



# Sustainability Report 2023



International  
Petroleum  
Corp.

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# Message from the President and CEO

*Dear Stakeholders,*

International Petroleum Corp. (IPC) is pleased to share our 2023 annual Sustainability Report, highlighting the responsible business practice undertaken by the company. We remain committed to upholding a high standard of environmental, social and governance (ESG) principles and focus on continuous improvement as we move forward with our sustainability strategy.

Our reporting is aligned to internationally recognized sustainability frameworks including the Global Reporting Initiative (GRI), the Task Force on Climate-related Financial Disclosures (TCFD), and comply with reporting requirements including the Extractive Sector Transparency Measures Act (ESTMA) and the new Canadian modern slavery act. Additionally, we remain committed participants in the UN Global Compact, supporting its ten principles and the UN Sustainable Development Goals (SDGs).

2023 was another successful year for IPC, marked by robust sustainability, operational and financial achievements. Amidst volatile macro-economic conditions driven by the banking crisis, geopolitical tensions and global recession concerns, IPC demonstrated consistency, delivering operational excellence through high safety standards, exceeding production guidance, and maintaining strong cost discipline.

A significant milestone was achieved in 2023 with the final investment decision and formal sanctioning of the transformational Phase 1 development at our Blackrod asset in Canada. As our first major greenfield project since inception in 2017, Blackrod sets a high bar for both operational and sustainability benchmarks. This report introduces the Blackrod project and details how we integrate sustainability into its development.

Our operations at the Bertam offshore field in Malaysia were complemented for their operational and safety record, achieving over 4 million man-hours without any lost time injury in 2023. Similarly, our drilling campaigns in France at the Villeperdue West and Merisier fields, 4 wells were completed successfully with an excellent safety record. Safety remains a top priority at IPC, and we are pleased to report improved safety performance compared to the prior year, thanks to enhanced safety initiatives and in-country leadership. Our goal remains zero harm to our workforce, including third-party contractors.

Our climate strategy is on track to achieve a net emissions intensity reduction of 50% by the end of 2025 relative to our 2019 baseline, with an extended target to maintain the reduced levels to 2028. To support environmental preservation, we have extended our commitment to coral reef conservation and are proud of our university partnerships in Malaysia.

Sustainable business practices and enhancing our environmental, social, and governance (ESG) management and reporting are of paramount importance to IPC. In recognition of our efforts, IPC ranks within the top 11% among industry peers in the S&P Global Corporate Sustainability Assessment.

For 2024, we continue to advance our Sustainability Strategy, striving for continuous improvement and operational excellence. I am confident that we are well-positioned for this new phase of growth, creating significant value for our business, shareholders, employees, and local communities.

Sincerely,



William Lundin  
President and CEO



# 2023 Highlights

**24 kg CO<sub>2</sub>/boe**  
Net emissions intensity

**Zero**  
Severe injury

**51,100 boepd**  
Annual average production

**385,000 t CO<sub>2</sub>**  
Carbon credits retired

**472**  
Total workforce (employees  
& contractors)

**854 MUSD**  
Total revenues

**3 years**  
of coral preservation

**30%**  
Women in the company

**353 MUSD**  
Operating cash flow

**155 MUSD**  
Payments to governments

**96%**  
Local procurement spend

**327 MUSD**  
Capital expenditure

# Our Sustainability Approach

*For IPC, the concept of sustainability is not based on rules that must be followed, or regulations we must adhere to. Instead, it represents a culture and value foundation that integrates throughout the entire organization. Through regular communications, collaboration with stakeholders, education and knowledge sharing, we have the opportunity to understand the important impact sustainability principles make for IPC today and in the future.*

At the core of our sustainability strategy lie our six pillars, each representing a fundamental aspect of our commitment to ethical and responsible business practices. These pillars - Ethics & Integrity, Rewarding Workplace, Health & Safety, Community Engagement, Climate Action, and Environmental Stewardship - not only serve as the enablers behind our approach to sustainability, but also serve as guides for continuous improvement. They form the bedrock upon which our values are built, permeating every level of our organization. By embracing these pillars, we foster a culture of accountability, innovation, and inclusivity, driving us to make meaningful contributions to society, the environment and our shareholders.

In 2023, we updated our Materiality Assessment, which helps map out those factors most critical to our key stakeholders, and ensures we have consulted with a broad spectrum of individuals and entities to understand their priorities. These stakeholders range from our staff, to our Board of Directors, local communities, shareholders, and government organizations, all of whom have shared feedback about topics of primary importance.

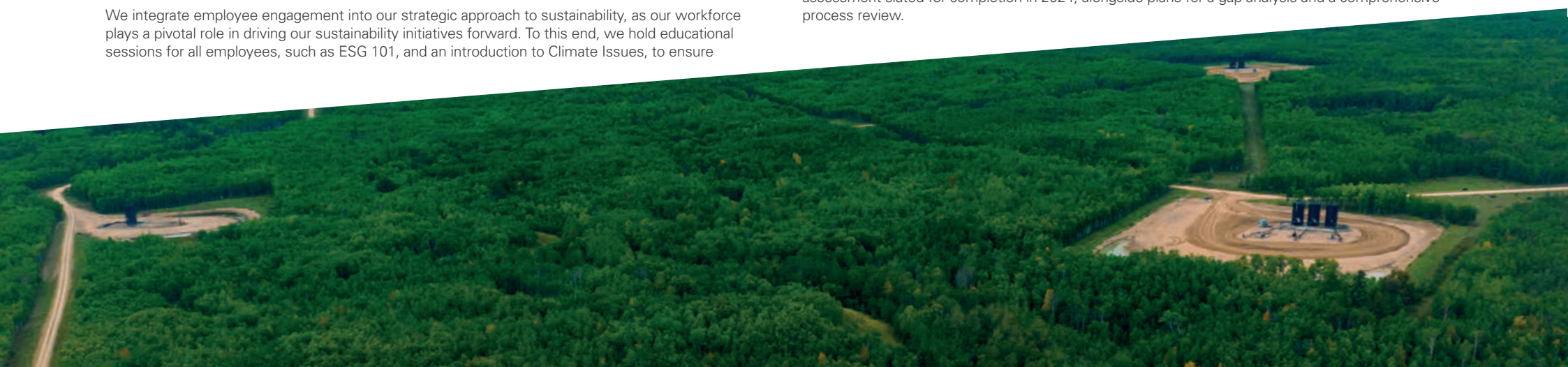
By regularly monitoring and calibrating against material topics and goals that IPC has previously set, the Company ensures continued progress, advancement and improvement in everything we do. This report highlights the many achievements we have realized over the past year, along with those areas we have identified for further improvement.

We integrate employee engagement into our strategic approach to sustainability, as our workforce plays a pivotal role in driving our sustainability initiatives forward. To this end, we hold educational sessions for all employees, such as ESG 101, and an introduction to Climate Issues, to ensure

everyone is brought along on our sustainability journey, and understands how ESG (Environmental, Social, and Governance) and business success are intertwined. This helps to raise awareness and ensure that everyone within the organization understands the importance of sustainability and their role in achieving our goals.

The landscape of sustainability is undergoing continual refinement with heightened stakeholder scrutiny of ESG performance, the advancing sophistication of ESG ratings, and regulatory shifts exemplified by frameworks such as the EU Corporate Sustainability Reporting Directive (CSRD). IPC believes in providing all of our stakeholders with transparent, easy to understand yet robust reporting while also being open about sustainability areas that need improvement. Such frameworks and obligations shape the trajectory of our sustainability approach, and demand the ongoing evaluation and enhancement of our process. With this in mind, our team remains aligned with our stakeholders, committed to our values and proud to continue striving for excellence while advancing sustainability practices in areas that need more focus.

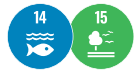
Our substantial progress within the S&P Global Corporate Sustainability Assessment (CSA) underscores our commitment to meeting the exacting standards set by this well-recognized rating system. With respect to the CSRD, our proactive initiatives started in 2023 with an examination of requisite compliance measures. Subsequently, we have initiated a comprehensive double materiality assessment slated for completion in 2024, alongside plans for a gap analysis and a comprehensive process review.



# Our Sustainability Approach



## Our Six Sustainability Priorities



### Environmental Stewardship

We strive to meet or exceed environmental standards. We are committed to seeking ways to minimize our impact to the environment and our aim is to restore or offset our impacts, implementing innovative approaches.



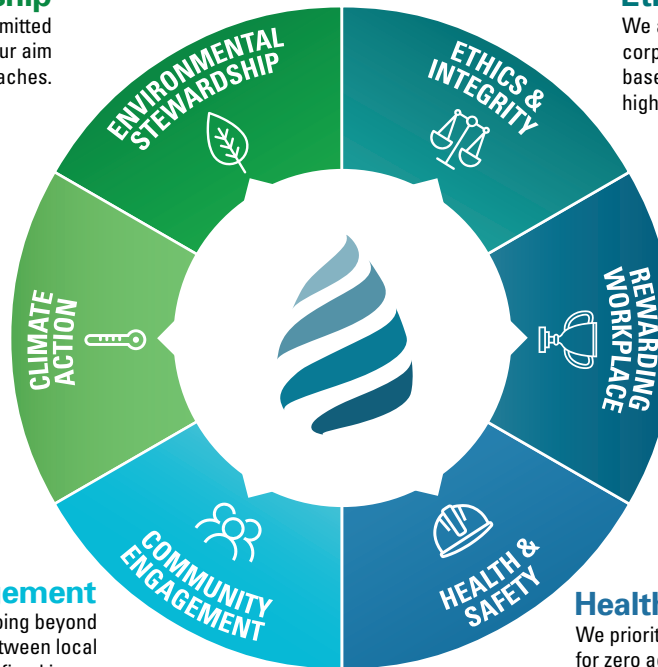
### Climate Action

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



### Community Engagement

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



### Ethics & Integrity

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



### Rewarding Workplace

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



### Health & Safety

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

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

# About Us

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

## Canada

IPC's Canadian oil and gas assets are in Alberta and Saskatchewan. In southern Alberta, the Suffield area assets are conventional oil and gas assets, while the heavy crude oil Blackrod and Onion Lake properties are IPC's thermal assets in northern Alberta and Saskatchewan.

### Phase 1 Development at Blackrod

The Blackrod asset hosts the largest reserves and resources in the IPC portfolio. Enhanced Oil Recovery (EOR) mechanism in the form of steam-assisted gravity drainage (SAGD) is deployed to recover the resource. Blackrod has been under pilot well pair testing operations for over a decade and extensive delineation works has been performed, leading to a high degree of technical certainty to deliver the commercial development as planned. As the operator holding a 100% working interest at Blackrod, IPC elected to advance the Phase 1 development during 2023. First oil from the project is estimated in late 2026, with production rates forecast to reach 30,000 bopd by 2028.

As IPC's first major greenfield project, we leverage best practice technologies and new infrastructure to develop best in class facilities and seek to mitigate environmental impacts. IPC plans to continuously assess ways to lower emissions, minimize our footprint and focus on efficiency enhancements, while advancing longer-term emissions reduction initiatives such as carbon capture and storage (CCS). See the Climate Action section of this report for more information on IPC's plans for CCS.

### Suffield Area Acquisition

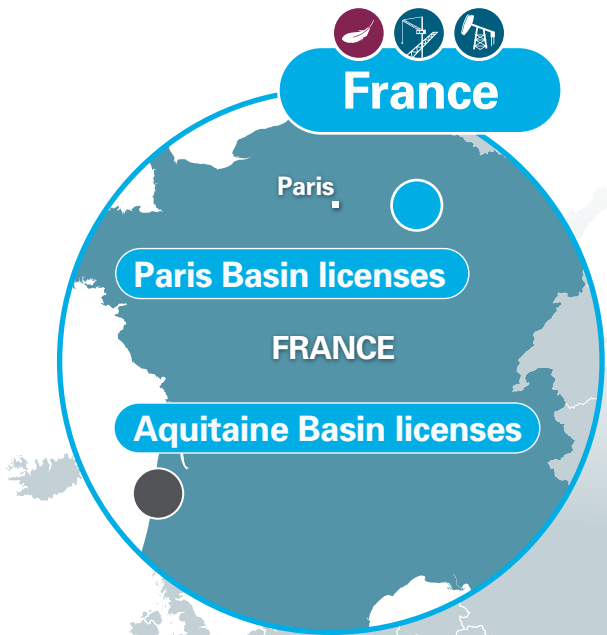
In March of 2023, IPC completed a complementary acquisition, expanding IPC's existing Suffield area oil and gas production, reserves and resources. This acquisition increased IPC's oil drilling inventory within the exciting Ellerslie formation.

**44.5** Mboepd  
2023 production

**452.9** MMboe  
2P reserves

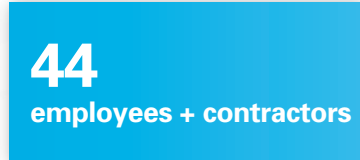
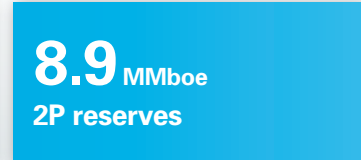
**246**  
employees + contractors





### France

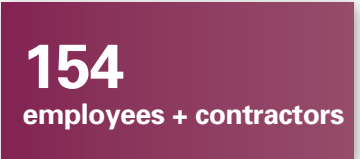
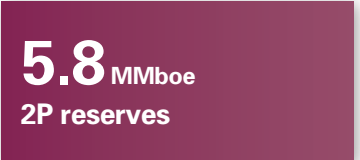
In France, our production comprises light oil from two main operating basins, the Paris Basin, operated by IPC, and the Aquitaine Basin, where IPC holds non-operated interests. The majority of our production and reserves come from the Paris Basin fields where we hold a 100% working interest in nine of the ten producing fields. In the Aquitaine Basin, production comes from five fields situated near Arcachon, in southwest France, where IPC has a non-operated 50% working interest.



### Malaysia

In Malaysia, IPC holds a 100% working interest and operatorship of an offshore asset in the Bertam field, including a wellhead platform and a floating production storage and offloading vessel (FPSO).

The Bertam field is located 170 kilometres offshore to the east of Peninsular Malaysia in Block PM307, at a water depth of about 74 metres. The field consists of a wellhead platform and 14 active horizontal wells producing high-quality light crude oil to the FPSO.



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

# About Our Reporting

*This is IPC's fifth Sustainability Report outlining the progress made on our ESG goals and strategy, while also recognizing areas offering room for improvement.*












## Frameworks

The purpose of this Sustainability Report is to showcase our approach to key environmental, social and governance (ESG) principles for all stakeholders, including employees, investors, regulators, and the communities where we live and work. We have profiled those ESG topics and priorities which were identified through a materiality assessment that the Company updated in 2023. We have elected to align our reporting with globally recognized frameworks including the Global Reporting Initiative (GRI), the Task Force on Climate-related Financial Disclosures (TCFD), and the International Petroleum Industry Environmental Conservation Association (IPIECA), all of which represent primary guides for the development of this report. Furthermore, IPC is committed to adhering to international sustainability principles, including the United Nations Sustainable Development Goals (UNSDGs) and the UN Global Compact, demonstrating our dedication to global sustainability standards and initiatives.

In our continuous efforts to enhance transparency, accountability, and stakeholder engagement in our sustainability initiatives, IPC is committed to aligning with key sustainability frameworks and standards. This includes our plans to align with the Corporate Sustainability Reporting Directive (CSRD), and other relevant frameworks. These strategic alignments reflect our dedication to providing stakeholders with more transparent, reliable, and comprehensive insights into IPC's overall ESG performance, fostering trust and long-term value creation. By adhering to these frameworks, we aim to ensure consistency and comparability of our ESG data with industry peers, enabling us to identify gaps in strategy and reporting while staying abreast of the latest updates and changes across the sustainability landscape.

## Scope of this Report

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

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

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

IPC believes in taking a comprehensive approach to our reporting practices, enabling the Company to represent our performance and impacts on the environment as well as on our stakeholders more accurately. IPC's reporting standards are continuously reviewed and enhanced to ensure they are up to date and align with our values and commitments to sustainability.





## Report Quality

IPC's Sustainability, Operations, and Investor Relations teams oversaw the collection and analysis of corporate information presented in this Sustainability Report. The report has been approved by the Company's Executive Committee and Board of Directors. In order to ensure all information contained herein accurately reflects our practices and performance, a thorough content gathering and approval process was followed.

All dollar amounts are expressed in U.S. currency unless otherwise indicated. References to "we", "our", "us", "the Company" and "IPC" mean International Petroleum Corp., and its subsidiaries. Unless otherwise noted: (i) all information in this report is presented as at, and for the year ended, December 31, 2023, and (ii) the data and analysis relates to IPC and not its partners, suppliers or customers.

## Materiality Assessment

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

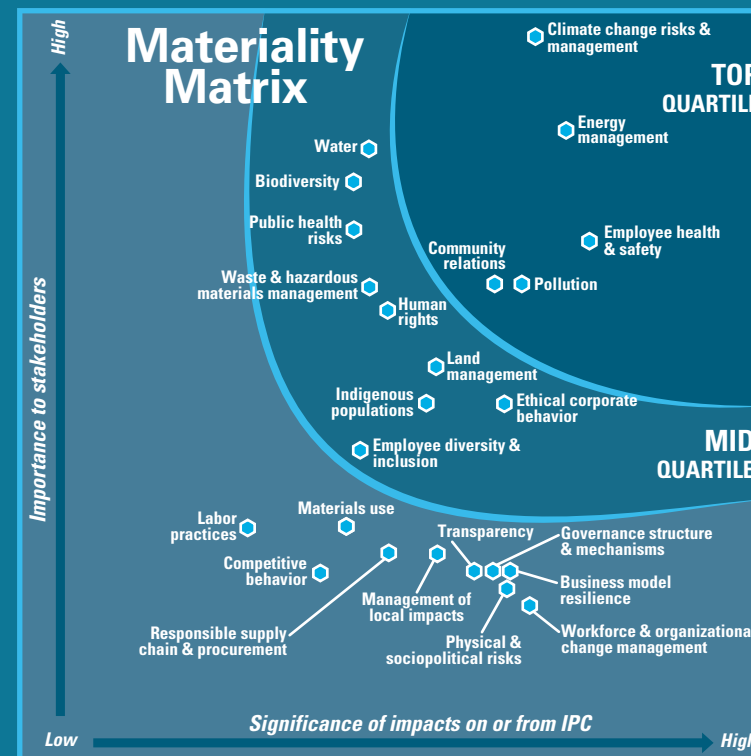
Our 2023 materiality assessment primarily aligned with the Sustainability Strategy that was developed in 2021. This report will continue to explore the material topics across the six sustainability priorities that were maintained through our 2021 and 2023 assessments, including Ethics & Integrity, Rewarding Workplace, Health & Safety, Community Engagement, Climate Action, and Environmental Stewardship, each of which is discussed in greater detail in the pages that follow.

## Top Tier in ESG Ratings

Recognising the growing importance of ESG data for investors, we actively participate in well-recognized ESG ratings by supplying vast data sets to S&P Global's Corporate Sustainability Assessment (CSA) for instance.

IPC's S&P Global CSA score is for a second year in a row in the top quartile and reached the top 11% of overall ranking out of all 177 companies assessed in our peer group in 2023.

**+22%**  
in ESG scores



### 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.

# Introducing IPC's Blackrod Phase 1 Development

*IPC's Blackrod Phase 1 development was sanctioned in Q1 2023, and is poised to become an in-situ oil sands production facility utilizing steam-assisted gravity drainage (SAGD) technology for bitumen extraction from the Lower Grand Rapids formation, situated approximately 50 km northwest of the Hamlet of Wandering River, Alberta. Holding a 100% interest in the Blackrod Phase 1 project, we are committed to ensuring successful development and operations.*

We initiated Phase 1 of the Blackrod project in early 2023, undertaking comprehensive pre-development environmental assessments including soil, vegetation, aquatic life, and wildlife studies. Site clearing commenced in the fall of 2023 and continued into 2024 in order to prepare for the construction of the Central Processing Facility (CPF) and two initial well pad sites. We are pleased to confirm that the project is progressing in line with schedule, with the fabrication of modules underway and all long lead items already procured. During Q1 2024, we made noteworthy progress with the arrival of several key pieces of equipment at the site, including turbines, evaporators, and boilers.

Drilling operations commenced in late 2023 and will continue through 2024 to finalize the first pad of producing wells and the corresponding injectors. As construction efforts intensify, the shipment of equipment, modules, and process skids to the site are scheduled, which should accelerate project momentum through the course of 2024. Looking ahead to 2025, construction, facility tie-ins, drilling, commercial pipeline connections and operations staffing are planned to progress to ensure first steam is delivered in early 2026 and corresponding first oil in late 2026.

Based on the timelines outlined above, IPC is projecting first oil from our Phase 1 development in late 2026, with forecasted production reaching 30,000 bopd by 2028. We are strategically designing the CPF to achieve a steam oil ratio of 3:1 and will incorporate an associated co-generation plant to provide additional steam and power. IPC plans to drill a total of 197 well pairs throughout the entire life of project for only the Phase 1 development.

## Technology and Innovation Drive Efficiencies

At Blackrod, IPC intends to leverage learnings and technology deployed at other operating sites, such as Onion Lake Thermal, to elevate its performance. We will use targeted automation to optimize energy usage and throughput, and enhance operational efficiency at Blackrod. In addition, IPC plans to provide our drilling contractors with access to natural gas, streamlining the transition from diesel to natural gas for drilling activities. This strategic move is expected to reduce emissions while also lowering operating costs. We are also implementing the innovative solution of using salt caverns for on-site disposal of evaporator waste, minimizing the need for third-party trucking which indirectly contributes to emission reduction.

To ensure our staff have ample education and training regarding the relationship between emissions and operating costs, as well as the broader climate goals of the organization, IPC plans to launch a carbon emissions training program to commence at Blackrod once the site is operational. By empowering operators to make informed decisions that balance operational efficiency with environmental impact, our workforce remains well-equipped to apply knowledge to practical, real-world scenarios, which helps further enhance the overall sustainability of IPC's operations.

## Enhancing and Strengthening Local Communities

The procurement strategy at Blackrod emphasizes the use of local businesses, contributing to economic prosperity within communities while mitigating logistical and project development risks. This approach builds strong local partnerships and delivers tangible benefits to the region. Here are specific examples of how local businesses are integrated into the Blackrod Phase 1 development:

- **Local Fabrication:** A significant portion of fabrication work for Blackrod Phase 1 is deliberately sourced from Alberta-based companies in Edmonton, Nisku, and Ponoka. By engaging local facilities, Blackrod not only realizes proximity benefits but also supports critical skilled tradespeople, helping to stimulate the local economy.
- **Project Partnerships:** IPC has forged strategic partnerships with local companies around the Blackrod site, which extend beyond engineering and fabrication to encompass a broader array of local expertise and resources. These collaborations enhance project efficiency and foster long-term relationships within the community.
- **First Nations/Métis Partnerships:** IPC firmly believes in supporting the economic development of First Nations and Métis communities and has integrated several Indigenous-owned businesses into our operations. Through including these businesses in the procurement process, we help to stimulate indirect employment growth within the community.

# Blackrod Phase 1 Development



Knowledge  
**10+ years**  
Successful pilot

Job creation  
**400+ people**  
on site during construction

Safety  
Prime contractor  
responsibility

Communities  
Fostering relationships  
with First Nations &  
Métis communities

Environment  
Active monitoring &  
land use planning

# Blackrod Phase 1 Development

## Setting up for Safety Success

We have a dedicated team responsible for health and safety during all onsite activities, who also oversee IPC's Canadian Health and Safety Management System. Implementing a health and safety strategy for a SAGD asset is paramount given the complex and technical nature of the operations involved.

IPC emphasizes continuous training, facilitated through a learning management system, to keep all certifications current and ensure that personnel are up to date with the latest safety protocols. Our comprehensive safety standards framework prioritizes the well-being of all employees, contractors, and local communities by mandating strict compliance with detailed safety manuals, obtaining necessary permits, and fostering critical thinking among on-site staff to identify and address potential hazards promptly. We provide rigorous training protocols, incident reporting systems, and proactive risk management measures.

At Blackrod specifically, our health and safety training process prioritizes compliance, operational safety, and ongoing improvement. Prior to commencing work, contractors must participate in corporate orientations and meet both regulated and corporate-specific safety standards. Compliance with these standards is administered through a contractor management software system, which thoroughly vets and ensures all contractors are fully prepared before arriving on-site.

Once on-site, contractors undergo site-specific orientations and must possess all necessary safety certifications. This ensures all personnel are adequately equipped with the requisite knowledge and skills required for their specific tasks, enhancing site safety and operational effectiveness. In addition, IPC has assumed the role of prime contractor to ensure our safety standards are prevailing during the construction phase of the project.

We have established a collaborative approach that regularly unites health and safety advisors from various sites, including Blackrod, to discuss safety statistics, review incidents, and share best practices. The Blackrod Health and Safety Advisor hosts regular weekly toolbox meetings with site staff and monthly safety meetings with site supervisors to maintain a focus on safety, particularly given the variable nature of construction work. These meetings provide a forum for ongoing dialogue about safety issues, enabling the timely resolution of concerns and ensuring comprehensive communication of safety updates across all staff levels.

## Focusing on Emissions Management at Blackrod

IPC's key strategies for managing carbon emissions also apply at Blackrod once operational:

- **Operating Strategies:** This involves optimizing our operational practices to enhance energy efficiency and investigate ways to reduce net emissions. For example, by implementing high levels of automation and control, we seek to operate the facility at a higher emissions efficiency level.



# Blackrod Phase 1 Development

- **Small Projects:** Targeting smaller, distinct initiatives that aim to reduce emissions in economically viable ways are also planned to be implemented at Blackrod. These projects often focus on increasing energy efficiency or introducing technological or procedural updates as a means to minimize emissions.
- **Large Projects:** We view larger projects as those requiring significant capital investment, such as potential Carbon Capture and Storage (CCS), or partial electrification of our operations. Although these projects require sizeable resources and capital, they have greater potential for higher impact reductions on the overall carbon footprint of our operations and are being explored at Blackrod.
- **Offsets:** IPC is also looking at strategies to compensate emissions with carbon offsets at Blackrod, both in the voluntary and regulatory markets.

IPC has established preliminary readiness plans for Blackrod, ensuring that we are well-prepared for future potential CCS implementation. Further, we have opted for cogeneration to fulfill our on-site electrical needs, utilizing recovered waste heat energy to bolster our steam generation capacity. This dual-purpose approach not only enhances operational efficiency but also aligns with our commitment to sustainability by minimizing waste and maximizing resource utilization.

## Following Our Green Blueprint

The strategy for environmental stewardship at Blackrod is multifaceted and aligns closely with regulatory requirements outlined in the Government of Alberta Environmental Protection and Enhancement Act (EPEA), specific to approval requirements and proactive environmental management practices.

Our environmental management at Blackrod includes:

- **Comprehensive Environmental Assessments:** Before embarking on any project development, IPC conducts thorough environmental assessments to identify and mitigate potential environmental impacts. This process is crucial for maintaining compliance with environmental regulations and managing our environmental impacts.
- **Active Monitoring and Reporting:** We have implemented robust monitoring and reporting mechanisms to track environmental performance and ensure adherence to environmental standards. This includes regular environmental reviews and the submission of compliance reports to regulatory authorities.
- **Adaptive Management Practices:** IPC embraces adaptive management strategies that allow us to adjust our practices based on feedback and environmental monitoring results. This flexibility enables the Company to respond effectively to environmental challenges as they arise.
- **Integration of Indigenous Knowledge:** We are committed to incorporating Indigenous knowledge into our environmental programs. This includes actively involving First Nations and Métis communities in the development and implementation of environmental monitoring programs, enriching our understanding and management of local environmental impacts with their insights and traditional knowledge.

- **Community Engagement and Collaboration:** Our strategy places a strong emphasis on engaging with local communities, particularly First Nations and Métis groups. This collaborative approach ensures that community concerns and suggestions are incorporated into project planning and execution, fostering cooperative environmental stewardship.
- **End-Land Use Planning:** When planning the site's footprint, clearing and construction process, we consider the end-land use and reclamation requirements to ensure the land can be restored in accordance with applicable regulations.

These strategic pillars underscore IPC's commitment to responsible development at Blackrod, that includes being proactive and inclusive in how environmental impacts are managed, while ensuring regular stakeholder engagement. Central to each pillar is the feedback loop that facilitates continuous improvement. By collecting input from all levels within the project chain, including stakeholders, field staff, contractors, suppliers, site supervisors, managers, directors and/or executives, we can document information as part of our risk reviews for mitigating potential environmental impacts or taking corrective actions. This is shared both up and down the communication chain, fostering a transparent feedback system where participants remain informed and can actively contribute to the project's enhancement.

## Monitoring, Testing and Reporting

At Blackrod, our approach to meeting regulatory obligations regarding environmental stewardship is proactive and comprehensive. We prioritize compliance and documentation throughout the project lifecycle. Our assessments are thorough, covering all necessary environmental aspects such as soil, water, air, aquatic ecosystems and wildlife, which form a crucial part of our regulatory reporting requirements under the asset's EPEA approval.

## Community-Based Training

IPC is planning to establish a unique environmental mentorship program aimed at building capacity within First Nations and Métis communities. This program will offer field training and skill development for community environmental monitors, empowering First Nations and Métis communities to play a more active role in environmental management and monitoring at the site.

As mentioned above, both before and during construction, we conduct predevelopment assessments, which includes wildlife sweeps and consultation with First Nations and Métis communities, so we can understand any potential impacts on traditional lands or cultural resources. This proactive approach ensures that environmental concerns are addressed early in the project lifecycle.

# Blackrod Phase 1 Development

## Upholding IPC's Strong Ethics & Integrity at Blackrod

At Blackrod, managing supply chain risk is a process that begins with a prequalification of potential suppliers. This risk assessment goes beyond evaluating capabilities and financial stability, and includes an examination of Blackrod's engineering, procurement, fabrication and construction project partners, to ensure alignment with our ethical standards and practices.

These partners operate within a framework supported by IPC. The process to select vendors and suppliers is comprehensive, incorporating technical and commercial reviews to ensure adherence to IPC's ethics and governance. Change orders undergo internal and external reviews with project partners to verify the value before proceeding.

Consistent with IPC's approach corporately, at Blackrod, we believe transparency around procurement and change order processes is paramount. All decisions are documented for internal controls, providing justification and auditability for actions taken. This demonstrates IPC's broad-reaching commitment to ethics and integrity, extending beyond just our corporate behaviours to include external operations and relationships, particularly across the supply chain.

## Elevating the Employee Experience

IPC's approach to fostering a rewarding workplace is centered on two fundamental pillars: investing in employee development and offering competitive compensation packages. By investing in employee development, IPC not only enhances the capabilities of its workforce but also nurtures a culture of continuous learning and growth.

In addition to development initiatives, IPC recognizes the importance of competitive compensation in attracting and retaining top talent. We regularly benchmark our compensation packages against industry standards, aiming to provide financial incentives that acknowledge and reward employees for their contributions to IPC's success. To cultivate a rewarding workplace for those individuals working on the Blackrod Phase 1 project, IPC has implemented a variety of incentives that include:

- **Compensation and Benefits:** Employees are afforded a comprehensive compensation package that emphasizes IPC's commitment to financially rewarding the individuals on our team for their contributions.
- **Living Conditions:** Employees are provided individual rooms without the need for room sharing, which enhances privacy and comfort for the individual. The Blackrod camp is equipped with numerous amenities that help to improve the quality of life for employees while on-site.

Our focus on development, compensation and the employee experience underscore IPC's commitment to cultivating a motivated and skilled workforce - at Blackrod specifically, and across the organization generally.



# Blackrod Phase 1 Development

## Maintaining Strong Community Relationships

IPC's community engagement strategy involves building and nurturing long-term relationships with the First Nations, Métis and local communities. This manifests through ongoing communication and a dedicated approach to addressing any concerns or disputes by way of a structured resolution process.

Throughout the Blackrod Pilot phase, community engagement activities with stakeholders and their associated outcomes have been well-documented, providing a clear record that can be reviewed as needed. IPC is dedicated to continuously refining our engagement practices by leveraging insights from past experiences and gathering feedback from community interactions through planned open houses and community forums. Our goal is to continually enhance strategies to ensure that community needs and environmental protection are effectively prioritized and addressed.

## Our Indigenous Partnerships

IPC has cultivated a longstanding relationship spanning over a decade with First Nations and Métis communities, dating back to the initial stages of project planning for the Blackrod Pilot. Once a formal decision was made to commercialize the Blackrod Phase 1 asset, we leveraged our engagement experience building trust through transparency, and initiated regular updates, meetings, and discussions to inform the communities about project details, potential impacts, and mitigation strategies. We proudly engage First Nations and Métis communities in the planning process, particularly in matters affecting their traditional lands and practices, to benefit from a wide range of perspectives that can help ensure Blackrod's long-term success.

A few examples of IPC's engagement, consultation and inclusion of First Nations and Métis communities in the project development are highlighted below:

- **Environmental Monitoring:** Indigenous communities are involved in environmental monitoring programs, with IPC collaborating to incorporate traditional knowledge into environmental stewardship practices. This involvement helps in tailoring environmental protection measures that respect and preserve traditional lands and practices.
- **Economic Opportunities:** We are committed to facilitating economic growth within First Nations and Métis communities by creating job opportunities and supporting local businesses. IPC seeks to hire community members and source from local businesses wherever possible, contributing to the economic development of these communities.
- **Cultural Sensitivity and Support:** We recognize and respect the significance of cultural events and activities for the communities and provide support by participating in and sponsoring local cultural festivals and ceremonies, further building goodwill and understanding.

IPC is also engaged in discussions with First Nations and Métis communities regarding plans to introduce an Indigenous Culture Camp initiative at the Blackrod Phase 1 project. This initiative aims to establish a dedicated space where Indigenous groups can come together to share their cultural activities, knowledge, and traditions. Through this initiative, IPC seeks to foster greater understanding, appreciation, and collaboration between Indigenous communities and the project, while also providing a platform for cultural exchange and preservation.





# Ethics & Integrity

*For IPC, the basis of our business is rooted in ethics and integrity which form part of the fabric of our Company. By aligning our activities and operations with IPC's core values of Excellence, Respect, and Resilience, we add to the strong foundation that is provided by corporate policies, legal frameworks and regulatory requirements.*

## Corporate Governance

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

The Company prioritizes fostering an ethical culture through sound corporate governance practices. Following the announcement of the CEO succession in late 2023, we conducted a company-wide review of all IPC policies to benchmark against best practices, including regulatory bodies such as the TSX and the Nasdaq Stockholm. Through this exercise, we identified updates for improvement and ensured all policies are signed by our new President and CEO, William Lundin who took the helm on January 1, 2024.

At the core of our governance framework lies IPC's Code of Ethics and Business Conduct, defining our corporate values and guiding principles. This Code delineates rules, standards, and behaviors for all IPC employees, contractors, and Board members. Covering various ethical decision-making areas, including conflicts of interest, harassment, bribery, insider trading, and business controls, the Code also oversees our 24/7 third party whistleblower hotline. This confidential resource underscores our commitment to transparency and accountability, with all whistleblower reports assessed and, if necessary, investigated by a third party reporting to the Board.

## The Board of Directors

IPC's Board has primary responsibility for setting the overall direction, strategy and goals of the organization, overseeing executive management and ensuring compliance with legal and ethical standards. The Board's purview covers financial performance, risk management, succession planning, and facilitating the formation of strong relationships between shareholders and executive management to ensure trust, confidence and the maximization of long-term value.

Various committees of the Board, comprised of a subset of Board members that report into the full Board, have been formed to address different areas of focus for the organization. These committees provide focused attention to key strategic areas and make informed recommendations to the full Board, thereby enhancing the effectiveness and efficiency of decision-making. The Nominating and Corporate Governance Committee has responsibility for conducting annual assessments of the Board's effectiveness, coordinating ongoing Board education initiatives and making recommendations on the election or re-election of Board nominees.





# Ethics & Integrity

Further, this committee aims to ensure IPC maintains a Board that includes diverse and independent members with relevant expertise and a commitment to the Company's strategic goals. As of January 2024, our Board consists of eight members, five of whom are independent directors. The Board set a goal to maintain a Board composition in which women comprise at least 30% of the independent directors, which was achieved in 2023 with the appointment of Deborah Starkman in November of 2023. However, our commitment to diversity is not limited to gender, and we will embrace other forms of diversity as the Board continues to assess its composition.

## ESG Governance

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

With the European Union's adoption of the Corporate Sustainability Reporting Directive (CSRD), IPC has embarked on a strategic plan to align our sustainability reporting practices with the new directive's significantly expanded requirements, targeting compliance for the reporting year 2025. The CSRD requires companies to report on the impact of their activities on sustainability matters, as well as the principal risks and opportunities related to sustainability that affect the company. This double materiality approach covers a wide range of ESG topics with the reported information being independently audited or assured.

In addition to aligning with the CSRD, IPC is committed to continue its participation in the S&P Global Corporate Sustainability Assessment and to reporting to the Carbon Disclosure Project (CDP) for the first time in 2024. These efforts reflect our dedication to enhancing transparency, accountability, and stakeholder engagement in our sustainability endeavors. By adhering to these disclosure requirements, we aim to provide stakeholders with more transparent, reliable, and comprehensive insights into IPC's overall ESG performance, fostering trust and long-term value creation.

## Climate Governance

Climate-related issues are integrated into IPC's organizational structure, from Board oversight to local ESG task forces. The CEO and executive teams, along with our operational managers, handle day-to-day climate concerns, guided by the Executive Committee which evaluates climate risks and opportunities. Their insights, supported by the Sustainability Manager's detailed monitoring, are regularly shared with the Board. Furthermore, we tie compensation for our senior management to our success across various ESG areas, demonstrating our strong commitment to sustainability. Although IPC has a comprehensive climate governance system, we strive for continuous improvement and will continue to enhance our approach based on feedback from organizations such as S&P Global.

IPC issued a stand-alone TCFD Report in 2023, delineating the Company's strategies for mitigating climate-related risks and capitalizing on opportunities. Further details regarding IPC's climate governance initiatives are available in IPC's TCFD Report on our corporate website.

## Supply Chain & Partner Responsibility

IPC recognizes that our responsibility for sustainability extends beyond our own actions and encompasses those of partners and suppliers working on our behalf. As such, we integrate sustainability considerations into our contractor and procurement management processes and actively seek to partner with suppliers who share our values and align with our strategic objectives, including efforts to manage our environmental footprint, contribute to economic sustainability, and support local communities where we operate. IPC screens potential suppliers to understand their approach to sustainability, adherence to codes of conduct, and overall ESG commitments. As part of new reporting requirements in Canada under the "Fighting Against Forced Labour and Child Labour in Supply Chains Act" (known as "Modern Slavery Act"), IPC published a stand-alone Modern Slavery Act Report in 2024. This Act aims to prevent and reduce the risk of forced labour and child labour in Canadian companies' operations and supply chains and IPC's inaugural report is available on our website.



# Ethics & Integrity

## Tax Transparency

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

As part of our commitment to transparency, we foster a culture of openness and adhere to all tax regulations. The Board is kept apprised of all corporate policies, including corporate tax policy. Further, we regularly consult with advisors to stay current on changes in tax law and rely on their expertise to effectively manage associated risks. We report payments to governments, including taxes, in accordance with the requirements stipulated by the Government of Canada under the Extractive Sector Transparency Measures Act (ESTMA). In 2023, IPC paid a total of 155 MUS\$ in taxes, royalties, fees, and production entitlements to governments, demonstrating our ongoing dedication to responsible tax practices, revenue reporting and economic benefit to the countries we operate in.

## Aligning Compensation and Sustainability

In line with our ESG commitments, our compensation philosophy prioritizes fairness and long-term performance for all stakeholders. Executive compensation primarily consists of “at-risk” incentive awards tied to performance outcomes, including sustainability targets, ensuring alignment with our long-term objectives. These awards, in both cash and equity forms, are determined after analyzing annual financial results in the first quarter of the subsequent year.

To better align executive incentives with our ESG goals, the senior executive team now exclusively receive performance share units under the Share Unit Plan as their equity-based compensation. The vesting of 75% of these grants is directly linked to the Company’s relative common share performance over a three-year period. This approach synchronizes executive compensation with shareholder value, reinforcing alignment with our objectives for sustainable, long-term growth and performance. This framework not only aligns executive compensation with performance but also supports the development of future leaders, integrating our compensation practices with succession planning efforts.

To ensure that our leaders possess a comprehensive understanding of both short-term and long-term incentive programs, we have taken steps to enhance transparency surrounding IPC’s compensation practices. Moreover, we are formalizing performance evaluations to provide a structured framework for assessing employee contributions.



# Ethics & Integrity

## Cybersecurity – Protecting Assets in the Field, Office and the Cloud

IPC recognizes cybersecurity as an important concern for safeguarding our operations, data integrity, and infrastructure. To protect our organization, assets and people from nefarious digital actors, we have initiated a comprehensive cybersecurity strategy focused on risk assessment that incorporates robust cybersecurity frameworks with the goal of building a resilient organizational culture.

Our efforts began in previous years with a risk assessment to identify vulnerabilities across our international operations, that could impact IPC on both digital and physical assets. This assessment is being used to structure the development of a tailored cybersecurity plan, relying heavily on the industry standard, Center for Internet Security (CIS) Framework. The framework emphasizes the importance of securing operational technology (OT) systems that are critical to our E&P operations, alongside traditional IT cybersecurity measures.

Building on this foundation, our team deploys advanced threat detection and response systems, conducts regular cybersecurity training for employees at all levels, and we have established a dedicated cybersecurity incident response team. However, cyber threats are fluid and ever-changing, so we recognize the need to invest in continuous monitoring, and regular updating, of our cybersecurity measures. To date, we have effectively mitigated against attempted cybersecurity breaches, improved detection and response times to potential threats, and heightened awareness of cybersecurity best practices among our global workforce, and we will continue to prioritize our protections.





# Rewarding Workplace

*IPC strives to create a workplace that attracts, recognizes, and rewards team members for their contributions. Our commitment to attracting and retaining top talent closely aligns with our dedication to cultivating a culture that values respect, diversity, inclusion, and belonging.*

Grounded in our core values of excellence, respect, and resilience, we prioritize the development of our employees by investing in professional development opportunities. We provide development programs covering areas such as health and safety, technical skills, and leadership development - all of which support retention and succession planning, designed to ensure our people are fulfilled professionally and best positioned to contribute to the success of the Company.

### Attracting and Retaining Top Talent

As an operator in multiple jurisdictions, IPC prioritizes hiring locally, which generates economic benefits for multiple communities. In addition, our human resources teams in each country are close to our people and remain focused on the important challenges and opportunities within their respective countries. IPC believes in taking a specific and targeted approach to training and performance measurements within each region, and as such, are not imposing a single practice across all operating areas. As we continue to grow, this represents a source of potential improvement and streamlining for the future.

**97%**  
local hires

Our clear succession planning strategies are evidenced by the successful transition experienced in 2023 as we welcomed a new President and CEO and saw the renewal of our Board of Directors. In addition, we continue to reinforce internal confidence by showcasing our propensity to promote from within, again illustrated by the elevation of our COO to the role of CEO, and the COO seat filled by our Group Operations Manager. IPC offers competitive compensation packages, comprehensive benefits, flexible working hours, part-time opportunities, and remote work arrangements where suitable. Moreover, our annual compensation reviews position IPC for attracting and retaining top-tier talent. By actively fostering professional development through structured goal setting and ongoing performance evaluations, we empower our team members to achieve greater potential, ensuring mutual success for both the individual and the organization as a whole.

### Preparing the Leaders of Tomorrow

Leadership training and career development are integral components of IPC's sustainability strategy. IPC conducts leadership sessions aimed at facilitating discussions on effective team leadership within our organization. The sessions provide a platform for exploring where future leaders may emerge, assessing opportunities across different levels, and encouraging managers to broaden their perspectives beyond conventional candidate profiles. Through interactive discussions



# Rewarding Workplace

and tabletop exercises, participants gain insights into diverse viewpoints across the organization. These sessions are invaluable in stimulating meaningful dialogue and challenging conventional assumptions. By fostering an inclusive environment that promotes open dialogue and supports the advancement of internal candidates, we aim to ensure the sustained growth and success of our organization.

## Culture, Diversity and a Rewarding Workplace

Shaped by the values and experience of the Lundin Group, IPC is committed to cultivating a workplace culture where every individual is valued, and diversity is embraced and leveraged as drivers of innovation and success. Our Diversity and Inclusion Policy guides our actions and decisions as we work to create an environment where every person is heard, respected, and celebrated. We strive for an inclusive culture, where the unique perspectives of all team members propel us forward.

As the organization continues to evolve, we also recognize the need to establish clear KPIs associated with maintaining a rewarding workplace, looking beyond turnover rates. While IPC has posted very low turnover globally the past several years, we believe additional metrics can help ensure IPC delivers high employee satisfaction, engagement, and a rewarding workplace environment.

## Fostering Leadership and DEI at IPC

The integration of leadership and Diversity, Equity, and Inclusion (DEI) training with sustainability goals is paramount to our strategy. These initiatives not only foster personal development, but also challenge us in our thinking to promote innovative perspectives crucial for addressing ESG challenges. The continued collaboration between HR and organizational leaders ensures a diverse talent pool capable of driving sustainability efforts. Looking ahead, we are aiming to refine methods and metrics to evaluate the effectiveness of leadership development, training, and DEI programs.

In 2023, the Company began rolling out DEI initiatives, tailoring approaches to address regional nuances. For instance, in Canada and Switzerland, IPC has conducted diversity training for first-line managers, promoting awareness, understanding, and reinforcing the importance of inclusivity.

IPC is committed to ensuring equitable labour practices, including efforts to proactively address gender pay disparities and other potential biases. Recognizing the importance of fair compensation, we continually monitor key indicators to assess and mitigate any discrepancies. Through regular reviews and adjustments, we are striving to foster an inclusive workplace where every individual is valued and compensated fairly for their contributions.



**30%**  
women  
employees

# Rewarding Workplace

## Living Up to Our Values

Given IPC's employees and operations span across the globe, we are committed to ensuring all team members understand and support the Company's overall strategy. By encouraging participation and feedback from all levels within the organization, IPC helps to maintain an inclusive, positive and rewarding workplace that reflects our core values and vision.

## Committed Together

IPC is dedicated to nurturing engagement and cohesion within our workforce through a range of initiatives designed to bolster transparency, communication, and continuous learning. Regular townhall meetings, conducted both globally and locally, foster unity and transparency across IPC, offering opportunities for members of our team to engage directly with leadership and other colleagues to share insights and ask questions. These interactions reinforce a culture of openness and mutual trust, encouraging organizational alignment that not only drives positive business outcomes but also enriches our collective experience.

In Canada, IPC takes proactive steps in enhancing outreach and communication with employees, exemplified by the distribution of quarterly newsletters. Furthermore, educational initiatives on topics like ESG and climate, along with "Lunch and Learn" sessions focusing on sustainability and Indigenous partnerships, serve as platforms for enriching dialogue and continuous learning among our Canadian workforce. Through these initiatives, IPC demonstrates its dedication to fostering a culture of engagement, learning, and leadership in sustainable energy practices.

Recognizing the importance of employee wellbeing, IPC remains committed to building on areas for growth within our organizational culture. Through increased engagement efforts, professional development opportunities, and open lines of communication, IPC aims to foster greater inclusivity and alignment across the organization, ensuring consistency in our approach to employee engagement across all jurisdictions.

Excellence  
Respect  
Resilience





# Health & Safety

At IPC, the health and safety of our workforce is central to our activities, driving our goal of zero accidents through an integrated approach to Health, Safety, and Environmental (HSE) management. Our commitment is core to our culture, spanning from leadership communications to everyday operations, reflecting our dedication to a secure, healthy, and productive working environment. Through continuous improvement and global collaboration, IPC aims to enhance its safety standards at every opportunity, demonstrating a commitment to protecting our employees, our assets, our communities, and the sustainability of our operations.

## Occupational Health & Safety

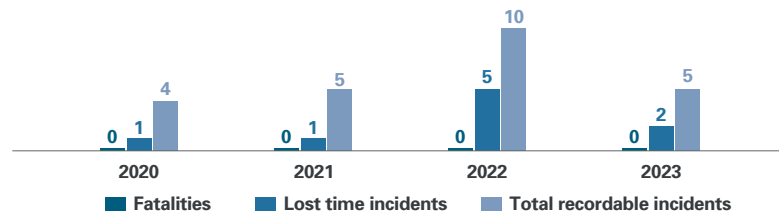
By adhering to systematic hazard identification, qualitative, and quantitative risk assessments, IPC ensures regular monitoring and control of risk exposures. By placing a strong emphasis on the mental well-being of our people, IPC promotes workplace health and safety through mental health awareness campaigns and supportive programs within our health benefits and insurance frameworks.



Key to our Health & Safety Management System are incident reporting and investigation, as well as regular internal and third-party audits.

With focused efforts and dedicated safety campaigns, we have improved our safety performance in 2023 compared to 2022 with a 50% reduction in total recordable incidents. We have recorded no material safety incident in 2023.

## IPC Recordable Incidents



From mid-2023 to early 2024, we conducted internal audits in all operating regions to ensure all business units operate with a fully functional Health & Safety Management System in compliance with the IPC Group Policy. The audit findings revealed no red flags and highlighted some minor improvements in how action items are tracked in order to align the leading indicator reporting across all operating regions. Our teams were able to demonstrate robust systems, suitable guidance documentation, and consistent reporting and auditing practices in all of the key audit areas. Finally, the audit confirmed that safety performance, expectations, and standards are made visible to both staff and contractors, and are included as base competency requirements for anyone working on IPC sites.

## Incident Identification & Prevention

IPC noted an uptick in safety-related incidents in 2022, prompting in-depth analyses to identify causes and patterns. This evaluation focused on our Canadian operations and underscored the value of job task observations. Initiating tasks with a proactive safety assessment has become a fundamental tenet of our safety protocols and is being increasingly recognized and implemented across our international operations. To further encourage and reward diligent safety practices, we have woven job task observations into an organization-wide safety campaign. Employees who conduct at least two observations per month are entered into a draw, and those reaching six or more observations have additional chances to win. The prizes include IPC-branded gear, designed to reward and engage our team in a collaborative culture of proactive safety awareness.

While we monitor processes and identify potential risks in advance, we believe there is still room for improvement, and we plan to enhance reporting and classification of near miss incidents to mitigate risks across our operations. As part of IPC's 2024 HSE plan, we target rolling out a new incident risk assessment tool and completing a full revision of IPC's risk management in 2024. Key personnel from all assets will receive appropriate training in both incident risk and general risk assessment.

## Our Safety Culture

IPC strives to create culture of safety through working groups focused on health and safety, uniting HSE professionals from our various regions to enhance communication, leverage each other's experiences, share safety alerts, and facilitate continuous learning. This initiative also establishes direct links between colleagues in other assets or countries to share information and learn from incidents, as we continuously reinforce the importance of communication and leveraging the experience of others across our operating areas.

During our organization-wide townhalls, made accessible to every employee via webcast, IPC's leadership reinforces the Company's commitment to safety by reminding the team that safety is everyone's responsibility and even minor, incremental improvements on a daily basis can help create a safer workplace for all.

# Health & Safety

## Emergency Response Training

Dedicated to integrating health and safety practices into our sustainability strategy, IPC recognizes the necessity of proactive emergency preparedness. An example of our emergency planning is in dedicated training in regions prone to wildfires, which includes much of our Canadian operations. IPC conducts annual tabletop exercises simulating various emergency scenarios, including wildfires. Personnel receive essential instruction, including Incident Command System (ICS) courses and specialized wildfire awareness training. Comprehensive Emergency Response Plans (ERP) are readily accessible, outlining procedures and evacuation routes.

This proactive approach has resulted in enhanced employee safety, operational continuity, and strengthened community engagement. Rigorous training ensures personnel are equipped to respond effectively to wildfire emergencies, minimizing risks to both personnel and critical assets. IPC's continuing collaboration with local authorities and stakeholders in this respect fosters stronger community relationships and collective resilience against wildfire threats.

IPC remains committed to continuous improvement in emergency preparedness, leveraging past experiences and staying vigilant to evolving wildfire risks. By investing in ongoing training, stakeholder collaboration, and proactive engagement, the Company reaffirms its commitment to sustainable operations and community resilience. Through these efforts, we demonstrate our dedication to prioritizing health and safety, as well as safeguarding personnel, assets, and surrounding communities from wildfire threats.

**52**  
emergency  
response  
exercises

**7,739**  
hours of safety  
training





# Health & Safety

## Promoting Mental Health Awareness

### *Bob Wilkie Mental Health Awareness Session*

IPC is committed to promoting mental health awareness and support among its employees. To this end, the Company hosted a mental health event for our staff in Canada in Q3 of 2023, which was led by Bob Wilkie, former NHL player and later founder of I Got Mind Inc.: an educational programming company that works with teams to enhance wellness, strengthen cultures, and increase performance. Mr. Wilkie's background includes experiences within the hockey culture of the 70s and 80s, where mental wellness was rarely acknowledged, leading to his own struggles with severe depression, substance abuse, and thoughts of suicide, compounded by the trauma of the 1986 Swift Current Broncos bus accident. After years of healing and restoring his own mental wellness, Mr. Wilkie began his journey to help provide insights and healing to sports organizations and other business teams throughout North America.

Following this informative session, IPC emphasized the message of "You're not alone" and encouraged employees to seek assistance through various channels. Utilizing internal communication tools like SharePoint and broadcast emails, IPC ensures easy access to mental health resources, including counseling services and financial assistance. Through initiatives like the Employee Assistance Program (EAP) and online resources, employees are empowered to prioritize their mental well-being. IPC's efforts have led to increased awareness, improved resource utilization, and a positive work environment where mental health is valued. By fostering open communication and proactive support systems, IPC aims to demonstrate a commitment to the holistic well-being of our workforce, ultimately contributing to a healthier and more productive organization.





# Community Engagement

*We recognize that aligning our values with those of our communities is critical to our sustainable development efforts. As part of IPC's community engagement strategy, we aim to nurture relationships built on trust and mutual benefit. By actively engaging with stakeholders in ways that are meaningful to them, we seek to be a part of the social and economic fabric of each community.*

## Sustaining Developing Communities

Since IPC operates in different countries, each of which has unique cultures, characteristics and needs, we prioritize ensuring that our presence can enrich and uplift the communities that form the backbone of our operations. We recognize the invaluable role that local ecosystems - comprised of individuals, businesses, and cultural practices - play in our collective prosperity. It is with this understanding that we maintain a holistic approach to community engagement, aiming to balance safe and successful operations while positively contributing to the advancement, empowerment and resilience of each region.

In practical terms, this means prioritizing the hiring of local talent, offering our support to neighboring businesses, and investing in initiatives that are impactful. We see the strength in local economies as a reflection of IPC's own success and make conscious decisions to feed prosperity back into the communities that host our operations. From supporting educational opportunities to elevating health initiatives and environmental stewardship, our goal is to leave a positive, lasting imprint that transcends our operations.

Members of the IPC team are encouraged to take part in sustainable development efforts within their respective operating areas, bringing personal passion and professional skills together to champion those initiatives that matter most to local communities and are material to our stakeholders. By forming mutually beneficial relationships within the regions where we work and live, IPC strives to be part of building a future that is prosperous for all.

## Launch of Our Community Investment Framework

The implementation of IPC's Community Investment Framework began in Q1 2023, representing a strategic initiative aimed at maximizing social impact while creating positive change in the communities where we operate. Developed in partnership with the Lundin Foundation, a leading organization in community strategy development, this framework offers a structured and streamlined approach to resource allocation for community investments. Further information about the framework, including insights into its three core pillars:

## IPC's Community Investment Pillars



# Community Engagement

## The Lukas Artificial Lift Study Laboratory

Within the Universiti Teknologi PETRONAS (UTP), a leading private university in Malaysia that offers a wide range of industry-relevant programs, a collaborative initiative was founded between IPC, PETRONAS and SLB. This partnership has established the Lukas Artificial Lift Study Laboratory (Lukas ALS Lab) – a tribute to IPC's founding chairman Lukas Lundin and his legacy.

Situated within UTP's Petroleum Engineering School in Malaysia, this centre is outfitted with the donation of Electrical Submersible Pumps (ESP) to create a living classroom in the name of the Company - The IPC / Lundin Room.

IPC provides the project management service for this initiative, supplying the ESP equipment, paying the refurbishment cost and exhibition design expenses through collaborations facilitated by SLB.

The Lukas Centre not only enriches UTP's academic programs and research activities but also serves as a testament to the dedication of these petroleum companies in pursuing responsible operations. By providing students with hands-on experience and exposure to industry-grade equipment, we continue to support the professional development of aspiring petroleum engineers, thus contributing to the younger generation, the industry and the communities it serves.



# Community Engagement

## Partnering with Indigenous Communities

In serving as a positive partner for Indigenous communities, IPC is guided by the principles of the United Nations Declaration on the Rights of Indigenous Peoples and free, prior, and informed consent (FPIC), which ensures our actions align with both the letter and the spirit of the law, and most importantly, with the wishes of the people. Our projects are thoughtfully designed to enhance and preserve the cultural identity and historical significance of these communities, while simultaneously supporting their growth and sustainability. By engaging in open and meaningful conversations, we aim to forge long-lasting partnerships rooted in mutual respect and a shared vision for the future.

## Showcasing Success at Onion Lake

IPC maintains a longstanding and collaborative relationship with Onion Lake Cree Nation (OLCN), stretching back to pre-2010. This longstanding partnership has been reinforced by strong relationships and ongoing engagement mechanisms, both on the economic and consultation fronts. As we operate directly on OLCN lands, our presence is deeply embedded in their community. The Onion Lake thermal project is the first thermal project to be operated on Indigenous lands in Canada, and in 2023, the project reached payout. With the initial capital investment having been recovered and payout reached, this milestone triggers the opportunity for the OLCN to increase their royalty position in the Onion Lake Thermal project. We believe this provides a great example for future arrangements with First Nations communities, demonstrating the opportunity for all parties to participate in the economic impact of significant projects.

## Truth and Reconciliation

Continuing its commitment to Truth and Reconciliation, IPC hosted an internal event, “Truth and Reconciliation – Continuing the Conversation,” building on the momentum from its inaugural session last year. The event featured guest speaker Jeremy Thompson, whose diverse background in technology, energy, telecommunications, politics, and professional hockey provided a unique perspective on growing up in Canada with close family members who are residential school survivors. As the leader of Eagle Spirit Business Development, Jeremy’s expertise in Indigenous relations and business development proved invaluable. With a personal connection to Indigenous communities as a member of the Okanagan Indian Band, Jeremy shared his experiences and insights, emphasizing the importance of storytelling, healing, and the pathway towards reconciliation. Through his leadership and advocacy, Jeremy inspires hope for future generations and works towards rebuilding communities.



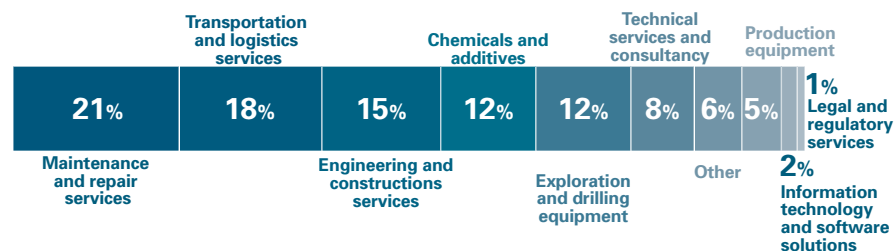
# Community Engagement

## Human Rights

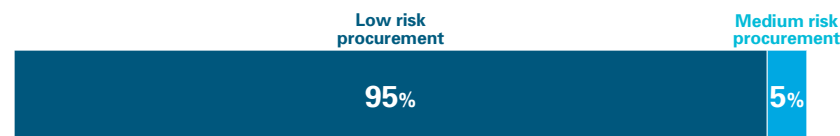
IPC is firmly committed to upholding human rights principles, guided by the UN Principles on Business & Human Rights and the UN Global Compact, ensuring the safety and well-being of employees, contractors, and the broader public. This commitment is reflected in our Diversity & Inclusion Policy, along with our Anti-harassment and Non-discrimination Policies, which are integral components of our overarching human rights framework. Furthermore, with our public disclosures and alignment with well-recognized standards, IPC is taking concrete steps towards enhancing transparency and accountability, aligning with our greater commitment to ethical conduct.

To assess IPC's exposure to modern slavery risks in our supply chain we conducted an assessment of our top 100 suppliers. The large majority of our procurement takes place in the countries we operate in, with 99 percent of our top suppliers being national suppliers either in Canada, France or Malaysia. For more information, see IPC's Modern Slavery Act report on the Company's website.

## Supplier of Goods and Services 2023



## Regional Risk Exposure of IPC Top 100 Suppliers 2023



# Community Engagement

## Playing for the Future

IPC staff members again showed their unwavering commitment to community support by participating in the Gordie Howe CARES Foundation charity hockey tournament in 2023. This annual event is dedicated to raising funds for Alzheimer's and Dementia Care, benefiting the crucial initiatives of the Gordie Howe Center for Alzheimer's Research and Education Society. United in their efforts, the IPC team made a significant contribution at the tournament, supported by a corporate donation from IPC itself. These funds play a critical role in ensuring that caregivers are adequately supported, and individuals affected by Alzheimer's and related dementias and their families get the support they need.

Following are other organizations we proudly supported in 2023:

## Canadian Mental Health Association, Alberta Southeast Region, Canada

- Enhances community well-being by providing essential mental health resources and advocacy for those in need.

## Milk River Fire Department, Canada

- Ensures vital emergency response capabilities and safety for the local community.

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

- Supporting mental health programs which service the southeastern Alberta community, as well as the Lloydminster and surrounding communities.
- In 2023, IPC's funding contributed to over 100 hours of specialized counselling for children going through divorce, 12 months of grief groups, and 11 children helped deal with or flee domestic violence.
- Together, 3,250 individual mental health interventions and 1,275 families were helped by IPC Canada's partnership with United Way.

## Chestermere Women's Crisis Society, Canada

- Empowers efforts to provide safe havens and essential support services for women in crisis.

## Onion Lake Group of Companies, Canada

- Stimulates economic development and fosters entrepreneurship within the Indigenous community.



# Community Engagement

## The PREP Program, Canada

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

## The Root Cellar Food & Wellness Hub, Canada

- Provides food assistance and resources to individuals and families facing hardship and plays a critical role in tackling hunger and food insecurity within the Medicine Hat community.

## Association for Assistance to the Mental Health of Children and Adolescents, France

- Promotes initiatives that contribute to the development of psychological health in children and adolescents.

## R.A.N.C.H. Sport Health Association, France

- Fighting against sedentarism, inactivity and associated ailments (back pain, overweight, obesity, cardiovascular problems, other physical conditions dangerous to one's health) as well as providing more care and support to the population in terms of re-education.

## Montmirail Fire and Rescue Center, France

- Coming to the aid of the local population over 450 times a year for assistance in emergency situations.

## Rigs-to-Reefs, Malaysia

- Supports education and revitalization of lost marine ecosystems by converting rigs to artificial reef systems that support marine diversity from which local communities rely upon. See case study on page 39.

## Other community initiatives or charitable events IPC supported:

Ducks Unlimited Medicine Hat Chapter; Warner Curling Rink; HALO Air Ambulance; Sakaskohe High School Career Fair in Onion Lake; Cycling Without Age Canada chapter in Medicine Hat; Dunmore Equestrian Centre; Brooks Gymnastics Club; Buffalo Rodeo Daze; Providence Schools; and Troy Loney Charity Golf Classic.





# Climate Action

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

## Prioritizing Emissions Management

At IPC, we recognize the need to address climate change and mitigate our carbon footprint. Since 2020, we have been working towards the goal of reducing our Scope 1 net emissions intensity by 50% within the next five years. In early 2023, IPC reaffirmed this commitment to extend the target of 20 kg CO<sub>2</sub>/boe through 2028. This decision underscores our commitment to climate action, even as we advance with the Blackrod development project and integrate new Suffield area assets into our portfolio.

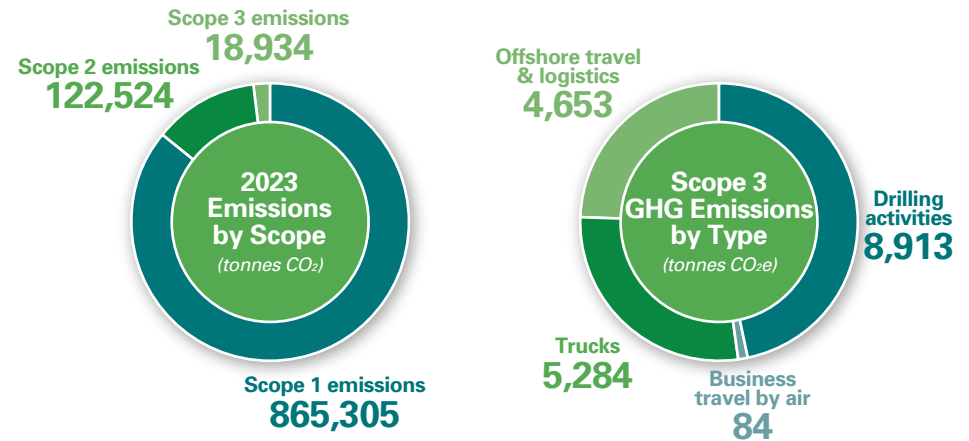
In our project planning process, we consider potential CO<sub>2</sub> emission reductions that not only meet operational and safety standards, but also contribute to lowering our carbon tax burden. Leveraging learnings from our Onion Lake Thermal project, we are looking to further advance our operational strategies at Blackrod. These enhancements focus on adaptive learning and process improvements that directly impact our emissions levels through more efficient production management.

While certain Canadian assets show potential for integrating renewable energy, navigating regulatory uncertainty poses a significant challenge. Notably, the Alberta Utilities Commission imposed a moratorium on new renewable projects in 2023. Adverse weather conditions and the need to maintain reliable loads to meet operational demands further complicate the transition to renewable energy. Furthermore, the extended payout period typical of most renewable energy projects often diminish investment viability.

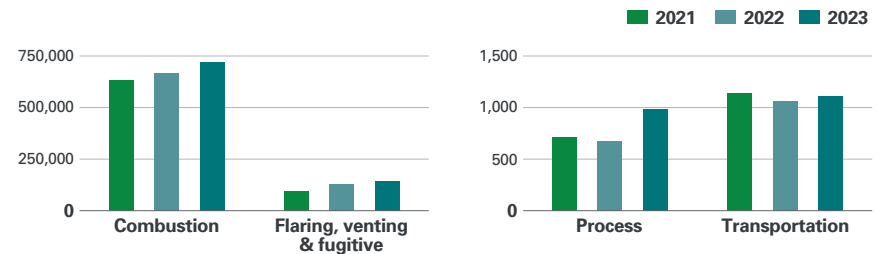
The integration of carbon tax considerations into IPC Canada’s climate strategy aligns economic planning with environmental objectives. This represents a important consideration in our decision-making process, encouraging the adoption of technologies and processes that enhance energy efficiency and seek to reduce emissions.

## Reducing Scope 1, 2 & 3 GHG Emissions

In 2023, IPC recorded Scope 1, Scope 2, and Scope 3 emissions of 865,305, 122,524 and 18,934 tonnes of CO<sub>2</sub>e, respectively. Although gross carbon emissions are expected to increase over the coming years due to our production profile, we are progressing to work towards our emissions intensity reduction target of reducing our Scope 1 net emissions intensity by 50% from a 2019 baseline, to be achieved by 2025. Emissions intensity is the ratio between oil and gas production and the associated carbon emissions, and net emissions intensity reflects gross emissions less operational emission reductions and carbon offsets. IPC is on track to meet our target through a combination of efforts to reduce operational emissions and engagement in carbon offsetting, while also investigating potential longer-term and more significant projects, such as Carbon Capture and Storage (CCS).



## 2023 Scope 1 Emissions by Source (tonnes CO<sub>2</sub>e)





# Climate Action

## Opportunities to Reduce Operational Emissions

IPC remains committed to focusing on both immediate and long-term environmental impacts. We regularly evaluate the latest technology and regulatory requirements, making needed adjustments to ensure our operations remain highly efficient. IPC has outlined four key strategies for managing carbon emissions across our operations and identifying opportunities to reduce GHG emissions:

<b>1. OPERATIONAL STRATEGIES</b>	<b>2. SMALLER PROJECTS</b>
<ul style="list-style-type: none"> <li>• Efficient compressors and advanced process controls</li> <li>• Use of off-grid electricity</li> <li>• Methane detection with drone technology</li> <li>• Exhaust gas waste heat treater</li> </ul>	<ul style="list-style-type: none"> <li>• Waste heat recovery and methane reduction</li> <li>• Combustors and air-fuel ratio controls</li> <li>• Solar chemical pumps at Ferguson</li> <li>• Electrification projects at Onion Lake</li> </ul>
<b>3. LARGE SCALE PROJECTS</b>	<b>4. OFFSETS AND CREDITS</b>
<ul style="list-style-type: none"> <li>• CCS exploration at Blackrod and Onion Lake, Canada</li> <li>• Strategic CCS zones in France</li> </ul>	<ul style="list-style-type: none"> <li>• Carbon credit strategies for the voluntary and regulatory carbon markets</li> </ul>

### 1) Operational Strategies

The manner in which assets are operated can significantly impact emissions intensity. IPC implements strategies such as using more off-grid electricity and deploying efficient compressors and engines as well as advanced process monitoring and controls. At our Suffield area, rather than utilizing a heated treater, we have deployed an exhaust gas waste heat treater to help reduce fuel gas consumption. All of these smaller improvements accumulate to drive improved efficiencies across the entire cycle, reducing the use of fuel gas and helping to lower emissions.

### Drones for Methane Detection

Recent technological advancements have significantly enhanced environmental monitoring practices. A prime example of this is the use of drones equipped with a specialized sensor, which have emerged as a notable innovation for methane detection. IPC integrates drone technology as a central component of our leak detection and quantification strategy. These drones conduct aerial surveys of IPC's infrastructure, including well pads and storage facilities, following predefined routes. Unlike traditional methods, these drones do not use cameras but rather rely on the spectrometer sensor to detect and quantify methane emissions accurately at the site level.

The data collected is processed through specialized analytical engines, providing precise measurements of emission rates. This detailed information allows us to prioritize repairs and optimize planning effectively. By adopting this innovative technology, IPC not only minimizes environmental impact but also ensures regulatory compliance while enhancing operational efficiency, reaffirming our commitment to responsible environmental stewardship.

### 2) Smaller Scale Projects

IPC's emissions reduction strategy encompasses a range of initiatives, from major projects to smaller-scale endeavors that leverage innovative technologies. For instance, waste heat recovery aims to lower energy intensity, offering favorable economics and ease of implementation. Additionally, an electrification project at our Onion Lake site shifts emissions from Scope 1 to Scope 2 for heat trace purposes. IPC is also actively involved in methane reduction efforts, utilizing air-fuel ratio control systems and slipstream projects on compressors.

Furthermore, IPC takes proactive steps to address methane emissions by installing combustors at our Onion Lake Primary facilities, effectively reducing methane release into the atmosphere. Moreover, solar chemical pumps have been deployed at our Ferguson asset, delivering chemicals with precision and reliability while eliminating hydrocarbon vapors.

### 3) Large Scale - Advancing Carbon Capture and Storage

Positioning ourselves as fast followers, our initial steps to embrace opportunities like CCS are integral to IPC's overarching strategy for enhancing our emissions profile. This reaffirms our commitment to environmental stewardship, harmonizing with worldwide endeavors to promote sustainable energy practices.



# Climate Action

We have undertaken several surface facility studies and subsurface development initiatives to deepen our understanding and operational readiness for CCS, recognizing its increasing importance and impact for the future. Taking a measured and careful approach acknowledges the significant costs and regulatory risks associated with the technology.

## Scaling CCS with Canadian Expansion

In Canada, IPC is exploring the potential for CCS at Blackrod and the Onion Lake thermal sites. While we are in the preliminary stages of potential CCS projects focusing on large-scale storage solutions, the Onion Lake asset may have from local access to core storage space. While smaller-scale CCS projects in alternative areas remain viable options, IPC continues to review the most impactful opportunities for the Company.

Our Canadian CCS strategy initially revolves around potentially capturing and reinjecting our own CO<sub>2</sub> emissions directly at site. We continue to explore technologies such as amine-based capture solutions, which are currently used in 90% of commercial CCS efforts. However, the scale and pace of these projects are influenced by regulatory uncertainties and substantial financial

commitments. Despite the challenges, such as the need for continued studies and pre-FEED work to support commercial terms, we continue to evolve our CCS strategy.

## Establishing CCS in Strategic Industrial Zones in France

Due to the relatively modest emissions from IPC's French operations, the Company's approach to CCS differs significantly in France. Here, the focus is on leveraging our reservoir, infrastructure and competency in connection with France's Nationally Determined Contribution (NDC) of reducing GHG emissions.

The carbon captured at large third party industrial sites would be injected into underground reservoirs possessing optimal characteristics for CCS. Furthermore, the French project utilizes existing infrastructure, such as repurposed pipelines from a decommissioned refinery, to transport captured CO<sub>2</sub> to injection sites. This innovative reuse of infrastructure not only minimizes costs but will also accelerate the operational timeline of such CCS project.

In France, the government is currently in the preliminary stages of planning its CCS framework and regulatory environment, implementing the EU CCS Directive, similar to the early days of CCS projects in Canada. IPC's operational assets in France have been identified as a strategic area for CCS by the French government, which has opened the door to our participation in the development of their strategic planning. This recognition comes as part of a broader initiative to fund pilot CCS projects across key identified areas.



# Climate Action

## 4) Expanding Our Commitment to Compensation: New Carbon Offset Projects in 2023

In our ongoing efforts to offset CO<sub>2</sub> emissions, we have actively pursued alignment of our operations with principles of sustainability. Our journey commenced with support for renewable energy projects and initiatives addressing safe drinking water and clean cookstoves. Over time, we have deepened our commitment by partnering with First Climate on a range of projects aimed at expanding our impact. In 2023, we have compensated 45% of our Scope 1 emissions through the retirement of purchased carbon offsets.

Building upon the efforts of previous years, we are pleased to announce our support of two new carbon offset projects in 2023. These projects generate high quality carbon credits while contributing to the Sustainable Development Goals (SDGs). IPC's contributions to the Orosi wind farm in Costa Rica, and also the Oaxaca wind farm in Mexico, signify our commitment to supporting renewable energy development.

### Orosi Wind Farm, Costa Rica

Costa Rica has emerged as a leader in sustainable practices, however, diversifying its energy mix remains a priority. The Orosi wind farm, situated in Guanacaste Province, harnesses the abundant wind resources of Central America. With 25 wind turbines generating a total capacity of 50 MW, the project contributes over 226,200 MWh of clean electricity annually to the national grid. By reducing reliance on hydropower, particularly during dry seasons, this initiative aids in stabilizing the energy supply while mitigating GHG emissions.

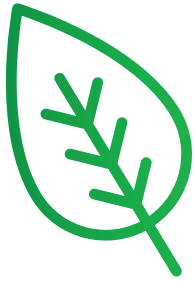
Aside from its environmental benefits, the Orosi Wind Farm fosters local economic development. The construction and operation of the wind turbines create numerous job opportunities, both temporary and permanent. Moreover, the project supports infrastructure improvements, including local access roads and grid connections, enhancing the region's socio-economic landscape.

### Oaxaca Wind Farm, Mexico

Mexico faces the dual challenge of meeting rising energy demands while reducing carbon intensity in its electricity sector. Situated in the wind-rich region of Oaxaca, this project features 68 wind turbines with a combined capacity of 102 MW. Over its anticipated 20-year operational lifespan, the project is projected to produce 422,000 MWh annually, significantly contributing to Mexico's renewable energy goals.

By displacing fossil fuel-generated electricity, the Oaxaca project aids in mitigating carbon emissions and advancing Mexico's transition to a cleaner energy future. Furthermore, it creates local employment opportunities and stimulates economic growth in the La Venta municipality.





# Environmental Stewardship

*IPC is committed to responsibly managing the environmental legacy of our operations by focusing on the conservation of land and local ecosystems. Responsible land use, active monitoring and habitat restoration are employed to support biodiversity and ecological preservation.*

Using best practices and innovative approaches to minimize impacts, we seek to meet or exceed regulations and industry benchmarks related to land reclamation, risk and incident management, preserving biodiversity, and efficiently managing water and waste. Understanding our environmental impacts is critical to mitigation at IPC. We leverage baseline studies and environmental assessments to consistently improve the understanding and awareness of our operating environments. These considerations inform all phases of project planning, development, operations, and restoration. New technologies, such as the horizontal drilling deployed in France, help the Company to minimize our footprint while improving our ability to monitor, manage, and rehabilitate our lands.

With our continued sustainability evolution, IPC plans to conduct a gap assessment to assess the required steps for alignment with the Taskforce on Nature-related Financial Disclosures (“TNFD”)

framework. The unique viewpoint taken by the TNFD introduces a double materiality approach which considers a company’s impact on the environment and biodiversity, as well as the risks and opportunities that nature presents for a company’s operations.

## **Land Reclamation and Asset Retirement Obligations**

Since 2019, IPC has participated in various provincial voluntary asset retirement initiatives in Canada, such as Alberta’s Area Based Closure program and Saskatchewan’s Accelerated Site Closure Program, achieving and often exceeding our annual financial commitment targets for site closures. In 2023, IPC continued to advance our abandonment and reclamation efforts, with 254 wells successfully abandoned, and reclamation work completed on 426 well sites across western Canada. These reclamation activities encompassed various aspects, including environmental assessments, soil restoration, re-vegetation, and the application for reclamation certificates. We are pleased that IPC obtained reclamation certification status for 14 well sites in 2023, with these sites being restored to their natural state. For more in-depth information on IPC’s ARO obligations and our approach, please visit our website.

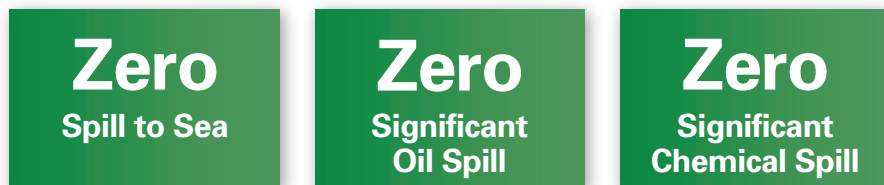


# Environmental Stewardship

## Risk & Incident Management

Each operating area within IPC maintains specific Emergency Response Plans (ERP) optimizing the capabilities and equipment best suited to that particular operating environment and associated risks. The ERP serves as a guide in the event of an incident, including rapid actions to mitigate and minimize environmental and human risks. We also provide regular training and simulated emergency exercises to ensure preparedness should an incident occur.

Our ERPs equip IPC to manage spills and accelerate containment and remediation work. Upon detection of a spill, we immediately focus on minimizing environmental impact, and aim for the complete recovery of released substances to protect the surrounding land, its biodiversity, and local communities. Every incident is scrutinized to identify underlying causes, to record and share learned lessons, and to update processes or procedures that could prevent subsequent incidents. IPC maintains a current membership with Oil Spill Response Limited (OSRL), a global cooperative that responds to oil spills worldwide, by providing preparedness, response, and intervention services, complementing regional response organizations we are affiliated with and our internal contingency planning and training programs. Our ever-evolving programs and initiatives ensure our readiness for intervention and enable us to engage external expertise immediately, supporting our response effectiveness for incidents beyond our internal capacity.



## Water Management

IPC recognizes the critical importance of water as a universally vital and limited resource, driving our commitment to its responsible use. We actively oversee water use practices and regulate wastewater discharge while continuously collaborating with local stakeholders to remain a responsible partner in area water management.

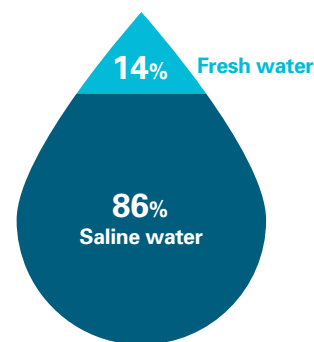
Our water strategy outlines key guidelines to help us use water more efficiently and manage it safely in our operations. These guidelines cover the following important areas:

- **Sourcing:** We observe local regulations and seek informed consent when sourcing water. As a dedicated partner in water conservation, we maintain transparent communication and actively involve local communities as we develop and advance our water management strategies.
- **Protecting Water Bodies:** IPC respects the ecological, social, cultural, and economic significance of water, and we take extra care when operating in areas with potential water stress, and remain focused on preserving and protecting the resource.

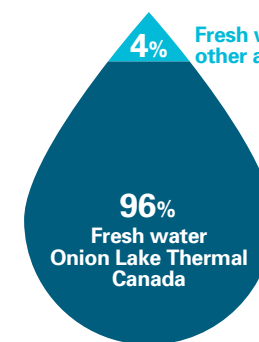
- **Withdrawal, Recycling, and Discharges:** By implementing water reuse and recycling programs, IPC strives to decrease our dependence on natural water sources. We seek ways to improve water conservation and recycling efforts in consideration of the overall environmental impact and related expenses.

Aligned with our commitment to environmental stewardship, IPC restricts the release of processed water into the ocean at its coastal operations in Malaysia, maintaining an oil concentration level of 15 parts per million (ppm), which falls well within the regulatory threshold of 40 ppm.

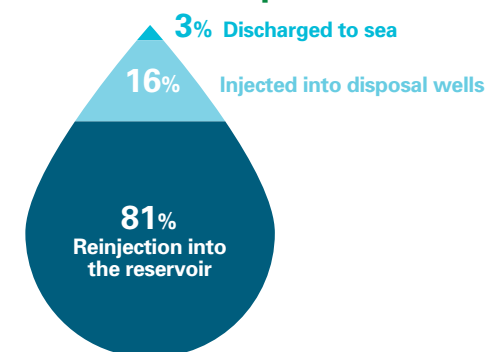
## Water withdrawal by water type



## Fresh water withdrawal for operational needs



## Produced water disposal



# Environmental Stewardship

## Waste Management

At IPC, our commitment to reducing waste and adopting circular economy principles where possible is central to our operations. We are dedicated to addressing waste reduction and enhancing management of waste by constantly improving our practices. Our approach guided by the principles of “reduce, reuse, and recycle” or the “3R” strategy, which is integral to our waste management plans across all sites, ensuring that waste is properly managed, separated, and reused, or disposed of safely in line with local regulations.

Our environmental policies incorporate strategies aimed at waste minimization, reflecting our commitment to reduce the potential environmental and health impacts associated with waste from our operations. We diligently track and manage all waste from production through disposal, identifying and monitoring hazards to mitigating risks related to waste handling and transport. This approach enables IPC to reduce the amount of waste generated, minimize our environmental footprint, and protect the health of both people and the environment.

## Milk River Watershed Environmental Stewardship Award

In Canada, IPC was honored to receive the prestigious Milk River Watershed Environmental Stewardship Award in March of 2023. This award is given on an annual basis in recognition of a company or organization that demonstrates outstanding environmental and conservation efforts which sustain, protect, and enhance the environment within the Milk River watershed.

This recognition underscores IPC’s commitment to environmental stewardship and community partnership. By collaborating closely with local landowners and integrating environmental considerations into our project planning, we have successfully examined ways of mitigating risks to the natural environment. Through rigorous environmental assessments, continuous monitoring, rehabilitation efforts, and the implementation of innovative technologies, IPC strives for responsible resource and facility management. This award speaks to our dedication to sustainable practices, emphasizing the importance of stakeholder involvement and collective action in safeguarding the environment for future generations.

1  
Environmental  
Award



# Environmental Stewardship

## Preserving the Marine Environment

### Continued success of our partnership for coral restoration

In response to the global decline of coral reefs due to various natural and anthropogenic disturbances, IPC began a partnership in 2020 with the Universiti Malaysia Terengganu (UMT) Oceanography Institute to launch a coral reef conservation and restoration program in the waters offshore Malaysia. This initiative aimed to counteract the damage caused by natural disasters and human activities by restoring lost reefs in select sites around Pulau Bidong and Pulau Kapas, Terengganu.

The plan has included site selection for a coral nursery (to cultivate the coral for transplanting), artificial structure design, coral fragment selection, nubbins maintenance and continuous monitoring of the nursery site. Over the three years that this partnership has endured, UMT scientists have monitored the spawning events, capturing remarkable footage of the coral growth and recovery, and showcasing nature's resilience when provided with the necessary assistance.

Aside from research and coral replanting, IPC supports the university's efforts to engage with local communities, raising awareness and promoting stewardship of coral reefs. Following the success of the three-year partnership between UMT and IPC, a new partnership agreement was signed in 2023 for an additional three-year period.

### From rigs to reefs for marine ecosystems regeneration

Further to this initiative, IPC has begun exploring opportunities for leveraging its existing operations in Malaysia to participate in the Rigs-to-Reefs (R2R) initiative, which offers an environmentally friendly alternative to reusing offshore structures as artificial reefs.

In 2022, IPC performed a structure repair to its well-head platform jacket leg. The repair involves installing a grouted clamp; to test the clamp fitness, a replica of the jacket's leg was built, it is known as 'node model'. Going with the Rigs-To-Reefs initiative; upon completion of work, the node model was converted to an artificial reef. It was successfully deployed in December 2023. Post installation survey was performed in March 2024 and an abundance of marine life has been observed, attached to and growing on the structure.

Moving forward, IPC and UMT remain dedicated to fostering communication and engagement with surrounding communities and other stakeholders, including marine parks, commercial divers, fishermen, and school students; all efforts which aim to build a more inclusive and sustainable approach to coral reef restoration and conservation. Together, this partnership will continue to work towards a future where coral reefs thrive, supporting both marine ecosystems and local livelihoods.



**200**  
New poles for nubbins foundation



# Sustainability Data<sup>1</sup>

ENVIRONMENT <sup>2</sup>	2020	2021	2022	2023
<b>Unplanned releases to sea or land<sup>3</sup></b>				
<b>Oil spills</b>				
Number	1	1	1	0
Volume from spills (m <sup>3</sup> )	30	42	35	0
<b>Produced water spills<sup>4</sup></b>				
Number	2	0	2	1
Volume from spills (m <sup>3</sup> )	480	0	65	2,600
<b>Chemical spills</b>				
Number	0	0	0	0
Volume from spills (m <sup>3</sup> )	0	0	0	0
<b>Water</b>				
<b>Water withdrawal</b>				
Surface water				
Municipal water	-	-	19,845	14,855
Fresh surface water (m <sup>3</sup> )	2,162,908	2,550,376	2,772,134	2,894,771
Saline surface water (m <sup>3</sup> )	16,426,090	16,297,494	16,423,000	16,167,106
Ground water				
Fresh ground water (m <sup>3</sup> )	103,253	92,951	92,166	74,344
Saline ground water (m <sup>3</sup> )	708,095	1,128,534	1,348,652	1,173,366
Total water withdrawal (m <sup>3</sup> )	19,400,345	20,069,354	20,655,797	20,324,442
Water intensity (m <sup>3</sup> /boe)	-	-	1.13	1.08
Withdrawal from areas with high water stress (m <sup>3</sup> ) <sup>5</sup>	0	0	0	0
Volume of water recycling (m <sup>3</sup> )	568,435	836,243	795,097	745,350
Volume of produced water (m <sup>3</sup> ) <sup>6</sup>	19,121,010	24,951,397	27,299,965	39,460,048
<b>Fresh water consumption</b>				
Fresh water withdrawal (excl. saltwater)	-	-	-	2,969,115
<b>Disposal of produced water</b>				
Produced water reinjected into the reservoir (m <sup>3</sup> )	14,640,500	20,475,310	22,102,091	32,202,341
Produced water injected into disposal wells (m <sup>3</sup> )	3,284,846	3,797,342	4,387,230	7,697,187
Produced water discharged to sea (m <sup>3</sup> ) <sup>7</sup>	716,168	721,722	897,486	1,225,574
Produced water discharged to surface water (m <sup>3</sup> )	0	0	0	0
<b>Waste</b>				
<b>Drilling waste<sup>8</sup></b>				
Drill cuttings (t)	961	1,356	6,144	897
Sent to approved landfills (t)	251	317	5,251	0
Drill cuttings encapsulated at the well site (t)	70	0	0	0
Drill cuttings sent to other type of disposal (t)	640	1,039	0	897
Oil-based drilling fluid (t)	735	0	11	30
Sent to off-site processing (t)	735	0	11	30

ENVIRONMENT	2020	2021	2022	2023
Water-based drilling fluid (t)	5,486	1,304	8,692	4,209
Other waste generated during drilling (t)	318	184	1,255	239
Sent to off-site processing (t)	22	0	10	37
<b>Hazardous waste generated (t)</b>	1,921	12,585	11,394	9,022
Hazardous waste recycled / reused	258	13	129	73
Hazardous waste disposed:	1663	12573	11,265	8,949
Hazardous Waste landfilled	1,402	12,500	11,133	8,841
Hazardous Waste incinerated with energy recovery	255	72	132	106
Hazardous Waste incinerated without energy recovery	2	0	0	0
Hazardous Waste sent to other type of disposal	4	0	0.2	1.8
Hazardous Waste with unknown disposal method	0	0	0	0
<b>Non-hazardous waste generated (t)<sup>8</sup></b>	21,708	36,784	4,481	4,404
Total Non-hazardous waste recycled / reused	288	2,673	1,109	931
Total Non-hazardous waste disposed :	21,420	34,111	3,372	3,474
Waste landfilled	21,420	34,095	3,372	3,474
Non-Hazardous Waste incinerated with energy recovery	0	9	0	0
Non-Hazardous Waste incinerated without energy recovery	0	8	0	0
Non-Hazardous Waste sent to other type of disposal	0	0	0	0
Non-Hazardous Waste with unknown disposal method	0	0	0	0
<b>GHG emissions<sup>9</sup></b>				
Emission intensity (kg CO <sub>2</sub> e/boe) <sup>10</sup>	38.87	42.13	43.43	46.11
Net emission intensity (kg CO <sub>2</sub> e/boe)	33	28	25	24
<b>Scope 1 GHG emissions (t CO<sub>2</sub>e)<sup>11</sup></b>	678,512	730,512	796,081	865,305
Scope 1 emissions by type of gas				
Carbon dioxide emissions (CO <sub>2</sub> )	596,783	549,587	590,004	724,793
Methane emissions (CH <sub>4</sub> )	2,878	3,269	2,329	2,700
Nitrous oxide emissions (N <sub>2</sub> O)	33	39	38	39
Scope 1 emissions by main emission sources				
Combustion (t CO <sub>2</sub> e)	563,543	632,806	667,725	719,510
Flaring, venting and fugitive (t CO <sub>2</sub> e)	55,875	95,851	126,615	143,705
Process (t CO <sub>2</sub> e)	1,231	717	678	983
Transportation (t CO <sub>2</sub> e)	879	1,138	1,063	1,108
Scope 1 emissions by country of operations				
Canada	-	-	-	815,753
Malaysia	-	-	-	30,995
France	-	-	-	18,558
<b>Scope 2 GHG emissions (t CO<sub>2</sub>e)<sup>12</sup></b>	104,958	127,077	119,343	122,524



# Sustainability Data

ENVIRONMENT	2020	2021	2022	2023
<b>Scope 3 GHG emissions</b>				
Business travel by air (t CO <sub>2</sub> e) <sup>13</sup>	38	14	64	84
Offshore travel and logistics (t CO <sub>2</sub> e)	4,612	4,349	4,679	4,653
Sales trucking (t CO <sub>2</sub> e)	3,112	4,970	5,853	5,284
Drilling activities (t CO <sub>2</sub> e)	10,082	5,534	17,597	8,913
<b>GHG emissions reduction projects</b>				
Forecasted annual emissions reduction tonnes (CO <sub>2</sub> e)	-	-	18,622	8,493
Total project cost (USD)	-	-	5,024,869	2,263,783
Anticipated annual cost savings (USD)	-	-	1,578,462	1,090,136
<b>Non-GHG emissions</b>				
Direct sulfur oxides (t SO <sub>x</sub> ) emissions	-	-	25	109
Direct nitrogen oxides (t NO <sub>x</sub> ) emissions	-	-	1,216	2,194
Direct volatile organic compounds (t VOCs)	-	-	500	709
<b>Energy</b>				
Energy consumption (KWh) <sup>14</sup>	170,043,658	188,481,384	203,373,967	242,844,195
Renewable sources (%)	-	-	14.3	14.9
Energy intensity (MWh/boe) <sup>15</sup>	0.010	0.011	0.011	0.013
<b>Carbon offset</b>				
Voluntary carbon offsets retired (t CO <sub>2</sub> e) <sup>16</sup>	100,000	215,000	330,000	385,000
Carbon credits earned (t CO <sub>2</sub> e) <sup>17</sup>	35,000	29,532	46,163	22,300
<b>Biodiversity</b>				
<b>IUCN Red List species with habitats in operating areas<sup>18</sup></b>				
Critically endangered	0	0	0	0
Endangered	1	1	1	1
Vulnerable	5	5	5	5
Near threatened	3	3	3	3
<b>National conservation list species with habitats in operating areas<sup>19</sup></b>				
Endangered	9	9	9	9
Threatened	18	18	18	18

SOCIAL <sup>20</sup>	2020	2021	2022	2023
<b>Health and safety<sup>21</sup></b>				
<b>Fatalities</b>				
Employees	0	0	0	0
Contractors	0	0	0	0
Total	0	0	0	0
<b>Lost time incidents</b>				
Employees	1	0	0	0
Contractors	0	1	5	2
Total	1	1	5	2
<b>Restricted work incidents</b>				
Employees	0	1	1	0
Contractors	1	2	3	3
Total	1	3	4	3
<b>Medical treatment incidents</b>				
Employees	0	0	0	0
Contractors	2	1	1	0
Total	2	1	1	0
<b>Lost time incident frequency rate<sup>22</sup></b>				
Employees	-	0.0	0.0	0.0
Contractors	-	1.0	3.6	1.7
Total	0.6	0.6	2.6	1.2
<b>Total recordable incident frequency rate<sup>23</sup></b>				
Employees	-	1.9	1.9	0.0
Contractors	-	3.9	6.5	4.2
Total	2.4	3.2	5.2	2.9
<b>Exposure hours</b>				
Employees (hours)	502,194	529,289	520,379	505,464
Contractors (hours)	1,149,522	1,038,583	1,384,846	1,196,111
Total (hours)	1,651,715	1,567,872	1,905,225	1,701,575
<b>Near misses with high potential<sup>24</sup></b>	2	1	1	2
<b>Process safety - Tier 1 loss of primary containment</b>	-	0	0	0

# Sustainability Data

<b>SOCIAL</b>	2020	2021	2022	2023
<b>Health and safety training &amp; preparedness<sup>25</sup></b>				
Safety awareness	-	-	-	-
Number of orientations / safety inductions	-	-	8,363	8,438
Number of monthly safety meetings	-	-	195	175
Number of planning sessions	-	-	447	497
Total safety awareness sessions	-	-	9,005	9,110
<b>HSE trainings</b>				
Number of Employees trained	-	-	201	198
Number of Contractors trained	-	-	122	131
Total Nb of Employees + Contractors trained	-	-	323	329
<b>Hours of HSE trainings</b>				
Total hours Employees trained	-	-	4,027	4,265
Total hours Contractors trained	-	-	2,528	3,474
Total hours Employees + Contractors trained	-	-	6,555	7,739
Average training hours per Employee	-	-	15	16
Average training hours per Contractor	-	-	14	17
<b>Emergency response exercises</b>				
Number of emergency response exercises	-	-	49	52
<b>Employment</b>				
<b>Employees<sup>26</sup></b>				
Canada	129	127	131	133
Malaysia	62	64	61	66
France	47	46	48	44
Switzerland	20	21	23	28
Total	258	258	263	271
Contractors	159	176	179	201
Total workforce (employees + contractors)	417	434	442	472
Interns	14	11	11	11
<b>New hires</b>				
New hire rates (%)				
Employees	8%	6%	8%	10%
Contractors	23%	9%	14%	14%
Total nb of employee hires	-	16	21	28
Women hires rate	-	63%	24%	32%
Men hires rate	-	38%	76%	68%
<b>New employee hires by age groups (%)</b>				
< 30 years	26%	6%	10%	4%
30-50 years	65%	75%	86%	46%
> 50 years	9%	19%	5%	50%

<b>SOCIAL</b>	2020	2021	2022	2023
Total nb of new employee hires in part time	-	-	-	2
Total nb of new employee hires in full time	-	-	-	26
Average hiring cost in USD	-	-	5,453	12,739
Total of open positions filled by internal candidates	6	0	7	3
Nb of promotions to managerial positions	0	0	0	0
Women promoted rate <sup>27</sup>	33%	0%	0%	100%
Total nb of Contractor hires	-	14	24	26
Women hires rate	-	0%	13%	0%
Men hires rate	-	100%	88%	100%
<b>Departures and turn over</b>				
Total Nb of Employee departure	56	18	19	26
Women rate	-	39%	47%	27%
Men rate	-	61%	53%	73%
<b>Age groups (%)</b>				
< 30 years	-	17%	0%	0%
30-50 years	-	44%	68%	69%
> 50 years	-	39%	32%	31%
Total Nb of departure for retirement	-	3	0	4
Total Nb of voluntary departure (incl retirement)	10	12	19	15
Women rate	-	-	42%	33%
Men rate	-	-	58%	67%
Total Nb of non-voluntary departure	46	3	0	9
Total employee turnover rate (as a % of total employees)	20%	7%	7%	10%
Voluntary turnover rate (incl retirement) (as a % of total employees)	4%	6%	7%	6%
Non-voluntary turnover rate (as a % of total employees)	21%	1%	0%	3%
Total contractor turnover rate expressed as a % of total contractors	40%	3%	8%	5%
<b>Market presence<sup>28</sup></b>				
Regional leadership teams hired locally (%) <sup>29</sup>	-	-	100%	100%
Employees hired locally (%)	-	-	98%	97%
<b>Work location</b>				
Employees				
Office (%)	68%	64%	66%	62%
Field / site (%)	34%	36%	34%	38%
Contractors				
Office (%)	16%	18%	15%	12%
Field / site (%)	84%	82%	85%	88%

# Sustainability Data

<b>SOCIAL</b>	2020	2021	2022	2023
<b>Parental leave</b>				
Employees entitled to parental leave (%)	-	-	100%	100%
Employees that took parental leave	-	-	1	1
Total number of employees due to return to work after parental leave ended	-	-	1	0
Total number of employees that returned to work after parental leave ended	-	-	1	0
Total number of employees retained 12 months after returning from parental leave	-	-	1	1
<b>Diversity</b>				
Women in total employees (%)	29%	31%	29%	30%
Women in total contractors (%)	4%	3%	4%	3%
Women in total interns (%)	29%	55%	45%	27%
Women in all management positions (%) <sup>30</sup>	-	-	23%	29%
Women as heads of department management and regional leadership positions (%)	-	-	32%	39%
Women in junior and middle management positions (%)	-	-	21%	28%
Women in STEM-related positions (%)	-	-	-	21%
Women in senior management (Executive Committee) (%)	17%	17%	17%	17%
Women in the Board of Directors (%)	14%	17%	17%	25%
Employees by age groups (%)				
< 30 years	7%	5%	6%	2%
30-50 years	68%	69%	67%	65%
> 50 years	26%	26%	27%	33%
Senior management (Executive Committee) age groups (%)				
< 30 years	17%	17%	17%	0%
30-50 years	67%	50%	33%	50%
> 50 years	17%	33%	50%	50%
Board of Directors by age groups (%)				
> 50 years	71%	83%	83%	75%
<b>Training and development</b>				
HSE training (total hours)				
Women	-	-	277	141
Men	-	-	3,678	2,870
Leadership Training (total hours)				
Women	-	-	284	64
Men	-	-	1,010	210

<b>SOCIAL</b>	2020	2021	2022	2023
<b>Other Training (total hours)</b>				
Women	-	-	846	1,594
Men	-	-	308	300
<b>Total hours of training &amp; development</b>				
Women	-	-	1,407	1,799
Men	-	-	4,996	3,381
<b>Average hours per FTE of training &amp; development</b>				
Women	-	-	18	22
Men	-	-	27	18
<b>Average amount spent on training (USD)</b>				
Average amount spent on training per total FTE (USD)	-	-	255,993	279,996
<b>FTEs Women</b>	-	-	77	81
<b>FTEs Men</b>	-	-	184	188

<b>GOVERNANCE</b> <sup>31</sup>	2020	2021	2022	2023
<b>Human rights</b>				
<b>Incidents of discrimination</b>				
Number of incidents	1	0	0	0
Number of incidents reviewed and remediation plans implemented	1	0	0	0
<b>Incidents of indigenous rights infringement</b>				
Number of incidents	0	0	0	0
Number of incidents reviewed and remediation plans implemented	0	0	0	0
<b>Anti-corruption</b>				
Number of substantiated corruption & bribery cases ongoing	0	0	0	0
Confirmed incidents of corruption	0	0	0	0
<b>Codes of Conduct</b>				
Number of reported breaches to our codes of conduct <sup>32</sup>	0	0	0	0
<b>IT Security / Cybersecurity Governance</b>				
Number of reported breaches on Information Security	-	-	-	0
<b>Whistleblowing</b>				
<b>Critical concerns</b>				
Number of incidents <sup>33</sup>	1	1	0	2
Number of incidents investigated	1	1	0	2

# Sustainability Data

GOVERNANCE	2020	2021	2022	2023
<b>Compliance</b>				
Disputes associated with operations	0	0	0	0
Legal actions for anti-competitive behavior, antitrust, and monopoly practices	-	-	-	0
Significant fines <sup>34</sup>				
Number	0	0	0	0
Value (USD)	0	0	0	0
Environmental fines <sup>34</sup>				
Number	0	0	0	0
Value (USD)	0	0	0	0
Non-monetary sanctions				
Number	0	0	0	0
Environmental non-monetary sanctions				
Number	0	0	0	0
<b>Local procurement<sup>35</sup></b>				
Total Procurement (USD)	-	- 650,530,281	862,827,443	
Local procurement (USD)	-	- 602,967,022	831,685,664	
Indigenous community procurement (USD)	-	- 11,291,704	10,191,850	
Local procurement spend (%)	-	- 93%	96%	
Indigenous community procurement spend (%)	-	- 2%	1%	
<b>Contributions and partnerships</b>				
Total Contributions to sustainability initiatives	82,000	85,026	162,890	403,000
Community Investment	-	-	32,069	244,275
Donations	-	-	108,380	66,575
Sponsorships	-	-	22,441	92,151
Political contributions, Lobbying (USD)	0	0	0	0
Total Contributions to Trade Associations	-	-	165,924	184,903
Number of Memberships in Trade Associations <sup>36</sup>	9	10	10	10
Largest Contributions to Trade Associations				
Explorers and Producers Association of Canada	-	-	53,763	63,251
Alberta Boilers Safety Association	-	-	38,018	46,734
Union Française des Industries Pétrolières	-	-	28,466	33,524
<b>Payments to governments<sup>37</sup></b>				
Total payments to governments (USD)	41,850,000	76,180,000	154,500,000	155,261,020

In TUSD	Taxes	Royalties	Fees	Bonuses	Production entitlements	Total
Canada	12,648,190	79,497,630	9,751,040	274,160	0	102,171,020
France	31,530,000	4,330,000	0	0	0	35,860,000
Malaysia	520,000	230,000	0	0	16,480,000	17,230,000
	44,698,190	84,057,630	9,751,040	274,160	16,480,000	155,261,020

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

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

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

<sup>4</sup> In 2023, a release of 2'600 m<sup>3</sup> of produced water was caused by a pipe failure. Saline impacted materials were delineated, removed and disposed at a third party facility. The release site is being monitored in 2024 and follow-up work of a vegetation assessment and wetland assessment are planned for summer 2024.

<sup>5</sup> Based on the 2019 national water stress rankings, World Resource Institute.

<sup>6</sup> The increase in produced water compared to previous year relates to expansion through M&A activity in the Suffield area in Canada.

<sup>7</sup> Discharged produced water with a ppm content of 15 ppm, below the 40 ppm regulatory limit.

<sup>8</sup> The material reduction in non-hazardous waste between 2021 and 2022 can be attributed to a decrease in volume of contaminated soil disposal to landfills from releases in 2022 compared to previous years, and other operational efficiencies.

<sup>9</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>10</sup> Emission intensity includes scope 1 CO<sub>2</sub>e emissions.

<sup>11</sup> Scope 1 is accounted for on an operated basis; it accounts for all direct emissions to air from operated assets. 83% of our 2023 total Scope 1 emissions have been independently verified in accordance with the Alberta TIER and Saskatchewan OBPS standards.

<sup>12</sup> Scope 2 is accounted for on an operated basis; it accounts for indirect emissions from electricity consumption.

<sup>13</sup> Business travel emissions include Switzerland.

<sup>14</sup> Energy consumption within the organisation, and includes electricity only.

<sup>15</sup> The ratio is calculated by dividing the absolute energy consumption by the organization-specific metric (the denominator), which is barrels of oil equivalent produced.

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

<sup>17</sup> 2023 generated carbon credits are an estimate. The external validation process for these credits has not been completed at the time of this report, and the timing of this process is beyond the control of the reporting entity. The finalized carbon credits earned for 2023 are expected to be included in the next reporting period.

<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 People data boundary includes Canada, France, Malaysia and Switzerland.

<sup>21</sup> HSE data is based on assets where IPC has operational control, excluding Aquitaine Basin asset where IPC has no operational control. We account for and report on all employee and contractor incidents. No workers have been excluded from this disclosure. For the year 2023, IPC recorded zero severe injury, referring to industry classification of incidents with permanent impairment and recovery time over 180 days (see IOGP).

<sup>22</sup> Lost-time injuries refer to any work-related injury that results in the company employee or third-party contractor employee not being able to return to work the next scheduled work day/shift. Lost-time injuries frequency rate (LTIFR) is the number of lost-time injuries per million hours worked, calculated using the formula: LTIFR=(Number of lost-time injuries) / (Total hours worked in accounting period) x 1'000'000. Note correction in contractor LTIFR for 2022.

# Sustainability Data

<sup>23</sup> Total injuries refer to the total number of recordable injuries (including medical treatment incidents, restricted work incidents, lost time injuries, and fatalities). Total recordable injuries frequency rate (LTIFR) is the number of lost-time injuries per million hours worked, calculated using the formula:  $LTIFR = (\text{Number of lost-time injuries}) / (\text{Total hours worked in accounting period}) \times 1'000'000$ .

<sup>24</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>25</sup> HSE data is based on assets where IPC has operational control, excluding Aquitaine Basin asset where IPC has no operational control.

<sup>26</sup> We account for permanent and fixed term employees by end of year.

<sup>27</sup> Total of women promoted on the total of internal promotions.

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

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

<sup>30</sup> Women in all management positions includes junior and middle management, head of departments, regional leadership teams and senior management.

<sup>31</sup> The Ethics & Governance data boundary includes Canada, France, Malaysia and Switzerland.

<sup>32</sup> We have no cases of breach of code of conduct to report. Disclosure of code of conduct breaches would include the type of breaches, such as privacy, bribery, discrimination, conflicts of interest, money laundering, confidentiality of information.

<sup>33</sup> In 2023, there were two notifications under IPC's whistleblowing procedures: one related to a procurement issue and one related to a human resources issue. Both notifications were investigated in accordance with IPC's procedures and the matters were closed.

<sup>34</sup> We apply a reporting threshold of USD 10,000 starting 2023 to align with external reporting requirements. Previous years' threshold was set at USD 50,000 reflecting the size of our company and qualification of significant monetary sanction.

<sup>35</sup> Local procurement refers to the purchase of goods and services from suppliers within the country of the company's operations.

<sup>36</sup> Explorers and Producers Association of Canada (EPAC), Alberta Boilers Safety Association, Union Française des Industries Pétrolières (UFIP), Western Canadian Spill Services, Mercer (Canada) Limited, Gésip, Palliser Airshed Society, Canadian Heavy Oil Association, MEDEF, Malaysian International Chamber of Commerce & Industry.

<sup>37</sup> The report on payments to governments (ESTMA) with details of payments is available on [www.international-petroleum.com](http://www.international-petroleum.com)

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SECTOR STANDARD REF #	GRI Standard Disclosure	Description	Reference	IPIECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 2: GENERAL DISCLOSURES (2021)</b>							
<b>1. Organizational profile</b>							
	2-1	Organizational Profile	SR 6 / AIF 10				Not applicable - No restatements for FY 2023
	2-2	Entities included in the organization's sustainability reporting	SR 10				
	2-3	Reporting period, frequency and contact point	SR 9, 53				
	2-4	Restatements of information	See Comment				
	2-5	External assurance	SR 25				
	2-6	Activities, value chain and other business relationships	SR 6-8				
	2-7	Employees	SR 41		8.2, 8.5, 10.3		
	2-8	Workers who are not employees	SR 41		8.2, 8.5, 10.3		
<b>2. Governance</b>							
	2-9	Governance structure and composition	SR 16 / AGM 45	GOV-1	5.5, 16.7		<p>IPC reports the executive compensation for top 5 employees</p> <p>Who we are - international-petroleum.com</p> <p>Who we are - international-petroleum.com</p> <p>IPC's remediation procedures encompass a comprehensive approach that involves active engagement with affected parties, thorough investigation of incidents, and the implementation of appropriate corrective actions.</p> <p>IPC has established robust systems and processes that encompass a comprehensive approach to regulatory adherence. We closely monitor and stay abreast of applicable laws, regulations, and industry standards that govern our operations. IPC actively engages with and supports various membership associations that are relevant to our business and contribute to our sustainability goals.</p> <p>IPC is committed to upholding the rights of our employees to engage in collective bargaining and to ensuring that their voices are heard and respected.</p>
	2-10	Nomination and selection of the highest governance body	SR 16 / AGM 54	GOV-1	5.5, 16.7		
	2-11	Chair of the highest governance body	SR 2 / AGM 9	GOV-1	16.6		
	2-12	Role of the highest governance body in overseeing the management of impacts	SR 16 / AGM 45	GOV-2, SOC-13	16.7		
	2-13	Delegation of responsibility for managing impacts	SR 16 / AGM 45	GOV-1			
	2-14	Role of the highest governance body in sustainability reporting	SR 17 / AGM 46	GOV-1			
	2-15	Conflicts of interest	SR 16 / AIF 58 / AGM 18	GOV-2, GOV-3			
	2-16	Communication of critical concerns	SR 16 / AIF 76 / AGM 46	GOV-2, SOC-6			
	2-17	Collective knowledge of the highest governance body	SR 16 / AGM 17	GOV-2			
	2-18	Evaluation of the performance of the highest governance body	SR 13 / AGM 20	GOV-1			
	2-19	Remuneration policies	SR 14, AIF 54, AGM 19				
	2-20	Process to determine remuneration	SR 14, AIF 54, AGM 19		16.7		
	2-21	Annual total compensation ratio	AGM 29				
	2-22	Statement on sustainable development strategy	SR 10				
	2-23	Policy commitments	Website: Who We Are > Governance section		16.3	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	
	2-24	Embedding policy commitments	Website: Who We Are > Governance section				
	2-25	Processes to remediate negative impacts	See Comment				
	2-26	Mechanisms for seeking advice and raising concerns	SR 16, AIF 76, AGM 46	GOV-2, SOC-8	16.3		
	2-27	Compliance with laws and regulations	See Comment		16.3		
	2-28	Membership associations	See Comment				
	2-29	Approach to stakeholder engagement	SR 15, AGM 57		8.8		
	2-30	Collective bargaining agreements	See Comment				

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SECTOR STANDARD REF #	GRI Standard Disclosure	Description	Reference	IPIECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 3: MATERIAL TOPICS (2021)</b>							
	3-1	Process to determine material topics	SR 9, Website: Sustainability > Reporting section				Our Sustainability Approach - international-petroleum.com
	3-2	List of material topics	SR 11 / Website				Our Sustainability Approach - international-petroleum.com
	3-3	Management of material topics	SR 11 / Website				Our Sustainability Approach - international-petroleum.com
<b>GRI 201: ECONOMIC PERFORMANCE (2016)</b>							
11.14.2 & 11.21.2	201-1	Direct economic value generated and distributed	AIF 61 / ESTMA International Petroleum Corporation / ESTMA IPC Canada Ltd.		5.1, 8.1, 8.2, 9.1, 9.4, 9.5		
11.2.2 & 11.21.2	201-2	Financial implications and other risks and opportunities due to climate change	AIF 29-31, 37-45 / TCFD Report 2022	CCE-1, CCE-2	13.1		
11.21.3	201-4	Financial assistance received from government	See Comment	GOV-4			Information Unavailable
<b>GRI 202: MARKET PRESENCE (2016)</b>							
11.11.2 & 11.14.3	202-2	Proportion of senior management hired from the local community	SR 43	SOC-15	8.3		
<b>GRI 203: INDIRECT ECONOMIC IMPACTS (2016)</b>							
11.14.4	203-1	Infrastructure investments and services supported	See Comment		1.2, 5.4, 9.1, 9.4, 11.2		Information Unavailable: IPC does not currently track infrastructure investments and services supported.
11.14.5	203-2	Significant indirect economic impacts	See Comment		1.2, 1.4, 3.8, 8.2, 8.3, 8.5		Information Unavailable: IPC does not currently track significant indirect economic impacts.
<b>GRI 204: PROCUREMENT PRACTICES (2016)</b>							
11.14.6	204-1	Proportion of spending on local suppliers	SR 44	SOC-14	8.3		
<b>GRI 205: ANTI-CORRUPTION (2016)</b>							
11.20.2	205-1	Operations assessed for risks related to corruption	Website: Who We Are > Governance section	GOV-3	16.5	10	IPC has a zero tolerance policy with respect to anti-corruption. UN Global Compact Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery. In line with this principle, IPC has adopted a corporate Anti-corruption Policy that includes elements designed to prevent or detect and remediate potential violations. We plan to report on formal risk assessments on corruption in the coming two years.
11.20.3	205-2	Communication and training about anti-corruption policies and procedures	SR 16, Website: Who We Are > Governance section	GOV-3	16.5	10	IPC is partially meeting standard with regard to communicating anti-corruption policies. In 2023-2024 it is planned that we will roll out a training program.
11.20.4	205-3	Confirmed incidents of corruption and actions taken	SR 43, Website: Who We Are > Governance section	GOV-3	16.5	10	No details provided on corruption cases as no cases were reported.
<b>GRI 206: ANTI-COMPETITIVE BEHAVIOR (2016)</b>							
11.19.2	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	SR 44	GOV-3	16.3		IPC is committed to complying with all applicable laws and regulations governing competition and actively work to prevent any actions that may restrict fair competition or create monopolistic practices. There were no legal actions to report.

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SECTOR STANDARD REF #	GRI Standard Disclosure	Description	Reference	IPIECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 207: TAX (2019)</b>							
11.21.4	207-1	Approach to Tax	SR 18		1.1, 1.3, 10.4, 17.1, 17.3		
11.21.5	207-2	Tax governance, control, and risk management	SR 13		1.1, 1.3, 10.4, 17.1, 17.3		
11.21.6	207-3	Stakeholder engagement and management of concerns related to tax	SR 13	GOV-4	1.1, 1.3, 10.4, 17.1		
11.21.7	207-4	Country-by-country reporting	SR 44				
<b>GRI 302: ENERGY (2016)</b>							
11.1.2	302-1	Energy consumption within the organisation	SR 41	CCE-6	7.2, 8.4, 12.2, 13.1	9	The data provided comprises a singular indicator, specifically the total energy consumption measured in kilowatt-hours (KWh). Information Unavailable: IPC does not currently track energy consumption outside its organization.
11.1.3	302-2	Energy consumption outside of the organization	See Comment	CCE-6	7.2, 8.4, 12.2, 13.1	9	
11.1.4	302-3	Energy intensity	SR Data Table	CCE-6	7.2, 8.4, 12.2, 13.1	9	
<b>GRI 303: WATER AND EFFLUENTS (2018)</b>							
11.6.2	303-1	Interactions with water as a shared resource	SR 37, SR 40	ENV-1, ENV-2	6.1, 6.3, 6.4, 6.6, 12.4	7, 8	
11.6.3	303-2	Management of water discharge-related impacts	SR 29 - 30	ENV-1, ENV-2	6.3	7, 8	
11.6.4	303-3	Water withdrawal	SR 37, SR 40	ENV-1, ENV-2	6.4	7, 8, 9	
11.6.5	303-4	Water discharge	SR 30 & Data Table	ENV-2	6.3	7, 8, 9	
11.6.6	303-5	Water consumption	SR 30 & Data Table	ENV-1	6.4		
<b>GRI 304: BIODIVERSITY (2016)</b>							
11.4.2	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR 36	ENV-3, ENV-4	6.4, 6.6, 14.2, 15.1, 15.5, 15.8	7, 8	
11.4.3	304-2	Significant impacts of activities on biodiversity	SR 28	ENV-3, ENV-4	6.6, 14.2, 15.1, 15.5, 15.8	7, 8	
11.4.4	304-3	Habitats protected or restored	SR 28 - 29	ENV-3, ENV-4	6.6, 14.2, 15.1, 15.5	7, 8	
11.4.5	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR 41	ENV-3	6.6, 14.2, 15.1, 15.6	7, 8	
<b>GRI 305: EMISSIONS (2016)</b>							
11.1.5	305-1	Direct (scope 1) GHG emissions	SR 32-22, SR 40-41	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.2	7, 8, 9	
11.1.6	305-2	Energy indirect (scope 2) GHG emissions	SR 25 & Data Table	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.3	7, 8, 9	
11.1.7	305-3	Other indirect (scope 3) GHG emissions	SR 25 & Data Table	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.4	7, 8, 9	
11.1.8	305-4	GHG emissions intensity	SR 26 & Data Table	CCE-3, CCE-4, CCE-5	13.1, 14.3, 15.2		
11.2.3	305-5	Reduction of GHG emissions	SR 25 - 26 & Data Table	CCE-3, CCE-4, CCE-5	9.4, 13.1, 14.3, 15.2	9	
11.3.2	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	SR 41	ENV-5	3.9, 14.3, 15.7		



# Framework Index

SECTOR STANDARD REF #	GRI Standard Disclosure	Description	Reference	IPIECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 306: WASTE (2020)</b>							
11.5.2	306-1	Waste generation and significant waste-related impacts	SR 38	ENV-7	3.9, 6.3, 6.4, 6.6, 12.4, 12.5, 14.1, 15.1	7, 8	
11.5.3	306-2	Management of significant waste-related impacts	SR 30	ENV-7	3.9, 6.3, 12.4, 12.5	7, 8	
11.5.4	306-3	Waste generated	SR 38, SR 40	ENV-6	3.9, 6.3, 6.6, 12.4, 14.1, 15.1	7, 8, 9	
11.5.5	306-4	Waste diverted from disposal	SR Data Table	ENV-7	3.9, 12.4		
11.5.6	306-5	Waste directed to disposal	SR Data Table		6.6, 14.2, 15.1		
<b>GRI 306: EFFLUENTS &amp; WASTE (2016)</b>							
11.8.2	306-3 (2016)	Significant spills	SR 38, SR 40				
<b>GRI 401: EMPLOYMENT (2016)</b>							
11.10.2	401-1	New employee hires and employee turnover	SR 42		5.1, 8.5, 8.6, 10.3	3, 4, 5, 6	
11.10.3	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 20 - 22		3.2, 5.4		Part-time and full-time employees have the same benefits, though these may vary based on country regulations.
11.10.4 & 11.11.3	401-3	Parental leave	SR 43		5.1, 5.4		Parental leave is provided to all part-time and full-time employees, though these may vary based on country regulations.
<b>GRI 402: LABOR/MANAGEMENT RELATIONS (2016)</b>							
11.7.2 & 11.10.5	402-1	Minimum notice periods regarding operational changes	See Comment		8.8		Information Unavailable: IPC has operations globally and we adhere to the local laws and regulations surrounding the minimum operational changes.
<b>GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)</b>							
<b>1. Management approach disclosures</b>							
11.9.2	403-1	Occupational health and safety management system	SR 23, Website: Who We Are > Governance section	SHS-1, SHS-2	3, 8.8	1	Our Sustainability Approach - international-petroleum.com
11.9.3	403-2	Hazard identification, risk assessment, and incident investigation	SR 23 - 24	SHS-1, SHS-2	8.8	1	
11.9.4	403-3	Occupational health services	SR 18 - 19	SHS-1, SHS-2	8.8	1	
11.9.5	403-4	Worker participation, consultation, and communication on occupational health and safety	SR 23 - 24, SR 42	SHS-1, SHS-2	8.8, 16.7	1	
11.9.6	403-5	Worker training on occupational health and safety	SR Data Table	SHS-1, SHS-2	8.8	1	
11.9.7	403-6	Promotion of worker health	SR 23 - 25	SHS-1, SHS-2	3.3, 3.5, 3.7, 3.8	1	
11.9.8	403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	SR 18 - 20	SHS-1, SHS-2	8.8	1	
11.9.9	403-8	Workers covered by an occupational health and management system	SR 42	SHS-1, SHS-2	8.8	1	IPC does not mandate certification against ISO45001 or other management standards for contractors. However, as part of our contractor selection processes, their systems undergo assessments to determine their suitability against these standards. Our system encompasses all individuals working on behalf of IPC. When working with contractors who operate under their own system, we establish an interface through a bridging approach, ensuring alignment. All IPC employees are subject to our comprehensive HSE Management System.
11.9.10	403-9	Work-related injuries	SR 41	SHS-3	3.6, 3.9, 8.8, 16.1	1	
11.9.11	403-10	Work-related ill health	SR 41	SHS-3	3.6, 3.9, 8.8, 16.1	1	

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SECTOR STANDARD REF #	GRI Standard Disclosure	Description	Reference	IPEECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 404: TRAINING AND EDUCATION (2016)</b>							
11.10.6 & 11.11.4	404-1	Average hours of training per year per employee	SR 43	SOC-7	4.3, 8.2, 8.5		
11.7.3 & 11.10.7	404-2	Programs for upgrading employee skills and transition assistance programs	See Comment	SOC-7	8.2, 8.5		IPC does not have a formal transition assistance program, however transition assistance is available and determined on an individual basis.
<b>GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)</b>							
11.11.5	405-1	Diversity of governance bodies and employees	SR 21, SR 43	SOC-5	5.1, 5.5, 8.5	1, 6	Diversity is reported by gender and age for Board of Directors, Executive Committee, employees, contractors, and interns. Minority data is proprietary and not disclosed. Disabled data depends on local legislation and individual preferences.
11.11.6	405-2	Ratio of basic salary and remuneration	See Comment	SOC-5	5.1, 8.5, 10.3		Information Unavailable
<b>GRI 406: NON DISCRIMINATION (2016)</b>							
11.11.7	406-1	Incidents of discrimination and corrective actions taken	SR 29, SR 43	SOC-5	5.1, 8.8	1, 6	
<b>GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)</b>							
11.13.2	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See Comment		8.8		Information Unavailable
<b>GRI 409: FORCED OR COMPULSORY LABOR (2016)</b>							
11.12.2	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See Comment		8.7		IPC currently does not have a formal policy assessment specifically addressing the operation in regions or the engagement of suppliers that may pose risks related to forced or compulsory labor incidents. However, we have a planned initiative to implement a policy assessment in 2023 to address this concern.
<b>GRI 411: RIGHTS OF INDIGENOUS PEOPLES (2016)</b>							
11.17.2	411-1	Incidents of violations involving rights of indigenous peoples	SR 28	SOC-10	2.3	1, 2	
<b>GRI 413: LOCAL COMMUNITIES (2016)</b>							
11.15.2	413-1	Operations with local community engagement, impact assessments, and development programmes	SR 26 - 31	SOC-9, SOC-12	1.4, 2.3	1, 2	IPC has implemented community feedback mechanisms to effectively receive and address inquiries and grievances from community members. This proactive approach allows IPC to swiftly capture and resolve concerns in a transparent manner.
11.15.3	413-2	Operations with significant actual and potential negative impacts on local communities	SR 21 - 24	SOC-9, SOC-12	1.4, 2.3	1, 2	
<b>GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)</b>							
11.10.8 & 11.12.3	414-1	New suppliers that were screened using social criteria	SR 17		5.2, 8.8, 16.1		IPC utilizes a rigorous supplier screening program. Efforts are underway to improve supplier risk assessment and screening for social criteria.
11.10.9	414-2	Negative social impacts in the supply chain and actions taken	SR 13		5.2, 8.8, 16.1		IPC takes action to address negative social impacts in our supply chain and aims to improve systems and establish formal action plans for timely responses.
<b>GRI 415: PUBLIC POLICY (2016)</b>							
11.22.2	415-1	Political contributions	SR 44	GOV-5	16.5		

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SECTOR STANDARD REF #	GRI Standard Disclosure	Description	Reference	IPIECA	UN SDG	UN Global Compact	Comment / Reason for Omission
<b>GRI 11: ADDITIONAL SECTOR DISCLOSURES (2021)</b>							
11.2.4		Approach to public policy development and lobbying on climate change	TCFD Report				<p>Our Sustainability Approach - international-petroleum.com</p> <p>IPC recognizes that community engagement and effective grievance mechanisms are essential for building trust, resolving conflicts, and fostering mutually beneficial relationships. There were no grievances from local communities identified.</p> <p>IPC recognizes that indigenous peoples often have unique cultural, social, and economic connections to the land and resources, and we are committed to conducting our activities in a manner that respects their rights, traditions, and interests.</p> <p>We adhere to a principle of upholding and integrating all applicable laws and regulations concerning community rights.</p> <p>Not applicable as no security personnel.</p> <p>IPC is continuously working to improve its practices and policies related to contract transparency in alignment with internationally recognized standards and best practices.</p>
11.7.4		Operational site list of closures/rehabilitations	SR 36, Website: Operations section				
11.7.5		Decommissioned structures	AIF 27 - 28, AIF 36				
11.7.6		Financial provisions for closure and rehabilitation	AIF 27 - 28				
11.8.3		Tier 1 and Tier 2 process safety events	SR 41				
11.15.4		Grievances from local communities identified	See Comment				
11.17.3		Operations where indigenous peoples are present or affected by activities of the organization	See Comment				
11.17.4		Involved in a process of seeking free, prior and informed consent (FPIC) from indigenous peoples for any of the organization's activities	See Comment				
11.7.4	410-1	Security personnel trained in human rights policies or procedures	See Comment				
11.7.5		Approach to contract transparency	See Comment				
11.7.6		Organization's beneficial owners	AGM 2				

# Reader Advisory

## Forward-looking statements

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

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

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

Although IPC believes that the expectations and assumptions on which such forward-looking statements are based are reasonable, undue reliance should not be placed on the forward-looking statements because IPC can give no assurances that they will prove to be correct. Since forward-looking statements address future events and conditions, by their very nature they involve inherent risks and uncertainties. Actual results could differ materially from those currently anticipated due to a number of factors and risks. These include, but are not limited to general global economic, market and business conditions; 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; interest rate and exchange rate fluctuations; marketing and transportation; loss of markets; environmental and climate-related risks; competition; innovation and cybersecurity risks related to our systems, including our costs of addressing or mitigating such risks; the ability to attract, engage and retain skilled employees; 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; geopolitical conflicts, including the war between Ukraine and Russia and the conflict in the Middle East, and their potential impact on, among other things, global market conditions; and changes in legislation, including but not limited to tax laws, royalties, environmental and abandonment regulations.

In June 2024, the Canadian federal government amended the Competition Act (Canada) with respect to how companies communicate about environmental goals and performance. There is uncertainty regarding how this new legislation will be interpreted and applied. Statements made in this Sustainability Report in respect of activities undertaken or to be undertaken by IPC with respect to protecting or restoring the environment or mitigating environmental and ecological causes or effects of climate change, including the provision of emissions figures and forecasts, the acquisition and use of carbon offsets, activities to potentially reduce emissions, and activities to provide for environmental stewardship, including water management and biodiversity, should not be relied upon for the purposes of investing in securities of IPC or otherwise be considered as promoting IPC’s products or business interests.

Additional information on these and other factors that could affect IPC, or its operations or financial results, and the disclosures contained in this Report, 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, 2024, the Company’s Annual Information Form (AIF) for the year ended December 31, 2023 (See “Cautionary Statement Regarding Forward-Looking Information”, “Reserves and Resources Advisory” and “Risk Factors”) and other reports on file with applicable securities regulatory authorities, including previous financial reports, management’s discussion and analysis and material change reports, which may be accessed through the SEDAR+ website ([www.sedarplus.ca](http://www.sedarplus.ca)) or IPC’s website ([www.international-petroleum.com](http://www.international-petroleum.com)).

# Reader Advisory

## Non-IFRS Measures

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

## Disclosure of Oil and Gas Information

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

Reserve estimates, contingent resource estimates and estimates of future net revenue in respect of IPC’s oil and gas assets in Canada are effective as of December 31, 2023, and are included in reports prepared by Sproule Associates Limited (Sproule), an independent qualified reserves evaluator, in accordance with National Instrument 51-101 – Standards of Disclosure for Oil and Gas Activities (NI 51-101) and the Canadian Oil and Gas Evaluation Handbook (the COGE Handbook) and using Sproule’s December 31, 2022 price forecasts.

Reserve estimates, 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, 2023, 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, 2023 price forecasts.

The price forecasts used in the Sproule and ERCE reports are contained in the AIF. These price forecasts are as at December 31, 2023 and may not be reflective of current and future forecast commodity prices.

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

2P reserves and contingent resources included in the reports prepared by Sproule and ERCE 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.

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

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

## TELL US WHAT YOU THINK

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

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