



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 [2024 ESG Report](#).

GENERAL DATA	2022	2023	2024	FRAMEWORK REF.
Total Full Time Employees (FTE) ¹	5,387	5,560	5,126	
Total Contract Employees ²	81	87	92	
Total Hours Worked ³	12,272,992	13,366,354	13,573,159	EM-SV-000.D
Revenue (\$M CAD)	1,617	1,937	1,902	
<i>Contract Drilling</i>				
Drilled Distance (Kilometers) ⁴	10,869	13,263	14,101	EM-SV-000.C
Contract Drilling Operating Days	38,906	36,671	35,292	
Total Short-Service Employees (SSE) ^{5,23}	1,344	1,026	1,031	
SSE Training Hours	25,160	16,185	11,888	
Total Employee Training Hours ⁶	57,695	47,431	52,922	
Average Training Hours: Total Full-Time Employees⁷	-	-	22.3	EM-SV-320a.1(5)
Average Training Hours: Total SSE⁷	18.7	15.8	11.5	EM-SV-320a.1(5)
<i>Well Servicing</i>				
Service Rig Operating Days ⁸	14,020	15,814	22,581	

COMPLIANCE & ETHICS	2022	2023	2024	FRAMEWORK REF.
% 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%	81%	

RETENTION	2022	2023	2024	FRAMEWORK REF.
Total Retention ⁹	88%	96%	75%	
Retention of Key Operating Positions ¹⁰	99%	99%	86%	
Retention of 1-5 Year Employees ¹¹	90%	88%	84%	

INCLUSION	2022	2023	2024	FRAMEWORK REF.
<i>Gender</i>				
Women as % non-Field roles ¹²	30%	30%	30%	
Men as % non-Field roles ¹²	70%	70%	70%	
Women as % of Field roles	1%	1%	1%	
Men as % of Field	99%	99%	99%	
Women as % of Corporate Roles	39%	36%	37%	
Men as % of Corporate Roles	61%	64%	63%	



SAFETY¹³	2022	2023	2024	FRAMEWORK REF.
FTE Total Recordable Incident Rate (TRIR)	1.19	0.93	1.25	EM-SV-320a.1(1)
FTE Lost-Time Incident Rate (LTIR)	0.42	0.42	0.40	
FTE Fatality Rate	0.02	0.00	0.01	EM-SV-320a.1(2)
FTE Near Miss Frequency Rate (NMFR)¹⁴	18.23	2.96	2.17	EM-SV-320a.1(3)
FTE Total Vehicle Incident Rate (TVIR) ¹⁴	0.28	0.39	0.65	EM-SV-320a.1(4)
Number of Road Accidents and Incidents¹⁴	18.00	26.00	44.00	EM-SV-320a.3
Percentage of all employees and contractors who are covered by Precision's Health and Safety Management System	100%	100%	100%	

GOVERNANCE	2022	2023	2024	FRAMEWORK REF.
Board of Directors - Average Age (years)	65.1	66	67	
Board of Directors - Average Tenure (years)	8.2	9	9	
Board of Directors - Female Representation	25%	25%	38%	
Board of Directors - Diverse Persons ^{15,16}	44%	63%	75%	
Number of Independent Directors	8	7	7	
Performance Based Compensation (CEO)	81%	83%	82%	
Performance Based Compensation (NEO)	70%	73%	72%	

COMMUNITY INVOLVEMENT	2022	2023	2024	FRAMEWORK REF.
Dollar Amount Committed to Not-For-Profit Organizations	\$330,000	\$487,982	\$416,063	



ENVIRONMENT ²¹	2022	2023	2024	FRAMEWORK REF.
Scope 1 GHG Emissions (Thousands TCO ₂ e) ^{17,18}	12.4	12.5	15.0	
Scope 2 GHG Emissions (Thousands TCO ₂ e) ^{17,18}	5.4	5.8	4.6	
Scope 1+2 GHG Emissions (Thousands TCO ₂ e) ^{17,18}	17.8	18.3	19.6	
Scope 1+2 GHG Emissions Intensity for Well Servicing (TCO ₂ e/service rig day) ^{17,18,19}	0.21	0.24	0.25	
Scope 1+2 GHG Emissions Intensity for Drilling Activities (TCO ₂ e/km drilled) ^{17,18}	1.37	1.09	1.00	
Scope 1+2 GHG Emissions Intensity (TCO ₂ e/employee) ^{17,18}	3.3	3.3	3.8	
Fuel Consumed Used in On-road, Mobile Equipment, and Vehicles (GJ) ^{17,18,19}	106,234	117,480	151,548	EM-SV-110a.1(1)
Fuel Consumed Used in Off-road Equipment (GJ) ^{17,18}	89,604	81,339	88,968	EM-SV-110a.1(2)
Diesel Consumption (GJ) ^{17,18}	58,838	52,716	74,174	
Gasoline Consumption (GJ) ^{17,18}	75,115	78,274	86,314	
Natural Gas Consumption (GJ) ^{17,18}	61,369	67,230	79,555	
Electricity Consumption (GJ) ^{17,18}	35,673	37,841	37,656	
Fuel Consumption (GJ) ^{17,18}	195,322	198,220	240,043	
Total Energy Consumption (GJ) ^{17,18}	230,995	236,061	277,698	
Normalized Energy Consumption for Well Servicing (GJ/service rig day) ^{17,18,19}	2.83	3.30	3.55	
Normalized Energy Consumption for Drilling Activities (GJ/km drilled) ^{17,18}	17.60	13.86	14.01	
% Engines Tier 4 ^{17,18}	0%	0%	0%	EM-SV-110a.3
Total Number of Spills ^{18,20,22}	12	17	18	
Spill Incident Rate ^{18,20,22}	0.20	0.25	0.27	
Total Volume of Spills (bbl) ^{18,20,22}	220	285	160	



PERFORMANCE DATA FOOTNOTES

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. Total workforce hours, including contractors, are calculated in accordance with OSHA 29 CFR 1904 and ISO 45001 standards. This metric is used as the denominator in our safety performance calculations, such as TRIR and NMFR, ensuring consistency with industry reporting standards.
4. Drilled distance is measured and reported using real-time monitoring systems, daily drilling reports, and validated well logs to ensure accuracy. We track and report measured depth for each well, including vertical, directional, and horizontal sections, following industry best practices, ensuring alignment with client specifications, regulatory requirements, and SASB EM-SV-000.C standards
5. Calculated as the number of employees that participated in the SSE Program during the fiscal year.
6. Training hours related to full-time employees excluding SSEs directly involved in operations or field activities.
7. Our calculation methodology follows industry best practices, where total training hours above are divided by total number of full-time employees or SSE directly involved in operations or field activities.
8. The operating days attributed to the acquisition of CWC Energy Services Corp. in November 2023 have not been included in the 2023 amounts.
9. Total employee retention is calculated as an annual average of each monthly retention rate.
10. 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.
11. 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.
12. Non-Field includes corporate, divisional offices, shop and yard employees.
13. All rates calculated based on number of incidents per 200,000 employee working hours.
14. Our methodologies for NMFR, TVIR, and the Number of Road Accidents and Incidents follow industry best practices and align with OSHA-style reporting principles but are not governed by 29 CFR 1904, which specifically applies to recordable workplace injuries and illnesses.
15. 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.



PERFORMANCE DATA FOOTNOTES

16. Beginning in 2023, Diverse Persons includes female representation.

17. 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:** While providing services, emissions resulting from the combustion of fuel sources or purchased electricity used under the operational control of the customer are reported by our customers. This includes most of our drilling and service rig activities while under the operational control of our customers. In alignment with industry peers, these emissions are excluded from our reported emissions, ensuring consistency in emissions accounting across the oilfield services sector.
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18. 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.

19. 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. (CWC) in November 2023 have not been included in 2023 amounts. Precision's well servicing business experienced higher energy and emissions intensity in 2024 due to the acquisition of CWC in November 2023.

20. 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.

21. Calculations conducted following GHG Protocol, using emission factors defined by the U.S. Environmental Protection Agency and other sources.

22. The original 2023 report contained incorrect data regarding the number of spills, spill incident rate, and total spill volume. Due to a data entry error, the report stated there were 16 spills, a spill incident rate of 0.24, and a total spill volume of 279 barrels (bbl). The corrected data for 2023 is 17 spills, a spill incident rate of 0.27, and a total spill volume of 285 barrels (bbl). This correction does not impact the company's overall sustainability performance metrics.

23. The total number of Short Service Employees (SSE) for 2023 has been revised from 992 to 1,026 following retroactive adjustments and additions in the HR personnel system. These updates provide a more accurate representation of field-based positions.

