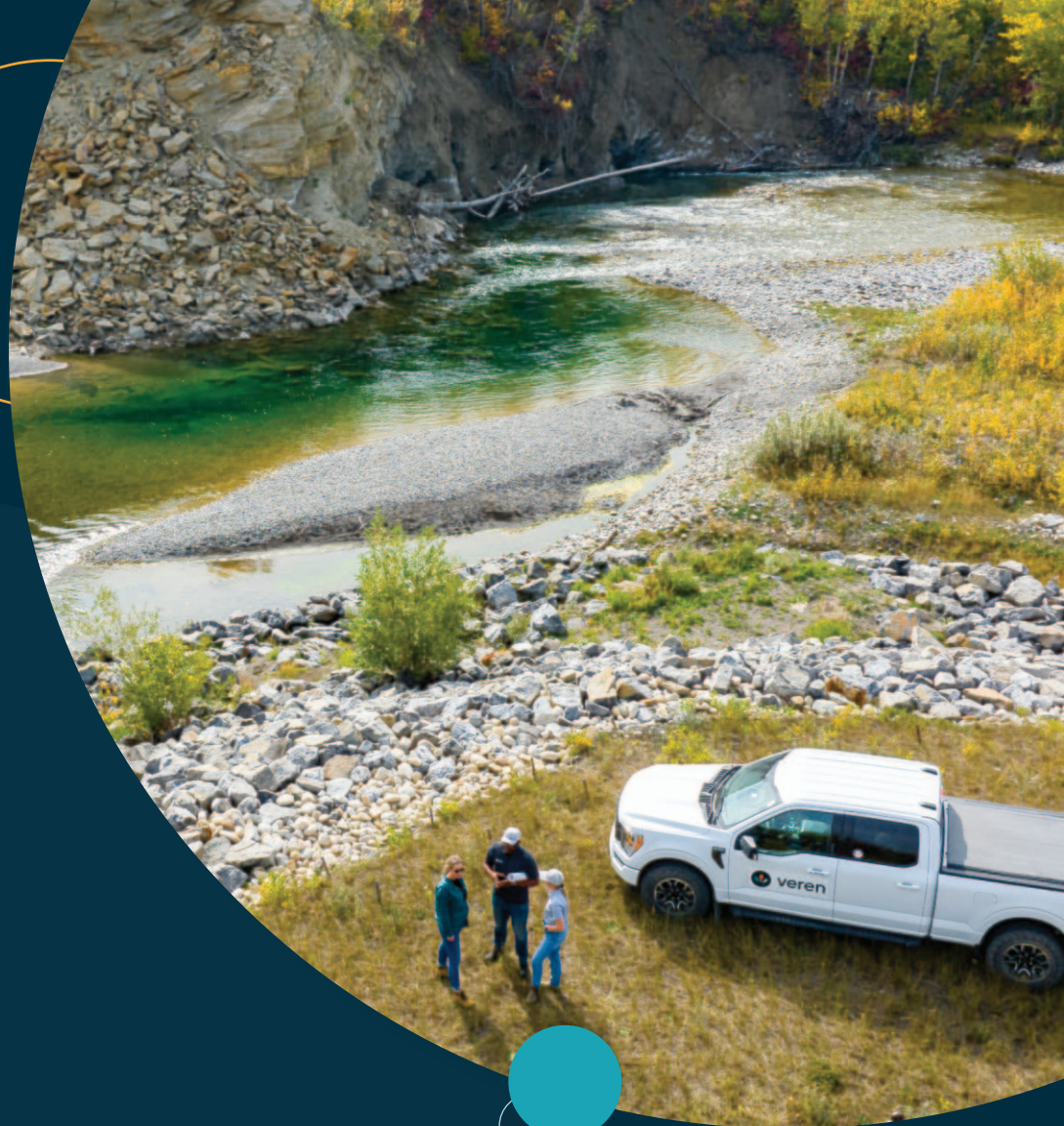


2024

ESG Summary Report



Bringing Energy To Our World – **The Right Way**





veren

Our Purpose

Bringing Energy

- Operational excellence through innovation
- Harnessing the energy of our people
- Collaborative and entrepreneurial spirit to develop our assets

To Our World -

- Recognizing our stakeholders that help make our business successful
- Commitment to investing in our local communities and forming long-term partnerships
- Realizing the world needs energy – and more of it

The Right Way

- Disciplined business strategy and capital allocation
- Strong safety culture and environmental stewardship
- Trustworthy, ethical and accountable organization





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About this Report

- This is our sixth annual corporate ESG Report.
- This report includes performance data for the period between January 1 to December 31, 2023, and includes reference to certain actions Veren undertook in both 2023 and 2024. Quantitative data from 2021 and 2022 are also included to provide context.
 - The terms “Veren,” “our,” “we,” “organization,” and “company,” refer to Veren Inc. and its subsidiaries and affiliated entities taken as a whole.
 - Unless otherwise noted, this report covers performance for Veren, including all data where Veren is the operator.
 - “Employees” represents full-time, permanent employees. “Staff” reflects all employees and contractors. “Workers” refers to all employees, contractors, consultants and vendors/agents.
 - All data measurements and calculations, if not industry standard, are defined where they are referenced.
 - Unless otherwise stated, financial data is reported in Canadian dollars. For more information on Veren’s financial data, please refer to Veren’s Management’s Discussion and Analysis (“MD&A”) for the year ended December 31, 2023 and for the nine months ended September 30, 2024, as well as our most recent Annual Information Form (“AIF”), each available on our [website](#).
- The information contained in this report has been prepared and reviewed by relevant employees and senior management and approved by the President and CEO and the Board of Directors.
- Selected environmental, land and safety data including scope 1 and 2 Greenhouse Gas (GHG) emissions, freshwater and asset reclamation have been assured by a third-party firm, MICONE Consulting Inc. (“MICONE”). This data has been assured in accordance with ISO standards, the International Standard on Assurance Engagements (ISAE 3000), WRI/WBCSD (World Resources Institute/ World Business Council for Sustainable Development) Greenhouse Gas (GHG) Protocol, WRI/WBCSD scope 2 Guidance: A Corporate Accounting and Reporting Standard, the GHG Protocol for Project Accounting, and the GRI Standard 303 Water and Effluents (2018) for both our Canadian and US operations. Please see the assurance statement on pages 32 and 33 for additional detail on the scope of the assurance work and MICONE’s conclusions.
- Reserve data is from the summary reserve information contained in the AIF, which was independently evaluated by McDaniel & Associates Consultants Ltd.
- For questions regarding this report and our ESG strategy, please contact sustainability@vrn.com



About Us

Veren is a leading North American oil producer based in Calgary, Alberta. Veren's common shares trade on both the Toronto Stock Exchange and the New York Stock Exchange under the symbol VRN.

159,411

Total BOE/d

24% natural gas



76% crude oil & liquids



\$2.34 billion

in funds flow from operations*



~1,201 MMboe

gross 2P Reserves



\$1.14 billion

development capital expenditures



~172

net wells drilled



777

employees



~1,800

suppliers

* Funds flow from operations is a specified financial measure, see "Specified Financial Measures"
Figures above based on 2023 results

2023 Highlights



~\$144 Million
employee wages & benefits



~\$340 Million
government taxes & revenue



~\$2.5 Million
community investment



Progress on our ESG Targets

Our Targets

Progress Update



Air

Emissions intensity of 0.024 tCO₂e/boe by 2025 (Scope 1 & 2*)

Achieved



Water

Reduce surface freshwater use in our southeast Saskatchewan completions by 50% by 2025**

Achieved



Land

Reduce our inactive well inventory by 30% by 2031***

Achieved



Health
& Safety

Review and enforce our Working Alone System by year end 2023

Achieved

Provide Mental Health First Aid support by year-end 2023

Achieved



Indigenous
Engagement

Indigenous awareness training by year-end 2024

Achieved

We continue to advance **all our ESG targets** and will report on our progress and achievements in future disclosures.

* Scope 1: emissions relate to our well drilling and completions, production and transportation.
Scope 2: emissions relate to the power we purchase from the electricity grid to run our operations

** Based on 2020 baseline freshwater use in Saskatchewan

*** Based on our 2021 post non-core disposition baseline



Safe Operations

Our highest responsibility is to ensure the safety of our employees, partners, and local communities. We actively engage all workers in our commitment to safe operations and inspire a culture that promotes safety across our operations. In 2023, we recorded our safest year on record for SIF, LTIF and TRIF.

Highlights of our performance include a 33 percent decline in TRIF, a 63 percent reduction in LTIF, a 26 percent reduction in SIF, no fatalities and no SIF actuals throughout the year.

We prioritize safe and responsible operations through active engagement with our contractors and service providers to foster a proactive risk management approach.

Health and Safety Safest year on record



Over 17-million exposure hours in 2023 **



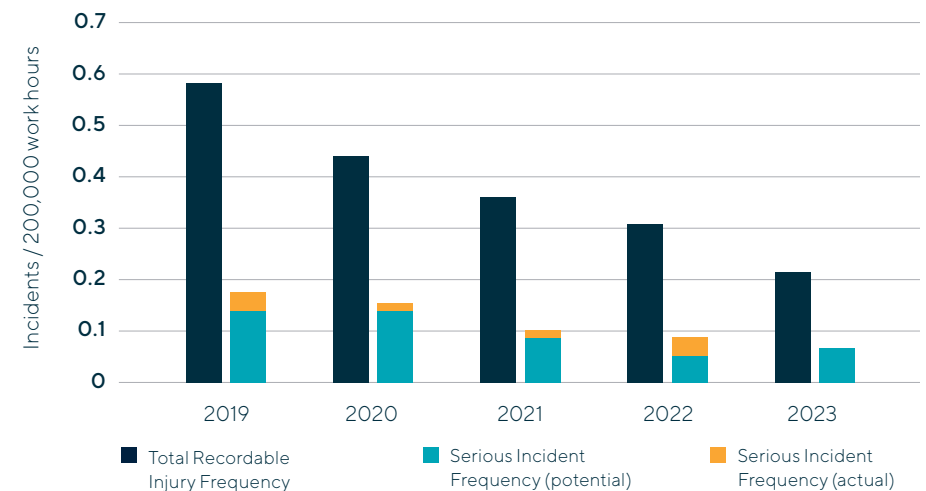
* Compared to 2022 ** 19% more exposure hours than 2022



We strongly believe that all tasks can and should be completed safely.

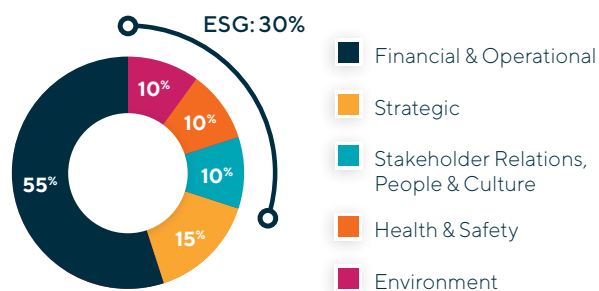
Our staff have the right and responsibility to refuse unsafe working conditions to the extent they are ever encountered and we actively encourage all those involved in our operations to take ownership of their individual safety and that of their co-workers.

Safety Performance (Employees & Contractors)



Strong Governance

Our Board is committed to ensuring strong governance practices are in place to effectively manage our ESG risks and opportunities. Each Committee reports progress updates on ESG matters and makes recommendations to the Board for consideration on a quarterly basis. Our annual disclosures, as well our targets and ambitions, are reviewed and approved at the Board level with input from the various Committees, management, and company subject-matter experts.



Executive Compensation

The Short-term Incentive Plan (“STIP”) component of our executive and employee compensation program is directly linked to the achievement of a combination of financial, operational and ESG-related goals.



GHG Emissions

We actively assess the GHG emission impacts of our operations, aiming to mitigate and, where possible, prevent emissions through careful planning and by adopting new technologies and improving practices. From 2021 to 2023, we reduced our scope 1 and 2 emissions intensity by 16 percent and our methane emissions intensity by 26 percent, despite a 13 percent increase in absolute scope 1 emissions. This increase in absolute scope 1 emissions was primarily due to a 20 percent increase in our annual average production.

Our increased production is primarily due to changes in our asset portfolio, including our 2023 Montney acquisitions. These acquisitions involved assets that used higher quantities of natural gas for stationary combustion, contributing further to the increase in our absolute scope 1 emissions.

Emission Reduction Projects in Action

By dedicating funding to environmental initiatives, we are able to execute on cost-effective emission reduction projects to enhance our performance and lower costs. Below are some recent examples of how we are working to lower our emissions intensity.



Flare Tie-In

Conserving waste gas that would have otherwise been flared or vented.



Vapour Recovery Units

Vapour recovery units capture low pressure gas that would otherwise be vented.



Pneumatics Replacements

Replacing traditional pneumatics with new technology to reduce emissions.



Combustors

Combustors provide a controlled environment to enhance waste gas combustion and reduce emissions.

Background and Definitions:

Scope 1: Emissions relating to our well drilling and completions, production, and transportation

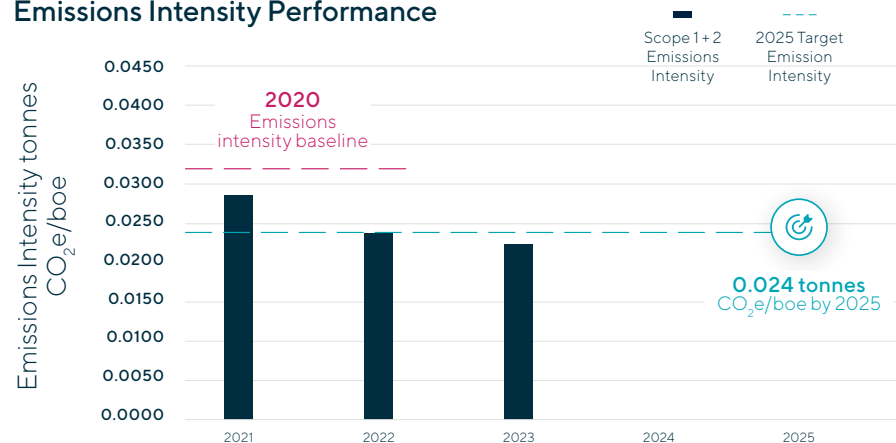
Scope 2: Emissions relating to the power we purchase from the electricity grid to run our operations.

Scope 3: Emissions relating to our value chain, such as the use of and processing of sold products. We have limited ability to accurately estimate these emissions as they are mostly outside our control

Insights Into Our Emissions Trends

When disclosing our scope 1 and 2 emissions, we abide by industry best practices in reporting to ensure our stakeholders receive accurate measures of our performance. We also revise our current and prior year emissions figures to reflect the associated emission impacts of the purchase or sale of our assets. This may result in changes year over year in our emissions reporting.

Emissions Intensity Performance



We are pleased to announce that we **achieved our 2025 emissions intensity target of 0.024 tonnes of CO₂ equivalent per boe in 2023**, ahead of schedule.



Water Use

Water is a critical element of our operations and development strategy. We use water in our drilling program, well completions process, and waterflood initiatives. We have established strong oversight and accountability at the management and Board level to ensure we manage water risk effectively.

Our strategy encompasses water management planning for our short-cycle portfolio while also expanding our waterflood programs within our long-cycle asset base.

Over the last several years, we've made significant progress in reducing our use of freshwater in our Saskatchewan operations by sourcing non-fresh water from alternative sub-surface formations. Additionally, by using produced water in our waterflood operations, we have increased the amount of water we recycle, thereby reducing both the need to withdraw additional freshwater and dispose produced water.

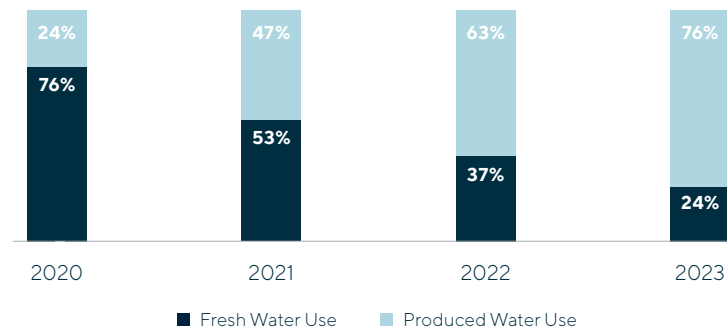


Southeast Saskatchewan Completions Freshwater Reduction Initiative

We are pleased to report that we achieved our target, reducing our freshwater use in southeast Saskatchewan completions by 50 percent, two years ahead of the 2025 target date.

✓ Complete

SE Saskatchewan Completions Water Use Trend



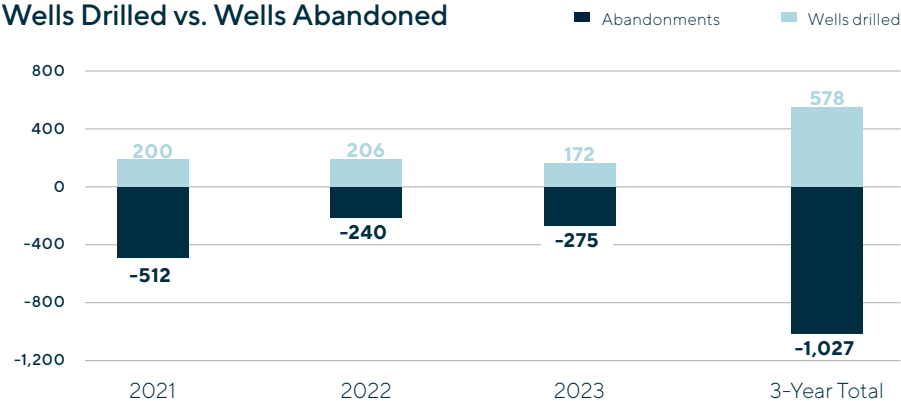
Asset Retirement

Our approach to responsible asset development includes allocating funding for the restoration of landscapes and meeting end-of-life obligations for abandonment and reclamation.

We prioritize asset retirement through a risk-based assessment, considering factors like asset type, age, economic viability, and environmental or community impact.

In 2023, we spent **double the regulatory required amount** on asset retirement to accelerate our site closure initiatives.

Wells Drilled vs. Wells Abandoned



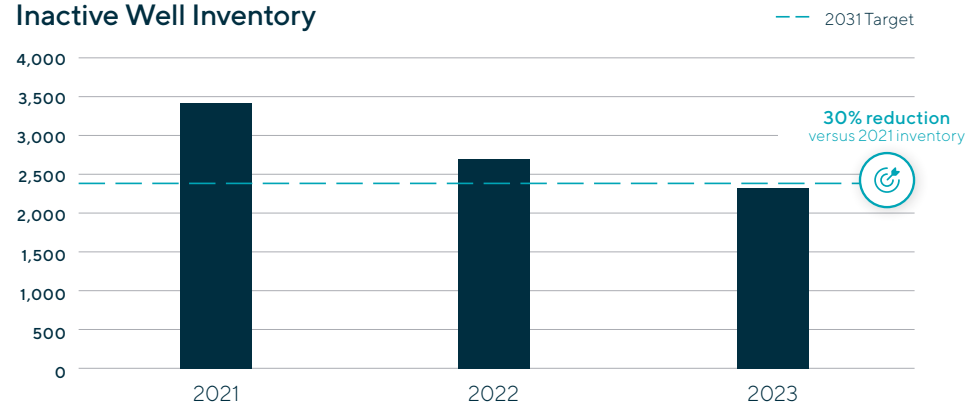
Over the past three years, we have safely decommissioned **77% more wells than we have drilled.**

Performance and Target

We are pleased to report that we have made significant progress and have achieved our previously announced target of reducing our corporate inactive well inventory by 30 percent as a result of our well decommissioning program and changes to our asset portfolio. During the past year, we spent \$42 million to safely decommission 275 wells, bringing our total abandonments over the last five years to more than 1,600.

In 2023, we received 147 reclamation certificates from both Alberta and Saskatchewan combined, an increase of 123% from 2022. While abandonments can be completed in days, a surface reclamation and revegetation effort can take several years.

Inactive Well Inventory



At year-end 2023, we successfully achieved our target of **reducing our inactive well inventory by 30 percent**, seven years ahead of our 2031 target.





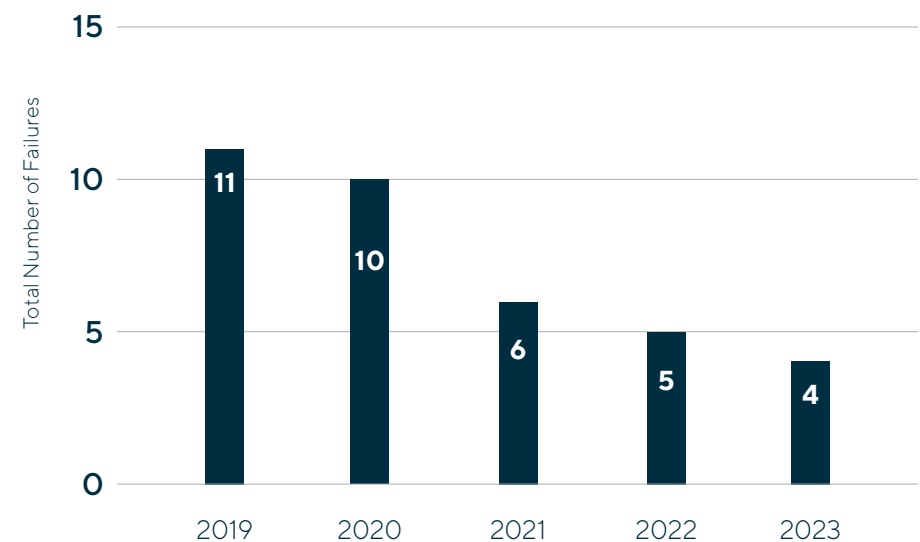
Asset Integrity

Through our asset integrity program, we have reduced spill risks and enhanced our preparedness to respond to incidents. We have done so by analyzing our valves, tanks, pipelines, and other infrastructure to identify risk indicators and prioritize our work, thereby lowering both the likelihood and impact of potential incidents. We also conduct quarterly pipeline leak simulations to test the efficacy of our mitigation and Leak Response Plan. Our Safety and Loss Management System is underpinned by the Canadian Standards Association (CSA) Z662:23 Oil and Gas Pipeline Systems standard, Regulations and Acts.

As of year-end 2023, our active pipeline network spanned over 13,000 kilometers. Through our concerted efforts and the application of our effective spill and incident management process, we have consistently reduced the number of pipeline failures caused by internal corrosion.

As a result, we had the lowest number of pipeline failures due to internal corrosion in 2023 (four failures) since 2019.

Internal Corrosion Failures



Indigenous Engagement

We are committed to ensuring Indigenous knowledge, traditions, and land use are considered throughout our resource development stages whenever the company's operations may impact Indigenous communities. Guided by the findings and recommendations of the Truth & Reconciliation Commission of Canada's Call to Action #92, we strive to build and maintain positive relationships through meaningful consultation, equitable access to employment and training opportunities, and enhancing awareness amongst company management and staff on the history and perspectives of Indigenous peoples.

Veren's Indigenous Relations Guiding Principles include the following commitments:

1. Support the social, economic and environmental wellbeing of our Indigenous partners
2. Utilize local traditional knowledge in our development planning
3. Utilize local Indigenous skilled labor, suppliers & services where feasible
4. Protect and avoid areas of cultural and/or environmental significance
5. Foster a corporate culture of awareness and understanding of Indigenous perspectives



We recognize the importance of creating and maintaining long-term, respectful relationships with Indigenous peoples built on trust, respect and mutual understanding. We accomplish this through proactive and transparent communication. We are also fortunate to have Indigenous engagement expertise at the Board level to help inform our operating practices.

Investments in Indigenous Communities

Supporting Indigenous events and programs is a way to help preserve traditional culture and values. In 2023, Veren sponsored and attended community events such as Pow Wows and Treaty Days. We also provided funding for cultural camps, youth mentorships, fundraising events and holiday activities to support the Indigenous communities in our operating areas.

In 2023:

- Veren continued its support for Indspire: Building Brighter Futures scholarship program
- We partnered with Fraction Energy Services, ISETS, and Sturgeon Lake Cree Nation to sponsor the Water Technician Mentorship and Training Program
- We significantly increased our spend with Indigenous contracting, reaching over \$41 million in 2023



Biodiversity and Land Use

We are dedicated to minimizing our environmental impact and protecting local ecosystems. Starting from the initial planning stages, we integrate protective measures for wildlife and native species, aiming for minimal ecological disruption until land restoration

Veren developed an Environmental Protection Plan (EPP) in 2023, which outlines strategies, measures, and procedures to minimize, mitigate, and manage potential environmental impacts associated with our projects.

Our EPP provides guidelines and outlines environmental protection procedures, mitigation measures and monitoring commitments implemented during the application, construction, inspection and interim reclamation of projects in Alberta.

NCC Partnership

Veren is proud to partner with Nature Conservancy Canada (NCC) to help protect and conserve native landscapes. Our commitment of \$2 million over five years will enable NCC to secure valuable prairie grassland habitat to aid in the recovery of key species at risk, including sharp-tailed grouse, swift fox, and pronghorn populations. This partnership is just one of the many ways Veren is working to support biodiversity across our operations and ensure that these species remain intact for generations to come.



Pre-Disturbance Planning





Cybersecurity

We rely on information technology infrastructure and digital systems to conduct our day-to-day operations, both in the field and at our head office. We maintain a disciplined cybersecurity culture to manage our cyber risk exposure and ensure our approach is integrated throughout the company with effective oversight at the Board level.

Our Senior Vice President, Strategy and Planning holds the highest accountability for overseeing cybersecurity-related issues at the management level and is supported by our Vice President, Innovation and Technology and our Information Services team.

2023 Performance Highlights



Achieved 100% Cybersecurity Training for all Employees & Contractors



No external phishing test failures in the past year



3rd party assessment of cybersecurity practices:



Cybersecurity Approach



People

Enhancing awareness, risk management, and vigilance



Process

Maturing cybersecurity through automation, testing, and resilience



Technology

Implementing effective tools to safeguard information and protect against threats

Cybersecurity resilience was a focal point for the Information Services

department in 2023 with an increased investment in toolsets and personnel.

We achieved our goal of 100 percent compliance with security training for all staff on targeted phishing email awareness, supporting our goal of continuous learning and engagement on this important topic.

Pillars of Focus



1

Visibility

Enhancing cybersecurity practices and ensuring we maintain robust internal monitoring and detection



2

Prevention

Prioritize prevention of cybersecurity incidents over detection and reaction



3

Balance

Striking the appropriate balance between useability and security



Diversity & Inclusion

Our staff is integral to our continued success. Our People Strategy speaks to our efforts to enhance diversity of skill sets and experiences amongst our staff to ensure a broad range of perspectives are being considered and included in our business practices.

Through active engagement with our workers, we collect valuable insights and feedback to guide our People Strategy and promote a culture of inclusiveness and purpose.

Women in the Workplace

Our Women’s Network continues to focus on connecting female professionals across the company for peer support, mentorship, relationship building, networking, leadership development and idea generation.



\$875K+
invested in employee training in 2023



550+ hours
of training in 2023 on the SAGA Wisdom platform

43%	53%	33%	32%	33%
Women in supervisory/ team lead positions in head office	Women in head office	Women on our Board	Women in management/ executive positions	Women in technical positions in head office

Creating a Pipeline of Diverse Talent

In support of our commitment to foster diversity and inclusion within our organization, we ensure equal opportunity within our recruitment process and among applicants. To broaden the pool of potential candidates, we recently expanded our campus recruitment strategy to include new target universities.

We have also partnered with post-secondary institutions across our operating areas to create scholarships that encourage women and Indigenous students to explore careers in STEM-related programs including engineering and geosciences.

Mental Health

The mental wellbeing of our staff is a top priority for us. Our staff have access to a free and confidential Employee and Family Assistance Program offered by Kii, which offers resources for employees to manage their mental, physical, and financial wellbeing, as well as that of their family. Under the Veren benefit plan, there is \$5,000 of mental health benefits coverage per year for employees and eligible dependents.

In addition, we also host an annual Wellness Month each May that provides educational tools and resources to assist employees in managing their health and wellness and to help reduce the stigma of mental health in the workplace.

Our Mental Health Matters campaign continues to ensure employees and their families have quick, easy, and confidential access to dedicated mental health resources in their local community.




Community Relations

At the core of our community relations is stakeholder engagement. Our goal is to build long-lasting relationships with our stakeholders and create positive impacts in the communities where we operate.

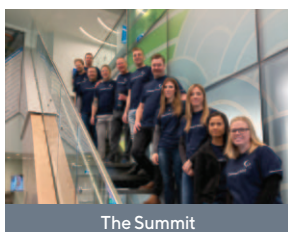

Over
3,400
 volunteer hours
 logged in 2023
HIGHEST IN HISTORY
 ★★★

2023 Economic Impact

			
\$1,238 MM	\$144 MM	\$340 MM	\$2.5 MM
operating costs*	employee wages & benefits	government taxes & revenue	community investment

Figures above based on 2023 results

*Operating costs is a specified financial measure, see "Specified Financial Measures"



Our Engagement Model

Fair, Frequent
& Respectful Engagement



Positive Impact

Safe, Ethical & Reliable Operations





Committed over

\$43 million

since inception

2023 Community Investment Highlights



Donated

\$2.5 million
supporting more than:



490

local non-profit
organizations and
community groups



3,400+

volunteer hours
logged



\$135,000

in relief for Northern
Alberta wildfires



\$165,000

spent through our
employee donation
program



\$43,000

supporting local food
banks across our
operating areas



\$265,000

supporting Indigenous
communities



\$250,000

committed supporting
the Ronald McDonald
House expansions



115 Units

donated through
Canadian blood
services

Education



Scholarships
and Bursaries

Health, Safety & Environment



Community Infrastructure



Community
Recreation Facilities



Local Safety Response
Infrastructure



Data Table

Restatements of Data

Based on the guidance of the GHG Protocol, we have removed divested sites and included acquired sites from all historical energy and emissions data presented in the table below back to our baseline year of 2020. Historical data presented in the data table below are restated when a 10 percent change in 2020 baseline data is met to capture significant acquisition and disposition activity.

	Units	2021	2022	2023	SASB & GRI Indicators
Economic					
Value generated (revenues) ^[1]	Millions \$	2,877.4	3,952.1	4,189.1	GRI 201-1 (11.14.2)
Value Distributed To					
Operating costs ^[2]	Millions \$	879.7	1,106.3	1,238.1	GRI 201-1 (11.14.2)
Employee wages and benefits ^[3]	Millions \$	172.5	152.1	143.7	GRI 201-1 (11.14.2)
Providers of capital ^[4]	Millions \$	154.2	559.5	687.8	GRI 201-1 (11.14.2)
Governments ^[5]	Millions \$	258.0	394.4	339.6	GRI 201-1 (11.14.2)
Community investment	Millions \$	1.4	2.2	2.6	GRI 201-1 (11.14.2)
Value retained ^[6]	Millions \$	1,411.6	1,737.6	1,777.3	GRI 201-1 (11.14.2)
Environment					
Activity Metrics					
Crude oil & condensate production	bbls/day	95,839	91,679	102,907	EM-EP-000.A
NGL production	bbls/day	17,769	17,039	19,017	EM-EP-000.A
Gas production	mcf/d	114,452	141,384	224,926	EM-EP-000.A
Total production	boe/day	132,683	132,282	159,411	EM-EP-000.A
Number of terrestrial sites ^[7]	Count	10,609	9,718	9,815	EM-EP-000.C



	Units	2021	2022	2023	SASB & GRI Indicators
Energy ^[8]					
Total fuel consumption from non-renewable sources	GJ	12,075,727	13,511,956	14,187,223	GRI 302-1 (11.1.2)
Electricity consumption	MWh	888,848	870,939	859,645	GRI 302-1 (11.1.2)
Total energy consumption	GJ	15,275,579	16,647,336	17,281,944	GRI 302-1 (11.1.2)
Energy intensity	GJ/mboe	276	262	246	GRI 302-3 (11.1.4)
Total energy production from renewable sources	kWh	116,094	110,114	105,842	GRI 302-1 (11.1.2)
GHG Emissions ^[9]					
Direct (scope 1) ^{[10], [11]}	Tonnes CO ₂ e	903,522	963,414	1,016,595	EM-EP-110a.1, GRI 305-1 (11.1.5)
Percentage methane	%	29	26	23	EM-EP-110a.1
Percentage covered under emissions-limiting regulations ^[12]	%	100	100	100	EM-EP-110a.1
Indirect emissions (scope 2) ^[13]	Tonnes CO ₂ e	628,512	541,284	614,387	EM-EP-110a.1, GRI 305-2 (11.1.6)
Emissions intensity (scope 1) ^{[14], [15]}	Tonnes CO ₂ e/boe	0.016	0.015	0.014	EM-EP-110a.1, GRI 305-4 (11.1.8)
Emissions intensity (scope 1 and 2) ^{[15], [16]}	Tonnes CO ₂ e/boe	0.028	0.024	0.023	EM-EP-110a.1, GRI 305-4 (11.1.8)
Scope 1 Emissions by Source					
Flared hydrocarbons	Tonnes CO ₂ e	179,461	173,303	167,318	EM-EP-110a.2
Other combustion ^[17]	Tonnes CO ₂ e	493,296	578,343	655,357	EM-EP-110a.2
Other vented emissions	Tonnes CO ₂ e	209,350	202,136	178,730	EM-EP-110a.2
Fugitive emissions	Tonnes CO ₂ e	21,414	9,631	15,190	EM-EP-110a.2
Other Emissions ^[18]					
Nitrogen oxide (NOx)	Tonnes	5,256	6,123	7,637	EM-EP-120a.1, GRI 305-7 (11.3.2)
Sulfur oxides (SOx)	Tonnes	663	580	684	EM-EP-120a.1, GRI 305-7 (11.3.2)
VOCs	Tonnes	3,585	3,366	2,818	EM-EP-120a.1, GRI 305-7 (11.3.2)
Particulate matter	Tonnes	265	274	342	EM-EP-120a.1, GRI 305-7 (11.3.2)

	Units	2021	2022	2023	SASB & GRI Indicators
Water					
Freshwater withdrawal ^[19]	m ³	1,370,740	2,125,774	2,107,692	EM-EP 140a.1, GRI 303-3 (11.6.4)
Freshwater consumed ^[20]	m ³	1,257,777	1,792,759	1,737,220	EM-EP 140a.1, GRI 303-5 (11.6.6)
Freshwater intensity	Bbl H2O/boe	0.1814	0.2863	0.2406	EM-EP 140a.1
% of total freshwater withdrawn in regions with High or Extremely High Baseline Water Stress ^[21]	%	38	18	15	EM-EP 140a.1, GRI 303-3 (11.6.4)
% of total freshwater consumed in regions with High or Extremely High Baseline Water Stress ^[21]	%	6	3	3	EM-EP 140a.1, GRI 303-5 (11.6.6)
Volume of produced water and flowback generated	m ³	NPD	56,593,766	58,797,083	EM-EP 140a.2, GRI OG5
% of produced water and flowback discharged ^{[21] [24]}	%	NPD	0	0	EM-EP 140a.2
% of produced water and flowback injected ^{[22] [24]}	%	NPD	8	14	EM-EP 140a.2
% of produced water and flowback recycled ^{[23] [24]}	%	NPD	90	90	EM-EP 140a.2
Total water recycled	m ³	56,815,539	50,702,075	53,118,561	EM-EP 140a.2
Water recycling %	%	85	85	76	EM-EP 140a.2
Total water disposed	m ³	17,865,108	14,199,364	18,657,943	EM-EP 140a.2
Total water injected	m ³	45,090,735	41,162,861	43,301,778	EM-EP 140a.2
Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	%	14	31	50	EM-EP 140a.3
Total Water Withdrawn by Source ^[25]					
Total water withdrawn	m ³	NPD	59,710,287	69,461,118	GRI 303-3 (11.6.4)
Surface water	m ³	1,383,619	1,996,317	1,908,710	GRI 303-3 (11.6.4)
Ground water ^[26]	m ³	6,410,521	1,010,696	917,171	GRI 303-3 (11.6.4)
Wastewater from another organization	m ³	0	108,168	353,910	
Municipal water supplies or public/private water utilities	m ³	4,867	1,340	220	
Produced water	m ³	65,127,543	56,593,766	66,281,107	EM-EP 140a.2, GRI OG5



	Units	2021	2022	2023	SASB & GRI Indicators
Reclamation ^[27]					
Number of gross producing wells	Count	7,657	6,240	6,466	GRI 304-1 (11.4.2)
Number of gross non-producing wells	Count	3,995	4,233	4,261	GRI 304-1 (11.4.2)
Active assessment/reclamation ongoing	Count	2,404	1,957	2,571	GRI 304-1 (11.4.2)
Certificates received (land reclaimed) ^[28]	Count	43	66	147	GRI 304-3 (11.4.4)
Abandonments	Count	512	240	275	GRI 304-1 (11.4.2)
Acreage reclaimed	Acres	197	283	260	GRI 304-3 (11.4.4)
Licensed inactive wells	Count	3,127	2,717	2,327	GRI 304-1 (11.4.2)
Land					
% of proved reserves in or near indigenous land	%	10.6	12.9	7.5	EM-EP-210a.2
% of probable reserves in or near indigenous land	%	8.6	9.2	4.6	EM-EP-210a.2
% of proved reserves in or near sites with protected conservation status or endangered species habitat	%	59.3	53.6	25.9	EM-EP-160a.3
% of probable reserves in or near sites with protected conservation status or endangered species habitat	%	65.0	61.6	21.8	EM-EP-160a.3
Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves ^[29]	Tonnes CO ₂ e	146,351,337	142,076,055	223,564,087	EM-EP-420a.2
Spills ^[30]					
Number of reportable spills	Count	83	81	79	EM-EP-160a.2
Volume of reportable spills	Volume (m ³)	1,447	960	1,215	EM-EP-160a.2
Hydrocarbon	Count	52	50	42	EM-EP-160a.2
Hydrocarbon	Volume (m ³)	361	436	354	EM-EP-160a.2



	Units	2021	2022	2023	SASB & GRI Indicators
Spills^[30]					
Freshwater	Count	13	0	8	EM-EP-160a.2
Freshwater	Volume (m ³)	760	0	535	EM-EP-160a.2
Other ^[31]	Count	18	31	29	EM-EP-160a.2
Other ^[31]	Volume (m ³)	326	525	326	EM-EP-160a.2
Pipeline incident rate ^[32]	Incidents per 1000km	2.8	2.4	2.1	
Waste^[33]					
Liquid Waste	m ³	34,762	47,196	309,743	GRI 306-2
Hazardous (DOW)	m ³	2,662	4,597	1,646	GRI 306-2
Non-Hazardous (DOW)	m ³	32,100	42,599	308,097	GRI 306-2
Solid Waste	Tonnes	16,162	42,437	52,581	GRI 306-2
Hazardous (DOW)	Tonnes	21	16	32	GRI 306-2
Non-Hazardous (DOW)	Tonnes	16,141	42,421	52,549	GRI 306-2
% Hazardous	%	7.8	9.8	0.6	GRI 306-2
Health and Safety					
Total Recordable Injury Frequency (TRIF)					
Total	Number	22	23	18	EM-EP-320a.1, GRI 403-9 (11.9.10)
Contractor	Number	19	20	15	EM-EP-320a.1, GRI 403-9 (11.9.10)
Employee	Number	3	3	3	EM-EP-320a.1, GRI 403-9 (11.9.10)
Total recordable injury rate	Cases per 200,000 work hours	0.36	0.31	0.21	EM-EP-320a.1, GRI 403-9 (11.9.10)
Contractor recordable injury rate	Cases per 200,000 work hours	0.36	0.31	0.19	EM-EP-320a.1, GRI 403-9 (11.9.10)
Employee recordable injury rate	Cases per 200,000 work hours	0.40	0.37	0.37	EM-EP-320a.1, GRI 403-9 (11.9.10)
Total recordable injury rate	Cases per 1,000,000 work hours	1.82	1.56	1.03	EM-EP-320a.1, GRI 403-9 (11.9.10)
Contractor recordable injury rate	Cases per 1,000,000 work hours	1.79	1.53	0.95	EM-EP-320a.1, GRI 403-9 (11.9.10)
Employee recordable injury rate	Cases per 1,000,000 work hours	1.99	1.85	1.80	EM-EP-320a.1, GRI 403-9 (11.9.10)

	Units	2021	2022	2023	SASB & GRI Indicators
Lost-Time Injury Frequency (LTIF)					
Total	Number	5	6	3	EM-EP-320a.1, GRI 403-9 (11.9.10)
Contractor	Number	4	5	3	EM-EP-320a.1, GRI 403-9 (11.9.10)
Employee	Number	1	1	0	EM-EP-320a.1, GRI 403-9 (11.9.10)
Lost-time injury rate (LTIR)	Cases per 200,000 work hours	0.08	0.08	0.03	EM-EP-320a.1, GRI 403-9 (11.9.10)
Contractor lost-time injury rate (LTIR)	Cases per 200,000 work hours	0.08	0.08	0.04	EM-EP-320a.1, GRI 403-9 (11.9.10)
Employee lost-time injury rate (LTIR)	Cases per 200,000 work hours	0.13	0.12	0.00	EM-EP-320a.1, GRI 403-9 (11.9.10)
Lost-time injury rate (LTIR)	Cases per 1,000,000 work hours	0.41	0.41	0.17	EM-EP-320a.1, GRI 403-9 (11.9.10)
Contractor lost-time injury rate (LTIR)	Cases per 1,000,000 work hours	0.38	0.38	0.19	EM-EP-320a.1, GRI 403-9 (11.9.10)
Employee lost-time injury rate (LTIR)	Cases per 1,000,000 work hours	0.66	0.62	0.00	EM-EP-320a.1, GRI 403-9 (11.9.10)
High-Consequence Work-Related Injuries (Serious Incident Frequency)					
Actual	Number	1	3	0	EM-EP-320a.1, GRI 403-9 (11.9.10)
Potential	Number	5	3	5	EM-EP-320a.1, GRI 403-9 (11.9.10)
Rate (actual and potential)	Cases per 200,000 work hours	0.10	0.08	0.06	EM-EP-320a.1, GRI 403-9 (11.9.10)
Other health and safety metrics					
Fatalities	Number	0	0	0	EM-EP-320a.1
Near miss	Number	185	112	70	EM-EP-320a.1
Near miss frequency rate (NMFR)	Cases per 200,000 work hours	3.05	1.52	0.80	EM-EP-320a.1
Hazard identification	Number	5,268	4,950	4,716	EM-EP-320a.1, GRI 403-2 (11.9.3)
Stop and Think observations	Number	495	214	2,943	EM-EP-320a.1, GRI 403-2 (11.9.3)
Number of hours worked (contractor and employee)	Hours	12,113,938	14,703,441	17,505,498	EM-EP-320a.1



Units		2021	2022	2023	SASB & GRI Indicators
Health & Safety Training					
Average hours of health, safety, and emergency response training employees ^[34]	Total HSE training hours/total prescribed employees	NPD	11	29	GRI 403-5 (11.9.6)
Social					
Workforce Profile					
Full time, permanent employees	Count	744	767	773	GRI 2-7
Part time employees	Count	4	1	4	GRI 2-7
Contract and temporary employees	Count	16	13	37	GRI 2-7
Employees covered by collective bargaining agreements	Count	0	0	0	GRI 2-7
Employees By Location					
Office					
Canada	Count	385	390	394	GRI 2-7
USA	Count	13	12	0	GRI 2-7
Field					
Canada	Count	331	346	383	GRI 2-7
USA	Count	19	20	0	GRI 2-7
Voluntary turnover	%	5.7	7.9	7.9	GRI 401-1 (11.10.2)
Involuntary turnover ^[35]	%	10.7	2.5	7.5	GRI 401-1 (11.10.2)
Total turnover ^[35]	%	16.4	10.4	15.4	GRI 401-1 (11.10.2)
Gender Diversity (FTE only)					
Male	%	65.1	65.2	66.0	GRI 405-2 (11.11.6)
Female	%	34.9	34.8	34.0	GRI 405-2 (11.11.6)
Women in head office	%	53.2	53.4	53.1	GRI 405-1 (11.11.5)
Women in supervisory/team lead positions (head office)	%	50.9	47.4	43.0	GRI 405-1 (11.11.5)
Women in management/executive positions (head office)	%	30.9	31.5	32.1	GRI 405-1 (11.11.5)
Women in technical positions (engineering, geology, and geosciences in head office)	%	29.7	31.1	33.3	GRI 405-1 (11.11.5)



	Units	2021	2022	2023	SASB & GRI Indicators
Employment Rate by Age					
Under 30	%	9.8	8.7	8.5	GRI 2-7
30-50	%	71.8	71.4	70.4	GRI 2-7
Over 50	%	18.4	19.8	21.1	GRI 2-7
Board Diversity					
Women on the Board	%	33.3	33.3	33.3	GRI 405-1 (11.11.5)
Training					
Spending on training	\$	908,398	1,256,283	875,367	GRI 404-1 (11.10.6)
Performance and Career Development					
Employees with annual performance/career reviews	%	100	98.6	98.6	GRI 404-1 (11.11.4)

Footnotes

Economic

- Value generated includes revenues from oil and gas sales, purchased product sales and realized commodity derivative gains and losses. Value generated also includes \$608.4 million from discontinued operations in the US. Value generated is a specified financial measure that does not have any standardized meaning prescribed by IFRS and, therefore, may not be comparable with the calculation of similar measures presented by other entities. Value generated should also not be confused with retained earnings, net income or any other measure prescribed by IFRS. See specified financial measures section in this report for further information.
- Value distributed to operating costs includes operating expenses, royalties, purchased product, transportation expenses, G&A expenses and foreign exchange gains and losses excluding translation of US dollar long-term debt, less costs paid to employees and governments, and costs for the purposes of community investment. This also includes \$204.1 million from discontinued operations in the US. Value distributed to operating costs is a specified financial measure that does not have any standardized meaning prescribed by IFRS and, therefore, may not be comparable with the calculation of similar measures presented by other entities. Value distributed to operating cost should also not be confused with retained earnings, net income or any other measure prescribed by IFRS. See specified financial measures section in this report for further information.
- Value distributed to employee wages and benefits, net of amounts capitalized, includes salaries, bonuses, benefits and cash share-based compensation paid to both field and office employees. This also includes \$9.2 million from discontinued operations in the US.
- Value distributed to providers of capital includes interest expense on long-term debt, share repurchases, and dividends declared.
- Value distributed to governments includes crown royalties, resource surcharges, production taxes, property taxes, business taxes and licenses, income taxes, interest and penalties and provincial and other sales taxes on operating costs. Amounts are not comparable to those presented in the company's ESTMA report due to the use of different reporting frameworks. This also includes \$32.3 million from discontinued operations in the US.



6. Value retained represents value generated minus value distributed and includes \$362.7 million from discontinued operations in the US. Value retained is a specified financial measure and does not have any standardized meaning prescribed by IFRS and, therefore, may not be comparable with the calculation of similar measures presented by other entities. Value retained should also not be confused with retained earnings, net income or any other measure prescribed by IFRS. See specified financial measures section in this report for further information.

Environment

7. Number of terrestrial sites reflect Veren's gross operated wells including producing, non-producing and downhole abandoned sites.

Energy

8. Methodology used to collect activity data and calculate energy consumption includes: IPIECA Petroleum industry guidelines for reporting greenhouse gas emissions, 2nd edition; CDP Technical Notes – Conversion of fuel data to MWh; and respective provincial and state regulator oil and gas measurement and reporting requirements.

Emissions

9. Methodology used to collect activity data and calculate scope 1 and 2 emissions includes: IPIECA Petroleum industry guidelines for reporting greenhouse gas emissions, 2nd edition; Canadian Association of Petroleum Producers (CAPP) Calculating Greenhouse Gas Emissions, 2003; American Petroleum Institute (API) Compendium of Greenhouse Gas Emissions Methodologies for the Oil and Natural Gas Industry, 2009; and respective provincial and state regulator oil and gas measurement and reporting requirements.
10. Direct emissions from our US assets are currently calculated based on ownership as of December 31st of the reporting year in alignment with US regulatory reporting frameworks. Thus, emissions associated with any facility we acquired mid-year would include emissions generated under the previous owner. Likewise, emissions associated with any facility sold mid-year would not be included in the inventory.
11. Both our Canadian and discontinued US operations have been included in the scope of 2023 assurance. Scope 1 emissions for 2023 were 1,016,595 tCO₂e.
12. Percentage covered under emissions-limiting regulations includes British Columbia, Alberta and Saskatchewan.
13. Both our Canadian and discontinued US operations have been included in the scope of 2023 assurance. Scope 2 emissions for 2023 equaled 614,387 tCO₂e.
14. Both our Canadian and discontinued US operations have been included in the scope of 2023 assurance. Scope 1 intensity equaled 0.014 tCO₂e/boe
15. Production calculated as gross product dispositions to non-operated entities.
16. Both our Canadian and discontinued US operations have been included in the scope of 2023 assurance. Scope 1 and 2 intensity equaled 0.023 tCO₂e/boe
17. Other combustion includes fuel and truck fleet for 2021 and 2022. In 2023 other combustion also includes drilling and completions fuel.
18. Other emissions only includes data for our Canadian operations (~86 percent of operations). We do not track US pollutants at this time.

Water

19. Sum of all water drawn from surface water, groundwater, or a third party that is below 1000 parts per million Total Dissolved Solids for any use over the course of the reporting period.
20. Sum of all freshwater drawn into the boundaries of Veren and not discharged back to the water environment or a third party over the course of the reporting period.
21. No water is discharged back to the environment outside of disposal or injection activities
22. Water injected to a disposal formation that is not a producing formation / total water produced. Assumes that a Class II Injection well equals to a Canadian disposal well.
23. Water injected to producing formations / total water produced.



²⁴. Total produced water and flowback does not sum to 100% due to: water that is produced in one year but in storage over year end would not be captured in the amount discharged/injected/recycled, water sent to another operator to be injected would be produced but not be captured in the amount discharged/injected/recycled and any produced water used in drilling and completion operations would also not be captured in the amount discharged/injected/recycled.

²⁵. Sum of total withdrawn by source does not equal total corporate water withdrawn for 2021. Methodology change in 2022, total water withdrawn by source agrees to total corporate water withdrawn.

²⁶. Groundwater includes both fresh and non-fresh water. The term freshwater does not equate to potable water in all instances.

Reclamation

²⁷. Reclamation and abandonments include data for corporate operations where Veren is the licensee.

²⁸. Due to regulatory requirements in Alberta, sites sold in Alberta have not been removed from certificates received or acreage reclaimed.

Land

²⁹. Reserves analysis reviewed by McDaniel & Associates Consultants Ltd. for reasonableness and compliance with SASB EM-EP-420a.2 guidance.

Spills

³⁰. Reportable spills are defined by the applicable regulatory body for the jurisdiction in which the release occurs.

³¹. Other includes non-hydrocarbon liquids, excluding freshwater.

³². Pipeline incident rate is for Canadian operations only.

Waste

³³. Waste data reported for only our Alberta operations – Kaybob Duvernay and Montney assets.

Health & Safety

³⁴. Total HSE training hours includes total qualifying hours of occupational health and safety training provided to prescribed employees. Prescribed employees are Veren field and office employees with roles that, due to their nature, require some level of health, safety, and emergency response training.

Social

³⁵. In 2023 we conducted restructuring events in line with our corporate strategy and disposed of some non core assets to build efficiencies that resulted in workforce reductions.

³⁶. Includes all independent Board members.

NPD

Not previously disclosed.



UN SDGs

Veren recognizes the United Nations (UN) Sustainable Development Goals (SDGs) which provides a universal blueprint to integrate and balance the three dimensions of sustainable development: economic, social and environmental. We acknowledge the importance of all 17 SDGs in creating a sustainable future and have referenced where in our report we address each goal.



	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
Engaging with Stakeholders			●	●				●			●	●				●	●
Strong Governance																●	
Climate Strategy and Governance	●						●	●	●			●	●				
GHG Emissions			●								●		●	●	●		
Water Use						●						●		●	●		
Asset Retirement								●			●				●		
Asset Integrity											●			●			
Safe Operations			●					●									
Indigenous Relations	●		●		●	●					●					●	●
Biodiversity and Land Use						●						●		●	●		
Cybersecurity																●	
Diversity and Inclusion				●	●			●		●						●	
Mental Health			●														
Community Relations	●	●	●	●												●	
Supply Chain								●	●			●				●	
Bribery and Anti-Corruption												●				●	





MICONE Consulting Inc.

STATEMENT OF VERIFICATION

This Statement of Verification is for:

Company Name:

Veren Inc.

Mailing address:

Suite 2000, 585 – 8th Ave SW, Calgary, AB T2P 1G1

Operation Locations:

Alberta, British Columbia, North Dakota, Saskatchewan



Introduction:

MICONE Consulting Inc. (MICONE) was retained by Veren Inc. (Veren) to provide third party verification for their sustainability report. Veren's sustainability report covers their sustainability metrics, which includes GHG emissions, water data, safety metrics, and other environmental data, for all their operations in Canada and USA for the 2023 Calendar Year. This is the third verification conducted by MICONE for Veren Inc.

This verification was carried out in accordance with ISO standards, the International Standard on Assurance Engagements (ISAE 3000), WRI/WBCSD Greenhouse Gas (GHG) Protocol, WRI/WBCSD Scope 2 Guidance: A Corporate Accounting and Reporting Standard, the GHG Protocol for Project Accounting, and the GRI Standard 303 Water and Effluents (2018).

Veren operated over 9,000 sites across Canada & the US. These include sites in Alberta, Saskatchewan, British Columbia and North Dakota. The GHG inventory includes all of these sites.

Verification Scope:

Item	GHG Inventory Verification – Veren Inc (Canada & USA Operations)
Verification Boundary	Canada & USA: Facilities in Alberta, Saskatchewan, British Columbia, and North Dakota
Sustainability Metric Sources	Stationary Fuel Combustion, On-Site Transportation, Flaring, Venting, Fugitives, Purchased Electricity, Reclamation activities, water usage, spills, safety data
GHG Scope	Scope 1 and 2 emissions Carbon dioxide (CO ₂); Methane (CH ₄); Nitrous oxide (N ₂ O)



MICONE Consulting Inc.

Time Period	January 1, 2023 – December 31, 2023
Quantification Protocol(s)	<ul style="list-style-type: none"> WRI/WBCSD Greenhouse Gas (GHG) Protocol WRI/WBCSD Scope 2 Guidance: A Corporate Accounting and Reporting Standard, GHG Protocol for Project Accounting Canada GHG Quantification Methodology
Production	Oil and Gas Producer
Fuel	Natural Gas, Propane, Diesel and Gasoline
Final Assertion for Sustainability Metrics	<p>GHG Data:</p> <ul style="list-style-type: none"> Total Scope 1 GHG emissions [metric tonnes of CO₂e] – 1,016,595 Total Scope 1 GHG emissions intensity [metric tonnes CO₂e/boe] – 0.0144 Total Scope 2 (indirect) GHG emissions [metric tonnes of CO₂e] – 614,387 Total Scope 1 and 2 GHG emissions intensity [metric tonnes CO₂e/boe] – 0.0232 Direct Scope 1 Emissions % Methane – 23% <p>Water Data:</p> <ul style="list-style-type: none"> Freshwater Withdrawal [cubic meters] – 2,107,692 Total Freshwater Consumed [cubic meters] – 1,737,220 Produced Water [cubic meters]- 58,797,083 Total Water Injected [cubic meters] – 43,301,778 Total Water Recycled [cubic meters] – 53,118,561 Water Recycling % – 76% Total Water Disposed [cubic meters] – 18,657,943 Volume of produced water and flowback generated [cubic meters] - 58,797,083 <ul style="list-style-type: none"> (a) % discharged - 0 (b) % injected - 14 (c) % recycled - 90 <p>Safety Data (cases per 200,000 work hours):</p> <ul style="list-style-type: none"> Total recordable injury frequency (TRIF) – 0.21 Lost time injury rate (LTIR) – 0.03 Serious Incident Frequency (SIF) – 0.06 <p>Other Environmental Data:</p> <ul style="list-style-type: none"> End-of-life certificate- 147 Land Reclaimed – 259.75 acres Abandonments- 275





MICONE Consulting Inc.

	<ul style="list-style-type: none"> ▶ Reportable spills – 79 ▶ Total volume of reportable spills – 1,214.89m3
Verification Objective	The objective of the verification was to provide an independent assessment of Veren's sustainability report and to identify any material and immaterial errors, omissions, or misrepresentations to the sustainability metrics reported and to provide our opinion on whether the report was prepared in accordance with applicable standards and regulations
Level of Assurance	The verification was conducted to a <u>reasonable level of assurance</u> which provides a high level of assurance that the facility's assertion is materially correct and prepared in accordance with the requirements of applicable standards and regulations.
Program Criteria	<p>Generating sufficient and appropriate evidence to support our opinion will involve executing verification procedures that assess the assertion against the following criteria:</p> <ul style="list-style-type: none"> • ISO 14064 -1 Greenhouse gases - Part 1: Specification with guidance at the organization level for quantification and reporting of greenhouse gas emissions and removals • ISO 14064-3 Greenhouse gases - Part 3: Specification with guidance for the verification and validation of greenhouse gas statements • The World Business Council for Sustainable Development (WBCSD)/ World Resources institute (WRI) Greenhouse Gas protocol • GRI Standard 303 Water and Effluents (2018) • GRI Sustainability Reporting Standard 2020;
Verification Scope	The verification assesses Veren's facilities and equipment as well as calculations and supporting information used to quantify sustainability metrics for the period January 1, 2023 – December 31, 2023.



MICONE Consulting Inc.

Opinion:

Based on the verification conducted by MICONE Consulting, the statement made by Veren was determined to be free of material misstatements, fairly presented, substantiated by sufficient and appropriate evidence, and was prepared in accordance with the quantification standards and relevant criteria.

We believe that the evidence we have obtained throughout the verification process is sufficient and appropriate to provide a basis for our opinion. It is our opinion that the statement presents fairly, in all material respects, the reported metrics of Veren In for the period January 1, 2023, to December 31, 2023, in accordance with the program criteria, regulations and standards.

Conclusion:

Scope 1 & 2 Emissions:

The verification is Positive

The level of assurance is reasonable.

The data for the indicators listed above is supported by appropriate evidence.

The data for the indicators listed above is free of material misstatements, errors or omissions.

The data for the indicators listed above was prepared in accordance with the program criteria, regulations, and standards.

Afure Onekpe, Lead Verifier

June 24th, 2024



Tobore Majemite, Independent Reviewer

June 24th, 2024



Forward-Looking Statements

Any “financial outlook” or “future oriented financial information” in this report, as defined by applicable securities legislation has been approved by management of Veren. Such financial outlook or future oriented financial information is provided for the purpose of providing information about management’s current expectations and plans relating to the future. Readers are cautioned that reliance on such information may not be appropriate for other purposes.

Certain statements contained in this report constitute “forward-looking statements” within the meaning of section 27A of the Securities Act of 1933 and section 21E of the Securities Exchange Act of 1934 and “forward-looking information” for the purposes of Canadian securities regulation (collectively, “forward-looking statements”). The Company has tried to identify such forward-looking statements by use of such words as “could”, “should”, “can”, “anticipate”, “expect”, “believe”, “will”, “may”, “intend”, “projected”, “sustain”, “continues”, “strategy”, “potential”, “projects”, “grow”, “take advantage”, “estimate”, “well-positioned”, “target” and other similar expressions, but these words are not the exclusive means of identifying such statements.

In particular, this report contains forward-looking statements pertaining, among other things, to the following: ESG targets, based on the assumptions specified in this report, including: a combined scope 1 and 2 emissions intensity of 0.024 tCO₂e/boe by the year 2025 and a 0.020 tCO₂e/boe emissions intensity level by the year 2030, reducing surface freshwater use in our southeast Saskatchewan completions by 50% by 2025, developing a strategic water management plan for major operating areas, reducing our inactive well inventory by 30% by 2031, reviewing and enforcing our Working Alone System by year-end 2023; providing Mental Health First Aid training by year-end 2023 and board and management Indigenous awareness training by year-end 2023 and staff training completed by year-end 2024; health and safety targets; compensation programs; advancing ESG targets and future reporting; water strategies, opportunities and priorities; asset integrity initiatives; commitments to and actions on biodiversity and cybersecurity; diversity, equity and inclusion goals and strategies; estimated carbon dioxide emissions embedded in proved hydrocarbon reserves.

There are numerous uncertainties inherent in estimating crude oil, natural gas and NGL reserves and the future cash flow attributed to such reserves. The reserves and associated cash flows therefrom are based upon a number of variable factors and assumptions, such as historical production from the properties, production rates, ultimate reserve recovery, timing and amount of capital expenditures, marketability of oil and natural gas, royalty rates, the assumed effects of regulation by governmental agencies and future operating expenses, all of which may vary materially. Actual reserve values may be greater than or less than the estimates provided herein. Also, estimates of reserves and future net revenue for individual properties may not reflect the same confidence level as estimates and future net revenue for all properties because of aggregation. Information relating to “reserves” is deemed to be forward-looking information, as it involves the implied assessment, based on certain estimates and assumptions, that the reserves described exist in the quantities predicted or estimated, and that the reserves described can be profitably produced in the future. All required reserve information for the Company is contained in its Annual Information Form for the year ended December 31, 2023, which is accessible at www.sedarplus.com. With respect to disclosure contained herein regarding resources other than reserves, there is uncertainty that it will be commercially viable to produce any portion of the resources and there is significant uncertainty regarding the ultimate recoverability of such resources. All forward-looking statements are based on Veren’s beliefs and assumptions based on information available at the time the assumption was made. Veren believes that the expectations reflected in these forward-looking statements are reasonable but no assurance can be given that these expectations will prove to be correct and such forward-looking statements included in this report should not be unduly relied upon. By their nature, such forward-looking statements are subject to a number of risks, uncertainties and assumptions, which could cause actual results or other expectations to differ materially from those anticipated, expressed or implied by such statements, including those material risks discussed in the Company’s Annual Information Form for the year ended December 31, 2023 under “Risk Factors” and our Management’s Discussion and Analysis for the year ended December 31, 2023, under the headings “Risk Factors” and “Forward-Looking Information” and for the quarter ended September 30, 2024, under the headings “Risk Factors” and “Forward-Looking Information”. The material assumptions are disclosed in the Management’s Discussion and Analysis for the year ended December 31, 2023, under the headings “Capital Expenditures”, “Liquidity and Capital Resources”, “Critical Accounting Estimates”, “Risk Factors” and “Changes in Accounting Policies” and in the Management’s Discussion and Analysis for the quarter ended September 30, 2024, under the headings “Overview”, “Commodity Derivatives”, “Liquidity and Capital Resources”, “Guidance”, “Royalties” and “Operating Expenses”. In addition, risk factors include: financial risk of marketing reserves at an acceptable price given market conditions; volatility in market prices for oil and natural gas, decisions or actions of OPEC and non-OPEC countries in respect of supplies of oil and gas; delays or impediments in business operations or delivery of services due to pipeline restrictions, rail blockades, outbreaks or pandemics; uncertainty regarding the benefits and costs of acquisitions



and dispositions; the risk of carrying out operations with minimal environmental impact; industry conditions including changes in laws and regulations including the adoption of new environmental laws and regulations and changes in how they are interpreted and enforced; uncertainties associated with estimating oil and natural gas reserves; risks and uncertainties related to oil and gas interests and operations on Indigenous lands; economic risk of finding and producing reserves at a reasonable cost; uncertainties associated with partner plans and approvals; operational matters related to non-operated properties; increased competition for, among other things, capital, acquisitions of reserves and undeveloped lands; competition for and availability of qualified personnel or management; incorrect assessments of the value and likelihood of acquisitions and dispositions, and exploration and development programs; unexpected geological, technical, drilling, construction, processing and transportation problems; the impact of drought, water availability, wildfires, severe weather events and climate change; availability of insurance; fluctuations in foreign exchange and interest rates; stock market volatility; general economic, market and business conditions; changes in interest rates and inflation; uncertainties associated with regulatory approvals; geopolitical conflicts, including the impacts of the war in Ukraine and the Middle East; uncertainty of government policy changes; uncertainties associated with credit facilities and counterparty credit risk; cybersecurity risks; changes in income tax laws, tax laws, crown royalty rates and incentive programs relating to the oil and gas industry; the wide-ranging impacts of the COVID-19 pandemic, including on demand, health and supply chain; and other factors, many of which are outside the control of the Company. The impact of any one risk, uncertainty or factor on a particular forward-looking statement is not determinable with certainty as these are interdependent and Veren's future course of action depends on management's assessment of all information available at the relevant time. In addition, with respect to forward-looking information contained in this report, assumptions have been made regarding, among other things: future crude oil and natural gas prices; future interests rates and currency exchange rates; future cost escalation under different pricing scenarios; the corporation's future production levels; the applicability of technologies for recovery and production of the corporation's reserves and improvements therein; the recoverability of the corporation's reserves; Veren's ability to market its production at acceptable prices; future capital expenditures; future cash flows from production meeting the expectations stated in this report; future sources of funding for the corporation's capital program; the corporation's future debt levels; geological and engineering estimates in respect of the corporation's reserves; the geography of the areas in which the corporation is conducting exploration and development activities; the impact of competition on the corporation; the corporation's ability to obtain financing on acceptable terms. These assumptions, risks and uncertainties could cause actual results or other expectations to differ materially from those anticipated, expressed or implied by such statements. The impact of any one assumption, risk, uncertainty or factor on a particular forward-looking statement is not determinable with certainty as these are interdependent. Except as required by law, Veren assumes no obligation to update forward-looking statements should circumstances or management's estimates or opinions change. Certain information contained herein has been prepared by third-party sources.

In addition, in respect of the sustainability and ESG-related matters contained in this document, Veren cautions the reader of the following: This document contains references to sustainability and ESG related data, including data obtained from other third-party sources.

Veren's use of third-party data cannot be taken as an endorsement of the third-party or its data or be construed as granting any form of intellectual property. Although Veren believes these sources are reliable, Veren has not independently verified all third-party data, or assessed the assumptions underlying such data, and cannot guarantee their accuracy. The data used by Veren in connection with its sustainability and ESG-related disclosures may be limited in quantity, unavailable, or inconsistent across sectors. Certain third-party data may also change over time as sustainability and ESG standards evolve. These factors could have a material effect on Veren's sustainability and ESG-related objectives and the ability to meet them.

This document employs sustainability and ESG-related standards, frameworks and criteria, metrics and concepts ("ESG Methodologies"), including such frameworks as the Greenhouse Gas Protocol, Global Reporting Initiative, TaskForce on Climate-related Financial Disclosures and Sustainability Accounting Standards Board. However, these ESG Methodologies continue to evolve rapidly and are frequently based on calculation factors that change overtime and, in some cases, applicable ESG Methodologies may not yet exist. Readers are cautioned that ESG Methodologies used by other companies, may not be comparable. Veren may also update its sustainability and ESG objectives, its plans to achieve them and its progress toward them, as appropriate, in light of new and evolving ESG Methodologies. The terms "ESG" and "sustainability" and similar terms, taxonomies and criteria are evolving, and Veren's use of such terms may change to reflect such evolution.

Additional information on these and other factors that could affect Veren's operations or financial results are included in Veren's reports on file with Canadian and U.S. securities regulatory authorities. Readers are cautioned not to place undue reliance on this forward-looking information, which is given as of the date it is expressed herein or otherwise. Veren undertakes no obligation to update publicly or revise any forward-looking statements, whether as a result of new information, future events or otherwise, unless required to do so pursuant to applicable law. All subsequent forward-looking statements, whether written or oral, attributable to Veren or persons acting on the Company's behalf are expressly qualified in their entirety by these cautionary statements.



Specified Financial Measures

In this Report, the Company uses the terms “funds flow from operations”, “value generated (revenues)”, “operating costs” and “value retained”, which are specified financial measures under National Instrument 52-112 – Non-GAAP and Other Financial Measures Disclosure. Specified financial measures do not have any standardized meaning prescribed by IFRS and, therefore, may not be comparable with the calculation of similar measures presented by other entities.

For the year ended December 31, 2023, funds flow from operations was \$2.34 billion. The most directly comparable financial measure for funds flow from operations (which is equivalent to adjusted funds flow from operations) is cash flow from operating activities which, for the year ended December 31, 2023, was \$2.20 billion.

For an explanation of the composition of funds flow from operations, how it provides useful information to an investor and a quantitative reconciliation to the applicable GAAP measure, see the Company’s MD&A available online for the year ended December 31, 2023 at www.sedar.com, or EDGAR at www.sec.gov and on our website at www.vrn.com. The section of the MD&A entitled “Specified Financial Measures” is incorporated herein by reference.

Value generated (revenues), operating costs and value retained are historical non-GAAP financial measures, and are used to analyze performance in accordance with the GRI framework.

For the year ended December 31, 2023, value generated (revenues) was \$4,189.1 billion. The most directly comparable financial measure is oil and gas sales which, for the year ended December 31, 2023, were \$3,499.0 billion. Value generated (revenues) is calculated as oil and gas sales plus purchased product sales and realized commodity derivative gains and losses, plus value generated (revenues) from discontinued operations.

For the year ended December 31, 2023, operating costs were \$1,238.1 billion. The most directly comparable financial measure is operating expenses which, for the year ended December 31, 2023, were \$770.5 million. Operating costs are calculated as operating expenses, plus transportation expenses, purchased product, royalties and general & administrative expenses, less transaction costs, employee wages and benefits, government costs, community investments, and other items, plus operating costs from discontinued operations.

For the year ended December 31, 2023, value retained was \$1,777.3 billion. The most directly comparable financial measure is oil and gas sales. Value retained is calculated as value generated (revenues) less value distributed to operating costs, employee wages and benefits, providers of capital, governments and community investment.

Value Generated (Revenues)					
	2019	2020	2021	2022	2023
Oil and Gas Sales	3,336.0	1,692.2	3,206.5	4,493.1	3,499.0
Purchased Product Sales	23.9	12.9	31.7	100.8	66.2
Realized Commodity Derivative Gains (Losses)	43.4	245.7	(360.8)	(641.80)	15.5
Discontinued Operations	–	–	–	–	608.4
Value Generated (Revenues)	3,403.3	1,950.8	2,877.4	3,952.1	4,189.1
Operating Costs	(1,001.9)	(711.7)	(879.7)	(1,106.3)	(1,238.1)
Employee Wages and Benefits	(159.4)	(135.6)	(172.5)	(152.1)	(143.7)
Providers of Capital	(291.4)	(116.7)	(154.2)	(559.5)	(687.8)
Governments	(267.1)	(132.3)	(258.0)	(394.4)	(339.6)
Community Investment	(2.7)	(2.2)	(1.4)	(2.2)	(2.6)
Value Retained	1,680.8	852.3	1,411.6	1,737.6	1,777.3



Operating Costs					
	2019	2020	2021	2022	2023
Operating Expenses	727.6	561.8	625.3	713.1	770.5
Royalties	482.8	217.1	408.8	600.9	375.3
Purchased Product Expenses	25.4	12.2	32.6	102.9	68.6
Transportation Expenses	123.7	101.1	117.7	139.8	174.3
General & Administrative Expenses	91.9	78.7	89.8	81.8	126.5
Transaction Costs	(6.3)	(5.4)	(12.5)	(5.1)	(40.4)
Other Items*	(14.0)	16.3	49.9	21.6	3.5
Employee Wages and Benefits	(159.4)	(135.6)	(172.5)	(152.1)	(134.5)
Governments	(267.1)	(132.3)	(258.0)	(394.4)	(307.3)
Community Investment	(2.7)	(2.2)	(1.4)	(2.2)	(2.5)
Discontinued Operations	-	-	-	-	204.1
Operating Costs	1,001.9	711.7	879.7	1,106.3	1,238.1

* Other Items includes cash-settled, share-based compensation expense, accretion expense or lease liability, current tax expense (recovery), realized foreign exchange gains or losses and the cash portion of other income.

Oil & Gas Definitions

Barrels of oil equivalent (“boe”) may be misleading, particularly if used in isolation. A boe conversion ratio of 6 Mcf : 1 Bbl is based on an energy equivalency conversion method primarily applicable at the burner tip and does not represent a value equivalency at the wellhead. Given that the value ratio based on the current price of crude oil as compared to natural gas is significantly different from the energy equivalency of oil, utilizing a conversion on a 6:1 basis may be misleading as an indication of value.

Total production for 2021 consists of the following product types, as defined in NI 51-101 and using a conversion ratio of 6 mcf : 1 bbl where applicable: light & medium crude oil, 17,859 bbl/d, heavy crude oil, 4,203 bbl/d, tight oil, 62,492 bbl/d, shale gas 103,124 mcf/d, natural gas liquids, 29,054 bbl/d and conventional natural gas, 11,328 mcf/d.

Total production for 2022 consists of the following product types, as defined in NI 51-101 and using a conversion ratio of 6 mcf : 1 bbl where applicable: light & medium crude oil, 14,274 bbl/d, heavy crude oil, 4,027 bbl/d, tight oil, 53,861 bbl/d, shale gas 130,902 mcf/d, natural gas liquids, 36,556 bbl/d and conventional natural gas, 10,482 mcf/d.

Total production for 2023 consists of the following product types, as defined in NI 51-101 and using a conversion ratio of 6 mcf : 1 bbl where applicable: light & medium crude oil, 12,665 bbl/d, heavy crude oil, 3,818 bbl/d, tight oil 63,906 bbl/d, shale gas 214,165 mcf/d, natural gas liquids 41,534 bbl/d and conventional natural gas, 10,761 mcf/d.

The reserve data provided in this report presents only a portion of the disclosure required under National Instrument 51-101. This report references 20 years of premium locations in corporate inventory, which amounts include booked and unbooked locations. Unbooked future drilling locations are not associated with any reserves or contingent resources and have been identified by the Company and have not been audited by independent qualified reserves evaluators.

Notice to US Readers

The oil and natural gas reserves contained in this report have generally been prepared in accordance with Canadian disclosure standards, which are not comparable in all respects of United States or other foreign disclosure standards. For example, the United States Securities and Exchange Commission (the “SEC”) generally permits oil and gas issuers, in their filings with the SEC, to disclose only proved reserves (as defined in SEC rules), but permits the optional disclosure of “probable reserves” and “possible reserves” (each as defined in SEC rules). Canadian securities laws require oil and gas issuers, in their filings with Canadian securities regulators, to disclose not only proved reserves (which are defined differently from the SEC rules) but also probable reserves and permits optional disclosure of “possible reserves”, each as defined in NI 51-101. Accordingly, “proved reserves”, “probable reserves” and “possible reserves” disclosed in this report may not be comparable to US standards, and in this report, Veren has disclosed reserves designated as “proved plus probable reserves”. Probable reserves are higher-risk and are generally believed to be less likely to be accurately estimated or recovered than proved reserves. “Possible reserves” are higher risk than “probable reserves” and are generally believed to be less likely to be accurately estimated or recovered than “probable reserves”. In addition, under Canadian disclosure requirements and industry practice, reserves and production are reported using gross volumes, which are volumes prior to deduction of royalties and similar payments. The SEC rules require reserves and production to be presented using net volumes, after deduction of applicable royalties and similar payments. Moreover, Veren has determined and disclosed estimated future net revenue from its’ reserves using forecast prices and costs, whereas the SEC rules require that reserves be estimated using a 12-month average price, calculated as the arithmetic average of the first-day-of-the-month price for each month within the 12-month period prior to the end of the reporting period. Consequently, Veren’s reserve estimates and production volumes in this report may not be comparable to those made by companies using United States reporting and disclosure standards. Further, the SEC rules are based on unescalated costs and forecasts. All amounts in the report are stated in Canadian dollars unless otherwise specified.



Glossary

ABC	Area-Based Closure	m ³	Cubic Metres
AEP	Alberta Environment and Parks	MBtu.....	Million British Thermal Units
AER.....	Alberta Energy Regulator	RMC.....	Risk Management Committee
AIF	Annual Information Form	SASB	Sustainability Accounting Standards Board
ARO	Asset Retirement Obligation	Scope 1	Emissions related to our well drilling and completions, production and transportation
bbl	Barrel	Scope 2	Emissions related to the power we purchase from the grid for our operations
boe	Barrel of Oil Equivalent	Scope 3	Emissions related to our value chain; including use of sold products, processing, transportation, purchased goods and services
boe/d.....	Barrel of Oil Equivalent Per Day	SIF	Serious Incident Frequency
BTF.....	Behind the Fence	SIP	Safety Intervention Plan
CO ₂	Carbon Dioxide	STEPS.....	Stated Policies Scenario
CO ₂ e.....	Carbon Dioxide Equivalent	STIP.....	Short-Term Incentive Plan
COO	Chief Operating Officer	t.....	Tonnes
EPP	Environmental Protection Plan	TCFD	Task Force on Climate-Related Financial Disclosures
ESG.....	Environmental, Social, Governance	TRIF	Total Recordable Incident Frequency
ES&S Committee.....	Environment, Safety & Sustainability Committee	UNDRIP.....	United Nations Declaration on the Rights of Indigenous Peoples
GHG.....	Greenhouse Gas	UN SDGs	United Nations Sustainable Development Goals
GRI.....	Global Reporting Initiative	WLN	Women's Leadership Network
KPI.....	Key Performance Indicators		
LTIF	Lost Time Injury Frequency		





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