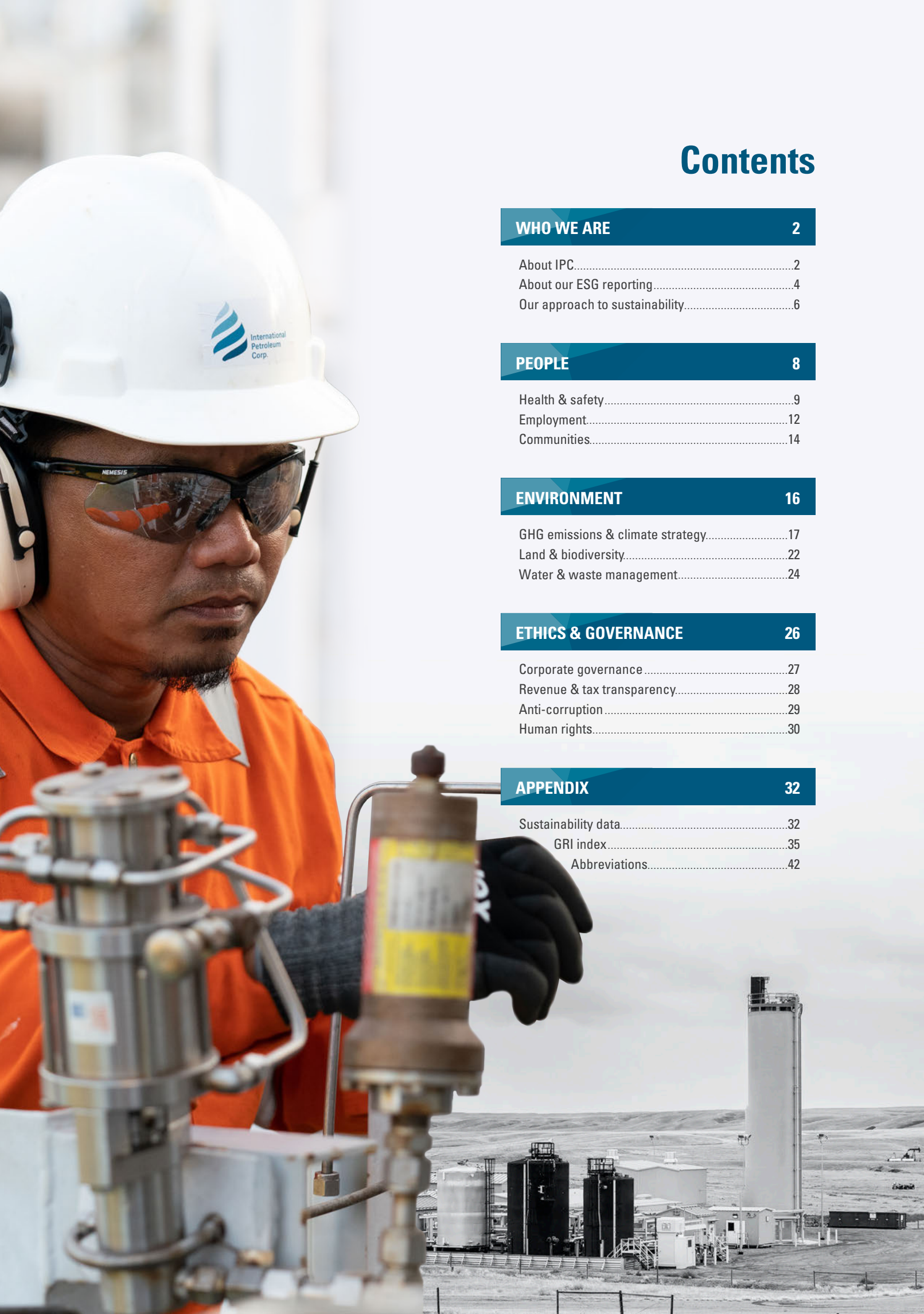




International  
Petroleum  
Corp.

# Sustainability Report 2020





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# Message from the CEO

2020 was certainly the year when we were all called upon to rise up and face the unprecedented challenges to our industry and society as a whole. The COVID-19 pandemic resulted in personal, family and community distress related to health impacts, as well as restrictions on personal freedom imposed to contain the spread of the virus. It fuelled an economic recession that impacted individuals and businesses. This led to a collapse in oil demand and profound oil price weakness affecting our sector considerably. IPC responded quickly at the outset of the crisis by establishing multiple safeguards to protect workforce health, curtailing global production, managing capital to preserve financial strength and maintaining our focus on safe and responsible operations.

In parallel with urgently addressing these challenges, stakeholder expectations to deliver both strong financial returns and sustainability performance continued to rise in 2020. These expectations along with our own commitments frame our mandate of sustainably meeting society's demand for reliable and affordable energy by investing in high quality resources, maximising financial flexibility and demonstrating strong ESG stewardship. Our resilience in the face of these unprecedented circumstances has demonstrated that we are well on the path to developing a sustainable business that contributes positively to the well-being of our employees and communities where we operate, creating shared value for all of our stakeholders in the process.

As such, I am pleased to share our 2020 Sustainability Report which provides insight into our day-to-day operations and how we integrate sustainability into all aspects of our business. We are committed to open, honest and transparent communications with our stakeholders, and in recognition of that commitment, we have aligned our Report to internationally recognised standards to ensure complete and accurate disclosure of materially relevant topics. This Report is both a GRI compliant report and represents our second Communication on Progress towards the United Nations Global Compact.

Following the 2020 turmoil, the focus on climate change rose once more as governments now plan for economic recovery. At IPC, we recognise that addressing this global challenge will require all of society to act, and it is my firm belief that upstream companies have their role to play by extracting natural resources in an efficient and responsible way in order to meet the world's energy needs. Within IPC, we have also set an ambitious target of reducing our carbon emission intensity by 50% in 2025. Every year we invest in our assets and seek new energy efficiencies in our operations. A tangible recognition of these efforts are the 35,000 tonnes of CO<sub>2</sub> credits that we generated through these emission reduction initiatives. Additionally, we have offset 100,000 tonnes of CO<sub>2</sub> emissions against our 2020 emissions. This represents double the carbon offsets of the previous year. As part of our environmental commitment we have continued our proactive asset retirement program and safely retired 106 inactive wells in Canada.

During 2020 we also saw a renewed focus on the social component of ESG, with notably the risk to life, the disruption to our work life, the balancing act for working parents between work-from-home and home-schooling, and the stress on mental health caused by these unprecedented times. To demonstrate our commitment to supporting local communities, we made a donation to the United Way to support mental health programmes in the Medicine Hat and Lloydminster areas in Canada. We also upheld our commitment to the younger generation during 2020 by providing opportunities and offering meaningful internships to university students in Malaysia. We engaged our entire workforce through an ESG survey and hearing from our people what matters most to them.

They confirmed that while the exterior world looks at our environmental footprint, what ranks highly among our colleagues are: human rights, corporate culture and community investments. I view this feedback as a catalyst to further develop our sustainability strategy in the coming years and respond to the interest of many for social, environmental and governance aspects of our business activities.

On the health and safety side, I am pleased to report that we have successfully managed the COVID-19 health risks at our sites with stringent safety protocols, and have not experienced any business interruption related to the pandemic. Our Lost Time Incident Rate for 2020 of 0.6 represents a considerable improvement over 2019. We continue to reinforce our safety culture and performance as we continuously work on our overarching objective of zero harm.

Finally, our strong governance is the backbone of our responsible business conduct. Board oversight and policies and procedures are inherent to ensuring we act with high standards of integrity and according to local laws and regulations. Sustainability strategy and performance is discussed and reviewed at Executive Committee level as well as Board level. In 2021, we reinforced this governance by confirming and expanding the Reserves and Sustainability Committee's responsibilities for sustainability oversight. As part of ensuring that these goals are shared across our company and in our operating regions, General Managers have the local responsibility and, along with sustainability task forces and health & safety committees, to drive implementation on a daily basis.

We have now emerged from a difficult year with an even greater appreciation for what our stakeholders expect and how we can lead through disciplined capital allocation, strong financial performance and ESG excellence. As importantly, in the face of many personal, societal and economic challenges, we remained resilient and optimistic regarding the future of our company.

Sincerely,



Mike Nicholson  
President and CEO



# About International Petroleum Corporation

*International Petroleum Corporation ('IPC') is an internationally focused upstream oil and gas company with a portfolio of exploration and production assets in Canada, Malaysia and France.*

Our vision is to continue growing a successful upstream exploration and production company in a safe and environmentally responsible manner for the long-term benefit of all stakeholders.

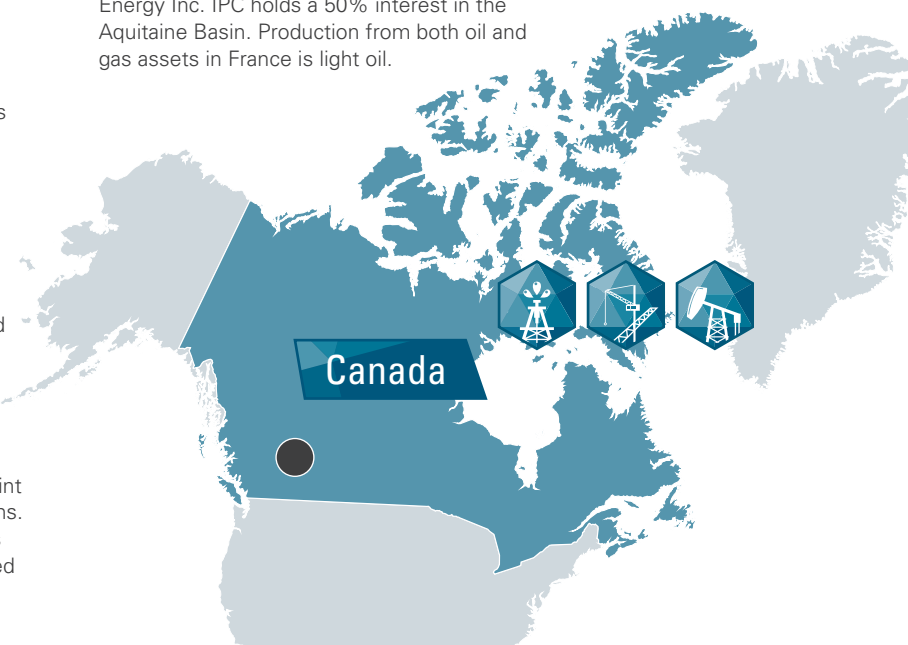
Established in 2017, IPC's operations span across three continents with assets in North America, Europe and South-East Asia. IPC operates its assets in Canada, France (Paris Basin) and Malaysia and owns non-operated interests in France (Aquitaine Basin). IPC is incorporated in the province of British Columbia, Canada, and is publicly traded on the Toronto Stock Exchange (TSX) and the Nasdaq Stockholm under the symbol "IPCO".

Our strategy involves investing organically within our assets to ensure that the full resource and value potential is maximized. IPC remains opportunistic to inorganic growth through mergers and acquisitions with a particular focus on adding reserves and resources at the production and/or development stage, allowing us to mature those resources and create additional shareholder value over time.

In Canada, IPC's oil and gas assets are located in Alberta and Saskatchewan. The Suffield area oil and gas assets and the Ferguson oil asset are high quality conventional assets in southern Alberta and are operated by IPC with almost 100% ownership. The Onion Lake, Mooney and Blackrod assets are heavy crude oil assets with conventional and steam assisted development methods in northern Alberta and Saskatchewan. IPC operates these assets and has a joint venture at its Onion Lake conventional production operations. Further descriptions of IPC's ownership and operatorship is described in the Annual Information Form for the year ended December 31, 2020 (the "AIF").

The Bertam field in Malaysia is an offshore asset with light oil. The field is operated with a wellhead platform and a floating production storage and offloading vessel (FPSO) at approximately 170 km offshore Peninsular Malaysia. In 2020, IPC held a 75% interest in the Bertam field, which increased to 100% in April 2021.

In France, IPC's assets are comprised of two main operating basins, the Paris Basin, which is operated and owned at 100% by IPC (except for the Dommartin-Lettrée field), and the Aquitaine Basin, which is operated by a subsidiary of Vermilion Energy Inc. IPC holds a 50% interest in the Aquitaine Basin. Production from both oil and gas assets in France is light oil.



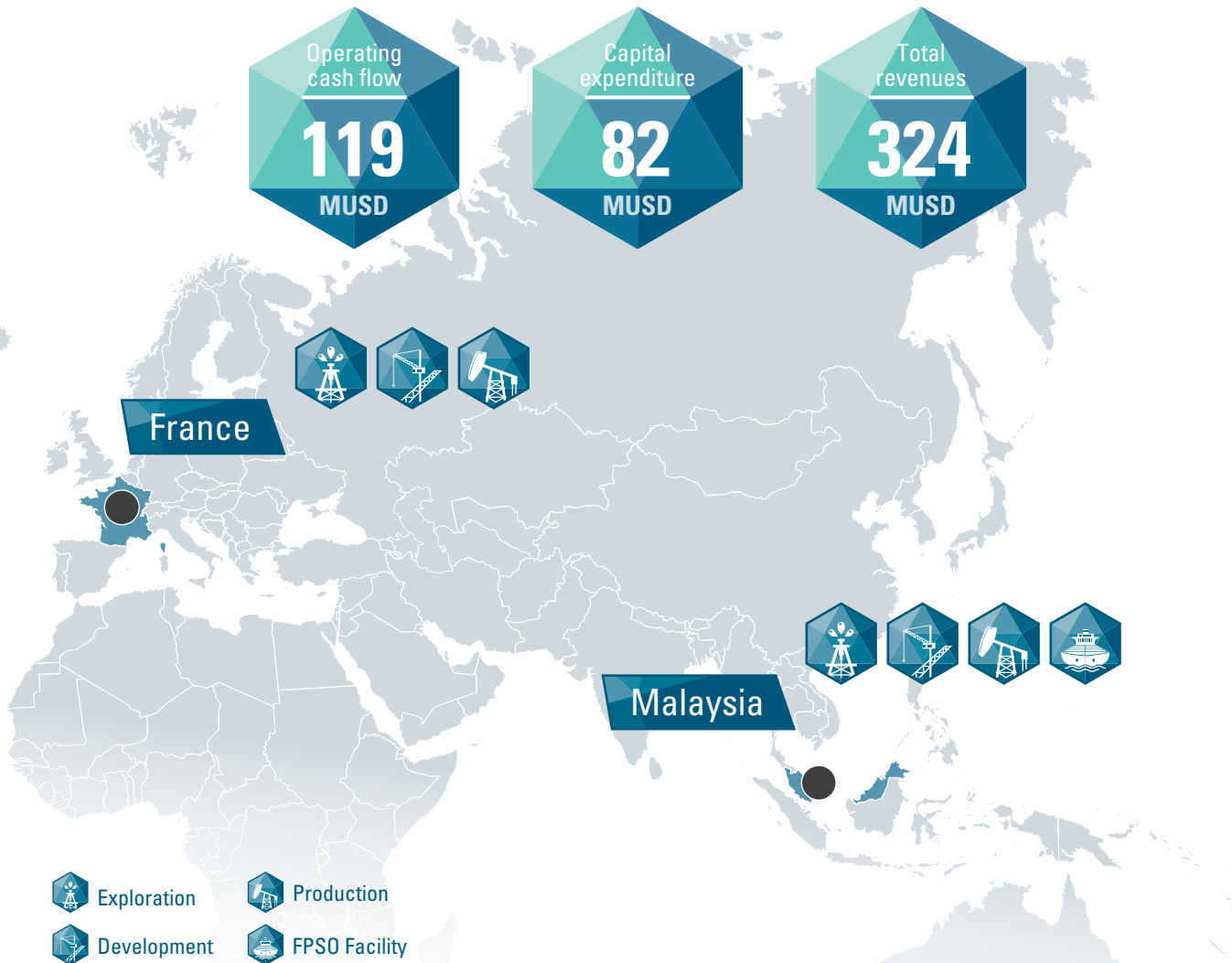
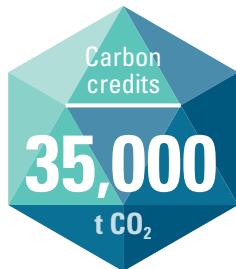
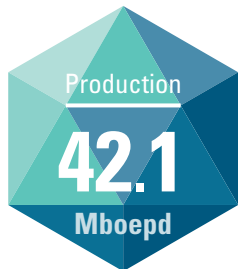
## The Oil and Gas Industry

One of the most relevant contributions of the oil and gas industry is providing affordable and reliable energy to the world. Heat, light and mobility have lifted millions of people out of poverty in the past century. Today, the world is at an intersection; balancing the need to continue to provide affordable energy while addressing the complex environmental challenges posed through direct and indirect emissions as well as the interference of human activities with ecosystems. Natural resources such as oil and gas remain integral to modern life, and beyond their use as energy source, oil and gas are used across many sectors in a wide variety of products and manufacturing applications in the chemical and pharmaceutical industries.

The oil and gas supply chain ranges from upstream to downstream. Upstream oil and gas production is conducted by companies who explore, drill, develop and produce oil and gas. Many of those employed in the upstream business include geologists, engineers, operators, construction, financial and economic professionals. Downstream oil and gas production engages in anything related to the product preparation and usage, from refining, retailing to marketing of petroleum products. Midstream links upstream and downstream and includes transportation, storage and distribution services.

Upstream oil and gas production and operations identify deposits, drill wells, and recover raw materials from underground. They are also often called exploration and production companies. This sector also includes related services such as rig operations, feasibility studies, machinery rental, and distribution of chemical products.

# 2020 Highlights



# About our ESG Reporting

*We report our environmental, social and governance (ESG) management and performance in accordance with the Global Reporting Initiative.*

## About this report

This is IPC's second sustainability report and communicates our progress in implementing the Ten Principles of the UN Global Compact. It has been prepared in accordance with the Global Reporting Initiative (GRI) Standards Core Option, including selected GRI G4 Oil & Gas Sector Disclosures.

We report our sustainability performance using internationally recognised reporting standards and frameworks. This includes reporting guidelines, indicators and terminology developed by the International Petroleum Industry Environmental Conservation Association (IPIECA), the GRI Standards and the Task Force on Climate-Related Financial Disclosures (TCFD). We have mapped relevant GRI, IPIECA, SDG and UN Global Compact disclosures for stakeholder convenience in the GRI index on pages 36-40, and we continue to assess alignment with other emerging frameworks.

As part of our commitment to multi-stakeholder initiatives for the advancement of responsible business, we participated in the consultation process conducted on revision of the GRI Oil and Gas Sector Standards.

## GRI compliance

We implemented the GRI reporting principles for defining the report content by including key stakeholders in the materiality assessment process. In the development of the report, we also aimed at following closely the six principles for defining report quality; accuracy, balance, clarity, comparability, reliability and timeliness, by collaborating with cross-functional teams.

## Materiality assessment process

Our sustainability reporting focuses on the ESG issues that matter to our business and our stakeholders. We conducted a comprehensive materiality assessment to select the content for our 2020 Sustainability Report. This process comprised three key steps; identification, stakeholder engagement and prioritisation.

## Materiality Assessment



### 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.*

*We therefore plan to renew the materiality assessment every two years.*

- Identification of sector and location relevant topics** – We identified important topics by reviewing regulations, industry practice, international reporting guidelines, rating agency survey questions, feedback received on our 2019 report, as well as our risk assessment process.
- Stakeholder engagement** – We adopted a data driven approach to seek external stakeholder views on the identified topics and validate the sustainability context. This approach incorporated benchmarking against peers as well as synthesising data from news sources, social media and mandatory and voluntary regulatory standards. To grasp locally relevant views on IPC, we conducted an interview with the community chief of the Onion Lake Cree Nation. We actively involved IPC staff worldwide through an ESG survey. There were more than 240 respondents, representing 60% of our employees and contractors. As an additional step, we conducted a series of ten qualitative interviews with senior managers from corporate and regional offices to complement internal stakeholder views.
- Prioritisation** – The aggregated stakeholder feedback was used to prioritise topics based on level of interest or concern to key stakeholders and strategic importance to the company. We validated these priorities in a validation session with the Executive Committee.

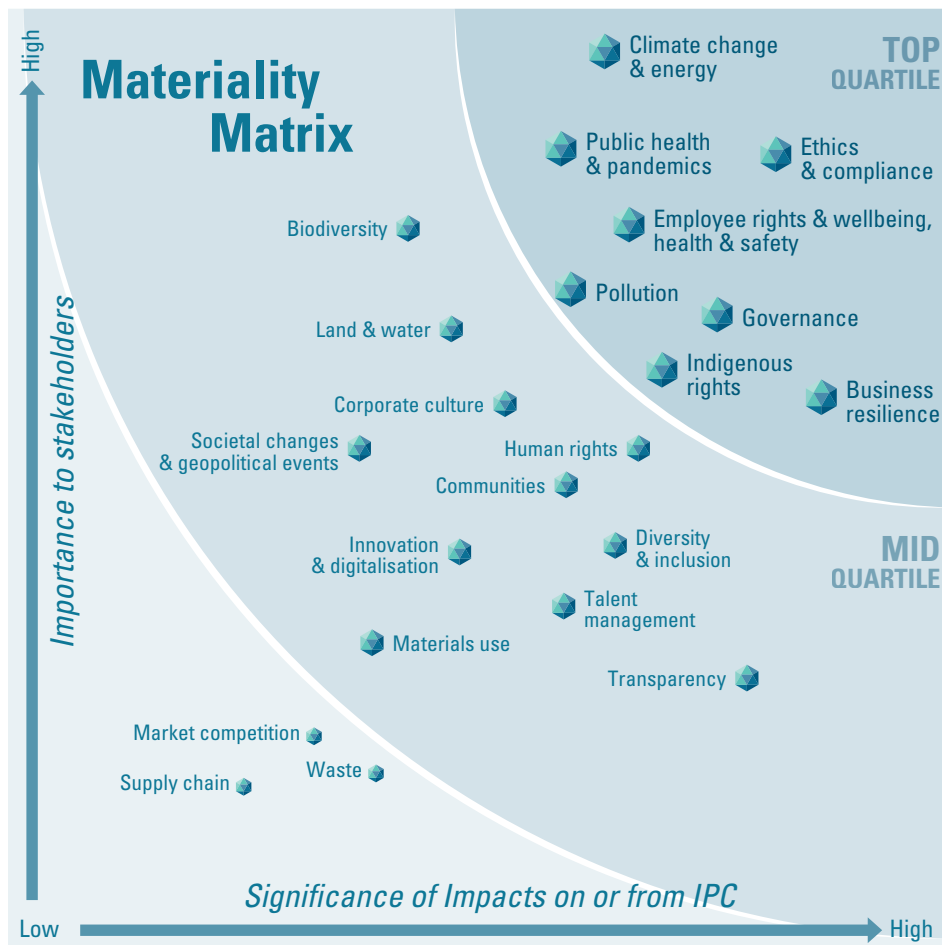
### Reporting boundaries

For all our material topics and metrics, we report on an operated (100%) basis. Our Company's head office is located in Canada, our operational offices and assets are based in Canada, France and Malaysia and we have employees conducting corporate functions at our operations office in Switzerland. Our reporting boundaries are listed below for each of the sustainability themes in this report.

<b>People</b>				
<b>Environment</b>				
<b>Ethics &amp; Governance</b>				

Environmental topics are reported for our regions of operations only, as this is where we have material impacts. GHG emissions are reported on an operational control basis and do not include non-operated assets. Company-wide travel emissions are presented on a consolidated basis and include emissions from all travelling IPC personnel. Contractors are included in our metrics for health and safety.

The 2020 Sustainability Report covers data from January 1 to December 31, 2020. Any data limitations are explicitly noted within the performance figures. All financial information is presented in USD, unless otherwise stated.



# Our Approach to Sustainability

Our mission is to deliver energy to meet the needs of society by responsibly developing our assets in a manner that minimises adverse impacts to the environment and to people, and support the economic and social well-being of our stakeholders and the communities in which we work.

We recognise that people are key to the Company’s success and we are committed to ensure health, safety and well-being at work. In respect of the environment, we seek to conserve ecosystems and living organisms and aim to avoid, minimise, restore or offset potential impacts resulting from our operations. We are also driven by values of fairness and transparency and adopt high standards of professional integrity and ethics. All these elements form part of our sustainability approach and reflect how sustainable business practices are part of every aspect of our activity.

## Sustainability governance & policies

Responsibility and accountability for the conduct of our activities lies with the Board of Directors, our highest governing body, and its dedicated Reserves and Sustainability Committee. The day-to-day management of environmental, social and governance aspects to the business are delegated to the CEO and the Executive Committee, and locally managed by IPC’s General Managers in our operating regions. Local task forces have been established to embed sustainability at all levels of the organisation.

IPC’s Sustainability Policy is centered around people, environment and ethics, our three sustainability pillars, and implemented through topic specific policies. IPC’s Human Rights Policy affirms IPC’s commitment to respect internationally recognised human rights and not to infringe on individuals’ human rights, nor be complicit or contribute directly or indirectly to human rights abuses. IPC’s Anti-Corruption Policy prohibits all forms of corruption, including direct, indirect, active and passive forms, in all of the Company’s activities. IPC’s Anti-Fraud Policy has the objective of preventing fraud and enhancing the Company’s governance and internal control standards for its business activities. Our Anti-Money Laundering Policy states IPC’s commitment to the highest standards of integrity and compliance in striving to prevent money laundering or potential unintended financing of criminal activities.

## People



- Recognise and value the contributions of all employees
- Continuously reinforce our safety culture
- Share in the benefits that come from our operations
- Recognise the historical and cultural importance of First Nations lands

## Environment

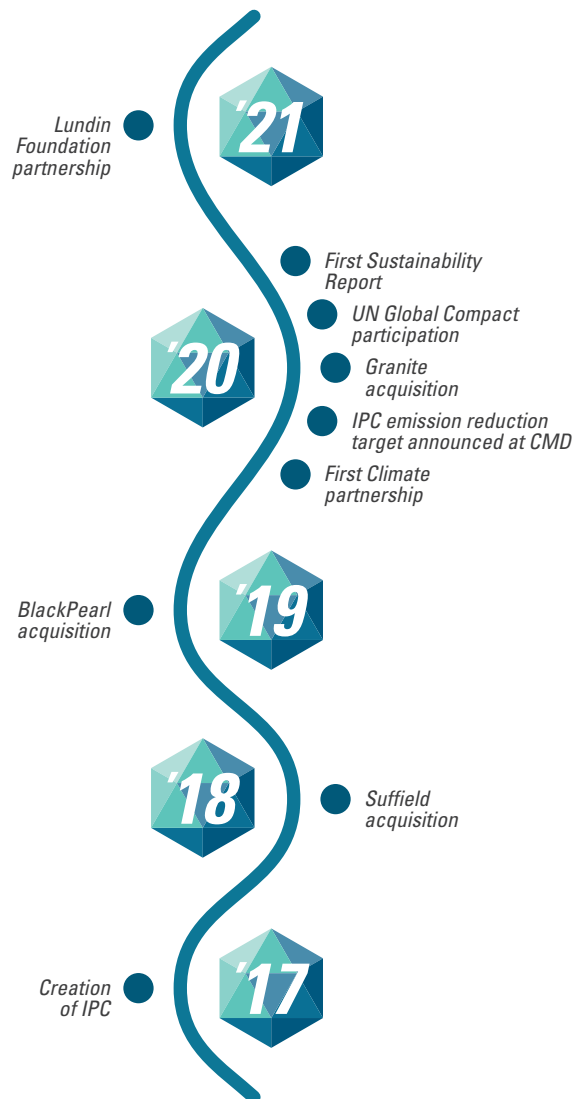


- Reduce emissions and undertake carbon offsetting
- Conduct environmental impact studies, surveys and monitoring
- Incorporate preventive measures to safeguard the environment
- Return lands to equivalent land capability after operations are complete

## Ethics & Governance



- Implement the Ten Principles of the UN Global Compact
- Communicate on a regular basis fundamental policies and practices
- Regular risk identification and implementation of mitigations and controls
- Provide a whistleblowing mechanism for concerns to be raised





### Strategic partnerships

In the spirit of SDG 17 on partnerships for the goals, we recognise the value of partnerships in providing opportunities for business to achieve more than they can alone. Within a year IPC has formed three strategic partnerships for the advancement of sustainability within IPC and globally. First Climate is a leading organisation in natural solutions with more than 20 years of experience and is our partner for our carbon offsetting strategy. In early 2021, IPC joined the Lundin Foundation as a corporate partner to leverage on the Foundation's expertise in the field of corporate social responsibility and contribute to best practice sharing and peer-to-peer learning with other Lundin Group companies. We also benefit from cross-industry capacity building through the UN Global Compact (UNGC) and its local networks. IPC joined the UNGC as a participant company in 2020, demonstrating its ongoing commitment to the Ten Principles of the UNGC for responsible business and the Sustainable Development Goals (SDGs). While IPC contributes to many of the SDGs, the enlarged SDG symbols below reflect the areas in which IPC believes it can create the greatest positive impact.

## The Seventeen Sustainable Development Goals



## WE SUPPORT



### The UN Global Compact

The UNGC is the world's largest corporate sustainability initiative promoting the implementation of its Ten Principles relating to human rights, labour, the environment and anti-corruption. The UNGC unites businesses and non-business organisations for the advancement of the SDGs to align operations and strategies with these universally accepted principles. Today, more than 17,000 organisations based in over 160 countries have joined the UNGC. Through its 60+ local networks stakeholder engagement is facilitated to encourage continuous progress in the field of corporate sustainability.

IPC participates in the Canadian and Swiss UN Global Compact Local Networks and takes part in various programs such as the Human Rights Due Diligence Program, the Young SDG Innovator Program, and the Climate Ambition Accelerator. To contribute to the collective effort in progressing towards common goals, IPC also takes parts in corporate sustainability research, such as the 2021 Special Edition of the CEO Study, examining how leading CEOs are addressing global challenges.

## The Ten Principles of the UN Global Compact



### Human Rights

*Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and Principle 2: Make sure that they are not complicit in human rights abuses*



### Labour

*Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining; Principle 4: the elimination of all forms of forced and compulsory labour; Principle 5: the effective abolition of child labour; and Principle 6: the elimination of discrimination in respect of employment and occupation*



### Environment

*Principle 7: Businesses should support a precautionary approach to environmental challenges; Principle 8: undertake initiatives to promote greater environmental responsibility; and Principle 9: encourage the development and diffusion of environmentally friendly technologies*



### Anti-Corruption

*Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery*



# PEOPLE

*People drive our performance and are key to our success. Positive relationships are fundamental to maintaining our social licence to operate and enable IPC to have a positive impact on people by providing opportunities and increased quality of life.*

## OUR GOALS

- Foster a safe and healthy work environment that promotes dignity, respect and diversity
- Strive towards a goal of zero harm to people
- Work with our communities in the planning of our projects and contribute to their development
- Engage with the Union Lake Cree Nation and other First Nations and Métis communities, with an approach of respect, openness and transparency

## 2020 Performance



<sup>1</sup> Employees & contractors

## Health & Safety

*Health and safety of employees and contractors working for IPC always comes first. We are committed to a goal of zero harm to people and to providing our workforce with a safe, healthy and productive work environment wherever we operate.*

### Approach to safety in our workplace

Safety is integrated into every aspect of our operations, and ownership and responsibility for safety is shared across all levels of the organisation through safety management systems, policies and practices. Our priority is ensuring that every employee, contractor and service provider at IPC returns home safely. IPC strives for a goal of zero harm to people by providing our workforce with a safe, healthy and productive work environment that promotes a culture in which all employees have shared ownership and accountability towards safety. IPC works to ensure that we can deliver strong business performance, maintain our reputation as a responsible operator, and keep staff fully engaged in our operations and safety culture.

### Occupational health

Industrial hygiene and occupational health are an integral part of our overall health and safety management system. We have stringent measures in place, from product selection and storage, operating practices to PPE requirements, to prevent exposure to chemical substances, noise or other potential hazards. We continuously monitor the control of exposures to chemical, biological, physical and ergonomic risks at our sites to prevent acute illness and long-term chronic occupational disease. Health assessments and fitness-for-work examinations include hearing tests, respiratory evaluations and workplace drug and alcohol screenings. In addition, IPC began offering in 2020 an employee assistance plan to all Canada-based employees which provides voluntary and confidential service to help employees at all levels, as well as their family members, who have personal concerns that affect their personal well-being or work performance.

### Health and safety management systems

The IPC Health & Safety Policy and Health & Safety Management System set the foundation for the local health and safety management systems in our operating regions and applies to all of our employees and contractors. Executing our operations in a safety conscious manner also means providing staff with adequate and relevant guidance, regular training opportunities and involving them in the reviews of key policies, procedures and safe practices. In 2020, we provided 16,844 hours of training on general safety awareness, specific health and safety competencies, as well as emergency response.

Fundamental to ensuring our activities are conducted in a safe manner is the identification, elimination or minimisation of hazards, which we do according to the hierarchy of safety controls. Workplace hazard identification and control, qualitative and quantitative risk assessments, safe work procedures and permit-to-work systems, safe work observations, stop card systems, incident reporting and investigation are intrinsic parts of our management of health and safety. IPC safety advisors are integrated into the day-to-day operations and are part of the field operations teams, helping to guide appropriate safety practices directly on-site as well as through engagement at meetings.

### A culture of safety

IPC recognises that a culture of safety requires a strong commitment from the highest levels of the organisation. As part of that commitment, members of our senior leadership team participate in regular safety meetings with field staff. These meetings encourage staff and management to share safety moments and to learn from one another. Daily reports and toolbox talks, weekly site-level safety meetings and monthly management meetings form part of the day-to-day integration of safety planning and execution in our operations. Analysis of safety performance and targets is also important for the leadership team, with management performance evaluated in part through key safety performance indicators.

### Health and safety reporting

Our health and safety performance is shared across the Company from field operators to the Board on a monthly basis. Incidents that are classified as high-potential or result in a reportable injury are reported, analysed and lessons learnt are shared and integrated in work practices. Consolidated health and safety performance data are evaluated to identify trends and to develop focused incident and injury prevention strategies. Thematic health and safety awareness campaigns are run in all operating regions to reinforce our safety culture by making safety an every-day focus.

### Performance indicators

We measure our health and safety performance using a combination of leading and lagging indicators. Leading indicators help us identify strengths and weaknesses in our health and safety systems and procedures, and highlight areas where we need to address potential hazards to safety or health to prevent incidents from occurring. Leading indicators include occurrences like near-misses, workplace inspections, identified hazard reports, workplace safety observations and health and safety suggestions. Lagging indicators help us to learn from incidents and to improve our existing practices using that knowledge. Our primary lagging indicators for measuring health and safety performance are lost time incidents (LTI), restricted work incidents (RWI) and medical treatment incidents (MTI). In 2020, our key performance indicators compared favourably with one lost time incident recorded in 2020 and four in 2019.

### Contractors

We rely on our contractors for the execution of part of our field activities. Health and safety of IPC's contractors is therefore considered as important as that of our employees. We are committed to keeping them safe on the job and ensure that they abide by the same high safety standards as we do.

Responsible contractor management starts with a due diligence process at pre-qualification stage, during which contractors are screened using a range of criteria, including HSE. Our agreements with contractors contain clauses respecting their obligation to abide by recognised safety standards and highest standards of business conduct. We introduce contractors into our operations starting with an induction on our site specific risks and safety practices. Developing strong relationships with our contractors helps to ensure that we are aligned in our operations and promotes learning opportunities across all members of our team.

## Emergency preparedness

We ensure the appropriate levels of emergency response preparedness through regular training and simulated emergency exercises, and revise crisis management, emergency response and site-specific contingency plans on a regular basis. In the context of the COVID-19 pandemic we trained those teams on strict work from home requirement to run emergency responses remotely. Key elements to effective team work in a crisis are communication, a common understanding of the situation and clear task assignments, yet not being in the same room due to social distancing can rapidly become a hurdle for an efficient response to an emergency situation. We therefore trained our Malaysian emergency response teams using a tier 3 emergency response exercise involving production site, local head office and corporate crisis management teams.

### Spill response capabilities

IPC's Emergency Response Plan ensures that spills receive timely action, so that recovery and remediation is deployed as soon as a release is identified. Each operation maintains emergency response capabilities and equipment suited to the operating environment and the associated risks. For oil spill prevention and response every operation has arrangements with regional oil spill response organisations in order to obtain assistance in the event of a spill that would exceed IPC's internal response capabilities.

We are also a member company to the world largest oil spill preparedness and response organisation, Oil Spill Response Limited (OSRL), as an additional tier to our oil response capabilities. Affiliations with oil spill response organisations, oil spill contingency plans and appropriate training are key elements to effective prevention and remediation of spills.



In the event of an onshore spill, a steam and vacuum technique is used to remove the released fluids. Top soil is removed and replaced where required, and native grass restored. Our goal is to recover as close to 100% of the released volumes as possible within the shortest time frame. IPC works to proactively safeguard the surrounding environment where our assets are situated through continuous investment in proven technologies and collaboration operations and engineering teams.

In 2020, we had no oil spills to sea in our offshore operations. In Canada, releases reported to the regulator include a pipeline leak of 30m<sup>3</sup> due to settling and bending stresses created at the composite to steel transition point. The release occurred for an estimated duration of two hours and the line was isolated within 7 minutes of leak discovery. All surface fluids were recovered with a vac truck. Contaminated materials were excavated and disposed at a third party facility, and confirmatory sampling was performed to verify that all contamination was removed. The spill, which was contained to the lease boundary, had a limited environmental impact and did not affect any waterbodies.



## Navigating COVID-19

IPC's COVID-19 response aims at protecting the health of people, ensuring business continuity and supporting stakeholders.

- We deployed our site specific business continuity plans and swiftly adapted operating practices with new health screening, modified crew change schedules, and social distancing measures.
- We enhanced IT systems and security and arranged work from home, where operationally possible.
- We accelerated and invested in a new assistance program in Canada to support our employees who faced new challenges in their work and personal lives.
- We developed remote crisis management capabilities to ensure emergency response preparedness of all teams.
- We engaged throughout the pandemic with our partner, the Onion Lake Cree Nation (OLCN), and recognised an opportunity to support local skillsets purchasing OLCN fashioned and handcrafted masks which were distributed to staff in our Calgary office.

## Employment

### Our approach to human resources

We believe that success depends on a skilled and motivated workforce. Our corporate culture is based on the values of trust, integrity, respect, transparency and accountability. We strive to attract, retain and motivate talented and enthusiastic people who are dedicated to creating a respectful environment of high performance and achievement. We are committed to the training and development of our people. We offer in-house and external training in the areas of health and safety, technical expertise and courses that enhance team performance and capability.

### Our workforce

As of December 31, 2020, IPC had a total of 258 full-time employees. At December 31, 2020 IPC's global workforce comprised 417 people, including employees (62%) and contractors (38%). In the oil and gas industry, it is common practice to rely on contractors for certain field activities and specialised work. Most of our contractors work on sites. IPC operates on three continents with 46% of our workforce located in Canada, 35% in Malaysia, 14% in France and 5% in Switzerland.

### Diversity in the workforce

We value individual differences and diversity in our workforce, and recognise the benefits gained by engaging a broad pool of quality employees and ensuring employee retention. IPC fosters a work environment free from all forms of discrimination and harassment, and promotes an inclusive environment where employees have equal opportunity to contribute to our success.

We are committed to diversity in the workplace and equal opportunity between women and men. In 2020, 29% of employees were women, a more balanced gender split than the oil and gas industry average of 22% (IRENA Gender Perspective study, 2019). Today one out of seven (14%) Directors on our Board is female. In March 2021, we published our revised Diversity Policy with a target of at least 30% of women on our Board of Directors to be attained within three years.

### Local hiring

Economic development is supported through our local recruiting efforts. It is a priority at IPC to draw our workforce from our host countries, regional and local communities, to ensure the economic benefit of employment remains in the communities near our operations. IPC recruits its workforce locally, with 99% of our global workforce hired in our countries of operations, and all of regional management teams hired locally.

### Employee benefits

IPC provides pay and benefit programs that are competitive and recognise performance and contribution while supporting the overall well-being of our employees and their families. Our pay philosophy is consistent across the organisation and is intended to compensate employees at all levels for their skills and experience appropriately, through base salaries and applicable allowances. We review our pay practices annually in each region to ensure that we continue to attract and retain the talent required to support the achievement of our strategic goals. In 2020, IPC's entire workforce received a level of bonus compensation recognising everyone's effort and contribution to the company's success in a difficult time. In addition to base salaries, employees participate in short- and long-term incentive programs that are designed to link individual performance and contribution to overall company performance. We offer paid parental leave to employees wherever we operate based on local practice. Benefit programs are designed to support employees and their families by providing enhancements to locally provided social programs. This approach encourages employees to focus on overall physical and mental health, at work and outside of work.



### Our commitment to youth

We promote youth education and work experience by offering internships to students with a variety of backgrounds. In 2020, welcoming interns at our IPC sites was more challenging than in the past due to the COVID-19 preventive measures and the remote work arrangements required. Despite the challenges, we were able to provide three interns opportunities with our office in Switzerland; one university student integrated in the economic planning department and two high school students interned with the sustainability department. At IPC's regional office in Malaysia we welcomed a total of five university students throughout the year with an average duration of three to six months.

We have continuously upheld our commitment to offering internship programs to students in Malaysia as internships are an integral part of their higher education and form one of the graduation requirements set by most universities in Malaysia. With the year-long lockdown in Malaysia and the remote work requirement for most of the IPC personnel, we reinvented internships for students to allow them to gain professional experience despite the disruption undergone in 2020. In collaboration with local universities in Malaysia, we offered internships in IPC's operations, HSE and finance departments.

During their time with IPC we aim to give students a meaningful experience in their field of study, as well as exposure to real-life situations. All interns are assigned with a supervisor who ensures day-to-day mentoring. The team that is integrating a student has clear goals to equip the interns with soft skills and technical skills required to advance professionally. It is often the first experience for these students to develop their communication, management and as well as teamwork skills in a professional environment.

Throughout the internship period, we involve interns in project planning meetings and cross-functional meetings such as with operations, subsurface and drilling departments in order to demonstrate to our interns the collaborative effort it takes to accomplish common objectives and goals as one organisation. We also like to provide opportunities to visit our facilities, when possible, as visits provide insights into the oil and gas industry and enhance the understanding of theoretical principles against applied practice.

In 2020, we offered interns to visit the Kemaman Supply Base and the supply vessel that was utilised for the Underwater Inspection in Lieu of Dry-Docking (UWILD) campaign.

*"I'm amazed by the opportunities to grow technically, creatively and personally at IPC. I immediately felt the pride and passion for the work that I did."*

Igram Hasni  
Operations intern 2020



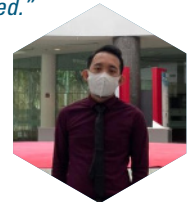
*"Conducive working environment, the best officemate in IPC!"*

Amirah Amni  
Finance intern 2020



*"Experience is life's greatest teacher, and at IPC, I gained the working experience I needed."*

Mohd Hafiz Rithza  
Operations intern 2020



*"Pursing an internship during the COVID-19 pandemic did not go without challenges. I had to cope with the remote work environment alike other employees, and what was initially an extraordinary situation became the new norm. At the end of the day, I thoroughly enjoyed my internship and have a very valuable experience under my belt. Quality internships are essential to develop skills that you can't get in classroom. I'm grateful to be taken under IPC wing during my internship."*

Dalila Nawi  
HSE intern 2020



Site visit to Kemaman Supply Base during UWILD campaign

## Communities

*Meaningful engagement with communities nearby our operating assets is key to ensuring sustainable operations. We promote a culture of open and honest dialogue with our stakeholders and recognise the principles set out in the UN Guiding Principles on Business and Human Rights.*

### Operating context

We operate in three different countries, each with unique and diverse cultures, languages, landscapes and levels of economic development. Our approach to community engagement is tailored to these differing operational settings, ensuring we respect and consider the rights, concerns and traditional land uses of nearby communities. Through inclusive dialogue, we are able to develop long-term relationships built on trust and mutual understanding.

### Our approach to stakeholder engagement

We continuously engage with all of our stakeholders. Engagement takes place with regulators, mayors, local communities, indigenous communities and employees, and can take the form of in person meetings, town hall meetings, consultation processes or written communications. We engage with the Onion Lake Cree Nation community, which is situated 10 km away from the Onion Lake asset, on an ongoing basis. IPC's Senior Vice President Canada is in direct regular contact with the community's Chief and Council to share and discuss any activity being planned by the Company. In France, local municipalities are engaged on a regular basis and in annual meetings with the mayors of surrounding towns IPC's General Manager in France shares past performance and future plans.

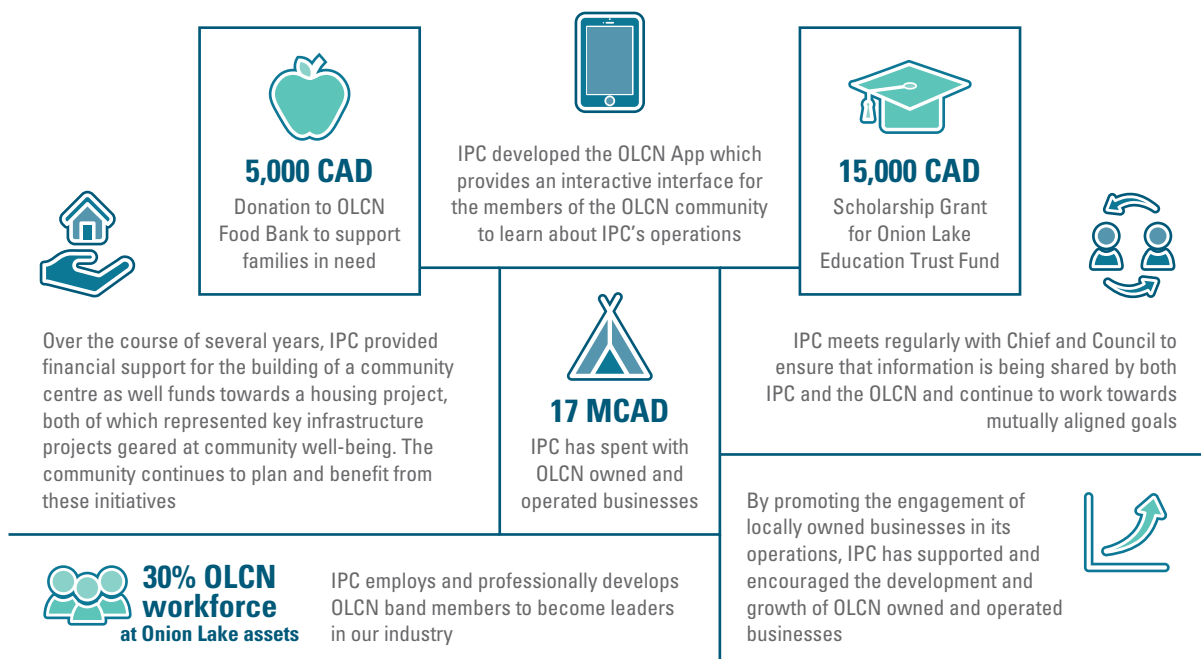
### Community investment

IPC provides financial support to the communities associated with our operations in a way that supports community development with focus on the following three pillars:

- **SOCIAL**
  - Community welfare and development
  - Social and emergency services
- **ENVIRONMENT**
  - Ecosystem protection and rehabilitation
- **EDUCATION & INNOVATION**
  - Talents development and youth
  - Local social entrepreneurship

In 2020, IPC made a deliberate decision to focus a large majority of its support within the Social pillar. In doing so, IPC found alignment with the United Way goals and particularly those aimed at creating vibrant communities and supporting youth development. The partnership with the United Way allows IPC to reach different segments of the population across its operating regions in Canada. Through the United Way, IPC committed CAD 50,000 in 2020 to the Medicine Hat and Lloydminster areas of Alberta and Saskatchewan, directing these funds towards mental health programs for youth, families and seniors. In addition to the United Way partnership, IPC made a financial contribution to HALO Air Ambulance in 2020, representing the third consecutive year of IPC support. HALO Air Ambulance is a dedicated air ambulance helicopter for the south-east corner of Alberta which is able to reach remote areas and locations with difficult accessibility. HALO serves all area residents and is critical to ensuring that community members can reach emergency medical care with minimum delay.

## IPC engages with the OLCN to support initiatives that are meaningful to its members and to the ongoing development of the community





# OUR PARTNERSHIP WITH THE ONION LAKE CREE NATION

IPC is proud of its long-standing relationship with the Onion Lake Cree Nation (OLCN). As our stakeholder, the OLCN is consulted at each stage throughout the development project in Onion Lake, Canada. As our key partner, the OLCN participates in the day to day business as a royalty holder and working interest owner. A majority of contract services utilised at IPC's Onion Lake assets come from local First Nation services.

IPC strives to be recognised as part of the Onion Lake community and we work closely with the OLCN to ensure that they share in our success. We contribute funding for various community driven projects as well as support for spiritual and educational initiatives.

IPC is committed to minimising the environmental impact of our operations and we respect the importance for the OLCN to preserve the land for future generations. As part of our continued presence, we seek to learn and understand stewardship of the land from the OLCN perspective guided by their historical and spiritual connection.





# ENVIRONMENT

*We manage the environmental effects of our operations and work to continuously improve on the ways in which we interact with and impact the environment. We recognise the need to conserve ecosystems and living organisms and we aim to avoid, minimise, restore or offset potential impacts resulting from our operations.*

## OUR GOALS

- Reduce direct emissions
- Develop and execute on our asset retirement strategy
- Minimise, manage and remediate any adverse impacts of our operations on living organisms, land and water
- Minimise the occurrence of spills



## GHG emissions & climate strategy

IPC operates in an environmentally responsible manner everywhere we operate. We integrate environmental considerations in all phases of our project planning and seek to minimise risks to the natural environment. This includes measures such as environmental assessments, continuous monitoring, rehabilitation, and the implementation of new or improved technologies for the management of resources and facilities. We aim to make the most efficient use of natural resources recognising the valuable ecosystem services they provide.

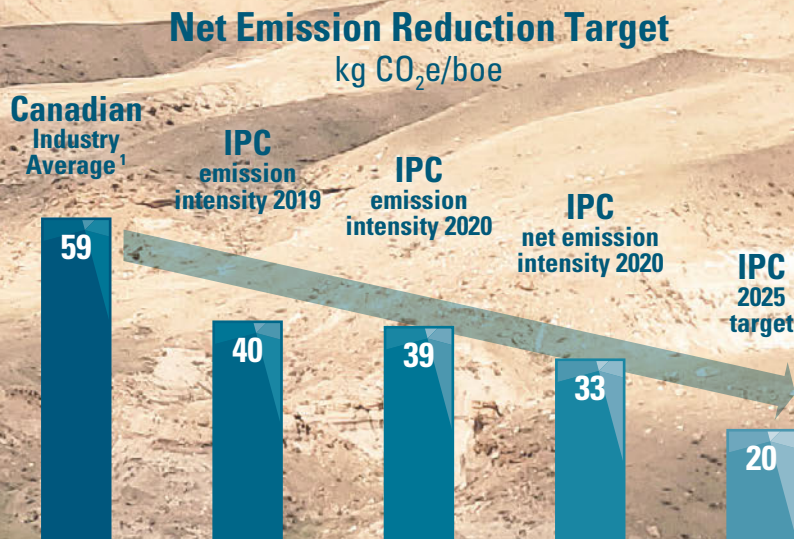
We account for and report on our emissions to air, effluents and waste. We seek to limit greenhouse gas (GHG) emissions and optimise natural resource use where operationally possible. We are committed to applying the Best Available Technique (BAT) principle and operate our facilities with enhanced operational efficiency.

We understand that impacts related to greenhouse gas (GHG) emissions are increasing in importance for our stakeholders and society as a whole and that it is our responsibility to mitigate these effects. Our operations are subject to GHG emissions regulations, including carbon cap and pricing policies. These are in constant evolution as governments are refining their policies post the Paris Agreement on climate change.

### Emission reduction target

As part of our commitment to continually improve our emissions performance the Board of Directors approved IPC's plan, which commenced in 2020, to reduce our scope 1 emissions intensity over the following five years by 50%. This will be achieved through a combination of identifying and implementing operational emissions reductions as well as investing in carbon offsetting projects.

Our climate strategy helps us mitigate climate-related risks to our business and informs our approach in a changing industry and society. IPC is committed to minimising emissions that pose potential climate risks while recognising the importance of economic viability of development activities.



<sup>1</sup>Sources National Inventory Report Canada and International Association of Oil & Gas Producers

### GHG emission data

To implement a climate strategy that effectively evaluates costs, risks and opportunities, IPC must have a clear understanding of its carbon footprint. We have therefore developed a reporting approach that includes mandatory and voluntary reporting requirements to track our GHG emissions and measure performance on an annual basis.

We maintain an emissions inventory and identify emission sources for each asset we operate in line with the GHG Protocol. The reporting boundaries applied reflect operational control, and we account for 100% of emissions from operated assets.

For quality assurance, we have proceeded to voluntary third party verification of our 2020 GHG emissions accounting and reporting in our operating regions. The verification statements from GHD, ERCE and CITEPA for the verifications conducted in Canada, Malaysia and France are available on our website.

### GHG emissions

In 2020, IPC's scope 1 emissions amounted to 678,512 t CO<sub>2</sub>e. These emissions are primarily generated by the combustion of hydrocarbons and originated to 90% from IPC's Canadian assets which produce more than 80% of IPC's production. IPC's Scope 2 emissions which originate to 95% from purchased electricity for the Suffield asset amounted to 104,958 t CO<sub>2</sub>e in 2020. Scope 3 emissions we report on include business travel by air, crew transfer by air and sea, trucking, as well as drilling operations. These amounted to 17,844 t CO<sub>2</sub>e in 2020. Compared to 2019, IPC's scope 1, 2 and 3 emissions combined decreased by ~58,000 t CO<sub>2</sub>e in 2020.

IPC's scope 1 emission intensity was 38.9 kg CO<sub>2</sub>e per barrel produced in 2020. IPC's emissions intensity is one third lower than the Canadian average of 59 kg CO<sub>2</sub>e/boe.

## Geothermal energy for local high school in France

In the Aquitaine basin asset in the south west of France, operated by Vermilion and with a 50% interest held by IPC, construction works started in march 2020 for an innovative geothermal energy project. The project consists of connecting the Les Pins field and the Lycée Condorcet in Arcachon with a water pipeline and recovering the waste heat from produced water, through a heat exchanger, to be used as energy source for heating the school building. The project was developed in collaboration with the European Innovation Agency, as well as industrial and academic partners to develop this geothermal solution which meets 95% of heating needs for the school, reduces heat related emission by 190 tonnes CO<sub>2</sub> per year, saves energy costs and has an educational benefit for high school students.

### Operational Emissions Reductions

In addition to the design features and reduction initiatives already implemented, IPC installed, in 2020, pneumatic devices at its Ferguson facilities converting high-bleed devices to low-bleed. The result is a reduction in methane venting which is estimated to save approximately 1,400 t CO<sub>2</sub>e per year from those facilities.

IPC continues to work towards bringing about further efficiencies into its operations and has constituted a task force committed to investigating and pursuing emissions reductions opportunities in its Canadian assets.

### Methane reduction

IPC recognises its responsibility to continue to address emissions reductions in its operations, not only to meet regulatory requirements, but also to remain a credible operator. Under the Pan-Canadian Framework, as well as under Canadian provincial legislation, the government has set rigorous goals relating to emissions reductions and targets. In advance of the 2023 regulatory deadline, we proceeded to retrofitting and upgraded older equipment. All pneumatic instruments have been converted from high bleed to low bleed, or to instrument air, with the effect of reducing methane venting. In addition, various pieces of equipment have been fitted with engine fuel management and vent gas capture technologies which work to reduce fuel usage and vented emissions of natural gas from engine driven gas compression facilities through engine fuel management and using waste gas as supplementary engine fuel.



### Carbon offsetting and carbon offset generation

As part of its commitment to reducing emissions from its operations, IPC has been actively participating in carbon offset generation and the carbon markets. In 2020, IPC validated approximately 35,000 t CO<sub>2</sub>e of offset credit primarily in respect of ongoing emissions reductions activities relating to engine fuel management and pneumatic device conversions in Canada. In addition, there are a further approximate 5,700 t CO<sub>2</sub>e of offset credits with verification underway. IPC continues to generate and verify offsets in respect of its operations and expects these to progress through 2021 and beyond.

### Voluntary carbon offsets

IPC is committed to compensating for emissions that cannot be avoided or reduced. In the first half of 2021, we have invested in two carbon offset projects and retired a total of 100,000 t CO<sub>2</sub>e carbon credits. This accounts for 15% of IPC's 2020 scope 1 emissions.

IPC has partnered with First Climate, one of the world's leading providers of climate protection solutions, and currently is engaging in an offset project through which we contribute to the development of renewable energy.

### Supporting renewable energy

We source carbon offsets from two renewable energy projects in northern India that directly contribute to lower emission intensity of power generation by injecting green electricity into the national power grid which is heavily weighted towards coal.

India's economy continues to grow and is expected to be five times larger by 2040. According to the International Energy Agency, the national power system would need to quadruple in size to support this growth. To meet the rising demand in a sustainable way, India's energy policy has set the sizable goal of cutting its carbon emissions by 33% and increasing the share of electricity from non-fossil fuel sources by 40% by 2030.

The solar energy and hydropower projects IPC invests in help to achieve this goal. In addition, supporting power generation in this region contributes to local development as around 25% of the population is still disconnected from the grid.

The solar energy project consists of two solar parks with a total capacity of 100 MW. It delivers 166,440 MWh of renewable electricity to India's national grid and meets the electricity needs of over 200,000 people per year.

The hydropower project consists of a 300 MW run-of-the-river hydropower plant with a 116 GW potential for hydropower, generating on average 1,304 GWh of clean electricity per year. Based on average per capita power consumption in India, the project alone sustainably meets the electricity demand of over 1,630,000 people per year.

### Project certification

The projects received the Verified Carbon Standard (VCS) certification by Verra, a global standard for the validation and verification of voluntary carbon emission reductions. Emissions reductions from VCS projects must be real, measurable, permanent, additional, unique, transparent, and third-party verified. The VCS certification gives assurance on the additionality of a project in terms of emission reductions and its contribution to sustainable development.

The projects contribute to the reduction of GHG emissions by replacing electricity from fossil-fuelled power plants. It has been demonstrated to be 100% additional on the basis of the "Approved consolidated Baseline and monitoring methodology ACM0002" published by the Clean Development Mechanism under the Kyoto Protocol. Without the additional revenues generated by voluntary carbon offsetting, these projects would not have been economically viable and therefore would not have been realised. This ensures that supporting these energy projects generates real benefits and maximum impact.



**Verified Carbon Standard**

A VERRA STANDARD

## Run-of-the river hydropower

Hydropower is one of the oldest means of using energy. All it needs is water and a difference in vertical height. The kinetic energy of the water flow drives a turbine coupled to a generator and is transformed into electricity.

A run-of-river plant uses the natural flow of the river and diverts only part of the stream to drive the turbines. Since it does not utilise a water reservoir impounded by a dam to artificially create a vertical height difference, there are no significant effects on the river discharge or the river banks. The project does not lead to flooding or the resettlement of people. Run-of-river hydro power plants illustrate a great balance between utilizing a natural potential and low environmental and social impact.



## How Carbon Offsets Work

- 1 When CO<sub>2</sub> emissions cannot be avoided...
- 2 ...an investment can be made in a project elsewhere.
- 3 This project reduces CO<sub>2</sub> emissions that otherwise would not be avoided...
- 4 ...and issues carbon credits that can be retired to demonstrate that carbon emissions have been offset.



## Land & biodiversity

*We operate in a manner that seeks to preserve biological diversity and safeguard ecosystems, species and genetic diversity for future generations.*

*Through environmental impact studies, surveys and monitoring, we work to limit our impact on the surrounding biodiversity and plan for efficient land use. We risk assess, mitigate and remediate any adverse impacts.*

### Our management approach

We are committed to the preservation of biological diversity, to safeguard ecosystems, species and genetic diversity. Through environmental baseline and impact studies we acquire information and understanding of the environments we operate in and how to best act to preserve the natural environment. Regular monitoring and sampling are used to assess any potential impact on biodiversity in the most sensitive places in which we operate. None of IPC's operations are located within or adjacent to internationally classified sites. Yet, we recognise the rich and diverse natural environment where we operate and integrate environmental considerations in all operational plans. Approximately 2% of IPC's Suffield assets are located within the CFB Suffield National Wildlife Area, and IPC's Vert-la-Gravelle site in France is located adjacent to a nationally protected area known for its diverse bird population.

### CFB Suffield land use

Oil and gas operations at the Canadian Forces Base (CFB) Suffield commenced in the mid-1970s under a series of agreements between the federal and provincial governments that enabled exploration and development on a military base. In addition to oil and gas activities, the lands at CFB Suffield are used for military training exercises, cattle grazing, and elk hunting. CFB Suffield has distinct areas used for research, oil facilities and a designated wildlife protection area. Successful co-existence is founded on an approach of mutual understanding and cooperation between the various users of the lands. In order to recognise the varying uses, IPC accesses sensitive areas only during dry and frozen ground conditions, constructs infrastructure underground, and removes equipment from sites at different times of the year.

### Environmental assessments at CFB Suffield

Environmental assessments are conducted prior to submitting all new applications for activities which involve ground disturbance. The environmental assessments include field studies to determine the presence or absence of individual species, wetlands, topographical constraints, soil types, and historical or archaeological features. The results of the field studies are incorporated into the land acquisition process to ensure developments have minimal impact to the land while still achieving resource development objectives.

### Archaeological and cultural sites in southern Alberta

There are archaeological and cultural sites located in IPC's southern Alberta assets. Alberta's Historical Resource Act currently applies on both CFB Suffield and Alderson, creating the regulatory requirement of seeking clearance under that act. Significant historical sites on CFB Suffield are already permanently out of bounds. IPC conducts archaeological assessments on lands with historic resource values to ensure archaeological or cultural features are preserved.

### Environmental monitoring at Onion Lake

At its Onion Lake assets, IPC works with the local community, the Onion Lake Cree Nation, to steward the land in a manner that respects the Nation's traditional uses. As part of our commitment, IPC has developed environmental monitoring programmes and has conducted traditional land use and cumulative effects studies to better understand the short and long-term effects of our operations on the environment.

Sites are continually monitored for ambient air quality with nine passive exposure stations to ensure there are no adverse effects from industry emissions. 76 shallow groundwater monitoring wells help to assess the quality of the shallow groundwater within our thermal facilities and well pads. Additionally, water samples are collected from seven surface sampling locations to detect any potential changes in surface water quality. Wetlands are continually monitored from 77 monitoring stations to preserve the functional health of each wetland as they affect the abundance and distribution of aquatic and terrestrial species. Continued long term monitoring of wetlands provides important data in terms of proper wetland management, how specific wetlands are reacting to site specific conditions and influences, and for future planning purposes.

IPC's wildlife monitoring programme is designed to monitor the wildlife populations which are listed under the Canada Species at Risk Act. In addition, the programme monitors the long-term cumulative effects of IPC's operations on the abundance and biodiversity of wildlife present in the region. Data is collected through annual visual and auditory surveys for breeding birds, water birds, common nighthawk and amphibians as well as winter track surveys for mammal species.

### Land reclamation and asset retirement obligations

IPC's activities include the final steps of putting the lands back to equivalent land capability for the use of future generations. To accomplish this, IPC has a robust asset retirement obligation (ARO) strategy in which we plan the retirement of our assets in the near and long term, including the costs associated with abandonment and reclamation. In 2020, IPC completed surface abandonment (cut and cap) on 106 wells and finished reclamation activities on 32 sites. Further details of IPC's ARO obligations for 2020 and its approach are disclosed in its AIF which is available on the Company's website.





## Water and waste management

### Our management approach

We are committed to responsible use of this natural resource and to minimising any negative impact on water sources. Environmental stewardship of water resources includes protecting water bodies, such as oceans, lakes and rivers, as much as pursuing water efficiency in our operations. We take a location-specific approach, complying with or exceeding water and operating regulations in all of our countries of operations and engaging with key stakeholders.

We manage waste to minimise, segregate and dispose safely any waste generated in our operations. IPC's Environmental Policy incorporates the "3R" principle, i.e. reduce, reuse and recycle to minimise the waste generated and for the continual improvement of waste management processes. Everywhere we operate, we have waste management plans in place, and handle and dispose of waste in accordance with local regulations. We aim at reducing waste production and minimising the potential for environmental or health and safety impacts. All waste is identified, characterised and tracked from generation to final disposal to ensure there is minimal risk related to our waste production and transportation.

### Water sourcing for the Onion Lake Thermal project

The water required for steam injection at the Onion Lake asset is sourced from the North Saskatchewan River in Canada. IPC's use of the water is approximately 0.0004% of the total daily flow from the river and represents the entirety of IPC's water withdrawal in the area. Water is sourced and withdrawn in accordance with local regulations and after obtaining prior informed consent from the Onion Lake Cree Nation (OLCN). As part of IPC's ongoing relationship with the OLCN, IPC recognises the importance of prioritising access to water for the OLCN, such that the OLCN will always have first rights to river water use and withdrawal. The exposure to water risks in this region is low, and the water withdrawal from North Saskatchewan River is minimal compared to its daily flow.

### Protection of water bodies

We source and dispose of water in a manner that seeks to reduce our impact on water supply and the surrounding environment. We protect water bodies through water management and contingency planning, including water recycling and reinjection. None of our operations take place in areas that are considered water stressed under local regulation. However, we take seriously our responsibility to protect water bodies close to our operations.

### Water withdrawal, recycling and discharges

We seek to reduce water extraction from natural water systems through operational efficiency, water re-use and water recycling. Reflecting the diversity of natural environments in which IPC's operations are located, our assets rely on different sources of water for operational and potable water needs, including desalinated seawater, surface water, municipal water and groundwater. IPC monitors its water withdrawals and discharges. Produced water is reinjected or disposed of in accordance with regulatory requirements and corporate standards.

### Drilling waste

Waste from drilling operations are singular to oil and gas operations and have been optimised with various technologies to reduce volumes and maximise the opportunity for reuse of drilling fluids. Drilling waste generally consists of rock, clay and other sediments with small amounts of entrained drilling fluids, and are termed 'cuttings'. Drilling fluids are stripped from the cuttings as much as possible and reconditioned and re-used where practical. Spent portions of drilling fluids, not suitable for reuse, are safely disposed to off-site treatment plants or by injection into specially classed disposal wells at approved facilities.



### Coral reef preservation in Malaysia

IPC is partnering with the Institute of Oceanography & Environment of the University Malaysia Terengganu (UMT) on the project "Coral Reef Conservation & Restoration Towards Sustainable Ecosystem". The project aims at assisting the scientific community in generating information for a better understanding of coral reef and ways to conserve it, as well as preserving and restoring deteriorated coral reef areas involving local communities.

The research project focuses on the marine coral preservation along the East coast islands in South China Sea within the Terengganu State in Malaysia. Terengganu has a number of islands with high diversity of marine ecosystems, and hence the project seeks to raise awareness on the preservation of marine habitat and ecological systems throughout the east coast islands, including Bidong Island, Perhentian Besar and Kecil Islands, Lang Tengah Island, Redang Island, Kapas Island and Tenggol Island.

Our partnership for coral reef preservation is a 3-year project during which researchers recover live coral cover at the damaged reef and restore coral-related species assemblages, improve food webs and contribute to a healthy reef ecosystem, including the recovery of coral reef species and associated marine benthic communities. As a result of this in situ work, a sustainable coral restoration model will be developed and put into application to empower local stakeholders to take part in reef management.

Nine UMT researchers with expertise in coral biology, conservation biology, parasitology, malacology and proteomic take part in this project, and in 2020 a group of nine IPC employees holding diver licenses volunteered to contribute to the research efforts by participating in a four-day knowledge acquisition expedition at Bidong Island. Three daily dives were conducted, followed by several hours of data assessment activities and knowledge sharing among the UMT and the IPC volunteers team.



*"Coral reef holds the key to sustainable living for coastal communities. As a diver, it is a joy to dive and appreciate the beauty of the coral reef and its associated living members. After joining this trip, I am able to see beyond the beauty. This program makes me want to be a conservationist!"*

Hakim Abdullah  
Maintenance Engineer, IPC Malaysia



*"It was an insightful and educating program. We were exposed to the biodiversity of coral reef and the importance of coral reef in ensuring the sustainability and livelihood of local community such as fishermen. We saw with our own eyes how we humans can drive the change to restore the balance in nature. Coral reefs play an important role in the food chain, it is the symbiosis that we used to take for granted."*

Syafiq Saif  
Senior HSE Executive, IPC Malaysia





# ETHICS & GOVERNANCE

*Strong governance starts at the top of our organisation. Our Code of Ethics and Business Conduct is the foundation of our corporate values. We place responsibility on each and every employee to comply with and uphold these standards.*

*At IPC, we are driven by values of fairness and transparency.*

## OUR GOALS

- Ensure appropriate governance in line with international best practice
- Adhere to a zero tolerance policy for any fraudulent or corrupt acts
- Ensure a consistent approach to enterprise risk management across the whole company
- Provide employees and other stakeholders a means of raising concerns

## Governance Structure



## Corporate governance

The Board of Directors sets the tone and standards for IPC. The Board's fundamental objectives are to enhance and preserve long-term shareholder value, to ensure IPC meets its obligations on an ongoing basis and to ensure that IPC operates in a reliable, safe and sustainable manner. The Board has adopted a mandate which acknowledges its responsibility to supervise the management of the Company, and through the Executive Committee Charter has delegated the day-to-day management of the Company.

Our Delegation of Authority Policy establishes the formal means of delegation of authority and the signature requirements necessary throughout the Company whether of a managerial or financial nature, and helps ensure a strong internal control environment. IPC adheres to principles of corporate governance found in both internal and external rules. Through our corporate policies we ensure that all employees understand our values and commitments and that ethical business practices are applied throughout the Company.

### Board of Directors

The Board of Directors is primarily responsible for the oversight of the Company's management, as well as for formulating and supervising IPC's strategy, business and operations and for reviewing general economic and ESG topics and their impacts, risks and opportunities with respect to the Company. The Board ensures that appropriate governance mechanisms are in place to monitor the Company's operational, financial and ESG activities, and that relevant information and reporting are provided, including progress and continuous improvement efforts with respect to its operational, financial and ESG performance.

### Board composition and independence

In 2021, the Board is composed of seven members, six of whom are non-executive directors and five of whom are independent directors. Ashley Heppenstall, Don Charter, Chris Bruijnzeels, Torstein Sanness and Emily Moore are independent for the purposes of the Canadian National Instrument 58-101 Disclosure of Corporate Governance Practices (a director is independent if he or she has no direct or indirect material relationship with the Company). Under applicable Canadian corporate governance standards, Mike Nicholson and Lukas H. (Harry) Lundin are not considered to be independent because they are, respectively, an executive officer and the brother of an executive officer. There is an independent Chair of the Board and the role of the Chair and CEO is separated. Further details with respect to the Board members, including tenure, other positions and commitments, gender and competencies, are included in the AIF and the Management Information Circular dated March 26, 2021 (the "AGM Circular"), both of which are available on the Company's website and under the Company's profile on [www.sedar.com](http://www.sedar.com).

The Board is committed to sound corporate governance practices which are both in the interest of its shareholders and contribute to effective and efficient decision making. The Canadian National Policy 58-201 Corporate Governance Guidelines establishes corporate governance guidelines which apply to all Canadian public companies. The Company has reviewed its own corporate governance practices in light of these guidelines to ensure compliance. The Board has adopted a Code of Ethics and Business Conduct for the Company's directors, officers and employees that sets out the Board's expectations for the conduct of such persons in their dealings on behalf of the Company.

The Board carries out its responsibilities directly and through its four standing committees:

- Nominating and Corporate Governance Committee
- Audit Committee
- Compensation Committee
- Reserves and Sustainability Committee

In 2021, the Board adopted the revised Reserves and Sustainability Committee mandate to expand the Committee's responsibilities with respect to reviewing and reporting to the Board on sustainability matters as further described below.

The Nominating and Corporate Governance Committee of the Board of Directors is responsible for making recommendations on the election or re-election of Board nominees and considers a range of factors, such as performance, skills and diversity, including identification and nomination of female directors. The Committee also carries the responsibility for annual assessments of the effectiveness of the Board and for coordinating initial and ongoing Board education initiatives. The composition, mandates and competence of the Board and the Committees are further described in the AIF and the AGM Circular.

## Revenue and tax transparency

We believe that responsible and transparent revenue reporting and tax practices are fundamental elements of good governance. Transparency is important as it empowers governments, stakeholders and citizens in resource-rich countries and regions to ensure wealth generated by extractive industries is used for economic and sustainable development. Our revenue reporting and tax practices are aligned with the values, expectations and principles set out in our Code of Ethics and Business Conduct.

We have implemented a Corporate Tax Policy, which sets out IPC's tax strategy across all relevant jurisdictions. IPC is committed to complying with applicable tax laws, regulations and reporting requirements and to paying taxes and other public duties in a timely and accurate manner. IPC senior management, reporting to the Audit Committee and to the Board, is responsible for ensuring that IPC adopts a corporate culture that fosters responsible and transparent tax practices and that appropriate systems and processes are in place to enable timely and accurate tax reporting and payments. IPC proactively monitors applicable tax laws and regulations and continuously assesses tax risks and potential exposures, through skilled and knowledgeable employees and, as required, with assistance of external tax advisors. Where possible and appropriate, IPC seeks to build a working relationship and openly engages with relevant tax authorities and related stakeholders. If a concern were to arise regarding unethical or unlawful tax practices, the Whistleblowing Policy and Procedure is available for reporting and investigating such matters.

Payments to governmental entities in countries where we operate are disclosed in the Extractive Sector Transparency Measures Act (ESTMA) reports available on our website. Canada is a supporting country to the Extractive Industries Transparency Initiative (EITI), which has confirmed that ESTMA reports provide an equivalent level of reporting to the EITI Standard. In our ESTMA reports, we publicly report on payments made to all levels of government both in Canada and abroad, including First Nations communities in Canada, related to the commercial development of oil and gas. Types of payments reported include taxes, royalties, fees, production entitlements, bonuses, dividends, and infrastructure improvement payments.

### Executive remuneration

The Compensation Committee receives information and makes recommendations to the Board and, if applicable, shareholders, on matters relating to the principles of compensation, as well as all remuneration and other terms of employment of executive officers. Individual compensation of the Board of Directors and IPC's five highest paid executive officers is communicated via the annual Information Circular. Sustainability performance is reflected in IPC's executive officers' compensation. Performance in the core areas of safety and environment is linked to incentive compensation for all executives. The 2020 goals for corporate and operational performance for management were: production (20%), reserves and contingent resources replacement (15%), net asset value accretion (15%), ESG performance (15%), financial performance based on capital and operating expenditures and cash flow generation (20%) and operational and corporate strategic targets (15%). Starting 2020, the ESG performance target includes the carbon intensity reduction as per IPC's climate strategy.



## Risk management

One of the key roles of the Board and the Executive Committee is to provide risk oversight, including sustainability related risks, and ensure adequate controls and mitigations are put in place.

IPC has a systematic approach to identify, analyse, evaluate and manage business risks. Our risk management process is based on the COSO ERM framework that considers a broad spectrum of stakeholders and risk exposures, both internal and external. We conduct risk assessments to assess operational, health and safety, environmental, financial and reputational risks and opportunities, among others, at both a country and corporate level. The full description of key impacts, risks, and opportunities disclosed in our Annual Information Form.

Our risk review process is conducted twice per year with country and corporate level risk reviews. Risk exposures are captured in risk registers, and ranked based on the anticipated impact severity and likelihood of an event occurring in consideration of potential human, environmental, social licence to operate and financial consequences. Serious risks are those that are assessed as having the potential to result in a major impact on the Company and its stakeholders. We track the effectiveness of controls and the implementation of related risk mitigation strategies. Identified key risks are monitored and reported on a bi-annual basis to the Executive Committee and inform the internal audit plan.

## Managing climate-related risks

Recognising that the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) are emerging as the leading framework for disclosing climate-related information, IPC is working towards implementing the recommendations of the TCFD by making incremental but significant improvements over time. In Q1 2021, the Board of Directors adopted the revised Reserves and Sustainability Committee Mandate, broadening the committee's oversight duties to climate-related implications for IPC. Risks associated with climate change are part of the risk review process and are ranked for each country of operation. We assess implications and identify mitigating measures that are required to limit or reduce risk and potential liabilities to an acceptable and manageable level. We also plan to assess measures for further integration of climate change considerations at all levels of the organisation.

Regulations surrounding climate change have the potential to significantly affect the regulatory environment of our industry. As this is a rapidly changing area of governmental regulation, it is not possible to predict the extent of future requirements, however IPC has worked towards understanding the current programs in place and is participating in emissions reductions initiatives. Further information on the evaluation and assessment of climate change regulations can be found in the AIF and the AGM Circular available on the Company's website.

## Anti-corruption

IPC is committed to maintain the highest business standards at all times. We have policies on anti-corruption, anti-fraud, anti-money laundering and anti-competition in place to ensure ethical business practices throughout the Company. IPC prohibits all forms of corruption, bribery, money laundering and other illegal behaviour, and we encourage anyone working for us to report suspected wrongdoing. We conduct internal audits of all our subsidiaries and have robust financial controls and processes in place for monitoring and oversight with respect to the financial aspects of operations. There were no known incidents of corruption in 2020.

### Whistleblowing

IPC is committed to conduct operations in an honest, transparent and ethical manner and encourages employees, former employees and contractors of the Company or any of its affiliates who have serious concerns about any aspect of the business to raise them and to disclose any information which relates to improper, unethical or illegal conduct in the workplace, including questionable accounting or auditing procedures.

To ensure independence, we engage a third-party service for the reporting and investigation of concerns regarding improper, unethical or unlawful conduct in the workplace. Individuals governed by the Whistleblowing Policy are entitled to report any such improper conduct on a confidential and, if preferred, anonymous basis, including by submitting a report to the independent third-party service provider, via online platform, telephone, email or mail. Whistleblowers are protected from reprisals and victimisation for raising concerns in good faith.

The whistleblowing channel was used once during the reporting period. The reported concern was investigated and deemed without merit.

## Human rights

Respect for human rights is a fundamental commitment, consistent with IPC's Code of Ethics and Business Conduct, Human Rights Policy and UN Global Compact commitment. We have policies in place to support these principles throughout our operations, including the creation of an equal-opportunity workplace, free of discrimination and harassment, and maintaining constructive engagement and relationships with local communities.

We recognise the principles of the Universal Declaration of Human Rights, International Covenant on Civil and Political Rights, International Covenant on Economic, Social and Cultural Rights, UN Declaration on the Rights of Indigenous Peoples and International Labour Organization's (ILO) Conventions.

### Grievance mechanism

IPC provides various channels through which affected stakeholders can communicate their grievance. Any grievance against the Company is taken very seriously and due process is followed to ensure adequate mitigation is implemented and any potential harm addressed.

The most appropriate grievance mechanism is selected for each stakeholder group and location. In Canada, landowners adjacent to the Suffield and Alderson block are provided with direct points of contact within the Company with whom they can raise concerns. For indigenous communities in the areas of our operations the community's consultation office brings forward any questions or concerns by the community members. Further grievance and dispute settlement mechanisms are determined in the agreements we have entered into with First Nations communities.

IPC recorded one incident of discrimination in 2020, which resulted in an internal review and corrective actions.





# Sustainability data

PEOPLE <sup>1</sup>	2019	2020
<b>Health and safety<sup>2</sup></b>		
<b>Fatalities</b>		
Employees	0	0
Contractors	0	0
<b>Total</b>	<b>0</b>	<b>0</b>
<b>Lost time incidents</b>		
Employees	0	1
Contractors	4	0
<b>Total</b>	<b>4</b>	<b>1</b>
<b>Restricted work incidents</b>		
Employees	0	0
Contractors	1	1
<b>Total</b>	<b>1</b>	<b>1</b>
<b>Medical treatment incidents</b>		
Employees	0	0
Contractors	2	2
<b>Total</b>	<b>2</b>	<b>2</b>
Lost time incident rate <sup>3</sup>	1.8	0.6
Total recordable incident rate <sup>4</sup>	3.1	2.4
<b>Exposure hours</b>		
Employees (hours)	523,617	502,194
Contractors (hours)	1,692,813	1,149,522
<b>Total (hours)</b>	<b>2,216,430</b>	<b>1,651,715</b>
Near misses with high potential <sup>5</sup>	2	2
<b>Employment</b>		
<b>Employees<sup>6</sup></b>		
Canada	156	129
Malaysia	62	62
France	47	47
Switzerland	20	20
<b>Total</b>	<b>285</b>	<b>258</b>
Contractors	244	159
Interns		14
<b>Turnover (%)</b>		
Employees	10.4	20
Contractors		40
<b>New hire rate (%)</b>		
Employees	31.7	8
Contractors		23
<b>Work location</b>		
Employees		
Office (%)		68
Field / site (%)		34
Contractors		
Office (%)		16
Field / site (%)		84

PEOPLE <sup>1</sup>	2019	2020
Women employees (%)	29	29
Women contractors (%)		4
Women interns (%)		29
Women in senior management (%)	17	17
Women in the Board of Directors (%)	14	14
<b>Employees by age groups (%)</b>		
< 30 years	7	7
30-50 years	68	68
> 50 years	25	26
<b>Senior management by age groups (%)</b>		
< 30 years		17
30-50 years		67
> 50 years		17
<b>Board of Directors by age groups (%)</b>		
> 50 years	86	71

ENVIRONMENT <sup>7</sup>	2019	2020
<b>Unplanned releases to sea or land<sup>8</sup></b>		
<b>Oil spills<sup>10</sup></b>		
Number	1	1
Volume from spills (m <sup>3</sup> )	30	30
<b>Produced water spills</b>		
Number	1	2
Volume from spills (m <sup>3</sup> )	350	480
<b>Chemical spills</b>		
Number	0	0
Volume from spills (m <sup>3</sup> )	0	0
<b>Water</b>		
<b>Water withdrawal</b>		
Surface water		
<i>Fresh surface water (m<sup>3</sup>)</i>	2,313,541	2,162,908
<i>Saline surface water (m<sup>3</sup>)</i>	868,902	7,638
Ground water		
<i>Fresh ground water (m<sup>3</sup>)</i>	95,176	103,253
<i>Saline ground water (m<sup>3</sup>)</i>	413,203	708,095
Total water withdrawal (m <sup>3</sup> )	3,690,822	2,981,893
Withdrawal from areas with high water stress (m <sup>3</sup> )	0	
<b>Water recycling</b>		
Volume (m <sup>3</sup> )	57,628	568,435
<b>Produced water</b>		
Volume (m <sup>3</sup> )	26,010,608	19,360,160
<b>Disposal of produced water</b>		
Produced water reinjected into the reservoir (m <sup>3</sup> )	22,162,998	14,640,500
Produced water injected into disposal wells (m <sup>3</sup> )	3,157,547	3,284,846
Produced water discharged to sea (m <sup>3</sup> ) <sup>9</sup>	690,063	955,318
Produced water discharged to surface water (m <sup>3</sup> )	0	0
<b>Waste</b>		
<b>Drilling waste</b>		
Drill cuttings (t)	3,610	961
<i>Sent to approved landfills (t)</i>		251
<i>Drill cuttings encapsulated at the well site (t)</i>		70
<i>Drill cuttings sent to other type of disposal (t)</i>		640
Oil-based drilling fluid (t)	3,328	735
<i>Sent to off-site processing (t)</i>		735
Water-based drilling fluid (t)	15,761	5,486
Other wastes generated during drilling (t)	1,155	318
<i>Sent to off-site processing (t)</i>		22
<b>Hazardous waste generated (t)</b>	3,596	1,921
Hazardous waste recycled (t)	317	258
Hazardous waste recovered, incl. energy recovery (t)		255
Hazardous waste sent to other type of disposal (t)		1,408
<b>Non-hazardous waste generated (t)</b>	20,247	21,708
Non-hazardous waste recycled (t)	340	288
Non-hazardous waste sent to landfill (t)		21,420
Non-hazardous waste sent to other type of disposal (t)		0

ENVIRONMENT <sup>7</sup>	2019	2020
<b>GHG emissions<sup>10</sup></b>		
Emission intensity (kg CO <sub>2</sub> e/boe) <sup>11</sup>	39.86	38.87
Scope 1 GHG emissions (t CO <sub>2</sub> e) <sup>12</sup>	696,699	678,512
Scope 2 GHG emissions (t CO <sub>2</sub> e) <sup>13</sup>	138,404	104,958
<b>Scope 3 GHG emissions</b>		
Business travel by air (t CO <sub>2</sub> e) <sup>14</sup>	410	38
Offshore travel and logistics (t CO <sub>2</sub> e)	5,332	4,612
Sales trucking (t CO <sub>2</sub> e)	2,077	3,112
Drilling activities (t CO <sub>2</sub> e)	25,352	10,082
<b>Energy</b>		
Energy consumption (KWh) <sup>15</sup>	220,221,327	170,043,658
Energy intensity (MWh/bbl)	0.012	0.010
<b>Carbon offset</b>		
Voluntary carbon offsets retired (t CO <sub>2</sub> e) <sup>16</sup>	50,000	100,000
Carbon credits earned (t CO <sub>2</sub> e) <sup>17</sup>	24,000	35,000
<b>Biodiversity</b>		
<b>IUCN Red List species with habitats in operating areas<sup>18</sup></b>		
Critically endangered	0	0
Endangered	1	1
Vulnerable	5	5
Near threatened	3	3
<b>National conservation list species with habitats in operating areas<sup>19</sup></b>		
Endangered	9	9
Threatened	18	18

# Sustainability data

ETHICS & GOVERNANCE <sup>20</sup>	2019	2020
<b>Human Rights</b>		
<b>Incidents of discrimination</b>		
Number of incidents	0	1
Number of incidents reviewed and remediation plans implemented		1
<b>Incidents of indigenous rights infringement</b>		
Number of incidents	0	0
Number of incidents reviewed and remediation plans implemented		0
<b>Anti-corruption</b>		
<b>Confirmed incidents of corruption</b>		
Number of incidents	0	0
<b>Whistleblowing</b>		
<b>Critical concerns</b>		
Number of incidents	0	1
Number of incidents investigated		1
<b>Compliance</b>		
<b>Disputes associated with operations</b>		
	0	0
<b>Significant fines<sup>21</sup></b>		
Number	0	0
Value (USD)	0	0
<b>Environmental fines</b>		
Number	0	0
Value (USD)	0	0
<b>Non-monetary sanctions</b>		
Number	0	0
<b>Environmental non-monetary sanctions</b>		
Number	0	0
<b>Contributions and partnerships</b>		
<b>Contributions to sustainability initiatives</b>		
Sustainable investments (USD)		82,000
Political contributions (USD)		0
Membership of associations <sup>22</sup>		9

## Payments to governments (TUSD)<sup>23</sup>

	Taxes	Royalties	Fees	Production Entitlements	Bonuses
Canada	7,040	8,950	7,630	–	–
France	8,000	–	–	–	–
Malaysia	300	90	–	9,840	–

<sup>1</sup> The People data boundary includes Canada, France, Malaysia and Switzerland.

<sup>2</sup> HSE data is based on assets where IPC has operational control, excluding Aquitaine Basin asset where IPC has no operational control.

<sup>3</sup> Lost time incident rate is a rate calculation based on the 2020 total hours worked (employee + contractor). It indicates the number of lost time injuries and fatalities per 1,000,000 hours worked.

<sup>4</sup> Total recordable incident rate is a rate calculation based on the 2020 total hours worked (employee + contractor). It indicates the number of recordable injuries (medical treatment incidents + restricted work incidents + lost time injuries + fatalities) per 1,000,000 hours worked. First aid injuries are not included.

<sup>5</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 of the risk matrix.

<sup>6</sup> We account for permanent and fixed term employees by end of year.

<sup>7</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>8</sup> Significant spills greater than 100 barrels or 15.89 m<sup>3</sup>.

<sup>9</sup> Discharged produced water with a ppm content of 23 ppm, below the 40 ppm regulatory limit.

<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.

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

<sup>15</sup> Energy consumption includes electricity only.

<sup>16</sup> Carbon emissions were offset by emission reductions in the Verra Registry, through selected climate protection projects. First Climate has irrevocably retired the corresponding emission reduction certificates in the market.

<sup>17</sup> Carbon credits were validated in 2021 covering the years 2019-2020.

<sup>18</sup> IUCN and national conservation list species reported for Canadian assets.

<sup>19</sup> National conservation list species are based on Canadian national listings, including COSEWIC and SARA.

<sup>20</sup> The Ethics & Governance data boundary includes Canada, France, Malaysia and Switzerland.

<sup>21</sup> We apply a reporting threshold of USD 50,000 reflecting the size of our company and qualification of significant monetary sanction.

<sup>22</sup> IPC has membership in the following associations: Explorers and Producers Association of Canada, Palliser Airshed Society, Western Canadian Spill Services, Canadian Heavy Oil Association, Mercer (Canada) Limited, Alberta Boilers Safety Association, Malaysian International Chamber of Commerce & Industry, Union Française des Industries Pétrolières, MEDEF.

<sup>23</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

Standard Disclosure	Description	Level	Reference	IPEICA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 102: GENERAL DISCLOSURES (2016)</b>							
<b>1. Organisational profile</b>							
102-1	Name of the organisation	●	SR Front Cover				
102-2	Activities, brands, products, and services	●	SR 2-3				
102-3	Location of headquarters	●	SR 5, Back Cover / AIF 9				
102-4	Location of operations	●	SR 2-3, 5				
102-5	Ownership and legal form	●	AIF 9				
102-6	Markets served	●	SR 2 / AIF 14-22				
102-7	Scale of the organisation	●	SR 2-3, 12, 32 / AIF 23, 48-50, 60				
102-8	Information on employees and other workers	●	SR 12-13, 32		8.2, 8.5, 10.3		
102-9	Supply chain	●	SR 2 / AIF 25-26				
102-10	Significant changes to the organisation and its supply chain	●	AIF 10-12, 24				There have been no significant changes to IPC's supply chain.
102-11	Precautionary Principle or approach	●	SR 16-22				
102-12	External initiatives	●	SR 4, 7, 29, 36-37, 41				
102-13	Membership of associations	●	SR 34				
<b>2. Strategy</b>							
102-14	Statement from senior decision-maker	●	SR 1				
102-15	Key impacts, risks and opportunities	●	SR 4-5 / AIF 37-44				
<b>3. Ethics and integrity</b>							
102-16	Values, principles, standards, and norms of behaviour	●	SR 6, 12, 26 / Code of Ethics and Business Conduct		16.3	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	
102-17	Mechanisms for advice and concerns about ethics	●	SR 29-30	GOV-2, SOC-8	16.3		
<b>4. Governance</b>							
102-18	Governance structure	●	SR 26-27	GOV-1			
102-19	Delegating authority	●	SR 6, 26-27 / Environmental Policy / Delegation of Authority Policy / Stakeholder Relations Policy	GOV-1			
102-20	Executive-level responsibility for economic, environmental and social topics	●	SR 6, 26-27 / AGM Circular	GOV-1			
102-21	Consulting stakeholders on economic, environmental and social topics	●	SR 14 / Stakeholder Relations Policy	GOV-2	16.7		
102-22	Composition of the highest governance body and its committees	●	SR 26-27 / AIF 64-65 / AGM Circular	GOV-1	5.5, 16.7		
102-23	Chair of the highest governance body	●	SR 26-27 / AGM Circular	GOV-1	16.6		
102-24	Nominating and selecting the highest governance body	●	SR 27 / AGM Circular	GOV-1	5.5, 16.7		
102-25	Conflicts of interest	●	SR 27 / AIF 66 / AGM Circular	GOV-2, GOV-3			
102-26	Role of highest governance body in setting purpose, values, and strategy	●	SR 27 / AGM Circular	GOV-1, GOV-2			
102-27	Collective knowledge of highest governance body	●	SR 27 / AGM Circular	GOV-2			
102-28	Evaluating the highest governance body's performance	●	AR 27-28 / AGM Circular	GOV-1			
102-29	Identifying and managing economic, environmental and social impacts	●	SR 5, 14, 30 / Stakeholder Relations Policy	GOV-2, SOC-13	16.7		
102-30	Effectiveness of risk management processes	●	SR 31	GOV-2			
102-31	Review of economic, environmental and social impacts	●	SR 30 / AGM Circular	GOV-2			
102-32	Highest governance body's role in sustainability reporting	●	SR 5-6, 27 / AGM Circular				
102-33	Communicating critical concerns	●	SR 29, 32 / Whistleblowing Policy and Procedure	GOV-2, SOC-8			
102-34	Nature and number of critical concerns	●	SR 30, 34 / Whistleblowing Policy and Procedure	GOV-2, SOC-8			
102-35	Remuneration policies	●	SR 28 / AIF 64-65 / AGM Circular				
102-36	Process for determining remuneration	●	SR 28 / AGM Circular / Compensation Committee Mandate				
102-37	Stakeholders' involvement in remuneration	●	AGM Circular		16.7		

# GRI index

Standard Disclosure	Description	Level	Reference	IPEICA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 102: GENERAL DISCLOSURES (2016)</b>							
<b>5. Stakeholder engagement</b>							
102-40	List of stakeholder groups	●	SR 5, 14				
102-41	Identifying and selecting stakeholders	●	SR 14 / Stakeholder Relations Policy				
102-42	Collective bargaining agreements	●					We strive to maintain healthy relations with our employees. Dialogue between management and employees is integral to our work practices and takes place directly and, where appropriate, through employee representative bodies. 100% of operating regions have access to grievance procedures or other support systems. Collecting data on employee participation in collective bargaining agreements is not permitted in certain jurisdictions.
102-43	Approach to stakeholder engagement	○	SR 15 / Stakeholder Relations Policy				
102-44	Key topics and concerns raised	●	SR 4-5				We engage with our stakeholders regularly in various forms: Communities – We hold community meetings and engage with advisory panels with local advisors throughout project life cycles. Governments – We engage with them as required by specific projects or operations. Non-Governmental Organisations – We engage with NGOs in the locations where we operate and co-operate on local initiatives as needed. Employees – We have measured employees' views on a range of topics through an ESG survey in 2021 and plan to conduct regular employee surveys. Suppliers and contractors – We engage with suppliers and contractors regularly to ensure they can meet our expectations and requirements with regard to health, safety, social and environmental issues. For data consistency reasons we report partially on our stakeholder engagement. We aim to disclose in the coming two years frequency of engagement by type and stakeholder group.
<b>6. Reporting practice</b>							
102-45	Entities included in the consolidated financial statements	●	AIF 9				Any restatements are made in the data tables.
102-46	Defining report content and topic Boundaries	●	SR 4-5				
102-47	List of material topics	●	SR 4-5				
102-48	Restatement of information	●	SR 4				
102-49	Changes in reporting	●	SR 4-5				
102-50	Reporting period	●	SR 5				
102-51	Date of most recent report	●	SR 4-5				
102-52	Reporting cycle	●	SR 5				
102-53	Contact point for questions regarding the report	●	SR 40				
102-54	Claims of reporting in accordance with the GRI Standards	●	SR 4, 34				
102-55	GRI content index	●	SR 36-37				This report has been prepared in accordance with the GRI Standards: Core option
102-56	External assurance	○					
<b>GRI 103: MANAGEMENT APPROACH (2016)</b>							
103-1	Explanation of the material topic and its Boundary	●	SR 4-6				
103-2	The management approach and its components	●	SR 4-6, 9, 12, 14, 17-18, 22, 24, 29				
103-3	Evaluation of the management approach	●	SR 4-6, 9, 12, 14, 17-18, 22, 24, 29				
<b>GRI 201: ECONOMIC PERFORMANCE (2016)</b>							
201-1	Direct economic value generated and distributed	●	AIF 60				
201-2	Financial implications and other risks and opportunities due to climate change	●	SR 29 AIF 30-32, 38-39				

Standard Disclosure	Description	Level	Reference	IPEICA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 205: ANTI-CORRUPTION (2016)</b>							
205-1	Operations assessed for risks related to corruption	●	SR 30 / 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. No details provided on corruption cases as no cases were reported.
205-3	Confirmed incidents of corruption and actions taken	●	SR 30 / Code of Ethics and Business Conduct	GOV-3	16.5	10	
<b>GRI 207: TAX (2019)</b>							
207-1	Approach to Tax	●	SR 28				
207-2	Tax governance, control, and risk management	●	SR 28				
207-3	Stakeholder engagement and management of concerns related to tax	●	SR 28				
<b>GRI 302: ENERGY (2016)</b>							
302-1	Energy consumption within the organisation	●	SR 33	CCE-6	7.2, 8.4, 12.2, 13.1	9	Data presented with one indicator: total energy consumption in KWh. same as above
302-3	Energy intensity	●	SR 33	CCE-6	7.2, 8.4, 12.2, 13.1	9	
<b>GRI 303: WATER AND EFFLUENTS (2018)</b>							
303-1	Interactions with water as a shared resource	●	SR 24-25	ENV-1, ENV-2	6.1, 6.3, 6.4, 6.6, 12.4	7, 8	
303-2	Management of water discharge-related impacts	●	SR 24-25	ENV-1, ENV-2	6.3	7, 8	
303-3	Water withdrawal	●	SR 34	ENV-1, ENV-2	6.4	7, 8, 9	
303-4	Water discharge	●	SR 33	ENV-2	6.3	7, 8, 9	
<b>GRI 304: BIODIVERSITY (2016)</b>							
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	●	SR 24-25	ENV-3, ENV-4	6.4, 6.6, 14.2, 15.1, 15.5, 15.8	7, 8	
304-2	Significant impacts of activities on biodiversity	●	SR 24-25	ENV-3, ENV-4	6.6, 14.2, 15.1, 15.5, 15.8	7, 8	
304-3	Habitats protected or restored	●	SR 34	ENV-3, ENV-4	6.6, 14.2, 15.1, 15.5	7, 8	
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	●	SR 33	ENV-3	6.6, 14.2, 15.1, 15.6	7, 8	
<b>GRI 305: EMISSIONS (2016)</b>							
305-1	Direct (scope 1) GHG emissions	●	SR 19, 33	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.2	7, 8, 9	
305-2	Energy indirect (scope 2) GHG emissions	●	SR 19, 33	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.3	7, 8, 9	
305-3	Other indirect (scope 3) GHG emissions	●	SR 19, 33	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.4	7, 8, 9	
305-4	GHG emissions intensity	●	SR 33	CCE-3, CCE-4, CCE-5	13.1, 14.3, 15.2		
305-5	Reduction of GHG emissions	●	SR 17-21	CCE-3, CCE-4, CCE-5	9.4, 13.1, 14.3, 15.2	9	
<b>GRI 306: WASTE (2020)</b>							
306-1	Waste generation and significant waste-related impacts	●	SR 24	ENV-7	3.9, 6.3, 6.4, 6.6, 12.4, 12.5, 14.1, 15.1	7, 8	
306-2	Management of significant waste-related impacts	●	SR 24	ENV-7	3.9, 6.3, 12.4, 12.5	7, 8	
306-3	Waste Generated	●	SR 10-11, 33	ENV-6	3.9, 6.3, 6.6, 12.4, 14.1, 15.1	7, 8, 9	
<b>GRI 307: ENVIRONMENTAL COMPLIANCE (2016)</b>							
307-1	Non-compliance with environmental laws and regulations	●	SR 34		16.3		

# GRI index

Standard Disclosure	Description	Level	Reference	IPEICA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 401: EMPLOYMENT (2016)</b>							
401-1	New employee hires and employee turnover	●	SR 32		5.1, 8.5, 8.6, 10.3	3, 4, 5, 6	Details on age groups, regions, and gender tracked internally but not disclosed for simplicity purposes. Part-time and full-time employees have the same benefits, though these may vary based on country regulations. Parental leave is provided to all part-time and full-time employees, though these may vary based on country regulations.
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	●	SR 12				
401-3	Parental leave	●	SR 12				
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)</b>							
1. Management approach disclosures							
403-1	Occupational health and safety management system	●	SR 9-11	SHS-1, SHS-2	3, 8.8	1	We do not require that contractors are certified against ISO45001 or other management standards although their systems are assessed for fitness of purpose against these standards as part of the contractor selection processes. All personnel working on behalf of IPC are included in our system. We interface, where appropriate, with contractors who work under their own system using a bridging approach. All IPC employees are subject to our HSE Management System.
403-2	Hazard identification, risk assessment, and incident investigation	●	SR 9-11	SHS-1, SHS-2	8.8	1	
403-3	Occupational health services	●	SR 9	SHS-1, SHS-2	8.8	1	
403-5	Worker training on occupational health and safety	●	SR 9	SHS-1, SHS-2	8.8	1	
403-6	Promotion of worker health	●	SR 9, 14	SHS-1, SHS-2	3.3, 3.5, 3.7, 3.8	1	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	●	SR 9-11	SHS-1, SHS-2	8.8	1	
403-8	Workers covered by an occupational health and management system	●	SR 9-11	SHS-1, SHS-2	8.8	1	
403-9	Work-related injuries	●	SR 8-9, 33	SHS-1, SHS-2	3.6, 3.9, 8.8, 16.1	1	
403-10	Work-related ill health	●	SR 8-9, 33	SHS-1, SHS-2	3.6, 3.9, 8.8, 16.1	1	
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)</b>							
405-1	Diversity of governance bodies and employees	●	SR 12, 32	SOC-5	5.1, 5.5, 8.5	1, 6	Diversity is not reported by minority group, as this is proprietary information. We report diversity data by gender and age groups for our Board of Directors, Executive Committee and employees, and by gender for contractor and interns. Data on minority employees are not aggregated globally, as this is defined locally and legislation in some countries prohibit requesting ethnicity data. The data on disabled employees are not collected or aggregated as this depends on local legislation on disability recording and also individual wishes for declaration. In some countries, disclosure of these data is not permitted.
<b>GRI 406: NON DISCRIMINATION (2016)</b>							
406-1	Incidents of discrimination and corrective actions taken	●	SR 30, 34	SOC-5	5.1, 8.8	1, 6	
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES (2016)</b>							
411-1	Incidents of violations involving rights of indigenous peoples	●	SR 34	SOC-10	2.3	1, 2	



Standard Disclosure	Description	Level	Reference	IPIECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 412: HUMAN RIGHTS ASSESSMENT (2016)</b>							
412-1	Operations that have been subject to human rights reviews or impact assessments	●	SR 6				IPC's governance framework covers Human Rights. In practice we assess potential impacts on human rights using Environmental, Social, and Health Impact Assessments which may include specialist topics such as cultural heritage, social livelihoods, security assessments, social performance plans, grievance mechanisms, and contracting and procurement procedures. This is not reported by percentage of operations. However, all the relevant systems, processes, and tools apply where it is understood there may be a potential impact. We plan to report on human rights reviews in the coming two years.  IPC's Code of Ethics and Business Conduct and policies are communicated to all our employees. We do not record the number of hours used for this specifically and plan to make information available in the coming two years.  All IPC contractors and joint venture partners must comply with local legislation and regulations, and must conduct their activities in line with IPC's Code of Ethics and Business Conduct and IPC's Contractor Declaration.
412-2	Employee training on human rights policies or procedures	○					
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	●	SR 14-15, 22				
<b>GRI 413: LOCAL COMMUNITIES (2016)</b>							
413-1	Operations with local community engagement, impact assessments, and development programmes	●	SR 14-15, 22	SOC-9, SOC-12	1.4, 2.3	1, 2	We have implemented community feedback mechanisms at all of our operations and projects to receive and respond to questions and complaints from community members. This enables us to capture and resolve concerns quickly in a transparent way.
413-2	Operations with significant actual and potential negative impacts on local communities	●	SR 15	SOC-9, SOC-12		1, 2	
<b>GRI 415: PUBLIC POLICY (2016)</b>							
415-1	Political contributions	●	SR 34		16.3		
<b>GRI 419: SOCIOECONOMIC COMPLIANCE (2016)</b>							
419-1	Non-compliance with laws and regulations in the social and economic area	●	SR 34		16.3		
<b>G4: OIL AND GAS SECTOR DISCLOSURE (2012)</b>							
G4-OG1	Volume and type of estimated proved reserves and production	●	SR 3 / AIF 46-47				
G4-OG5	Volume and disposal of formation or produced water	●	SR 24, 33	ENV-1, ENV-2			
G4-OG7	Drilling waste	●	SR 24, 33	ENV-7			
G4-OG10	Significant disputes with local communities and indigenous peoples	●	SR 34	SOC-10, SOC-12			
G4-OG11	Decommissioned sites and sites that are in the process of being decommissioned	●	SR 22	ENV-8			

# 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.

The COVID-19 virus and the restrictions and disruptions related to it have had a material effect on the world demand for, and prices of, oil and gas as well as the market price of the shares of oil and gas companies generally, including the Company’s common shares. There can be no assurance that commodity prices will not decrease or remain volatile in the future. These factors are beyond the control of the Company and it is difficult to assess how these, and other factors, will continue to affect the Company and the market price of IPC’s common shares. In light of the current situation, as at the date of this Sustainability Report, the Company continues to review and assess its business plans and assumptions regarding the business environment, as well as its estimates of future production, cash flows, operating costs and capital expenditures.

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 ability to maintain operations, production and business in light of the current and any future COVID-19 outbreaks and the restrictions and disruptions related thereto, including risks related to production delays and interruptions, changes in laws and regulations and reliance on third-party operators and infrastructure; 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 belief that oil and gas will continue to be an essential part of the world’s energy mix; 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, labor and services; and the ability to market crude oil, natural gas and natural gas liquids 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; 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, 2021, the Company’s Annual Information Form (AIF) for the year ended December 31, 2020 (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.sedar.com](http://www.sedar.com)) or IPC’s website ([www.international-petroleum.com](http://www.international-petroleum.com)).

The current and any future COVID-19 outbreaks may increase IPC's exposure to, and magnitude of, each of the risks and uncertainties identified in these documents that result from a reduction in demand for oil and gas consumption and/or lower commodity prices and/or reliance on third parties. The extent to which COVID-19 impacts IPC's business, results of operations and financial condition will depend on future developments, which are highly uncertain and are difficult to predict, including, but not limited to, the duration and spread of the current and any future COVID-19 outbreaks, their severity, the actions taken to contain such outbreaks or treat their impact, and how quickly and to what extent normal economic and operating conditions resume and their impacts to IPC's business, results of operations and financial condition which could be more significant in upcoming periods as compared with previous periods. Even after the COVID-19 outbreaks have subsided, IPC may continue to experience materially adverse impacts to IPC's business as a result of the global economic impact.

#### **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", 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" therein). 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 are effective as of December 31, 2020, 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, 2020 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, 2020, 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, 2020 price forecasts.

The price forecasts used in the Sproule and ERCE reports are available on the website of Sproule (sproule.com) and are contained in the AIF. These price forecasts are as at December 31, 2020.

The product types comprising the 2P reserves 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 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.

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

bbl	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

## SUSTAINABILITY REPORT FEEDBACK

We welcome feedback from stakeholders regarding our 2020 Sustainability Report.

For further information or comments, please contact:

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COMMUNICATION  
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



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