



2022 Sustainability Report



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Introduction

Message from the CEO & President

At PennEnergy Resources, we believe it is important to assess each year our accomplishments and opportunities to drive continuous improvement in our overall performance and our environmental, social, and governance (“ESG”) efforts. Since our beginning in 2011, sustainability and responsible operations have played a significant role in all of our planning and development activities. We strive to be a strong, responsible partner with our communities, investors, employees, and industry collaborators and we are continually evaluating how we can play a more active and constructive role as we grow and create long-term value for our stakeholders.

We believe that it is important to have complete transparency in our ESG policies and performance metrics. Our efforts focus on identifying key ESG metrics that have a significant and lasting impact on our core business strategy and to the overall strategic objectives of our investment partners. We have always integrated ESG data and metrics into our core operations and we have strived to continuously improve how we gather and report this data to ensure transparency, consistency, and comparability to our peers.

We work in tandem with our investment partners to identify our significant sustainability issues, and the key risks and opportunities for our business. PennEnergy Resources is founded on and driven by our company’s fundamental Core Values. We are committed to working alongside our investors, customers, and communities to make meaningful advances in preparing our company for a sustainable future.

Our Core Values – centered on honesty, and integrity and environmental stewardship, inform and guide every decision and action we take as a company. We’ve built our business around top talent, best practices, and industry-leading performance, and in 2022 we are proud to report that PennEnergy Resources has achieved “best-in-class” Responsible Sourced Gas (RSG) status by Project Canary’s rigorous TrustWell™ review and certification process across all of our operation. Further to this achievement, we continue to evaluate implement effective processes and procedures across our business to improve our ESG performance for a sustainable future.

Thank you for your interest in our ongoing sustainability progress.

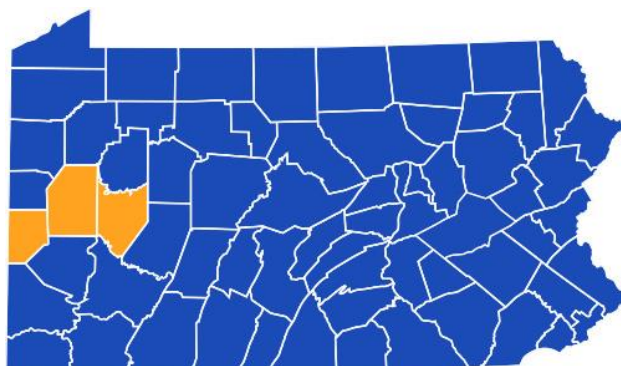
Richard D. Weber | Chairman & Chief Executive Officer

Greg D. Muse | President & Chief Operating Officer

About PennEnergy

PennEnergy Resources, LLC (“PennEnergy”, “PennEnergy Resources”, or “the Company”) is a Pittsburgh, Pennsylvania-based independent oil and gas company focused on the acquisition and development of unconventional shale resources in the Appalachian Basin. We are committed to being a best-in-class shale development company that creates value for our investors, stakeholders, employees, and landowners through the safe and environmentally responsible development of unconventional resources. PennEnergy Resources operations are currently focused in Southwest Pennsylvania in the counties of Armstrong, Butler and Beaver.

- ~ **200,000** Gross Acres
- 100%** Operated Position
- > **390** Producing Wells



PennEnergy makes the safety of its employees, contractors, and neighbors as well as the stewardship of the environment in which we operate a non-negotiable priority. As a result, we believe that integrating environmental, social, and governance (“ESG”) considerations into our business decisions is essential to drive long-term value for all stakeholders.

We also believe that Core Values are an essential element of respected and successful companies like PennEnergy. The way we respond to the many challenges of our everyday work environment speaks directly to who we are as individuals and as a company. PennEnergy employees conduct themselves in accordance with our company’s fundamental Core Values:

- ***Honesty & Integrity***
- ***Health & Safety***
- ***Teamwork, Respect & Collaboration***
- ***Environmental Stewardship***
- ***High Performance***

This sustainability report reflects our commitment to our ESG efforts, as well as our underlying Core Values and highlights our values and identifies the key risks and opportunities of our business. We have identified disclosure topics relevant to the oil and gas industry and tailored them as applicable to our company to focus on those that support our long-term financial performance.

Our Sustainability Strategy



High Performance

We create sustainable value through the development of highly productive assets, disciplined capital allocation, efficient operations, and enabling our team to perform at the highest level with the appropriate resources and a collaborative and supportive work environment.

At PennEnergy, we strongly believe that as we continue to create value for our investment partners, ESG considerations are essential in developing long-term financial performance. We also acknowledge that oil and gas operators, such as ourselves, remain compelled to meet the need for energy that elevates the lives of people across the world. Our role in the oil and gas value chain is to be a responsible partner for our customers, our employees, our investors and for society as a whole. We focus on delivering financial returns while operating in an ethically, environmentally, and socially responsible manner. We are committed to the safety of our employees, contractors, and neighbors as well as to conducting operations with minimal environmental impact. We seek to ensure that our business practices comply fully with all applicable laws and regulations. Our company is committed to its focus on integrating sustainability across our business to propel our success and differentiate us from our competitors. We believe that management of significant sustainability issues has the potential to affect our profits, assets, liabilities, and cost of capital, therefore impacting long-term value creation.

Our sustainability approach is aligned with our investment partners’ overall strategy and is driven by our assessment and identification of sustainability risks and opportunities and their impact on our overall strategic business objectives. Our relevant ESG issues are noted below and are the focus areas of this report:

Focus Areas & Issues		
Environmental	Social	Governance
<ul style="list-style-type: none"> Greenhouse Gas Emissions Air Quality Water Management Biodiversity Impacts 	<ul style="list-style-type: none"> Workforce Health & Safety Employee Diversity & Inclusion Security, Human Rights & Rights of Indigenous Peoples Community Relations 	<ul style="list-style-type: none"> Business Ethics Management of the Legal & Regulatory Environment Critical Incident Risk Management

ESG Commitment

In support of our ESG efforts, we align and engage with leading sustainability organizations which provide frameworks and guidelines that aid in advancing our sustainability impact. Our engagement with these organizations enables us to increase our ESG awareness and enhance our reporting protocols with evolving best practices.

TrustWell™ Certification



To provide independent validation of PennEnergy’s ESG performance, last year we engaged with Project Canary to certify our operations through the TrustWell™ Certification process. Project Canary is an independent certification organization focusing on ESG performance.

When utilizing the TrustWell™ certification process, Project Canary rigorously analyzes more than 600 data points across the ESG spectrum on a well-to-well basis to create a dynamic score. This meant scrutinizing each well against strict standards regarding air, water, land, and community. Our team worked extensively with their engineers over the last several months reviewing operational data and procedures, conducting countless interviews and inspecting all of our well sites.

In early 2022, PennEnergy earned Project Canary’s top “Gold” and “Platinum” rating on 375 of its 378 producing wells and all of its producing well pads, meaning nearly all of its production is now certified “Responsibly Sourced Gas” (RSG), a classification of natural gas produced in the most environmentally responsible way. The program may also include continuous methane emissions monitoring at a well site, an aspect that PennEnergy has implemented at several of our well sites.

Since the beginning, we have committed ourselves to Core Values that guide our decisions and motivate how we conduct our operations. These certifications validate our efforts in producing natural gas in the most environmentally and socially responsible manner.

Governance



Honesty & Integrity

We uphold high standards of business ethics and integrity and enforce strict principles of corporate governance and support transparency in all of our operations.

Corporate Governance Oversight

PennEnergy is backed by EnCap Investments L.P. (“EnCap”) and Wells Fargo Energy Capital, two of the leading providers of private equity to independent energy companies. We work in tandem with our investment partners to develop both our overall business strategy and improve upon the integration of relevant ESG factors into our business processes.

Our management team members are fully aligned with our investment partners’ overall commitment to ESG principles and have a like-minded ESG policy and supporting policies and procedures in place. PennEnergy reports on significant ESG issues and provides details of ongoing ESG developments during each quarterly Board meeting.

Business Ethics

PennEnergy is committed to ensuring it operates ethically and exceeds regulations. Our management team is committed to high standards of professional and ethical business practices. We advocate for an environment where our employees act with honesty and integrity, and are respectful in dealings with customers, employees, and in the communities in which they operate.

We conduct ourselves in accordance with our Core Values, which we believe are an essential element of respected and successful companies. How we respond to the many challenges of our everyday work environment speak directly to who we are as individuals and as a company. Our Core Values include Honesty & Integrity, Health & Safety, Environmental Stewardship, High Performance, and Teamwork, Respect & Collaboration.

We have formal rules and policies governing employee conduct, including gifts and entertainment, non-discrimination, diversity and equal opportunity, whistleblowing, and political contributions. We also advocate for increased transparency relative to sustainability metrics and disclosures. We respond to annual questionnaires with our investment partners regarding our operational, environmental, safety and regulatory data to determine the quality of our performance and measure of continued improvement. We ensure our reported sustainability data aligns with our investors’ strategic plan and that our results are clearly and accurately communicated at all Board meetings.

Risk Management

Risk management is a fundamental part of our business, and our investment partners expect us to appropriately manage risks while also creating long-term value. Our risk management practices complement our overall governance approach and include ESG-related matters. Our risk management program includes the identification, evaluation, and monitoring of financial and operational risks and include ESG risks and opportunities. We understand that risks to our business are evolving. Our programs aim to monitor and proactively mitigate and manage those risks.

Critical Incident Risk Management

We proactively prepare to respond to an emergency that may occur onsite or within our facilities. It is our expectation that our company maintains a comprehensive plan to confirm the structural integrity of our equipment in an effort to meet and exceed safety and environmental expectations. This plan plays an integral role in protecting the public, our employees and contractors, and the environment through adherence to a set of safety management, analytical, operating, and maintenance processes.

Prior to conducting any field operations, we adhere to our comprehensive risk/probability matrix for each of our operating phases including well site selection and construction, drilling operations, completion operations, and production operations. We have identified the key risks of these areas and have developed and employed a variety of management systems to mitigate these risks. We continuously evaluate and adjust our processes and procedures to ensure we are conducting our operations in a manner to mitigate catastrophic and non-catastrophic risks.

Should PennEnergy experience an environmental or safety incident, we have formal incident review meetings identifying incident root cause(s) and mitigating corrective actions. Leadership for these review sessions are typically driven by the Company's President and Chief Operating Officer.

We are dedicated to seeking continuous improvement in all aspects of our daily activities, especially with the safety of our employees, contractors, the public and the environment. Our company has established safety policies, procedures, and manuals; and workers have the ability to provide feedback on those documents, pose questions or ask for revisions. Employee engagement and participation are necessary to help improve the safety of all workers and to prepare for a response in the event of an emergency. See the Workforce Health & Safety section for additional information.

Management of the Legal & Regulatory Environment

Risks of substantial costs and liabilities related to environmental compliance issues are inherent to our operations. These operations are subject to changes in public policy and by federal, state, and local laws and regulations related to the storage, handling, emissions, transportation, and discharge of materials into the environment.

The operations of our company are also affected by environmental, safety, and labor laws, as well as changes in related administrative regulations or enforcement priorities. It is possible that these laws and regulations in the future may add to the capital and operating costs of our company or may directly or indirectly affect operations. We continue to stay abreast of the legal and regulatory landscape and how these laws and regulations may impact our operations and financial condition to proactively minimize our risks and maximize our opportunities.

Social

Employee Diversity & Inclusion



Teamwork, Respect & Collaboration

We will drive our success by effectively working together to achieve the common objectives of PennEnergy Resources. Only through selfless teamwork, collaboration and respect for others will we reach our full potential.

PennEnergy has a zero-tolerance policy for discrimination based on age, gender, nationality, socioeconomic background, disability, religion, or sexual orientation. We are committed to providing equal opportunity in all our hiring and compensation practices. We aim to attract the most talented employees and provide an environment for them to grow and succeed.

We seek to foster an inclusive and respectful work environment. We promote diversity externally through soliciting applicants from various sources and internally through management development programs. PennEnergy promotes female leadership and advancement through support of the Women’s Energy Network professional group. We recognize that genuine value is added to an organization when thoughts are shared among individuals with varying perspectives in an effort to generate better ideas and reach more balanced decisions.

In order to analyze our performance relative to diversity and inclusion and to identify areas of improvement, we have focused on the following metrics in 2021:

Gender Representation (%)

Female	Male	Total
19%	81%	100%

Racial / Ethnic Group Representation (%)

Black or African American	Asian or Pacific Islander	Native American	Hispanic	White	Two or More Races & Other	Total
1%	0%	1%	1%	97%	0%	100%

Workforce Health & Safety



Health & Safety

Protecting and ensuring the health and safety of our employees, contractors and neighboring communities is of paramount importance to our expected performance and the perception of our company and employees.

PennEnergy takes pride in developing and retaining the best talent and we are committed to the well-being of the employees, as well as the safety of the many vendors and suppliers with whom we do business. Consistent with our Core Values, we strive to have a zero-incident rate. Employee health and safety is a central pillar that supports and strengthens each project we undertake. We believe that exceeding industry performance standards and having a zero-incident rate is achievable through a culture that promotes caring for each other and continued improvement of safety management systems.

Our health and safety metrics for the year ended December 31, 2021, were as follows:

Total Recordable Incident Rate (TRIR) ¹	0
Lost Time Injury Rate (LTIR) ¹	0
Fatality Rate	0

¹TRIR and LTIR per 200,000 hours worked.

Compliance issues and other health, environmental, and safety (“HES”) incidents are identified through various methods including field operations personnel, internal reviews, weekly operations & communications meetings, and audits. PennEnergy has a strong culture of cooperation with contractors and business partners who routinely communicate HES issues and incidents back to PennEnergy supervisors and managers. We utilize a team approach to ensure issues and incidents are properly identified and corrected.

We prepare our team to work safely through comprehensive training and orientations, on-the-job guidance and tools, safety engagements and other resources. Our employees are trained to report and to correct HES incidents and near misses, and every employee and contractor has the authority and is encouraged to halt operations (STOP Work) should they have an issue or concern regarding any planned or ongoing operation. All employees are trained and understand that the timeliness of reporting is paramount and that all incident reports (HES and others) are to be completed as soon as possible. All incidents are reviewed during weekly operations meetings.

Security, Human Rights & Rights of Indigenous Peoples

PennEnergy is committed to the safety and security of our organization and the communities in which we operate. We strive to plan, prepare, prevent, and recover from adverse security incidents that could injure, harm, disrupt, or affect our workers, sites, business, or communities. Through strategic alignment with our business and operational teams, we can efficiently and swiftly identify and direct resources to preserve and safeguard our assets, both tangible and intangible. Our strong relationships with federal, state, and local first responders strengthen our commitment to keeping our communities safe.

Human rights considerations are taken into account when making business decisions and are driven by our Codes of Business Conduct and Ethics. These codes provide guidance on human rights issues such as non-discrimination, antiharassment, workplace safety and equal employment opportunities. We actively participate in the lives of the communities where we live and operate, and we also engage with our neighbors to understand the environmental and human impacts of our operations. When assessing and addressing these impacts, we consult with those who may be affected.

We strive to respect human rights and native lands, as well as honor the traditions and the cultural, social, and religious beliefs of others, including those of indigenous peoples. Our assets are located in rural areas with low populations, such as farms or ranch lands and are not located near indigenous land.

Community Relations

PennEnergy operates under the premise that we are invited guests on the land in which we operate. We are dedicated to the health and safety of all stakeholders impacted by our operations including our employees, contractors, neighbors, and the communities in which we operate. Our Core Values were established as our commitment to operating in a manner that meets and exceeds regulatory requirements and has a positive impact on our surrounding communities. Throughout the lifecycle of our operations, our team regularly and continuously engages with landowners, local government, and regulatory agencies to ensure that the potential risks and opportunities are identified and addressed.

In the selection of well sites, we employ a thorough process that includes such considerations as:

- Assessment of our lease terms and obligations
- Environmental issues or concerns such as wetlands, potential erosion, or other issues
- Well site access, road conditions, and proper truck routing
- Potential noise issues and mitigations during drilling, completion, and production activities
- Pipeline routing to minimize impact to residents
- Water access for drilling and completion operations

- Pre-activity (pre-drill) water surveys
- Air quality issues related to drilling, completion, and production operations

We strive to build strong community relationships and be an advocate for community engagement programs that improve the quality of life in the communities where we operate. We have policies in place to ensure our employees deal directly with landowners to confirm their satisfaction with our operations. Our company experienced zero days of site shutdowns or project delays due to non-technical factors during 2021.

PennEnergy Resources also models our commitment to building valuable community relationships through our charitable contributions and volunteer efforts. In 2021, our community investment program proudly supported various following local groups including: Brush Creek Park, Big Knob 4H Club, South Butler Library, New Sewickley Township Police Department, Winfield Township Emergency Response Center, and The Conway Volunteer Fire Department. In addition to monetary donations, employees actively participated in the Cystic Fibrosis Cycle for Life, donated items for the children in need at Mars Home for Youth, and also made donations to several local food pantries.

Environment



Environmental Stewardship

We will use commercially reasonable efforts to minimize the environmental impact of our development and will strive to meet or exceed all applicable laws and established industry best practices. We operate as guests of our landowner partners and will conduct ourselves accordingly.

Greenhouse Gas Emissions

PennEnergy is responsible for the development of affordable, reliable, and responsibly produced energy. In doing so, we work to preserve the lands and environment in which we operate. The management of greenhouse gas (“GHG”) emissions from oil and gas production has emerged as a significant operational, reputational, and regulatory focus area for our company. Our regulatory and environmental performance goes beyond mere compliance with applicable regulations. We remain committed to the communities we work in and to our stakeholders to uphold our Core Value of Environmental Stewardship. We believe that minimizing GHG emissions is a critical responsibility of upstream oil & gas companies. We strive to not only to meet or exceed all regulatory requirements but also to continuously improve the emissions of our operations.

We track emissions from our drilling, completion, and production activities and actively monitor a range of emissions sources – including combustion, storage, flaring, venting, fugitive emissions, and gas processing. We design our operations and controls to minimize these emissions. Potential fugitive emissions and venting sources are considered in the design of new facilities and modifications to existing facilities. We ensure we have proactive programs in place to find the root cause of emission instances and take immediate steps to perform corrective actions to mitigate these events.

Methane Emissions Management

During production, small quantities of methane can be released to the atmosphere, which impacts the environment and also creates risks to our company. We are committed to ensuring we have sustainable operations and pursue a range of emissions-mitigation strategies.

PennEnergy Resources is a member of American Petroleum Institute (API)’s The Environmental Partnership and has established both methane and overall greenhouse gas (i.e., CO₂e) emissions intensity reductions targets. Our approach towards reducing emissions includes proactive efforts such as the implementation of a comprehensive leak



detection and repair (LDAR) program, which monitors all facilities for fugitive leaks via multiple technologies and goes well beyond the basic regulatory requirements. Since 2019, all our pads have been constructed to use instrument air for powering pneumatic controllers, which has eliminated emissions from those devices. In addition, we currently have various ongoing projects to retrofit older pads with instrument air (vs. in-place natural gas) and other pneumatic emissions reduction technologies.

Our commitment to minimizing environmental impacts is reflected in our adherence to strict permitting and review processes. From the construction through the reclamation of our facilities, multiple tools are utilized to maintain the integrity of our sites including daily site visits and remote monitoring via our SCADA (Supervisory Control and Data Acquisition) system, which enables us to monitor equipment, line pressure and tank levels very closely. In the case of an emergency, our facilities are designed with multiple Emergency Shut Down options.

We continually review facility design plans and update equipment to ensure emissions are as low as possible through efforts such as the installation of vapor recovery units (VRUs), Environmental Protection Agency (EPA)-certified enclosed combustors, condensate vapor balance systems, and storage tank vapor control equipment. We have also implemented operator training programs to minimize unnecessary emissions into the atmosphere.

For reference and to show progress, here are several of our key performance indicators related to GHG emissions:

Metric	2020	2021
Methane Emissions Intensity [metric tons CH ₄ /MBOE]	0.080	0.054
GHG Emissions Intensity [metric tons CO ₂ e/MBOE]	2.563	2.171
Methane Emissions Intensity [scf methane emitted/scf methane produced]	0.084%	0.056%
Facility Leak Detection & Repair (LDAR) Leak Occurrence	0.041%	0.061%

Abbreviations above include carbon dioxide equivalent ("CO₂e"), thousands of barrels of oil equivalent ("Mboe"), and millions of standard cubic feet of gas ("MMscf").

Water Management

Water Reuse, Processing and Disposal

PennEnergy goes above and beyond industry standards when it comes to water safety and water management. We understand the importance of minimizing water usage and the value of implementing recycling efforts whenever possible. Freshwater is a precious resource, and we seek innovative ways to use non-fresh water and reduce the overall amount of water used throughout our operations. We are also mindful of the effect of our operations on local communities and strive to ensure other end users have the water resources they need.

Upstream operations require significant quantities of water to produce the most prolific amount of oil and gas. Water for use in operations is sourced from groundwater, surface waters, municipal water, and produced formation water. The possibility of reduced water availability, regulations limiting usage, or related cost increases, particularly in water-stressed regions, must be closely monitored. In addition, the process of oil and gas production creates “saltwater,” which must be safely discarded. We follow comprehensive procedures for safeguarding water quality and for handling produced water responsibly. We follow API recommended practices using lay-flat lines for water transfer in the oilfield with the goal of providing safe and environmentally sound transfer of fresh, alternative, and recycled produced water.

Recycling helps to reduce the operating costs associated with purchasing, transporting, and disposing of water. Water that cannot be reused or recycled throughout the lifecycle of our operations must be disposed of through alternative means, including injection into permitted working reservoirs, which improves oil and gas recovery, as well as other options to discharge water in accordance with applicable regulations and industry best practices.

Our commitment to minimizing environmental impacts is illustrated through our aggressive water reuse goals which help maximize water reuse from our production and flowback operations and minimize freshwater use reducing potential impacts on local watersheds. When we are actively completing wells, we utilize all of our produced and flowback water to the extent possible in the completion of our wells. We will also accept produced water from other operators in the area in our completion operations to assist these operators in maximizing reuse of water. When we are not actively completing wells, we will send our produced and flowback water to other operators for use in the completion of their wells to the extent possible.

We have focused on the following metrics to track our progress in 2021 towards responsible water usage:

Total volume of freshwater consumed for Operations (MMBbl)	6.5875
Total volume of produced salt water recycled (MMBbl)	2.917
Total volume of produced saltwater and flowback fluid injected (MMBbl)	0.65965841
Percentage of produced saltwater and flowback fluid recycled	81.56%
Percentage of produced saltwater and flowback fluid injected	18.44%

Project Canary Freshwater Verified

In early 2022, the *Journal of Water Resource and Protection* published the following article: "Technical Analysis of Freshwater Use as a Part of Responsibly Sourced Gas ESG Strategy." The white paper details Project Canary's Fresh Water Replacement Ratio metric (FR²), validated as an industry best practice and benchmarking tool for evaluating responsible water performance. The metric quantifies operational impacts on local water supplies by measuring competitive water usage in conjunction with a localized water stress index to quantify operators' effects on water supplies.

In simplest terms the FR² metric, alone, is the sum all positive or sustainable uses of water utilized divided by the amount of fresh water withdrawn. This metric was a key component in evaluating PennEnergy's TrustWell™ rating eligibility, which led to our achievement of becoming one of the basin's first operators to achieve the Freshwater Verified Attribute.

Groundwater Protection

In addition to water reuse and recycling efforts, we conduct baseline water sampling before any earth disturbance takes place. We begin by identifying all private water sources / drinking water sources within two thousand five hundred feet of a natural gas well surface hole location. Landowner water sources are sampled and submitted to a Pennsylvania state certified laboratory where they are analyzed for a predefined set of constituents to indicate baseline water quality. Landowners are provided copies of these results.

The baseline water sampling program is performed in accordance with guidelines for conducting pre-drilling surveys and water testing established by the Pennsylvania Department of Environmental Protection ("PA DEP"). All field and office work is completed by, or under the supervision of, a geologist licensed to practice geology in the Commonwealth of Pennsylvania and experienced with the latest techniques for completing pre-drilling surveys.

Biodiversity Impacts

We demonstrate environmental stewardship by respecting and protecting species and habitats on all of the lands where our company produces oil and gas. As a leader in the acquisition, exploration, production, and development of oil and gas properties across the United States, we have a great responsibility to preserve our areas of operation. We are committed to being responsible stewards and endeavor to operate in a manner that protects species and habitats from the potential effects of our operations. None of our proved reserves are located in or near sites with protected conservation status or endangered species habitat.

We recognize that ecological impacts are closely tied to well design and integrity management. During project planning, construction, and operations, we seek to protect natural resources and to maintain biodiversity. All new projects undergo intensive assessments for the presence of natural resources that could be affected by our operations. Our surface facilities are also designed and constructed with a variety of containment measures to prevent impact to the environment should a leak or spill occur.

During operations, we are required to follow strict well integrity standards and routinely assess operating equipment to ensure compliance with recognized industry practices. Casing integrity of each well is designed, confirmed, and verified to ensure that the surface and groundwater bearing zones are protected. We also require a robust well integrity monitoring program to verify the mechanical integrity of production wells. Preventing and minimizing spills throughout the lifecycle of our operations is a top priority that allows for prompt remediation in the event a spill occurs.

The number and aggregate volume of hydrocarbon spills for our company during 2021 were as follows:

Total number of hydrocarbon releases	1
Total volume of hydrocarbon released (Bbls)	50
Total volume of recovered released hydrocarbons (Bbls)	100%

About This Report

The information included in this report has been subjected to the Company's policies surrounding the disclosure of financial and non-financial data. The information included in this report is as of and for the year ended December 31, 2021. This financial information and all non-financial data included in this report was not subject to a third-party audit verification process.

Forward-Looking Statements

Certain information included in this Sustainability Report may constitute forward-looking statements within the meaning of applicable securities laws, including, but not limited to, statements regarding the Company's plans to: incorporate environmental, social and governance metrics into its overall strategy, make additional efforts to contribute to local communities, foster programs regarding diversity and inclusion, and implement projects or initiatives to improve performance relative to environmental matters. Readers are cautioned not to place undue reliance on forward-looking statements as they are subject to a number of assumptions and known and unknown risks and uncertainties that may cause the actual results, performance, or achievements of the Company to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. The forward-looking statements contained herein are made as of the date of this document. The company assumes no obligation to update or otherwise revise these forward-looking statements, whether as a result of new information, future events, or otherwise.