



These performance tables provide an overview of our sustainability performance over a period of three years. The data provided here is in line with the reporting guidelines and indicators of Sustainability Accounting Standards Board (SASB) and Task Force on Climate-Related Financial Disclosures (TCFD) Sustainability Reporting Guidance for the Oil and Gas Industry. The tables provide insights into our environmental, social and governance performance, including data on emissions, safety, local community engagement, and more. For additional information, please see the following page www.precisiondrilling.com/esg.

GENERAL DATA

	2020	2021	2022
Drilled Distance (Kilometers)	6,837	8,589	10,869
Total Full Time Employees (FTE)	2,923	3,647	5,387
Total Contract Employees	70	41	81
Total Short-Service Employees (SSE)	580	1,426	1,344
Total Hours Worked	8,538,290	9,530,510	12,272,992
Revenue (\$M CAD)	935	986	1,617
Contract Operating Days	22,888	29,384	38,906

FIELD TRAINING & DEVELOPMENT

FIELD BASED	2020	2021	2022
SSE Training Hours #	291	2,260	25,160
Total Employees Training Hours #	15,643	17,736	82,855

COMPLIANCE, ETHICS & CYBERSECURITY

	2020	2021	2022
COBC Training (# of employees)	3,101	3,485	4,164
Diversity, Equity, and Inclusion (# of employees)	na	3,114	4,047
Harassment and Discrimination (# of employees)	na	3,130	4,047
% of COBC Ethics & Compliance Training Compliance	100%	100%	100%
% of Required Employees who Completed Anti-Bribery and Anti-Corruption Training (ABAC)	100%	100%	100%

RETENTION

	2020	2021	2022
Total Retention	72%	62%	88%
Retention of Key Operating Positions ¹	100%	100%	99%
Retention of 1-5 Year Employees ²	35%	54%	90%

1. Retention of Key Operating Positions (Field Superintendents, Rig Managers and Drillers) is a measurement of our ability to retain key talent in critical roles which have a direct impact on our ability to scale efficiencies on our assets and maintain high levels of crew productivity, driving profitability.
2. Retention 1-5 year employees is a marker of organizational success and displays the effectiveness of managing the cost of turnover for employees new to the industry.



DIVERSITY & INCLUSION

	2020	2021	2022
Gender			
Women as % (non-field roles)	24%	22%	30%
Men as % (non-field roles)	75%	77%	70%
Men as % of Field	100%	99%	99%
Women as % of Corporate	38%	43%	39%
Men as % of Corporate	61%	56%	61%

SAFETY¹

	2020	2021	2022
FTE Total Recordable Incident Rate (TRIR)	0.68	0.80	1.19
FTE Lost-Time Incident Rate (LTIR)	0.26	0.29	0.42
FTE Fatality Rate	0.00	0.02	0.02
FTE Total Vehicle Incident Rate (TVIR)	0.33	0.46	0.29
Percentage of all employees and contractors who are covered by health and safety management system	100%	100%	100%

1. All rates calculated based on number of incidents per 200,000 employee working hours.



GOVERNANCE

	2020	2021	2022
Board of Directors Average Age (years)	63.6	64.6	65.1
Board of Directors Average Tenure (years)	7	8	8.2
Board of Director Gender Representation	12%	12%	25%
Board of Director - Other Diverse Person Representation ¹	N/A	N/A	44%
Number of Independent Directors	7	7	8
Performance Based Compensation (CEO)	81%	78%	81%
Performance Based Compensation (NEO)	70%	68%	70%

1. An Other Diverse Person includes directors or executives that have self-identified into one or more of the following categories: Racialized Person, LGBTQ2S+, disability and indigenous people (First Nations, Inuit, or Metis). Racialized is derived by the Ontario Human Rights Commission from the concept of "visible minority" defined as person other than Aboriginal Peoples, who are non-Caucasian in race or non-white in color. We have defined 'Disability' as a person with a physical or mental condition that is permanent, ongoing, episodic or of some persistence, and is a substantial or significant limit on an individual's ability to carry out some of life's important functions or activities, such as employment.

COMMUNITY INVOLVEMENT

	2020	2021	2022
Dollar Amount Committed to Not-For-Profit Organizations	\$182,000	\$256,455	\$330,000



ENVIRONMENT

PRECISION DRILLING OPERATIONAL CONTROL	2020	2021	2022
Scope 1 GHG Emissions (Thousands TCO ₂ e) ^{1,2}	9.5	11.5	12.4
Scope 2 GHG Emissions (Thousands TCO ₂ e) ^{1,2}	5.2	5.3	5.4
Scope 1+2 GHG Emissions (Thousands TCO ₂ e) ^{1,2}	14.7	16.8	17.8
Scope 1+2 GHG Emissions Intensity per Contract Day (TCO ₂ e/day) ^{1,2}	0.64	0.57	0.46
Scope 1+2 GHG Emissions intensity (TCO ₂ e/employee) ^{1,2}	5.0	4.6	3.3
Fuel Consumed Used in Off-road Equipment (GJ) ^{1,2}	73,936	100,379	89,604
Fuel Consumed Used in On-road, Mobile Equipment, and Vehicles (GJ) ^{1,2}	80,411	87,771	106,234
Diesel Consumption (GJ) ^{1,2}	31,196	44,311	58,838
Gasoline Consumption (GJ) ^{1,2}	61,566	62,315	75,115
Natural Gas Consumption (GJ) ^{1,2}	61,585	81,523	61,369
Electricity Consumption (GJ) ^{1,2}	33,805	34,797	35,673
Fuel Consumption (GJ) ^{1,2}	154,347	188,149	195,322
Total Energy Consumption (GJ) ^{1,2}	188,152	222,947	230,995
Normalized Total Energy Consumption (GJ/km drilled) ^{1,2}	27.5	26.0	21.3
% Engines Tier 4 ^{1,2}	0	0	0



ENVIRONMENT

CUSTOMER OPERATIONAL CONTROL	2020	2021	2022
GHG Emissions (Thousands TCO ₂ e) ²	388	440	612
GHG Emissions Intensity (TCO ₂ e/contract day) ²	17.0	15.0	15.7
GHG Emissions Intensity (TCO ₂ e/employee) ²	133	121	114
Total Fuel Consumed Used in Off-road Equipment (GJ) ²	5,544,419	6,298,191	8,752,582
Total Fuel Consumed Used in On-road, Mobile Equipment, and Vehicles (GJ) ²	1,408	1,466	1,893
Total Diesel Consumption (GJ) ²	5,431,481	6,121,000	8,543,931
Total Natural Gas Consumption (GJ) ²	114,346	178,657	210,544
Total Fuel Consumption (GJ) ²	5,545,827	6,299,657	8,754,475
Total Energy Consumption (GJ) ²	5,545,827	6,299,657	8,754,475
Normalized Total Energy Consumption (GJ/km drilled) ^{2,4}	811	733	805
% Engines Tier 4 ²	0	0	0
Total Number of Spills ^{2,3}	13	16	12
Spill Incident Rate ^{2,3}	0.30	0.34	0.20
Total Volume of Spills (bbl) ^{2,3}	420	475	220



ENVIRONMENT FOOTNOTES

¹ Categorization of emissions, fuel consumption, and energy consumption associated with our business has been aligned with the GHG Protocol – A Corporate Accounting and Reporting Standard, and we have adapted the following designations for our emissions disclosures and discussions:

SCOPE 1: Direct GHG Emissions – Sources that are owned or controlled by the company. Examples include emissions from combustion of fuels at operationally controlled facilities and activities, in company operated and controlled vehicles, and from process equipment operationally controlled by the company.

SCOPE 2: Indirect GHG Emissions – Emissions from the generation of purchased electricity or other energy sources (not combusted) utilized at company owned or controlled facilities and operations.

Emissions from Services Provided – Emissions resulting from combustion of fuel sources or purchased electricity used while providing services under the operation control of the customer. This includes most drilling and service rig operations.

² Operational Control is determined by whether Precision Drilling has full decision-making authority over the operation and associated equipment and energy sources. For the purposes of this document, the majority of our drilling and well servicing operations are under the operational control of our customer with regard to determination of energy and fuel sources, efficiency improvement and emissions reduction technology application, and operating details such as well depths, circulating times, and required pressures that impact the amount of energy required.

³ Total number of spills and spill volume are calculated using the number and volume of reportable quantity spills. Spill rate is calculated using the total number of spills per 200,000 employee working hours. Spills that occur on customer locations are the reporting responsibility of the customer and may or may not be the result of company operations, however they are tracked for internal learning purposes.

⁴ In 2022, the expansion of our service rig business which does not add to our total drilled depth metric, along with increased utilization of our super single rigs, resulted in a higher emissions intensity when normalized against total drilled depth.

