

Sustainability Reporting Framework & Standards Index 2025



International
Petroleum
Corp.

GRI Index

Sector Standard Ref #	Standard Disclosure	Description	Location	Ipieca	UN SDG	UN Global Compact	Explanation / Reason for Omission
GRI 2: GENERAL DISCLOSURES 2021							
1. Organizational profile							
	2-1	Organizational Profile	SR 4-5 / AIF 9				No restatements for FY 2025 The 2025 Sustainability Report was not subject to external assurance.
	2-2	Entities included in the organization's sustainability reporting	SR 3				
	2-3	Reporting period, frequency and contact point	SR 3, 44				
	2-4	Restatements of information	See comment				
	2-5	External assurance	See comment				
	2-6	Activities, value chain and other business relationships	SR 4-6				
	2-7	Employees	SR 4, 36-37		8.2, 8.5, 10.3		
	2-8	Workers who are not employees	SR 4, 36-37		8.2, 8.5, 10.3		
2. Governance							
	2-9	Governance structure and composition	SR 8/ AGM Circular	GOV-1	5.5, 16.7		IPC reports the executive compensation for top 5 employees Who we are - International Petroleum (international-petroleum.com) Who we are - International Petroleum (international-petroleum.com) IPC's remediation procedures encompass a comprehensive approach that involves active engagement with affected parties, thorough investigation of incidents, and the implementation of appropriate corrective actions.
	2-10	Nomination and selection of the highest governance body	SR 8/ AGM Circular	GOV-1	5.5, 16.7		
	2-11	Chair of the highest governance body	AGM Circular	GOV-1	16.6		
	2-12	Role of the highest governance body in overseeing the management of impacts	SR 8-9/ AGM Circular	GOV-2, SOC-13	16.7		
	2-13	Delegation of responsibility for managing impacts	SR 8-9 / AGM Circular	GOV-1			
	2-14	Role of the highest governance body in sustainability reporting	SR 8-9 / AGM Circular	GOV-1			
	2-15	Conflicts of interest	AIF 57 / AGM Circular	GOV-2, GOV-3			
	2-16	Communication of critical concerns	Whistleblowing Policy and Procedure	GOV-2, SOC-6			
	2-17	Collective knowledge of the highest governance body	AGM Circular	GOV-2			
	2-18	Evaluation of the performance of the highest governance body	SR 8-9 / AGM Circular	GOV-1			
	2-19	Remuneration policies	AGM Circular				
	2-20	Process to determine remuneration	AGM Circular / Compensation Committee Mandate		16.7		
	2-21	Annual total compensation ratio	AGM Circular				
	2-22	Statement on sustainable development strategy	SR 10				
	2-23	Policy commitments	SR 10/ Website		16.3	1, 2, 3, 4, 5, 6, 7, 8, 9, 10	
	2-24	Embedding policy commitments	SR 10/ Website				
	2-25	Processes to remediate negative impacts	See comment				
	2-26	Mechanisms for seeking advice and raising concerns	Whistleblowing Policy and Procedure	GOV-2, SOC-8	16.3		

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	2-27	Compliance with laws and regulations	See Comment		16.3		IPC has established robust systems and processes that encompass a comprehensive approach to regulatory adherence. We closely monitor and stay abreast of applicable laws, regulations, and industry standards that govern our operations.
	2-28	Membership associations	SR 39				IPC actively engages with and supports various membership associations that are relevant to our business and contribute to our sustainability goals.
	2-29	Approach to stakeholder engagement	Stakeholder Relations Policy		8.8		
	2-30	Collective bargaining agreements	See Comment				0% of employees are covered by collective bargaining agreements. The company currently has no collective bargaining agreements in place due to its small workforce and direct communication practices. The working conditions and terms of employment of employees are not determined based on collective bargaining agreements covering other employees or workers in other organizations. The company remains attentive to future developments that may warrant formal agreements.
GRI 3: MATERIAL TOPICS 2021							
	3-1	Process to determine material topics	SR 7-8 / Website				Our Sustainability Approach - International Petroleum (international-petroleum.com)
	3-2	List of material topics	SR 7-8 / Website				Our Sustainability Approach - International Petroleum (international-petroleum.com)
	3-3	Management of material topics	SR 7-8 / Website				Our Sustainability Approach - International Petroleum (international-petroleum.com)
GRI 201: ECONOMIC PERFORMANCE (2016)							
11.14.2 & 11.21.2	201-1	Direct economic value generated and distributed	AIF 51 / ESTMA International Petroleum Corporation / ESTMA IPC Canada Ltd.		5.1, 8.1, 8.2, 9.1, 9.4, 9.5		
11.2.2 & 11.21.2	201-2	Financial implications and other risks and opportunities due to climate change	AIF 28-30 / SR 14-20	CCE-1, CCE-2	13.1		
11.21.3	201-4	Financial assistance received from government	See Comment	GOV-4			Information unavailable/incomplete
GRI 202: MARKET PRESENCE (2016)							
11.11.2 & 11.14.3	202-2	Proportion of senior management hired from the local community	SR 28, 37	SOC-15	8.3		
GRI 203: INDIRECT ECONOMIC IMPACTS (2016)							
11.14.4	203-1	Infrastructure investments and services supported	See Comment		1.2, 5.4, 9.1, 9.4, 11.2		Information unavailable/incomplete: IPC does not currently track infrastructure investments and services supported.
11.14.5	203-2	Significant indirect economic impacts	See Comment		1.2, 1.4, 3.8, 8.2, 8.3, 8.5		Information unavailable/incomplete: IPC does not currently track significant indirect economic impacts.
GRI 204: PROCUREMENT PRACTICES (2016)							
11.14.6	204-1	Proportion of spending on local suppliers	SR 39	SOC-14	8.3		

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GRI 205: ANTI-CORRUPTION (2016)							
11.20.2	205-1	Operations assessed for risks related to corruption	Code of Ethics and Business Conduct	GOV-3	16.5	10	"IPC has a zero tolerance policy with respect to anti-corruption. UN Global Compact Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery. In line with this principle, IPC has adopted a corporate Anti-corruption Policy that includes elements designed to prevent or detect and remediate potential violations. We plan to report on formal risk assessments on corruption in the coming two years."
11.20.3	205-2	Communication and training about anti-corruption policies and procedures	SR 32 / Code of Ethics and Business Conduct	GOV-3	16.5	10	
11.20.4	205-3	Confirmed incidents of corruption and actions taken	SR 32/ Code of Ethics and Business Conduct	GOV-3	16.5	10	No details provided on corruption cases as no cases were reported.
GRI 206: ANTI-COMPETITIVE BEHAVIOR (2016)							
11.19.2	206-1	Legal actions for anti-competitive behavior, antitrust, and monopoly practices	See comment	GOV-3	16.3		IPC is committed to complying with all applicable laws and regulations governing competition and actively work to prevent any actions that may restrict fair competition or create monopolistic practices. There were no legal actions to report.
GRI 207: TAX (2019)							
11.21.4	207-1	Approach to Tax	Website/ Corporate Tax Policy	GOV-4	1.1, 1.3, 10.4, 17.1, 17.3		
11.21.5	207-2	Tax governance, control, and risk management	Website/ Corporate Tax Policy		1.1, 1.3, 10.4, 17.1, 17.3		
11.21.6	207-3	Stakeholder engagement and management of concerns related to tax	Website/ Corporate Tax Policy		1.1, 1.3, 10.4, 17.1		
11.21.7	207-4	Country-by-country reporting	SR 39/Website				
GRI 302: ENERGY (2016)							
11.1.2	302-1	Energy consumption within the organization	SR 35	CCE-6	7.2, 8.4, 12.2, 13.1	9	The data provided comprises a singular indicator, specifically the total energy consumption measured in kilowatt-hours (KWh).
11.1.3	302-2	Energy consumption outside of the organization	See comment	CCE-6	7.2, 8.4, 12.2, 13.1	9	Information unavailable/ incomplete: IPC does not currently track energy consumption outside its organization.
11.1.4	302-3	Energy intensity	SR 35	CCE-6	7.2, 8.4, 12.2, 13.1	9	The data provided comprises a singular indicator, specifically the total energy consumption measured in kilowatt-hours (KWh).
GRI 303: WATER AND EFFLUENTS (2018)							
11.6.2	303-1	Interactions with water as a shared resource	SR 24-25, 34	ENV-1, ENV-2	6.1, 6.3, 6.4, 6.6, 12.4	7, 8	
11.6.3	303-2	Management of water discharge-related impacts	SR 24-25, 34	ENV-1, ENV-2	6.3	7, 8	
11.6.4	303-3	Water withdrawal	SR 24-25, 34	ENV-1, ENV-2	6.4	7, 8, 9	
11.6.5	303-4	Water discharge	SR 24-25, 34	ENV-2	6.3	7, 8, 9	
11.6.6	303-5	Water consumption	SR 24-25, 34	ENV-1	6.4		

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GRI 304: BIODIVERSITY (2016)							
11.4.2	304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	SR 22-23	ENV-3, ENV-4	6.4, 6.6, 14.2, 15.1, 15.5, 15.8	7, 8	The information that is not included in the 2025 report.
11.4.3	304-2	Significant impacts of activities on biodiversity		ENV-3, ENV-4	6.6, 14.2, 15.1, 15.5, 15.8	7, 8	The information that is not included in the 2025 report.
11.4.4	304-3	Habitats protected or restored		ENV-3, ENV-4	6.6, 14.2, 15.1, 15.5	7, 8	
11.4.5	304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	SR 35	ENV-3	6.6, 14.2, 15.1, 15.6	7, 8	
GRI 305: EMISSIONS (2016)							
11.1.5	305-1	Direct (scope 1) GHG emissions	SR 21, 35	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.2	7, 8, 9	
11.1.6	305-2	Energy indirect (scope 2) GHG emissions	SR 21-22, 35	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.3	7, 8, 9	
11.1.7	305-3	Other indirect (scope 3) GHG emissions	SR 21-22, 35	CCE-3, CCE-4, CCE-5	3.9, 12.4, 13.1, 14.3, 15.4	7, 8, 9	
11.1.8	305-4	GHG emissions intensity	SR 21-22, 35	CCE-3, CCE-4, CCE-5	13.1, 14.3, 15.2	9	
11.2.3	305-5	Reduction of GHG emissions	SR 21, 35	CCE-3, CCE-4, CCE-5	9.4, 13.1, 14.3, 15.2		
11.3.2	305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	SR 35	ENV-5	3.9, 14.3, 15.7		
GRI 306: WASTE (2020)							
11.5.2	306-1	Waste generation and significant waste-related impacts	SR 22-23	ENV-7	3.9, 6.3, 6.4, 6.6, 12.4, 12.5, 14.1, 15.1	7, 8	Information unavailable/ incomplete. The information is not included in the 2025 Sustainability Report and is expected to be made available on the company's website during 2026–2027.
11.5.3	306-2	Management of significant waste-related impacts	SR 22-23	ENV-7	3.9, 6.3, 12.4, 12.5	7, 8	Information unavailable/ incomplete. The information is not included in the 2025 Sustainability Report and is expected to be made available on the company's website during 2026–2027.
11.5.4	306-3	Waste generated	SR 22-23	ENV-6	3.9, 6.3, 6.6, 12.4, 14.1, 15.1	7, 8, 9	
11.5.5	306-4	Waste diverted from disposal	SR 22-23	ENV-7	3.9, 12.4		
11.5.6	306-5	Waste directed to disposal	SR 22-23		6.6, 14.2, 15.1		
GRI 306: EFFLUENTS & WASTE (2016)							
11.8.2	306-3 (2016)	Significant spills	SR 22-23				

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GRI 401: EMPLOYMENT (2016)							
11.10.2	401-1	New employee hires and employee turnover	SR 28, 37		5.1, 8.5, 8.6, 10.3	3, 4, 5, 6	Details on age groups, regions, and gender tracked internally but not disclosed.
11.10.3	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	SR 28		3.2, 5.4		Part-time and full-time employees have the same benefits, though these may vary based on country regulations.
11.10.4 & 11.11.3	401-3	Parental leave	SR 28, 37		5.1, 5.4		Parental leave is provided to all part-time and full-time employees though these may vary based on country regulations.
GRI 402: LABOR/MANAGEMENT RELATIONS (2016)							
11.7.2 & 11.10.5	402-1	Minimum notice periods regarding operational changes	See comment		8.8		Information unavailable: IPC has operations globally and we adhere to the local laws and regulations surrounding the minimum operational changes.
GRI 403: OCCUPATIONAL HEALTH AND SAFETY (2018)							
11.9.2	403-1	Occupational health and safety management system	SR 25-27 / Website	SHS-1, SHS-2	3, 8.8	1	Our Sustainability Approach - International Petroleum (international-petroleum.com) <

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GRI 405: DIVERSITY AND EQUAL OPPORTUNITY (2016)							
11.11.4	405-1	Diversity of governance bodies and employees	SR 28-29, 38	SOC-5	5.1, 5.5, 8.5	1, 6	Diversity is reported by gender and age for Board of Directors, Executive Committee, employees, contractors, and interns. Minority data is proprietary and not disclosed. Disabled data depends on local legislation and individual preferences.
11.11.5	405-2	Ratio of basic salary and remuneration	See comment	SOC-5	5.1, 8.5, 10.3		Information unavailable/incomplete.
GRI 406: NON DISCRIMINATION (2016)							
11.11.6	406-1	Incidents of discrimination and corrective actions taken	SR 28-29, 39	SOC-5	5.1, 8.8	1, 6	
GRI 407: FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING (2016)							
11.13.2	407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See comment		8.8		Information unavailable/incomplete.
GRI 409: FORCED OR COMPULSORY LABOR (2016)							
11.12.2	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Modern Slavery Report 2025		8.7		
GRI 411: RIGHTS OF INDIGENOUS PEOPLES (2016)							
11.17.2	411-1	Incidents of violations involving rights of indigenous peoples	SR 39	SOC-10	2.3	1, 2	
GRI 413: LOCAL COMMUNITIES (2016)							
11.15.2	413-1	Operations with local community engagement, impact assessments, and development programmes	SR 29-30	SOC-9, SOC-12	1.4, 2.3	1, 2	IPC has implemented community feedback mechanisms to effectively receive and address inquiries and grievances from community members. This proactive approach allows IPC to swiftly capture and resolve concerns in a transparent manner.
11.15.3	413-2	Operations with significant actual and potential negative impacts on local communities	SR 29-20	SOC-9, SOC-12	1.4, 2.3	1, 2	
GRI 414: SUPPLIER SOCIAL ASSESSMENT (2016)							
11.10.8 & 11.12.3	414-1	New suppliers that were screened using social criteria	SR 32-33		5.2, 8.8, 16.1		IPC utilizes a rigorous supplier screening program. Efforts are underway to improve supplier risk assessment and screening for social criteria.
11.10.9	414-2	Negative social impacts in the supply chain and actions taken	SR 32-33		5.2, 8.8, 16.1		IPC takes action to address negative social impacts in our supply chain when these are identified.
GRI 415: PUBLIC POLICY (2016)							
11.22.2	415-1	Political contributions	SR 39	GOV-5	16.5		
GRI 11: ADDITIONAL SECTOR DISCLOSURES (2021)							
11.2.4		Approach to public policy development and lobbying on climate change	SR 11-22				Our Sustainability Approach - International Petroleum (international-petroleum.com) IPC recognizes that community engagement and effective grievance mechanisms are essential for building trust, resolving conflicts, and fostering mutually beneficial relationships. There were no grievances from local communities identified.
11.7.4		Operational site list of closures/rehabilitations	Website				
11.7.5		Decommissioned structures	AIF 19-20, 32				
11.7.6		Financial provisions for closure and rehabilitation	AIF 19-20				
11.8.3		Tier 1 and Tier 2 process safety events	SR 27, 36				
11.15.4		Grievances from local communities identified	See comment				

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11.17.3	410-1	Operations where indigenous peoples are present or affected by activities of the organization	See comment				IPC recognizes that indigenous peoples often have unique cultural, social, and economic connections to the land and resources, and we are committed to conducting our activities in a manner that respects their rights, traditions, and interests.
11.17.4		Involved in a process of seeking free, prior and informed consent (FPIC) from indigenous peoples for any of the organization's activities	See comment				We adhere to a principle of upholding and integrating all applicable laws and regulations concerning community rights.
11.18.2		Security personnel trained in human rights policies or procedures	See comment				Information unavailable/incomplete.
11.20.5		Approach to contract transparency	See comment				IPC is continuously working to improve its practices and policies related to contract transparency in alignment with internationally recognized standards and best practices.
11.20.6		Organization's beneficial owners	AGM circular				

SASB Index

Topic	Code	Metric	Category	Reference	Comment / Reason for Omission
Greenhouse Gas Emission	EM-EP-110a.1	Gross global Scope 1 emissions, percentage methane, percentage covered under emissions-limiting regulations	Quantitative	SR 21-22, 35	
	EM-EP-110a.2	Amount of gross global Scope 1 emissions from: (1) flared hydrocarbons, (2) other combustion, (3) process emissions, (4) other vented emissions and (5) fugitive emissions	Quantitative	SR 21-22, 35	
	EM-EP-110a.3	Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Discussion and Analysis	SR 21-22	
Air quality	EM-EP-110a.3	Air emissions of the following pollutants: (1) NOx (excluding N ₂ O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM ₁₀)	Quantitative	SR 35	No reporting on particulate matter (PM ₁₀).
Water management	EM-EP-140a.1	(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	SR 24-25, 34	
	EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Quantitative	SR 34	
Security, Human Rights & Rights of Indigenous Peoples	EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, indigenous rights, and operation in areas of conflict	Discussion and Analysis	"SR 30-31, 33 / Modern Slavery Report"	
Community Relations	EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Discussion and Analysis	SR 29-31	
Workforce Health & Safety	EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) direct employees and (b) contract employees	Quantitative	SR 25-27, 36	
	EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Discussion and Analysis	SR 25-27	
Business Ethics & Transparency	EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	"SR 32, 39 Code of Ethics and Business Conduct/ Supplier Code of Conduct/Anti-Corruption Policy/Anti-Fraud Policy"	

Abbreviations

AGM Circular	IPC's Management Information Circular dated March 23, 2026 available at https://www.international-petroleum.com/investors/shareholder-meetings
AIF	IPC's Annual Information Form for the year ended December 31, 2025 available at https://www.international-petroleum.com/investors/financial-statements
ESTMA	IPC's Extractive Sector Transparency Measures Act (ESTMA) for the year ended December 31, 2025 available at https://www.international-petroleum.com/investors/corporate-filings
GRI	Global Reporting Initiative
IPIECA	International Petroleum Industry Environmental Conservation Association
SASB	Sustainability Accounting Standards Board
SR	IPC's Sustainability Report 2025 dated August 4, 2026 available at https://www.international-petroleum.com/sustainability/sustainability-reporting

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