



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](http://www.precisiondrilling.com/esg).

## GENERAL DATA

	2021	2022	2023
Total Full Time Employees <sup>1</sup>	3,647	5,387	5,560
Total Contract Employees <sup>2</sup>	41	81	87
Total Hours Worked	9,530,510	12,272,992	13,366,354
Revenue (\$M CAD)	986	1,617	1,937
<b>Contract Drilling</b>			
Drilled Distance (Kilometers)	8,589	10,869	13,263
Contract Drilling Operating Days	29,384	38,906	36,671
Total Short-Service Employees (SSE) <sup>3</sup>	1,426	1,344	992
SSE Training Hours	2,260 <sup>4</sup>	25,160	16,185
Total Employee Training Hours	17,736	82,855	63,616
<b>Well Servicing</b>			
Service Rig Operating Days <sup>5</sup>	4,128	6,862	7,628

1. Employee data is approximate as of 12/31 of each fiscal year.
2. Contract employees are defined as third-party consultants or contractors who are not employed or receive payroll wages from Precision.
3. Calculated as the number of employees that participated in the SSE Program during the fiscal year.
4. The SSE hours for 2021 represent a partial year of data due to the metric tracking commencing in the fourth quarter.
5. The operating days attributed to the acquisition of CWC Energy Services Corp. in November 2023 have not been included.

## COMPLIANCE & ETHICS

	2021	2022	2023
% of COBC Ethics & Compliance Training Compliance	100%	100%	100%
% of Required Employees who Completed Anti-Bribery and Anti-Corruption Training (ABAC)	100%	100%	100%
% of Required Employees who Completed Harassment and Discrimination Training	100%	100%	100%

## RETENTION

	2021	2022	2023
Total Retention <sup>1</sup>	62%	88%	96%
Retention of Key Operating Positions <sup>2</sup>	100%	99%	99%
Retention of 1-5 Year Employees <sup>3</sup>	54%	90%	88%

1. Total employee retention is calculated as an annual average of each monthly retention rate.
2. 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.
3. 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

	2021	2022	2023
<b>Gender</b>			
Women as % non-Field roles <sup>1</sup>	23%	30%	30%
Men as % non-Field roles <sup>1</sup>	77%	70%	70%
Women as % of Field roles	1%	1%	1%
Men as % of Field	99%	99%	99%
Women as % of Corporate Roles	44%	39%	36%
Men as % of Corporate Roles	56%	61%	64%

1. Non-Field includes corporate, divisional offices, shop and yard employees.

# SAFETY<sup>1</sup>

	2021	2022	2023
FTE Total Recordable Incident Rate (TRIR)	0.80	1.19	0.93
FTE Lost-Time Incident Rate (LTIR)	0.29	0.42	0.42
FTE Fatality Rate	0.02	0.02	0.00
FTE Total Vehicle Incident Rate (TVIR)	0.46	0.29	0.39
Percentage of all employees and contractors who are covered by Precision's Health and Safety Management System	100%	100%	100%

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



## GOVERNANCE

	2021	2022	2023
Board of Directors - Average Age (years)	64.6	65.1	66
Board of Directors - Average Tenure (years)	8	8.2	9
Board of Directors - Female Representation	12%	25%	25%
Board of Directors - Diverse Persons <sup>1,2</sup>	N/A	44%	63%
Number of Independent Directors	7	8	7
Performance Based Compensation (CEO)	78%	81%	83%
Performance Based Compensation (NEO)	68%	70%	73%

1. A Diverse Persons 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.

2. As of 2023 Diverse Persons includes female representation.

## COMMUNITY INVOLVEMENT

	2021	2022	2023
Dollar Amount Committed to Not-For-Profit Organizations	\$256,455	\$330,000	\$352,155



# ENVIRONMENT

PRECISION DRILLING OPERATIONAL CONTROL	2021	2022	2023
Scope 1 GHG Emissions (Thousands TCO <sub>2</sub> e) <sup>1,2</sup>	11.5	12.4	12.5
Scope 2 GHG Emissions (Thousands TCO <sub>2</sub> e) <sup>1,2</sup>	5.3	5.4	5.8
Scope 1+2 GHG Emissions (Thousands TCO <sub>2</sub> e) <sup>1,2</sup>	16.8	17.8	18.3
Scope 1+2 GHG Emissions Intensity for Well Servicing (TCO <sub>2</sub> e/service rig day) <sup>1,2,3</sup>	0.58	0.43	0.49
Scope 1+2 GHG Emissions Intensity for Drilling Activities (TCO <sub>2</sub> e/km drilled) <sup>1,2</sup>	1.68	1.37	1.09
Scope 1+2 GHG Emissions Intensity (TCO <sub>2</sub> e/employee) <sup>1,2</sup>	4.6	3.3	3.3
Fuel Consumed Used in Off-road Equipment (GJ) <sup>1,2</sup>	100,379	89,604	81,339
Fuel Consumed Used in On-road, Mobile Equipment, and Vehicles (GJ) <sup>1,2,3</sup>	87,771	106,234	117,480
Diesel Consumption (GJ) <sup>1,2</sup>	44,311	58,838	52,716
Gasoline Consumption (GJ) <sup>1,2</sup>	62,315	75,115	78,274
Natural Gas Consumption (GJ) <sup>1,2</sup>	81,523	61,369	67,230
Electricity Consumption (GJ) <sup>1,2</sup>	34,797	35,673	37,841
Fuel Consumption (GJ) <sup>1,2</sup>	188,149	195,322	198,220
Total Energy Consumption (GJ) <sup>1,2</sup>	222,947	230,995	236,061
Normalized Energy Consumption for Well Servicing (GJ/service rig day) <sup>1,2,3</sup>	7.68	5.80	6.85
Normalized Energy Consumption for Drilling Activities (GJ/km drilled) <sup>1,2</sup>	22.26	17.60	13.86
% Engines Tier 4 <sup>1,2</sup>	0%	0%	0%



# ENVIRONMENT

CUSTOMER OPERATIONAL CONTROL	2021	2022	2023
GHG Emissions (Thousands TCO <sub>2</sub> e) <sup>2</sup>	440	612	585
GHG Emissions Intensity for Well Servicing (TCO <sub>2</sub> e/service rig day) <sup>2,3</sup>	2.08	1.61	1.68
GHG Emissions Intensity for Drilling Activities (TCO <sub>2</sub> e/km drilled) <sup>2</sup>	50.18	55.26	43.15
GHG Emissions Intensity (TCO <sub>2</sub> e/employee) <sup>2</sup>	121	114	105
Total Fuel Consumed Used in Off-road Equipment (GJ) <sup>2</sup>	6,298,191	8,752,582	8,383,276
Total Fuel Consumed Used in On-road, Mobile Equipment, and Vehicles (GJ) <sup>2</sup>	1,466	1,893	1,747
Total Diesel Consumption (GJ) <sup>2</sup>	6,121,000	8,543,931	8,140,921
Total Natural Gas Consumption (GJ) <sup>2</sup>	178,657	210,544	244,101
Total Fuel Consumption (GJ) <sup>2</sup>	6,299,657	8,754,475	8,385,023
Total Energy Consumption (GJ) <sup>2</sup>	6,299,657	8,754,475	8,385,023
Normalized Energy Consumption for Well Servicing (GJ/service rig day) <sup>2,3</sup>	29.42	22.77	23.68
Normalized Energy Consumption for Drilling Activities (GJ/km drilled) <sup>2</sup>	719	791	619
% Engines Tier 4 <sup>2</sup>	0%	0%	0%
Total Number of Spills <sup>2,4</sup>	16	12	16
Spill Incident Rate <sup>2,4</sup>	0.34	0.20	0.24
Total Volume of Spills (bbl) <sup>2,4</sup>	475	220	279



# 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. Precision's well servicing business experienced higher energy and emissions intensity in 2023 due to the acquisition of the well servicing assets of High Arctic Energy Services Inc. in July 2022. The emissions attributed to the acquisition of CWC Energy Services Corp. in November 2023 have not been included.
4. 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.

