



Delivering Responsible Energy

2022 Environmental,
Social & Governance Report



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This report is based on an annual reporting cycle and, unless specifically noted, is as of December 31, 2022 or the comparative periods in 2021 and 2020.

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“NuVista recognizes the importance of continuing to set new and ambitious targets that align with our projected growth and we remain firmly dedicated to our strong environmental, social, and governance practices as we set our sights on a bright future.”

– K. L. (Kate) Holzhauser, Chair of NuVista's ESG Committee

A Message to Our Stakeholders

We are pleased to share our 2022 Environmental, Social and Governance (“ESG”) Report, which showcases the continued dedication and efforts of our staff and company towards sustainable practices. We remain committed to operations that prioritize the safety of our employees, communities, and the environment, and take pride in providing the vital energy the world requires.

We recognize the critical role of natural gas and oil in meeting global energy demands, while actively striving to minimize our carbon footprint. With approximately 60% of our current production mix comprised of natural gas, NuVista and Canada can play a very important role in reducing world carbon emissions while providing the baseload energy that electrical grids and households need.

Recognizing the necessity of an all-of-the-above solution to meet society's energy needs, we embrace significant growth in renewables alongside natural gas, oil, and nuclear energy. As part of a Western democracy with world-class ESG and greenhouse gas (“GHG”) performance, we feel a responsibility to contribute to the world's energy needs while continuously improving our practices.

**Message to Our Stakeholders**[Company Overview](#)[2022 Highlights](#)[Targets & Progress](#)

NuVista, together with Canada, remains devoted to ambitious environmental goals, particularly our pursuit of emission reduction targets. We are pleased to report that we have achieved a 34% reduction in CO₂e emission intensity from our 2020 baseline, surpassing our target of a 20% reduction by 2025, two years early. Furthermore, our methane emission intensity has been reduced by 86% compared to the 2012 benchmark. To further enhance our emissions performance, we are on track with construction of the Wembley Gas Plant cogeneration project which is set to commence operations in early 2024. In addition we are exploring other initiatives for emission reduction and energy efficiency.

In 2023, we expect the introduction of significant new federal and provincial policies. We will take this year to understand the policies as they change, and thereafter to set new sensible and progressive GHG targets.

NuVista is committed to managing the impact of our water use by continually pursuing solutions that shift our water consumption towards lower-quality sources. Although recycling sour produced water remains challenging, we have made significant progress over the past two years by utilizing lower-quality non-saline water sources. In 2022, 28% of our non-saline (fresh) water consumption came from alternative (lower quality) sources such as municipal wastewater and deep aquifers. In addition, we continue to execute sour water recycling pilot programs in pursuit of a permanent robust recycling solution.

We continue to make progress on responsibly abandoning (decommissioning) and reclaiming inactive wells and facilities in our legacy areas. Throughout 2022, we executed a total of \$16 million of closure work (\$9 million from NuVista and the remainder from the Alberta Site Rehabilitation Program) towards closure and reclamation activities.

At the heart of NuVista are our people, and our success is driven by their quality and hard work. Worker safety is of utmost importance at NuVista, and 2022 brought its challenges with Lost Time ("LTI") injury rates increasing on the back of increased industry activity levels and new and less experienced workers entering the workplace. NuVista responded with a "whole-company" response which included additional training and awareness programs and Safety Stand-Downs to ensure the proper focus was maintained at the top of all minds.

We believe in principles that strengthen our culture and our communities. In 2021, we set a target to double our community donations to \$600,000 by 2025 from our 2020 baseline. This investment is from a combination of direct company contributions as well as employee contributions which are in turn matched by NuVista. We are thrilled to announce that we have exceeded this goal early, in 2022, in part due to the incredible response we received from our employees during the 2022 Calgary United Way Campaign. Thanks to their efforts, which included many volunteer hours, we have been able to donate over \$335,000 in 2022 to the United Way, an annual record for our company, and over \$850,000 in total to the communities in which we live and operate.

At NuVista, we acknowledge that our operations in the Grande Prairie area are located on the traditional lands of the Treaty 8 First Nations of Canada and in Region 6 of the Métis Nation of Alberta. Furthermore, our head office in Calgary is located in the traditional lands of the Treaty 7 First Nations of Canada and in Region 3 of the Métis Nation of Alberta. Throughout 2022, NuVista continued to foster Indigenous economic participation in our business, with participation more than doubling over the preceding year. We allocated over \$14 million to Indigenous-owned businesses and services and utilized an additional \$11 million in services from businesses affiliated or partnered with the Indigenous communities with whom we consult. Additionally, we increased Indigenous community donation commitments, placing emphasis on programs related to resiliency and education. NuVista remains focused on providing social and economic benefits to the Indigenous communities surrounding our operations, including contracts



and jobs. As part of this focus, we have entered into an agreement with Horse Lake First Nation (the "Nation") to provide \$150,000 in funding over a three year period for a youth addiction treatment centre being opened by the Nation.

These efforts reflect our commitment to being a positive force in making a difference in the lives of those around us. We remain committed to giving back to the communities and people who make our success possible, and we are excited to see what we can achieve in the coming years – helping our neighbours grow as we grow.

We also pride ourselves on operating under robust governance standards that uphold our commitment to transparency and ethical practices. The Corporate Governance & Compensation Committee and the Environmental, Social and Governance ("ESG") Committee play a vital role in overseeing these principles and ensuring that management remains focused upon them. Moreover, these committees establish a framework for our field and head office staff to operate in a safe and environmentally conscious manner. In line with our commitment to diversity, we set a goal in 2021 to increase female representation on our Board from 20% to 30% by our annual general meeting in 2023. We are pleased to announce that we have met this diversity target with the appointment of Mary Ellen Lutey to our Board of Directors, in May of 2023. We continue to enhance our Enterprise Risk Management ("ERM") program to ensure appropriate board oversight and maintain a strong focus on risk assessment, prevention, and mitigation. In 2022, we further reinforced our commitment to ESG accountability and transparency by converting our corporate credit facility to a sustainability-linked loan.

We do want to take a moment to acknowledge the Russian-Ukrainian war and the profound impact it has had on the lives of so many people and children in the region. The effects of the conflict have been felt on a global scale, with Russia's control over a significant portion of the world's crude oil supply leading to disruptions in the global energy market. Concerns about supply shortages led to a sharp temporary increase in oil prices, surging to over \$120 per barrel. Oil prices have since returned to pre-conflict

levels, with Canada positioned to play a crucial role in filling the energy security gap left by the reduction in Russian exports. In 2022 NuVista made a corporate donation of \$125,000 to support the Ukrainian Humanitarian Crisis through the Canadian Red Cross. This contribution is the first step towards our two-year pledge of \$250,000, as we aspire to provide assistance and hope in some small way.

2022 was a year of remarkable success for NuVista and our staff. We are incredibly proud and grateful for all that our team has achieved, as well as for the support of all stakeholders. We recognize the importance of continuing to set new and ambitious targets that align with our projected growth and we remain firmly dedicated to our strong ESG practices as we set our sights on a bright future.

We believe that this 2022 ESG update effectively demonstrates the accomplishments we have made in relation to previously established targets, and a roadmap to our continued progress. We would like to take this opportunity to thank Sheldon Steeves for his steady and insightful leadership as past Chair of our ESG Committee, as he has now retired from our Board in May. We welcome K. L. (Kate) Holzhauser as our newly appointed Chair as we continue to move ahead in our ESG performance.

For more information about NuVista's past accomplishments and our future prospects, please visit [our website](#).



Jonathan Wright
Jonathan Wright
 President, CEO & Director



Pentti Karkkainen
Pentti Karkkainen
 Chair of the Board of Directors



K. L. (Kate) Holzhauser
K. L. (Kate) Holzhauser
 ESG Committee Chair & Director



Company Overview

NuVista Energy Ltd. is an independent, Calgary-based oil and gas company at the forefront of Canadian resource development. We're making great strides in the delineation and development of low carbon natural gas and condensate in the Western Canadian Sedimentary Basin. Our position in the Alberta, condensate-rich, Montney is a sweet spot within a world class resource play.

OUR MISSION / VISION

We are the pre-eminent Canadian Montney producer with a deep and repeatable inventory focused on producing clean Canadian natural gas. We have created a unique, high-performance culture by living our values every day and aspire to be known and respected for:

- World-leading performance
- Workplace culture where we're known by our team members as the best place they've ever worked
- Entrepreneurial spirit and disciplined delivery
- Partnerships with the Indigenous People and communities where we live and operate
- Industry-leading returns and strong balance sheet

We produce vital energy that the world needs with exemplary performance.

VALUES

- ▶ SAFETY
- ▶ HONESTY & INTEGRITY
- ▶ OPEN MINDED TEAMWORK
- ▶ EMPOWERMENT & ACCOUNTABILITY
- ▶ EXCELLENCE
- ▶ RESPECT

NuVista Montney

80,000+

Boe/d

Current as at August 31, 2023



ALBERTA

The common shares of NuVista trade on the Toronto Stock Exchange ("TSX") under the symbol **NVA**.



2022 ESG & Corporate Performance Highlights



34% reduction

in Scope 1 + 2 emissions intensity from 2020



~40,000 tonnes

of annual CO₂e emissions avoided by use of compressed air instead of methane in Pipestone development



49% reduction

in water use intensity for completion operations from 2018 to 2022



499 wells

properly abandoned (decommissioned) from 2011 to 2022



10.22 LMR rating

as at January 2023



0.47 TRIF

employee and contractor total recordable injury frequency rate



\$25 Million

generated in Indigenous economic opportunities in 2022



~\$500 Million

spent on goods and services purchased from 5,000 local suppliers in 2022



\$346 Million

in royalties and taxes paid to local, provincial and federal governments over the past 5 years

We continue to advance projects that support and enhance our ESG milestones today and in the future. This includes continuing to find ways to reduce GHG emissions in our operations, and reduce high-quality fresh water use in completion operations.



Targets & Progress

ENVIRONMENTAL

GHG Reduction Target

Reduce Scope 1 + 2 emissions intensity by 20% by 2025 from 2020 baseline.

↓ 34%

Our 2022 scope 1+2 intensity of 0.0153 tCO₂e/BOE represents a 34% reduction from our 2020 baseline.

Ongoing: NuVista will maintain our emissions intensity below the 2025 target while needed government policy and technology development is further refined.



Methane Reduction

We are fully committed to the Government of Alberta and Canada's goals of reducing methane emissions by 45% by 2025. In 2022, we exceeded the goal and reduced NuVista's absolute methane emissions by 57%, and our methane intensity by 86%, relative to the 2012 benchmark.

Achieving the revised federal target of 75% absolute methane reduction will require new technology development.



Asset Retirement Obligation ("ARO")

We will exceed AER's annual mandatory closure spend target by a minimum of 25%.

\$9.3 million

Our total ARO spend of \$9.3 million was over 3x our AER target of \$2.5 million.



Water

40% reduction in fresh water use intensity by 2025 from 2018 baseline.

↓ 49%

Our 2022 fresh water intensity (completions) of 4.25 m³/tonne represents a 49% reduction from 2018.

SOCIAL

Community Investment

In 2021, our goal was to double community donations to \$600,000 by 2025. We are proud to have surpassed this ahead of schedule in 2022, donating over \$850,000 to support our communities. This includes direct company and employee contributions, matched by NuVista.

Giving back is at the core of NuVista's culture. As production grows, so does our charitable donations budget. Aligned with our planned growth to over 100,000 Boe/d by 2025, our donations to the communities where we live and operate will also increase.

\$850,000+

Indigenous Inclusion

In 2022, we invested \$14 million in Indigenous-owned businesses and services, collaborating with businesses linked to Indigenous communities for an additional \$10.5 million. Going forward, our priority remains fostering Indigenous economic growth.

We continue to work closely with Indigenous communities to better understand workforce and career ambitions, and commit to establishing a minimum of two more post-secondary scholarship programs by the end 2024 to support Indigenous youth.

GOVERNANCE

Board Diversity

Achieved 30% female representation at the board level in May of 2023, ahead of our 2025 target.

In 2021, board diversity reached 20% representation with the appointment of K. L. (Kate) Holzhauser. At our May 2023 shareholder meeting, the election of Mary Ellen Lutey resulted in three of nine board members being women, achieving our goal of 30% female representation.



Environment

Whether in the office, the field or in our communities, we believe in environmental excellence, promoting a culture and values that put the community first and ensure we adhere to the highest environmental standards.

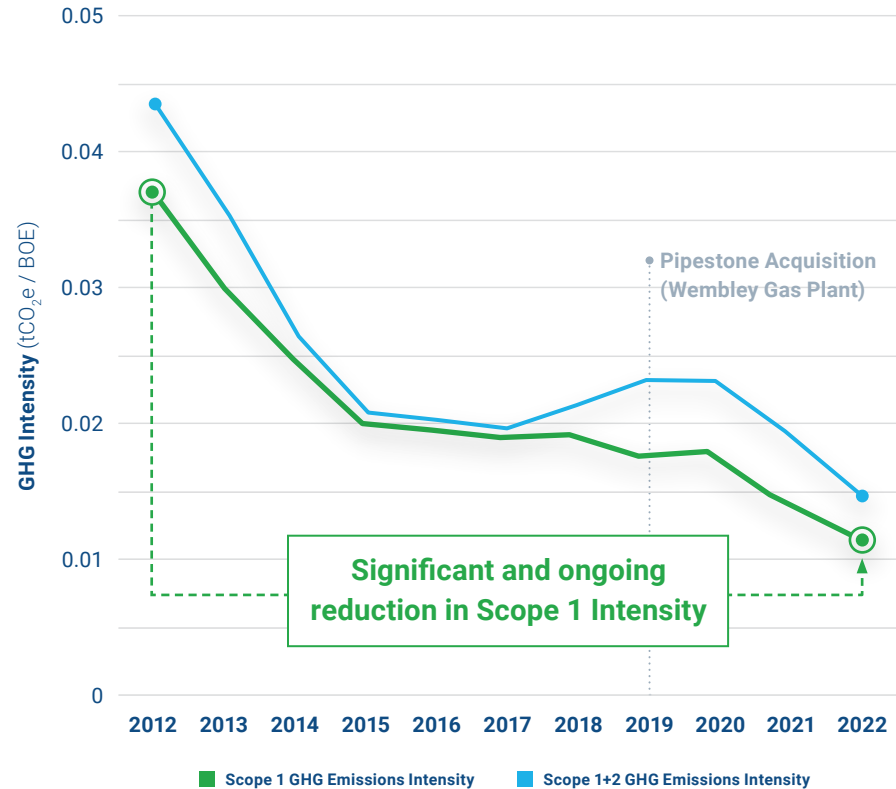
Emissions

GHG EMISSIONS

We made significant progress in reducing our scope 1 + 2 CO₂e emissions intensity in 2022. This reduction comes from improved plant efficiency and a range of emission reduction technologies we have been implementing to our facility design and operating procedures over the past three years.

NuVista reports scope 1 (direct) and scope 2 (indirect) emissions for the activities under our operational control. This means that we report 100% of the emissions at our jointly owned Wembley gas plant, despite NuVista production only accounting for approximately 40% of the plant's throughput. We also estimate certain scope 3 (3rd party) emissions from operations such as drilling, completions and third-party gas processing. We provide detailed reporting on our GHG emissions through the Carbon Disclosure Project ("CDP"). For transparency, our responses to the CDP questionnaire are public and can be viewed at www.cdp.net/en.

NuVista GHG Emissions
2012 – 2022

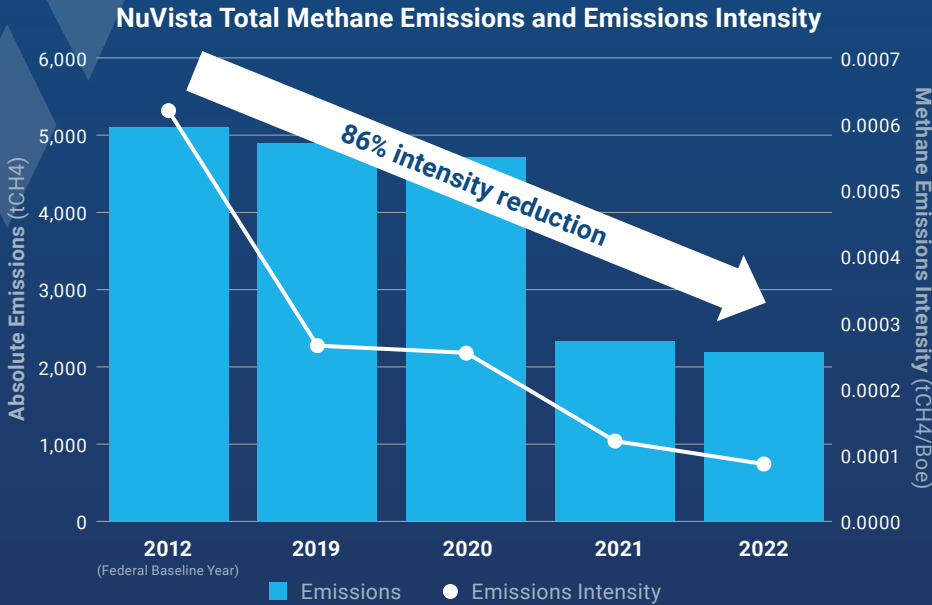


34% reduction

in Scope 1 + 2 emissions intensity
in 2022 vs. 2020

Success Story

Methane Emissions Reduction



The best way to mitigate methane emissions is to make sure they never happen. In 2019, NuVista modified its infrastructure design so that air could be supplied where previously methane had been used to power instrumentation, and have invested approximately \$2 million of incremental spend to date for air pipelines. This ensures that all future development maintains a zero venting design.

According to International Energy Agency ("IEA")'s latest published data,

NuVista methane intensity is 88% lower than the 2020 Canadian average.

To address methane emissions in facilities constructed before 2019, NuVista has implemented various measures to effectively reduce their environmental impact, including:

(1) INSTRUMENTATION

REPLACEMENT:

NuVista has completed the replacement of all existing instrumentation with special "low venting" types. This upgrade ensures that methane emissions from these components are minimized.

(2) METHANE REPLACEMENT

WITH LIQUID NITROGEN:

Whenever feasible, NuVista has replaced methane with liquid nitrogen to power instruments.



(3) CONTINUOUS MONITORING:

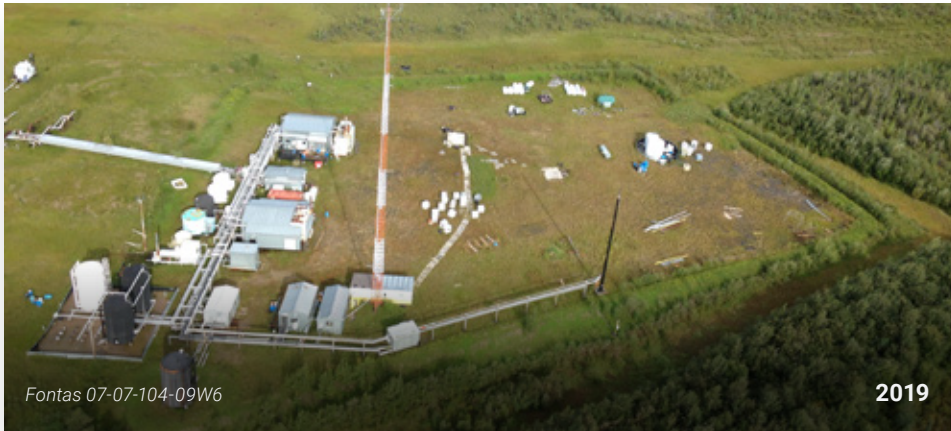
NuVista has undertaken a pilot project for continuous monitoring of methane at its Pipestone South facility. This additional monitoring goes beyond the regulatory requirements of conducting camera surveys three times a year. It ensures that mitigation measures are functioning effectively and provides real-time data to address any issues promptly.

Methane reduction success has been a team effort. Contributions came from redesigning facilities, working with suppliers and local cleantech companies to find the best solutions and operational excellence to maintain leak free and efficiently managed facilities.



Biodiversity and Land Management

Since 2016, we have been actively focused on the closure of former production areas in Northwest Alberta.



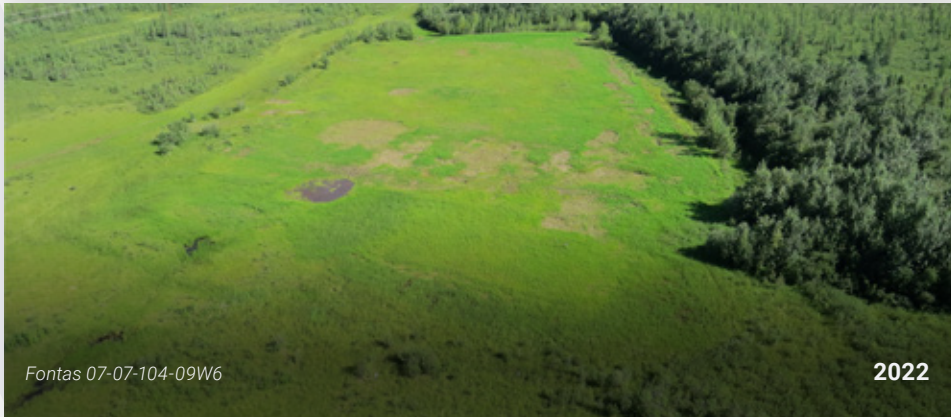
Fontas 07-07-104-09W6

2019



Fontas Wellsite 13-22-103-11W6

2022 Reclaimed



Fontas 07-07-104-09W6

2022



Sousa 15-25-112-05W6 Battery

2022 Remediation

Our former Fontas field, predominantly located in the caribou range, is a great example of the progress that can be made through use of an area-based closure approach. Having completed the bulk of our downhole abandonment work in this area in 2016 and 2017, we are now seeing rewarding results.

Out of 115 initial lease sites and three facilities, we have received over 80 reclamation certificates to date. In 2022, we continued progressing closure of remaining sites in the Fontas field, including environmental remediation and final reclamation assessments at the three Fontas facilities we decommissioned in 2020.



Emissions **Biodiversity & Land Management** Water

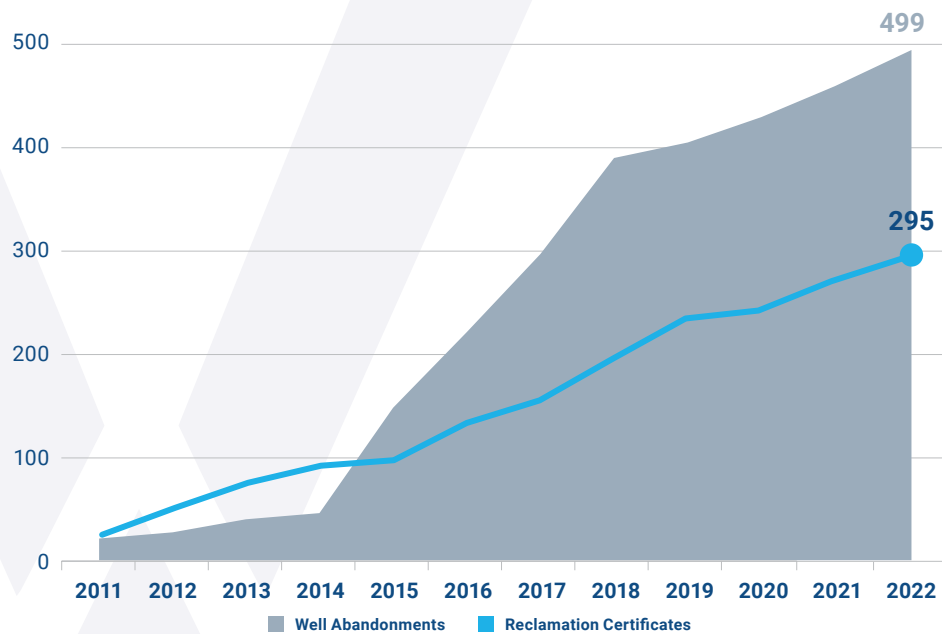
Throughout 2022, we spent an aggregate of \$16 million on abandonment and reclamation work, including \$7 million in Alberta Site Rehabilitation Program funds that were directed towards NuVista assets.

Our 2022 program included abandonment work on 35 wells, with final abandonment achieved on 26 of those wells. We received 20 reclamation certificates for sites that have been fully returned to the landscape and completed abandonment of 77 inactive pipeline

segments. In addition, we progressed 45 well sites from the environmental assessment and remediation phase to the reclamation phase.

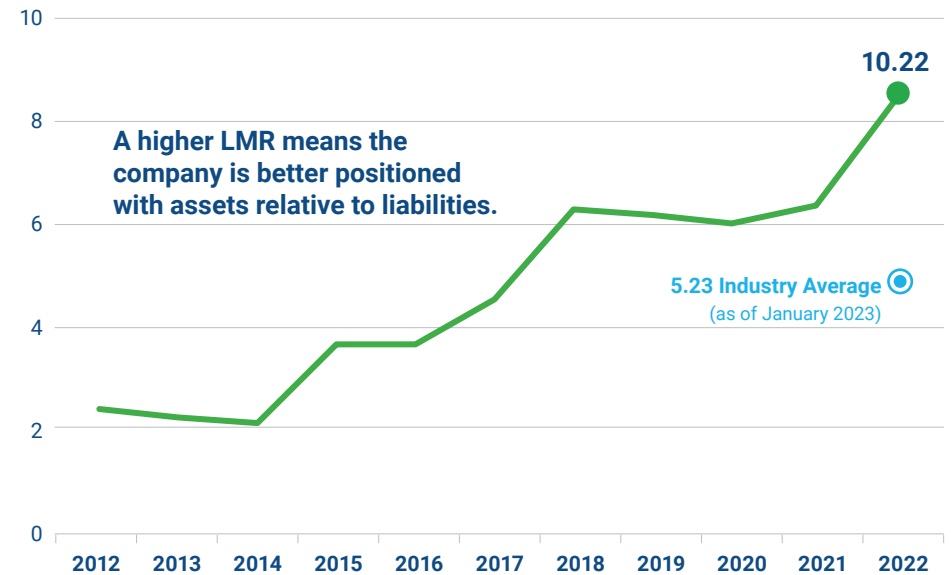
We also worked closely with our Dene Tha' First Nation partners to complete decommissioning of our main legacy oil battery in the Sousa area, located on Dene Tha' lands in Northwest Alberta. This battery was originally built in 1985.

Cumulative Operated Well Abandonments and Reclamation Certificates



Liability Management Rating

As calculated by the Alberta Energy Regulator





Water

Oil and gas reserves like the Montney require significant volumes of water to complete wells using modern multi-stage hydraulic fracturing. We comply with provincial regulations for safe and responsible use of water and we follow industry standards such as the Canadian Association of Petroleum Producers' ("CAPP") Hydraulic Fracturing Guiding Principles and Operating Practices.

All of NuVista's freshwater (non-saline) withdrawals are from areas designated as "low stress" by the World Resources Institute's Aqueduct Water Risk Atlas.



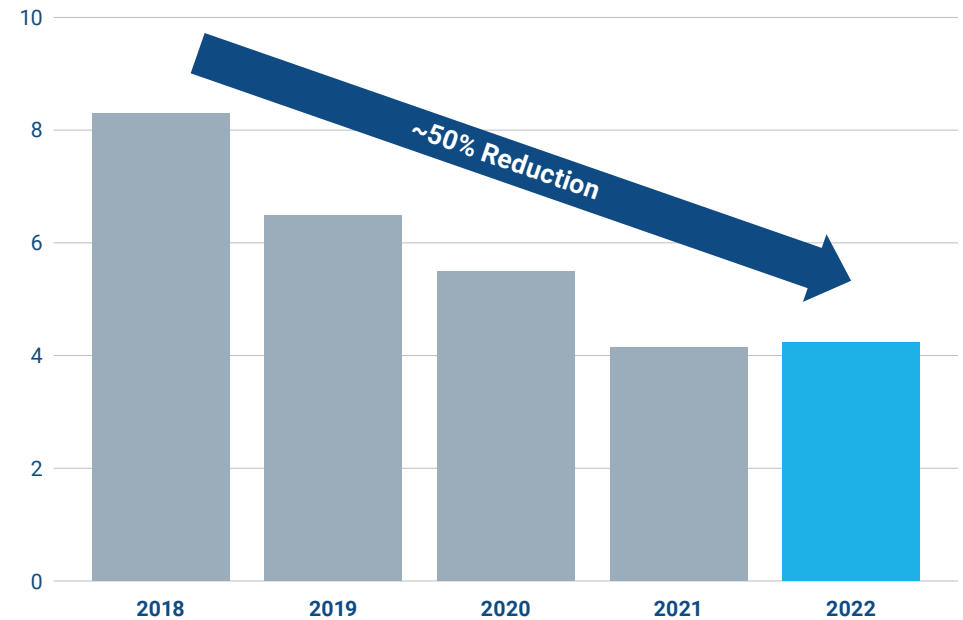
Pipestone North water reservoirs, containing water produced from our alternative non-saline (Cardium) water source well.

Reduce, Reuse, Recycle

Due to the composition of our flowback and produced water, our hydraulic fracturing relies almost entirely on non-saline sources. Not all non-saline sources are equal, and we've been making strides over the past two years to increase our reliance on "alternative" non-saline water sources in preference over "high-quality" non-saline sources like the Wapiti river. In 2022, over 25% of the water used in our well completions was obtained from alternative sources such as our deep Cardium source well and local municipal wastewater.

We have reduced fresh water use intensity by approximately 50% in our completion operations since 2018.

Annual Completion Fresh Water Usage Intensity
(m³/Tonne of proppant placed)





Social

Our success is driven by our people.

We remain committed to conducting our activities in a way that protects the health and safety of our workers and the public. We believe in contributing to the communities in which we operate and consult respectfully with Indigenous groups and local communities on every project.



NuVista Operations Staff, Alex and Jamie, at our Bilbo assets near Grande Prairie, Alberta.

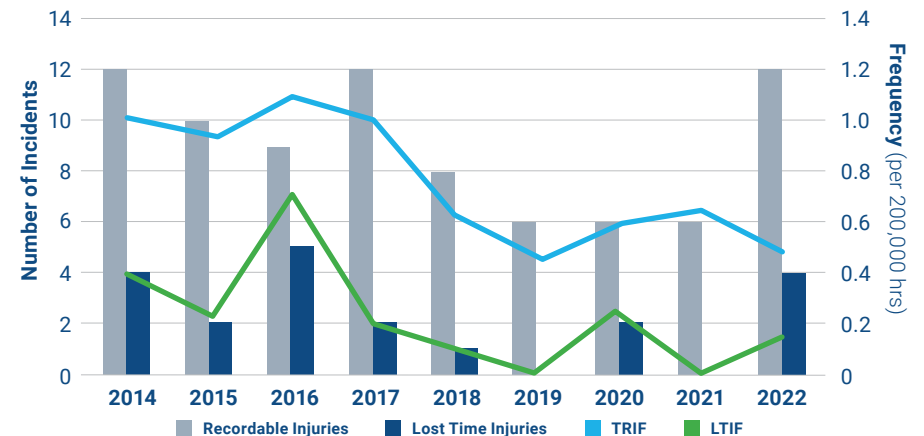
Health and Safety

OUR COMMITMENT

Exemplary performance in Health, Safety and Environment ("HSE") is essential to fulfilling our business goals and meeting the needs of our many stakeholders. If a conflict ever arises between safety and production or costs, we choose safety.

During the first few months of 2022, we observed an increase in both lost time injuries and high-potential near misses among our contract work force. This was in part due to higher industry activity levels and additional new and less experienced staff entering the contract workforce. With the help of our staff and contractors we implemented a "whole-company" response focused on isolation and control of hazardous energy and effective management of new workers. We also continued to embed Energy Safety Canada's 10 Life Saving Rules in our operations. These rules are a key tool in preventing the most frequent causes of fatalities and serious injury within our industry.

Workplace Injuries



Recordable injuries and lost time injuries shown above are for all contract and employee workers combined. Total recordable injury frequency ("TRIF") and lost time injury frequency ("LTIF") hours are estimated.



Our People

NuVista recognizes people are key to our success and we strive to cultivate an entrepreneurial spirit within a team-based structure.

We take pride in our shared success, and our culture of high integrity supports disciplined delivery through hard work and dedication.

Employee Engagement

NuVista conducts a comprehensive employee engagement survey every two years, aiming to foster open communication and gather valuable feedback from our staff regarding their experience at NuVista. Our overall engagement score consistently surpasses 90%, with an impressive participation rate of over 90%. We are pleased to share the results from our 2023 survey, which will further guide our efforts in enhancing employee satisfaction and fostering a thriving work environment.



NuVista is committed to safety as a top priority



I would recommend NuVista as a great place to work



I am proud to work for NuVista

Workforce Diversity

At NuVista, we believe that a diverse workforce brings about numerous positive impacts on decision-making and overall corporate performance. As an organization, we are committed to consistently enhancing the diversity among our employees, leadership team, and board.

Our focus is on creating a workforce that represents a wide range of experience levels, talents and backgrounds.



Age Analysis

Average Age 45

- Below 30
- 30-44
- 45-59
- 60+



Gender Analysis

30% Female

- Female
- Male

Learning and Development

At NuVista, we place a strong emphasis on supporting employee development. We firmly believe that fostering a culture of continuous learning not only engages our workforce but also contributes to the long-term sustainability of our business. Through a variety of training initiatives, including classroom-style courses, self-directed learning, and hands-on experiences, we ensure that every member of our workforce, regardless of their background, has the chance to contribute and build their career. By nurturing a culture of learning, we enhance not only individual career growth and our succession plan but also drive innovation and adaptability.

We also engage with external stakeholders to contribute to broader educational initiatives. By partnering with educational institutions, industry associations, and Indigenous Communities, we actively support initiatives that promote access to education and skill development. We are committed to uplifting the collective knowledge and capabilities of our workforce and of those in the communities we serve.



Health and Safety

Our People

Community Investment

Community Relations

Indigenous Inclusion

Learning and Development In Action

Cultivating Leadership Excellence

In 2022, NuVista introduced an impactful leadership development program tailored for our people leaders. This comprehensive initiative is designed to enhance skills and capabilities through a well-structured curriculum, incorporating in-classroom learning sessions, valuable mentorship opportunities, and a 360 assessment. Our leaders actively contribute to designing the program content, ensuring its relevance and alignment with their specific needs.

A Fulfilling Educational Partnership: Aseniwuche Winewak Nation's Cultural Camp

At NuVista, we take pride in our collaboration with Indigenous communities, offering unique educational opportunities for our staff. In 2022, Lara Fredriksen, Surface Land Acquisition Analyst, and John Wallace, Manager of Stakeholder Relations & Land Administration, participated in a multi-day camp, immersing themselves in the rich heritage and traditions of the Aseniwuche Winewak Nation.

Lara shared some invaluable insights gained during this remarkable journey.

"As a participant in the Aseniwuche Winewak Nation's TLU camp, I was honoured that personal stories about history, culture and pain, were shared with me by many of the community members, which gave me a different perspective on life and a new appreciation on the importance of relationships and understanding."



John, Rita, and Lara (left to right) at the 2022 Cultural Camp where they learned about the history and traditions of the Aseniwuche Winewak Nation.

Our Culture

We are committed to creating an exceptional employee experience, aiming to create an environment that stands out as the best workplace our people have ever experienced. Central to this is our dedication to prioritizing engagement and wellbeing, ensuring our employees feel valued and supported throughout their career.

Connection Among our People

Fostering strong connections among our team members is another important aspect of our culture. Throughout the year, we organize a variety of events that provide opportunities for our staff to connect with one another. Emphasizing inclusivity, we extend invitations to partners and children whenever possible, making these gatherings even more special. An integral part of our events involves charitable giving, as we encourage employees to contribute to a charity nominated by one of our own team members, instilling a sense of community engagement in all that we do.



NuVista's employees ready for a day of golf at the 2022 Annual Calgary Golf Tournament in Sunde, Alberta where they raised funds for iChallenge Diabetes.



Community Investment

At NuVista, we are committed to the communities where we work and live. Understanding that we are an integral part of these communities drives our passion for making a positive impact. Each year, we actively engage in giving back through a diverse range of initiatives, including volunteering, sponsorships, and donations to various organizations. In 2022, our combined efforts, fueled by both company and employee donations, amounted to an impressive total of over \$850,000 dedicated to supporting and empowering our communities.



NVA's Calgary Employees ready to kick off the annual United Way Campaign.

United Way

During the 2022 Calgary United Way Campaign, NuVista's employees and the Company achieved a record-breaking donation of \$335,000, with our campaign focused on initiatives to ensure children and families have access to support when and where they need it.

United Way and NuVista have been partners since 2007 with a total lifetime giving of over \$1.7 million

Pace

NuVista's contributions to Pace Community Support, Sexual Assault & Trauma Centre in Grande Prairie, Alberta, have made a significant impact. By supporting Pace's services and programs, NuVista enables them to provide additional support beyond their core funding. This includes covering the costs associated with Archer, the Support/Companion dog, who brings comfort to children. Additionally, donor support allows Pace to create a welcoming and comfortable environment for those in need, particularly during vulnerable moments.

Since September 2013, NuVista's support for Pace through donations and various contributions has totaled over \$65,000

Youth Centres of Calgary

Youth Centres of Calgary ("YCC") believes in empowering children to thrive by offering safe and enriching after-school opportunities from 3-6pm, a critical time when they may be vulnerable to unhealthy behaviors. NuVista's donation primarily supports the Ogden house, a warm and inviting home that serves over 200 registered kids, providing enriching programs like sports coaching, art and music lessons, mentorship, and healthy snacks.



CASE STUDY

Community Investment: A Weekend of Fun to Support Gordie Howe CARES

Over \$120,000

Raised over three years
of NuVista's participation

NuVista Energy is a company that truly believes in giving back to our communities. We understand the importance of supporting various causes and we prioritize participating in events that make a real difference in the lives of others. One event that captures the spirit of giving we uphold is the Gordie Howe Center for Alzheimer's Research and Education Society ("CARES") charity hockey tournament. This amazing tournament channels funds to caregivers who tirelessly care for loved ones affected by Alzheimer's and other dementia-related conditions.

In 2022, we had the chance to lace up our skates and hit the ice for this incredible cause. We assembled a team consisting of thirteen players, eight of whom were NuVista employees, and we included players from two of our key service providers, ABC Engineering and STEP Energy Services.

The NuVista team's dedication has had a significant impact, with a total contribution of over \$120,000 raised over the three years that we have been involved in the tournament. These contributions were made possible through the generosity of both NuVista as a company and our dedicated employees.

Josh Marlatt, an active member of NuVista's seasonal hockey team, played a crucial role in spearheading the company's participation in the tournament. Marlatt praised the event, saying, "We get to enjoy Canada's favorite sport in a diverse and inclusive environment while giving back to our community in a very meaningful way." Josh helped coordinate the team's fundraising efforts which included a company-wide hockey pool, poker tournament, and sending out encouraging emails regarding opportunities to donate.



The success of the Gordie Howe CARES Foundation's 2022 tournament was a testament to the dedication and hard work of all its participants, raising nearly \$1.1 million in total. These funds directly benefit the Gordie Howe CARES Foundation and contribute to the CAN-PROTECT study led by Dr. Zahinoor Ismail and his team at the University of Calgary's Hotchkiss Brain Institute. This study focuses on comprehending the physical and emotional needs of individuals with Alzheimer's and dementia, as well as the requirements of their caregivers, furthering our understanding and enhancing support for those impacted by these conditions.

Reflecting on the success of the event in recent years and the enthusiasm demonstrated by NuVista employees, Marlatt says, "The event really gets better with each year. We know what to expect, we know it's going to be fun and we see more and more people wanting to get on board." The response has been overwhelming, with many employees expressing interest in participating, even if they do not play hockey. Considering this, NuVista plans to enter a team in future tournaments and explore additional opportunities for employee involvement. Josh is also a member of the Gordie Howe CARES committee for future tournaments, deepening his involvement in the planning and coordination of this annual fundraising event.

The Gordie Howe CARES Foundation has also launched a new website called Ripples of Care, which serves as a valuable resource for caregivers. This tool enables caregivers to identify the roles in a care team and offers advice to family members, friends, and co-workers on how they can better support themselves and those around them. NuVista acknowledges the importance of such resources in empowering caregivers and is proud to support the Gordie Howe CARES Foundation in their efforts to make a positive impact on the lives of caregivers and their loved ones affected by Alzheimer's and dementia-related diseases.

At NuVista, we value our relationship with the Gordie Howe CARES Foundation. We are grateful for the opportunity to make a difference in the lives of caregivers and their loved ones affected by Alzheimer's and other dementia-related conditions. We look forward to continuing to support this fantastic cause.





Benefiting the communities in which we operate

NuVista is committed to sharing the economic benefit we create. We choose local service providers, we hire local contractors and suppliers, and we patronize local hotels and restaurants. Since 2017, NuVista has spent well over \$550 million with businesses in the Grande Prairie region, and in 2022, we paid more than \$5 million in local taxes to the region.

NuVista is an active and engaged member of the nearby community of Beaverlodge, Alberta. We hold open houses, communicate regularly about our operations, strive to hire locally and patronize local establishments. As part of our commitment to benefit the communities in which we operate, NuVista entered into an agreement in 2022 to provide ongoing sponsorship and support to the Beaverlodge recreation centre (now the NuVista Energy Centre). These funds have been used to continue to enrich the facility for the residents of Beaverlodge.

NuVista Operations

01

Local Vendors and Contractors

Wherever possible, we give priority to local contractors and suppliers.

02

Regional Vendors and Contractors

When local suppliers are unavailable or otherwise prohibitive, we always seek to support the surrounding region.

03

National Vendors and Contractors

NuVista will prioritize engaging Canadian service providers and suppliers.

In 2022 alone, NuVista invested more than \$220,000 in communities in the Grande Prairie region.

Over \$550 Million

spent by NuVista on local businesses and services in the Grande Prairie region since 2017





Community Relations

NuVista is committed to building positive, long-term relationships in the communities in which we work and live. Above all, NuVista aspires to be a good neighbour.

Stakeholder Engagement

For NuVista, early engagement on our projects is very important. Long before NuVista begins the licencing process for a well or facility, we identify our proposed upcoming locations and provide an overview of our long term development plans during our annual Pipestone Open House. With this information, we provide detailed information about how our operations are conducted and their key components. We believe that it is important for stakeholders to have a complete picture of our development plans as it pertains to them. For those who are unable to attend our Open House, we mail out an annual brochure to all of our area stakeholders which summarizes this information.

In addition to our Open House, NuVista is an active member of the Wapiti Area Synergy Partnership ("WASP"), which meets monthly and is a public forum "to facilitate communication and cooperation amongst petroleum industry partners, regulators, and community members regarding energy development in the area."

Each project formally begins with a public involvement program and our consultation continues through the entire life of the assets. NuVista is committed to building positive, long-term relationships in the communities in which we operate.

Minimizing Impacts

NuVista is committed to responsively reducing the impact of our operations wherever possible, beginning at project design. We incorporate the feedback that we receive from our Open House, WASP, and our public involvement programs in to our development plans and operating practices. Our construction and operational plans incorporate numerous elements to increase safety and minimize disturbance.



TRAFFIC AND DUST

Routing is carefully planned prior to commencing a project for safety and to minimize disturbance. We seek to reduce truck traffic wherever possible and employ a variety of dust mitigation techniques



SOUND

We conduct sound studies prior to construction and routinely employ mitigation during construction and operation to keep noise to a minimum



SPEED

Reduced speed limit signs are posted along our routes to govern our personnel – including contractors and service providers



FRESH WATER

Alternative sources of water are incorporated into operations to reduce our fresh surface water use



SCHOOL BUS ROUTES

With feedback from local school districts, we limit heavy traffic along school bus routes and during times the buses are active



FLARING

Pad sites are tied-in with pipelines prior to production testing, enabling us to flow-test our wells "in-line" to reduce flaring and emissions



Indigenous Inclusion

Our approach to Indigenous inclusion is defined by our Indigenous Inclusion Guiding Principles Statement, outlined here. The Statement identifies the four key focus areas that we believe have the greatest potential for positive impact in our collaboration with Indigenous communities.

NuVista Energy acknowledges the value of inclusive relationships with the Indigenous communities with whom we work throughout Canada. By respecting the unique culture, history and rights of Indigenous communities, we will establish long-term relationships that are trust-based, respectful and beneficial to both parties.

We seek to establish and maintain these relationships by emphasizing areas in which we can have the greatest impact in our collaboration with Indigenous communities, which include the following areas of focus.

1 Cultural Understanding

We will participate in Indigenous-led cultural awareness opportunities in order to create greater understanding, respect and appreciation for Indigenous culture; we will also seek opportunities to provide understanding about our business culture and associated operations.

NUVISTA IN ACTION: NuVista runs a cultural awareness program centered on education to create an understanding and respect of, and an appreciation for, Indigenous cultures among our staff. Our program features several events each year, with participation by all NuVista staff.

2 Meaningful Engagement

Beyond meeting regulatory requirements, we will seek the involvement of Indigenous communities by providing clear information about our projects early in the planning process, in a manner that is culturally relevant and provides opportunity for meaningful input.

NUVISTA IN ACTION: Indigenous people have unique rights and interests in the lands on which we operate. Our consultation efforts exceed the stringent requirements under Canadian law and we seek meaningful input on our activities. NuVista's project consultation begins well ahead of the licencing process. We meet with Indigenous communities to provide annual overviews of our longer-term development plans so that their feedback can be incorporated before in-depth planning begins.

3 Community Involvement

In collaboration with communities, we will identify opportunities for community involvement to build relationships based on trust, understanding and support.

NUVISTA IN ACTION: NuVista works closely with Indigenous communities on whose traditional lands we operate. Since 2017, NuVista has directly invested more than \$300,000 in social programs in Indigenous communities. In 2022, we sponsored community and cultural events, sports teams, youth addictions treatment, education, and provided disaster relief.

4 Economic Participation

As a Canadian energy company, we believe that we have the ability to play a unique role in fostering economic development. Our focus will be to collaborate with Indigenous communities in the areas of workforce inclusion, business participation, education and training. We will also continue to seek economic participation opportunities that are mutually beneficial and sustaining.

NUVISTA IN ACTION: Indigenous economic participation is a priority at NuVista. We rely heavily on Indigenous businesses for the work we do in and around their communities and we actively pursue these opportunities to ensure that financial benefits are shared. Since 2017, NuVista has spent more than \$50 million on Indigenous communities, businesses, and partnerships.



CASE STUDY

Indigenous Inclusion: Horse Lake First Nation Career Fair

Horse Lake First Nation is a First Nation near Hythe, Alberta, with over five hundred members on-reserve, and nearly nine hundred living elsewhere. NuVista's operates in the Nation's Traditional Territory.

Since 2014, Horse Lake has hosted an annual Career Fair to provide students and young adults with exposure to career opportunities and to encourage workforce participation. The Career Fair is focused on students from grades 10 to 12, but is open to any student or adult looking to explore career possibilities. The Career Fair is coordinated by Katherine Horseman, who serves as Horse Lake's ISET (Indigenous Skills and Employment Training) Program Director.

In this role, Katherine supports students looking to transition to the workforce. She helps them with job searches, supports them in building resumes, and helps them to prepare

for interviews. In addition, a large part of her role involves the planning and implementation of employment and training programs for Nation members.

Katherine's greatest reward in her work is seeing a Nation member she supported succeed in getting the job they wanted and knowing that her work has positively impacted someone's life and future.

As a significant direct and indirect employer in Horse Lake First Nation's traditional territories, NuVista has long been interested in increasing workforce participation and capacity. We came to appreciate the need for the Career Fair and the leadership that Horse Lake had shown in establishing it. So we looked for an opportunity to support the event. We felt that we could best help out by having our staff assist with its coordination and by using our commercial relationships to increase participation.

This year's Career Fair was the second in which NuVista was deeply involved. In planning for this year's Career Fair, NuVista worked closely with Katherine over many months. And, even though wildfires forced the rescheduling of the Career Fair only days before it was due to run, the rescheduled event was a great success. Over sixty companies, educational institutions, and other organizations participated, and the event drew over two hundred and fifty attendees, resulting in the best turnout in the Career Fair's history.

Reflecting on the event afterwards, Katherine wishes that she had had an opportunity like the Career Fair when she was younger: "What you hope the students get out of it is to just get a better understanding of what they like." For her part, she had wanted to be a teacher when she was younger, but she did not know how to achieve that. This experience motivates her in her work. She hopes that if the students who participate are able to develop career aspirations, that if they are provided with the right supports from their school and their community, that they will believe that they can achieve their goals and will understand how to get there.

"Thanks for all your hard work and all your help, it would not have been possible without everything you do. I am grateful to have you work along side me and make this event such a huge success."

- Katherine Horseman



Governance

At NuVista, we prioritize the management and operation of our business in a safe, efficient, and environmentally responsible manner. Our organizational structure, operating practices, policies, and procedures are designed to support and advance our sustainability efforts. We are committed to protecting value for all stakeholders, and one of the key ways we achieve this is by continually enhancing our understanding, disclosure, and management of our environmental and social impacts.

Structure and Diversity

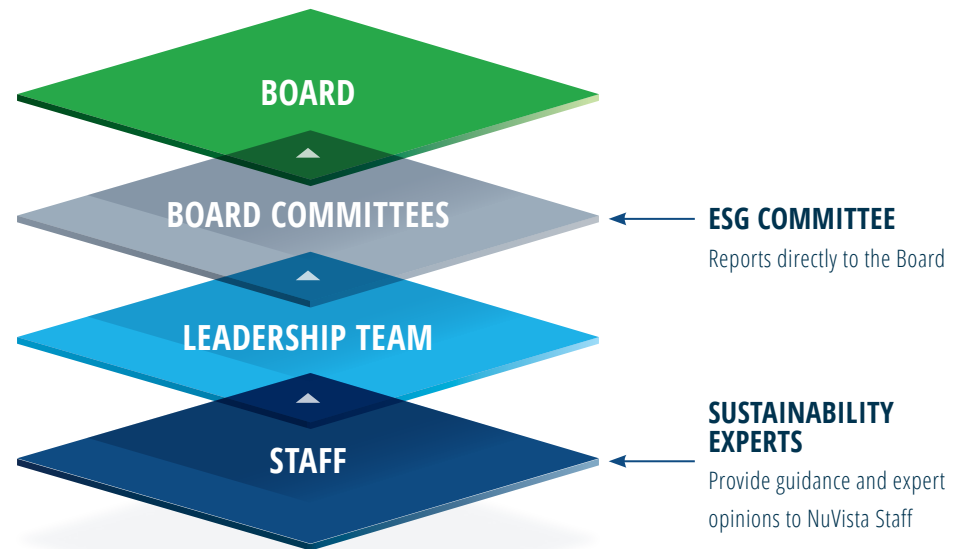
REPORTING STRUCTURE

At NuVista, we hold ourselves to the highest standards of corporate governance, driven by the commitment of our Management and Board of Directors. We understand the importance of sound governance practices in promoting transparency, accountability, and ethical decision-making throughout our organization.

We have implemented a reporting structure that empowers individuals, facilitates effective decision-making, and fosters collaboration. This structure is designed to strike a balance between providing autonomy and ensuring appropriate oversight and risk management.

Sustainability is ingrained in every facet of our organization. While the ESG committee holds specific responsibility for overseeing our sustainability efforts, all board committees actively contribute in integrating and overseeing our sustainability program. This collective engagement ensures that sustainability considerations are integrated holistically across our operations.

Our Board of Directors bears the ultimate responsibility for the oversight and direction of NuVista’s management. Each committee operates under a formal mandate, which can be accessed on our website [here](#).



Our people are the base of our business, reporting up into our Leadership Team, who in turn have Board Committee oversight, with the Board maintaining ultimate responsibility.



Structure and Diversity

Key Policies & Risk Management

Sustainability Linked Lending

BOARD DIVERSITY

We have adopted a comprehensive board diversity policy that recognizes the advantages of a diverse board. Our policy emphasizes the importance of appointing candidates with varied perspectives, skills, expertise, industry experience, and personal characteristics such as age, gender, ethnicity, and other distinctions.

In 2021, we achieved our target of 20% female representation with the addition of K. L. (Kate) Holzhauser. In 2022, we set a new target to achieve 30% female board representation by our 2023 AGM to ensure continuous progress in diversity. At our 2023 AGM in May, we achieved this target with the appointment of Mary Ellen Lutey, with three of our nine board members being women.

100%

Meeting attendance

Achieved in 2022

5%

Insider ownership

Achieved in 2022

88%

Directors are independent

Achieved in 2022

30%

Female representation

Achieved 30% in May of 2023



From back left: Ron Poelzer, Pentti Karkkainen, Sheldon Steeves, Ron Eckhardt, Keith MacPhail
From front left: Mary Ellen Lutey, Jonathan Wright, Kate Holzhauser, Debbie Stein, Grant Zawalsky

Enterprise Risk Management Update

At NuVista, we prioritize risk management across all aspects of our business, recognizing its significance in our operations. Our Enterprise Risk Management (“ERM”) program is integral to the development of our strategic plan.

Our Board of Directors and management team hold the primary responsibility for identifying the principal risks of our business, encompassing environment, social, and governance factors. They ensure that all reasonable measures are taken to implement appropriate mitigation plans, systems and procedures.

To facilitate a robust risk management culture we have established clear channels of communication across all levels of the organization. This ensures that potential and known risks are promptly and accurately communicated among staff, supervisors, the leadership team, and the Board.

In terms of reporting, we have made significant improvements in our ERM reporting to the Board. Every quarter, we conduct a thorough review of our key risks and rankings, providing the Board with comprehensive updates. This process includes a retrospective analysis, where we evaluate our progress based on the previous quarter’s report. This continual feedback loop is integral to the effectiveness of our ERM program allowing us to track and address risks proactively.

We remain committed to continually enhancing our ERM processes and reporting to further strengthen our risk management capabilities.

[Structure and Diversity](#)[Key Policies & Risk Management](#)[Sustainability Linked Lending](#)

Code of Business Conduct and Ethics

Our Code of Business Conduct and Ethics (the "Code") reflects NuVista's commitment to a culture of honesty, integrity, and accountability. It recognizes that the cooperation and dedication of each employee are crucial for our continued success and the maintenance of our reputation as a responsible corporate citizen.

The Board oversees compliance with the Code through regular reports from management to the respective Board committees responsible for its various aspects. As part of our commitment to upholding the Code, every employee, consultant, and director is required to annually acknowledge their understanding of the Code and their commitment to complying with its principals.

A copy of NuVista Energy's Code of Business Conduct and Ethics can be found [here](#).

SOME TOPICS ADDRESSED INCLUDE:

- Our commitment to business integrity
- Protection and proper use of NuVista's Assets
- Compliance with laws, rules and regulations
- Reporting of illegal or unethical behaviours

Whistleblower Policy

At NuVista, we are committed to an environment of open and honest communication, making it the norm rather than the exception. All stakeholders are encouraged to report instances where violations of policies or standards have occurred, without fear of retaliation.

To facilitate this, we have implemented a Whistleblower program, administered by an independent third party, which guarantees anonymity. All reports filed are received and addressed by the Chair of our Audit Committee, ensuring thorough follow-up and appropriate action.

More information on our Whistleblower program is available [here](#).



Pipestone North 16-28-71-9W6 facility



Enterprise and Climate Change Risk Management

At NuVista, we recognize that identifying and managing risks is crucial to our success. We have implemented an ERM program overseen by our Board of Directors, which utilizes a well-established framework that includes both enterprise risks and critical ESG factors. This framework aligns with the recommendations of the Task Force on Climate-related Financial Disclosures ("TCFD") and includes considerations of climate change-related issues.

We prioritize risks based on their interconnectedness and the potential compounding effects they may have. The Board carefully assesses risk capacity, tolerance, and appetite, taking into account the possibility of unforeseen events. ESG risks are a key focus area and we have identified specific risks, assessed their degrees of exposure, and outlined corresponding mitigation measures to address them.

Risk	Exposure	How We Manage the Risk
CLIMATE CHANGE – TRANSITION RISKS	<p>Public opposition to fossil fuels.</p> <p>Foreign and domestic governments continue to evaluate and implement policy, legislation, and regulations focused on restricting GHG emissions and promoting adaptation to climate change and the transition to a low-carbon economy.</p>	<p>Continue to focus on minimizing our methane and GHG emissions.</p> <p>Monitor, follow or surpass all climate change legislation.</p> <p>Work closely with governments and industry advocacy groups to ensure regulations are sensible, achievable, effective and designed for maximum reduction of GHG/Methane per dollar spent.</p> <p>Natural gas is the best fossil fuel for minimizing GHGs and is needed to enable and backstop the transition to green energy sources like wind and solar; our production is predominantly natural gas.</p> <p>We are investing in a cogeneration facility at our Wembley gas plant, and we are beginning to investigate the potential for Carbon Capture, Utilization and Storage ("CCUS") at our facilities with the goal of reducing absolute emissions in the future.</p>



Structure and Diversity

Key Policies & Risk Management

Sustainability Linked Lending

Risk	Exposure	How We Manage the Risk
<p>CLIMATE CHANGE – PHYSICAL RISKS</p>	<p>The climate is always changing. We must ensure our operations are robust to manage extreme variability in weather patterns, rising mean temperature, wildfires, and any long-term changes in precipitation patterns.</p>	<p>Our facilities have been built for extreme conditions with minor cooling impact in the hottest of summer. We have put in place mitigation measures and procedures to protect our assets and people in the event of extreme weather conditions.</p> <p>To address the risk of extreme drought conditions on water availability, we are actively working to develop water recycling programs.</p> <p>Wildfires are a natural annual occurrence, but usually carry low risk to our staff, nearby communities, and our facilities since it is relatively rare for fires to be nearby. Our staff are trained and regularly drilled in Emergency Response Planning, and our facilities have significant graveled setback areas to ensure distance from nearby forest and foliage.</p>
<p>CLIMATE CHANGE - ENVIRONMENTAL LEGISLATION</p>	<p>Potential for stricter environmental standards and enforcement, larger fines and liability.</p> <p>Potential imposition of fines and penalties for breach of environmental legislation.</p>	<p>Proactively monitor regulatory developments.</p> <p>Engage with industry organizations and regulatory bodies to provide input on new and evolving regulations.</p> <p>Adapt business planning and operations to continue meeting or exceeding legislation.</p> <p>Find new, improved and more cost-effective ways of compliance through collaboration.</p>
<p>DISPOSAL OF OPERATIONS FLUIDS</p>	<p>Potential for a more stringent regulatory requirement to recycle water recovered from natural gas wells.</p>	<p>Continue to invest in testing new technologies that will allow greater sour water recycling. Note: Sour water is more difficult to recycle than sweet. We currently recycle small amounts of sour flowback water. Progress continues on finding a solution to greater recycling. If a viable solution is found, then recycled volumes will increase significantly (as is desired).</p> <p>Dispose of excess operations fluids safely and in an environmentally responsible manner (deep well disposal).</p> <p>Monitor status of our operating areas. Alberta and the Grande Prairie area are fresh-water rich basins, such that NuVista and industry consumption is a very small percentage of available water. See the annual AER water usage report as a reference.</p>



Structure and Diversity

Key Policies & Risk Management

Sustainability Linked Lending

Risk	Exposure	How We Manage the Risk
INDIGENOUS RELATIONS	Disruption to project timelines due to the ongoing evolution of the Canadian legal and regulatory framework regarding Indigenous consultation for extractive industries	In addition to it being the right thing to do, we mitigate this risk by deepening relationships with the Indigenous communities on whose traditional territories we operate. Our approach is informed by our four focus areas, which emphasize consultation and engagement, community involvement, and economic benefit; we believe that this approach will ensure that our presence is a net benefit to these communities.
AVAILABILITY OF SKILLED WORKFORCE	Competition for qualified personnel in the oil and natural gas industry is intense and there is a risk to the development and operation of our business if we fail to attract and retain necessary personnel.	<p>Provide expanded training and development opportunities to our employee base.</p> <p>Ensure we have a competitive compensation and benefit structure through peer benchmarking.</p> <p>Develop comprehensive succession plans for critical roles and ensure continuous training and learning opportunities for our workforce.</p>
MANAGEMENT OF GROWTH	<p>Capacity constraints and pressure on internal systems and controls.</p> <p>Material adverse effect on our business and financial condition due to ineffective growth management.</p>	<p>Continued implementation and improvement of operational and financial systems.</p> <p>Maintain a dedicated, motivated and skilled workforce, who are provided with training and development opportunities.</p> <p>Ensure we have a strong balance sheet and disciplined capital allocation.</p> <p>We have instituted a measured growth plan at a moderate rate which is designed to fill our existing facilities and add maximum value while not straining company or area resources.</p>

NuVista is committed to playing a positive role in advancing a lower carbon economy. We recognize the importance of addressing climate change risks and have implemented a phased approach to align with the recommendations set forth by the Task Force on Climate-related Financial Disclosures ("TCFD"). Our efforts began with disclosing information regarding the identification, assessment, and management of climate-related risks and opportunities. We have also established climate related performance targets and have linked them to our executive compensation and financing, demonstrating our commitment to driving meaningful action. By taking these steps, we are actively managing climate-related risks, seizing opportunities and working towards a more sustainable future.



Sustainability-Linked Lending

In 2022, NuVista reinforced its commitment to ESG accountability by converting our corporate credit facility into a sustainability-linked loan ("SLL"). This strategic move enables us to align our performance with key sustainability themes and directly ties our borrowing costs to our sustainability outcomes.

Under the SLL, our borrowing rates will increase or decrease based on our ability to meet the established annual sustainability performance targets ("SPTs"). By linking our financial incentives to sustainability achievements, we are further motivated to prioritize and achieve our ESG objectives.

This conversion to an SLL demonstrates our dedication to integrating sustainability into our core business practices. We are proud to leverage financial mechanisms that reinforce our commitment to responsible and sustainable operations.

Furthermore, under the terms of the SLL we are required to receive independent and external verification with a limited assurance of the performance levels for each SPT, the assurance reports are to be delivered annually along side a Sustainability Certificate to our banking syndicate.

We have met or exceeded all SPTs as set-out under our SLL for 2022.

OUR ANNUAL SPTs ARE RELATED TO:

ESG PILLAR

SUSTAINABILITY PERFORMANCES TARGETS

ENVIRONMENT



A reduction of Scope 1 & 2 GHG Intensity

ENVIRONMENT



Increased spending on ARO, over and above the minimum AER established regulations as well as the number of well sites moved through the assessment and remediation process

GOVERNANCE



Gender diversity at the Board level

B+ credit rating

In 2022, NuVista achieved a corporate credit rating of B+ from S&P Global Rating, a division of S&P Global Canada Corp.

This represents an upgrade from our previous B rating and reflects our overall credit strength.



Performance Summary

PRODUCTION	Units	2022	2021	2020
Production, annual average	Boe/d	68,690	52,345	50,443
ENVIRONMENT	Units	2022	2021	2020
Consumption intensity	GJ/Boe	0.21	0.26	0.25
AIR QUALITY AND GHG EMISSIONS ¹	Units	2022	2021	2020
Scope 1 GHG emissions	tonnes CO ₂ e	292,872	277,146	331,043
Scope 1 GHG emissions intensity ³	tonnes CO ₂ e/Boe	0.0117	0.0145	0.0179
Scope 2 GHG emissions ⁴	tonnes CO ₂ e	91,509	92,890	94,812
Scope 1 + 2 GHG emissions intensity ⁵	tonnes CO ₂ e/Boe	0.0153	0.0194	0.0231
Scope 3 GHG emissions ²	tonnes CO ₂ e	370,931	308,435	320,041
Scope 1 + 2 + 3 GHG emissions intensity	tonnes CO ₂ e/Boe	0.0301	0.0401	0.0430
NO _x emissions	tonnes	459	426	420
NO _x emissions intensity	tonnes NO _x /Boe	0.00002	0.00002	0.00002
SO ₂ emissions	tonnes	980	797	832
SO ₂ emissions intensity	tonnes SO _x /Boe	0.00004	0.00004	0.00005
Total gas flared	10 ³ m ³	11,024	9,605	9,777
Total gas flared emission intensity	10 ³ m ³ /Boe	0.00043	0.00050	0.00053
Total methane vented (t) ⁶	tonnes CH ₄	608	910	885
Total methane vented emission intensity (t/Boe)	t/Boe	0.000024	0.000048	0.000048
Total methane emissions (t) ⁷	tonnes CH ₄	2,209	2,334	4,724
Percentage of emissions covered under emission-limiting regulations	%	89	92	NPT



Performance Summary (Continued)

WATER MANAGEMENT	Units	2022	2021	2020
Fresh water withdrawal ⁸	m ³	1,561,295	1,119,002	723,021
Fresh water consumed	m ³	1,262,938	1,130,325	NPT
Fresh water withdrawal from high-stress regions	%	0	0	0
Non-potable fresh water withdrawal ⁹	m ³	N/A	N/A	0
Groundwater withdrawal	m ³	488,638	427,290	99,706
Surface water withdrawal	m ³	1,072,657	636,786	623,315
Waste water withdrawal	m ³	112,708	54,927	0
High quality non-saline surface water withdrawal	m ³	959,949	636,786	NPT
High quality non-saline groundwater withdrawal	m ³	159,297	119,113	NPT
Alternative non-saline surface water withdrawal	m ³	112,708	54,927	NPT
Alternative non-saline groundwater withdrawal	m ³	329,341	308,177	NPT
Volume of produced water generated	m ³	579,230	584,870	NPT
Volume of flowback water generated	m ³	1,060,710	730,700	397,350
Volume of produced water injected for disposal ¹⁰	m ³	1,617,492	1,042,900	2,237,529
Produced/flowback water discharged	%	0	0	0
Produced/flowback water injected ¹⁴	%	98.6	99.8	100
Produced/flowback water recycled ¹⁴	%	0.5	0.2	0
Hydrocarbon content in discharged water	tonnes	0	0	NPT
Percentage of hydraulically fractured wells where water quality deteriorated post frac compared to baseline	%	0	0	0
Percentage of hydraulically fractured wells with publicly disclosed frac fluid composition	%	100	100	100
Fresh water intensity	m ³ /Boe	0.050	0.059	0.039
High-quality non-saline water intensity	m ³ /Boe	0.033	0.056	0.039



Performance Summary (Continued)

WATER MANAGEMENT	Units	2022	2021	2020
Fresh water intensity (completions)	m ³ /tonne	4.3	4.2	5.5
Fresh water use as percentage of total water use	%	99	100	100
ABANDONMENT AND RECLAMATION	Units	2022	2021	2020
Total active operated wells (net owend by NuVista)		278	248	252
Total inactive operated wells (net owend by NuVista)		321	347	440
Total abandoned wells (net owend by NuVista)		521	499	515
Well abandonments (cut and capped in reporting year by NuVista)		26	30	25
Total wells in active reclamation (operated by NuVista)		323	343	347
Area of wellsites in active reclamation (operated by NuVista)	ha	584	612	627
Annual reclamation certificates received (operated by NuVista)		20	29	8
Area covered by reclamation certificates received (operated by NuVista)	ha	34	57	15
BIODIVERSITY	Units	2022	2021	2020
Number of reportable spills ¹¹		1	3	0
Total volume of reportable spills ¹¹	m ³	0.05	7.1	0
Average reportable spill volume	m ³ /spill	0.05	2	0
Number of reportable spills/production	MMBoe	0.04	0.15	0
Volume of reportable spills/production	m ³ /MMBoe	0.002	0.32	0
Number of pipeline leaks/1000 km pipeline		0	0	1.28
Volume (m ³) pipeline leaks/1000 km pipeline	m ³ /1000km	0	0	0
Number of fines and penalties		0	2	0



Performance Summary (Continued)

SOCIAL	Units	2022	2021	2020
Health & Safety				
Lost-time injury frequency (employees and contractors) per 200,000 man hours		0.157	0	0.198
Total recordable injury frequency (employees and contractors) per 200,000 man hours		0.47	0.64	0.59
Fatalities (employees and contractors)		0	0	0
Near miss frequency rate per 200,000 man hours		0.76	2.2	3.6
Our People				
Headquarter (Calgary) employees		72	68	67
Grande Prairie employees		17	15	15
Field employees		5	5	5
Total number of employees ¹²		94	88	87
Grande Prairie independent contractors		62		
Exposure hours (employees and contractors) ¹³		5,101,000	2,507,961	2,019,444
Voluntary employee turnover (including retirements)		4%	5%	3%
Total spending on training	CAD \$	195,456	149,316	118,619
Diversity				
Females in workforce		28	27	27
Female supervisory/professional positions		10	10	12
Female management & executive team		2	1	1
Female Board of Directors		2	2	1
Community Investment				
Total spend	CAD \$	852,576	486,173	354,200



Performance Summary (Continued)

- 1 We updated our methodology for estimating GHG emissions for the 2019 reporting year. Prior years have been re-stated. Details provided in NuVista's 2019 submission to Carbon Disclosure Project.
- 2 An estimate of major sources of Scope 3 emissions including most CAPEX activities (drilling, completions, abandonments) as well as third party midstream processing. Does not include transmission, retail and end-use.
- 3 Direct emissions (combustion, flaring, formation CO₂, venting, and fugitive leaks from equipment) under operational control.
- 4 Scope 2 emissions increased substantially in 2019 vs. 2018. This is due to NuVista's operation of the Wembley Gas Plant, which operates primarily on grid power.
- 5 Total direct plus indirect emissions (from purchased power).
- 6 Total methane vented emissions excludes fugitive emissions.
- 7 Direct methane emissions (combustion, flaring, fugitive leaks from equipment, venting).
- 8 Freshwater withdrawals are within licensed withdrawal limits. We constantly seek recycled, saline, or alternative non-saline freshwater in preference to high quality non-saline water wherever possible.
- 9 No longer reported with addition of new water use metrics.
- 10 Represents the volume disposed at NuVista-owned disposal wells in 2021 and prior years, and does not include 3rd party disposal or the volume recycled.
- 11 Spills outside of secondary containment were reported to regulatory agencies as per jurisdictional requirements.
- 12 Year-end full time and part-time employees count are included in this metric (Calgary and field employees combined). Contractor and temporary employees are not included in the employee count.
- 13 In 2022 NuVista updated exposure hours/\$ estimates to align with Energy Safety Canada's most recent published Health and Safety Metric Guideline
- 14 2022 total, based on measured data, is less than 100, likely due to rounding error, measurement variability and water in temporary storage.

2019 was the first full year of NuVista operating the Wembley gas plant and, as operator, NuVista includes 100% of the Scope 2 emissions from the plant in our annual reporting. NuVista's production accounts for less than 50% of the plant's throughput.

NPT= Not Previously Tracked.



SASB References Abreviations

References to Standards

SASB References

TOPIC	METRIC	CODE	PAGE
Greenhouse Gas Emissions	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	EM-EP-110a.1	2022 ESG Report, Pg. 9, 31 2022 CDP Report, Pg. 24, 41
	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions, and (5) fugitive emission	EM-EP-110a.2	2022 CDP Report, Pg. 30, 31
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	EM-EP-110a.3	2022 ESG Report, Pg. 7, 8, 9, 10, 27, 28 2022 CDP Report, Pg. 8 to 13
Air Quality	Air emissions of the following pollutants: (1) NOx (excluding N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM10)	EM-EP-120a.1	2022 ESG Report, Pg. 31
Water Management	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	EM-EP-140a.1	2022 ESG Report, Pg. 32
	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	EM-EP-140a.2	2022 ESG Report, Pg. 32
	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	EM-EP-140a.3	2022 ESG Report, Pg. 32
	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	EM-EP-140a.4	2022 ESG Report, Pg. 32
Biodiversity Impacts	Description of environmental management policies and practices for active sites	EM-EP-160a.1	2022 ESG Report, Pg. 11 to 12 2022 CDP Report, Pg. 45 to 46
	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI rankings 8-10, and volume recovered	EM-EP-160a.2	2022 ESG Report, Pg. 33



SASB References [Abreviations](#)

SASB References (Continued)

TOPIC	METRIC	CODE	PAGE
Biodiversity Impacts	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	EM-EP-160a.3	-
Security, Human Rights & Rights of Indigenous Peoples	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	EM-EP-210a.1	2022 ESG Report, Pg. 6
	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	EM-EP-210a.2	-
	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	EM-EP-210a.3	2022 ESG Report, Pg. 5, 17, 21, 22, 26, 28
Community Relations	Discussion of process to manage risks and opportunities associated with community rights and interests	EM-EP-210b.1	2022 ESG Report, Pg. 21, 22, 27, 28
	Number and duration of non-technical delays	EM-EP-210b.2	Zero non-technical delays in 2022
Workforce Health & Safety	(1) Total recordable incident rate ("TRIR"), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	EM-EP-320a.1	2022 ESG Report, Pg. 14, 34
	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	EM-EP-320a.2	2022 ESG Report, Pg. 14, 26
Reserves Valuation and Capital Expenditures	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	EM-EP-420a.1	2022 ESG Report, Pg. 27, 28 2022 CDP Report, Pg. 42
	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	EM-EP-420a.2	-
	Amount invested in renewable energy, revenue generated by renewable energy sales	EM-EP-420a.3	2022 CDP Report, Pg. 10
	Discussion of how price and demand for hydrocarbons or climate regulation influence the capital expenditure strategy for exploration, acquisition, and development of assets	EM-EP-420a.4	2022 CDP Report, Pg. 2, 12, 42



SASB References [Abreviations](#)

SASB References (Continued)

TOPIC	METRIC	CODE	PAGE
Business Ethics and Transparency	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	EM-EP-510a.1	2022 ESG Report, Pg. 6 0% proved and probable reserves in countries that have the 20 lowest rankings
	Description of the management system for prevention of corruption and bribery throughout the value chain	EM-EP-510a.2	2022 ESG Report, Pg. 26
Management of the Legal and Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	EM-EP-530a.1	2022 ESG Report, Pg. 27 to 29 2022 CDP Report, Pg. 2, 43 to 44
Critical Incident Risk Management	Process Safety Event rates for Loss of Primary Containment of greater consequence (Tier 1)	EM-EP-540a.1	-
	Description of management systems used to identify and mitigate catastrophic and tail-end risks	EM-EP-540a.2	-

Activity Metrics

TOPIC	METRIC	CODE	PAGE
	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	EM-EP-000.A	2022 ESG Report, Pg. 6, 31 NuVista Fact Sheet - Financial & Operating Summary
	Number of offshore sites	EM-EP-000.B	N/A
	Number of terrestrial sites	EM-EP-000.C	2022 ESG Report, Pg. 33



SASB References [Abbreviations](#)

Abbreviations

AER	Alberta Energy Regulator	LTI	Lost-time injury
AGM	Annual General Meeting	LTIF	Lost Time Injury Frequency
ARO	Asset Retirement obligation	m³	Cubic metres
BOE	Barrel of oil equivalent	MBoe	Thousand barrels of oil equivalent
CAPP	Canadian Association of Petroleum Producers	MMBoe	Million barrels of oil equivalent
CCUS	Carbon Capture, Utilization & Storage	NOx	Nitrogen oxides
CDP	Carbon Disclosure Project	NPRI	National Pollutant Release Inventory
CO₂/CO_{2e}	Carbon dioxide and equivalents	SASB	Sustainability Accounting Standards Board
ERM	Enterprise Risk Management	SLL	Sustainability-linked loan
ESG	Environment, Social and Governance	SPT	Sustainability performance targets
GHG	Greenhouse gas	SOx	Sulfur oxides
GJ/Boe	Gigajoule to barrel of oil equivalent	TCFD	Task Force on Climate-Related Financial Disclosures
Ha	Hectare	TRIF	Total recordable incident frequency
HSE	Health, Safety and Environment	TSX	Toronto Stock Exchange
KM	Kilometre	NVA	NuVista Energy Ltd.



Advisories

RESERVE REPORT

Based on a report prepared by GLJ Petroleum Consultants Ltd ("GLJ"), NuVista's independent qualified reserves evaluator, evaluating NuVista's reserves as of December 31, 2022 (the "GLJ Report") and using GLJ's price forecasts as of January 1, 2023. The estimate of future net revenue disclosed does not represent fair market value.

ADVISORIES AND FORWARD LOOKING STATEMENTS

We have taken care to ensure the information in this report is accurate. However, this report includes aspirational goals and estimates, which will differ from actual results, and is for informational purposes only. We disclaim any liability whatsoever for errors or omissions. Further, some information in this report may have been disclosed previously in other NuVista public disclosure, and such disclosure is not intended in any way to be qualified, amended, modified or supplemented by information herein.

Material may be used within this report to describe issues for voluntary sustainability reporting that are considered to have the potential to significantly affect sustainability performance in our view and may be important in the eyes of internal or external stakeholders. However, material for the purposes of this report should not be read as equating to any use of the word in other NuVista public reporting or filings. With this report, we hope to increase your knowledge of NuVista and our operations. However, this report does not provide investment advice, and readers are responsible for making their own financial and investment decisions.

There is no single standard system that applies across companies for compiling and calculating the quantity of GHG, NOx or SOx emissions and other sustainability metrics attributable to our operations. Accordingly, such information may not be comparable with similar information reported by other companies. Our emission statistics are derived from various internal reporting systems that are generally different from those applicable to the financial information presented in our consolidated financial statements and are, in particular, subject to less sophisticated internal documentation as well as preparation and review requirements, including the general internal control environment. We may change our policies for calculating these emissions and other sustainability metrics in the future without prior notice.

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

This report contains forward looking statements and forward-looking information (collectively, forward-looking statements") related to future, not past events and circumstances – including those which may relate to our strategies, focus, goals, ambitions, aims, targets, plans, objectives, operations and results. The use of any of the words "will", "may", "anticipate", "expect", "objective", "believe", "plans", "intends", "potential", "continue", "guidance", and similar expressions are intended to identify those forward-looking statements. More particularly and without limitation, this report contains forward-looking information and statements regarding: our strategy, our plans and focus; our values and beliefs; our ESG targets; our planned and anticipated community involvement and investments; our planned growth to over 100,000 boe/d by 2025; our plans to establish additional post-secondary scholarship programs and anticipated timing thereof; our ability to continue to identify ways to reduce GHG emissions; commencement of the Wembley Gas Plant cogeneration project and anticipated timing thereof; our ability to continue refining our reporting processes on scope 1, 2 and 3 emissions; our ability to maintain our intensity below our 2025 target of a 20% reduction from our 2020 baseline while policy and technology is further development and anticipated timing thereof; our ability to identify technological advancements to support continue emissions reduction and the anticipated timing thereof; our plans to exceed the AER's annual mandatory closure spend by a minimum of 25% annually and other similar statements.

In addition, statements relating to our reserves are also deemed to be forward-looking statements, as they involve the implied assessment, based on certain estimates and assumptions, that the reserves described exist in the

quantities predicted or estimated and that the reserves or resources can be profitably produced in the future.

Forward looking statements involve risk and uncertainty because they relate to events and depend on circumstances that will or may occur in the future including, without limitation, those risks considered under "Risk Factors" in NuVista's Annual Information Form and which may be outside of our control including, but not limited to: including the impact of general economic conditions; industry conditions; liabilities inherent in crude oil and natural gas operations; environmental risks; inability to further reduce emissions intensity; our inability to meet our ESG target in a timely manner; hazards such as fire, explosion, blowouts, cratering, and spills, any of which could result in substantial damage to wells, production facilities, other property and the environment or in personal injury. Readers are cautioned that the assumptions used in the preparation of such information, although considered reasonable at the time of preparation, may prove to be imprecise and, as such, undue reliance should not be placed on forward-looking statements. Although we believe that the expectations reflected in the forward-looking statements are reasonable, we cannot guarantee future results, levels of activity, performance or achievement since such expectations are inherently subject to significant business, economic, competitive, political and social uncertainties and contingencies. Many factors could cause our actual results to differ materially from those expressed or implied in any forward-looking statements made by, or on our behalf, in this report.

We have included the forward-looking statements in this report in order to provide readers with a more complete perspective on our future operations and such information may not be appropriate for other purposes. NuVista disclaims any intention or obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

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- Reserves Committee

Keith MacPhail

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- Reserves Committee

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President & Chief Executive Officer

Grant Zawalsky

- ESG Committee

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Tanya Dickison

Director, Human Resources and ESG Communications

Mike Lawford

Chief Operating Officer

Chris LeGrow

Vice President, Development and Planning

Ryan Paulgaard

Vice President, Production and Facilities

Josh Truba

Vice President, Land and Business Development

For more information on our Directors or Management team, visit [our website](#).

Lead Bank Syndicate

CIBC

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Burnet, Duckworth and Palmer, LLP

Auditor

KPMG, LLP

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