



# A Culture of Commitment

2019

Sustainability Metrics  
Our Performance

# Sustainability Metrics

## Performance Table

	Units	2015	2016	2017	2018	2019	5-year Trend	2018 Combined <sup>1</sup>	1-year Trend
<b>Daily Production (Operated Properties)<sup>1</sup></b>	boe/d	46,202	33,546	33,564	43,382	58,687	27%	58,658	0%
<b>Throughput (Operated Properties)<sup>1</sup></b>	boe/d					67,768		69,614	-3%
<b>Environment <sup>1</sup></b>									
<b>Greenhouse Gas Emissions</b>									
Total	CO <sub>2</sub> e tonnes	1,273,950	1,003,644	855,749	1,342,630	2,342,638	84%	2,842,590	-18%
Direct	CO <sub>2</sub> e tonnes	1,236,121	972,834	805,018	1,278,240	2,230,163	80%	2,739,887	-19%
Indirect	CO <sub>2</sub> e tonnes	37,829	30,810	50,731	64,390	112,475	197%	102,703	10%
Intensity (Scope 1 and Scope 2) <sup>2</sup>	tonnes CO <sub>2</sub> e/boe	0.076	0.082	0.070	0.085	0.095	25%	0.112	-15%
<b>Direct Emissions by Source</b>									
Combustion Emissions	CO <sub>2</sub> e tonnes	672,758	609,757	402,789	484,792	515,920	-23%	481,147	7%
Flare Emissions	CO <sub>2</sub> e tonnes	135,225	126,098	157,899	140,939	93,692	-31%	173,357	-46%
Fugitive Emissions	CO <sub>2</sub> e tonnes	16,327	15,600	15,318	17,425	88,422	442%	78,241	13%
Venting	CO <sub>2</sub> e tonnes	411,812	221,379	229,012	635,084	1,532,129	272%	2,007,141	-24%
Volume of Flared Gas	thousand m <sup>3</sup>	59,265	56,503	71,962	65,762	37,154	-37%	68,228	-46%
Volume of Vented Gas	thousand m <sup>3</sup>	25,807	13,896	14,723	49,615	101,735	294%	134,770	-25%
<b>Other Air Emissions</b>									
Sulfur Dioxide (SO <sub>2</sub> )	tonnes	n/a	n/a	n/a	n/a	n/a			
Nitrogen Oxides (NO <sub>x</sub> )	tonnes	n/a	n/a	n/a	n/a	n/a			
<b>Water</b>									
Water Withdrawal	thousand m <sup>3</sup>	534	337	384	623	916	71%		
Water Intensity	m <sup>3</sup> /boe	0.03	0.03	0.03	0.04	0.04	36%		
<b>Abandoned</b>									
Abandoned Wells	wells (gross)	39	57	104	110	113	190%		
<b>Reclamation</b>									
Sites Undergoing Major Restoration	sites	62	70	57	60	67	8%		
Sites Undergoing Minor Restoration	sites	17	15	53	69	75	341%		
Reclamation Certificates Received	count	16	34	35	35	74	363%		
Reclaimed Land	hectares	27	60	72	77	139	411%		
<b>Spills</b>									
Reportable Spills	count	23	17	9	15	23	0%		
Trucking, Reportable Spills	count	5	5	1	4	-			
Volume of Reportable Spills	m <sup>3</sup>	412	340	78	145	239	-42%		
Trucking, Volume of Reportable Spills	m <sup>3</sup>	39	40	1.5	1.1	-			
Pipeline Incident Rate	incidents per 1,000 kms	1.22	0.88	0.83	0.57	1.84	50%		

n/a data not available

- (1) We include data for joint ventures for which Baytex holds the operating permit or is identified as the operating entity in the contract, regardless of financial ownership. For the reporting period noted above, the majority of our Eagle Ford assets (located in Texas) were operated by Marathon Oil EF LLC, a wholly-owned subsidiary of Marathon Oil Corporation, pursuant to the terms of industry-standard joint operating agreements. Consequently, Baytex does not report environmental data for these assets.
- (2) Emission intensity, or production carbon intensity, is the measure of total gross operated GHG emissions (tonnes CO<sub>2</sub>e) per total operated throughput (BOE). For 2019 and 2018 combined, operated dispositions have been used in the calculation of GHG intensity. In prior years we used daily operated production instead of operated throughput in the calculation of GHG intensity.

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	Units	2015	2016	2017	2018	2019	5-year Trend	2018 Combined <sup>1</sup>	1-year Trend
<b>Safety</b>									
Recordable Injury Rate - Employees	cases per 200,000 work hours	0.81	1.17	0.19	0.35	0.56	-31%	0.59	-5%
Recordable Injury Rate - Contractors	cases per 200,000 work hours	1.11	0.12	0.47	0.83	0.78	-30%	1.00	-22%
Recordable Injury Rate - Combined		1.01	0.52	0.37	0.70	0.73	-28%	0.90	-19%
Lost-time Injury Rate - Employees	cases per 200,000 work hours	0.32	0.20	0.00	0.18	0.42	31%	0.15	180%
Lost-time Injury Rate - Contractors	cases per 200,000 work hours	0.66	0.12	0.28	0.13	0.29	-56%	0.36	-19%
Lost-time Injury Rate - Combined		0.56	0.15	0.19	0.14	0.33	-41%	0.31	6%
Fatalities - Employees and Contractors	count	0	0	0	1	0		1	
<b>Employees</b>									
<b>Workforce Profile</b>									
Workforce Profile	count	271	250	230	251	227	-16%		
Full-time	count	271	250	230	251	227	-16%		
Part-time	count	0	0	0	0	0			
Employees Covered by Collective Bargaining Agreements	count	0	0	0	0	0			
<b>Employees by Country</b>									
US	count	29	22	0	0	0			
Canada	count	242	228	227	251	227	-6%		
<b>Women at Various levels</b>									
Board	percent	11%	20%	17%	10%	29%	157%		
Officers	percent	0%	0%	0%	0%	0%			
Supervisory Positions	percent	33%	37%	39%	31%	29%	-12%		
All Employees	percent	34%	33%	41%	43%	39%	15%		
<b>Employee Age Categories</b>									
30 Years and Under	percent	n/a	n/a	1%	6%	6%			
30 to 50	percent	n/a	n/a	66%	67%	70%			
50 Plus	percent	n/a	n/a	33%	26%	24%			
<b>Turnover Rate</b>									
Total	percent	13%	6%	15%	18%	14%	3%		
Voluntary	percent	9%	3%	8%	10%	9%	-4%		
Involuntary	percent	4%	3%	7%	8%	5%	19%		
<b>Spending per Employee</b>									
Spending per Employee	\$/employee	388	84	287	219	396	2%		

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	Units	2015	2016	2017	2018	2019	5-year Trend	2018 Combined <sup>11</sup>	1-year Trend
<b>Economic</b>									
Value Generated <sup>3,4</sup>	millions of \$	1,322.7	941.5	1,110.5	1,360.4	1,882.1	42%		
<b>Value Distributed to:</b>									
Suppliers <sup>5</sup>	millions of \$	881.2	471.0	612.1	814.0	955.3	8%		
Employees (wages and benefits)	millions of \$	56.8	45.8	48.9	47.0	46.8	-18%		
Providers of Capital <sup>5</sup>	millions of \$	210.1	104.2	98.8	104.8	316.3	51%		
<b>Governments (taxes and royalties)<sup>6</sup></b>									
Domestic Governments	millions of \$	74.5	54.0	63.7	78.9	88.8	19%		
Foreign Governments	millions of \$	37.0	21.6	21.8	29.1	27.0	-27%		
Landowners <sup>7</sup>	millions of \$	168.2	137.6	184.8	248.1	256.1	52%		
Communities & Non-Profits (charitable contributions)	millions of \$	0.3	0.2	0.2	0.1	0.9	241%		
Indigenous Communities (purchases and royalties) <sup>8</sup>	millions of \$	1.6	0.6	1.1	2.2	1.8	11%		
Value Retained <sup>9</sup>	millions of \$	-107.0	106.7	79.2	36.0	188.9	-277%		
Purchases from Indigenous Suppliers <sup>10</sup>	millions of \$	1.1	0.4	0.9	2.2	1.7	53%		

n/a data not available

(3) Corporate acquisitions and funds raised or borrowed to finance corporate acquisitions have been excluded.

(4) Value generated includes revenues from petroleum and natural gas sales, realized gain/losses from derivatives or foreign exchange and net proceeds from divestitures.

(5) Payments to suppliers and providers of capitals for 2018 have been restated since the publication of our 2018 Sustainability Report to align with our financial reporting.

(6) Payments to Governments: Baytex is committed to transparency and responsible tax payments. We are guided by tax principles that follow the intent of the law in our tax calculations and payments.

(7) Payments to landowners include freehold royalties and lease costs.

(8) Payments to Indigenous communities only includes direct purchases and royalties paid to Indigenous communities but excludes a significant amount of indirect contributions through private contractors who we encourage to provide jobs to and sub-contract with Indigenous individuals and companies.

(9) Value retained is value generated minus value distributed. This is not a financial reporting indicator and should not be compared with retained earnings.

(10) Businesses owned at least 50 percent by First Nations, Inuit, Métis or by a band.

(11) On August 22, 2018, Baytex and Raging River completed a strategic combination. Select combined full year 2018 data for both entities has been compiled for comparative purposes.