



2025 Sustainability Performance Table

Tracking Our Performance

SUSTAINABILITY PERFORMANCE TABLE	Units	2021	2022	2023	2024	2025
Daily Production (Operated Properties) ⁽¹⁾	boe/d	43,924	49,164	55,135	61,311	65,528
Throughput (Operated Properties) ⁽²⁾	boe/d	53,553	59,321	66,424	77,879	86,731
Greenhouse Gas Emissions (operational control)						
GHG Emissions (Total)	tonnes CO ₂ e	1,023,430	928,440	941,921	980,993	895,028
Scope 1	tonnes CO ₂ e	948,069	856,247	861,464	899,455	820,262
Scope 2	tonnes CO ₂ e	75,361	72,193	80,457	81,538	74,766
Scope 1 intensity	tonnes CO ₂ e/boe	0.049	0.040	0.036	0.032	0.026
Scope 1 and Scope 2 intensity ⁽⁴⁾	tonnes CO ₂ e/boe	0.052	0.043	0.039	0.034	0.028
Emissions from Methane	tonnes CO ₂ e	382,134	288,248	240,174	221,200	159,296
% Methane (scope 1)	percent	40%	34%	28%	25%	19%
Methane intensity	tonnes CO ₂ e/boe	0.020	0.013	0.010	0.008	0.005
Scope 1 Emissions by Source						
Combustion Emissions	tonnes CO ₂ e	419,199	422,373	422,359	447,203	504,947
Flare Emissions	tonnes CO ₂ e	173,688	160,192	227,896	265,568	176,114
Fugitive Emissions	tonnes CO ₂ e	17,990	18,368	13,444	14,135	17,989
Venting	tonnes CO ₂ e	337,192	255,315	197,765	172,549	121,211
Volume of Flared Gas	thousand m ³	74,800	67,985	104,904	122,983	84,097
Volume of Vented Gas	thousand m ³	23,627	15,521	12,322	10,405	7,250
Other Air Emissions						
Sulfur Dioxide (SO ₂)	tonnes	73	134	409	249	272
Nitrogen Oxides (NO _x)	tonnes	2,260	2,650	2,580	2,731	3,238
VOCs	tonnes	7,010	3,773	3,145	2,346	1,932
PM	tonnes	162	169	256	291	216
Energy						
Direct energy consumption	GJ	11,271,033	10,737,302	11,151,828	12,532,924	11,738,474
Electricity energy consumption	GJ	389,813	414,921	435,008	488,015	483,384
Total energy consumption	GJ	11,660,846	11,152,223	11,586,836	13,020,939	12,221,858
Total energy consumption intensity	GJ/boe	0.600	0.520	0.480	0.460	0.390

	Units	2021	2022	2023	2024	2025
Fresh Water Use						
Fresh Water Withdrawal	thousand m³	820	413	581	635	585
Non-Fresh Water Withdrawal	thousand m³	84	80	134	525	631
Total Water Withdrawal	thousand m³	904	493	714	1,160	1,216
Fresh Water Utilization	percent	91%	84%	81%	55%	48%
Fresh Water Intensity	m³/boe	0.051	0.023	0.029	0.028	0.024
Produced Water						
Volume of produced water	thousand m³	9,170	9,597	9,713	8,974	8,734
Produced water injected (deep well)	thousand m³	2,810	2,805	2,731	2,934	2,529
Produced water recycled	thousand m³	5,619	6,457	7,320	6,547	6,060
Produced water recycled	percent	61%	67%	75%	73%	69%
Abandonment						
Abandoned Wells	wells (gross)	237	379	284	196	85
Reclamation						
Sites Undergoing Major Restoration	sites	123	130	211	173	109
Sites Undergoing Minor Restoration	sites	86	338	384	536	664
Reclamation Certificates Received	count	55	53	108	165	42
Reclaimed Land	hectares	90	79	346	335	167
Hydrocarbon spills ⁽⁵⁾						
Number	count	36	26	46	48	34
Volume	m³	26	112	148	196	277
Spills						
Reportable Spills	count	17	18	18	18	26
Trucking, Reportable Spills	count	2	1	3	6	6
Volume of Total Spills	m³	NR	NR	222	318	432
Volume of Reportable Spills	m³	206	313	188	282	393
Trucking, Volume of Reportable Spills	m³	4	1	4	0	28
Pipeline Incident Rate	incidents per 1,000 kms	1.71	0.70	1.08	1.92	1.23

	Units	2021	2022	2023	2024	2025
Recordable Injury Rate – Employees	incidents per 200,000 work hours	0.34	0.48	0.31	0.61	0.28
Recordable Injury Rate – Contractors	incidents per 200,000 work hours	0.58	0.60	0.54	0.28	0.80
Recordable Injury Rate – Combined	incidents per 200,000 work hours	0.52	0.58	0.49	0.34	0.70
Lost-time Injury Rate – Employees	incidents per 200,000 work hours	0.34	0.00	0.15	0.15	0.00
Lost-time Injury Rate – Contractors	incidents per 200,000 work hours	0.12	0.15	0.32	0.10	0.35
Lost-time Injury Rate – Combined	incidents per 200,000 work hours	0.17	0.12	0.29	0.11	0.29
Serious Potential Injury Frequency - Combined	incidents per 200,000 work hours	0.28	0.49	0.38	0.37	0.31
Workforce Profile						
Workforce Profile	count	208	222	223	226	227
Full-time	count	208	222	223	226	227
Part-time	count	0	0	0	0	0
Employees Covered by Collective Bargaining Agreements	count	0	0	0	0	0
Employees	count	208	222	223	226	227
Women at various levels						
Board	percent	29%	29%	22%	44%	44%
Officers	percent	0%	14%	13%	13%	13%
Supervisory Positions	percent	38%	38%	44%	50%	50%
All Employees	percent	43%	44%	45%	46%	44%
Employee Age Categories						
30 Years and Under	percent	6%	6%	7%	3%	1%
30 to 50	percent	70%	65%	62%	65%	67%
50 Plus	percent	24%	29%	30%	32%	32%
Turnover Rate						
Total	percent	8%	6%	13%	7%	9%
Involuntary	percent	3%	1%	3%	3%	4%
Voluntary	percent	5%	5%	10%	4%	5%
Spending per Employee⁽⁶⁾	\$/employee	2,046	2,213	2,755	2,993	2,680

	Units	2021	2022	2023	2024	2025
Economic Value Distributed to: ⁽⁷⁾						
Suppliers	millions of \$	458.8	718.8	871.7	900.3	936.8
Employees (wages and benefits)	millions of \$	38.2	56.1	75.7	59.9	57.4
Governments (taxes and royalties)	millions of \$	107.3	230.2	173.0	261.4	201.6
Landowners	millions of \$	60.2	92.6	77.6	62.8	52.3
Communities & Non-Profits (charitable contributions)	millions of \$	0.3	0.7	1.2	0.9	1.5
Indigenous Communities (purchases and royalties)	millions of \$	7.3	23	35.7	40.8	47.8

Notes (NR = Not Reported)

⁽¹⁾ Production includes Canadian operations only and has been restated to remove the divestitures of U.S. Eagle Ford, Kerrobert Thermal and Viking Forgan/Plato operating areas and enhance comparability across reporting periods.

⁽²⁾ Throughput is the volume of oil and gas that is processed at Baytex's operated facilities and includes volumes from joint venture partners and other third parties.

⁽³⁾ Baytex reports environmental data using the operational control approach. Emissions for joint ventures where Baytex holds the operating permit are within our emissions boundary, regardless of financial ownership. Baytex does not report environmental data for non-operated assets as they are outside our operating control. 2021 to and 2025 emissions are restated to remove the divestitures of U.S. Eagle Ford, Kerrobert Thermal and Viking Forgan/Plato operating areas to enhance comparability across reporting periods. A portion of emissions have been third-party verified for provincial compliance program filings (2025) and reasonable assurance on as reported for 2021 to 2024. Restatements for material dispositions for 2021-2024 have not been third-party verified. For the periods 2021 to 2025 GHG emissions are calculated using the Global Warming Potential (GWP) values from the IPCC's Fifth Assessment Report (AR5).

⁽⁴⁾ Emission intensity, or production carbon intensity, is the measure of total gross operated GHG emissions (tonnes CO2e) per total operated throughput (BOE). We use throughput in the calculation of GHG intensity.

⁽⁵⁾ A hydrocarbon spill is defined as spills of more than 1 barrel that reached the environment, excludes spills contained in impermeable secondary containment. This spill reporting methodology is consistent with IPIECA and SASB requirements. In 2025, three localized spill incidents contributed to an increase in total spill volumes.

⁽⁶⁾ Spending per employee is calculated as training costs divided by employee headcount for the applicable period.

⁽⁷⁾ Amounts have been revised to reflect current-year presentation of continuing operations only following the disposition of the Company's U.S. operations in Q4/2025. This table includes references to certain financial measures which do not have standardized meanings prescribed by IFRS, and may not be comparable with the calculation of similar measures presented by other entities. Economic value distributed to stakeholders includes the non-specified measures:

Payments to suppliers: calculated as transportation expense, asset retirement obligations settled, supplier related operating expense, supplier related general and administrative expense, and supplier related additions to exploration and evaluation assets, oil and gas properties and other plant and equipment.

Payments to employees: (wages and benefits) consists of salaries, bonuses and benefits which are components of operating expense, general and administrative expense and share-based compensation expense.

Payments to governments: Baytex is committed to transparent and responsible tax payments. We are guided by tax principles that follow the intent of the law in our tax calculations and payments. Payments to governments are calculated as the portion of royalties expense, operating expense, general and administrative expense and additions to exploration and evaluation assets, oil and gas properties and other plant and equipment attributable to domestic or foreign governments.

Payments to landowners: calculated as the freehold portion of royalties expense and lease costs portion of operating expense that are attributable to landowners.

Payments to communities and non-profits: calculated as the portion of general and administrative expense attributable to charitable contributions.

Appendix I: GHG Quantification and Methodology

The Sustainability Performance Table (Table) includes certain emission quantification measures that do not have standardized meanings and may not be comparable with similar measures presented by other issuers.

Organizational Boundaries

Baytex applies the Operational Control method to set its organizational emissions boundary, as defined by the *GHG Protocol Corporate Accounting and Reporting Standard*. Annual emissions are quantified based on Baytex being the operator of record for the applicable reporting period. GHG emissions metrics have been restated to reflect the current operational boundary as of December 31, 2025, excluding significant dispositions to enhance comparability across reporting periods. A portion of emissions have been third-party verified for provincial compliance program filings.

GHG Emissions

Due to our operations spanning multiple jurisdictions, we use several different protocols and methodologies, including those of regulatory bodies (e.g., Alberta Environment and Protected Areas, Saskatchewan Ministry of Environment, US EPA) and the World Resources Institute (The Greenhouse Gas Protocol) to develop facility-specific emission quantification calculations. We apply the appropriate calculation protocol(s) based on jurisdiction, facility type, emission source, and fuel type and composition. Whenever possible, emission factors used in these calculations are based on measured data rather than default factors. In instances where there is no specific protocol, a combination of standardized methodologies and sector-specific methodologies are applied.

We apply standards, and industry-specific methodologies from numerous external agencies. These documents are widely accepted for emissions quantifications and provide relevant and applicable information that is verifiable by governments and third parties. These methodologies and guidance documents include:

- American Petroleum Institute (API) Compendium of Greenhouse Gas Emissions Methodologies for the Natural Gas Industry, 2009
- Canadian Association of Petroleum Producers, Calculating Greenhouse Gas Emissions, 2003
- IPCC Guidelines for National Greenhouse Gas Inventories, 2006
- US EPA Mandatory Reporting of Greenhouse Gases Rule
- IPCC Fifth Assessment Report, 2014
- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
- Western Climate Initiative Final Essential Requirements of Mandatory Reporting: Amended for Canadian Harmonization, 2013
- Alberta Greenhouse Gas Quantification Methodologies, Technology Innovation and Emissions Reduction Regulation, Version 2.3
- Canada's Greenhouse Gas Quantification Requirements, Greenhouse Gas Reporting Program, 2023
- Environment Canada National Inventory Report, 1990-2023