

# Sustainability Metrics

	Units	2014	2015	2016	2017	2018	5-year Trend
<b>Daily Production</b> (Operated Properties)	boe/d	60,301	46,202	33,546	33,564	43,382	-28%
<b>Environment <sup>1</sup></b>							
<b>Greenhouse Gas Emissions <sup>1</sup></b>							
Total	CO <sub>2</sub> e tonnes	1,329,836	1,273,950	1,003,644	855,749	1,342,630	1%
Direct	CO <sub>2</sub> e tonnes	1,284,090	1,236,121	972,834	805,018	1,278,240	0%
Indirect	CO <sub>2</sub> e tonnes	45,746	37,829	30,810	50,731	64,390	41%
Intensity (Scope 1 and Scope 2)	tonnes CO <sub>2</sub> e/boe	0.060	0.076	0.082	0.070	0.085	40%
<b>Direct Emissions by Source</b>							
Combustion Emissions	CO <sub>2</sub> e tonnes	799,534	672,758	609,757	402,789	484,792	-39%
Flare Emissions	CO <sub>2</sub> e tonnes	158,550	135,225	126,098	157,899	140,921	-11%
Fugitive Emissions	CO <sub>2</sub> e tonnes	16,975	16,327	15,600	15,318	17,425	3%
Venting	CO <sub>2</sub> e tonnes	309,032	411,812	221,379	229,012	635,084	106%
Volume of Flared Gas	thousand m <sup>3</sup>	62,496	59,265	56,503	71,962	65,762	5%
Volume of Vented Gas	thousand m <sup>3</sup>	19,257	25,807	13,896	14,723	49,615	158%
Other Air Emissions							
Sulfur Dioxide (SO <sub>2</sub> )	tonnes	28	2	34	53	10	-64%
Nitrogen Oxides (NO <sub>x</sub> )	tonnes	5,265	4,318	3,919	3,041	3,558	-32%
<b>Water</b>							
Water Withdrawal	m <sup>3</sup>	867	534	337	384	623	-28%
Water Intensity	m <sup>3</sup> /boe	0.04	0.03	0.03	0.03	0.04	0%
Abandonment							
Abandoned Wells	wells (gross)	100	39	57	104	110	10%
<b>Reclamation</b>							
Sites Undergoing Major Restoration	sites	28	62	70	57	60	114%
Sites Undergoing Minor Restoration	sites	24	17	15	53	69	188%
Reclamation Certificates Received	count	32	16	34	35	35	9%
Reclaimed Land	hectares	51	27	60	72	77	52%
<b>Spills</b>							
Reportable Spills	count	48	23	17	9	15	-69%
Trucking, Reportable Spills	count	16	5	5	1	4	-75%
Volume of Reportable Spills	m <sup>3</sup>	606	412	340	78	145	-76%
Trucking, Volume of Reportable Spills	m <sup>3</sup>	80	39	40	1.5	1.1	-99%
Pipeline Incident Rate	incidents per 1,000 kms	n/a	1.22	0.88	0.83	0.57	

(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.



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<b>Safety</b>							
Recordable Injury Rate - Employees	cases per 200,000 work hours	0.00	0.81	1.17	0.19	0.35	
Recordable Injury Rate - Contractors	cases per 200,000 work hours	1.29	1.11	0.12	0.47	0.83	-36%
Recordable Injury Rate - Combined		0.98	1.01	0.52	0.37	0.70	-29%
Lost-time Injury Rate - Employees	cases per 200,000 work hours	0.00	0.32	0.20	0.00	0.18	
Lost-time Injury Rate - Contractors	cases per 200,000 work hours	1.23	0.66	0.12	0.28	0.13	-89%
Lost-time Injury Rate - Combined		0.31	0.56	0.15	0.19	0.14	-55%
Fatalities - Employees and Contractors	count	0	0	0	0	1	
<b>Employees</b>							
Workforce Profile	count	332	271	250	230	251	-24%
Full-time	count	332	271	250	230	251	-24%
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	27	29	22	0	0	
Canada	count	305	242	228	227	251	-18%
<b>Women at Various levels</b>							
Board	percent	11%	11%	20%	17%	10%	-10%
Officers	percent	0%	0%	0%	0%	0%	
Supervisory Positions	percent	36%	33%	37%	39%	31%	-13%
All Employees	percent	40%	34%	33%	41%	43%	7%

	Units	2014	2015	2016	2017	2018	5-year Trend
<b>Employees</b>							
<b>Employee Age Categories</b>							
30 Years and Under	percent	n/a	n/a	n/a	1%	6%	
30 to 50	percent	n/a	n/a	n/a	66%	67%	
50 Plus	percent	n/a	n/a	n/a	33%	26%	
<b>Turnover Rate</b>							
Total	percent	12%	13%	6%	15%	18%	49%
Voluntary	percent	4%	9%	3%	8%	10%	165%
Involuntary	percent	8%	4%	3%	7%	8%	-7%
Spending per Employee	\$/employee	689	388	84	287	219	-68%
<b>Economic</b>							
Value Generated <sup>2,3</sup>	millions of \$	2,321.0	1,322.7	941.5	1,110.5	1,360.4	-41%
<b>Value Distributed to:</b>							
Suppliers <sup>4</sup>	millions of \$	1,263.3	881.2	471.0	612.1	813.5	-36%
Employees (wages and benefits) <sup>4</sup>	millions of \$	57.3	56.8	45.8	48.9	47.0	-18%
Providers of Capital	millions of \$	405.7	210.1	104.2	98.8	102.2	-75%
<b>Governments (taxes and royalties)<sup>6</sup></b>							
Domestic Governments	millions of \$	361.3	74.5	54.0	63.7	79.4	-78%
Foreign Governments	millions of \$	78.5	37.0	21.6	21.8	29.1	-63%
Landowners <sup>7</sup>	millions of \$	18.3	168.2	137.6	184.8	248.1	1257%
Communities & Non-Profits (charitable contributions)	millions of \$	0.6	0.3	0.2	0.2	0.1	-78%
Indigenous Communities (purchases and royalties) <sup>8</sup>	millions of \$	6.1	1.6	0.6	1.1	2.2	-64%
Value Retained <sup>9</sup>	millions of \$	129.8	-107.0	106.7	79.2	38.5	-70%
Purchases from Indigenous Suppliers <sup>10</sup>	millions of \$	2.4	1.1	0.4	0.9	2.2	-7%

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

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

(4) Payments to suppliers and employees for 2014-2016 have been restated since the publication of our 2016 Corporate Responsibility report to better align our methodology with the GRI Standards requirements.

(5) Payments to providers of capitals for 2015-2016 have been restated since the publication of our 2016 Corporate Responsibility 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. Income tax paid has decreased due to a decrease in profit before tax.

(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.