













This snapshot captures our ESG data and targets for the year ended December 31, 2021 and is designed to accompany our online ESG report that is regularly updated to represent our ongoing ESG journey.

[ONLINE ESG REPORT](#)

[2021 PERFORMANCE DATA](#)

## 2021 COMMITMENTS AND TARGETS

	SDG	COMMITMENT	TARGET	PROGRESS
ENVIRONMENT		Utilize technology to reduce our methane emissions.	From 2019 to 2025, reduce vented methane emissions from our assets by 50%.	 <i>On Track</i>
		Create a water management strategy designed to reduce reliance on the use of fresh water.	Continue limiting land disturbance by constructing and drilling from multi-well pads and utilizing existing infrastructure where possible.	 <i>On Track</i>
		Timely abandonment and reclamation of all wells on all First Nations land.	Follow the AER's Area Based Closure Program target spending levels on an annual basis, with a \$3.2M commitment for 2022.	 <i>On Track</i>
		Timely abandonment and reclamation of all wells on all First Nations land.	Abandon at least 80% of our inactive infrastructure on First Nation's land by the end of 2023 and move these sites into the reclamation process.	 <i>Near Completion</i>
SOCIAL		Enhance Spartan's Indigenous awareness, aligning with the calls to action within Canada's Truth and Reconciliation report.	All Spartans will participate in Indigenous awareness training workshops.	 <i>Completed</i>
GOVERNANCE		Increase board oversight from an environment, social and governance standpoint.	Launch ESG presentation to the Board and create ESG website to host ongoing ESG disclosure.	 <i>Completed</i>



ENVIRONMENT

**78%**

**Water Reuse in Gold Creek East Operations in 2021 – 93% by Q1 2022**



**14% reduction** in methane emissions from 2020 to 2021

**5,384 Metric tonnes** of CO2e reduced in Q4 2021 by recycling drilling waste



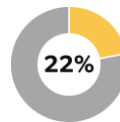
**17 new reclamation certified well-sites** in 2021; 311 with ongoing reclamation

**71 total well abandonments** completed in 2021

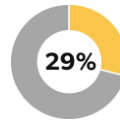
SOCIAL

**\$217,248**

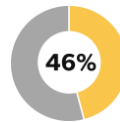
**Charitable Donations Made in 2021**



Women in Top Management Positions



Women in Management Positions



Women in Spartan Workforce

**Initiated Spartan’s summer student program**, with 7 student hired

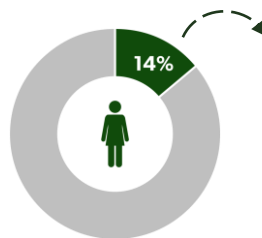
**All Spartans** participated in Indigenous Training

**Partnered with the United Way** for ‘Spartan’s Giving Week’

GOVERNANCE

**100%**

**Total Board Attendance in 2021**



**Board diversity enhances governance**

We believe having diversity of thought leads to more meaningful, strategic decisions



The Spartan Board has **four standing committees**, each chaired by an Independent Director

**Spartan had 29% females** in management positions in 2021, an 8% increase from 2020