
11.7.6		Financial provisions for closure and rehabilitation	AIF 27-28				
11.8.3		Tier 1 and Tier 2 process safety events	SR Data Table				
11.15.4		Grievances from local communities identified	See Comment				
11.17.3		Operations where indigenous peoples are present or affected by activities of the organization	See Comment				
11.17.4		Involved in a process of seeking free, prior and informed consent (FPIC) from indigenous peoples for any of the organization's activities	See Comment				
11.7.4	410-1	Security personnel trained in human rights policies or procedures	See Comment				
11.7.5		Approach to contract transparency	See Comment				
11.7.6		Organization's beneficial owners	AGM Circular				

# Reader Advisory

## Forward-looking statements

This Sustainability Report contains statements and information which constitute “forward-looking statements” or “forward-looking information” (within the meaning of applicable securities legislation). Such statements and information (together, “forward-looking statements”) relate to future events, including the Company’s future performance, business prospects or opportunities. Actual results may differ materially from those expressed or implied by forward-looking statements. The forward-looking statements contained in this Sustainability Report are expressly qualified by this cautionary statement. Forward-looking statements speak only as of the date of this Sustainability Report, unless otherwise indicated. IPC does not intend, and does not assume any obligation, to update these forward-looking statements, except as required by applicable laws.

All statements other than statements of historical fact may be forward-looking statements. Any statements that express or involve discussions with respect to predictions, expectations, beliefs, plans, projections, forecasts, guidance, budgets, objectives, assumptions or future events or performance (often, but not always, using words or phrases such as “seek”, “anticipate”, “plan”, “continue”, “estimate”, “expect”, “may”, “will”, “project”, “forecast”, “predict”, “potential”, “targeting”, “intend”, “could”, “might”, “should”, “believe”, “budget” and similar expressions) are not statements of historical fact and may be “forward-looking statements”. Forward-looking statements include, but are not limited to, statements with respect to: IPC’s estimates of future production, cash flows, operating costs and capital expenditures that are based on IPC’s current business plans and assumptions regarding the business environment, which are subject to change; IPC’s intention and ability to continue to implement our strategies to build long-term shareholder value; the ability of IPC’s portfolio of assets to provide a solid foundation for organic and inorganic growth; IPC’s ability to implement its GHG emissions and climate strategy and achieve emission reduction targets; and IPC’s ability to reduce exposure to carbon pricing related costs. Statements relating to “reserves” and “contingent resources” are also deemed to be forward-looking statements, as they involve the implied assessment, based on certain estimates and assumptions, that the reserves and resources described exist in the quantities predicted or estimated and that the reserves and resources can be profitably produced in the future. Ultimate recovery of reserves or resources is based on forecasts of future results, estimates of amounts not yet determinable and assumptions of management.

The forward-looking statements are based on certain key expectations and assumptions made by IPC, including expectations and assumptions concerning: prevailing commodity prices and currency exchange rates; applicable royalty rates and tax laws; interest rates; future well production rates and reserve and contingent resource volumes; operating costs; the timing of receipt of regulatory approvals; the performance of existing wells; the success obtained in drilling new wells; anticipated timing and results of capital expenditures; the sufficiency of budgeted capital expenditures in carrying out planned activities; the timing, location and extent of future drilling operations; the successful completion of acquisitions and dispositions; the benefits of acquisitions; the state of the economy and the exploration and production business in the jurisdictions in which IPC operates and globally; the availability and cost of financing, labour and services; and the ability to market oil and gas successfully.

Although IPC believes that the expectations and assumptions on which such forward-looking statements are based are reasonable, undue reliance should not be placed on the forward-looking statements because IPC can give no assurances that they will prove to be correct. Since forward-looking statements address future events and conditions, by their very nature they involve inherent risks and uncertainties. Actual results could differ materially from those currently anticipated due to a number of factors and risks. These include, but are not limited to: the risks associated with the oil and gas industry in general such as operational risks in development, exploration and production; climate change risks; reputational risks; reduced demand for oil and gas; delays or changes in plans with respect to exploration or development projects or capital expenditures; the uncertainty of estimates and projections relating to reserves, resources, production, revenues, costs and expenses; health, safety and environmental risks; commodity price fluctuations; exchange rate and interest rate fluctuations; marketing and transportation; loss of markets; environmental risks; competition; incorrect assessment of the value of acquisitions; failure to complete or realize the anticipated benefits of acquisitions or dispositions; the ability to access sufficient capital from internal and external sources; failure to obtain required regulatory and other approvals; and changes in legislation, including but not limited to tax laws, royalties, environmental and abandonment regulations. Readers are cautioned that the foregoing list of factors is not exhaustive.

Additional information on these and other factors that could affect IPC, or its operations or financial results, are included in the Company’s unaudited interim condensed consolidated financial statements and management discussion and analysis (MD&A) for the six months ended June 30, 2023, the Company’s Annual Information Form (AIF) for the year ended December 31, 2022 (See “Cautionary Statement Regarding Forward-Looking Information”, “Reserves and Resources Advisory” and “Risk Factors”) and other reports on file with applicable securities regulatory authorities, including previous financial reports, management’s discussion and analysis and material change reports, which may be accessed through the SEDAR+ website ([www.sedarplus.ca](http://www.sedarplus.ca)) or IPC’s website ([www.international-petroleum.com](http://www.international-petroleum.com)).

# Reader Advisory

## Non-IFRS Measures

References are made in this Sustainability Report to “operating cash flow” (OCF), “free cash flow” (FCF), “Earnings Before Interest, Tax, Depreciation and Amortization” (EBITDA), “operating costs” and “net debt”/“net cash”, which are not generally accepted accounting measures under International Financial Reporting Standards (IFRS) and do not have any standardized meaning prescribed by IFRS and, therefore, may not be comparable with similar measures presented by other public companies. Non-IFRS measures should not be considered in isolation or as a substitute for measures prepared in accordance with IFRS. The definition and reconciliation of each non-IFRS measure is presented in IPC’s MD&A (See “Non-IFRS Measures”). Actual results may differ materially from forward-looking estimates and forecasts. See “Forward-Looking Statements” above.

## Disclosure of Oil and Gas Information

This Sustainability Report contains references to estimates of gross and net reserves and resources attributed to the Company’s oil and gas assets.

Reserve estimates, contingent resource estimates and estimates of future net revenue in respect of IPC’s oil and gas assets in Canada (other than the assets acquired in the Cor4 acquisition) are effective as of December 31, 2022, and are included in reports prepared by Sproule Associates Limited (Sproule), an independent qualified reserves evaluator, in accordance with National Instrument 51-101 – Standards of Disclosure for Oil and Gas Activities (NI 51-101) and the Canadian Oil and Gas Evaluation Handbook (the COGE Handbook) and using Sproule’s December 31, 2022 price forecasts.

Reserve estimates and estimates of future net revenue in respect of IPC’s oil and gas assets acquired in the Cor4 acquisition are effective as of December 31, 2022 and are included in the report prepared by GLJ Ltd. (GLJ), an independent qualified reserves auditor, in accordance with NI 51-101 and the COGE Handbook, and using Sproule’s December 31, 2022, price forecasts.

Reserve estimates, contingent resource estimates and estimates of future net revenue in respect of IPC’s oil and gas assets in France and Malaysia are effective as of December 31, 2022, and are included in the report prepared by ERC Equipoise Ltd. (ERCE), an independent qualified reserves auditor, in accordance with NI 51-101 and the COGE Handbook, and using Sproule’s December 31, 2022 price forecasts.

The price forecasts used in the Sproule, GLJ and ERCE reports are contained in the AIF. These price forecasts are as at December 31, 2022 and may not be reflective of current and future forecast commodity prices.

The product types comprising the 2P reserves and contingent resources described in this Sustainability Report are contained in the AIF. Light, medium and heavy crude oil reserves/resources disclosed in this Sustainability Report include solution gas and other by-products.

2P reserves and contingent resources included in the reports prepared by Sproule, GLJ and ERCE in respect of IPC’s oil and gas assets in Canada, France and Malaysia have been aggregated by IPC. Estimates of reserves, resources and future net revenue for individual properties may not reflect the same level of confidence as estimates of reserves, resources and future net revenue for all properties, due to aggregation. This Sustainability Report contains estimates of the net present value of the future net revenue from IPC’s reserves. The estimated values of future net revenue disclosed in this Sustainability Report do not represent fair market value. There is no assurance that the forecast prices and cost assumptions used in the reserve evaluations will be attained and variances could be material. Net present values (NPV) referred to in this Sustainability Report are after tax, discounted at 10% and based upon the forecast prices and other assumptions further described in the AIF.

BOEs may be misleading, particularly if used in isolation. A BOE conversion ratio of 6 thousand cubic feet (Mcf) per 1 barrel (bbl) is based on an energy equivalency conversion method primarily applicable at the burner tip and does not represent a value equivalency at the wellhead. As the value ratio between natural gas and crude oil based on the current prices of natural gas and crude oil is significantly different from the energy equivalency of 6:1, utilizing a 6:1 conversion basis may be misleading as an indication of value.

## Currency

All dollar amounts in this Sustainability Report are expressed in United States dollars, except where otherwise noted. References herein to USD mean United States dollars. References herein to CAD mean Canadian dollars.

## ABBREVIATIONS

bbbl	Barrel (1 barrel = 159 litres)
boe	Barrel of oil equivalent, including crude oil and natural gas
boepd	Barrel of oil equivalent per day
CO <sub>2</sub> e	Carbon dioxide equivalents, including carbon dioxide, methane and nitrous oxide
ERM	Enterprise risk management
ESG	Environmental, social and governance
GHG	Greenhouse gas
GRI	Global Reporting Initiative
HSE	Health, safety and environment
IEA	International Energy Agency
IPC	International Petroleum Corporation
IPIECA	International Petroleum Industry Environmental Conservation Association
KPI	Key performance indicator
LTI	Lost time incident
LTIR	Lost time incident rate
Mboepd	Thousand barrels of oil equivalent per day
MMboe	Million barrels of oil equivalents
MTI	Medical treatment incidents
OLCN	Onion Lake Cree Nation
PPE	Personal protective equipment
RWI	Restricted work incidents
SAGD	Steam assisted gravity drainage (a thermal recovery process)
SDG	Sustainable Development Goal
t CO <sub>2</sub> e	Tonne of carbon dioxide equivalents
TRIR	Total recordable incident rate

## TELL US WHAT YOU THINK

We welcome any questions, comments or suggestions you might have about this report and our performance. For further information or comments, please contact:

### **Zoë Falquet**

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