



OUR PEOPLE  
FUELING THE  
FUTURE

## MISSION

NuVista is a Canadian oil and gas resource company with a mission to deliver maximum shareholder value.

## VISION

Our vision is to be known and respected for our: • **Entrepreneurial spirit** and **disciplined delivery** • Focused investment on **profitable, repeatable plays** • Production and share value **growth of 10% to 20% per year** over the next five years. • **Multi-year inventory of projects** across the maturity spectrum • **Strong safety, health and environmental commitment.** At NuVista we've created a **unique, compelling culture** through living our values every day. We always aspire to be a **respected community partner** and be **known by our employees as the best place they've ever worked.**

## VALUES

**HONESTY AND INTEGRITY** • We act ethically and speak the truth, even if it is uncomfortable • Our actions are congruent with our words **EXCELLENCE** • We have a clear sense of destination and what success looks like • We play to our strengths and manage weaknesses • We deliver through superior skills, hard work and dedication • We find the right balance between analysis, planning and execution **RESPECT** • We treat everyone with dignity, regard and honor **OPEN MINDED TEAMWORK** • We work together to achieve common goals • We are open to different opinions and out of the box thinking • We have fun at work and value a work/life balance **EMPOWERMENT AND ACCOUNTABILITY** • We are all owners - we take initiative • We demonstrate leadership at all levels • We deliver on our promises **SAFETY** • No issue is more important than the Safety and Health of our employees, contractors, and the public • If a conflict ever arises between safety and production, we will choose safety.

**NUVISTA**  
ENERGY LTD