



**PUREWEST**<sup>SM</sup>  
Essential Energy. Responsibly Produced.

# 2021 ESG REPORT





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## Message from our CEO

The world and global energy markets felt and will continue to feel the shockwaves of the invasion of Ukraine for years to come. As the world focuses on a global transition to a low-carbon economy, natural gas is a critical element. PureWest has aligned our operations to effectively serve our customers in the transition and protect the communities and ecosystems we operate in.

PureWest is steadfast in our commitment to being a responsible operator in the business, and we made significant progress in achieving our ESG goals throughout 2021. We believe in transparency and data to communicate our intentional progress toward our business objectives, which I am pleased to share with you throughout PureWest's 2021 ESG Report.

In 2021, we deepened our partnership with Project Canary, achieved industry-leading milestones, and doubled down on operational efficiencies to preserve and protect the environment and communities in which we operate. We proudly received the status of Platinum Certified TrustWell™ Responsibly Sourced Gas (RSG) by Project Canary on 90 of our wells. This certification involved a rigorous audit and field evaluation of our stewardship with respect to air, land, water, and the community. Notably, the TrustWell certification – which we are on track to achieve for all of our wells by the end of 2022 – signifies our diligent commitment to being a responsible, environmental steward. Through its comprehensive evaluation of PureWest's operations, I am proud to share Project Canary found that PureWest represents their “best-in-class” tier, which is comprised of the top 10% of peers.

Securing the rigorous TrustWell certification permitted PureWest to launch a first-of-its-kind responsible energy solution for our customers, Scope 1 and 2 carbon-neutral, certified natural gas. This fuel solution empowers companies and organizations in their energy transition goals. One of our first partners was Pierce Transit, which uses the fuel to power Washington State public transportation. Additionally, PureWest became the first Rockies-based operator to receive the Freshwater Friendly Attribute, as part of Project Canary's TrustWell™ RSG certification.

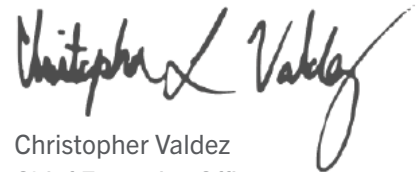
Our operational approach is prudent and methodical. Since 2019, we have reduced our reportable spills by 50% and have remained steady in 100% recycled water for completions for more than ten years. Most notably, our production of natural gas increased approximately 7% over the last five years while our Scope 1 emissions decreased roughly 59%.

These industry-leading metrics exhibit our operational efficiency to propel our objective of being the most responsible and profitable Rockies-focused natural gas company. Our efforts were recognized by Hart Energy with the Top ESG Performer award we received in December 2021.

Our many 2021 successes were the product of our people, who embody our brand ethos, execute our operations, and empower our communities. Our people have kept their colleagues, the environment, and local communities safe through our steadfast commitment to safety. In 2021, we reported a 0.4 Total Recordable Incident Rate (TRIR), which is an average 57% decline over the last five years, and no Lost Time Accidents (LTA). Furthermore, our people provided charitable donations and volunteered time, including covering the energy bills of local community members who have fallen on hard times, to ensure reliable energy for our community.

This report is a small window into the important work our team at PureWest does every day. As we look into the future, I am confident in PureWest's position and ability to serve customers and our communities for years to come, and we look forward to contributing to the low-carbon energy transition.

Sincerely,



Christopher Valdez  
Chief Executive Officer

# Vision, Mission, and Values

## Vision

To be the most responsible and profitable Rockies-focused natural gas company.

## Mission

Advance modern life by producing natural gas in a safe, environmentally responsible and cost-conscious manner.

## Values

### Core values

**Integrity:** We are honest and transparent, maintaining an obligation to safety, the environment, and our stakeholders.

**Teamwork:** Our success comes when our coworkers and partners shine. We value camaraderie, practice humility, show respect, and offer trust. Our performance is enhanced when we encourage healthy debate and embrace the diversity of our colleagues' backgrounds, thoughts and experiences.

**Empowerment:** We achieve the best results by fostering a workplace that encourages and rewards initiative and provides authority to make decisions within our areas of accountability. We are empowered to adhere to our commitment to operate responsibly and continuously improve our bottom line.

**Accountability:** We hold each other accountable for keeping our commitments, the quality of our work, and our results. We earn trust when we follow through on our commitments.

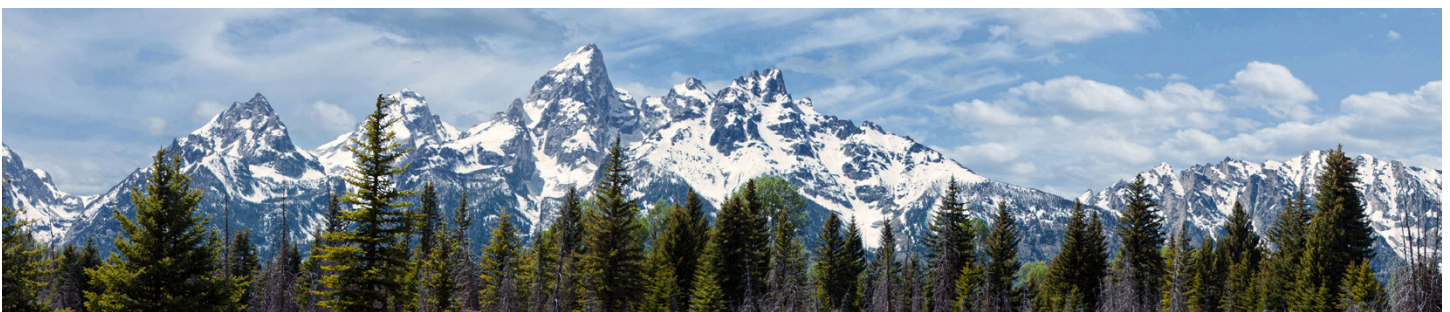
**Innovation:** We relentlessly focus on data-driven outcomes to achieve industry-leading performance.

## Who We Are

PureWest is the top natural gas producer in the State of Wyoming, where we operate more than 3,400 wells on approximately 114,000 net acres in and around the prolific Pinedale and Jonah Fields. In 2021, we produced approximately 600 MMcfe/d (net) and PDP reserves are greater than 2.0 Tcfe. PureWest can access markets across North America, but is uniquely positioned to serve markets in the western U.S.

**As a leading producer in the Rockies, the place we call home, we value preserving our pure and pristine environment and strive to go beyond the expected to produce natural gas in the most responsible and efficient manner possible.**

For PureWest, ESG is more than an annual disclosure – it's a reflection of who we are, how we operate, and our commitment to excellence. We believe greatly in the power of transparency and accountability, and are committed to disclosing material information to our stakeholders. This is significant to us as western operators, particularly those on federal lands in the upper Green River Basin, are held to a higher standard. This rightfully imposed standard is embedded and demonstrated by our prudent operations and our dedicated people. We recognize that natural gas will be essential to the low-carbon energy transition, and our goal is to be the supplier of choice through that energy transition. We are working toward that goal by ensuring we operate responsibly.



# Approach to Sustainability



## About This Report

For the third year, PureWest has aligned to the Sustainability Accounting Standards Board (SASB) Exploration and Production standard. From this alignment, we have also connected these standards to the Global Reporting Initiative (GRI) to showcase how our efforts meet the expectations and standards of multiple market frameworks. This alignment is documented in the Appendix of this report. Finally, PureWest has leveraged the Task Force on Climate-Related Financial Disclosures (TCFD) reporting framework to align our company with the guidelines that best apply to PureWest.

## Governance of Sustainability

PureWest has embedded ESG commitments into our corporate vision, mission, and values. We strive to be the most responsible and profitable Rockies-focused natural gas company. To ensure the proper execution of our ESG commitments and corporate objectives, we have implemented a comprehensive governance strategy.

Our Senior Vice President for ESG, Land, and Regulatory is charged with developing and advancing the Company's ESG program in conjunction with the executive team, Board of Managers, and staff. ESG is integrated into all discussions

throughout the Company and is part of our key decision-making considerations. The executive team meets twice weekly to discuss departmental issues, including ESG. To identify ESG-related risks and opportunities, biweekly meetings are held between the executive team and Board Chair to discuss strategic initiatives around sustainability as well as emerging policy issues and cutting-edge technology advancements that our company continues to monitor and consider. Additionally, quarterly Board meetings are held that include specific ESG updates to ensure our leadership remains informed and can enable the Company to execute against our goals and programs.

To hold ourselves accountable and remain transparent with our employees and community, PureWest sends monthly newsletters to all employees and the community. The newsletter ensures ESG and sustainability remain at the forefront of our day-to-day roles and responsibilities. Each year, PureWest reevaluates and adjusts the goals that are tied to our annual incentive plan. For the past several years, these goals have included safety, ESG, and standard economic performance components. PureWest is developing longer-term goals around ESG, such as methane targets, to ensure our leadership and employees remain committed and aligned to our environmental stewardship.

## Management of ESG Risks and Opportunities

PureWest has a long history of managing environmental risks such as emissions, well control, and spills with tremendous year-over-year improvement. Our diligent risk management program can be attributed to our commitment to employee training and a comprehensive, incident management program. As an organization, we prioritize knowledge sharing and data collection to learn and evolve our operations. We also engage externally to ensure a comprehensive approach to risk management. We are involved in state and regional advocacy groups, including the Petroleum Association of Wyoming (PAW) and Western Energy Alliance, to monitor broader policy considerations and manage risks associated

with emerging environmental and social issues. PureWest senior leadership serve on the Western Energy Alliance's board. Additionally, PureWest's governmental affairs team, which is part of the accounting and ESG department, tracks emerging issues and engages in the legislative process.

Risk and opportunity management is implemented through complementing policies, procedures, training, and dedicated resources. ESG-related policies and procedures are documented and distributed to our employees in PureWest's Environmental Handbook and Safety Handbook. A dedicated safety team contributes to the coordination and implementation of relevant trainings. Trainings are conducted and assigned by employee role and are required of PureWest contractors as applicable to ensure a streamlined understanding of all on-site personnel. Required ESG-related trainings include an annual environmental training, annual ozone training, annual air awareness training, monthly safety training, onboarding environmental and safety training, annual Emergency Action Plan (EAP) training, and diversity and inclusion training. Furthermore, PureWest conducts annual safety field inspections and audits all policies for updates.



*At PureWest, we view sustainability as a long-term commitment to balancing economic value creation in conjunction with excellent environmental and social stewardship practices. These serve as the baseline principles of our operations, and we remain dedicated to improving and investing in innovative solutions that drive this excellence long into the future.*

# 2021 Report Highlights

As an industry leader in ESG, we made significant progress toward our ESG goals and business objectives in 2021.



## *Dedication to Environmental Stewardship*

- Grew natural gas production by approximately **21%** with total Scope 1 emissions declining by about **26%**, compared to 2020.
- Achieved one of the **lowest methane intensity rates** in the country (0.053%) inclusive of asset acquisitions.
- Received **Platinum Certified TrustWell™** Responsibly Sourced Gas (RSG) on 90 wells by Project Canary.
- Became the first Rockies-based operator to receive the **Freshwater Friendly Attribute**, as part of Project Canary's TrustWell™ Responsibly Sourced Gas certification.
- December 2021 Hart Energy Top ESG Performer Award



## *Continued Commitment to Spill Prevention and Safety*

- Reduced reportable spills by **about 21%**, compared to 2020.
- Reduced total spill volume by **about 32%**, compared to 2020.
- Recorded **no motor vehicle incidents** with more than 2.6 million miles driven in 2021.
- Reported **0.4 Total Recordable Incident Rate (TRIR)** for employees and contractors and **zero Lost Time Accidents (LTA)**.



## *Partnering with Our Communities*

- Donated **255,000 feet** of tubing to Wyoming Game and Fish for wildlife friendly fence construction.
- Donated nearly **\$200K** in charitable donations through corporate and employee matching program.
- Contributed employee volunteer hours and financial investments to five core community-driven initiatives.



## *Prioritizing Our People*

- Conducted on average **22 hours of training per employee**, including safety and diversity and inclusion trainings.
- Updated our corporate holiday calendar to include paid time off for **additional religious** or cultural holidays.
- Added **mental health access** to all employees' benefits.
- **Integrated remote work** into our corporate policy.



## ENVIRONMENT



At PureWest, environmental stewardship is at the core of our operations. From field and facility planning and design to production and reclamation, we know that it is our responsibility to protect and preserve the land on which we operate. When designing our operations, our goal is to produce maximum output with minimized disturbance, meaning we have as many as 50 or more wells on a pad, and we use simultaneous operations (SimOps) to drill, complete, and produce wells all at the same time. This operational method shortens the development timeline and allows PureWest to initiate interim reclamation faster than we otherwise could, allowing for agricultural innovation and wildlife conservation.

PureWest engages with field and industry experts to ensure minimal impact on wildlife and agricultural resources when designing our wells and well sites. We solicit input from biologists, archaeologists, well planners, reclamation experts, and other natural resource specialists. PureWest takes all environmental considerations and situations into account when planning how we can operate, including the avoidance of sensitive receptors such as cultural resources, wetlands, and priority habitat areas.

As an environmental steward, PureWest is committed to improving our operational efficiencies to reduce our environmental footprint. Notably, our liquid gathering system in the Pinedale Anticline field has eliminated more than half a million truck trips since 2009. This has significantly reduced greenhouse gas (GHG) emissions from tanks, truck loading, tailpipes, and road dust. It has also supported the protection of valuable local wildlife resources and increased the safety of our team and the public.

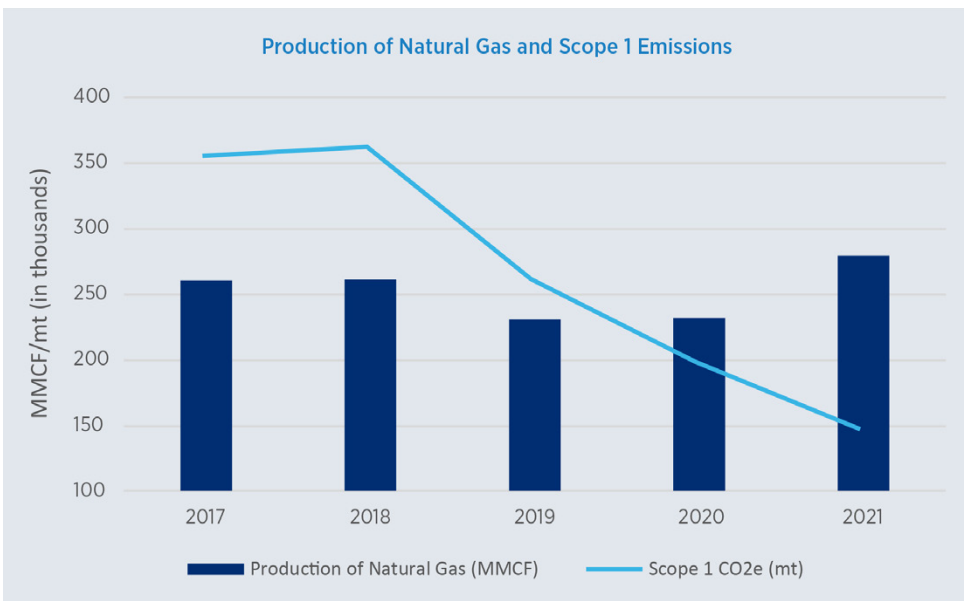
# GHG and Air Quality

## Emissions Management



PureWest Air Quality Station

PureWest is committed to improving air quality through GHG emissions reduction. As a company, we are continuously researching and testing ground-breaking and industry-leading strategies to reduce GHG emissions. We pride ourselves as a leader in the industry, meaning we do not simply fulfill regulatory requirements but rather strive to exceed them. We have consistently surpassed our GHG emission reduction goals while continuing to grow production through our sustained commitment to environmental stewardship and sustainability innovation.



We continue to grow as a business and increase our production while remaining steadfast in our sustainability progress. Our production of natural gas increased approximately **7% over the last 5 years** while our Scope 1 emissions decreased roughly **59%. From 2020 to 2021**, our production grew by approximately 21% with total Scope 1 emissions declining by about 26%.

## 📌 Emission Reduction Strategies

PureWest uses various short- and long-term strategies to effectively reduce operational emissions. PureWest prioritizes upgrading energy-intensive operational assets with more efficient technology (e.g., solar heat trace pumps and well automation technology). One strategy included the removal of

all high-bleed pneumatic devices from our operational design field-wide. Additionally, we are currently in the process of replacing our gas-driven devices and pumps with zero-emitting devices. These changes eradicate extraneous operational emissions and possible fugitive emissions.

To ensure the success of our programs, we host monthly calls with field staff and management to scrutinize findings and identify opportunities for improvement.

**We have also implemented several industry-leading initiatives, which assist us in reducing emissions, including:**



Implemented a world-class Fugitive Emissions Monitoring Program.



Installed stationary methane detection technology at several pads



Acquired and built facilities and equipment designed to minimize leak potential.



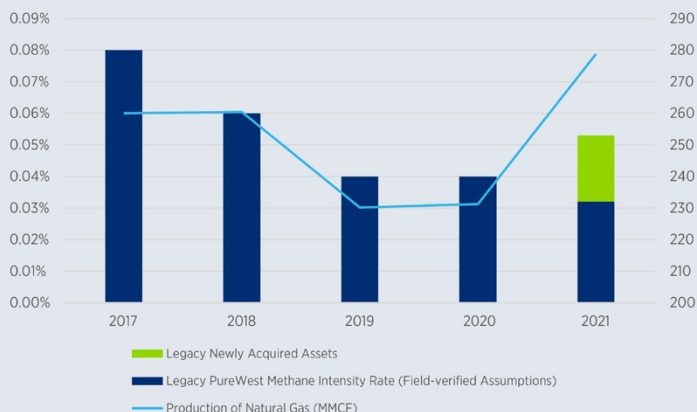
Consolidated and shared equipment and facilities where possible.



Eliminated 'well unloading to atmosphere' practices at legacy facilities.



**Methane Intensity vs Natural Gas Volumes**



**Our 2021 methane intensity rate was 0.053%, one of the lowest in the country.** Our 2021 rate was slightly higher than 2020 (0.04%) as the result of recent acquisitions including assets from PEPO (Pinedale Energy Partners Operating). Notably, the Company's methane intensity rate decreased year-over-year for legacy PureWest assets—0.032% in 2021 compared to 0.040% in 2020. To ensure the success of our programs, we host monthly calls with field staff and management to scrutinize findings and identify opportunities for improvement.

# Key Emissions Reduction Practices

A1:E44				
Emission	Source	Practice	Impact	
Greenhouse Gases and Criteria Pollutants	CO <sub>2</sub> and Criteria Pollutants	Flaring	<b>SC+D3:E26DA System For Remote Combustion Monitoring</b>	
			Remote control and data acquisition system monitors combustion.	Combustor Downtime Emissions Reduced
			<b>Use of High-Efficiency Enclosed Combustion</b>	
		High-efficiency enclosed combustion leads to higher destruction efficiency.	Combustion Emissions Reduced	
		Power and Heat	<b>Tier 4 Engine-Equivalent Emissions on Drilling Rig Engines</b>	
			Voluntary implementation of lower-emission Tier 4-equivalent rig engines.	90% Reduction in NO <sub>x</sub> Emissions
	<b>Tier 3 and Tier 4 Engine-Equivalent Emissions on Completions Engines</b>			
	Use of Tier 3- or Tier 4-equivalent engines on completions; initiated as voluntary program.		90% Reduction in NO <sub>x</sub> Emissions	
	<b>SCADA System for Remote Engine Monitoring</b>			
	Monitors engines in real-time to ensure environmentally-sound operation; real-time exceeds monthly regulatory requirement for performance recording.		Lower Emissions from Efficient Operation	
	<b>Line Heater Consolidation</b>			
	1,138 heaters taken out of service.		NO <sub>x</sub> = 421.0 tpy reduction CO = 353.6 tpy reduction VOC = 23.2 tpy reduction	
	<b>Facility Electrification</b>			
	Electrification of 10 of 12 water handling and central gathering facilities.		Approx. 14 Gas Engine Emissions Eliminated NO <sub>x</sub> = 35.0 tpy reduction CO = 55.2 tpy reduction VOC = 29.9 tpy reduction	
	Transportation		<b>SCADA System For Remote Monitoring</b>	
			Reduces site visit requirements.	Reduced Vehicle Trips and Emissions
		<b>Liquids Gathering System (LGS) (Gas, Water, Condensate)</b>		
		Use of LGS has eliminated need for more than 750,000 truck trips since 2010.	16.5 tons/mo. of VOCs, 0.8 tons/mo. of NO <sub>x</sub> , and Other Emissions All Avoided	
<b>"No Idling" Program</b>				
On-site idling prohibited.	Reduces Vehicle Emissions			

Methane	Venting	<b>Elimination of High-Bleed Pneumatic Devices</b>	
		All high-bleed pneumatic devices have been removed from operations.	Emissions from changing 100% of high-bleed devices to low-bleed devices reduced methane and VOC emissions by more than 82%.
		<b>Pneumatic High-Low Controller Removal</b>	
		Pneumatic controllers removed from operations.	Fugitive Emissions Associated with 2,265 Controllers Eliminated As much as <b>12,299 mtCO2e</b>
		<b>Compressed Air Pneumatic Devices</b>	
		Compressed air pneumatic devices installed on two facilities.	Reduced: <b>20.2 tpy CH4</b>
		<b>Methanol Pumps Taken Out of Service</b>	
		100% of methanol pumps removed from service.	Emissions from 1,092 Pumps Eliminated: <b>2,778.07 MT CO2e</b>
		<b>Solar Heat Trace Pumps</b>	
		63% of pneumatic pumps replaced with solar pumps.	Emissions from 608 Pumps Eliminated <b>58,183 mtCO2e, 1,330 tpy VOC, 66 tpy NOx</b>
		<b>Pneumatic Pump Emissions Rerouting</b>	
		All remaining pneumatic pumps reroute emissions to combustion devices.	Pneumatic Pump MT CO2e Emissions Reduced by 85%
	<b>No Storage Tank Venting</b>		
	LGS eliminates the need for routine product storage tank use.	Product Storage Tank methane emissions reduced by more than <b>125 MT CH4</b> from centralizing well pad storage tanks. (In addition, all truck trips and truckloading emissions were also eliminated).	
	<b>No Liquids Unloading to Atmosphere</b>		
	Liquids are not unloaded to the atmosphere during production on legacy assets.	Liquids Unloading Emissions Eliminated - Reduced liquids unloading emissions by <b>8,200 MT CO2e</b>	
	Flaring	<b>No flaring of produced gas as part of routine operations.</b>	
		No flaring of produced gas as part of routine operations.	All produced gas is captured and either sold or used for fuel.
Leaks	<b>LDAR Program</b>		
	7 latest-technology Optical Gas Imaging devices; quarterly inspections; exceeds regulatory requirement of 1-2 inspections per year for certain facilities. 31 trained OGI inspectors.	Leaks More Quickly Detected	
	<b>Leak Repair Time</b>		
Average time to repair is 2.2 days (2021), exceeding the 30 day regulatory requirement.	Leaks Rapidly Repaired		

## Emissions Monitoring

To continuously monitor our facilities' methane emissions, we partnered with Project Canary, a Denver-based data analytics and environmental assessment company, to provide the verifiable data through Project Canary's TrustWell certifications and continuous emissions monitoring. Additionally, we monitor ozone levels throughout the field and have an extensive fugitive emissions monitoring program. We utilize stationary monitoring devices to capture real-time data at the facility level, which allows us to achieve and report our emission goals with certainty. We also operate a fleet of seven optical gas imaging (OGI) cameras and utilize Supervisory Control and Data Acquisition (SCADA) monitoring to track, gather, and analyze data in real time to identify and mitigate issues that might result in fugitive emissions.

Our partnership with Project Canary – which began in 2020 – includes plans to certify 100% of our production by year end. To-date, more than 99% our production has been certified, with more than 99% of achieving platinum- or gold-level ratings – Project Canary's highest classifications.

### CASE STUDY

#### ENVIRONMENTAL STEWARDSHIP

PureWest partners with and supports many industry groups focused on environmental stewardship, including:



- The Environmental Partnership, a group focused on the collaboration and improvement of the oil and gas industry;
- The Jonah Pinedale Industry Collaboration, a group we founded and now lead;
- The Wyoming Department of Environmental Quality (DEQ) and Environmental Protection Agency (EPA), as volunteers for their combustor study.

PureWest has implemented safeguards at various levels of the company. Safeguards include daily site visits, an internal air audit program, and camera inspections. We also conduct operator air awareness training for field employees to equip them with the knowledge they need to identify and address potential issues early. Furthermore, all lease operators are trained to identify leaks using audio/visual/olfactory (AVO) methods. When leaks are identified, repairs are made immediately. PureWest's average repair time is less than 2.5 days, exponentially quicker than the 30 days mandated by regulation.

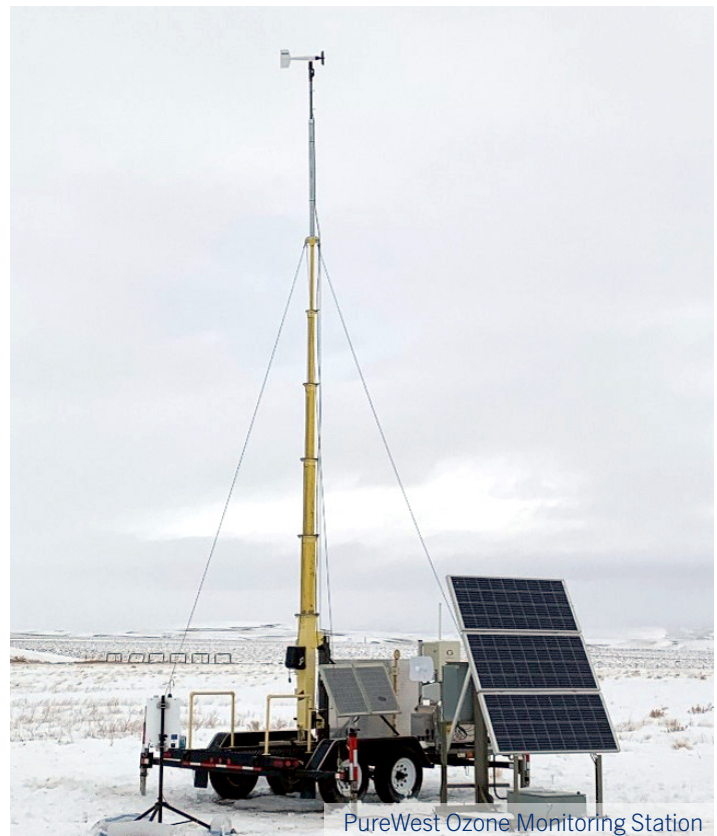
### 2022 Spotlight

**COLORADO STATE UNIVERSITY (CSU) Energy Institute's Advancing Development of Emissions Detection (ADED) program**

In May, PureWest announced its participation in the Colorado State University (CSU) Energy Institute's Advancing Development of Emissions Detection (ADED) program. The collaborative research program is designed to aid in continued improvement in the technologies used to continuously monitor emissions and support the acceleration of the development of environmental technologies and solutions for the sector. The Company's participation will validate our multiple Continuous Emissions Monitoring (CEM) technologies in field testing sites in Pinedale, Wyoming.



In addition to the new partnership with CSU's Energy Institute, PureWest recently became a recipient of the CSU's Center for Energy Water Sustainability and Project Canary's Freshwater Verified Attribute as part of their participation in the joint research program.



PureWest Ozone Monitoring Station

## 2022 SPOTLIGHT

# PureWest's Data-Driven Approach



As a recognized top ESG performer, PureWest recently joined the Oil and Gas Methane Partnership (OGMP) 2.0 initiative. This partnership represents an important next step in the Company goal to responsibly deliver essential energy with exceptional reliability and proven environmental stewardship. PureWest is leveraging Validere's Carbon Hub SaaS platform to synthesize

emissions and operational data, as of 2022. The platform consolidates and validates operational and emissions data, which PureWest can utilize across multiple emission reduction initiatives. This data system also allows the Company to high-grade its actual emissions data to comply with the commitments to OGMP 2.0. Furthermore, this data-driven approach complements PureWest's Project Canary TrustWell™ certification and fieldwide stationary monitoring strategy.



# Water Management

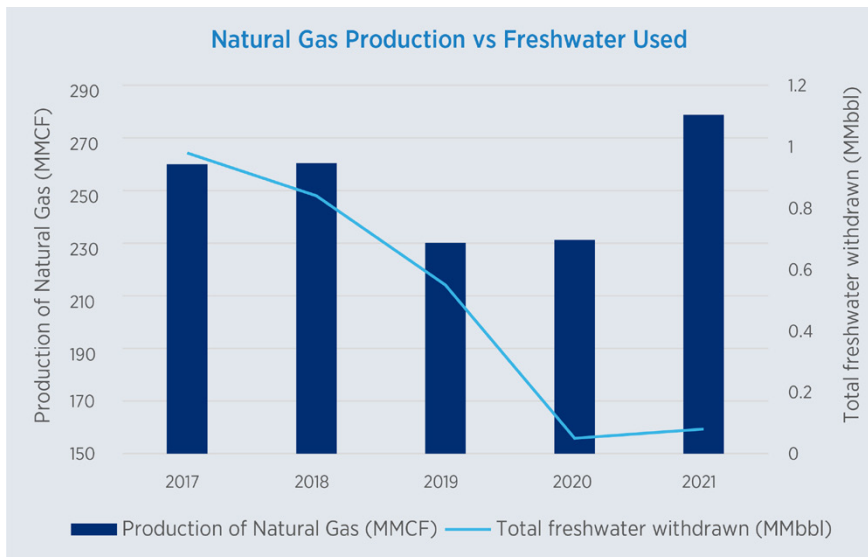
Water is one of the planet’s most precious, and often scarce, resources. As an oil and gas operator, we recognize our role to act as a steward of water conservation and management. We remain committed to conserving and protecting water resources by reducing operational freshwater withdrawals and utilizing a robust water recycling program. To protect water resources, our operations are guided by an all-inclusive set of Best Management Practices, which were developed by operators and enforced by the Bureau of Land Management (BLM). In partnership with the BLM, Wyoming DEQ, EPA, State Engineers Office, Wyoming Oil and Gas Conservation Commission, and other operators, PureWest also developed a Groundwater Pollution Prevention, Monitoring, and Response Action Plan to operate in line with the highest environmental standards. Furthermore, we also developed innovative ways of operating effectively while minimizing water usage. We track the percentage of total water used that is obtained from freshwater sources, as well as total recycled water used for

production after a well is completed. These cumulative efforts have resulted in about 92% decline in our total freshwater withdrawal compared to 2017 levels. Furthermore, our 2021 freshwater withdrawals, on average, are about 87% lower than the past five years.

Our total produced water volume increased slightly from 2020 to 2021 due to PureWest’s acquisitions. However, despite producing more natural gas in 2021, PureWest’s water consumption in 2021 was significantly below our 2018 and 2019 water usage levels. PureWest has used 100% recycled water for completions for more than a decade. The Company reports all our fresh and recycled water usage to the Federal BLM during the annual public planning meeting.



*PureWest has used 100% recycled water for completions for more than a decade*



## Water Management Certifications

In 2021, PureWest became the first Rockies-based operator to receive the Freshwater Friendly Attribute, as part of Project Canary’s TrustWell™ Responsibly Sourced Gas certification. Project Canary partnered with Colorado State University’s Center for Energy Water Sustainability to assess impacts on local communities based on an operator’s water usage. The metric quantifies operational impacts on local water supplies by measuring competitive water usage in conjunction with a localized water stress index. By achieving the Freshwater Friendly Attribute certification, PureWest demonstrated our commitment as an environmental steward and to our local communities.





## CASE STUDY

### NEW FORK RIVER TESTING



PureWest monitors the health of the New Fork River through a partnership with the Sublette County Conservation District. This ongoing partnership has increased the data quality and integrity of our water metrics to produce more accurate and detailed reports. Monitoring is conducted at 10 sites, with one centrally-located continuous monitoring device within a portion of the New Fork River that passes our production area. SCCD's recent findings concluded the surface water is healthy and unpolluted by our operations. PureWest has been committed to the health of the river for nearly two decades and has never detected an impact to the natural environment.



PureWest also developed a third-party Groundwater Aquifer Pollution Prevention, Mitigation, and Monitoring program with oversight from governmental agencies, including the BLM, Wyoming Oil and Gas Conservation Commission, the EPA, State Engineer's Office (SEO), the Wyoming Department of Environmental Quality, as well as highly skilled groundwater experts. The program has three components:

- **Pollution prevention:** Designed to ensure continued protection of groundwater outlined by 110 Best Management Practices;
- **Monitoring:** Designed to comprehensively cover full-field groundwater monitoring;
- **Response action:** Designed to be implemented if an issue is detected by the monitoring program.

**Our plan is further complemented by PureWest's Environmental Handbook.** PureWest is committed to operating with a high degree of transparency and integrity. The Company has publicly reported our total water usage annually since 2009 and has sampled the groundwater around our operations since 2004. In 2021, NewFields, a third-party environmental consulting firm, conducted groundwater sampling, which reported no degradation or findings of concern. To ensure we maintain proper operations, PureWest is continually working to develop and improve the process by utilizing the industry's ever evolving and improving best practices and technologies.

## CASE STUDY

### PRODUCED WATER AND WATER TESTING



During the pre-production and production process, oil and gas wells create saltwater, which is considered hazardous. This water — also known as “produced water” or “oilfield brine” — helps bring the oil and gas to the well's surface.

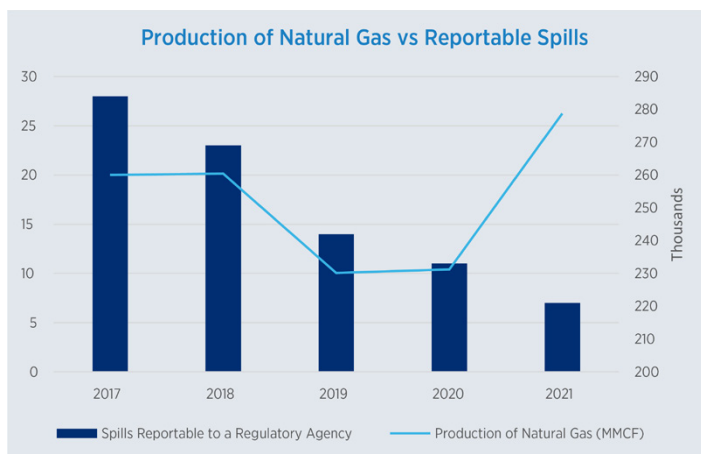
Since the saltwater is considered hazardous, producers are not permitted to release it. They can reuse the saltwater in additional wells before disposing. To reduce emissions of transporting produced water, PureWest

built saltwater disposal wells in the Pinedale Anticline. These wells are permitted by the Wyoming Oil and Gas Conservation Commission (WOGCC) and are drilled to depths that have total dissolved solids (TDS) above 10,000 parts per million. The wells are designed so that they do not affect the natural environment, geology, or water systems, and the water is piped to one of the central gathering facilities and transported to a PureWest disposal well. Disposal wells are cased and cemented so the brackish water cannot enter any usable aquifer (groundwater) zones.

# Spill Prevention

PureWest has a rigorous spill prevention and response program, which aims to proactively prevent spills as well as minimize the impact of accidental releases. Our program outlines the emergency response steps following an accidental spill, regardless of the size. It is a priority to track all applicable details of the incident, which are recorded in a centralized system. Our incident review and monitoring process includes a communications and stakeholder engagement process, particularly as it relates to communicating with field staff, emergency responders, and internal management. It also includes a root causes analysis to identify process improvements around preventable incidents. This comprehensive program enables the Company to utilize every incident as an opportunity to grow and improve our operations to prevent future releases.

PureWest is proud to report that 2021 saw not only our highest production volumes in the past five years but also our fewest reportable spills. Compared to 2020, the Company's number of reportable spills declined by about 21% and has declined by 63%, on average, over the past five years.



To ensure the health and safety of our environment and employees, PureWest conducts mandatory employee trainings and external coordinated response programs. As outlined in our Environmental Handbook, all employees complete a mandatory training course on our spill prevention, response, reporting, containment, and countermeasure protocols annually. We also use a centrally located spill response trailer for annual training, including boom deployment, for high-risk scenarios. Our Emergency Response One Plan includes the Incident Command System structure, which means we test

and train our team with regular drills, mock simulations, and field deployment of equipment. At least once a year we conduct a no notice emergency drill for all levels of management.

Externally, PureWest has coordinated responses with other operators, regulatory agencies, and local responders to ensure any potential spill is contained quickly and with minimal damage to the environment. In the event of an accidental release, PureWest staff responds promptly to activate the clean-up and remediation process. Our team members conduct daily walk-throughs of every facility as well as more detailed, thorough inspections periodically of all equipment designed to prevent and contain accidental releases.

Our FAA-certified drone program provides critical information about potential accidental releases through the collection of immediate aerial imagery. In the case of an accidental release, appropriate cleanup and containment measures are implemented to prevent impacts to the environment, and the drones can be used to document adequate cleanup. PureWest's reportable spills decreased by 50% since the program started in 2019 (14 reportable spills in 2019, 7 reportable spills in 2021). Furthermore, the Company's total spill volume decreased by nearly 32% from 2020 to 2021.

PureWest continues to analyze and improve our spill response solutions, including our recent effort to expand our incident reporting to more effectively capture and differentiate spill volumes and spill types. Our executive leadership team have made it a priority and an important company goal to reduce releases caused by human error. The Company and its leadership team also aims to minimize the risk of releases outside of human control (e.g., equipment failures or weather events) as much as possible.



# Biodiversity

Our operations in the Pinedale Anticline and Jonah Fields are situated in the Upper Green River Basin, which is an area that is home to abundant wildlife, unique ecosystems, and world-class plant and animal species. The Upper Green River’s riparian and wetland areas are the most extensive in Wyoming and one of the United States’ most important natural areas. The area’s sagebrush and grassy wetlands have provided habitat for many different plant and animal species, including some that are endangered. It is home to the endangered Colorado Cutthroat Trout and breeding sites for five bird species of special concern. The sagebrush supports significant sage grouse populations, and there are many big-game species such as mule deer, pronghorn, moose, and elk.

At PureWest, we ensure we operate efficiently and effectively as a business, while prioritizing the natural habitat and minimizing the impact our operations have on native flora and fauna. We incorporate strict development practices, including drilling multi-well, consolidated pads, and imposing specific limits to when and where we can drill. These are examples of our environmental stewardship policies that help protect the local wildlife and their habitat.

## CASE STUDY

### WILDLIFE FRIENDLY FENCING & MIGRATORY CORRIDORS



We partner with the Pinedale Anticline Project Office to monitor wildlife species around our production area. We use the findings to help develop new safety strategies and wildlife protection plans. This partnership helps us understand the migratory patterns of the animals in the area and how best to operate in a way that reduces any negative impacts. We have also developed wildlife friendly fencing to offer protection for the animals and aid in big-game migration. These fences increase permeability for wildlife movement and decrease injury to allow for natural migration of wildlife. PureWest has donated 255,000 feet of tubing to Wyoming Game and Fish for wildlife friendly fence construction.

Wildlife friendly fencing typically has a combination of smooth and barbed wires to prevent injury and is no higher than 42 inches to ensure animals can jump over. The fences also provide at least 16 inches of clearance to allow wildlife to crawl under. The spacing of the wires is wider than most fences to prevent tangling, and the fencing includes visibility markers to direct animals to an access point to cross the fence.



## CASE STUDY

### NOISE



PureWest hired a third party to carry out a noise study on the BR4-33 SIMOPS Pad near the Lower Sand Springs Draw Lek. The noise modeling includes proposed drilling and completions equipment for the approved project layout. PureWest was required to demonstrate that noise would not exceed the limit set forth by the 2008 Pinedale Anticline Supplemental Environmental Impact Statement Record of Decision of 10 dBAs above a background of 39 dBA. For context, a quiet urban neighborhood is expected to have between 40 – 50 dBA of noise. The study found that the expected noise level will be no higher than 46 dBA, meaning the development can proceed.

Our Environmental Management Program is outlined in our Environmental Handbook. We designed it to comply with and exceed all regulatory requirements and safety standards. Our due diligence process prior to construction includes:



A public review processes of potential construction, drilling, and reclamation plans for the coming year and a 10-year forecast to afford agencies and the public the opportunity to provide meaningful input and plan for potential outcomes that may affect mitigation, data, staffing, or socioeconomic needs.



Consideration of facility design as it relates to wildlife and land use to maximize available habitat and avoid impacts to local species.



Consideration of habitat, land use types, drainages, and other elements prior to pad location determination with input incorporated from resource experts.



Stakeholder agreement of final location and design criteria submission in permit applications, as agreed upon with BLM and landowners.

Pertaining to facility design, PureWest uses drones and high resolution aerial imagery to capture facility images for monitoring purposes. Once a facility or site is operational, PureWest conducts inspections and audits, both via drone and on foot, of the site to guarantee operations have minimal impact to wildlife and habitat. The inspections include internal air audits to confirm compliance with air permits, fugitive emission monitoring, spill prevention control and countermeasure (SPCC), and stormwater pollution prevention plan (SWPPP) inspections. At every PureWest site, there are daily in-person inspections to limit any potential impacts to the natural habitat.

## CASE STUDY

### LEVERAGING CARBON-RICH SOIL TREATMENTS DURING RECLAMATION



PureWest is working with University of Wyoming researchers to understand and develop a soil treatment called Ginate. The treatment aims to create a carbon-rich product that would promote plant growth. PureWest plans to use the Ginate on top of old pad sites during reclamation. In addition, we will be using wood chips in the soil, which, if not buried, would release additional carbon into the atmosphere. Currently, PureWest stores the topsoil removed during drilling to use during reclamation. However, the topsoil often lacks nutrients, which makes it difficult to restore the site fully. PureWest hopes this multi-year trial will improve our already robust restoration process.

# CLIMATE RISK MANAGEMENT

## Governance of Climate Risk

Since becoming a private organization, we have remained dedicated to governance excellence, especially when dealing with climate-related risks. Our commitment to managing our climate risks starts at the top and is the responsibility of all our employees. PureWest holds regular calls with all field staff and management to analyze our operations and

current projects to identify ways to improve performance and guarantee climate compliance. In addition, our Board of Managers is briefed regularly on these risks and has integrated sustainability into our culture, projects, and business strategy to ensure all parts of the business are aligned on climate risk management.



## Climate Risk Management & Strategy

PureWest is committed to responsible climate-related risk management and makes it a priority for all our employees. The first step in any risk management program is risk identification. At PureWest, our most significant risk is climate change. As the world transitions to a low-carbon future, so should PureWest. Our ability to create sustainable value relies on managing the risks associated with climate change. Natural gas, PureWest’s area of expertise, plays an integral role in the energy transition.

### At PureWest we have identified the following key risks:



Climate change legislation or regulations restricting emissions of GHG could result in higher operating costs and taxes



Negative public perception of our industry could have an adverse effect on our operations, particularly perceptions that relate to our role in climate change



Increased external pressure could damage our reputation and ability obtain permits



Increasing renewable development and storage could impact the demand for natural gas



An increase in natural disasters could adversely affect our operations and cause us to incur significant costs in preparing for or responding to those impacts



Political uncertainty and shrinking support for the industry

By being proactive in our risk management strategy and by integrating climate-risk management into our business strategy and employee duties, we hope to reduce the effects these risks will have on our business. By addressing these risks head on we hope to set ourselves up for success and aim to be a key player in the energy transition.

We have not yet conducted a formal scenario analysis to determine the potential impacts of each risk, however we have begun to mitigate the risks we deem the most important. An ESG strategy is an extension of a risk management program so many of these mitigation techniques are discussed throughout this report. We have highlighted a few below:



Initiating closed-loop drilling practices that eliminate pits throughout the field and the potential for leakage or migration of drilling fluids from pits to groundwater.



Integrating a liquids gathering system to minimize tanks throughout most of the field and the potential for tank-related spills.



Utilizing a multi-casing well design that provides three rings of cemented casing through the water-bearing zones.



Ongoing monitoring of spill volumes with a goal of lowering them.



Setting company-wide goals around sustainability including achieving platinum Responsibly Sourced Gas (RSG) ratings on more than half our production.



Updating and improving our training and field education to help minimize human error in the field.



Operating drones to provide comprehensive coverage of unexpected releases and ensure 100% clean-up and remediation.

*Our climate related Metrics and Targets can be found in our data tables and throughout the report and appendix.*



## SOCIAL

# Health and Safety

Safety is our number one priority at PureWest. We believe safety is everyone’s responsibility and fundamental to how we operate at our offices and field sites. Our safety successes are due to an ongoing commitment from our leadership and workforce. Our whole team participates in training and safety meeting sessions where we discuss company and industry best practices, identify areas of improvement, and learn from past incidents. In addition to monthly safety meetings, employees participate annually in rigorous safety training and emergency safety drills. These drills include field staff, management, emergency responders, and external safety agencies. To fully engage our team, we walked through mock scenarios, including well control events and large spills. We also host educational sessions highlighting the risks of surface and ground water pollution from spills and teach the appropriate response.

This provides real-world experience and exposure to simulated incidents that could occur on site. Our Safety Handbook and Emergency Response Plan are essential resources for all employees and are used during trainings and live responses to incidents. These documents are updated regularly to ensure our protocols and communications are always up to date.



*PureWest is also a member of groups and associations that prioritize safety. We have represented the oil and gas industry as an 18-year member of the Wyoming Occupational Safety and Health Administration (OSHA) commission.*

### In addition to the scenarios above, we also conduct:

- Operator skills assessments and hearing tests for field operators;
- Driving safety and motor vehicle operating preparedness;
- Drug and alcohol awareness;
- Electrical safety and arc flash awareness;
- OSHA compliance;
- Gas monitoring, and many other trainings.

### PureWest recorded another year of very strong safety performance in 2021:

- Our Total Recordable Incident Rate (TRIR) for employees and contractors remained at 0.4, showing an average decline in incidents over the past five years of about 57%.
- We also finished another year with zero motor vehicle incidents with more than 2.6 million miles driven between employees and contractors.
- With the installation of our Liquids Gathering System, we’ve also removed approximately 750,000 truck trips from local roads since 2008, reducing the overall miles traveled by employees and contractors.
- PureWest reported no Lost Time Accidents (LTA) for 2021 and has never had a fatality at any of our sites.
- All field employees completed, on average, over 22 hours of safety training during 2021.

We remain committed to empowering every employee to ‘Stop Work’ in the event of an incident or if dangerous conditions arise. This is a critical component of our safety plans because it allows our employees to prioritize safety above all else. If a ‘Stop Work’ event occurs, we conduct a thorough incident review to ensure lessons are learned from the event and relevant mitigation strategies are integrated into our processes. We will discuss this more in this report’s Incident Management and Emergency Preparedness portion.



**Stop Work Authority:** *A policy that provides Company employees and contractors, directly or indirectly involved with any operation, the authority and responsibility to Stop Work until a review of the issue can be assessed by appropriate personnel.*



## Contractor Assessment and Selection

Our contractors' environmental and safety performance is fundamental to achieving our ESG and sustainability goals. PureWest employs a diverse group of third-party contractors who provide specific labor or service functions necessary to our field operations. Our safety standards also apply to our contractors, who, like our own staff, must commit to PureWest's rigorous protocols and training. All contractors are screened through our Risk Management Department and are required to submit safety audits for all tasks. In addition, contractors receive comprehensive and ongoing training and operate according to the ANSI Z10 safety management plan to meet the requirements of a safe and compliant workplace.

At PureWest, we developed a program called the Contractor H&S Program. This program enables PureWest to monitor and improve contractor EH&S performance and regulatory

compliance while maintaining the independent contractor relationship. It ensures all PureWest contractors have access to effective environmental, health and safety standards, and protection from injury, illness, and losses associated with incidents arising from contractors' work. Under this program, our suppliers, contractors and vendors are required to undertake regular training for environmental and safety best practices, including emergency preparedness and response exercises.

Before new contractors, suppliers or vendors are hired, we conduct a thorough due diligence process followed by an onboarding screening to ensure they meet our environmental and safety expectations and standards. Once hired, PureWest conducts periodic performance reviews and audits to monitor performance and provide corrective action, if required.

### Benefits that result from improved H&S practices include:



Ensured safety and wellbeing of employees and contractors.



Improved productivity and quality.



Minimized potential damage to facilities and equipment.



Reduced exposure to litigation and regulatory action.

To maintain ongoing environmental and safety education, contractors are expected to join all internal PureWest health and safety meetings, where appropriate. This creates an environment in which contractors are exposed to protocol changes or expected behavior modifications that could affect the safety of their job or impact the integrity of the environment.





## Emergency Response Plan (ERP) Drill

PureWest's ERP One Plan is an emergency response protocol that establishes an incident command structure for emergency response in the Pinedale operations. The drill aims to simulate a real-life emergency which could be a spill, fire, injury, or trapped person; and in our last drill, all of those elements combined. The team has established protocols and assigned tasks, with back up personnel in case someone is not there. Local emergency responders are invited to watch the drill and offer feedback upon completion.

During these drills, dummies are often used to ensure our employees are ready to rescue someone in the event of a real-life event. Once the drill is complete, everyone involved discusses the wins and areas for improvement from the drill. We then create an action plan of process changes we need to make as well as identifying additional or new equipment needed.



## Incident Management and Emergency Preparedness

PureWest has rigorous incident management procedures and associated training processes for all field employees and contractors. Incidents are tracked in a weekly matrix utilizing an online, proprietary database and must be reported immediately to a supervisor, who will then escalate it if necessary. In addition, select employees are trained to enter data into our database to maintain the integrity of our reporting. This allows PureWest to take a proactive management position in preventing incidents and emergencies.

Events that are escalated are reviewed weekly by operational staff and management to ensure best practices are being

implemented in a timely manner. During quarterly updates, incident reports and lessons learned are shared with the Board of Managers.

Our field sites have an emergency response trailer containing top-tier spill containment control tools. In addition, PureWest's response trailer is made available to other companies in the area if the need arises, as the entire industry is responsible for working together and maintaining the integrity and wellbeing of the environment. On that note, PureWest invites local emergency responders to an annual joint emergency response event to support the best result possible if an incident does occur.



# Community Engagement

## Social Investing Governance

PureWest has an employee-led Giving Committee to govern and manage our social giving strategy and programs. The executive team appoints the Committee each December, and is comprised of a representative from the executive team and four employees split between our headquarters, in Denver, and field office, in Pinedale. The Committee ensures all approvals align with the Company's policy on charitable giving and are responsible for monitoring our social investment budget. Each Committee member is expected to serve for one calendar year.

Every January, the Giving Committee meets to elect a chair responsible for organizing meetings, monitoring the Committee's communications, routing proposals for corporate giving, employee matches, tracking contributions, and any other Committee business.

## Social Investments and Employee Volunteering

PureWest is invested in the communities we operate in and call home. We have created close relationships with several partner organizations who serve our area, and we believe these investments are a key part of our efforts to remain responsible, trusted corporate citizens. PureWest gives to a number of nonprofit organizations, focusing on those charities that positively impact the people of our community and their social wellbeing, health care, and education. For 2021, PureWest was proud to provide more than \$178,369 in charitable donations and employee match programs to a wide variety of our community partners.

*"The employee match program has been great and has allowed me to double my impact for Destination Imagination, which equips young people with the tools they need to solve complex problems in Science, Technology, Engineering, the Arts and Math essential skills in today's world."*

*Alexa F, ESG Analyst II*

Beyond social investments, we also encourage our employees to get involved in the community through a series of corporate-sponsored opportunities, including volunteering and an employee donation match program. All employees receive one PTO-designed day per year to volunteer at their organization of choice.



## Community Programs

PureWest also gives back to our local communities through sponsorships of community events and programs. In 2021, we partnered with numerous local nonprofits supporting an array of community organizations, including:



### Hunger Initiative

Through 2021, PureWest's Charitable Giving Committee focused on food security. We worked to support seniors and families in need from all walks of life. This winter we had the privilege of assisting the Pinedale Food Basket to prepare shelves for their customers' shopping pantry needs. We paid off local school lunch debt for Sublette County, and we also were able to participate in the Backpack Program, in which we packed backpacks full of snacks and easy-to-make foods for school-aged children getting ready for the holiday break.



### Energy Initiative

We had a new focus on energy assistance in 2021 to play our part in helping our community meet its energy needs, particularly when a household or family has fallen on hard times. PureWest's Giving Committee decided to increase our budget and the reach of our efforts. The Committee worked with local energy providers to ensure our donated funds reached people that might not be identified through a government program to maintain their access to power.



### Economic & Social Wellbeing Initiative

This summer a group of PureWest employees volunteered for Habitat for Humanity by building a new home for a local family. We also held numerous outdoor fundraisers for local nonprofits supporting an array of community organizations.





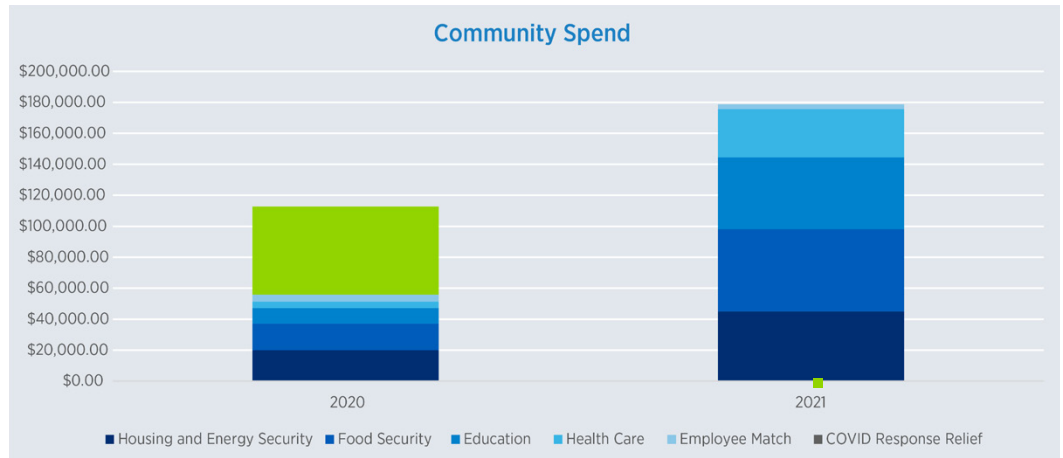
### Education Initiative

In the fall of 2021, PureWest’s CEO Christopher Valdez presented a \$20,000 donation to the Colorado Chapter of Destination Imagination in memory of our own Dwight Rudolph, a PureWest Employee and longtime volunteer with the organization. The objective of Destination Imagination is to inspire students at all levels to become tomorrow’s leaders through creative thought, imagination, and innovation.



### Health Initiative

This past summer PureWest supported families impacted by a cancer diagnosis through Fishing for the Fight, which is a fund that provides assistance in a confidential, respectful way to the surrounding Pinedale, Wyoming community. 100% of the proceeds go directly to families who are fighting cancer, people with special needs, and children with chronic illness. In a remote area like Pinedale, programs like this are particularly important in supporting our neighbors when they need it most.



# Workforce Engagement

## Diversity, Equity and Inclusion

For PureWest, Diversity, Equity and Inclusion (DE&I) represent critical integrated, cultural behaviors that foster an inclusive, respectful environment for all employees. DE&I aggregates our whole team’s unique needs, perspectives, and potential. Hiring and retaining a diverse workforce encourages positive social change and critical innovation that drives PureWest’s success. We are committed to building a workplace that promotes more genuine and meaningful engagement among all employees. We aim to become a leader in DE&I in the energy community.

In 2020, we created a Diversity and Inclusion Task Force. The aim was to help foster an environment that celebrated and played off each employee’s strengths. Our Human Resources team supports the Task Force, and together, they hosted a “Racial Awareness in the Workplace” listen and learn session and a Diversity and Inclusion Training. We leveraged a third-party contractor to help lead our DE&I trainings and engagements. They have the expertise to educate our employees on how our personal biases and prejudices impact the workplace.



*PureWest is committed to fostering diversity and inclusion at all company levels. We know that hiring and retaining individuals with various talents, ideas, and backgrounds propels the innovation that drives our success. A diverse workforce and inclusive culture help strengthen our company and achieve our goals. We believe the attention given to diversity and inclusion makes us more agile and innovative to be a positive and constructive leader in social equality.*

DE&I awareness training is a part of our onboarding process. New employees are expected to uphold and model these values every day as these principles are central to our organization.

Equally as important, this subject is a critical element of our offboarding process. When an employee leaves, we ask for their feedback on how we performed against our DE&I goals to help the Company learn and grow.



## Talent Acquisition and Development

All employees, both salaried and hourly, are expected to create professional goals and track their progress against these goals annually. For all our employees, compensation is tied to financial, operational, and overall business performance factors, as well as ESG-related data, such as TrustWell™ RSG certification levels, total reportable incident rate, motor vehicle incidents, and employee-caused reportable spills.

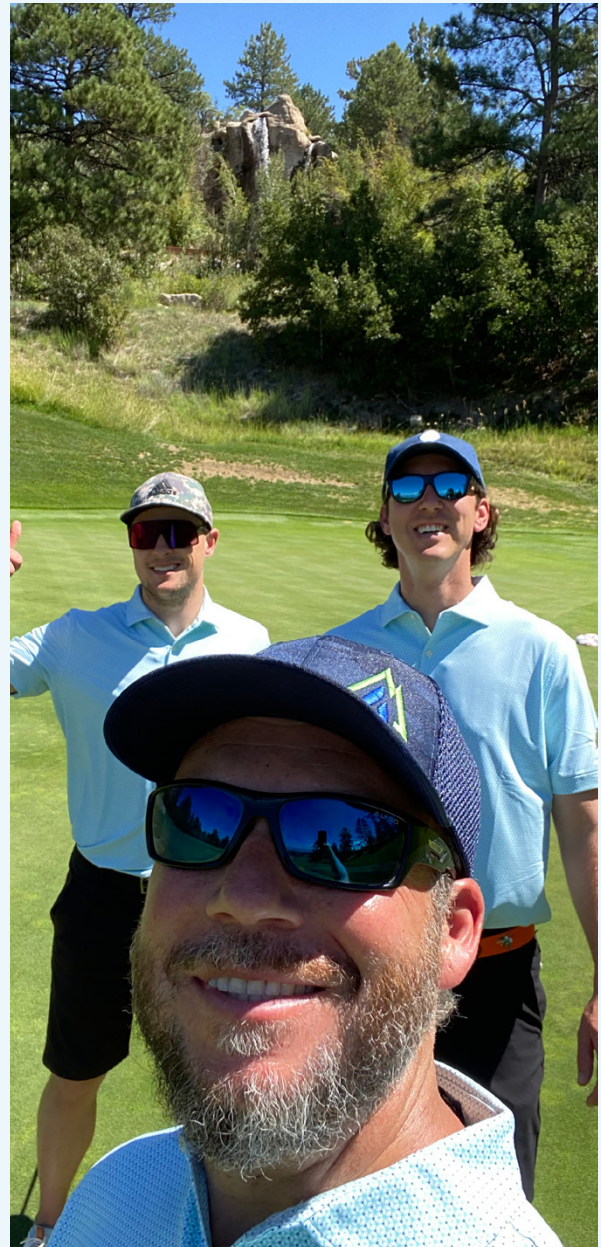
## Employee Benefits

We offer a comprehensive benefits and employee wellbeing package, including leave and time-off benefits. We work diligently to ensure that all health needs are covered under our plans. Additionally, PureWest offers all employees the opportunity to take advantage of mental health counseling, free of charge. PureWest has arranged for employees and their families to be able access free counseling sessions at clinical practices in their area. These offerings supplement the benefits available through our health plan.

We provide our entire workforce with a total rewards package that's suited and meaningful to each individual. We believe in doing so, we can foster a more inclusive and equitable environment to retain and attract diverse talent. Recently, PureWest added time off for additional religious or cultural holidays, and we incorporated coverage for our underrepresented employees, including the LGBTQ community.

During the COVID-19 Pandemic, PureWest had great success with remote work. Our employees enjoyed the flexibility and increased time with their loved ones. Post-pandemic, we have continued a flex work policy that allows employees to work from home or in the office. We host periodic all hands meetings to encourage collaboration and have improved our IT to include video calling technology and a VPN network for document sharing. Remote work has broadened our candidate pool and we now have employees in at least seven different states.

PureWest regularly conducts pay equity analyses. All job descriptions are updated to reflect additional responsibilities of new roles, and salary data was benchmarked against the market. PureWest's compensation philosophy to provide an equitable employee experience is best reflected through the new hire negotiation process, internal promotional opportunities, and compensation adjustments. We have maintained equity excellence since then and will continue to do so.



## Employee Wellness Spotlight

PureWest formed a Wellness Committee in 2019. The Committee is well-represented by employees in Wyoming and Colorado. They have presented programs to employees for nutrition, physical fitness, outside activities, mindfulness, and athletic events. In addition, every month all employees receive a wellness newsletter that discusses physical and mental health. The newsletter offers support, advice, recipes, and helpline information.



## GOVERNANCE

# Corporate Governance

PureWest maintains our unwavering commitment to maintaining the highest levels of transparency, corporate ethics, and stakeholder engagement. Even though we are no longer required to disclose a wide array of data and other information associated with public company regulatory rules, our commitment to governance excellence and sustainability best practices remains at our core. In addition, our values around social responsibility, environmental stewardship, and employee and stakeholder safety are completely aligned with our long-term strategic plan and business goals.

## Ethics and Integrity

At PureWest, we hold ourselves to the highest ethical standards. Our short- and long-term strategic planning is viewed through a moral lens before we advance. We maintain a system of internal controls to achieve our operational objectives while minimizing risk and improving process performance. We expect all our employees to act with integrity as it is core to our Code of Ethics and expected Business Conduct. We place full responsibility on all our employees to adhere to these standards, regardless of level or position. Violations may result in disciplinary action, including dismissal. Integrity permeates everything we do at PureWest, from how we operate in the field and support our local communities to the benefits we provide our employees. Every decision is made with integrity.

Our goal is to ensure segregation of duties, eliminate the risk of fraud and theft, establish checks and process reviews to minimize errors, and provide timely and accurate financial statements. All are critical to internal and external stakeholders relying on our financial statements, which we provide to our equity holders, lenders and other third parties.



*Our Whistleblower Policy exists so our employees know how to identify and raise their concerns without fearing retaliation. Employees can feel confident that once reported, an established protocol will initiate to drive the issue(s) to resolution. This is a basic right for our employees to access these processes and maintain confidence that the Company will respond meaningfully and swiftly.*

# Risk Management

At PureWest, risk is managed in several ways:



All staff are trained to the highest operational and safety standards



Business and process owners are held accountable and operate in line with PureWest's values



Financials and financial reporting are completed to the highest standards of disclosure



A strong controls environment stabilizes internal operations and business functions, while supporting audit and compliance efficiencies

# Cyber Security

Purewest has an unwavering commitment to cyber security. To date, we have experienced no security breaches.

As an energy producer, we understand our responsibility to protect the technological infrastructure that drives security around our operations, protecting computers, networks, data integrity, and system reliability.

To ensure these networks are protected, PureWest has implemented the following policies:

1. PureWest adheres to information security best practices as outlined by National Institute of Standards and Technology (NIST) and Center for Internet Security (CIS) frameworks. All employees are required to complete comprehensive monthly security awareness training. We also recently rolled out multi-factor authentication across the organization.
2. We leverage a managed security service provider (MSSP) that provides 24/7 security information and event monitoring, and all critical systems run endpoint detection and response (EDR) agents.
3. We ensure all critical data is protected with encryption and daily snapshots are replicated off-site.
4. We monitor and track the number of defined computer security incidents each month. These are measured using the PureWest IT help desk ticketing system to maintain proper documentation.
5. We follow the NIST Special Publication's definition of a security incident being "a violation or imminent threat of violation of computer security policies, acceptable use policies, or standard security practices."
6. We also take a monthly measurement of network, application, and data availability, measuring uptime in minutes per month. The following areas are measured and reported independently:
  - Corporate network communications, including Internet, voice service, wireless, and site-to-site communications.
  - Applications and data. Critical applications and data residing on PureWest infrastructure.
  - Field network communications. Including Internet, site to site, and SCADA data transmissions.



# APPENDIX

## Performance Metrics

Key Performance Data	Units	SASB Code	GRI Code	2017	2018	2019	2020	2021
<b>Greenhouse Gas Emissions</b>								
Methane Intensity Rate	%	EM-EP-110a.1	N/A	0.16%	0.14%	0.12%	0.04%	0.053%
Legacy PureWest Methane Intensity Rate (Standard Assumptions)	%	EM-EP-110a.1	305-4	0.16%	0.14%	0.12%		**
Legacy PureWest Methane Intensity Rate (Field-verified Assumptions)	%	EM-EP-110a.1	305-4	0.08%	0.06%	0.04%	0.040%	**
Legacy PureWest	%	EM-EP-110a.1	305-4					0.032%
New Acquisitions	%	EM-EP-110a.1	305-4					0.099%
Legacy PureWest Emissions Intensity (kg CO2e/boe)	kg CO2e/boe	EM-EP-110a.1	305-4	6.150	5.580	4.650	2.780	2.500
Legacy New Acquisitions Methane Intensity Rate (Field-verified Assumptions)	%	EM-EP-110a.1	305-4				0.090%	0.099%
Legacy New Acquisitions Emissions Intensity (kg CO2e/boe)	kg CO2e/boe	EM-EP-110a.1	305-4					3.370
Combined Methane Intensity Rate (Field-verified Assumptions)	%	EM-EP-110a.1	305-4				0.057%	0.053%
Combined Emissions Intensity (kg CO2e/boe)	kg CO2e/boe	EM-EP-110a.1	305-4					2.780
Discussion of Strategy and Plan to Manage Emissions	discussion	EM-EP-110a.3	103-2					pg. 10-14
Legacy PureWest Scope 1 emissions (EPA Subpart W)								
CO2 (mt CO2)	metric tons	EM-EP-110a.1	305-1	147,542	151,592	106,629	79,663	63,216
CH4 (mt CH4)	metric tons	EM-EP-110a.1	305-1	8,272	8,396	6,173	1,683	1,069
N2O (mt N2O)	metric tons	EM-EP-110a.1	305-1	0.63	0.59	0.32	0.15	0.12
CO2e (mt)	metric tons	EM-EP-110a.1	305-1	354,522	361,675	261,037	121,782	89,966
Scope 2 emissions (CO2e)	metric tons	EM-EP-110a.1	305-2				17,412	14,171
Legacy New Acquisitions Scope 1 emissions (EPA Subpart W)								
CO2 (mt CO2)	metric tons	EM-EP-110a.1	305-1				30,450	17,521
CH4 (mt CH4)	metric tons	EM-EP-110a.1	305-1				1,833	1,570
N2O (mt N2O)	metric tons	EM-EP-110a.1	305-1				0.090	0.04
CO2e (mt)	metric tons	EM-EP-110a.1	305-1				76,292	56,782
Scope 2 emissions (CO2e)	metric tons	EM-EP-110a.1	305-2					574
Combined Scope 1 emissions (EPA Subpart W)								
CO2 (mt CO2)	metric tons	EM-EP-110a.1	305-1				110,113	80,737
CH4 (mt CH4)	metric tons	EM-EP-110a.1	305-1				3,516	2,639
N2O (mt N2O)	metric tons	EM-EP-110a.1	305-1				0.238	0.15
CO2e (mt)	metric tons	EM-EP-110a.1	305-1				198,074	146,748
Scope 2 emissions (CO2e)	metric tons	EM-EP-110a.1	305-2				17,412	14,745
In-field Renewable Power Generation	kW		N/A	*	*	810kW	810kW	810kW
<b>Air Quality</b>								
Nitrogen Oxide Emissions	tpy	EM-EP-120a.1	305-7	607	585	464	***	***
Sulfur Oxide Emissions	tpy	EM-EP-120a.1	305-7	3.32	2.67	2.05	***	***
VOC Emissions	tpy	EM-EP-120a.1	305-7	1045	1173	1039	***	***
Particulate Emissions	tpy	EM-EP-120a.1	305-7	34.47	33.06	28.2	***	***
Leak Occurrence Rate	%						0.069%	0.071%
% of Voluntary OGI Surveys	%						56%	45%
Average Time to Repair a Leak (days)	days						0.9	2.2
# OGI Surveys Conducted	#						1519	1652
# of Facilities Surveyed	#						329	412
<b>Water</b>								
Total Fresh Water Withdrawn	MMbbl	EM-EP-140a.1	303-3	0.98	0.84	0.55	0.05	0.08
Fresh Water from Regions with High or Extremely High Water Stress	%	EM-EP-140a.1	303-3	0%	0%	0%	0%	0%
Total Produced Water	MMbbl	EM-EP-140a.2	303-3	14.5	20.4	17.8	14.4	15.5
Total Water Disposed	MMbbl	EM-EP-140a.2	303-4	15	17.6	17.9	14.4	14.2
Average Recycled Water Use in Completions	%	EM-EP-140a.2	N/A	100%	100%	100%	100%	100%
<b>Spills</b>								
Hydrocarbon-Related Spills (Crude Oil, Condensate, Produced Water)	#	EM-EP-160a.2	306-3	19	21	10	7	7
Maintained in Secondary Containment	#	EM-EP-160a.2	306-3	4	4	4	4	2

Volume of Hydrocarbon-Related Spills	bbls	EM-EP-160a.2	306-3	201	270	113	413	281
Volume of Hydrocarbon-Related Spills in Arctic	bbls	EM-EP-160a.2	N/A	0	0	0	0	0
Volume of Hydrocarbon-Related Spills Impacting ESI Shorelines	bbls	EM-EP-160a.2	N/A	0	0	0	0	0
<b>Other Biodiversity Impacts</b>								
Description of Environmental Management Policies and Practices	discussion	EM-EP-160a.1	N/A					pg. 19
Actual Surface Disturbance vs. Authorized by BLM (All Operators in Basin)	%		N/A	*	*	48%	48%	48%
<b>Security, Human Rights &amp; Rights of Indigenous Peoples</b>								
Proved Reserves In or Near Areas of Conflict	%	EM-EP-210a.1	N/A	0	0	0	0	0
Probable Reserves In or Near Areas of Conflict	%	EM-EP-210a.1	N/A	0	0	0	0	0
<b>Community Engagement</b>								
Number and Duration of Community-Related Delays	#/days	EM-EP-210b.2	N/A	0	0	0	0	0
<b>Health and Safety</b>								
Total Recordable Incident Rate (Combined)	rate	EM-EP-320a.1	403-9	0.94	0.74	0.6	0.4	0.4
Total Recordable Incident Rate (Employees)	rate	EM-EP-320a.1	403-9	0.53	0	0	0.6	0
Total Recordable Incident Rate (Contractors)	rate	EM-EP-320a.1	403-9	1.04	0.92	0.96	0	1.8
Lost Time Incident Rate (Combined)	rate	EM-EP-320a.1	403-9	0.2	0.24	0	0.4	0
Lost Time Incident Rate (Employees)	rate	EM-EP-320a.1	403-9	0	0	0	0.6	0
Lost Time Incident Rate (Contractors)	rate	EM-EP-320a.1	403-9	0.26	0.3	0	0	0
Total Fatality Rate (Employee, Contractor, Short-Service Employees)	rate	EM-EP-320a.1	403-9	0	0	0	0	0
Discussion of Management System to Integrate a Culture of Safety	discussion	EM-EP-320a.2						pg. 23
Motor Vehicle Accident Rate	rate		403-9	0.38	0.68	0	0	0
Hours of Safety Training per Field Employee	hours							22.56
<b>Business Transparency and Ethics</b>								
Proved Reserves in Countries in Bottom 20 of Corruption Perception Index	%	EM-EP-510a.1	N/A	0	0	0	0	0
Probable Reserves in Countries in Bottom 20 of Corruption Perception Index	%	EM-EP-510a.1	N/A	0	0	0	0	0
<b>Activity Metrics</b>								
Production of Natural Gas	MMCF	EM-EP-000.A	N/A	260,009	260,406	230,121	231,234	278,734
Production of Oil	MBBLS	EM-EP-000.A	N/A	2,775	2,442	1,683	1,565	1,869
Number of Terrestrial Sites		EM-EP-000.C	N/A	2,035	2,245	2,265	2,265	3,522
Number of Offshore Sites		EM-EP-000.B	N/A	0	0	0	0	0

## Footnotes

- \* All metrics referencing newly acquired assets are referencing metrics from legacy Pinedale Energy Partners Operators (PEPO) that were acquired in March 2021.
- \*\* We have transitioned to a more accurate data calculation method that incorporates findings from field studies that characterized actual operation of devices in the field.
- \*\*\* Wyoming Department of Environmental Quality typically calculates these metrics. We are currently awaiting the results of our 2020 and 2021 outputs.

# TCFD Reference Table

TCFD Reference Table	Description	Page Number
Governance	The organization's governance around climate-related risks and opportunities.	pg. 21
Strategy	The actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy and financial planning.	pg. 21-22
Risk Management	The process used by the organization to identify, assess and manage climate-related risks.	pg. 21-22
Metrics and Targets	The metrics and targets used to assess and manage relevant climate-related risks and opportunities.	pg. 33



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