

Diversity and Inclusion

Peyto Exploration & Development Corp. (Peyto) is committed to responsible energy development and recognizes that diversity and inclusion are key components within its core corporate values. The organization's purpose is to sustain a successful and profitable company founded on operational excellence.

Peyto celebrates the fact that its workforce is made up of a diverse demographic. Peyto believes that its people are one of its greatest assets and that leveraging workplace diversity and inclusion drive innovation and provide Peyto with a competitive business advantage. The company along with its Board strives to create a collaborative, respectful and inclusive culture designed to support employees and contractors so they can be at their best.

Peyto's commitment to diversity and inclusion includes:

- Ensuring a fair and equitable workplace free of discrimination and harassment.
- Building an inclusive culture that capitalizes on employees' individual perspectives, skills, experience, and expertise.
- Creating awareness among all employees that supports a respectful and inclusive workplace.
- Having a Board Diversity and Board Renewal policy in place founded on a merit-based system for board and executive nominations that includes both executive and board composition, skills, and requirements to ensure that the Company has diverse representation at the executive and board level.

Darren Gee
President and CEO