*This is just
the beginning.*

Grow with us.

SUSTAINABILITY
REPORT 2022

CELEBRATING 2007 · 2022
15 YEARS
SECURE

2022 Sustainability Highlights

Waste Processing Facilities

1,572,793
Barrels of crude oil recovered from customer waste

197,108
Tonnes of CO_2e generation avoided since 2018, from recovering crude oil from waste

Pipeline Connected Facilities

110,317
Trucks displaced as a result of pipelines, reducing CO_2 emissions by 10,680 tonnes

Industrial Landfills

4,612,860
Tonnes of contaminated soil safely contained for customers

Water Disposal Facilities

49,815,301
Barrels of processed water safely disposed of through deep well injection

Metal Recycling Facilities

256,229
Metric tonnes of metal recycled

112,740
Tonnes of CO_2e generation avoided through recycling

Bioremediation Facilities

16,759
Tonnes of contaminated soil bioremediated
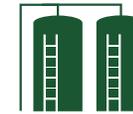
Reclamation Projects

307
Hectares of land reclaimed for customers

31,168
Tonnes of contaminated soil treated for customers

12,855,000
Cubic metres of water treated, processed or managed for our customers on their sites

16,130
Cubic metres of freshwater with reusable waste water

Economic Impact

62%
Employees living in rural locations

$8,000,000
Spent with Indigenous businesses

People

2,190
Total employees

402
Internal transfers or promotions

Diversity and Inclusion

38%
Gender diversity target exceeded on the Board of Directors

16%
Gender diversity in senior leadership positions
(Up 45% year-over-year)

11%
Gender diversity in Science, Technology, Engineering and Mathematics (STEM) positions
(Up 83% year-over-year)

Safety

1.18
Total Recordable Injury Rate

1.07
Motor Vehicle Incident Rate, a 28% improvement vs. 2021

Environment

8.7%
Reduction in freshwater use exceeding 5% target

$10,000,000
Spent on remediation and reclamation

Governance[1]

INDEPENDENCE

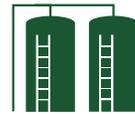INDEPENDENT   NON-INDEPENDENT

GENDER

MALE   FEMALE

Climate Action

145,590
Tonnes of CO_2e potentially offset through resource/commdity recovery processes

7%
Decrease in Scope 2 emission intensity in our waste processing facilities

8%
Decrease in Corporate Scope 1 and 2 emission intensity vs. 2021

Quick Facts

Freshwater saved by reuse of waste water - **enough to fill 22.5 Olympic pools**

Tulliby Lake Flare Project - 700 tonnes of CO_2 less per year - **enough to take 156 passenger vehicles off the road per year**

Tonnes of CO_2e avoided through our recovery processes and activities - **enough electricity for all single family homes in Kauai for 1 year**

Volume of water treated, handled or processed for our customers - **enough to fill Niagara Falls for 76 minutes**

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Introduction

About This Report

The 2022 Sustainability Report, published on May 1, 2023, was prepared by SECURE, and is our fourth comprehensive sustainability report. The report focuses on data and operating highlights in 2022 and explores key sustainability challenges and opportunities for our business, and the many ways in which we are responding.

Reporting Framework and Methodologies

This report reflects material topics identified through our materiality assessment completed in 2021 and stakeholder engagement. The report is aligned with the following internationally recognized reporting methodologies:

- Global Reporting Initiative (GRI) Standards
- United Nations Sustainable Development Goals (SDGs)
- Sustainability Accounting Standards Board (SASB)

The breadth and diversity of SECURE's service solutions require reporting elements from various SASB Sustainable Industry Classification System Categories, including under the SASB industry classification system categories of: Infrastructure Sector – Waste Management (IF-WM), Extractives and Minerals Processing Sector (EM-MP), Extractives and Minerals,

Oil and Gas – Services (EM-SV), Extractives and Minerals, Oil and Gas – Exploration and Production (EM-EP), Extractives and Minerals, Oil and Gas – Midstream (EM-MD).

The methodologies used to collect and quantify information herein align with, industry best practices and applicable regulatory and environmental standards.

Report Scope

This report includes activities and project examples from January 1, 2022, to December 31, 2022. Where available, performance data and metrics are from 2022 and the three prior periods. SECURE acquired, and merged with, Tervita Corporation (Tervita) in July 2021 and data for 2021 and the two prior periods is presented on a pro forma basis, unless otherwise noted.

Assurance

We strive to collect accurate and verifiable data in a consistent and rigorous manner. SECURE uses a variety of data collection and management processes in the context of sustainability management and reporting. The report was reviewed by SECURE's Board of Directors' Environment, Social and Governance (ESG) Committee and in accordance with our Disclosure

Policy available on the Corporation's website. We have not received any third-party assurance.

If there are any questions about SECURE's 2022 Sustainability Report, please contact *esg@secure-energy.com*.

Conventions

The terms "we," "our," "us," "Corporation," "company," "organization," and "SECURE" refer to SECURE Energy Services Inc.

Metrics

All figures are in Canadian dollars unless otherwise noted. Environmental and performance data are in metric units unless otherwise noted.

Advisories

This report contains forward-looking statements, which are based on certain assumptions and expectations and subject to certain risks, which could cause actual performance and results to differ materially. This report refers to certain financial measures that are not defined by Generally Accepted Accounting Principles ("GAAP"). For more information, please refer to the "Forward-Looking Statements and Other Advisories" section of this report.

Forward-Looking Statements

Certain statements contained or incorporated by reference in this report constitute "forward-looking statements" and/or "forward-looking information" within the meaning of applicable securities laws (collectively referred to as "forward-looking statements"). When used in this report, the words "achieve", "advance", "anticipate", "believe", "can be", "capacity", "commit", "continue", "could", "deliver", "drive", "enhance", "ensure", "estimate", "execute", "expect", "focus", "forecast", "forward", "future", "goal", "grow", "integrate", "intend", "looking ahead", "may", "maintain", "objective", "ongoing", "opportunity", "outlook", "plan", "position", "potential", "prioritize", "realize", "remain", "result", "seek", "should", "strategy", "target", "will", "would" and similar expressions, as they relate to SECURE, its management are intended to identify forward-looking statements. Such statements reflect the current views of SECURE and speak only as of the date of this report.

In particular, this report contains or implies forward-looking statements pertaining but not limited to: SECURE's commitment to strong ESG performance; SECURE's ability to mitigate the environmental impacts of our operations and those of our customers; the integration of ESG principals and the impact on SECURE's long-term business resilience, employee engagement and achievement of ESG targets; SECURE's plans and initiatives related to ESG and sustainability for 2023 and beyond, including those described under the headings "Looking Ahead"; SECURE's role in reducing carbon emissions, energy poverty and improving the quality of life; SECURE's position and ability to become an ESG leader and achieve positive results; SECURE's ability to offset GHG emissions; seeking, developing and deploying new technology and its impact on our business; SECURE's e-ticketing initiatives and the effects thereof; the impacts of SECURE's ESG ID program; SECURE's ability to provide services to its customers to help them achieve their ESG goals; SECURE's ESG targets including those in SECURE's

Path to Net-Zero by 2050 and reducing GHG emissions intensity by 15% by the end of 2024; the construction of staged landfills caps and the effects thereof; Canada's ability to provide cost-effective and reliable energy sustainability and achieve net-zero by 2050, and SECURE's ability to contribute to such goals; opportunities available to SECURE, including related to carbon capture and sequestration, fleet optimization, industry and service diversification and carbon credits, and their ability to reduce GHG emissions; SECURE's five year ESG strategy and the review and update thereof; the impact of climate change and sustainability on SECURE's business; the impacts of climate-related, transitional, regulatory and physical risk on SECURE's business; building, maintaining and strengthening relationships with, and providing opportunities to, Indigenous communities; stabilizing employee turnover; conducting an employee engagement survey; spill monitoring, recording and prevention; continuous health and safety performance improvement; the development of our emergency preparedness and safety programs; the completion of our policy acknowledgement; the frequency of Safety Stand-up meetings; SECURE's ability to understand its climate related opportunities and risks, and the timing thereof; SECURE's ESG and related operational data collection and reporting; the technical and economic feasibility of SECURE's pilot projects; the establishment of addition targets and goals; the impact of industrial process and equipment modifications and upgrades on fuel reductions; SECURE's ability to execute sustainable asset development and decommissioning, remediation and reclamation; SECURE's ability to avoid, minimize restore and/or offset significant impacts to important ecosystems; SECURE's efficient water use and investment in water conservation and protection; value reclamation of old landfills and the timing thereof; SECURE's ESG governance structure and the maintenance and development of effective governance practices; the incorporation of ESG metrics into supply chain processes, including ESG screening of suppliers; and SECURE's

refreshed materiality assessment.

Forward-looking statements are based on certain assumptions that SECURE has made in respect thereof as at the date of this report regarding, among other things: economic and operating conditions, including commodity prices, crude oil and natural gas storage levels, interest rates, exchange rates, and inflation; that the changes in market activity and growth will be consistent with industry activity in Canada and the U.S. and growth levels in similar phases of previous economic cycles; the impact of the COVID-19 pandemic (including its variants) and geopolitical events, including government responses related thereto, including impacts on global energy pricing, oil and gas industry exploration and development activity levels and production volumes; SECURE's ability to realize the anticipated benefits of acquisitions or dispositions; the resolution of the proceedings under the Competition Act relating to the acquisition of Tervita on terms acceptable to SECURE; SECURE's ability to successfully integrate Tervita's legacy business; anticipated sources of funding being available to SECURE on terms favourable to SECURE; the success of SECURE's operations and growth projects; SECURE's competitive position, operating, acquisition and sustaining costs and business environment remaining substantially unchanged; SECURE's ability to attract and retain customers (including Tervita's historic customers); that counterparties comply with contracts in a timely manner; that there are no unforeseen events preventing the performance of contracts or the completion and operation of the relevant facilities; that there are no unforeseen material costs in relation to SECURE's facilities and operations; that prevailing regulatory, tax and environmental laws and regulations apply or are introduced as expected, and the timing of such introduction; increases to SECURE's share price and market capitalization over the long term; SECURE's ability to repay debt and return capital to shareholders; SECURE's ability to obtain and retain qualified personnel, including those with specialized skills

and knowledge, technology and equipment in a timely and cost-efficient manner; SECURE's ability to access capital and insurance; operating and borrowing costs, including costs associated with the acquisition and maintenance of equipment and property; the ability of SECURE and our subsidiaries to successfully market our services in western Canada and the U.S.; an increased focus on ESG, sustainability and environmental considerations in the oil and gas industry; the impacts of climate-change on SECURE's business; present and anticipated programs and expansion plans of other organizations operating in the energy service industry resulting in an increased demand for SECURE's and our subsidiaries' services; SECURE's ability to achieve its ESG and sustainability targets and goals and the costs associated therewith; and other risks and uncertainties described in the AIF and from time to time in filings made by SECURE with securities regulatory authorities.

Forward-looking statements involve significant known and unknown risks and uncertainties, should not be read as guarantees of future performance or results, and will not necessarily be accurate indications of whether such results will be achieved. Readers are cautioned not to place undue reliance on these statements as a number of factors could cause actual results to differ materially from the results discussed in these forward-looking statements, including but not limited to: general global financial conditions, including general economic conditions in Canada and the U.S.; the effect of the COVID-19 pandemic (including its variants), inflation and geopolitical events and governmental responses thereto on economic conditions, commodity prices and SECURE's business and operations; changes in the level of capital expenditures made by oil and natural gas producers and the resultant effect on demand for oilfield services during drilling and completion of oil and natural gas wells; volatility in market prices for oil and natural gas and the effect of this volatility on the demand for oilfield services generally; a transition to alternative energy sources; SECURE's inability to retain customers; risks inherent in

the energy industry, including physical climate-related impacts; SECURE's ability to generate sufficient cash flow from operations to meet our current and future obligations; the seasonal nature of the oil and gas industry; increases in debt service charges including changes in the interest rates charged under SECURE's current and future debt agreements; inflation and supply chain disruptions; SECURE's ability to access external sources of debt and equity capital and insurance; disruptions to our operations resulting from events out of our control; the timing and amount of stimulus packages and government grants relating to site rehabilitation programs; the cost of compliance with and changes in legislation and the regulatory and taxation environment, including uncertainties with respect to implementing binding targets for reductions of emissions and the regulation of hydraulic fracturing services and services relating to the transportation of dangerous goods; uncertainties in weather and temperature affecting the duration of the oilfield service periods and the activities that can be completed; competition; impairment losses on physical assets; sourcing, pricing and availability of raw materials, consumables, component parts, equipment, suppliers, facilities, and skilled management, technical and field personnel; supply chain disruption; SECURE's ability to effectively complete acquisition and divestiture transactions on acceptable terms or at all; a failure to realize the benefits of acquisitions and risks related to the associated business integration; the inaccuracy of pro forma information prepared in connection with acquisitions; liabilities and risks, including environmental liabilities and risks inherent in SECURE's operations; SECURE's ability to invest in and integrate technological advances and match advances of our competition; the viability, economic or otherwise, of such technology; credit, commodity price and foreign currency risk to which SECURE is exposed in the conduct of our business; compliance with the restrictive covenants in SECURE's current and future debt agreements; SECURE's or our customers' ability to perform their obligations under

long-term contracts; misalignment with our partners and the operation of jointly owned assets; SECURE's ability to source products and services on acceptable terms or at all; SECURE's ability to retain key or qualified personnel, including those with specialized skills or knowledge; uncertainty relating to trade relations and associated supply disruptions; the effect of changes in government and actions taken by governments in jurisdictions in which SECURE operates, including in the U.S.; the effect of climate change and related activism on our operations and ability to access capital and insurance; cyber security and or the related risks; SECURE's ability to bid on new contracts and renew existing contracts; potential closure and post-closure costs associated with landfills operated by SECURE; SECURE's ability to protect our proprietary technology and our intellectual property rights; legal proceedings and regulatory actions to which SECURE may become subject, including the proceedings under the Competition Act and any claims for infringement of a third parties' intellectual property rights; SECURE's ability to meet its ESG targets or goals and the costs associated therewith; claims by, and consultation with, Indigenous Peoples in connection with project approval; disclosure controls and internal controls over financial reporting; and other risk factors identified in the AIF and from time to time in filings made by SECURE with securities regulatory authorities.

Although forward-looking statements contained in this report are based upon what SECURE believes are reasonable assumptions, SECURE cannot assure investors that actual results will be consistent with these forward-looking statements. The forward-looking statements in this report are made as of the date hereof and expressly qualified by this cautionary statement. Unless otherwise required by applicable securities laws, SECURE does not intend, or assume any obligation, to update these forward-looking statements.

Message from Rene Amirault, Chief Executive Officer

Our fourth annual comprehensive Report on Sustainability presents the Corporation's performance in 2022 related to critical ESG issues. These areas reflect our top priorities and the interests of our stakeholders, and we are incredibly proud of the progress we have made in our ESG journey.

Our commitment to strong ESG performance goes beyond what we do every day as a company – it is woven into the fibers of our culture. Our remarkable employees are essential in building a sustainable organization and helping us reach our goal of being a trusted energy and environmental waste management infrastructure leader with strong ESG performance.

2022 was a record year for our organization, both financially and operationally, driven by efficiencies. We are very proud of what we have accomplished in building a cohesive team, embracing the "One Team" mindset and together reaching many of our ESG milestones.

In 2020, through our Energy Optimization PI Program, we began using real-time data analytics to optimize our electricity-intensive processes and have since reduced electricity consumption by 14% in the

In 2022, the use of our environmental and energy infrastructure and experienced personnel enabled our customers to safely and responsibly:

Recover 1.57 million barrels (mmbbl) of crude oil from waste which was shipped to market, resulting in the avoidance of 31,456 tonnes of CO_2e emissions

Remove the equivalent 110,317 trucks from the road through pipeline transmission resulting in the avoidance of 10,689 tonnes of CO_2e emissions and contributing to safer roads

Dispose of 11,943,866 m^3 of fluids and solid waste with minimal environmental impact

Recycle over 256,229 tonnes of scrap metal, avoiding 112,740 tonnes of associated CO_2e emissions

Ability to potentially offset 100% of our 2022 Scope 1 emissions through CO_2e avoidance as a result of our recovery of products from waste and scrap metal processing and recovery operations.

locations where we employ real-time analytics. We continue to seek ways to use data, artificial intelligence, and machine learning to think differently about our business and execute a digital transformation of our business internally and externally.

Throughout 2022, SECURE made advancements on our Climate Action Plan, which contains our plan to target net-zero greenhouse gas (GHG) emissions. The Plan is already proving its value in helping guide us toward our short-term target of reducing GHG emissions by 15% by 2024. We are well on our way by reducing our GHG intensity within our waste processing facility network by over 10% (2022 vs 2021). We did this through energy efficiency projects and operational efficiencies gained as a result of our merger with Tervita in 2021.

Team SECURE is motivated to build a sustainable and resilient organization. Our updated purpose, which is to think differently about energy, the environment, and waste, provides everyone with a focal point to help build our future organization. To support our purpose, we introduced a new vision and updated our values to align with the organization we aspire to be.

2022 also marked our 15th anniversary. Looking forward, we know that the most

environmentally responsibly produced hydrocarbons will continue to play a vital role in reducing energy poverty and improving the quality of life for individuals and communities around the world. As I reflect on the past 15 years, I am proud of how SECURE has been able to help customers not only achieve their environmental goals but also produce the most socially and environmentally responsible energy in the world.

I want to thank all SECURE employees who have contributed to our success. We are in a strong position for the future, with momentum continuing across all business units, driving positive results into 2023.

On behalf of our management team and the Board of Directors, thank you for your interest in SECURE's commitment to sustainability and your ongoing support.

This is just the beginning. Grow with us.

Sincerely,
Rene Amirault

Message from Rhonda Rudnitski, Vice President ESG

SECURE's business is founded on environmental sustainability: we recover commodities from waste, provide our customers with services tied to energy and environmental waste management infrastructure, and perform solutions that promote environmental stewardship. In 2022, we began to embed ESG into our corporate culture formally. Most significantly, we created ESG awareness through company-wide training and set goals and targets to drive ESG performance.

I am impressed with and grateful for how rapidly Team SECURE embraced these initiatives and enabled the transformation of elements of our ESG strategy from plans to realities in our business largely through our ESG ID program, as described throughout this report. The level of engagement is a testament to the quality of our people, their creativity, and their ability to leverage our values to strengthen our ESG culture.

Embedding ESG into an organization is a journey requiring year-over-year progress. I am proud to say SECURE is well on its journey. Our 2022 Sustainability Report highlights 21 stories that demonstrate how we are making ESG initiatives a reality in our business and adds insight into how we achieved some of our targets and reached our goals. These stories also illustrate how we think differently about waste, the environment, and energy.

[1] Intensity is calculated based on Scope 1 and 2 tonnes CO_2e/ units received or shipped. Additional details are provided in Climate Section of this report.

Our ESG priorities in 2022 were focused on emission reduction, water conservation, and building an inclusive and welcoming culture. We made significant progress in all three areas. Accomplishments include:

Emissions

- *More robust data capture and development of internal reporting protocols*
- *Release of a Climate Action Plan and Task Force for Climate-Related Financial Disclosure Report*
- *A year-over-year reduction in Scope 1 and 2 emission intensity by 8%[1]*

Water Conservation

- *Additional reduction in leachate generation through the installation of an additional 363,355 m^2 of staged capping*
- *Replacing 16,130 m^3 of fresh water for fracking with reuse of wastewater*
- *Through multiple water conservation efforts throughout the field, a year-over-year reduction of fresh water consumption by 8.7%*

Inclusion

- *Providing Diversity, Equity and Inclusion (DEI) and Indigenous Awareness training to cultivate a more welcoming workplace and foster a greater sense of belonging*

2022 was a banner year for performance in all aspects of SECURE's business, and ESG was no exception. We accomplished or started 90% of all initiatives listed in the Looking Ahead sections of our 2021 Sustainability Report. Although we only built our Path to Net-Zero in 2021, we have been able to initiate actions that address each short-term milestone.

This year we refreshed our vision, purpose, and values to support our ESG journey. We have taken significant steps to fulfill our vision of being an ESG leader; we have many more steps to go but we are excited about taking these steps to contribute to a more sustainable future.

This is just the beginning. Grow with us.
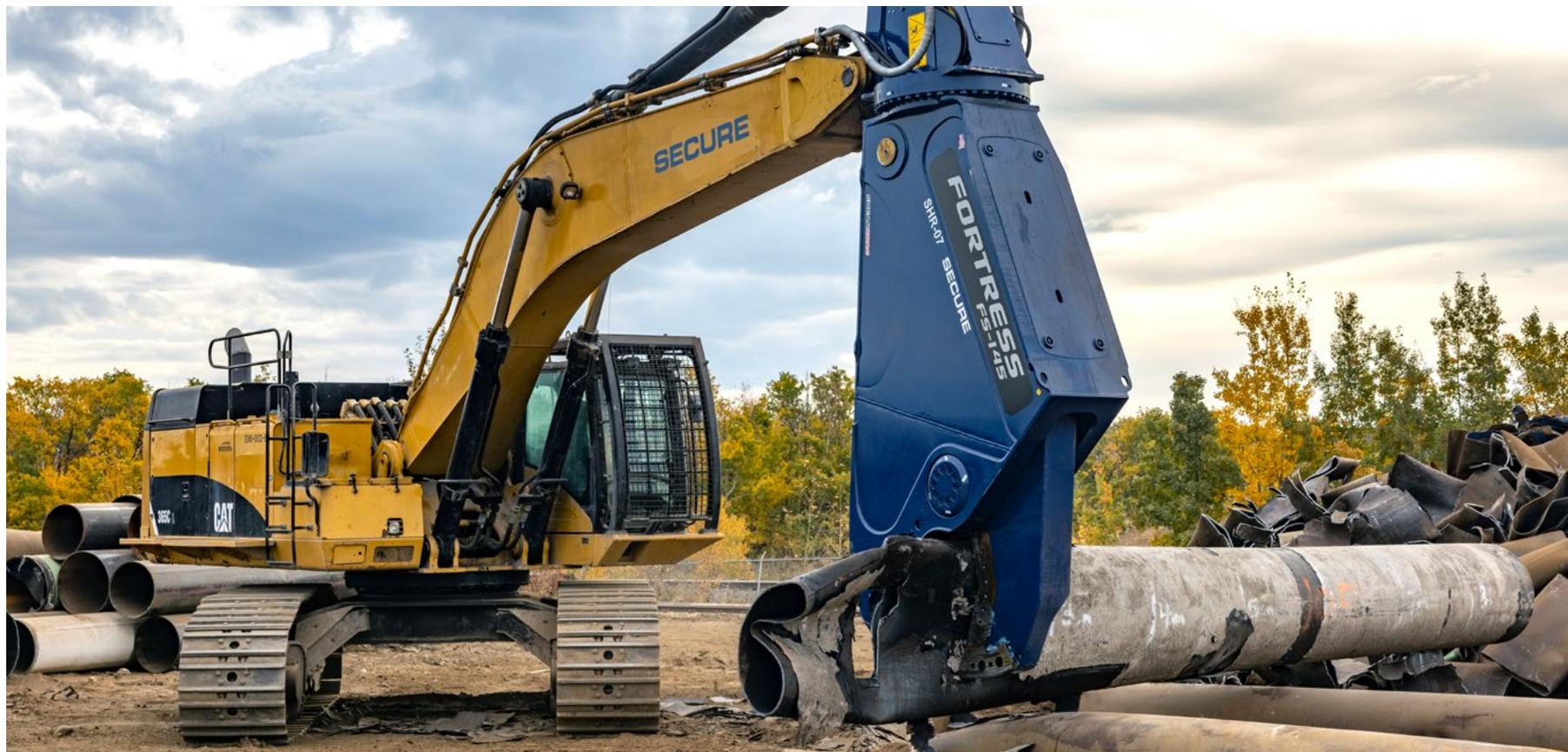
About SECURE

SECURE is a leading provider of energy and environmental waste management infrastructure, delivering customer solutions that help reduce costs, lower emissions, increase safety, manage water, recycle by-products, and protect the environment.

Our extensive infrastructure network located throughout key resource plays in western Canada and North Dakota includes waste processing facilities, industrial landfills, metals recycling facilities, waste transfer and NORM facilities, water disposal facilities, crude oil and water pipelines and fluid management activities. Through this critical infrastructure network, SECURE partners with our customers to recover oil and metal, dispose of liquid and solid waste safely with minimal environmental impact, recycle waste materials and reclaim contaminated land.

Our business was founded on reducing environmental impact; our future success relies on incorporating ESG goals and commitments into our company's growth strategy, future endeavors, and day-to-day operations.
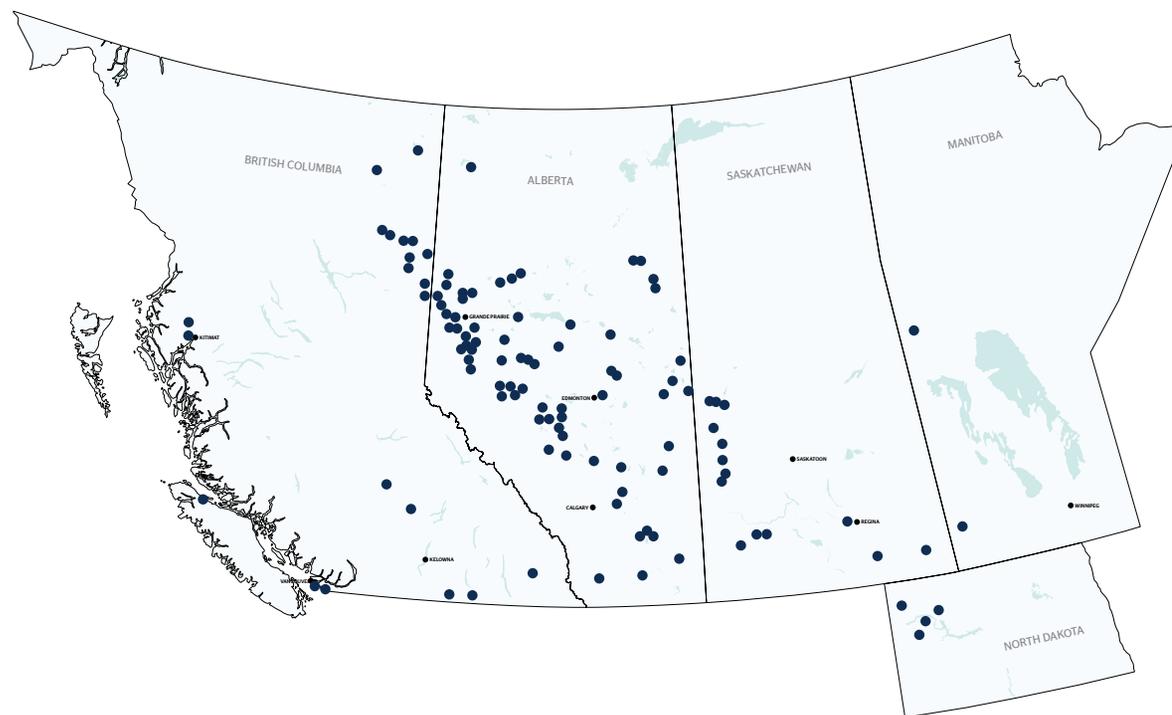
SES — TSX Symbol	
2,190 — Permanent Employees	
$1.5B — Total 2022 Revenue	
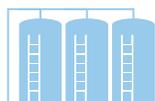
~223 mbbl/d
Water and waste processed and disposed

~95+ mbbl/d
Oil and water transported by pipeline

~1.6 mbbl
Oil recovered from waste

~5.2 Million
Tonnes solid waste disposed at landfills

~256,000
Tonnes of metals recycled

Vision, Purpose and Values

Our updated Vision, Purpose, and Values frame our business goals and strategic plans and enhance our strong culture of safety, customer service, and adding value through best-in-class performance.

"

After completing our integration of the newly combined organization, SECURE identified best practices from both legacy entities leading to a refinement of our organizational Vision, Purpose and Values.

"

Allen Gransch
President

The effort to create new guiding statements that describe a compelling future and strong connection between all stakeholders and our organization was collective with representation and contribution from all levels of the organization.

SECURE

Vision
To be the leader in environmental and energy infrastructure

Purpose
To think differently about energy, the environment, and waste

We strive to be **best in class** | We operate **critical infrastructure** | We are a **trusted partner** | We **create value** | We minimize **environmental impact**

Our Values

| GO HOME **S**AFE | **H**ELP THE CUSTOMER | BE **A**CCOUNTABLE | **P**ERFORM OUR BEST | **E**NTREPRENEURIAL SPIRIT |

We Challenge

| COMPLACENCY | BUREAUCRACY | INEFFICIENCY |

*Our Values **SHAPE** our team culture, fulfill our collective Purpose, and help us achieve our future Vision*

This is just the beginning. Grow with us.

CELEBRATING 2007 - 2022

15 YEARS

SECURE

2007
- incorporated SECURE Energy Services Inc.
- Built our first Class II Industrial Landfill

2008
- Built our first three Waste Processing Facilities
- Built our first Stand-Alone Water Disposal Facility

2010
- Completed an initial public offering on the Toronto Stock Exchange (TSX:SES)
- Acquired Pembina Area Class I (Hazardous Waste) Landfill

2011
- Formed a Drilling Services business unit with the acquisitions of Marquis Alliance Energy Group and XL Fluid Systems

2012
- Acquired assets in North Dakota, expanding our footprint into the United States
- Established CleanSite, providing waste bins and NORM management

2013
- Acquired Frontline Integrated Services, initiating the service offering of environmental and pipeline integrity heavy equipment contracting
- Our Board of Directors approved a monthly dividend

2014
- Consolidated Marquis Alliance Energy Group, Frontline and SECURE; bringing all business units under the SECURE brand

2015
- Launched GenC: Caring for our Communities, an internal initiative focused on employee volunteering and fundraising

2016
- Our Pembina Class I landfill became the only landfill in Alberta to accept Naturally Occurring Radioactive Material (NORM)
- Our offering expanded to include Production Chemicals, Pipeline Chemicals and Chemical Enhanced Oil Recovery product offerings

2017
- Announced construction of a new feeder pipeline system and receipt terminal in the Kindersley-Kerrobert region of Saskatchewan

2018
- Announced a Joint Venture to service the Fort McMurray region with Indigenous-owned Birch Mountain Enterprises

2019
- Commissioned our Gold Creek produced and waste water gathering system, the largest water handling system in the Western Canada Sedimentary Basin
- Released our first comprehensive Sustainability Report

2020
- Our Business Continuity Plan allowed the company to continue safely delivering uninterrupted service to customers throughout the COVID-19 pandemic
- Our East Kaybob pipeline was commissioned, a project with significant Indigenous consultation and economic inclusion

2021
- SECURE and Tervita merged:
  - The combined company retained the SECURE name and TSX:SES symbol
  - The company's service offering and geographic presence expanded to further support a high-quality, diversified customer base
  - Created our Vice President of ESG position

2022
- Celebrated our 15-year Anniversary
- Updated our Vision, Purpose, and Values to frame our future business goals and strategic plans
- Introduced DEI, and Indigenous Awareness training for all SECURE employees
- Appointed Allen Gransch as President, and Corey Higham as Chief Operating Officer

Digitally Transforming Our Business

At SECURE, we help our customers reduce environmental impacts through energy and environmental waste management infrastructure and oilfield services. To support the safe transportation, handling, and disposal of waste, SECURE has invested in building a digital e-ticketing platform for waste transportation and disposal documents in Alberta. Built alongside industry partners - customers and transporters - this will help Alberta's energy industry comply with regulations, keep people safe, help preserve the environment, optimize costs, and reduce emissions. The platform has been launched internally, and we are anticipating an external launch in 2023.

We listened to our customers and are creating a tool to enhance facility forecasting. The tool utilizes machine learning, artificial intelligence, and internet-of-things to calculate wait times and recommendations on SECURE's disposal locations. In future releases of the e-ticketing solution, our customers will have access to these valuable tools to reduce idle time, distance driven and emissions, to support responsible waste management activities.

We are excited to make a difference through technology. Overall, these digital initiatives will make working with SECURE easier for our customers, which will help our industry move forward together.

Sustainability Journey

Integrating fundamental ESG principles into our operations reduces risk and enhances long-term business resilience. It is also an opportunity to improve processes, engage employees and spark innovation to drive new tools and technologies to support achieving our ESG-specific targets.

Team SECURE is our most valuable resource, and it is the hard work, dedication, and innovation of our people who drive the success of our business. One of our key accomplishments in 2022 was redefining our Vision, Purpose, and Values to provide a sense of purpose and direction and to embed ESG more deeply into our corporate culture. Living our values as employees helps us move together toward common goals, reminds us that we are connected to a bigger purpose, and inspires us to continue challenging what is possible.

ESG Awareness and Engagement

> ### *What we accomplish starts with how we think.*

In Q4 2021, SECURE launched ESG awareness training for all employees to provide general awareness about ESG, how SECURE implements ESG principles and strategies, to engage employees in our ESG journey, and to embed an ESG mindset into our corporate culture. During 2022, 88% of our employees had completed the awareness training.

As an extension of our ESG awareness training, we launched "ESG ID," a program where employees submit ESG ideas. ESG IDs create an opportunity to capture new ideas and initiatives with follow-up technical support to field operations to develop viable initiatives into executable projects.

The ESG team reviews each idea submitted. If the idea is viable, a project manager and a workgroup are assigned to investigate and implement the opportunity throughout the organization. Although not every idea is feasible, we capture and organize each idea in case market conditions change, and previous ideas provide future value. With ESG ID, there is an opportunity to report on all the initiatives, even small ideas matter as they add to more considerable, impactful changes. SECURE benefits from sharing these stories as it facilitates knowledge transfer throughout the organization.

ESG IDs

111 Total

60
Environment

49
Social

2
Governance

Environment IDs by Type

5%
36%
59%

- Emission Reduction
- Water
- Waste & Recycling
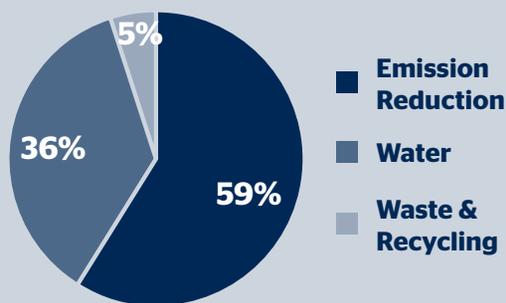
10 IDs Recommended for Best Practice

ESG ID has successfully spawned employee engagement and active participation in the ESG program. In 2022:

- We received 111 ESG-IDs
- of those, 62 have either been implemented or are undergoing continuous evaluation
- of those IDs completed, 10 have been recommended to be developed into Corporate Best Practices
- of the Environment focused ESG IDs, 59% targeted emission reduction and 36% were focused on water conservation

Many of the ESG in action highlights featured in this year's Sustainability Report were a direct result of the ESG ID program, and it is a testament to the talented and innovative people who make up Team SECURE and further demonstrates that these ideas can help us attain our ESG targets.

ESG success stories, such as our completed ESG ID projects, have been shared at internal meetings and through the 55 ESG-related articles featured on our employee intranet, creating awareness, and recognizing the efforts and contributions our employees have made towards meeting our sustainability targets.

Sustainability Strategy

ESG principles are vital to our business and operations; we've formalized our commitment to ESG with our short- and long-term goals,

laying out the framework and path to a more sustainable future. As SECURE moves forward, greater emphasis has been placed on providing responsible environmental and waste management solutions for our customers.

Climate Goal:

Advancing our plan to target net-zero GHG emissions

Actions start with a short-term target of reducing GHG emissions intensity by 15% by the end of 2024.

Committed to reducing leachate generated by the construction of two more staged landfill caps with a total planned capping area of 9.2 hectares in 2023.

Business Resiliency – Energy Security

The world needs affordable and reliable energy provided by an integrated energy mix which includes oil, natural gas, renewables, and other energy sources. Russia's invasion of Ukraine and subsequent retaliation of Western sanctions cutting the Russian natural gas supply to Europe highlighted the fragility of world energy markets. While progress has been made to advance renewables, they have a long way to go before they can be relied on as baseload energy and a long-term realistic replacement for fossil fuels. SECURE believes that this provides a compelling future for Canadian energy to meet growing demand and provide energy security to other nations; Canada can deliver cost-effective and reliable energy that is developed under the highest social and environmental standards in the world. With this in mind, Canadian energy should be used to help displace fuels from other less responsibly produced sources.

SECURE has a vital role to play in meeting this supply. Combined, Team SECURE has created

We are proud to play a role in delivering Canadian energy to provide secure, affordable, and sustainable energy to the world. Canada has leading safety, environmental and social practices, and the natural resources to make us the ideal supplier of sustainably produced energy.

Rene Amirault
CEO

sustainable energy and environmental solutions for over 15 years by focusing on helping our customers develop the world's highest ESG standards and lowest cost structure.

Innovation and technology are essential to improve energy security and combat climate change. We are focused on progressing our ESG journey and are well-positioned as market leaders to drive improved ESG performance in our industry. Opportunities for carbon capture, use, and storage could play an essential role in the Canadian Energy industry, allowing for continued fossil fuel production while offsetting the climate impact of these activities. SECURE continues to be proactive in evaluating opportunities to participate in carbon capture infrastructure, which could be a potential growth area while helping to reduce overall emissions. Our core competencies and expertise in operating deep water injection wells, building and operating water and oil feeder pipelines, and the geographies in which we operate help to enhance our offerings for carbon capture opportunities in western Canada.

With our efforts to date and the continuing hard work of our employees, we believe we are part of the long-term Canadian solution for the world.

ESG Integration

SECURE's leadership is committed to integrating ESG metrics into our operations and business strategies. With a dedicated ESG leader and team and an engaged workforce committed to optimizing business processes and sharing business efficiencies, SECURE is well-positioned to integrate ESG into our existing business structure, strategy, and processes.

As we progress in our ESG journey and our ESG maturity evolves, its relevance to our business is increasingly evident. We completed or initiated 90% of the Looking Ahead milestones published in our 2021 Sustainability Report; details are provided in the Appendix to this report. In addition to advancing our ESG performance, we actively seek opportunities to help our customers think differently about waste.

Our business is founded on recovering commodities from waste. By creating opportunities to recover valuable resources from waste, we are true participants in the circular economy.

We continue seeking additional opportunities to apply our knowledge, expertise, and energy and environmental waste management infrastructure to help our customers meet their ESG targets. One of our business achievements in 2022 was utilizing one of our treatment processes to recover copper from wastewater on a customer's site; additional details regarding this project are included in the spotlight at top right.

SPOTLIGHT: *Manitoba Tailing Ponds Clean-Up and Resource Recovery*

In 2021, SECURE was contracted to reclaim a tailings pond at a mine in Manitoba. Mechanical excavation and dewatering activities resulted in the removal of 7,000 tonnes of precipitate containing copper, zinc, and other metal by-products.

In 2022, the project scope was extended; SECURE was contracted to neutralize the pond sludge to recover the copper and return it to the customer. Once the pond was cleaned of the copper sludge, it was decommissioned and remediated.

SECURE was also responsible for treating the water that accumulated in two additional tailing ponds from rain and snowmelt, totalling approximately 73,000 m^3 of unknown quality water. SECURE's Water Treatment team was deployed to develop a plan to treat the water. Through the water treatment process, the Water Treatment team utilized their expertise to recover nickel and copper from the ponds' water treatment residue. The estimated amount of residue recovered was 3,000 tonnes. Once the entire water treatment process is complete, the recycled water quality is then permitted to be discharged back into the environment. The customer identified that the water quality has improved since SECURE has been onsite treating water.

Five Year ESG Strategy

In 2020, we reported our over-arching five-year ESG strategy. The intended outcome of the fully implemented strategy is to become an industry leader in ESG performance. We review the milestones in our matrix annually and measure our progress toward our ultimate goal of becoming an ESG leader. While we have not yet reached our "governance gap assessment and action plan" milestone, all other milestones in 2020-2022 have been achieved. The governance gap assessment will be part of the work we will be doing to implement an Operations Management System. In 2023, we will review the matrix and determine if we require an update to reflect a new 5-year plan.

Five Year ESG Strategy and Roadmap[1]

	2020	2021	2022	2023	2024
ESG Maturity Profile	Basic	Established	Advanced	Advanced	Leading
ESG Phases	Preparation	Refinement	Sustainment	Maturation	Maturation
ESG Reporting	Early reports	Expanded metrics reporting, target setting	Includes improvement and aspirational targets	Report progress	Annual update
ESG Frameworks	Report Midstream Infrastructure reporting segment in SASB framework / Report in GRI framework	Report in all applicable SASB frameworks / Report in UN SDG / Report in GRI / Prepare to report in Task Force on Climate-Related Financial Disclosures (TCFD)	Assurance readiness for reporting / [Report in TCFD]	Reliability and accuracy in data, systems, controls and methodologies to satisfy public disclosure	Undertake third party reasonable assurance audit
GHG Emissions/Climate Change	Reporting with data available / Establish ultimate goal of net-zero GHG emissions by 2050	Scope 1 and 2 emission reporting / Establishing a baseline for combined company (Note: baselined in 2022) / Set short-term GHG emission reduction target	Scope 1 & 2 reporting – data accuracy and systems (IT) / Release Climate Action Plan	Evaluate Scope 3 emission reporting	Report on progress / Consider third party verification of emissions
ESG Strategy	Create strategy / Complete materiality assessment / Tie executive compensation to ESG targets	Employee awareness and ESG culture building, establishment of committees / Implement ESG ID opportunity / Select 1-3 operations of business initiatives to pursue (e.g. staged capping) / Set fresh water reduction target	ESG culture building / Governance gap analysis and action plan / Assess government funding opportunities to support ESG initiatives / Investigate and assess the potential to develop an investor strategy related to ratings and green bonds or loans / Select 1-3 ESG operations or business initiatives to pursue / Explore carbon offset opportunities	ESG culture embedded / ESG goals and targets are outcome based / ESG operations and business initiatives for upcoming year are fully integrated into capital plans / ESG integrated into supply chain / Begin the Progressive Aboriginal Relations certification process through the Canadian Council for Aboriginal Business	Recognized as a leader in ESG in Canada (example – top decile or quartile for ESG maturity profile or similar benchmark)

[1] The roadmap matrix is built off of EY's ESG Maturity Model.

Sustainability-Related Risks and Opportunities

Sustainability elements and climate change have the potential to impact multiple aspects of SECURE's business, possessing both risk and opportunity. As a result, we include climate-related impacts in our business risk assessments and ESG materiality assessments to evaluate climate risk equally with other business risks and ensure we implement strategies to mitigate our most material risks. As the science around climate change evolves, climate-related business risk and materiality assessments will be re-evaluated and prioritized to reflect emerging scientific understanding.

SECURE's Board of Directors' ESG Committee oversees and provides guidance on sustainability-related risks and opportunities. The ESG Committee is responsible for overseeing management's processes to identify sustainability risks, mitigate or manage such risks and manage the Corporation's sustainability performance. Specific topical climate change and sustainability-related risks are identified below. For a comprehensive list of material risks, including additional regulatory risks, climate risks, and risks relating to ESG and sustainability, please refer to the "Risk Factors" section of SECURE's Annual Information Form on SEDAR at *sedar.com*.

Risks

Climate-related Risks - SECURE has announced targets and ambitions relating to ESG and GHG emission reduction, specifically, setting a long-term target of net-zero GHG emissions. This plan, among others, and to respond to changing market demand, SECURE may incur additional costs and invest in new technologies and innovation where investment hurdles are met. It is possible that the return on these investments may be less than what SECURE expects, which may have an adverse effect on its business, financial condition, and reputation.

Additional details regarding climate-related risks can be found in our inaugural Task Force for Climate Related Financial Disclosure (TCFD).

Transitional Risks - The demand for oil and gas and other liquid hydrocarbons could be reduced by fuel conservation measures, alternative fuel requirements, government subsidies promoting renewable energy sources, increasing consumer demand for alternatives to oil and natural gas, and technological advances in fuel economy and energy generation devices. Included in these reductions could be energy storage that makes renewable energy sources more competitive for energy generation or increases consumer preference for alternatively fueled vehicles. SECURE cannot predict the effect of changing demand for oil and natural gas products. Any major changes may materially and adversely affect the business, financial condition, results of operations, and cash flows.

Regulatory Risks - Governmental regulations and policies continue to focus considerable attention on the effects of GHG emissions in relation to the hydrocarbon industry and their potential role in climate change. Changes in environmental regulations related to efficiency standards, the requirement for alternatively fueled vehicles, or other government initiatives aimed at conserving energy or lowering GHG emissions, may adversely affect our results and financial condition going forward. Present and future regulations with respect to the control and taxation of GHG emissions in the jurisdictions in which SECURE operates could have a material impact on the nature of our customers' oil and natural gas operations, which may, in turn, impact our operations, and financial condition.

Physical Risks - The most significant physical risk factors as a result of climate change that can impact our business include extreme weather events such as forest fires, drought, severe storms, and flooding. These conditions

may cause acute and chronic physical impacts on our operations and have the potential to cause business interruption and damage assets in both our own business and that of our customers, among other risks.

Opportunities

With risks come opportunities. SECURE is committed to mitigating the impacts of climate change by reducing our emissions and providing services that support our customers in transitioning to a lower carbon economy. We see many transformation and technology opportunities on the sustainability path, including:

- Exploring Potential Carbon Sequestration Projects – we are exploring the potential to develop a carbon capture and sequestration project in Western Canada to provide our customers with an opportunity to lower their carbon intensity and diversify our business to drive business resilience. SECURE's expertise with disposal well operations and Energy Infrastructure aligns with what is required to successfully operate sequestration projects.

- Optimizing Our Fleet – SECURE is monitoring and evaluating our heavy equipment and transport fleets to identify opportunities to reduce fuel consumption. We are also exploring the use of alternative fuels for use in both fleet trucks and heavy equipment.

- Industry and Service Diversification – we strive to drive continuous improvement and diversify our business by seeking new opportunities that complement our existing service offerings and further assist our customers in meeting their climate action plans. Many of SECURE's business segments provide services to diversified industry sectors including oil and gas, industrial infrastructure, mining, and municipal sectors.

- Carbon Credits - SECURE intends to determine if opportunities exist to claim carbon credits for some of the environmental services that we provide.

Sustainability-Related Governance

The Board's ESG Committee continues to actively oversee SECURE's business, which includes advancing the integration of ESG within the organization and overseeing the implementation of SECURE's ESG strategy. Management reports to the Board on SECURE's sustainability performance quarterly.

LOOKING AHEAD

- **Understand the lithium market to assess the potential of and viability of recovering lithium from waste**

- **Drive our digital transformation forward by launching our digital platform for e-manifests and e-tickets**

- **Conduct a market assessment for the potential use of carbon credits**

- **Continue to seek opportunities to participate in carbon storage and sequestration projects through partnerships with customers or technology companies**

- **Continue trial of new technology that utilizes hydrogen to improve combustion efficiency in diesel engines in our drilling business segment**

- **Continue to seek opportunities for pilots/trials of hybrid vehicles and/or equipment to reduce fleet emissions**

- **Launch a second ESG awareness training module focused on climate and our climate action plan**

Indigenous Inclusion

Indigenous Engagement

We value maintaining and strengthening relationships with Indigenous communities through respectful engagement and opportunities for economic participation in support of Truth and Reconciliation. Our projects and operations provide opportunities for Indigenous economic and community development.

Since our inception in 2007, SECURE has collaborated and built relationships with Indigenous communities and businesses. In 2020, SECURE took a significant step in formalizing our commitment to Indigenous consultation and economic inclusion with the publication of our *Indigenous Relations Policy*. We acknowledge that our projects may have impacts on lands that have been traditionally utilized by Indigenous peoples for generations. We value the feedback and unique perspective that these Indigenous communities offer and seek to respond to any concerns in a timely and comprehensive manner.

Partnerships and Vendors

2 New Partnerships in 2022

19 Economic Partnership Agreements

7 Relationship Agreements

$5,965,442.84
Spent with Indigenous Suppliers in 2022

49 Indigenous Suppliers used in 2022

SECURE has a formalized framework intended to guide our efforts in strengthening the communities in which we operate by providing opportunities for increased economic participation in our business. The framework is built on three pillars:

- Community engagement
- Employment and capacity building
- Economic inclusion (partnerships, joint ventures, equity participation)

Partnerships and Agreements

In 2022, the term of several ongoing agreements concluded, and two new Economic Partnership Agreements were signed. SECURE currently has 19 Economic Partnership Agreements and

seven additional relationship agreements with Indigenous communities and business partners, ranging from Consultation and Engagement to Co-operation Agreements. These partnerships and agreements can create a competitive advantage for SECURE and enable us to share economic prosperity with our Indigenous partners through employment opportunities and funding for capacity building within the community.

Economic Inclusion

SECURE spent over $6 million with 49 Indigenous vendors in 2022, representing a 43% decrease year-over-year, primarily attributed to the decreased capital spend on large-scale projects, a spending decrease from merger synergy, and a drop in the number of

vendors used that meet the CCAB definition of an Aboriginal Business (51% or more owned and controlled by an Aboriginal person(s)). An additional $11 million was spent with vendors that self-declared as Indigenous but could not prove they met the CCAB criteria. In 2022, SECURE also provided more than $2 million in direct financial benefits related to royalties and benefit agreements with Indigenous communities – funds that contribute to supporting community priorities and programs.

Indigenous Supplier Spending
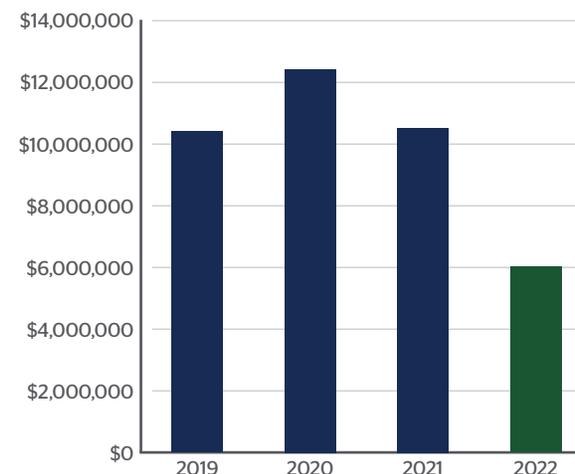
Memberships

SECURE maintains memberships in Canadian Council for Aboriginal Business (CCAB), the Circle for Aboriginal Relations (CFAR), and the Northeastern Alberta Aboriginal Business Association (NAABA).

A proud member of

SPOTLIGHT: *Personal Protective Equipment (PPE) Purchase From Whitefish Lake First Nation*

In 2021, SECURE committed to purchasing all our new coveralls, for our Canadian Midstream Processing operations, through a supply agreement with Goodfish Lake Business Corporation (GLBC), a supplier of coveralls, wholly owned by Whitefish Lake First Nation. In 2022, we expanded the agreement to include our Environmental Solutions business. We purchased more than $300,000 of safety apparel, making a meaningful contribution to an important economic driver for the community.

The relationship with SECURE is highly valued by Goodfish Lake Business Corp. It creates employment on the reserve and contributes to the economic wellbeing of our community.

Tom Jackson
CEO, Goodfish
Lake Business Corp.

SPOTLIGHT: *Tse'k'wa National Historic Site Sponsorship*

In 2022, SECURE was proud to sponsor the Tse'K'wa National Historic Site through a $10,000 donation to the Tse'K'wa Heritage Society. These funds will be used to support the ongoing development of the Culture Centre facility and Interpretive Trails. Additional funds were donated for the Heritage Site through SECURE's Dawson Creek Professional Bull Riding event sponsorship.

SPOTLIGHT: *Squamish First Nation Remediation Capilano 5 Lands*

SECURE was awarded the Capilano 5 Reserve Lands redevelopment project in North Vancouver in 2022. The end-state developed site will include a multi-use outdoor (covered) sports facility with associated parking transforming a contaminated site back into a viable piece of land.

This opportunity came about through the strong relationship we have created with the Squamish First Nation. This is a long-term, mutually beneficial partnership with 2% of the final project revenue earmarked to sponsor initiatives within the Squamish Nation Community.

Alan McCarthy
Area Manager, Projects

SPOTLIGHT: *Collaboration on Remediation Project Bid Wins Big For SECURE and Squamish Nation*

SECURE and our partner, the Squamish First Nation, won Phase 2 of the Pacific Environment Centre (PEC) Site remediation project benefiting the Nation and the First Nation band-member-owned businesses. The project is valued at over $16 million, a project scope that includes excavation, removal, and management of over 53,700m³ of contaminated soil.

> *The Projects team is proud to be executing this large remediation project for the Federal Government in West Vancouver. A project of this magnitude is not won easily, but through years of strategic planning with business partners, suppliers and key Indigenous partners such as the Squamish First Nation.*

John Hibbard
Director, Projects,
Environmental Solutions

To provide best-in-class value, SECURE incorporated our Richmond Bio-remediation Facility to reuse and conserve as much of the contaminated soil as possible. Our partner, Squamish First Nation, successfully fulfilled the Indigenous participation component of the bid.

In recognition of our collaboration with Squamish First Nation, SECURE proudly provided a $10,000 sponsorship to the Stitsma Career Centre for Youth Career Conference 2022 and a $10,000 scholarship for Squamish Nation students focused on post-secondary technical training in project management and entrepreneurship.

SPOTLIGHT: *Janvier Landfill Local Spending*

In 2022, 65% of Janvier landfill facility operational expenses were directed toward the local Indigenous community and affiliated companies. SECURE spent over $3 million with Chipewyan Prairie Dene First Nations and their contractors and companies, who have become trusted partners and SECURE's first choice when services are required.

> *The Janvier Landfill team has worked closely with the Chipewyan Prairie Dene First Nation and its local companies. They have been able to competitively provide leachate hauling, contract operating, labourers, contract administrators, and other services. TDN Contracting is owned by the band and has been our first call for most of the services we require.*

Robbie Tannas
Facility Manager

SPOTLIGHT: *Contractor Vivian Joseph, Excavator Operator*

Vivian Jospeh is a Squamish Nation member currently working for a band-member-owned business subcontracting on the PEC site. After working in the local forestry industry for ten years, her previous company shut down. Vivian had access to heavy equipment operator training provided by Squamish Nation and was hired as part of SECURE's commitment to provide meaningful employment to Squamish Nation members. SECURE also provided on-the-job training when Vivian arrived at the site. When asked if she enjoys working with SECURE, Vivian said: "The people are great. I'm excited to be running a machine and about a future new career."

LOOKING AHEAD

- **Complete the Progressive Aboriginal Relations (PAR) CCAB certification audit for the CCAB Partners in Aboriginal Business program**
- **Plan an advanced Indigenous culture awareness training session for key leaders and stakeholders in the company in continued support of Truth and Reconciliation**

People and Culture

People continue to be our most important resource. As a newly unified team, we rose to the challenge of delivering on our integration commitments, safely delivering increased business volume while generating new demand and competing with the market within and outside our industry to attract, develop, and retain talented team members.

SECURE is committed to fostering a culture of belonging and collective performance while instilling a spirit of reciprocity throughout our organization and the community. Looking back over the last 12 months, we are inspired by what we've achieved as a team and motivated to continue earning our place as a compelling place to work and a responsible corporate citizen.

19.9%
Voluntary Employee Turnover

5.5
Average Tenure (Years)

402
Transfers or Promotions

Diversity and Inclusion

Deeply rooted in our culture is a drive to provide every employee with a sense of safety and belonging, creating a respectful workplace where all employees have equal access to opportunity and support. We extend those same efforts outside of the organization through our respectful engagement with our diverse base of stakeholders in the communities in which we operate.

In 2022, we introduced DEI, and Indigenous Awareness training, for all SECURE employees. Our DEI training includes insight, skill development, and ideas for applying the concepts of diversity, equity, and inclusion in everyday interactions, regular business activities, and strategic thinking. Our Indigenous Awareness training stems from SECURE's commitment to building lasting relationships with Indigenous peoples. SECURE develops relationships through respectful engagement and provides opportunities for increased economic participation with indigenous communities and partners.

2,190
Permanent Employees

21%
79%

■ Women
■ Men
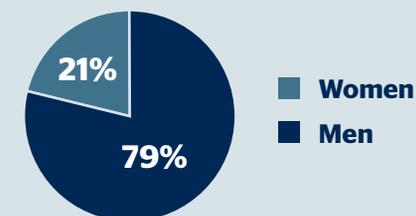
16%
Senior Leadership

13%
Company Managers

11%
STEM Positions

22%
New Hires

13%
Promotions

> **SECURE employees completed over 5,100 hours of DEI and Indigenous Awareness training.**

Increasing gender diversity helps promote a highly qualified and more diverse employee mix. SECURE is promoting diversity and inclusion on the Board and throughout the organization, starting with the initial gender diversity target of at least 20% women on the Board of Directors set in 2015, a target of 25% set in 2021 and a target of 30% by 2023, set in 2022. We have consistently met or exceeded our target since 2019, with women currently representing 38% of SECURE's Board as of March 2023. As we progress in our ESG journey, we are beginning to gather gender data from within our employee base. In 2022, our workforce was 21% women and 79% men, and we increased our percentage of women in senior leadership by 5% and in STEM roles by 5% year-over-year.

We launched an Inclusive Leadership Program tailored to managers to further embed diversity and inclusion throughout the organization. This training includes "Understanding Unconscious Bias" and "Supporting Goal Setting," equipping leaders with the knowledge and tools to take an inclusive approach to the business cycle of goal setting.

Our learnings surrounding diversity and inclusion continually humble us and fuel our commitment to increasing our awareness and performance as an organization. Listening to and engaging with people authentically and transparently is key to learning how best to include them in opportunities to influence business strategy and outcomes and ensure everyone is treated fairly.

Total Rewards, Health, and Wellness

Building and sustaining a market-competitive compensation and benefits package that attracts and retains key talent, aligns with business strategy, and links employee success to the success of the business is a fundamental aspect of our ability to compete and grow the company.

SECURE recognizes that a job is much more than a pay cheque. This is why we actively support the health and wellness of employees and their families through benefit plans that subsidize most of the cost of most health services. Recognizing each employee's health and wellness journey is unique, we provide additional flexibility through a Health Care Spending Account and a Wellness Reimbursement Program.

Additionally, our group savings plan, which offers matching contributions from SECURE of up to 5% of salary, provides employees with a variety of investment options to support their financial wellness goals and diverse retirement planning needs.

Beyond personal health and financial wellness, the objectives of our short-term and long-term incentives and recognition programs are aligned to support and reward a strong health and safety culture, and responsible environmental stewardship and governance.

These non-salary compensation elements make a difference in people's lives and help to create a happy, safe, and productive workplace.

Mental Health Support

As we continue to evolve our wellness plans and programs, we recognize that mental health is a critical pillar of overall well-being. SECURE offers comprehensive resources to employees and their families, including an Employee Assistance Program (EAP) with 24/7 access to confidential counselling services that address immediate mental health concerns. Our company benefits plan also provides market-leading coverage for the longer-term mental health services and support.

Learning and Development

SECURE believes attracting and developing talented individuals and enabling them to grow their careers alongside the growth and evolution of our business is key to our collective, sustainable success.

Each year, we continue to progress our internal learning programs and leverage external resources to provide employees with the tools and training to advance their knowledge and expand their technical and interpersonal skills to meet the evolving needs of our business and industry.

In 2022, our investment in employee learning and development increased in several areas:

- Expanded scope of customized internal content, including DEI and Indigenous Cultural awareness training, ESG awareness training, and the recertification of all employees to acknowledge and align with our corporate Code of Business Conduct

35,253
Total Hours Spent on Training

2,264,065
Total Spent on Training

- Increased cumulative hours of training achieved across all levels of the organization
- Improved governance and reporting for mandatory and recommended training
- Increased overall financial investment in materials, programs, and internal and external resources

Avatar Program

Five future leaders of SECURE were selected to participate in the inaugural Canadian Avatar Innovations' Ignite program. This immersive energy transition program brings emerging leaders from the industry together to learn from prominent business leaders, participate in cross-functional teams, and develop business opportunities to address global energy transition challenges.

By participating in the Avatar Ignite program with other innovation-focused organizations, SECURE believes we help support the industry in producing the most sustainable barrel of oil and accelerating the energy transition.

SECURE's team members participated in business development opportunities related to:

- Consumer energy demand solutions
- Nature-based climate solutions
- Carbon capture and removal
- Climate adaptation

Avatar Ignite was an immersive experience that provided specifics on energy transition technologies and the opportunity to create and pitch a business case as part of a cross-functional team. I learned valuable skills that I use regularly in my role at SECURE.

Megan Macadam
Manager, Technology Experience, 2022 SECURE Avatar Participant

Program benefits:

- Provided tools to help assess the impact of solar energy applications on SECURE's business
- Provided education and knowledge on energy transition to help SECURE and our partners assess high-impact opportunities to achieve emission reduction targets and further advance our ESG ID program
- Expanded our future leaders' business acumen and innovation networks, building new skillsets that are shared within the business

Listening Systems

In 2022, SECURE implemented "Employee Voice," a best-in-class survey and feedback module. Built on advanced natural language processing and machine-learning algorithms, Employee Voice helps us identify and understand our employees' sentiments and perceptions of working at SECURE, to improve their experience in areas most important to them.

After rigorous testing and stakeholder engagement, we launched our first survey using Employee Voice and are currently working with leaders to analyze the results and identify continuous improvement opportunities.

While our primary focus for the listening system is to improve our employees' experiences, the survey software can also be utilized to solicit feedback from external stakeholders to understand their perceptions and find ways to broaden our shared commitments.

LOOKING AHEAD

- **Further our DEI efforts by baselining the current state, assessing the impact of existing training and initiatives, and setting future goals to evolve in a realistic and sustainable way**

- **Progress our listening strategy and implement a structured approach to collecting and analyzing employee feedback to improve their journey with SECURE**

- **Evolve talent management and total rewards strategies to ensure SECURE continues to attract and retain a talented, high-performing, and agile workforce**

- **Conduct an employee engagement survey to understand what motivates our people and to identify opportunities for improving engagement and strengthening our culture**

Safety

At SECURE, working safely is one of our core values and reinforces our goal for all employees, contractors, and partners to "Go Home Safe." Our Health and Safety Policy guides the implementation of our Health and Safety program and promotes our philosophy through dedication to caring, competency, compliance, and continuous improvement.

Our Health, Safety, and Environment Management System

In July 2022, SECURE completed the integration of a company-wide Health, Safety, and Environment Management System (HSEMS). The system consists of 14 elements outlining requirements and responsibilities that apply to all operations and activities. The management system was developed by incorporating industry-leading best practice aspects of each of the SECURE and Tervita programs to develop tools that support the system, including:

- **72 Forms and Templates**
- **50 Standards**
- **14 Codes of Practice**
- **13 Supporting Documents**
- **4 Guides**

Three key actions utilized to drive continuous improvement prior to the implementation of the new HSEMS, and that remain paramount in the new system are:

- 8 Life-Saving Rules which are specific to the highest-risk activities associated with our business
- Reviewing incidents for potential significant injuries and fatalities ("SIF-P") where all SIF-P near misses and incidents are shared across the organization and reviewed by SECURE's executive management team and the Board
- Increased safety-focused senior management engagement with frontline employees and contractors

Effectively communicating our new HSEMS to employees is a priority to ensure a smooth transition to the new program and drive consistency across the organization. A total of 23 live training sessions, grouped by each element, were deployed over four months, and all live sessions were recorded and made available on SECURE's Learning Management System (LMS).

A third-party health and safety system audit was conducted to assess the effectiveness of the integration. A Certificate of Recognition (COR) Audit protocol was used, and SECURE received an overall audit score of 86%.

Continuous improvement is a critical component of SECURE's Health and Safety program; the HSEMS is developed, approved, and issued by the Health and Safety Team, and all employees are encouraged to provide feedback for improvement. This employee involvement supports the constantly evolving, and improving safety culture with high employee engagement, encourages active participation, and ensures the program accurately aligns with our evolving operations.

Safety Training

Training is an essential aspect of building a sustainable safety culture. It provides corporate and field personnel with the knowledge to empower them to make sound decisions. Building on our base of core safety training courses like first aid, fire prevention, hydrogen sulphide safety, and emergency preparedness, SECURE is shifting our focus to formalizing and enhancing competency training for our field-based employees.

In 2022, SECURE continued implementation and integration of the Waste Processing Facility's (in the Environmental Waste Management Infrastructure Business Unit)

Training Retention and Competency (TRAC) and PATHWAYS programs. SECURE progressed the formalization of role and task-based training requirements, both internal and external, in alignment with compliance expectations and obligations. Additionally, training dashboards were developed to improve completion tracking management and enhance operations leadership oversight and governance.

PATHWAYS accomplishments for 2022 include the registration of 45% of Waste Processing Facilities field operators into the Operator Advancement Program, a partnership between SECURE and the Southern Alberta Institute of Technology (SAIT). SECURE employees completed 4,960 hours of course content with 22% of program participants advancing operator levels.

Emergency Preparedness

To plan for operational and non-operational emergencies, SECURE has a robust Emergency Response Program to minimize risk to our business, stakeholders, and the environment. As a result of the merger with Tervita, 88 site-specific Emergency Response Plans (ERPs) were developed and updated for our Environmental Waste Management Infrastructure Waste Processing Facilities to establish alignment across the business. An overarching All Risks and Hazards Core ERP was created to be applied across the company. As we work toward digitizing many of our operations, ERPs, Incident

Management Toolkit, Incident Command System (ICS) forms, and other relevant information is available on our intranet for easy access.

We created a dedicated Emergency Operations Centre (EOC) in the Calgary Corporate Office, with essential resources readily available to respond to an emergency event.

Over the past year, SECURE invested significant resources in our Emergency Preparedness. We familiarized employees with the ERP, conducted regular training exercises using practice scenarios to ensure readiness and identified opportunities for continuous improvement. The Emergency Preparedness Team successfully conducted 34 table-top exercises and six deployment exercises with participation from over 400 employees.

> *SECURE prioritizes training when it comes to emergency response, investing in our employees to ensure they are equipped to respond to a variety of different emergency situations.*

Shoki Kanji
Manager, Emergency
Management & Security

Definitions

Table-top Exercises: *This type of exercise is presented by a facilitator in an informal setting with no hands-on practice or fieldwork. It's intended to generate discussion about various issues regarding a hypothetical, simulated emergency. Tabletop exercises can boost general awareness, validate plans and procedures, rehearse concepts, and/or assess the types of systems needed to guide the prevention of, protection from, mitigation of, response to, and recovery from a defined incident.*

Deployment Exercises: *These exercises provide a more realistic simulation of an emergency compared to a tabletop exercise. They are typically conducted in "real-time" in a classroom setting or a designated site. The Team "takes action" – making decisions, simulating the deployment of resources, and responding to new developments. In comparison to a full-scale exercise, a deployment exercise involves fewer participants, and the movement of personnel and equipment is simulated.*

During 2022, a combination of nine ICS 200 and ICS 300 training sessions were completed by 89% of the leadership team. Role-specific training was taken with 11 executives, Vice President and C-Suite Executives completing ICS-402 training; and 13 employees completing specialized ICS-420: Safety Officer training. Leaders are encouraged to take lessons learned from ICS training and cascade that information to employees during the table-top and deployment exercises.

The next phase for our Emergency Preparedness team includes adding the same rigour to emergency response training in our other business segments.

Testing Technology - Virtual Incident Command Post (VICP)

SECURE is exploring opportunities for a Virtual Incident Command Post (VICP) in our Emergency Response Program to drive continuous improvement. The platform is used to virtually respond to an incident where the Incident Support Team (IST) and Incident Management Team (IMT) can efficiently collaborate and manage the incident through the virtual portal, allowing SECURE employees to manage objectives and strategies for short- and long-term incidents and seamlessly manage documentation electronically.

To test the technology, SECURE's IMT conducted a table-top exercise with our Big Valley and Coronation Facilities utilizing the VICP. The team completed the exercise virtually and successfully managed the response while testing the technology.

Safety Performance

We monitor our safety performance through several safety metrics, providing a baseline for setting targets and identifying opportunities for improvement. Achieving a leading safety program involves shifting from reactive to proactive indicators.

Incident Pyramid (2022):
- **0** — Life Altering Injuries & Fatalities
- **25** — Recordable Injuries — Examples: Lost time injuries, restricted work injuries, medical treatments
- **1,428** — Total Incidents — Examples: First aid injuries, motor vehicle incidents, spills
- REACTIVE / PROACTIVE
- **405** — Near Misses
- **18,669** — Hazard Identification (Haz IDs)
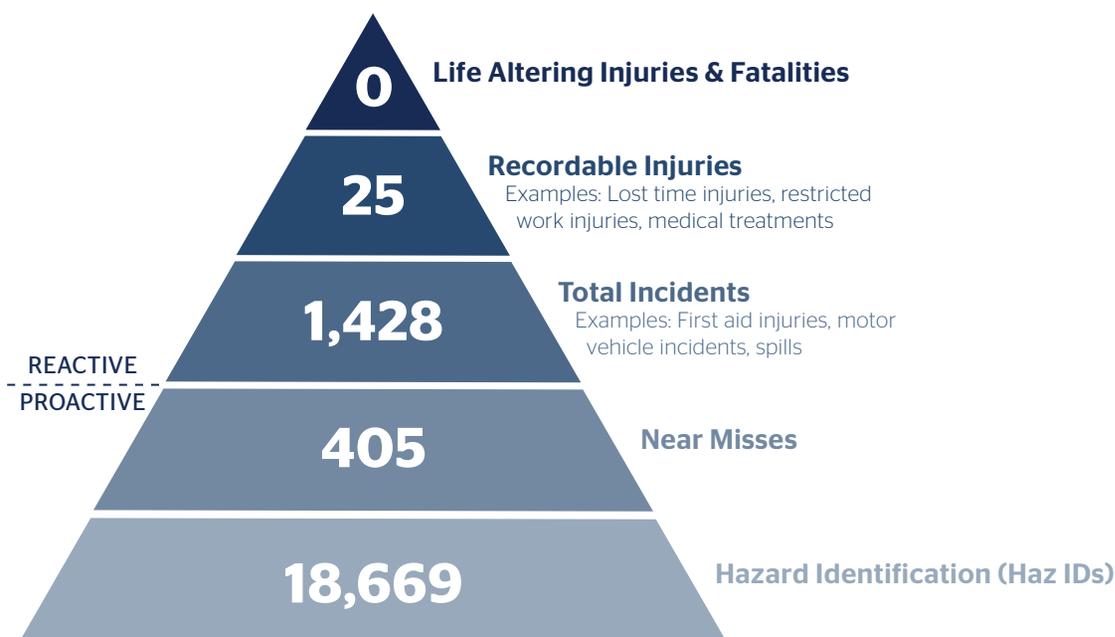
The incident pyramid highlights the transition from proactive efforts at the bottom to the most severe incidents at the top. In 2022:

- Proactive efforts exceeded our reactive incidents by a ratio of 10:1
- Of the 18,669 hazards identified and reported in 2022, a closure rate of 97% for addressing hazards was achieved

As SECURE's safety program evolves, additional proactive metrics will be incorporated to provide the organization with greater insight into its performance and to set targets utilizing leading over lagging indicators.

Our Lost Time Injury Rate (LTIR) was 0.05 in 2022, which was an improvement over performance in 2021 and the lowest rate in four years. This is attributed to better quality onboarding, the 8 Life Saving Rules, and the implementation of a consistent health and safety management system across the entire company.

Our Total Recordable Injury Rate (TRIR) was 1.18, which increased from 2021. Most recordable injuries were primarily low-severity sprains and strains resulting in modified workdays. Analysis of the incident data concluded that

failure to identify or control hazards adequately, complacency, and inadequate training were the three leading root causes. Goals have been set to address each of these issues, and we are developing plans that include targeted actions that will help reduce complacency, enhance training and continue to promote hazard recognition and control.

Corporate TRIR Trend

Year	TRIR
2019	0.88
2020	0.85
2021	0.79
2022	1.18

Corporate LTIR Trend

Year	LTIR
2019	0.06
2020	0.18
2021	0.10
2022	0.05
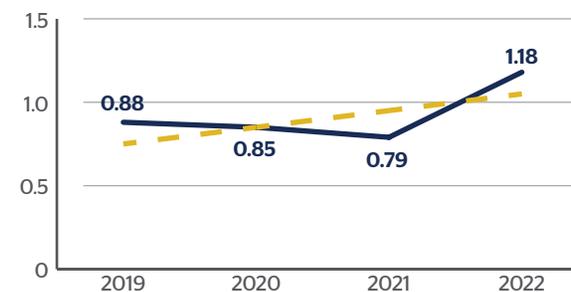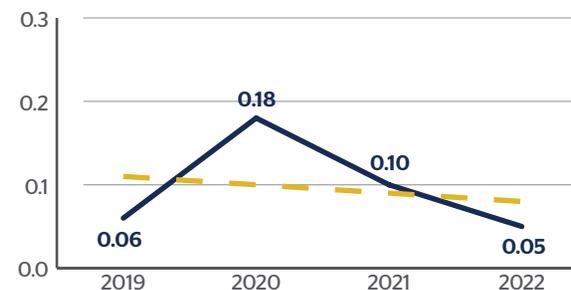
Hazard Hunts in Midstream Infrastructure

In April 2022, our Waste Processing business began an initiative to prioritize hazard identification through hazard hunts. The intent of these hazard hunts is to focus on potential hazards specific to these processing facilities, operations, and infrastructure, and assign corrective actions to mitigate the hazard. Our Health and Safety Team determines a trending root cause each month based on incident statistics. Operations employees then dedicate time to identify as many hazards as possible related to the root cause selected for the month at their facility or project location.

In 2022, this segment of the business had the lowest TRIR in the entire organization, with 0.58 versus a corporate frequency of 1.18.

Corporate MVIR Trend
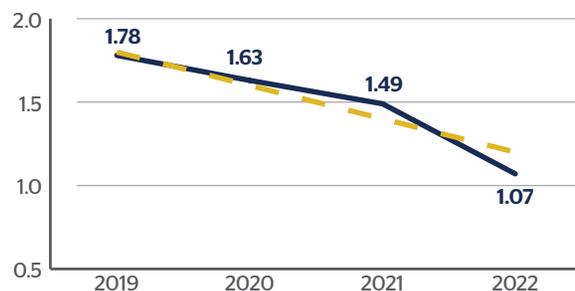
Vehicle Safety

Transportation is a key activity within SECURE's operations, with employees driving over 22 million kilometers in 2022, a 5% increase from the previous year. In 2022, our Motor Vehicle Incident Rate (MVIR) was 1.07, an improvement from 2021 and our lowest rate in four years.

SECURE's Vehicle Policy was refreshed and re-released in Q4 of 2022. The policy outlines our expectations for the safe operation of vehicles while driving on company business or when operating a company vehicle. Policy acknowledgement was assigned through the Learning Management System to all SECURE employees; we had a completion rate of 87% at the end of 2022, with a goal of achieving 100% by the end of Q2 2023.

Safety Culture

Continuous improvement is built into SECURE's Health and Safety program, with four critical tenants of engagement at all levels:

- Situational Awareness
- Ownership
- Accountability
- Sharing of Learnings

These priorities drive our organization towards establishing a strong safety culture. At SECURE, we are actively working towards building a Level 5 leading Safety Culture with a robust health and safety management system as our foundation and a commitment to evolve our safety culture from systems-driven to values-based.
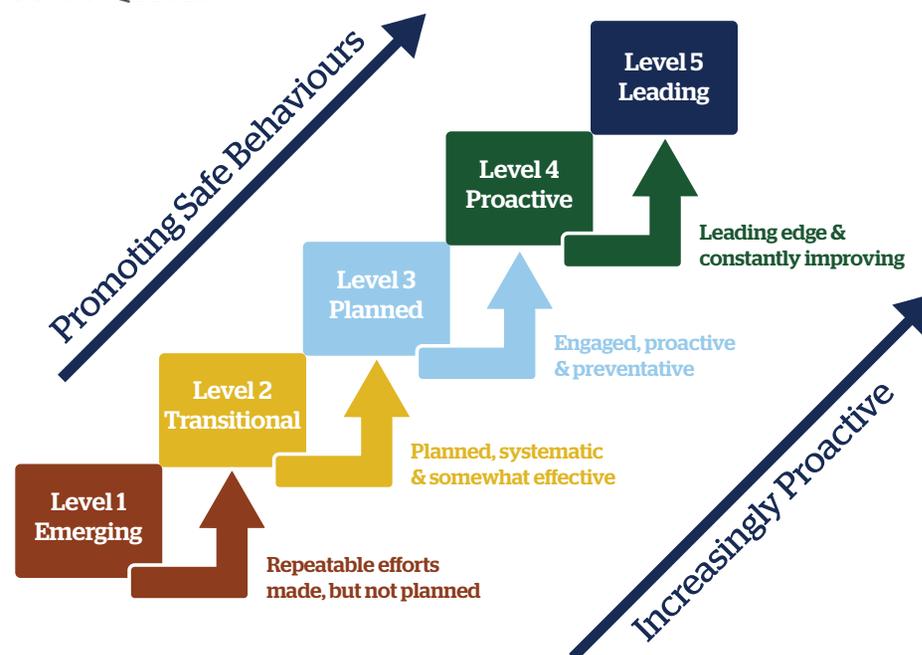
Safety Stand-Ups

Information sharing is a crucial component of advancing SECURE's safety culture, fostering a team approach to safety rather than an individual approach. We continue to use Safety Stand Downs as a learning opportunity; they are a powerful forum to share information and allow employees to ask questions, enhancing overall awareness. Although powerful, Safety Stand Downs are reactive, relying on a serious or potentially serious incident to trigger them. In 2022, we implemented Safety Stand-Up Meetings to bring together all levels of the company to proactively communicate important safety information, share best practices, celebrate milestone achievements, and encourage collaboration proactively and positively. Learnings and best practices are presented by Operations employees based on issues or trends identified by their leaders. A question period is held within each Safety Stand-Up Meeting, open to all employees to engage with the presenters, leaders, and safety team.

In 2022, we held 18 Safety Stand-Up meetings across our business units; we have set a target to hold 20 Stand-Up meetings in 2023.

Definitions

Stand Down: A reactive safety meeting where all operations are stopped so that field operations can be informed of actions to be completed immediately in response to a serious incident or a high potential near miss incident that has just occurred.

Stand-Up: A proactively scheduled safety meeting where operations invites other internal stakeholders to attend. Best practices are shared as are incident learnings.

Safety Stand-Up meetings are an excellent opportunity for knowledge sharing and collaboration between facility and project locations, where lessons learned from incidents and near misses can be discussed to help prevent possible reoccurrence.

Ryan Albrecht
Facility Manager,
Dawson Creek and South Taylor

Safety Summit

At the end of 2022, Senior Executive Leadership and Health and Safety Team members across all business units participated in a two-day meeting to review strategies to prioritize in 2023. Creating one consistent action plan reinforces SECURE's commitment to an integrated Health and Safety program across the organization.

Safety Perception Survey

To better understand our safety culture and gather information specific to employees' health and safety attitudes and perceptions, our Environmental Projects, Waste and NORM Facilities and Metals businesses administered a Safety Culture Perception Survey, 61% of these business segment employees participated in the survey, which provided valuable insight into which areas are successful and where we have opportunities for improvement. An action plan is in development to prioritize the opportunities identified through the survey. The survey was conducted using our "Employee Voice" software.

🚫 *Journey to Zero:*

In 2022, we experienced an upward trend of recordable injuries; as a result, we proactively established our Journey to Zero program to reiterate our value to "Go Home Safe" and reinforce our commitment to continuous improvement of our safety performance. Our ultimate target is to achieve zero workplace injuries through increased employee engagement and individual accountability for team safety.

LOOKING AHEAD

- TRIR targeted at <1.0

- MVIR targeted at <1.5

- Development and rollout of the new Journey to Zero program to support our TRIR target and to continue to drive the MVIR down

- Conduct incident investigation training to promote more robust root cause analysis and generate better quality data

- In 2023, SECURE will develop a roadmap to expand PATHWAYS to our Waste Transfer & NORM Facilities, and Oilfield Services businesses

- SECURE has set a targeted number of 20 Safety Stand-Up Meetings in 2023 to foster a proactive and team focused culture

- Expand emergency response training to other business units outside of Waste Processing Facilities Environmental Waste Management Infrastructure business segment

Community Investment

Community investment has been engrained in our culture at SECURE right from the start. We've continually demonstrated to our employees, customers, and community partners that our organization is driven to make a difference in the regions where we live and work. We have pride in our long-term relationships with community partners and Indigenous nations, and we recognize the importance of sustained commitment to community contributions, even through periods of financial uncertainty.

$2 Million
Raised by SECURE and its partners at the Stampede Charity party since 2015 for local charities

$119,000
Raised by SECURE for Hockey Helps the Homeless since 2017

$820,000[1]
Donated to STARS since 2007

$125,000
Donated as part of a five-year commitment to Pacific Salmon Foundation

209 Units
Of blood donated in 2022 to Canadian Blood Services by 314 members and 225 pledges

[1] This donation amount includes donations from both SECURE and Tervita since 2007

Long-Term Partnerships:

In 2022, SECURE donated a total of $780,000 into our four pillars of charitable giving:

Health & Safety: Safety is an essential piece of our values. We invest in programs that support the health and safety of our employees and the communities where we live and work.

Environmental Stewardship: As an environmentally-centred organization, we seek opportunities to invest in charitable initiatives that protect and conserve the environment.

Education & Training: Education and training is a building block for the future, and we believe the empowerment and employment of future generations will benefit us all.

Youth Development: Development and empowerment of younger generations is critical in supporting their path to personal and economic success.

STARS Air Ambulance

In 2020, SECURE began a five-year, $100,000 commitment, with STARS. This is an important relationship to us as their services provide support to our employees who do not have quick and close access to medical care. As part of our commitment, we contributed $60,000 to the total in 2022.

United Way

SECURE's "Be the Change Campaign" is an organic, employee-led fundraising campaign with proceeds supporting the United Way of Calgary and surrounding area. We aim to inspire employees to "Be the Change" in their teams, families, and communities. To date, SECURE has raised over $1.8 million and received recognition from United Way as a winner of the 2022 Community Impact Workplace Experience Award.

KidSport

KidSport fits into our youth development pillar as they provide coverage for a crucial piece of youth development, physical activity. Over the past eight years, SECURE has raised $1 million for KidSport chapters across Alberta.

Pacific Salmon Foundation

As an environmentally focused organization, our commitment to the Pacific Salmon Foundation is representative of the importance we place on environmental stewardship. In 2022, SECURE donated $25,000 – the second donation of a five-year, $125,000 commitment. The 2022 donation was allocated to three projects. Two projects worked with A Rocha Canada and included habitat assessment and stream restoration. The third project, the 'Salmon in the Classroom Program,' partnered with various schools throughout British Columbia, allowing students to understand the importance of salmon and the protection of their habitats.

Impact Stories :

Movember

SECURE came together to recognize the importance of awareness, education, and resources regarding men's physical and mental health. Through various initiatives and events, employee fundraising, and a dollar-for-dollar SECURE company match, we raised over $346,000 and placed second overall in Canada in funds raised by an organization.

Red Cross in Support of Ukraine

SECURE donated $100,000 to the Canadian Red Cross Ukraine Humanitarian Crisis Appeal. Our donation aided immediate and ongoing relief efforts and other critical humanitarian activities, in Ukraine and surrounding countries.

Stampede Charity Campaign

Since 2015, Team SECURE has hosted an annual Stampede party to raise money for several charitable partners. Hundreds of charity partners, family, friends, and SECURE staff arrive for an afternoon of fun, while raising money for organizations close to our hearts. Our 2022 event raised a record amount of over $635,000.

Blood Drive

In addition to our financial fundraising initiatives, we actively participate in additional opportunities to create an impact in our communities. Canadian Blood Services is always looking for blood donors, and SECURE employees rallied together donating 209 units of blood in 2022. We had five employees join us to donate blood for the first time.

LOOKING AHEAD

- Dedicating a month, to create awareness about a women's health issue and raising money for the associated health charity

- Refine data capture process for volunteer hours to enable more robust data analysis in the future

Climate Strategy

Our Goals

Climate change is a global challenge, and we believe that every individual, organization, industry, and government has a responsibility to reduce GHG emissions and transition toward a lower-emission future. SECURE is participating in this effort by reducing our emissions and pursuing opportunities to help our customers achieve their emission reduction targets and advance the energy transformation.

Climate Change Action

Our long-term aspirational target of net-zero greenhouse gas emissions is supported by our short-term target of reducing the emission intensity of our operations by 15% by 2024. Our efforts began with a focus on understanding our emission data following our merger, exploring areas to improve efficiency, and emission reduction programs. Our path highlights our short, medium, and long-term initiatives, which will help us reach our emission reduction targets. To date, these initiatives have improved monitoring, data quality, and reporting and helped us begin to determine where emission reductions could be targeted. As we gain a better understanding of our emission data and improve our data capture and management, we are committed to setting additional short and medium-term targets that support the milestones on our path and help us reduce emissions.

Path to Net-Zero Greenhouse Gas Emissions by 2050

Short-Term Initiatives

- Set baseline emission data of combined company
- Focus on measurement instrumentation implementation across facilities
- Energy efficiency initiatives and audits to identify areas for improvement
- Explore potential for use of carbon offsets
- Reduce methane emissions
- Digitization of processes
- Explore technologies supporting the energy transformation including Carbon Capture & Storage (CCS), Hydrogen, Renewable Natural Gas (RNG) applications
- Reduce emissions associated with fleet-alternative fuel and engine efficiency trials
- Explore the potential to apply internally generated offsets to reduce emissions
- **Reduce GHG emission intensity by 15% by the end of 2024**

Medium-Term Initiatives

- Evaluate potential to implement a CCS project
- Trial various lower carbon intensity alternatives for fleet operations (hybrid, hydrogen)
- Transition fleet to less carbon intense fuels (bio-diesel, RNG)
- Investigate and implement heat recovery projects
- Explore natural climate mitigation strategies such as planting trees
- Create carbon offset strategy for Scope 1 emissions that are difficult to abate

Long-Term Initiatives

- Transition fleet to low or zero emission vehicles
- Explore small scale renewable energy generation
- Use of lower emission energy for heat
- **Value chain emission reduction**
- **Long-Term Target = Net-Zero GHG Emissions**

An update on the status of the Short-Term milestones listed in the Path is included in the Appendix to this report.

Climate Risks

We completed our first climate-related disclosure guided by the Task Force on Climate-Related Financial Disclosures (TCFD) framework in 2022. The potential for physical climate-related impacts caused by extreme weather events to interrupt business and damage assets has yet to be fully assessed. Modelling to project how different climate scenarios will impact our asset base will expose vulnerable locations, assist with future planning, and help quantify financial risk. By the end of 2025, SECURE will better understand our climate-related opportunities and risks through detailed projections of perils at specific facility locations, which may include heavy precipitation, flooding, wildfire, and extreme heat.

SECURE'S Operations and Impact on Climate

Absolute Emissions

Consistent with 2021 calculations, the split between SECURE's Scope 1 and 2 emissions in 2022 remained the same at 51% and 49%, respectively. From an absolute basis, overall emissions increased by 6% compared to 2021 due to increased activity. In 2022, our Waste Processing Facilities business line handled 15% more fluids, our Metals Recycling business line shipped out 30% more scrap metal, and our Landfill business line received 26% more waste.

Scope 1 & 2 Absolute Emissions
(tonnes of CO_2e)

	Scope 1	Scope 2	Scope 1 & 2
2021	116,713	107,785	224,498
2022	120,726	117,470	238,196

Emissions by Source

The majority of SECURE's Scope 1 emissions are from the combustion of natural gas to power processes and heat facilities. A few sites, primarily our United States operations, utilize propane to run stationary fuel combustion equipment. Diesel and gasoline are used for transportation and are combusted in our vehicles and heavy equipment fleets. Our Scope 2 emissions are from purchased electricity to power facilities and offices.

2022 Absolute Emissions by Source
(Tonnes of CO2e)

- Electricity — 49%
- Natural Gas — 36%
- Diesel — 10%
- Gasoline — 4%
- Propane — 2%
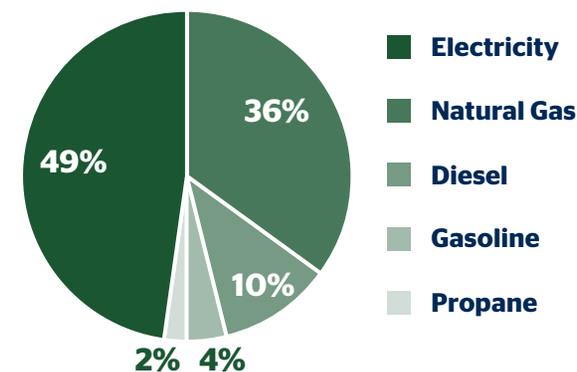
Our Waste Processing facilities use natural gas to blanket the process tanks; the blanket gas prevents the empty space in the tank from building up oxygen and flammable vapours, reducing the potential of an explosion. As we receive fluid from trucks, the natural gas in our receiving tanks is displaced by the received fluids; the displaced blanket gas is

diverted to our tank vapour gathering system, where it is then flared. Flaring accounted for 6% of absolute emissions.

> **Waste Processing Facilities in Midstream Infrastructure's Scope 1 emission intensity (kg CO_2e/m^3 fluids handled) decreased 14% in 2022 compared to 2021 through a series of energy efficiency initiatives.**

Fugitive Emissions

Our merger combined talent and technology to achieve synergies. Access to data required for emissions reporting has improved along with our quantification, which enabled us to include additional emission types in our inventory starting in 2022. Tonnes of CO_2e from fugitive emissions[1] and venting[2] were not previously included in our Scope 1 emissions. While these emissions are insignificant relative to combustion and flaring, we identified this as a data gap. Adjustments were made starting with the 2022 data resulting in a more comprehensive and meaningful inventory. In our Midstream business unit, fugitive emissions accounted for 6% of Scope 1 emissions in 2022, and venting accounted for 1%, including fugitive and venting emissions in our Scope 1 emission inventory.

An improved emissions monitoring program provides more accurate data and information for a meaningful emissions reduction strategy.

SPOTLIGHT: *Tulliby Lake Flare Assessment Reduces 700 Tonnes of CO_2e Annually*

An operational efficiency study was conducted on the flare system at Tulliby Lake after the Operations Team recognized that the flare burned with a larger-than-normal flame, even when the volumes processed were low. Upon investigation, the Engineering Team discovered the flare system was set up with two purges triggered by separate meters when the manufacturer recommended only one purge. In April 2022, we implemented process changes to eliminate the excess purge, decreasing natural gas consumption on site and reducing emissions by over 700 tonnes of CO_2e annually.

Waste Processing Facilities Scope 1 Emissions by Type
(tonnes of CO_2e)

- 1%
- 6%
- 16%
- 77%

- Combustion
- Flaring
- Fugitive Emissions
- Venting
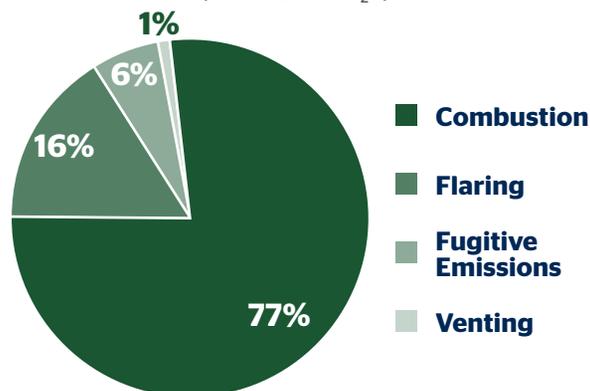
In 2021, we increased Optical Gas Imaging (OGI) assessments by 22%, with 20 sites increasing their assessment frequency from annual to tri-annual. Leak detection and repair services were consolidated in 2022, allowing monitoring

[1] Annual fugitive emissions are estimated according to Alberta Energy Regulator (AER) and British Columbia Oil and Gas Commission requirements. These include Directive 060: Upstream Petroleum Industry Flaring, Incinerating, and Venting and the Drilling and Production Regulation respectively.

[2] Venting is quantified according to AER Manual 015: Estimating Methane Emissions and includes hydrocarbon liquid loading losses from oil and gas regulated facilities in Canada as well as venting discovered through Optical Gas Imaging assessments.

> " We implemented an updated Fugitive Emissions Management program in 2022, resulting in increased surveys, earlier detection of leaks, and faster repairs, which improved our performance. "

Karen Kim
Sustainability Advisor

data to be centralized. The streamlined system ensures greater consistency in how monitoring data is tracked, managed, and reported to regulatory agencies.

Exploring and Applying New Technologies

We are piloting technically and economically feasible emissions monitoring alternatives to grow our understanding of air emissions. In addition to the traditional OGI surveys, three of our sites have deployed calibrated sensors to continuously detect methane and other gases. The data collected from the sensors is analyzed to infer leak location and quantity through machine learning. Potential leaks are

SPOTLIGHT: *Big Mountain Saltwater Disposal (SWD) Facility Vent Management*

SECURE participated in the Government of Alberta's initiative to support methane emission reductions in the oil and gas sector: the Baseline and Reduction Opportunity Assessment (BROA) Program. All methane emission sources at 44 facilities were identified and quantified. A preliminary report helped identify an emissions-mitigating opportunity at Big Mountain SWD Facility. As a result, the operations team acted to convert a pneumatic controller to run on instrument air instead of fuel. The initiative reduced natural gas usage on site and eliminated a known vent source. The full report from the program will be issued in 2023, providing a list of potential emission reduction opportunities for SECURE.

identified, investigated, and repaired earlier, resulting in reduced methane emissions and fewer odour releases.

In 2022, a project was initiated to understand the quantity and type of emissions emitted from our Spirit River Landfill. We completed an initial assessment of methane hot spots using a fly-over drone which identified target

locations to investigate further. Our follow-up assessment used an isolation flux chamber, lung bag sampler, and an extractive Fourier Transform Infrared spectrometer to quantify emission concentrations. The data collected in 2022 was inconclusive and prompted a second project in 2023 which is expected to provide us with a better understanding of the sources and quantity of emissions at our landfill.

Greenhouse Gas Emission Intensity

Emission intensity in 2022[3] continued to decrease in the Waste Processing Facility and Landfill business lines and was down 10% and 12%, respectively, compared to 2021. The Metals Recycling business line decreased its emission intensity by 4% in 2022.

The decreases in intensity in Waste Processing Facilities and Landfills reinforce that the initiatives taken in 2022 contributed to reduced emissions and improved performance. Additional targets and goals will be established as our emission management program matures.

Greenhouse Gas Emission Intensity by Business Line

Waste Processing Facilities
*9.2 kg CO_2e/m³ of fluid received, **down 10%** from 2021*

Landfills
*1.8 kg CO_2e/tonne of waste landfilled, **down 12%** from 2021*

Metals Recycling
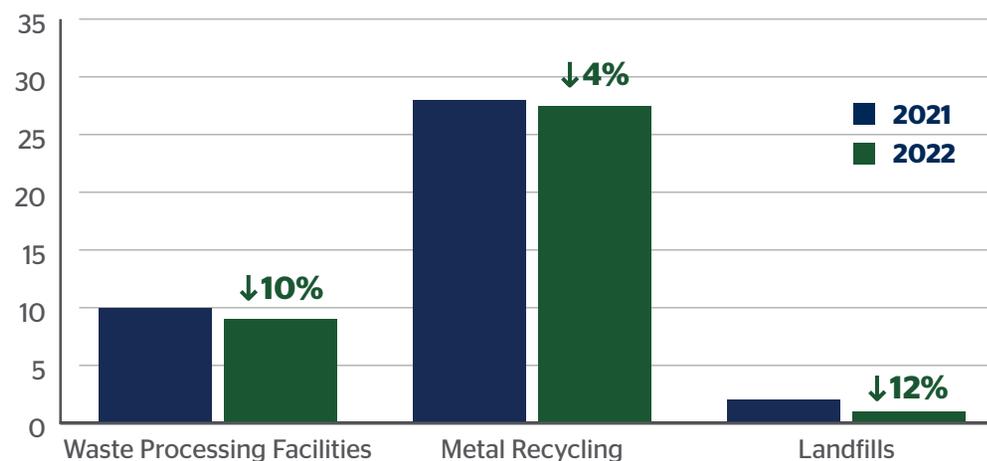*28.3 kg CO_2e/tonne of scrap shipped out, **down 4%** from 2021*

Scope 1 and 2 GHG Emission Intensity
(kg CO_2e/unit received or shipped)

Legend: 2021, 2022

Waste Processing Facilities ↓10%
Metal Recycling ↓4%
Landfills ↓12%

[3] Absolute emissions and emission intensities were calculated using the historical Scope 1 method which excludes fugitive emissions and venting.

Regulatory Driven Emission Reduction Programs

As governments and regulators strengthen their climate plans, requirements become more stringent. To ensure long-term resilience, SECURE monitors the evolving landscape and updates our calculation protocols to adapt to the new regulations. The governments of Alberta and Saskatchewan amended the Technology Innovation and Emissions Regulation (TIER) and Output-Based Performance Standard (OBPS) Regulation, respectively, effective January 1,

2023. Voluntary participation in these programs has allowed SECURE's waste processing facilities in Alberta and Saskatchewan to be exempt from the federal fuel charge and to generate carbon credits by reducing GHG emissions below reduction targets. SECURE's Alberta aggregate generated 982 emission performance credits in 2022. Independent verification of SECURE's emissions return submission for 2021 for the OBPS program determined we expect 1,725 emission performance credits in 2023.

Energy Optimization PI Program

In 2020, SECURE launched an Energy Optimization PI Program focused on the collection of operational data to optimize our electricity-intensive processes. Using data analytics was paramount in identifying opportunities to reduce energy intensity and realizing energy efficiencies across our waste processing facility operations. Through real-time analytics, the Business Intelligence team provided actionable insights and best practices for field operations to implement. One outcome of this program was an optimized approach to determine when to increase or decrease equipment usage given market demands to minimize electricity use and intensity.

We delivered Facility Optimization training in the first quarter of 2022 to 72 Waste Processing Facility leads; this training provided insight and guidance on efficient injection pump operation to save energy. Education on the program was a priority after the merger to ensure knowledge transfer of best practices throughout the business unit. Deployment of technology to the acquired facilities to collect operational data is ongoing and will continue in 2023. Sites with data analytics in place realized an incremental 2.2% energy intensity savings in 2022.

SPOTLIGHT: *Optimizing Efficiency at the Kindersley Waste Processing Facility*

Our Kindersley Processing Facility services the southwest Saskatchewan area and can treat over 600,000 m³ of emulsion annually. Emulsion treating is an energy-intensive operation accomplished through a combination of tank processing and utilization of gas-fired treaters. The Kindersley Treater Project was initiated to improve energy efficiency at the site, decrease environmental impacts, and achieve cost savings.

We installed fuel gas flow meters on the natural gas inlet of the treaters in 2022; these meters provide SECURE with the operational data required for analytics. Evaluations on gas consumption, throughput volumes, fuel train management, and heat exchangers are underway to drive informed decision-making. We are working with technical experts to test potential new systems at the site to increase performance. The project team will share their solution to improve energy efficiency at the site in 2023. Various industrial process modifications and equipment upgrades are anticipated to achieve a 10-20% fuel reduction target.
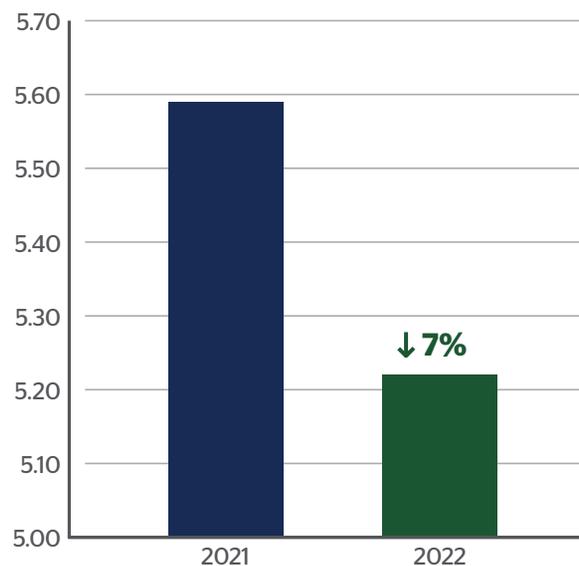
For facilities with analytics in place, a 14% combined energy intensity savings has been realized since 2020.

For all facilities, total intensity savings from the program could not be quantified because the technology implementation is still in progress; however, a 7% decrease in Scope 2 emission intensity for our Midstream Waste Processing Facility business line was calculated in 2022.

Fleet Management

Fleet fuel consumption is approximately 26% of our Scope 1 emissions. In 2022, we saw a 17% increase in fleet fuel absolute emissions over 2021 due to the increased field and site activity in our Metals, Fluid Management, and Environmental Projects business units; however, the intensity of our landfill line of business was down by 12%, while the intensity of our

Scope 2 GHG Emission Intensity Waste Processing Facilities
(kg CO_2e/m^3 fluid recieved)

metals line of business was up slightly (1%). We continue to work on improving our data capture and management systems for our fleet so that we can establish appropriate baselines and set meaningful reduction targets in the future.

To meet some of the objectives outlined in our Path to Net-Zero, we have started to explore options for reducing emissions generated from our vehicle, heavy equipment, and mobile equipment fleets. Our initial efforts are focused on improving engine combustion efficiency to reduce emissions.

In 2022, we worked with two companies offering new technology that utilizes hydrogen to improve engine combustion efficiency. Initial testing with one of the companies, highlighted in the Case Study: New Hydrogen Technology Trials – Fluids Management, provided results that prompted the

SPOTLIGHT: *Red Deer Metals Recycling LED Lighting Project*

Investment in energy-efficient technology is integral to fulfilling our climate change commitment. SECURE's Red Deer Metals Facility upgraded to LED lighting, resulting in reduced electricity usage, cost savings, and a better work environment for employees. Previously, the facility was primarily outfitted with fluorescent tubes and standalone light fixtures. The light was inadequate and continuous maintenance was required to keep the fixtures clean. The new LED lighting provides a 22% increase in energy savings while increasing the light output by four times and operating at a cooler temperature alleviating the dust accumulation issue, thereby reducing maintenance time and costs.

The new LED lights have brightened the shop, especially in winter, and have reduced overall energy usage. We are pleased to be able to contribute to SECURE's emission targets.

Ronald Lanferman
Red Deer Plant Manager
Metal Recycling

scheduling of additional trials in 2023. The trial of the second technology was scheduled for July 2022, but the testing did not go forward because our technology provider decided not to proceed with testing the technology.

Our Fleet Management Team began installing onboard monitoring technology in some of our commercial vehicles and heavy equipment fleets to enable better data capture. Data gathered will provide better insight into utilization hours, idle times, and the operational activities that generate the highest emissions.

SECURE sought lower emission equipment, where possible, to replace equipment that has reached the end of its useful life. In September 2022, the Red Deer Metals Recycling Facility replaced a 2008 Material Handler with a 2022

SPOTLIGHT: *New Hydrogen Technology Trials – Fluids Management*

Throughout 2022, our Fluids Management business unit trialed new hydrogen technology on a 300-kilowatt diesel generator operating on a customer's site in a joint venture project with the customer. This new, patented technology generates hydrogen and oxygen on demand from water, using a unique electrolysis system, and supplies these gases through an air intake to enhance combustion efficiency. Since the trial implementation, the SECURE team has been monitoring fuel usage, realizing an overall fuel savings of approximately 110-180 litres per day or 10-12%, equating to 180 tonnes of CO_2e avoided yearly. Due to the success of the initial trial, SECURE has purchased four additional units to run on pumps and generators. The team continues to refine the process to determine the optimal settings for this new technology to optimize fuel reduction.

Material Handler, improving fuel efficiency and meeting US EPA Tier 4 final and EU Stage V emission standards. The unit is also equipped with CAT MH3260 telematics allowing SECURE to effectively monitor idle time, fuel consumption, and hours of use.

Telematics data is not available for the 2008 Material Handler; however, comparing our new Material Handler with similar equipment in the same model class, there is an estimated 38% reduction in fuel consumption. The newer model has a working fuel burn of approximately 25 litres/hour, whereas the older equipment trends around 40 litres/hour.

LOOKING AHEAD

- **Reduce Scope 1 and 2 emission intensity by 15% by the end of 2024**

- **Conduct natural gas measurement project at Kindersley Waste Processing Facility Treater to develop a baseline for future emission reduction project**

- **Expand the scope of our fugitive emissions program to include sites in Saskatchewan with no requirement for comprehensive fugitive emission surveys**

- **Deploy continuous methane monitoring technology in use at some Waste Processing Facilities to our Spirit River Landfill site to gather real-time emissions data to better quantify landfill emissions**

- **Trial a diesel-hydrogen hybrid heavy-duty vehicle, if SECURE can find a local, reliable hydrogen supply for the truck**

Environmental Stewardship

Our services are designed to mitigate environmental impacts and facilitate responsible land, water, and waste management through a broad range of customer activities.

While the most significant impact is through our work for our customers, SECURE has also embarked on measures to reduce our own environmental footprint. We strive to meet or exceed all regulatory requirements and minimize our impact on the environment while meeting customer needs and expectations. We monitor our environmental performance on an ongoing basis and report quarterly to the ESG Committee of the Board of Directors.

SECURE is focused on providing solutions that mitigate the environmental impacts of our operational activities and those of our customers. Some examples of how we reduce our impact and our customers' on the environment include:

- Recovery of crude oil from waste at our Waste Processing Facilities
- Scrap metal recycling
- Providing recycling options for hazardous waste
- Remediation and reclamation services (removing contaminated soil, planting trees/revegetating and treating contaminated water)
- Recycling oil-based drilling fluids

Environment Policy

In 2022, we developed a stand-alone Environmental Policy to help guide our organizational and day-to-day operational decisions. Our policy outlines our philosophy and responsibility regarding care, compliance, community, customers, communication, and continuous improvement.

Biodiversity

We recognize the value of biodiversity and the importance of preserving air quality, water quality, wildlife, and natural habitats and reclaiming the landscape to promote biodiversity in areas where we work. We are focused on new technology, scientific research, partnerships, investments, and policy to protect ecosystems and implement best practices.

Expectations and requirements are increasing in response to recognizing these impacts, and we strive to meet or exceed them. SECURE does not conduct operations on legally protected lands and avoids operational activities near sites containing globally or nationally important biodiversity. Proximity to forests and mountains, combined with the nature of our operations, makes biodiversity management a priority for SECURE. We are committed to reducing our environmental footprint by using best management practices for assessing, monitoring,

and mitigating potential impacts, making it a critical factor in SECURE's planning cycle.

We are focused on potential environmental impacts at every stage of development to take avoidance measures and mitigation steps. Guided by a biodiversity mitigation hierarchy, we seek to avoid, minimize, restore and/or offset significant impacts to important ecosystems from our operations near critical biodiversity. SECURE works collaboratively with diverse stakeholders, including local and Indigenous communities, regulatory bodies, and customers, to develop integrated solutions throughout the life cycle of environmentally sensitive projects, from initial risk assessment and planning to decommissioning, remediation and reclamation.

Monitoring

During the earliest stage of development, SECURE considers several environmental factors, including protecting wildlife refuges, native species or species at risk, Indigenous lands, waterways, migratory patterns, habitats, and areas with high biodiversity or conservation value. Once operations begin, we monitor for impacts that align with or exceed local regulatory requirements. After operations cease, we continue monitoring with the intent of returning land to a state suitable for its subsequent intended land use, utilizing environmental specialists.

Asset Integrity

Maintaining our assets is critical to protecting the safety of our people, customers, communities, and the environment. Increased investment in asset integrity has improved SECURE's spill performance. The result is a significant decrease in unplanned releases compared with the previous year. In 2022, we completed 586 inspections on vessels and tanks and slightly increased capital spending by 2% from 2021. Learnings from the inspections are being implemented across the network to ensure continuous improvement.

SPOTLIGHT: *Contracting with Indigenous Communities To Assist With Wildlife Monitoring*

In 2022, SECURE contracted environmental and wildlife monitors from local Indigenous communities to conduct on-site assessments for two projects.

Silverberry Full-Service Terminal:

SECURE hired an Environmental and Elder monitor from Blueberry River First Nations to observe on-site work during a pipeline installation.

Janvier Landfill:

SECURE hired a local trapline holder from Chipewyan Prairie Dene First Nation to assess ungulate habitat and activity in the area while some geotechnical work was being completed. After the contract was completed, the individual accepted full-time employment with SECURE.

SPOTLIGHT: *Silverberry Landfill Tree Donation*

The team at our Silverberry Landfill spent Earth Day with staff and students from the Prespatou school. The team enjoyed a SECURE-sponsored BBQ and sessions with community elders; at the end of the day, we donated a tree to each staff member and student and $1,000 to support their winter greenhouse project.

SPOTLIGHT: *Conserving Water by Preventing Rainwater Contamination at Suspended Sites*

Many of SECURE's suspended Waste Processing Facilities have a solids pad as part of their site infrastructure. When a facility is suspended, the pad is steam cleaned to remove any residual waste left on the pad. When rain or snow accumulates on the pad, the water is considered wastewater because of its contact with the concrete and is required to be trucked away for disposal.

Thinking about different ways to conserve water Blair Fortin, Facility Manager Peace River, High Prairie, Mitsue came up with the idea to cover the solids pad with a polyethylene liner to prevent water from accumulating on the pad, similar to how we cap our landfills. All rain or snowmelt water that runs off the liner is clean water and is directed to the site's surface water pond, where it can be tested and then returned to the environment.

It is estimated this idea, annually, has protected 600 m^3 of rainwater from contamination and thus becoming wastewater and has saved the SECURE Seal Lake Waste Processing Facility $19,000. Elimination of trucking also means that there is an associated reduction in GHG emissions. Since the original implementation at the suspended Seal Lake Waste Processing Facility, the idea has been deployed at three additional locations - Red Earth, Gordondale and Kindersley East Waste Processing Facilities.

> *"We are committed to reducing our impacts on the environment by thinking differently about the way we do things and leveraging existing technology in new ways to solve complex problems."*

Blair Fortin
Facility Manager, Peace River, High Prairie, Mitsue

We consolidated legacy asset integrity systems in 2022 and created an integrated Asset Integrity Management System (AIMs). An internal audit of the combined program was completed at 15 operating facilities. Consistency and alignment across the organization was found to be high after a review of daily operations, emergency response, document control and training.

Pipeline risk assessments on the consolidated network were another focus in 2022. The team reviewed operating conditions, monitoring programs, leak detection requirements, geotechnical threats, and licensing. Action was taken post assessment to standardize and improve pipeline management.

An external audit completed by the British Columbia Oil and Gas Commission on our pipeline and facility integrity management programs confirmed compliance with regulatory requirements.

We have also begun to develop a formal preventative maintenance program. Our initial phase includes populating data into a preventative maintenance cloud-based database. Digitizing critical assets and tracking their maintenance records digitally will improve records management and enable earlier identification of systemic issues through data analysis.

Spills

A spill impacting our communities or the environment is one of our operations' most significant risks. Spill prevention measures at SECURE include continued investment in preventative maintenance and asset integrity programs to ensure reliable and safe operations. Our 'Every Drop Matters' program reinforces spill prevention best practices. Spill data is analyzed quarterly, and knowledge from past incidents is communicated. In 2022, an awareness campaign directed at reinforcing key components of the 'Every Drop Matters' program contributed to a 76% increase in non-reportable spill in our Waste Processing Facilities business unit compared with 2021.

Every Drop Matters

SECURE's 'Every Drop Matters' program highlights how every employee and contractor can make a difference in spill prevention and minimize the negative impacts of spills on the environment. Increasing awareness around the importance of reporting, regardless of the severity, allows for increased data collection and the investigation and root cause analysis of all releases resulting in the implementation of corrective actions and prevention of recurrence. Best practices related to spill prevention are shared with all employees, customers, and service providers.

Increased awareness resulted in more diligent reporting from field operations.

Our Waste Processing Facilities Operations team set a spill reduction target, driven by data from the 'Every Drop Matters' program to decrease the reportable spill rate by 10% year-over-year. In 2022, SECURE's first-party Reportable Spill Incident Rate trended down to 0.14, 76% below the target of 0.59 and well below the three-year average of 0.63.

Annual Spill Summary

Legend:
— Non-Reportable   — Reportable
– – Volume Reportable (m³)
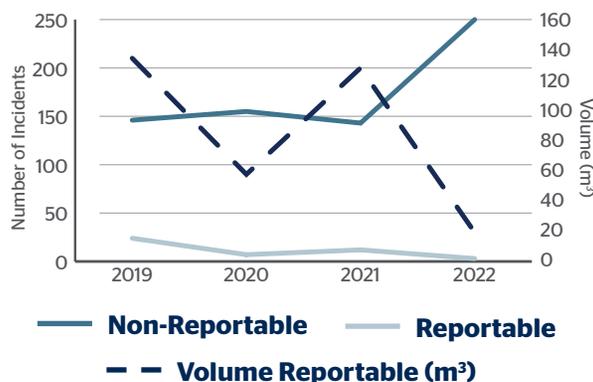
SECURE thoroughly investigates all reportable spills to determine the root cause and develop corrective actions to prevent future reoccurrence. Monitoring equipment and regular inspections assist with early detection and prevention. Our Operations team uses site-specific operating procedures to manage releases, and emergency response plans are in place should there be a critical event. All spills are cleaned up to appropriate environmental standards.

Definitions

Reportable Spill: *A spill which requires reporting to an external regulatory agency based on the regulatory definition of a reportable spill in the jurisdiction where the spill occurred.*

Non-Reportable Spill : *A spill which does not require reporting to an external regulatory agency.*

Reportable Spill Incident Rate (RSIR)
(1st Party Incidents per 1 Million m³ Fluids Handled)

Legend:
– – 3 Year Average   — 2022 Target
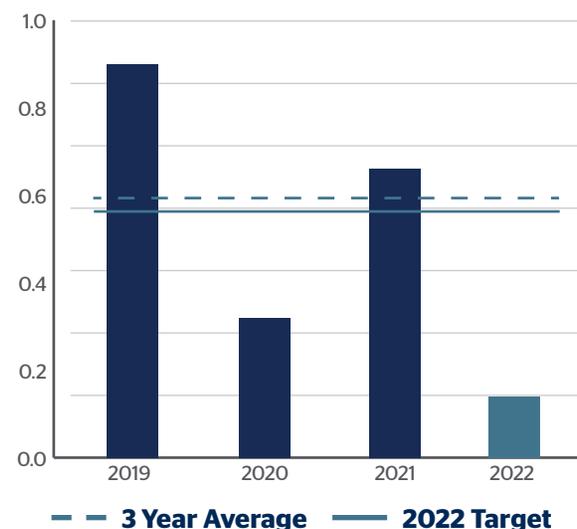
Asset Retirement Obligations and Land Use

Land Use, Asset Retirement, Remediation and Reclamation

As a responsible operator, we aim to execute sustainable asset development throughout an asset's lifecycle. Our goal is to meet or exceed regulatory requirements and return disturbed land to an equivalent pre-disturbance land capability or to meet the environmental criteria required for its next intended use.

In 2022, we spent nearly $10 million on environmental assessments, well abandonments, decommissioning, remediation, and reclamation activities. Completed activities included:

- Ten wells cut and capped
- Three wells downhole abandoned
- Two caverns with pre-abandonment work
- 17 environmental site assessments
- Ten site-specific liability assessments
- 15 sites undergoing decommissioning, remediation, and/or reclamation at various stages
- One well site reclamation certificate was obtained

SECURE is required to retire its assets once they have reached their end of life. Asset retirement often occurs over several years due to the scope of activities undertaken and seasonal limitations; therefore, the number of sites undergoing closure varies. In 2022, we developed a five-year strategy to manage our asset retirement obligation more effectively, incorporating it into our capital spending strategy.

SPOTLIGHT: *Decommissioning and Remediation of SECURE's Zama Area Assets*

SECURE began the closure process of our Zama-based assets in 2022. Closure activities included decommissioning and environmental site assessments (ESAs) of our two Zama Area Waste Management Facilities and abandonment of an on-site Class 1b disposal well and associated fuel gas pipelines. Based on the results of the ESAs and the volume of impacted material requiring remediation, a new landfill cell was constructed at the adjacent SECURE Zama Class II Landfill to allow for impacted materials from the Zama Waste Processing Facility to be disposed of locally.

Approximately 35,600 m³ of impacted soil was disposed of at the Zama Landfill from the 37-year-old facility, eliminating over 2,000 truckloads in a remote area, avoiding roughly 1,300 tonnes of GHG emissions, and a savings of $6 million.

Following the filling of the new landfill cell, a synthetic cap was installed, thereby allowing rainwater and meltwater to drain as surface flow from the landfill, instead of collecting and disposing of it as leachate; furthering the cost savings.

Additional closure plans are under development for the impacted materials remaining on-site at the facility, and remediation activities at the water disposal facility are planned for 2023.

SPOTLIGHT: *Spirit River Hazardous Recyclable Facility – Site Remediation and Water Reuse*

SECURE has completed eight years of a planned 12-year closure program at the Spirit River Hazardous Recyclable Facility and former land treatment area. The site will ultimately be restored through decommissioning, remediation, and reclamation. SECURE, along with a third-party firm, evaluated different remediation strategies to minimize the amount of waste requiring disposal and to preserve and restore as much soil as possible.

In 2022, 10,419 m³ of wastewater was diverted from the Spirit River site for use in energy development, and over the duration of the project, roughly 62,100 m³ has been reused.

For the Spirit River site, onsite soil remediation, material segregation, and risk modelling have allowed for the reuse of 21,750 m³ of soil that would have otherwise required disposal. Impacted soil that can't be treated onsite is disposed of at SECURE's neighbouring Spirit River landfill, minimizing the distance for transportation, and thus minimizing the associated emissions.

When remediating the Spirit River site, managing surface water that collects in open excavations and industrial run-off ponds is challenging. Due to the area's natural conditions, surface water that collects onsite does not pass applicable water quality standards that would allow the water to be discharged offsite and returned to the environment. The surface water is therefore considered wastewater and requires disposal at an approved Waste Management facility through deep well injection. Working with Alberta Environment and Protected Areas (AEPA) and our customers, SECURE was approved to provide this water to our customers for use in hydraulic fracturing projects helping them reduce their freshwater usage by substituting wastewater. This provides our customers with a water alternative for hydraulic fracturing projects and reuses water that would have otherwise been transported offsite and disposed.

SPOTLIGHT: *Reclaiming a Former SECURE Land Treatment Facility Near Drayton Valley, Alberta*

The Drayton Valley Land Treatment Facility project is a reclamation project near Drayton Valley, Alberta, that began over 13 years ago. The objective of the project was to have the quarter section of land impacted by past oil and gas operations become a fully functioning boreal forest inhabited by various plants and wildlife.

As per the Reclamation Verification Letter issued by environmental consultants Tetra Tech Canada Inc. (Tetra Tech) in 2022, the site now meets the reclamation objectives and the subsequent intended land use. This conclusion is supported by a team of specialists, including independent professional foresters, agrologists, biologists, and forest ecology specialists.

SECURE and its predecessors, together with Tetra Tech and Eagle Point-Blue Rapids Parks Council, have hosted an annual field trip to the site for the local community's Grade 5 students since 2015. As part of their school curriculum, the students spend the day learning about the project, the ecosystems present at the site, and the nearby wetlands.

The field trips allow the students and teachers to experience elements of biodiversity firsthand, learn about the science and importance of land restoration and spend the day with scientists and engineers to learn about careers in STEM.

Environment – Water

Clean water is an essential resource for people, communities, and the environment. Improvements in water management are required to meet growing demands for water from the population, industry, and agriculture, and to demonstrate environmental stewardship. SECURE requires water for operational activities, including chemical processes, vacuum truck washouts, dust control, maintenance, and cleaning. Throughout our operations, we strive to minimize the volume of water used and adhere to standards designed to protect water quality, allowing us to maintain stakeholder trust and reduce overall environmental impact.

SECURE owns and/or operates centralized water hubs where recycling can occur, providing customers with economical access to the water required for their operations, while efficiently managing the wastewater generated. These conservation and recycling solutions help reduce the environmental impact of drilling oil and gas wells, while reducing the overall environmental footprint associated with water handling.

Recognizing the importance of water management, SECURE launched a series of

initiatives in 2022, starting with a short-term target to reduce our freshwater usage by 5%. Enhancements to water data collection, management, and measurement were made as a result. Digital dashboards were created to track progress; operations personnel were then able to leverage data and formulate ideas for water reduction within their operations. These ideas were incubated through our ESG-ID program, resulting in a year-over-year reduction of freshwater use by 8.7%.

Water Use

SECURE plans for efficient water use by applying the reduce-reuse-release principle. This integrated water management approach aims to minimize the amount of water needed, reuse water where possible, reduce potential water contamination, and employ best practices for returning water to the water cycle. Further, we endeavor to protect the fresh water in our communities by investing in new technology and using industry best practices where viable.

Water Sources 2022

- 12% Surface Water
- 21% Purchased Water
- 67% Groundwater
- Groundwater
- Purchased Water
- Surface Water
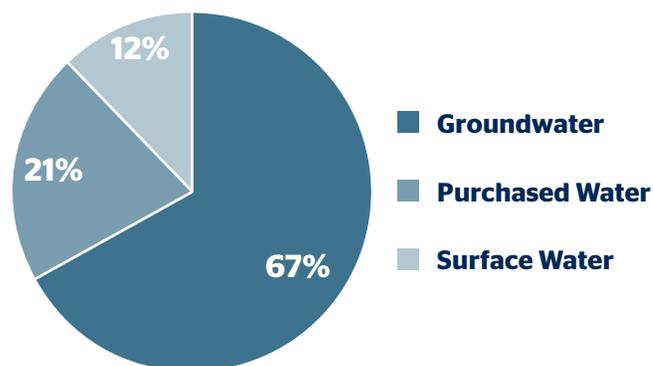
SPOTLIGHT: *South Grande Prairie Facility Water Usage Reduction*

The South Grande Prairie Facility operations team worked with an internal engineering team to look at process optimization opportunities to reduce freshwater consumption. The process involved an initiative to recycle water discharged from the centrifuge, thereby decreasing the volume of fresh water required for centrifuge operations. Additionally, optimizing flocculant concentration reduced the number of daily batches required by 58%, and adjusting the pump speed resulted in additional water savings. An unexpected benefit was a reduction in waste generation, which equated to fewer Scope 3 emissions resulting from the transportation of waste. In 2022, these process modifications reduced water usage at this site by 66.9% over the previous year. This initiative was shared internally with other Facility Managers to enable knowledge transfer.

Fresh Water Consumed and Saved After Initiative Implementation

Legend: 2021 Usage, 2022 Usage, Water Saved. Y-axis: Water (m³), 0 to 2500. X-axis: Jan, Feb, Jun, Jul, Aug, Sep, Oct, Nov, Dec.
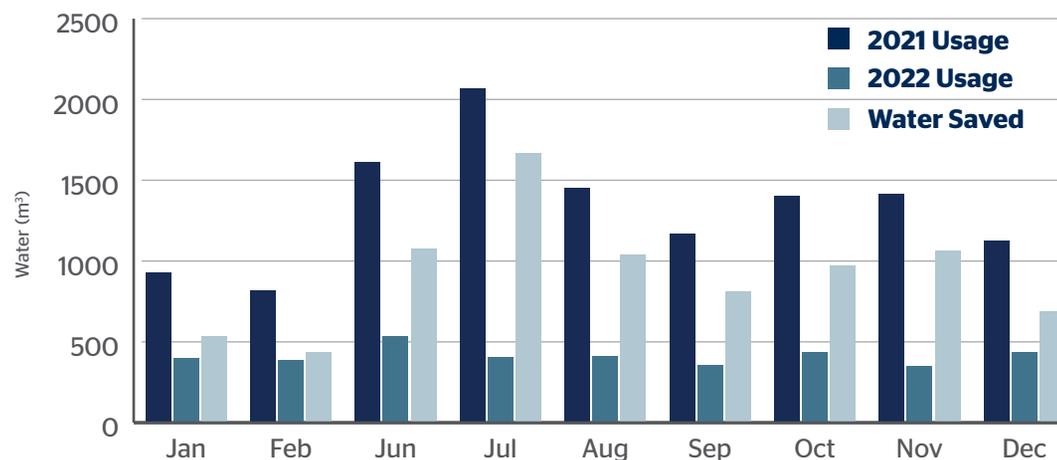
SPOTLIGHT: *Gold Creek Water Disposal Facility Water Usage Reduction*

Our Gold Creek Facility team worked on two different but related projects with the overall intent of reducing freshwater consumption while improving injection water quality. The first project involved modifications to tank internal piping coupled with chemical treatment of incoming water; this resulted in an improvement in hydrocarbon breakout from the injection water, an improvement in water quality, and a reduced number of annual filter changes. The second project involved the addition of a chemical treatment into the injection filter flushing process, reducing the volume of water required to safely flush the filter system. The two projects not only increased hydrocarbon recovery but also reduced freshwater consumption by 59.4% over the previous year.

Fresh Water Consumed and Saved After Initiative Implementation
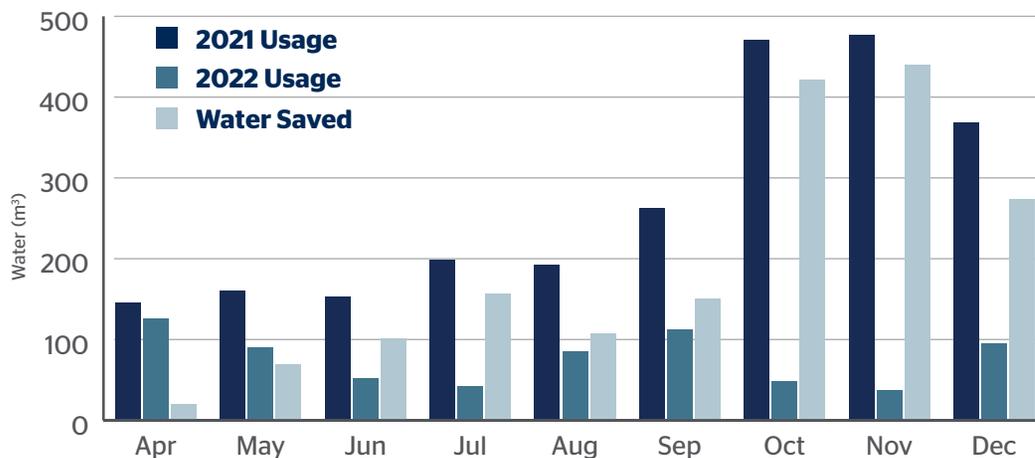
In 2022, approximately 647,805 m³ of water was withdrawn or purchased for domestic and industrial purposes. From that total, 67% was groundwater, 12% was surface water, and 21% was water purchased from a municipality or water hauler.

In 2022, we saw a 9% decrease in groundwater usage compared to 2021. Surface water usage decreased by 16%, and purchased water usage decreased by 2%. In 2022, SECURE returned approximately 2,155,092 m³ of water back to the watershed that met surface water quality discharge criteria.

2022 vs. 2021
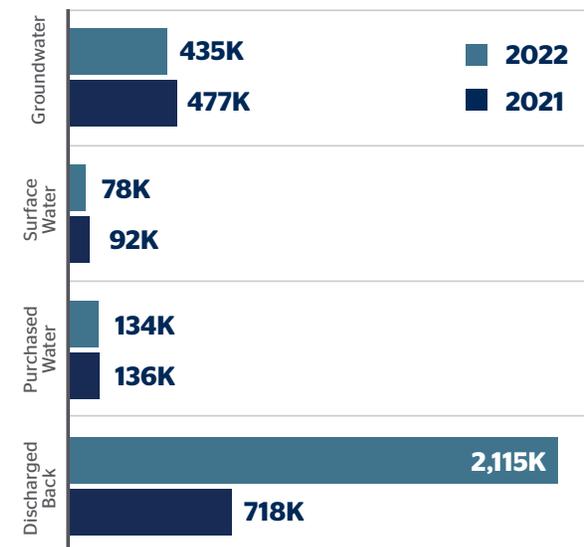
Surface and groundwater monitoring is routinely performed at SECURE's facilities. In 2022, compliance groundwater monitoring programs were conducted at over 140 operational and suspended sites. Strict performance standards and monitoring is maintained to identify and mitigate any potential environmental impacts, as well as to assess our environmental performance.

Environment – Waste

SECURE's network of waste processing facilities is designed and operated to maximize hydrocarbon recovery, adding value for our customers, and minimizing overall environmental impact. Additionally, SECURE offers onsite waste management, providing customers with trained waste technicians, site supervisors, site clean-up services, transportation, emergency response, spill containment and recycling and disposal of various waste streams.

Across our Environmental Waste Management Infrastructure network, SECURE generates hazardous process solids by processing and treating our customer's waste to increase hydrocarbon recovery, remove contaminants and minimize fluid content in the solids. We also directly receive hazardous solids from our customers' operations at our waste pads. In 2022, the combined total of SECURE-generated and customer-generated hazardous solid waste totalled 37,354 metric tonnes. Per regulatory requirements, this waste was disposed of in our engineered hazardous waste landfill or shipped to other approved disposal locations.

SECURE processed the following volumes on behalf of our customers in 2022:

- Recovered and shipped to market 250,047 m³ of crude oil
- Safely disposed of 4,612,860 tonnes of customer waste in our landfills
- Injected 7,920,000 m³ produced water and wastewater in our injection well network
- Disposed of 59,149 metric tonnes of recyclable hazardous waste, with over 55%, or 19,107 m³ recovered as oil at our three caverns

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SPOTLIGHT: *Doig River Community Waste Round-Up*

On September 8, 2022, 30 SECURE employees participated in the Doig River Waste Round-up at the Doig River First Nation (DRFN) northeast of Fort St. John, British Columbia. SECURE was able to draw upon our waste services expertise, going door-to-door to assist in removing more than 15 tonnes of waste from the community that would have otherwise been difficult to find a local disposal solution for, including seven bins of household wastes, scrap metal, and tires. The team also assisted in classifying and removing household hazardous waste, including paint, flammable liquids, used oil and filters, automotive batteries, corrosive materials, and propane tanks.

SPOTLIGHT:
New Technology to Potentially Help Reduce Single-Use Plastic Waste

Filters are used extensively in SECURE's Waste Processing business and throughout most of our customer's business. Filters used in industrial, pharmaceutical, and food processing are typically made from single-use plastic because they are inexpensive, durable, lightweight, and withstand moderate temperature changes. Used filters are generally disposed of in a landfill or incinerated depending on their contamination. In 2022, SECURE started a project to reduce waste and our carbon footprint in our operations directed at filters. We began working with a technology partner to develop a filter made from bioplastic instead of single-use plastic. A prototype filter was developed in 2022, and lab tests simulating various process environments were conducted. As a result of this testing in 2023, we will expand our project to begin testing the filters in one of our process facilities. If testing is successful, we will have the option to use filters with a lower carbon footprint and the ability to biodegrade over time in the landfill.

SPOTLIGHT: Reclaiming Value from an Old Landfill

SECURE is always seeking opportunities to think differently about waste. One of our environmental projects this year involved the excavation of an old landfill to recover scrap metal. The landfill was used for over 100 years, and with the development of new technology, we have an opportunity to get additional value out of once unusable scrap metal.

The site was installed with a permanent magnetic screening system equipped with a hopper, conveyor systems, screens, and magnets to recover ferrous materials. Every tonne of waste pulled from the landfill is estimated to have 10-15% recyclable metal. The recovery project runs five days a week, and mining of the old landfill is expected to continue over the next ten years.

Leachate Management

Environmental protection is a primary objective in the design, construction, operation, and closure lifespan of SECURE's network of 22 owned landfills. Our engineered landfill cells are designed and constructed with leachate collection systems to effectively remove this by-product from the base of the landfill cells. Leachate is typically transported by truck or pipeline for safe disposal at our Waste Disposal Injection Wells. Despite these features, leachate management still poses a challenge for landfill operators.

> *In 2022, SECURE generated 581,510m³ of leachate at our 22 landfills, an increase of 32% over 2022 due to increased precipitation despite additional construction of more staged caps.*

Investments in technology and best practices are helping reduce leachate generation in our landfills and reduce the amount of leachate disposed. In 2021, we began assessing new technologies and best practices as alternatives to trucking, treating, and disposing of leachate to minimize the environmental impact of leachate and reduce the cost associated with its management. These technologies and best practices include accelerated evaporation, leachate treatment, and staged capping.

Accelerated Evaporation

Accelerated evaporation machines or 'misters' have been trialed at two SECURE landfills over the past two years with promising results. Similar to snow-making machines used at ski hills, misters are situated in the leachate pond. The mist plume is directed over the pond to lift the water into the air and evaporate into the atmosphere. Operating from March to October with favourable weather, operational controls are applied to the misters to stop misting when the wind and temperature conditions change.

In 2022, the regulatory approvals for the leachate mister pilot projects expired at both landfills. A decision was made not to apply for permanent approval for the misters because of their short operational season and

Definitions

Leachate: A by-product of precipitation draining through a landfill cell and poses an environmental risk if not managed effectively.

dependency on favourable weather (wind and temperature). Although the technology is relatively inexpensive, it did reduce the volume of leachate that required disposal, and we were able to return some water to the hydrologic cycle; however, the benefits needed to be more significant to continue further assessing the technology. Internal efforts were directed toward the assessment of two other options.

Leachate Treatment

SECURE uses zero liquid discharge evaporation systems to treat leachate at our South Wapiti and LaGlace landfills. The systems are equipped with a proprietary stripper system that removes light hydrocarbons, methanol, ammonia, and hydrogen sulfide and returns clean water vapor to the atmosphere.

This system provides all services required for onsite evaporative disposal; switching from offsite to onsite increases control and reliability of disposal. This helps mitigate issues related

Despite LaGlace only operating for half of the year, this solution still returned approximately 31,455 m³ of treated water to the environment.

to disposal capacity availability, removes truck traffic from roadways and eliminates the need for disposal well injection for leachate disposal.

This evaporation system is effective at reducing the volume of leachate requiring disposal and provides the environmental benefit of returning water to the water cycle, however the process is highly energy intensive and as a result contributes to our GHG footprint. We continue to assess this evaporation technology and are looking for opportunities to reduce its energy intensity.

Staged Capping

Staged capping is a method used to cover landfill cells with a welded synthetic liner, preventing precipitation from entering the landfill cell. The liner blocks the precipitation from encountering the underlying waste, preventing it from turning into leachate. Precipitation runs off the liner surface and into the ditches around the landfill site, which is then collected in stormwater ponds, tested to ensure water quality and discharged back into the natural environment.

Approximately $3 million in operating costs was saved by applying staged capping technology in 2022

To safeguard the synthetic liner from the wind, engineered windbreakers ensure that the liner is protected and withstands varying weather conditions. By design, staged capping also reduces the saturation of the waste, enabling it to dry out and, as a result, improving the stability of the landfill while lowering the environmental risk.

This best practice reduces leachate generation at our landfills and is becoming our preferred method for long-term leachate reduction. This solution ultimately reduces operating costs and improves environmental performance.

In 2022, we exceeded both of our staged capping targets of:

- Completing three stage caps (five were completed); and
- Reducing the open landfill catchment area by 4% (10.6% was reduced).

Landfill Capping

The total area capped in 2022 was 363,355 m², equivalent to 44.6 Canadian Football League fields.

Since 2020, SECURE has invested $29.4 million in staged capping, and the program is continuing in 2023 as it is a meaningful investment to reduce leachate generation. Landfills are evaluated on a case-by-case basis, depending on the environmental risk associated with landfill cell stability and the amount of leachate generation involved at each site. This solution minimizes the environmental risk with both landfill cell instability and generating and managing excess leachate.

Investment in Staged Capping
(Millions)
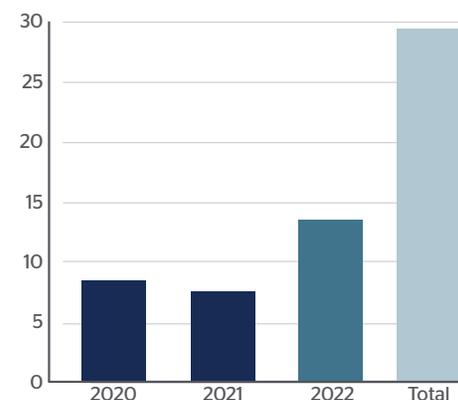
SPOTLIGHT: *Turning Waste into an Opportunity to Save Freshwater*

Using leachate, SECURE provides an innovative alternative water source to support our customers' hydraulic fracturing operations. This initiative is an opportunity to repurpose leachate and to help our customers reach their ESG water conservation goals by reducing their use of fresh water. In 2022, the LaGlace and Silverberry Landfills provided customers with 5,711 m^3 of leachate that met the criteria to substitute for freshwater in fracking operations - another example of how we help our customers deliver a more responsible barrel by turning waste into a usable product and conserving water.

LOOKING AHEAD

- **Conduct leachate reduction pilot project that utilizes enhanced surface water management protocols**

- **Target a Waste Processing Facility spill intensity of 0.33 spills (0.26 per 1 million m^3 fluid handled) and improve spill data capture, management, and analysis in Waste Transfer and NORM facilities to be able to determine baselines and eventually set meaningful reduction targets**

- **Freshwater usage reduction target of 5% for 2025, using 2022 as a baseline.**

- **Construct two additional staged landfill caps with an estimated 9.2 hectare capping area.**

- **Create a biodiversity standard**

Governance

Strong and effective corporate governance is foundational to creating a sustainable and resilient business. SECURE is committed to maintaining effective governance practices that ensure we have the policies and processes to manage our business prudently and responsibly. We will continue to adopt best practices and evolve our governance practices as the Corporation enters its next phase of growth and development as a leader in environmental and related energy infrastructure.

Governance Highlights

- Progressed the renewal of our Board with the addition of three highly experienced directors

- Increased the number of women on the Board to 38%, exceeding the D&I Policy target of 30%

- Established a customized online training module for the Code of Business Conduct with a 100% completion rate

- Established a phishing awareness and testing program

- Linked executive and senior leader compensation to the delivery of ESG strategy

- Achieved a 96% approval on annual "say on pay" advisory vote for executive compensation in 2022

Rene Amirault

Mark Bly

Mick Dilger

Wendy Hanrahan

Joseph Lenz

Brad Munro

Susan Riddell Rose

Deanna Zumwalt

Board Governance and Oversight

By offering thoughtful leadership, compliance with all laws and adherence to the highest ethical standards, our Board sets the tone from the top, which fosters a culture of integrity and leads to an efficient, strong performing and sustainable business.

A Diverse and Experienced Board

Since the release of our last report, the Corporation has progressed with our ongoing process of Board renewal with the appointment of three new directors as other long-term directors retire from the Board. Mick Dilger, Wendy Hanrahan, and Joseph Lenz bring diverse backgrounds, experience and skills that complement the continuing directors such that the Board has members with a broad range of experience and expertise to effectively carry out its mandate.

Leading Governance Practices	
Independence	88% of the Board is independent
	Audit Committee, Corporate Governance and Nominating Committee, Compensation Committee are 100% independent
	In camera sessions held at each Board and Committee meeting without management and non-independent directors
	All Board committees are 100% independent
Diversity	Diversity and Inclusion policy with the target that at least 30% of the Board be comprised of women
	Term limits established including the earlier of 20 years of service or the director reaching 75 years of age
Board Effectiveness	Formal process for nominating directors and succession planning
	New director onboarding and ongoing director education programs
	Formal Board, Committee and peer evaluations completed annually
	Collaborative relationship with management with open and honest dialogue
	Ability to retain independent advice as deemed nescessary
	100% meeting attendance in 2022
Ethical Conduct	Code of conduct with sign off every three years
	Equity ownership requirements for Board and executive
	Formal policy on majority voting
	Whistleblower hotline with a direct line to Audit Committee Chair

Successfully progressed effective Board renewal over the past year with the retirement of several long-time directors and the addition of three highly experienced individuals

Board Oversight of ESG

SECURE has established an effective internal governance structure to help implement sustainability strategies and deliver on our sustainability commitments across the business. All levels of the Corporation have been engaged to drive behaviours and actions to support our sustainability principles led by our organization's value to "Do the right thing."

Board of Directors

- Audit
- Corporate Governance & Nominating
- Human Resources & Compensation
- Environment, Social & Governance

The Board, directly or through its committees, is responsible for supervising SECURE's business and affairs with the objective of enhancing shareholder value. The Environment, Social and Governance Committee was established with the principal purpose of fulfilling the

INDEPENDENCE

INDEPENDENT   NON-INDEPENDENT

AGE

<55   55-60   61-65

GENDER

MALE   FEMALE

TENURE

<1 YEAR   1-5 YEARS   >10 YEARS
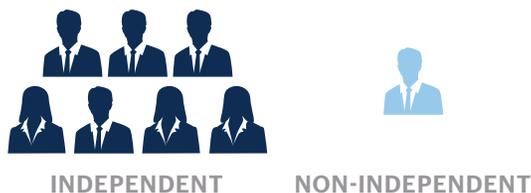
Board's oversight responsibilities concerning SECURE's broad range of ESG matters. The Committee's primary duties and responsibilities include the following:

- The establishment and review of ESG policies
- Reviewing, approving and making recommendations to the Board concerning sustainability topics
- Efforts to meet or exceed all laws and regulations regarding ESG matters
- Monitoring of the implementation of ESG compliance systems
- Monitoring the Corporation's compliance with ESG policies

- Providing oversight on climate change risk management and climate strategy
- Monitoring the effectiveness of ESG policies, systems and monitoring processes
- Monitoring management systems and internal controls addressing key risks in the areas of health, safety, sustainability and the environment, and reviewing management's risk management efforts
- Receiving results and updates from management concerning ESG performance
- Any additional matters delegated to the Committee by the Board

Transparency, Ethics and Integrity

Enhanced Disclosure

SECURE is committed to further enhancing our ESG data collection and reporting. The Board is supportive of increasing transparency and providing additional ESG disclosure, including through the release of our inaugural TCFD report, which sets out our expected governance, strategy, risk management and metrics and targets as they relate to climate impact.

The Corporation also recognizes the importance of instilling our stakeholders with confidence in the accuracy and completeness of the metrics reported. SECURE is planning to have its GHG data audited by 2024. The Corporation is also exploring utilizing an ESG database to collect and compile emissions data to increase control measures and improve data consistency and quality.

Executive Compensation

The Board oversees executive compensation and ensures it is closely tied to the achievement of corporate and individual performance objectives and aligns executive officers' interests with shareholder value creation. The short- and long-term incentives that form part of executive officers' overall compensation include achievement of financial results and corporate development aligned with SECURE's strategic plan and growth strategy, as well as individual goals that are tied to the area of the executive

officers' primary responsibility and may include the achievement of specific financial or business goals that support the delivery of SECURE's strategy. These goals include ESG-specific metrics such as safety performance, progress towards meeting environmental targets aligned with reducing CO_2 emissions and other broader ESG-related metrics.

SECURE believes that shareholders should have the opportunity to fully understand the objectives, philosophy and principles used to make executive compensation decisions. In 2022, the Corporation moved from a three-year "Say-on-Pay" advisory vote to an annual vote to create increased and ongoing engagement between shareholders and SECURE with respect to executive compensation. The Corporation is committed to demonstrating leadership in evolving governance issues, including executive compensation, providing shareholders with clear, comprehensive, and transparent disclosure relating to executive compensation, and receiving and acting on shareholder feedback on this matter.

Business Ethics

A shared commitment to conducting business ethically and with integrity are the cornerstones of our culture. SECURE's Code of Business Conduct (the "Code") outlines the Corporation's standard that supports day-to-day decision-making. The Code outlines the policies required to help us do the right thing when dealing with our customers, suppliers, stakeholders, and each other.

The Code of Business Conduct additionally refers to the following policies:

- Workplace Non-Discrimination, Violence, Harassment and Bullying Policy
- Alcohol & Drug Use Policy
- Diversity & Inclusion Policy
- IT Acceptable Use Policy
- Privacy Policy
- Policy on Trading in Securities
- Corporate Disclosure Policy
- Whistleblower Policy

All directors, officers, employees, and contract workers of the Corporation have an obligation to read the Code, understand it, and follow it. Written acknowledgment of adherence to the Code is a condition of their employment or engagement and must be renewed at least

Whistleblower Hotline

SECURE encourages all directors, officers, employees, and consultants to express their concerns regarding compliance with the Code without fear of retaliation and report violations of the Code in accordance with the procedures described in the Corporation's Whistleblower Policy. No reports were filed in 2022 that pertain to any conduct of a director or officer that constitutes a departure from the Code.

every three years. A customized online training module for the Code was released in the fourth quarter of 2022 to comply with SECURE's three-year renewal requirement. 100% of directors, officers and contract workers have completed the renewal.

Supplier Expectations

Our commitment to operating safely and reliably extends to our supply chain. The success of our business relies heavily on the relationships we have built with our suppliers. We strive to work with organizations that share our core values, sustainability objectives and environmental and social practices. SECURE's Supplier Code of Conduct establishes standards and principles concerning labour and human rights, business ethics, health and safety, environmental sustainability, and stakeholder engagement for our vendors, contractors, and consultants. We expect all suppliers to adhere to this Code. SECURE utilizes a contractor management system to prequalify our contractors and suppliers before they can supply goods or provide services for the Corporation. This system tracks injury and incident statistics, health and safety programs, insurance, and workers' compensation information.

Going forward, we will work on further incorporating ESG metrics into our supply chain processes that will create clear expectations and guide decisions about vendors and suppliers we engage with.

Data and Privacy

The Corporation is committed to ensuring robust cyber security measures are in place to continue to protect the security, reliability and availability of our information, technology infrastructure, and services. Throughout 2022, SECURE continued to invest in maturing our cyber security posture, including:

- Standing up a Security Operations Center that monitors, detects and responds to cyber threats on a 7/24/365 basis
- Conducting annual Information Technology & Operations Technology penetration tests
- Upgrading all firewalls to the latest technologies
- Establishing a phishing awareness and testing program
- Developing incident response playbooks
- Training cyber security response teams with Incident Command System processes
- Conducting regular tabletops exercises
- Communicating, assisting, and educating our employees in cyber security events and "threats of the day" through our "behind the firewall" articles, one-on-one employee discussions, and internal online cyber security training modules (in 2022, 87% of all employees completed training)

We continue to work with cyber security leaders and industry partners nationwide to assess the macro security landscape and ensure our cyber security program is robust. Our cyber security

📖 *Definitions*

Tabletop Exercise: *Allows us to test out the processes outlined in our Cybersecurity Response Plan by running simulations and scenarios to ensure our teams know and understand their roles and responsibilities and to identify potential improvements to our processes or gaps in our technology against specific cybersecurity scenarios.*

program is subject to a comprehensive annual audit review by a third party. Cyber security is part of our risk management, and the Audit Committee receives quarterly updates on incidents, metrics, and the status of programs that strengthen our cyber security posture.

Materiality Assessment

In 2021, SECURE committed to refreshing its materiality assessment to determine whether the ESG risks and opportunities identified and prioritized prior to the merger were still valid for the organization and its stakeholders. We did not complete the materiality assessment refresh, which was scheduled for Q4 2022, because we chose to instead prioritize our resources on the collection and accuracy of our CO_2 emission data and the preparation of our inaugural TCFD report and to be better prepared for future verification of this data. We researched global sustainability standards and frameworks and

reviewed peer disclosures to identify ESG topics to incorporate into the stakeholder materiality assessment survey. The process continues in 2023, with the survey launch to key stakeholders in Q1 and Q2 of 2023 and an analysis of the results scheduled for the third quarter. The targeted completion for the updated materiality assessment is the third quarter of 2023 so that it aligns with our fall business planning and strategy schedule.

LOOKING AHEAD

- **Development of a Human Rights Policy to outline our commitments and responsibilities to respect human rights across our operations**
- **Participation in a third-party audit with respect to Scope 1 and 2 GHG emissions expected to be completed in 2024**
- **Begin planning for the development and implementation of an Operations Management System to increase efficiency in our business**

Supply Chain

SECURE strives to work with organizations that share our core values, sustainability objectives, and environmental and social practices. SECURE is working to integrate Supply Chain into its overall business strategy, with initial priorities targeted toward safety performance and opportunities to engage with local and Indigenous partners.

We leverage our already strong professional relationships across our supply chain network to promote collaboration and consider initiatives that can be the most impactful. It's essential to SECURE to consistently communicate to our customers, suppliers, contractors, and vendors that environmental, economic, social, and governance requirements are all important.

Contractor Management

Contractor Management is an integral part of SECURE's Supply Chain. Contractors identified by SECURE as safety sensitive are vetted and approved utilizing a third-party screening service. Contractors that do not meet the minimum requirements cannot provide services for or on behalf of SECURE without senior leadership approval. Screening is an important step to verify that safety-sensitive contractors meet specific safety criteria and thus do not pose an unacceptable risk when performing work on our sites or our customers'

sites. Approximately 1,100 contractors have been screened using the service. We have also designated an internal SECURE resource to support our contractors with the initial setup of the third-party screening service.

As part of our 2022 initiatives, through our third-party screening service, we began requesting these safety-sensitive contractors complete some environmental screening questions in addition to our mandatory safety screening. Our 2022 screening determined the following:

- 100% of our screened safety-sensitive contractors and vendors track spills
- 37% have an environmental management system

We will continue to explore an expansion of the use of this tool and further engagement with contractors as we commit to a more sustainable supply chain and procurement standards.

As part of our ESG awareness training and our ESG ID opportunity program, our Drilling Fluids

business challenged its team to find ways to begin to integrate ESG principles into its supply chain. As a first step, this included sourcing and experimenting with more environmentally sustainable chemicals in some of the fluids they blend. This work is in its early stages, and we plan to have more to report on in the coming years, but if successful, this will contribute to our mandate of providing customers with environmentally responsible solutions and products.

Supplier Code of Conduct

SECURE is committed to reducing our environmental and social impact across our supply chain. We expect all suppliers, vendors, and contractors to operate per our standards and principles concerning labour and human rights, health and safety, business ethics, environmental standards, and stakeholder engagement. Suppliers, vendors, and contractors are expected to embrace the values and follow the expectations outlined in the SECURE Supplier Code of Conduct. The Supplier Code of Conduct allows SECURE to establish baseline expectations of suppliers, vendors, and contractors we hire and ensure they align with the high ethical standards and integrity that SECURE already expects of itself.

LOOKING AHEAD

- Continue to monitor and evaluate ESG screening data from our safety-sensitive contractors through prequalification and identify opportunities to expand the scope of data currently collected
- Establish criteria for identifying critical suppliers and identify those suppliers based on criteria
- Add environmental and social clauses into applicable supplier contracts

Appendix

Total = 32
Complete = 19 (59%)
Ongoing = 10 (31%)
Complete & Ongoing (combined) = 90%
Incomplete/Not Initiated = 3 (9%)

Status Summary of 2021 Looking Ahead Sections

Commitment	Page	Status	Comments
Path to Net-Aero GHG Emissions 2050 Target	14	n/a	• Ultimate target
5% reduction of water consumption	14	Complete	• Exceeded target by 3.7% • 8.7% year over year reduction
Short-Term Path to GHG Emission Reduction	14	n/a	• Refer to separate summary
5-year ESG strategy	16	Ongoing	• Completed all items in strategy except for one item: governance gap analysis and action plan • Item was not completed because of a lack of internal resources to be able to complete the work. Gap analysis will be rescheduled for 2024
Introduction			
New Vision, Mission, Purpose	18	Complete	• Vision, Mission and Purpose were updated and rolled out in 2022
Communication of ESG Activities	18	Complete	• ESG IDs (111 employee ESG improvement ideas submitted in 2022) • 55 internal ESG stories posted on SECURE's intranet • Developed ESG Microsite on external website and an ESG Hub on internal intranet • ESG reporting quarterly to the Board • Messaged at all 4 employee Town Halls
Task Force for Climate-Related Financial Disclosure Report by the end of 2022	18	Ongoing	• Inaugural TCFD Report prepared in 2022, approved by Board in Q1 2023 and released with 2022 Sustainability Report in May 2023
Climate Action Plan	18	Complete	• Completed in Q1 2022 and posted on microsite and ESG hub • Highlighted in Climate Awareness training module released in Q1 2023
ESG Data & Reporting Drives Decision Making	18	n/a	n/a
Assess Data Capture & Streamline to Prepare for 2025 Audit	18	Ongoing	• GHG data collection protocols drafted in Q4 2022 • Internal data checks implemented for 2022 data • Planning external readiness audit in 2023

Commitment	Page	Status	Comments
People			
Diversity, Equity, and Inclusion Training	22	Complete	• Online training released in Q2 2022 • 80% employees completed training by year end
Unconscious Bias Training	22	Complete	• Training released to all employees • 31 employees voluntarily completed training
Employee Voice – Deployed and Used	22	Complete	• Used for Safety Perception Survey in Q4 2022 • Being used for materiality assessment refresh in Q1 2023
Avatar	22	Complete	• Five emerging leaders were sent to the program in 2022 • Financially sponsored the program
Safety			
Full Integration of HSEMS	27	Complete	• Fully integrated in July 2022 • Passed third party COR audit (audit for safety management systems) with score of 86% in November 2022
Supervisor Training	27	Ongoing	• Initiated in Transfer and NORM facilities, Metals and Environmental Projects; other business to follow in future years
Climate			
Reducing Natural Gas Consumption	35	Ongoing	• Reduction of natural gas Intensity year over year by 14.6% in Waste Processing Facilities operations
Integrate Energy Optimization Program	35	Ongoing	• Waste Processing Facilities sites equipped with the IT infrastructure to monitor energy usage, realized an incremental 2.2% reduction in intensity
Fleet Management	35	Ongoing	• Replaced one piece of heavy equipment in Metals with a new one that is 20% more fuel efficient; two additional units on order for early 2023 • Exploring the potential to pilot a hydrogen-diesel bi-fuel truck in 2023
Energy Transformation CCUS	35	Ongoing	• Submitted bid-proposals for two CCUS hubs in Alberta in 2022 but were not successful; continue to seek CCUS opportunities
Environment			
Asset Integrity Management System implementation in 2022	43	Complete	• Integrated the AIMS system into all legacy Tervita locations
Spills – Decrease the number of reportable spills over volumes handled by 10% year-over-year for the Waste Processing Facilities business	43	Complete	• Exceeded target– reportable spill incident rate went from 0.66 in 2021 to 0.14 in 2022 which is a 79% decrease

Commitment	Page	Status	Comments
5 Year ARO (Asset Retirement Obligation) Plan	43	Complete	• Plan completed in March 2022 • Spending targets exceeded in 2022 (spent approximately $10 million on ARO projects)
Reduce Year Over Year Freshwater Consumption by 5%	43	Complete	• Exceeded target – decreased freshwater consumption year-over-year by over 8%
Leachate Management – Staged Capping	43	Complete	• 3 caps installed in 2022 • Catchment area reduced by 4%
Community			
Indigenous Awareness Training	47	Complete	• 88% of all employees completed training in 2022
CCAB PAR Audit Initiation	47	Complete	• Gap analysis completed to prepare for audit in fall 2023
Reporting and Tracking of Data	47	Complete	• Track spending with Indigenous vendors, and number of Indigenous partnerships. Continue to seek other metrics to track.
Governance			
Women on Board 30% (minimum) by May 2023	51	Complete	• 22% women on Board as of December 31, 2022; 38% as of March 15, 2023
Say in Pay Vote	51	Complete	• Refer to Information Circular on SEDAR for details
Refresh Materiality Assessment	51	Ongoing	• Drafted survey questions in Q4 2022 • Materiality Assessment survey initiated in Q1 2023
After the materiality assessment is completed, integrate ESG Risks into Business Strategy	51	Incomplete	• ESG risks identified in previous materiality assessment elements woven into 2023 Business Strategy documents -Discussions on ESG in strategy sessions held in first Q1 2022
Supply Chain			
Monitor & evaluate ESG screening data for third party contractors	53	Complete	• Use of third party screening service to obtain ESG data from safety sensitive vendors and contractors
Supply chain disruptions	53	Incomplete	• Did not initiate
Improve Procedures	53	Incomplete	• Did not initiate

Climate Strategy – Path to Net-Zero Greenhouse Gas Emissions

Roadmap Initiative	2022 Status Update
Set baseline emission data of combined company	**Complete** • 2022 Scope 1 emission data for the entire organization was gathered using consistent protocols and was calculated using consistent methodology • All 2022 fugitive emission data was measured and monitored using the same protocols and calculated using the same methodologies • Flaring and venting added to Scope 1 emissions
Focus on measurement instrumentation implementation across facilities	**In Progress** • Process Integration (PI) technology has been installed in all legacy SECURE waste processing facilities and some legacy Tervita facilities; remainder of facilities will be completed by 2025 (page 46) • Landfill Emission monitoring (page 44) • Kindersley Treater Project (page 46) • Installed meters on the treater at Kindersley, one of the company's largest natural as consumers, to obtain data to analyze consumption patterns to enable development of a reduction plan
Energy efficiency initiatives and audits to identify areas for improvement	**In Progress** • Energy audit program has not been initiated • Initiative - Kindersley Treater (page 46 & 49) • Initiative – Tulliby Lake Flare (page 43)
Explore potential for use of carbon offsets	**Initiated** • Exploring potential to develop carbon offset protocol(s) for internally generated offsets
Reduce methane emissions	**Initiated** • Included flare emissions in Scope 1 in 2022 (page 43)
Digitization of processes	**In Progress** • Initiated one digitization project that will provide customers with enhanced technical support when characterizing waste, simplified waste shipping capability, improved regulatory compliance, and accurate Scope 3 emission data for waste shipments (page 49)

Roadmap Initiative	**2022 Status Update**

Explore technologies supporting the energy transformation, including Carbon Capture & Storage (CCUS), Hydrogen, Renewable Natural Gas (RNG) applications	**In Progress**
	• Carbon Capture and Storage (CCUS)
	  • Submitted two proposals for two carbon hub projects in Alberta – were not successful in either bid
	  • Continue to seek other opportunities in this space
	• Hydrogen
	  • Working with new technology company to convert a SECURE heavy duty truck to a hydrogen-diesel hybrid (page 49)
	  • Initiated investigation to apply same technology to potentially convert a loader or dozer to hydrogen-diesel hybrid

Reduce emissions associated with fleet with alternative fuels and engine types	**Initiated** • Assessing potential to pilot a diesel-hydrogen hybrid vehicle (page 49)
Explore the potential to apply internally generated offsets to reduce emissions	Refer to line above titled "Explore potential for use of carbon offsets"
Reduce GHG Emission Intensity by 15% by the End of 2024	**In Progress and On Track** • Year over year reduction of 8% Corporate GHG Intensity (page 45)

UN Sustainable Development Goals

The United Nations 17 Sustainable Development Goals (SDGs), set in September 2015 by all United Nations Member States, are the framework and global call to action to achieve sustainable global development and a better future for all. Set to be achieved by 2030, the SDGs align with SECURE's business, our values and ESG commitments. SECURE is focusing on the following SDGs:

3 GOOD HEALTH AND WELL-BEING

UN SDG Target

3.6 - By 2030, halve the number of global deaths and injuries from road traffic accidents

Actively monitoring our Motor Vehicle Incident Rate (MVIR) and continuously setting targets and goals to improve performance will help contribute to the reduction of motor vehicle accidents.

SECURE's Journey/Progress

2022 Progress:

- Exceeded target of MVIR <1.80 in 2022 with MVIR = 1.07 with over 22 million kilometers driven

2023 Plans:

- SECURE has committed to achieving a MVIR Target of <1.5

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE

UN SDG Target

9.1 - Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

9.4 - By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

SECURE's Journey/Progress

SECURE's network of over 100 facilities services Western Canada and North Dakota. Engineering excellence, safety and integrity is at the forefront of all facility design, build and maintenance. Our comprehensive asset integrity management system helps ensure we are compliant and exceed all audits.

SECURE is taking steps towards the energy transition by exploring opportunities to develop projects that would enable is to contribute to a lower carbon economy.

One example is carbon sequestration, SECURE's operational skillset and industry experience with injection well operations and midstream infrastructure aligns with what is required to successfully operate sequestration projects.

2022 Progress:

In 2022, SECURE spent $3.4 MM on asset integrity (up 39% from 2021) and conducted over 586 inspections to ensure our equipment and facilities continue to run reliably and safely.

Updates on other items included in 2022:

- SECURE began work on optimizing its treater operations to reduce natural gas consumption at Kindersley. Data collection from metering installed in 2022 will continue into the first half of 2023. Data analysis will enable better decision analysis for choosing the best option to reduce natural consumption in the future. The Fox Creek project planned was not initiated because efforts were focused on Kindersley.

- The five-year Asset Retirement Strategy was completed in 2022 and approved by SECURE's Board of Director's ESG Committee. In 2022 $10 million was spent on environmental assessments, well abandonments, decommissioning, remediation, and reclamation activities.

- SECURE bid on three carbon sequestration hubs in Alberta but was not successful in the bidding process.

2023 Plans:

- Continue to seek opportunities to participate in carbon sequestration and storage projects
- Leachate reduction pilot project
- Continue execution of 5-year Asset Retirement Strategy

UN SDG Target

10.2 - By 2030, empower and promote the social, economic, and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

SECURE's Journey/Progress

SECURE remains committed to building lasting relationships with Indigenous communities through respectful engagement and providing opportunities for economic participation in support of Truth and Reconciliation.

2022 Progress:

- Indigenous Awareness Training for all employees completed with a completion rate of 88%.
- 19 Indigenous Partnerships across Canada.
- Spend of $6 million with 49 Indigenous communities and vendors plus an additional $2 million invested in indigenous communities.
- Launched organization wide DEI training with additional optional Unconscious Bias training for those in positions of leadership. Completion rate on DEI training was 80% and offered Unconscious Bias Training. Exceeded target, as of March 15, 2023 women represented 38% of the Board.

2023 Plans:

- Undergo audit for Canadian Council for Aboriginal Business Partners PAR certification
- Offer advanced Indigenous Awareness Culture training to key personnel in continued support of Truth and Reconciliation to build on initial Indigenous Cultural Awareness training offered in 2022
- Maintain previously achieved Board of Directors gender target of 30% women on Board

UN SDG Target

13.1 - Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries

13.3 - Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

SECURE's Journey/Progress

SECURE has identified the risks climate change poses to the organization, its people, and assets. SECURE developed a Climate Action Plan and set the ultimate goal of committing to achieving net zero greenhouse gas (GHG) emissions by 2050.

Achieving this goal means actions start today with short-term targets or reducing absolute GHG emissions by 15% by 2024.

In Q4 2021, SECURE launched ESG awareness Training and ESG ID, a process for employees to share their ESG ideas with potential to action them.

2022 Progress:

- Released Climate Action Plan.
- Release of TCFD Climate Report with 2022 Sustainability Report (includes climate related risk and integrates it into business strategy and enterprise risk.
- Sent five future leaders to the Avatar Innovations program to learn about energy transition technologies and opportunities.

2023 Plans:

- Reduce Scope 1 and 2 GHG Emission Intensity by 15% by 2024
- Progress trials on technology that improves engine combustion efficiency and continue to seek opportunities to trial hybrid fuel vehicles.

2022 ESG Data Table

Economic and Community Impact	Units	2022	2021	2020
Total Revenue	$000,000s	8,002	4,681	3,241
Wages and Employee Benefits	$000,000s	249	211	181
Dividends	$000,000s	38	7	17
Community Investment	$000s	780	540	473
Indigenous suppliers utilized	count (#)	49	89	51
Indigenous spending	$000s	5,965	10,500	12,320
Partnerships with Indigenous Communities[i]	count (#)	19	21	N/A
Product Recovered	**Units**	**2022**	**2021**	**2020**
Crude Oil Recovered	m^3	250,054	253,983	265,027
Metal Recovered	metric tonnes	256,229	197,310	150,400
Greenhouse Gas Emissions	**Units**	**2022**	**2021[ii]**	**2020**
Scope 1 - Direct Emissions[iii]	tCO$_2$e	120,726	116,713	132,338
Waste Processing Facilities (Environmental Infrastructure)	tCO$_2$e	83,126	83,833	99,509
Environmental Solutions and Fluid Management	tCO$_2$e	37,600	32,879	32,829
Scope 2 - Electricity	tCO$_2$e	117,470	107,785	111,510
Scope 1 and Scope 2 Emissions	tCO$_2$e	238,196	224,498	243,848
Greenhouse Gas Emission Intensity[iv]	**Units**	**2022**	**2021[v]**	**2020[vi]**
Scope 1 greenhouse gas intensity	kg CO$_2$e/unit received or shipped	5.29	6.35	10.50
Waste Processing Facilities (Environmental Infrastructure)	kg CO$_2$e/m^3	4.00	4.59	10.70
Landfills	kg CO$_2$e/tonne	1.29	1.63	3.75
Metal Recycling	kg CO$_2$e/tonne	25.73	33.42	26.17
Scope 2 greenhouse gas intensity	kg CO$_2$e/unit received or shipped	5.09	5.86	11.09
Scope 1 and Scope 2 greenhouse gas intensity	kg CO$_2$e/unit received or shipped	9.55	10.4	21.02
Reduction in Scope 1 and Scope 2 greenhouse gas intensity	percentage	-8%	-50%	N/A

Emissions Attributed to Fleet	Units	2022	2021[vii]	2020
Total Fuel Use	000s litres	11,962	10,278	8,633
Scope 1 greenhouse gas fleet emissions[viii]	tCO_2e	31,875	27,332	23,330
Change in Scope 1 greenhouse gas fleet emissions	percentage	17%	17%	N/A
Renewable Fuels	percentage	-	-	-
Processing Emissions Produced the Following Emissions[xi]	**Units**	**2022**	**2021**	**2020**
Nitrogen Oxides (NOx) - Canada	tonnes	40.96	42.35	40.71
Particulate Matter (PM_{10}) - Canada	tonnes	103.96	149.70	106.36
Energy	**Units**	**2022**	**2021[x]**	**2020**
Total Electricity Consumption	kWh	153,745,040	145,204,617	149,248,800
Reduction in Electrical Power Consumption	percentage	-6%	-3%	-
Renewable Sources	kWh	31,471,572	40,723,684	-
Renewable Sources	percentage	20%	28%	-
Energy Intensity for Waste Processing Facilities (Environmental Infrastructure)	kWh/000's m³ fluids handled	5.23	5.59	7.66
Water Management	**Units**	**2022**	**2021**	**2020**
Fresh water interactions (withdrawn, consumed, discharged)[xi]	000s m³	2,802	1,425	1,541
Fresh water discharged to watershed	000s m³	2,155	718	976
Fresh water withdrawn and consumed[xii]	000s m³	647	707	565
Leachate avoided due to staged and permanent capping	000s m³	186	187	N/A
Leachate produced	000s m³	582	439	843
Spills	**Units**	**2022**	**2021**	**2020**
Significant spills[xiii]	count (#)	0	1	0
Released substances from significant spills	m³	0	98.8	0
1st Party reportable spills[xiv]	count (#)	3	12	7
Released substances from reportable spills	m³	19	128	56
Spill intensity reportable and significant spills[xv]	m³/MM³ fluids handled	0.93	7.06	2.60

Asset Integrity	Units	2022	2021	2020
Spend	$000s	3,365	3,300	809
Inspections	count (#)	586	632	485

Abandonment and Reclamation	Units	2022	2021	2020
Total wells abandoned	count (#)	10	10	5
Reclaimed customer land[xvi]	hectares (ha)	0	307	371
Contaminated soil treated on customer's sites[xvii]	metric tonnes	31,168	41,807	766
Trees planted for customers[xvii]	count (#)	0	5,100	22,500

Hazardous Waste Generation	Units	2022	2021	2020
Recyclable hazardous waste generated[xix]	m^3	37,354	45,638	N/A
Volume of oil recycled from hazardous waste generated[xx]	m^3	19,107	15,192	N/A
Hazardous process waste generated at Waste Processing Facilities (Environmental Infrastructure) and Environmental Solutions business segment facilities in Canada	metric tonnes	34,794	56,169	10,165

Health and Safety	Units	2022	2021	2020
Senior leader safety engagement[xxi]	count (#)	1082	348	81
Hazard ID close-out	percentage	97%	98%	99%
Average number of days to close	count (#)	N/A	N/A	22
HSE training compliance (internal)	percentage	93%	70%	100%
Fatalities	count (#)	0	0	0
Total recordable injury rate employees and contractors (TRIR)[xxii]	per 200,000 exposure hours	N/A	0.78	0.94
Total recordable injury rate employees (TRIR)	per 200,000 exposure hours	1.18	0.79	0.85
Lost time injury rate employees and contractors (LTIR)[xxiii]	per 200,000 exposure hours	N/A	0.10	0.17
Lost time injury rate employees (LTIR)	per 200,000 exposure hours	0.05	0.10	0.18
Motor vehicle incident rate (MVIR)[xxiv]	per 1,000,000 km driven	1.07	1.49	1.63
Serious injuries and fatalities potential (SIF(P)) rate[xxv]	per 200,000 exposure hours	0.05	0.20	0.31
Average hours on learning management systems (LMS) Safety training[xxvi]	hours	-	-	-

Our People	Units	2022	2021[xxvii]	2020
Permanent employees	count (#)	2190	2078	2117
Men	percentage	79%	78%	77%
Women	percentage	21%	22%	23%
Median age	count (#)	40	40.5	40
Average tenure	years	5.5	5.73	5.73
Employee - Fulltime	percentage	98%	97%	98%
Employee - Temporary/Contractor	percentage	2%	3%	2%
Leadership and Personal Development Training	hours	6,114	2,090.5	3,010.5
Internal Transfers and Promotions	count (#)	402	264	271
Employee fitness allowance reimbursement	$000s	490	758	731
Employees in rural/remote location[xxviii]	percentage	62%	36%	34%
Employee turnover[xxix]	percentage	29%	26%	38%
Involuntary	percentage	9%	11%	28%
Voluntary	percentage	20%	15%	10%
Diversity	**Units**	**2022**	**2021[vii]**	**2020**
Women in Senior Leadership Positions (above Manager)[xxx]	percentage	16%	11%	12%
% Women In Leadership Positions (Manager and above)[xxxi]	percentage	13%	15%	14%
Women in STEM Positions[xxxii]	percentage	11%	6%	7%
Women on Board of Directors	percentage	38%	25%	25%
Women Leading Board of Director Committees	percentage	50%	50%	25%
Governance	**Units**	**2022**	**2021**	**2020**
Size of Board of Directors	count (#)	8	8	8
Independent Directors	percentage	88%	88%	75%
Independent Audit Committee		Yes	Yes	Yes
Average Board Meeting Attendance	percentage	100%	97%	100%
Majority Voting Policy		Yes	Yes	Yes
Code of Business Conduct		Yes	Yes	Yes

Methodology and Sources

i. Partnerships with Indigenous Communities is defined as Economic Participation Agreements where both parties agree to cooperate in advancing their mutual interests and seeking collaboration on future projects. Economic participation agreements range from Letters of Intent, Memorandums of Understanding to Service Agreements and Joint Ventures. These agreements are typically written agreements.

ii. 2021 data restated based on improved data collection methodology.

iii. Scope 1 Direct greenhouse gas emissions in Canada and the U.S. include fleet vehicles, yellow iron equipment, Waste Processing operational facilities, Environmental Solutions, and Fluid Management facilities. Determined using "The Greenhouse Gas Protocol", "2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions", and "Source GWP: IPCC's Fourth Assessment Report (AR4)". Absolute emissions calculated using old methodology, excluding fugitive emissions and venting for an accurate year over year true comparison.

iv. Scope 1 and 2 greenhouse gas intensity is calculated only for Waste Processing Facilities (Environmental Infrastructure), Landfills, and Metal Recycling. SECURE continues to work on establishing intensity metrics for additional lines of business not currently incldued. Corporate intensity is calculated based on weighting for each line of business using absolute emissions.

v. 2021 restated based on improved data collection methodology and new approach to calculating corporate intensity using weighting factors for each line of business.

vi. 2020 restated based on improved data collection methodology and new approach to calculating corporate intensity using weighting factors for each line of business.

vii. 2021 restated based on improved data collection methodology.

viii. Scope 1 greenhouse gas fleet emissions was calculated using all company fleet and yellow iron equipment. Emission factors and calculation methodology were determined using the "B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions," specifically Table 8: Fleet Fuels - Unmixed and Table 16: Sample Emissions Calculation.

ix. Nitrogen Oxides (NOx) and Particulate Matter (PM10) determined using US EPA AP-42 Chapter 1: External Combustion Sources.

x. 2021 restated based on improved data collection methodology.

xi. 2021 restated based on improved data collection methodology.

xii. 2021 restated based on improved data collection methodology.

xiii. A significant spill at a Waste Processing Facility is one that is outside of containment, impacts land or water and triggers the activation of SECURE's Corporate Emergency Support Team.

xiv. First party reportable spills at Waste Processing Facilities are determined by regulatory agency in operating jurisdiction. Products included in reportable spills are produced fluids, crude oil, test fluids, or production chemicals.

xv. 2021 restated based on improved data collection methodology.

xvi. SECURE divested the Environmental Consulting business responsible for the reclamation of customer land in 2022.

xvii. Contaminated soil treated on customer's sites in 2020 is reflective of only Tervita's operations.

xviii. SECURE divested the Environmental Consulting division responsible for planting trees for customers in 2022.

xix. Recyclable hazardous waste generated is defined as internal dangerous oilfield waste and solid waste volumes from our facilities sent to Lindbergh, Unity, and Hughenden caverns in Canada.

xx. Volume of oil recycled from hazardous waste generated is defined as the sum of cut oil from the volumes of internal dangerous oilfield waste and solid waste volumes from our facilities sent to Lindbergh, Unity, and Hughenden caverns in Canada.

xxi. Leadership safety engagement with front line workers. The program has expanded in 2022 to include hazard hunts and safety inspections in addition to leadership interactions.

xxii. TRIR is the ratio of recordable injuries to hours worked. The ratio normalizes the recordable injuries and exposure hours back to how many workers would get injured for every 100 workers over the course of a year.

xxiii. LTIR is the ratio of lost time injuries to hours worked. The ratio normalizes the lost time injuries and exposure hours back to how many workers would get injured for every 100 workers over the course of one year.

xxiv. MVIR is the number of preventable motor vehicle incidents per 1,000,000 kilometers driven.

xxv. SIF(P)R ratio normalizes the serious injury incidents or near misses and exposure hours back to how many workers would face a serious injury or near miss situation per 100 workers over the course of one year.

xxvi. Average hours on learning management systems (LMS) Safety training was not achievable to accurately calculate based on SECURE's current LMS because information from LMS cannot be segregated to perform calculation.

xxvii. 2021 metrics updated based on improved data collection methodology.

xxviii. Based on Definition of Statistics Canada Population Centre and Rural Area Classification. SECURE's employee information is validated by work location. Employee home address city used as work location for employees who work are permanent work from home.

xxix. Post-merger attrition contributed to the year-over-year increase, and while we anticipate that has stabilized, there are several initiatives underway aimed at reducing attrition and increasing retention of top talent. These include launching a renewed organizational Vision, Purpose and Values, and an increased focus on collecting and analyzing employee feedback at all stages of the employee life cycle.

Two separate studies indicated that 33% - 47% of employees leave an organization within a year of the merger for various reasons[1,2]. To help mitigate this SECURE refreshed and communicated its new values, purpose and mission in the second half of 2022 and will be conducting an employee engagement survey in the second half of 2023."

xxx. Women in senior leadership positions (above manager), a percentage of all senior leadership positions, not full employee base.

xxxi. Women in leadership positions - Managers as defined as having direct reports. Percentage of all managerial positions, not the full employee base.

xxxii. Science, Technology, Engineering, and Math, based on Statistics Canada 2016 Census definition. Percentage of women in STEM positions when compared to all STEM positions.

[1] https://www.gallup.com/workplace/267494/stop-losing-talent-merge-acquire.aspx

[2] https://sparkbay.com/en/culture-blog/retain-employees-merger-acquisition-44#:~:text=Or%20are%20there%3F,acquired%20employees%20leave%20post%2Dacquisition

2022 SASB Index

The breadth and diversity of SECURE's business lines require reporting elements from various SASB Sustainable Industry Classification System Categories. These include: Infrastructure Sector - IF.WM Waste Management, from EM - Extractives and Minerals Processing Sector: Oil and Gas - Exploration and Production (EP), Oil and Gas - Services (SV), Oil and Gas - Midstream (MD).

Code	Account Metrics	Category	Unit of Measure	2022 Data, Omission & Explanation
Greenhouse Gas Emissions				
IF-WM-110a.1	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulation, and (3) percentage covered under emissions-reporting regulation.	Quantitative	Metric tons (t) CO_2e, Percentage (%)	(1) 127,248[i] (2) 51%[ii] (3) 0% SECURE does not meet reporting threshold. *Note: Scope 1 emissions for the entire organization*
EM-MD-110a.1 EM-EP-110a.1	(1) Gross global Scope 1 emissions, (2) percentage methane, (3) percentage covered under emissions-limiting regulations	Quantitative	Metric tons (t) CO_2e Percentage (%)	(1) 127,248[iii] (2) 5.20%[iv] (3) 51%[v] *Note: Scope 1 emissions for the entire organization*
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	Metric tons CO_2e	(1) 14,580 CO_2e (2) 106,146 CO_2e[vi] (3) N/A (4) 1,162 CO_2e (5) 5,361 CO_2e *Note: Volumes flared correspond to Western Canada's Petrinex reporting protocols*
IF-WM-110a.3 EM-MD-110a.2 EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 and lifecycle emissions, emissions-reduction targets, and an analysis of performance against those targets	Discussion and Analysis	N/A	**Short Term:** • Reducing GHG emissions by 15% by the end of 2024. • Energy efficiency projects, reducing natural gas consumption. • Lower the carbon intensity of our fleet though either the use of lower carbon intensity fuels or transitioning to alternate fuel vehicles. • Exploring Carbon Capture and Sequestration projects. **Long Term:** • SECURE is committed to achieving net zero greenhouse gas emissions by 2050. *Note: Refer to pg. 41 - **Climate Strategy***
Emissions Reduction Services & Fuels Management				
EM-SV-110a.1	Total fuel consumed, percentage renewable, percentage used in: (1) on-road equipment and vehicles and (2) off-road equipment	Quantitative	Gigajoules (GJ), Percentage (%)	Total fleet fuel consumed: 448,163 GJ (1) 67% used in on-road equipment and vehicles (2) 33% used in off-road equipment In 2022, no renewable fuel was consumed. Fuel used included gasoline, diesel and propane

Code	Account Metrics	Category	Unit of Measure	2022 Data, Omission & Explanation
EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Discussion and Analysis	N/A	**2022 Highlights:** • Fleet Management Team began installing onboard monitoring technology in some commercial vehicles and heavy equipment fleets to enable better data capture. • Sought out lower emission equipment, where possible, to replace equipment that has reached the end of its useful life. • Fluids Management business unit trialed new hydrogen technology on 300-kilowatt diesel generator, seeing an approximate saving of 190 tonnes of CO_2e per year. SECURE has since purchased 4 additional units. **Strategy:** • Continue exploring options to reduce emissions associated with fleet with alternative fuels and engine types. • Continue to improve data capture and management systems for fleet to establish appropriate baselines and set meaningful reduction targets in the future. *Note: Refer to **pg.47 - Fleet Management***
EM-SV-110a.3	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Quantitative	Percentage (%)	N/A

Fleet Fuel Management

Code	Account Metrics	Category	Unit of Measure	2022 Data, Omission & Explanation
IF-WM-110b.1	(1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) Total fleet fuel consumed: 448,163 GJ Fuel used included gasoline and diesel (2) 0% (3) 0%, in 2022 no renewable fuel was consumed. *Note: (2) and (3) SECURE's fleet does not have any vehicles that use natural gas but Hydrogen was used to offset diesel combustion of some portable generators.*
IF-WM-110b.2	Percentage of alternative energy vehicles in fleet	Quantitative	Percentage (%)	0

Air Quality

Code	Account Metrics	Category	Unit of Measure	2022 Data, Omission & Explanation
IF-WM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) hazardous air pollutants (HAPs)	Quantitative	Metric tons (t)	SECURE calculated the following based on the facilities that reported to the National Pollutant Release Inventory (NPRI) in 2021: (1) 40.96t NOx (2) 0.20t SOx (3) 1,323.38 NMVOCs (4) HAPs are not tracked at this time.
EM-MD-120a.1 EM-EP-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N_2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM_{10})	Quantitative	Metric tons (t)	(1) 40.96t NOx (2) 0.20t SOx (3) 1,323.38 VOCs (4) 103.96 PM_{10}
IF-WM-120a.2	Number of facilities in or near areas of dense population	Quantitative	Number	5
IF-WM-120a.3	Number of incidents of non-compliance associated with air emissions	Quantitative	Number	2

Code	Account Metrics	Category	Unit of Measure	2022 Data, Omission & Explanation
Water Management				
EM-EP-140a.1	(1) Total fresh water withdrawn (2) total fresh water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m³), Percentage (%)	(1) 647,805m³ (2) 647,805m³, 6% consumed in regions with extremely high water stress. *Note: Water withdrawn in extremely high (>80%) baseline water stress locations determined using the World Resources Institute's (WRI) Water Risk Atlas tool.*
EM-EP-140a.2	Volume of produced water and flowback generated; percentage (1) discharged, (2) injected, (3) recycled; hydrocarbon content in discharged water	Quantitative	Thousand cubic meters (m³), Percentage (%), Metric tons (t)	(1) N/A (2) 9,148,193m³ (3) 0
EM-SV-140a.1	(1) Total volume of fresh water handled in operations, (2) percentage recycled	Quantitative	Thousands of cubic meters (m³), Percentage (%)	(1) 647,805m³ (2) 0
EM-SV-140a.2	Discussion of strategy of plans to address water consumption and disposal-related risks, opportunities, and impacts	Discussion and Analysis	N/A	**2022 Accomplishments:** • Achieved a year over year reduction of freshwater use by 8.7%, exceeding the 5% target. • Implemented enhancements to the way water data is collected, managed, and measured, including digital dashboards • Formulated ideas for water reduction through the ESG ID program. Leachate generation reduction through applied technologies: • Accelerated Evaporation avoided emissions estimated at 5.25 kilograms of CO₂e per cubic meter of leachate. • Zero Liquid Discharge Evaporator returned approximately 31,244 m³ of treated water to the environment. • Staged capping reduces leachate generation at our landfills • Completed 3 staged caps (5 total were completed). • Reduced open catchment area by 4% (10.6% total was reduced) • Repurposing 5,711 m³ of leachate to support customer's fracturing operations. **Short-term:** • Conduct leachate reduction pilot project that utilizes enhanced surface water management protocols. • Freshwater usage reduction target of 5% for 2025, using 2022 as a baseline. *Note: Refer to pg. 61 - Leachate Management and pg. 56 Water*
Management of Leachate & Hazardous Waste				
IF-WM-150a.1	(1) Total Toxic Release Inventory (TRI) releases, (2) percentage released to water	Quantitative	Metric tons (t), Percentage (%)	SECURE is not subject to TRI Regulations, and is therefore not required to report TRI releases. SECURE does report National Pollutant Release Inventory (NPRI).
IF-WM-150a.2	Number of corrective actions implemented for landfill releases	Quantitative	Number	0
IF-WM-150a.3	Number of incidents of non-compliance associated with environmental impacts	Quantitative	Number	0

Code	Account Metrics	Category	Unit of Measure	2022 Data, Omission & Explanation
Ecological Impacts				
EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	Discussion and Analysis	N/A	SECURE owns and operates a number of waste management facilities and provides reclamation and remediation services for its customers. **2022 Accomplishments for our Customers:** • Recycled over 256,229 tonnes of scrap metal. • 250,047 m³ recovered oil from waste was shipped to market. • Safely disposed of 4,612,860 tonnes of waste in our engineered landfills. **Short-term:** • Completion of a five-year internal asset retirement strategy to decrease long-term environmental liability. • Develop a Biodiversity Standard.
EM-MD-160a.1 EM-EP-160a.1	Description of environmental management policies and practices for active operations	Discussion and Analysis	N/A	In 2022, SECURE integrated legacy Tervita's Environment Management System (EMS) into the combined organization's HSEMS. *Note: Refer to **pg. 31 - Our Health, Safety, Environment Management System***
EM-MD-160a.4	Number of aggregate volume of hydrocarbon spills, volume in Arctic, volume in Unusually Sensitive Areas (USAs), and volume recovered	Quantitative	Number, Barrels (bbls)	7 spills, 15 bbl, 0 in Arctic, 0 in USAs, N/A
EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills, volume in Arctic, volume impacting shorelines with ESI ranking 8-10, and volume recovered	Quantitative	Number, Barrels (bbls)	7 spills, 15 bbl, 0 in Arctic, 0 in USAs, N/A
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	N/A	SECURE is committed to actively building and fostering long-lasting relationships with Indigenous communities through respectful engagement and opportunities for economic participation in support of Truth and Reconciliation. *Note: Refer to **pg. 22 - Indigenous Inclusion***
Labour Practices				
IF-WM-310a.1	Percentage of active workforce covered under collective bargaining agreements	Quantitative	Percentage (%)	0
IF-WM-310a.2	(1) Number of worker stoppages and (2) total days idle	Quantitative	Number, Days idle	(1) 0 (2) 0
Workforce Health & Safety				
IF-WM-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	Rate	(1) 1.18 (2) 0.00 (3) (a) 19.16 (b) N/A

Code	Account Metrics	Category	Unit of Measure	2022 Data, Omission & Explanation
EM-SV-320a.1 EM-EP-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, (3) near miss frequency rate (NMFR), and (4) total vehicle incident rate (TVIR), and (5) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) short-service employees	Quantitative	Rate, Hours	(1) 1.18 (2) 0.00 (3) 19.16 (4) 1.72 based on 1 MM miles driven. 1.07 based on 1 MM kilometers driven. (5) 11,016 hours of emergency response training
IF-WM-320a.2	Safety Measurement System BASIC percentiles for: (1) Unsafe Driving, (2) Hours-of-Service Compliance, (3) Driver Fitness, (4) Controlled Substances/Alcohol, (5) Vehicle Maintenance, and (6) Hazardous Materials Compliance	Quantitative	Percentile	SECURE operates under the National Safety Code (NSC) in Canada. The NSC requires a Carrier Profile for all operators which serves as a valuable tool for evaluating the effectiveness of their safety and maintenance programs. An R-Factor Score is included in this profile which is calculated by considering convictions, Commercial Vehicle Safety Alliance Failure Rate and collision event data over the past 12 month period; operators must strive for the lowest score.
IF-WM-320a.3	Number of road accidents and incidents	Quantitative	Number	24 Motor Vehicle Incidents
EM-SV-320a.2 EM-EP-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Discussion and Analysis	N/A	SECURE is committed to providing a productive, safe, and healthy work environment for all our employees, contractors, subcontractors, customers, vendors, visitors, and the public. The Health, Safety, and Environment Management System (HSEMS) provides employees and stakeholders with a clear understanding of SECURE's workplace health, safety, and environment expectations. *Note: Refer to* ***pg. 31 - Safety***

Operational Safety, Emergency Preparedness & Response

Code	Account Metrics	Category	Unit of Measure	2022 Data, Omission & Explanation
EM-MD-540a.1	Number of reportable pipeline incidents, percentage significant	Quantitative	Number, Percentage (%)	0
EM-MD-540a.2	Percentage of (1) natural gas and (2) hazardous liquid pipelines inspected	Quantitative	Percentage (%)	(1) 0% (2) 0%
EM-MD-540a.3	Number of (1) accident releases and (2) non-accident releases (NARs) from rail transportation	Quantitative	Number	0
EM-MD-540a.4	Discussion of management systems used to integrate a culture of safety and emergency preparedness throughout the value chain and throughout project lifecycles	Discussion and Analysis	N/A	SECURE is committed to providing a productive, safe, and healthy work environment for all our employees, contractors, subcontractors, customers, vendors, visitors, and the public. The Health, Safety, and Environment Management System (HSEMS) provides employees and stakeholders with a clear understanding of SECURE's workplace health, safety, and environment expectations. **Emergency Preparedness:** SECURE utilizes a robust Emergency Response Program to minimize the risk to our business, stakeholders, and the environment. We have adopted and implemented the Incident Command System (ICS) at all levels within the organization, where in 2022, there was a combination of 9 ICS 200 and ICS 300 training session completed, in addition to role-specific ICS-402 and ICS-420. *Note: Refer to* ***pg. 32 - Emergency Preparedness***

Code	Account Metrics	Category	Unit of Measure	2022 Data, Omission & Explanation
Recycling & Resource Recovery				
IF-WM-420a.2	Percentage of customers receiving (1) recycling and (2) composting services, by customer type	Quantitative	Percentage (%)	(1) Recycling of scrap metal 100% industrial (2) Bio-remediation composting 100% industrial
IF-WM-420a.3	Amount of material (1) recycled, (2) composted, and (3) processed as waste-to-energy	Quantitative	Metric tons (t)	(1) 256,229 tonnes of scrap metal recycled (2) Not available (due to sale of Environmental Consulting division) (3) N/A
Business Ethics & Payments Transparency				
EM-SV-510a.2 EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Discussion and Analysis	N/A	SECURE's Code of Business Conduct promotes high ethical standards in all of its business activities and the corporation's directors, officers, employees, contractors and consultants are expected to maintain these standards. Code of Business Conduct training is required every three years. The Whistle Blower policy and procedures are for the confidential and anonymous submission by employees and external third parties of complaints or concerns regarding, financial statement disclosures, accounting, internal controls, fraud, auditing matters and other activities which may violate *SECURE's Code of Business Conduct*. SECURE complies with all laws and regulations applicable to its activities and ultimately, concern for what is right must underlie all business decisions. Suppliers are expected to conduct business with integrity and uphold high standards of ethics and behavior across all facets of their business. This encompasses complying with all applicable laws and regulations in the jurisdictions where SECURE and the Supplier operate (including anti-corruption and anti-bribery laws). *SECURE's Supplier Code of Conduct*
Activity Metric				
IF-WM-000.A	Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Quantitative	Number	(1) municipal: 34 (2) commercial: N/A (3) industrial: 1171 (4) residential: N/A (5) other: 0 *Note: Data for the Waste Services group, part of the Environmental Solutions business segment, SECURE does not have residential or commercial customers.*
IF-WM-000.B	Vehicle fleet size	Quantitative	Number	62 *Note: Count for the Waste Services group, part of Environmental Solutions business segment*

Code	Account Metrics	Category	Unit of Measure	2022 Data, Omission & Explanation
IF-WM-000.C	Number of: (1) landfills, (2) transfer stations, (3) recycling centers, (4) composting centers, (5) incinerators, and (6) all other facilities	Quantitative	Number	(1) 17 Landfills (2) 3 Hazardous Waste Transfer Stations (3) 5 Metal Recycling Centres (4) 7 Bioremediation Centres (5) 0 Incinerators (6) 44 Waste Processing Facilities, 15 Water Disposal Facilities, 3 Cavern Disposal Facilities, 3 Sludge Pads, 2 Naturally Occurring Radioactive Material Waste Handling Facilities, 1 Filtration Process
IF-WM-000.D	Total amount of materials managed, by customer category: (1) municipal (2) commercial, (3) industrial, (4) residential, and (5) other	Quantitative	Metric tons (t)	(1) municipal: 1,807 t (2) commercial: N/A (3) industrial: 140,934 t (4) residential: N/A (5) other: 0 *Note: Data for the Waste Services group, part of the Environmental Waste Management Infrastructure business segment, SECURE does not have residential or commercial customers.*

Methodology and Sources

i. Absolute emissions utilizes new calculation methodology and includes fugitive emissions and venting.

ii. Percentage utilizes new calculation methodology and includes fugitive emissions and venting.

iii. Absolute emissions utilizes new calculation methodology and includes fugitive emissions and venting.

iv. Percentage utilizes new calculation methodology and includes fugitive emissions and venting.

v. Percentage utilizes new calculation methodology and includes fugitive emissions and venting.

vi. Includes stationary (Natural Gas and Propane) and mobile sources (Diesel and Gasoline).

2023 GRI Content Index with Reference

SECURE Energy Services Inc. has reported the information cited in this GRI content indices for the period of January 1, 2022 to December 31, 2022 with reference to the GRI Standards.

Disclosure #	Disclosure Title	Response
GRI 2: General Disclosures 2021		
1. The Organization and its Reporting Practices		
2-1	Organizational Details	Secure Energy Services Inc. Publicly traded organization on the Toronto Stock Exchange (TSX: SES) Headquartered in Calgary, Alberta, Canada Areas of operation include Canada and the United States
2-2	Entities included in the organization's sustainability reporting	All entities included in its sustainability reporting, available in **SECURE's Annual Information Form** on SEDAR at sedar.com **SECURE's Financial Reporting**
2-3	Reporting period, frequency and contact point	The reporting period for SECURE's sustainability reporting is January 1 - December 31, 2022 and is released annually. **About this Report pg. 5** For feedback email esg@secure-energy.com
2-4	Restatements of information	Over 2% change is considered material and therefore is restated: **302-3** Organization specific metrics SECURE used in the 2021 energy intensity ratios for Waste Processing Facilities (Environmental Infrastructure) was 2% higher (18,114,653 m³) and Landfill was 5% higher (4,145,488 tonnes) due to improved data collection methodology. **302-4** 2021 scope 1 and 2 absolute emissions was 8% lower (19,350 CO₂e) due to improved data collection methodology. **303-5** 2021 total water consumption was 14% higher (706.95 megalitres) due to improved data collection methodology.
2-5	External assurance	**About this Report pg. 5**
2. Activities and Workers		
2-6	Activities, value chain and other business relationships	SECURE is active in the following sectors: Energy, Midstream, Oil & Gas, Industrial Services, Waste Management Value chain details are visible in SECURE's **Annual Information Form** March 1, 2023
2-7	Employees	See the **Data Metrics Tables pg. 79** and **People and Culture pg. 27**
2-8	Workers who are not employees	See the **Data Metrics Tables pg. 79** and **People and Culture pg. 27**

Disclosure #	Disclosure Title	Response
3. Governance		
2-9	Governance structure and composition	*2023 Information Circular*
2-10	Nomination and selection of the highest governance body	*2023 Information Circular*
2-11	Chair of the highest governance body	The SECURE Board chair is not an executive officer, 2022 Information Circular
2-12	Role of the highest governance body in overseeing the management of impacts	*2023 Information Circular*
2-13	Delegation of responsibility for managing impacts	*Governance pg. 64*
2-14	Role of the highest governance body in sustainability reporting	*About this Report pg. 5*
2-15	Conflicts of interest	*2023 Information Circular*
2-16	Communication of critical concerns	*Governance pg. 64* and *SECURE's Annual Information Form* on SEDAR at sedar.com
2-17	Collective knowledge of the highest governance body	*2023 Information Circular*
2-18	Evaluation of the performance of the highest governance body	*2023 Information Circular*
2-19	Remuneration policies	*2023 Information Circular*
2-20	Process to determine remuneration	*2023 Information Circular*
2-21	Annual total compensation ratio	*2023 Information Circular*
4. Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	*Message from CEO pg. 8*
2-23	Policy commitments	*Code of Business Conduct* and *SECURE's Annual Information Form* on SEDAR at sedar.com
2-24	Embedding policy commitments	*SECURE's Annual Information Form* on SEDAR at sedar.com
2-26	Mechanisms for seeking advice and raising concerns	*Governance pg. 64*
2-27	Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations during the reporting period.
2-28	Membership associations	Alberta Chamber of Resources British Columbia Environment Industry Association Calgary Chamber of Commerce Canadian Association of Oilwell Drilling Contractors Canadian Association of Petroleum Landmen Canadian Association of Petroleum Producers Canadian Council for Aboriginal Business Canadian Energy Executive Association

Disclosure #	Disclosure Title	Response
2-28 *(continued)*	Membership associations *(continued)*	Canadian Land Reclamation Association Canadian Northern Society Canadian Council for Aboriginal Business Construction Safety Association of Manitoba Edmonton Construction Association Electronic Recycling Association Environmental Services Association of Alberta Fox Creek Chamber of Commerce Grande Prairie Petroleum Association Manitoba Environmental Industry Association Manitoba Heavy Construction Association North Dakota Petroleum Council North Dakota Safety Council North Dakota Solid Waste and Recycling Association Northeastern Alberta Aboriginal Business Association Petroleum Services Association of Canada Safety Codes Council Saskatchewan Environmental Industry & Managers Association Saskatchewan Research Council Vancouver Regional Construction Association
**5. Stakeholder Engagement**	
2-29	Approach to stakeholder engagement	*Stakeholder Engagement*
2-30	Collective bargaining agreements	SECURE has 0% employees covered by collective bargaining agreements
**GRI 201: Economic Performance 2016**	
201-1	Direct economic value generated and distributed	*Data Metrics Table pg. 79*
201-2	Financial implications and other risks and opportunities due to climate change	*Sustainability Journey - Sustainability-Related Risks and Opportunities pg. 20* In addition, find details on the organization's risks in *SECURE's Annual Information Form* on SEDAR at sedar.com
201-3	Defined benefit plan obligations and other retirement plans	N/A
201-4	Financial assistance received from government	SECURE did not receive any financial assistance from any government during the reporting period.
**GRI 203: Indirect Economic Impacts 2016**	
203-1	Infrastructure investments and services supported	*Community Investment pg. 38*
203-2	Significant indirect economic impacts	N/A

Disclosure #	Disclosure Title	Response
GRI 204: Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	$5,965,442.84 with _**local Indigenous suppliers, pg. 22**_ Based on Definition of Statistics Canada Population Centre and Rural Area Classification, 2016. SECURE's employee information validated by residence address and assumed employees work close to their residence. Defined by SECURE's operating areas.
GRI 205: Anti-Corruption 2016		
205-1	Operations assessed for risks related to corruption	N/A
205-2	Communication and training about anti-corruption policies and procedures	_**Governance pg. 64**_ _**Code of Conduct**_
205-3	Confirmed incidents of corruption and actions taken	N/A
GRI 206: Anti-Competitive Behaviour 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	SECURE and Tervita announced the closing of their merger (the "Transaction") on July 2, 2021, following the expiry of the statutory waiting period under the Competition Act expired on June 30, 2021. On June 29, 2021, the Commissioner of Competition (the "Commissioner") served SECURE with a notice of application to block the closing of the Transaction under Section 92 of the Competition Act. The Commissioner also served SECURE with an application under Section 104 of the Competition Act, which sought an interim order from the Competition Tribunal to block the closing of the Transaction. The Commissioner also made an interim application to prevent closing of the Transaction pending the outcome of the application under Section 104 of the Competition Act, but the Commissioner's application was denied by the Competition Tribunal on July 1, 2021, and the Commissioner's emergency appeal of that decision was rejected by the Federal Court of Appeal on July 2, 2021. After the Transaction closed on July 2, 2021, the Commissioner amended his application under Section 104 of the Competition Act to seek the unwinding of the Transaction, in the alternative an order for SECURE to hold separate the former business of Tervita, or in the further alternative an order for SECURE to not proceed with any further integration of Tervita's operations and to preserve all assets until such time as the application under Section 92 of the Competition Act is disposed of. On August 16, 2021, the Competition Tribunal rejected the Commissioner's application under Section 104 of the Competition Act. On March 3, 2023, the Competition Tribunal issued its decision under Section 92 of the Competition Act in connection with the Transaction, and issued an order requiring SECURE to divest of 17 treatment, recovery and disposal facilities, 6 landfills, 4 water disposal wells and 2 disposal caverns. SECURE has obtained a stay of the Tribunal's order and has filed its notice of appeal to the Federal Court of Appeal, which is expected to be heard the week of June 19, 2023. On March 3, 2023, the Competition Tribunal issued its decision under Section 92 of the Competition Act in connection with the Transaction, and issued an order requiring SECURE to divest of 17 treatment, recovery and disposal facilities, 6 landfills, 4 water disposal wells and 2 disposal caverns. SECURE has obtained a stay of the Tribunal's order and has filed its notice of appeal to the Federal Court of Appeal, which is expected to be heard the week of June 19, 2023.

Disclosure #	Disclosure Title	Response
GRI 207: Tax 2019		
207-1	Approach to tax	SECURE's tax strategy is not made public. The Chief Financial Officer is the executive position that formally reviews and approves the tax strategy. Tax regulatory compliance is based on the existing regulations and tax law that are made by the various operating jurisdictions.
207-2	Tax governance, control, and risk management	The Chief Financial Officer is the executive position that formally reviews and approves the tax strategy. SECURE's tax group reviews tax legislation and ensures that the tax legislation is applied in the Company's tax filings. SECURE's tax governance and control framework is evaluated through internal controls process documentation. \n\nSECURE does not have mechanisms specific to tax. \n\nExternal and internal auditors evaluate SECURE's internal controls, including Tax processes. The external auditors also issue annual statements on the audit of the financial statements of SECURE.
207-3	Stakeholder engagement and management of concerns related to tax	N/A
207-4	Country-by-country reporting	All information below can be found in SECURE's financial statements.
GRI 302: Energy 2016		
302-1	Energy consumption within the organization	SECURE's total fuel consumption from non-renewable sources was 122,273,468 kWh \n*Note: This only includes electricity consumption* \n\nSECURE's total fuel consumption from renewable sources was 31,471,572 kWh \n*Note: This only includes renewable electricity consumption* \n\nSECURE's total electricity consumption was 153,745,040.1 kWh \n\nN/A \n\n153,745,040.1 kWh \n*Note: This only includes electricity consumption* \n\n*Data Metrics Table pg. 79*
302-2	Energy consumption outside of the organization	N/A
302-3	Energy intensity	SECURE used the following energy intensity ratios for each division: \n Waste Processing Facilities (Environmental Infrastructure): Emissions (CO_2e)/Volume of Fluid Received (m^3) \n Metals Recycling: Emissions (CO_2e)/Metals Recycled (tonnes) \n Landfills: Emissions (CO_2e)/Volume Landfilled (tonnes) \nThe organization specific metrics SECURE used in the 2022 energy intensity ratios is as follows: \n Waste Processing Facilities (Environmental Infrastructure): 20,803,752 m^3 \n Metals Recycling: 256,229 tonnes \n Landfill: 5,230,868 tonnes \n*Note: Intensity is based on kg CO_2e/unit received or shipped for Waste Processing Facilities (Environmental Infrastructure), Metals Recycling, Landfill.* \nNatural gas, propane, diesel, gas and electricity were included in the intensity ratio. \nEnergy intensity only includes consumption within the organization.

Disclosure #	Disclosure Title	Response
302-4	Reduction of energy consumption	**_Greenhouse Gas Emission Intensity pg. 45_** 8% reduction in scope 1 & 2 emission intensity 11% reduction in electricity consumption intensity vs. 2021 2022 is used as SECURE's base year. **_Data Metrics Table pg. 79_**
302-5	Reductions in energy requirements of products and services	N/A
GRI 303: Water and Effluents 2018		
303-1	Interactions with water as a shared resource	**_Environment - Water pg. 56_** Annual groundwater monitoring programs are in place for the majority of SECURE facilities. Prior to the commissioning of the facilities, detailed hydrogeological investigations are completed to assess suitable site locations to minimize potential impacts, and collect baseline environmental data. Groundwater monitoring programs and Environmental Site Assessments are completed by third-party qualified professionals. Results are documented in annual reports and submitted to Regulators where required. The environmental monitoring programs are conducted based on industry best practices and applicable regulations and standards.
303-2	Management of water discharge related impacts	**_Environment - Water pg. 56_** SECURE ensures that all water returned to the environment meets water analytical and discharge criteria as per regulatory requirements.

303-3	Water withdrawal	The total water withdrawn by source is as follows:
		    Surface Water: 78 megalitres
		    Groundwater: 435 megalitres
		    Seawater: 0 megalitres
		    Produced water: 0 megalitres
		    Third-party water: 134 megalitres
		
		The total water withdrawn from areas with water stress is as follows:
		    Surface Water: 0 megalitres
		    Groundwater: 37 megalitres
		    Seawater: 0 megalitres
		    Produced Water: 0 megalitres
		    Third-Party Water: 2 megalitres
		
		Note: Water withdrawn in extremely high (>80%) baseline water stress locations determined using the World Resources Institute's (WRI) Water Risk Atlas tool.
		
		N/A
		
		Additional contextual information can be found in **_Environment - Water pg. 56_**

Disclosure #	Disclosure Title	Response
303-4	Water discharge	SECURE's total water discharged back to the environment was 2,155 megalitres. Note: Information not available broken down by types of destination 9 megalitres of water was discharged in areas with water stress as it met discharge criteria. Note: Water withdrawn in extremely high (>80%) baseline water stress locations determined using the World Resources Institute's (WRI) Water Risk Atlas tool. SECURE is not subject to TRI Regulations and is therefore not required to report TRI releases. SECURE does report National Pollutant Release Inventory (NPRI). Discharge limits are set using regulatory limits and thresholds in the jurisdictions in which we operate. SECURE had 0 instances of non-compliance with discharge limits. Additional contextual information can be found in **_Environment - Water pg. 56_**
303-5	Water consumption	SECURE's total water consumption was 648 megalitres SECURE's total water consumption from areas with water stress was 39 megalitres. _Note: Water withdrawn in extremely high (>80%) baseline water stress locations determined using the World Resources Institute's (WRI) Water Risk Atlas tool._ Additional contextual information can be found in **_Environment - Water pg. 56_**

GRI 304: Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	**_Our Facility Locations_**
304-2	Significant impacts of activities, products and services on biodiversity	**_Environmental Stewardship - Biodiversity pg. 50_**
304-3	Habitats protected or restored	**_Asset Retirement Obligations and Land Use pg. 54_**

GRI 305: Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	SECURE's Scope 1 emissions was 127,248 tCO_2e _Note: Absolute emissions utilizes new calculation methodology and includes fugitive emissions and venting._ CO_2, CH_4, N_2O were used in the calculation. 0 tCO_2e of biogenic CO emissions. 2022 is used as SECURE's base year. The following emission factors and global warming potential rates were used: • Source Emission Factors: 2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions • Source GWP: IPCC's Fourth Assessment Report (AR4) SECURE uses a operational control approach for consolidation of emissions. SECURE uses the The Greenhouse Gas Protocol and 2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions

Disclosure #	Disclosure Title	Response
305-2	Energy indirect (Scope 2) GHG emissions	SECURE's 2022 Scope 2 emissions were 117,470 tCO_2e

2022 is used as SECURE's base year.

The following emission factors and global warming potential rates were used:
• Source Emission Factors: 2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions
• Source GWP: IPCC's Fourth Assessment Report (AR4)

SECURE uses a operational control approach for consolidation of emissions.

SECURE uses the The Greenhouse Gas Protocol and 2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions |
| 305-3 | Other indirect (Scope 3) GHG emissions | N/A |
| 305-4 | GHG emissions intensity | SECURE used the following GHG emissions intensity ratio:
Waste Processing Facilities (Environmental Infrastructure): (CO_2e)/Volume of Fluid Received (m^3)
Metal Recycling: (CO_2e)/Metals Recycled (tonnes)
Landfills: (CO_2e)/Volume Landfilled (tonnes)

The organization specific metric SECURE used in the 2022 energy intensity ratios is as follows:
Waste Processing Facilities (Environmental Infrastructure): 20,803,752 m^3
Metals Recycling: 256,229 tonnes
Landfill: 5,230,868 tonnes

Scope 1 and Scope 2 were included in the intensity ratio.

CO_2, CH_4, N_2O were used in the calculation. |
| 305-5 | Reduction of GHG emissions | ***Climate Strategy pg. 41***

CO_2, CH_4, N_2O were used in the calculation.

2022 is used as SECURE's base year.

Climate Strategy pg. 41

Data Metrics Table pg. 79 |
| 305-7 | Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions | SECURE's significant air emissions are as follows:
• NOx - 40,962
• SOx - 203
• Persistent organic pollutants (POP)- N/A
• Volatile organic compounds (VOC) - 1,323,377
• Hazardous air pollutants (HAP) - N/A
• Particulate matter (PM10) - 103,959
• Other standard categories of air emissions identified in relevant regulations - N/A

The source of the emission factors used were US EPA AP-42 section 1.4

AP 42, Fifth Edition, Volume 1 Chapter 1: External Combustion Sources |

Disclosure #	Disclosure Title	Response
GRI 306: Waste 2020		
306-1	Waste generation and significant waste-related impacts	*Waste pg. 59*
306-2	Management of significant waste related impacts	N/A
306-3	Waste generated	*Waste pg. 59* and *Data Metrics Table pg. 79*

306-4	Waste diverted from disposal	Non-hazardous waste diverted from disposal is as follows:
		    250,047 m^3 crude oil recovered from waste
		    256,229 tonnes of scrap metal recovered
		
		Waste pg. 59
		
		Data Metrics Table pg. 79

306-5	Waste directed to disposal	*Waste pg. 59*
GRI 308: Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	*Supply Chain pg. 70* SECURE implemented our new third-party vendor management vetting system to build addition screening for environmental, social and governance criteria.
GRI 401: Employment 2016		
401-1	New employee hires and employee turnover	SECURE had 833 new hires, with the following breakdown: **Age group:** Under 30 = 301, 36% 30 to 50 = 405, 49% Over 50 = 127, 15% **Gender:** Male = 651, 78% Female = 182, 22% **Region:** AB = 655, 79% BC = 73, 9% MB = 62, 7% ND = 20, 2% SK = 23, 3% The employee turnover rate was 29%.
401-2	Benefits provided to full-time employees that are not provided to temporary or parttime employees	*People and Culture - Total Rewards, Health, and Wellness pg. 28*

Disclosure #	Disclosure Title	Response
401-3	Parental leave	SECURE's total number of employees that were entitled to parental leave: • Female: 446 • Male: 1633 SECURE's total number of employees that took parental leave: • Female: 13 • Male: 10 SECURE's total number of employees that returned to work after parental leave ended in 2022: • Female: 12 • Male: 10 SECURE's total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work: • Female: 7 • Male: 7 SECURE's return to work and retention rates of employees that took parental leave: • Female: 59% • Male: 70%

GRI 402: Labor/Management Relations 2016

Disclosure #	Disclosure Title	Response
402-1	Minimum notice periods regarding operational changes	The minimum number of weeks notice typically provided to employees and their representatives prior to the implementation of significant operational changes depends on the scope of the project. In most instances, it is weeks, if not months.

GRI 403: Occupational Health and Safety 2018

Disclosure #	Disclosure Title	Response
403-1	Occupational health and safety management system	*Our Health, Safety, and Environment Management System pg. 31* The HSEMS applies to all SECURE operations and activities. Employees are expected to apply the work practices and procedures within the HSEMS to their daily work activities.
403-2	Hazard identification, risk assessment, and incident investigation	*Safety pg. 31* The hazard and risk management process is defined in SECURE's HSEMS and ensures that hazard assessments are reviewed and updated periodically by employees who are adequately qualified, suitably trained and with sufficient experience. As identified in SECURE's HSEMS, a formal continuous improvement process is followed for making recommendations, reviewing them, approving, or rejecting them and implementing changes. Employees have a responsibility to report any issues relating to inadequate or improper hazard management, up to and including stopping work to address potentially serious and life-threatening situations. Within SECURE's HSEMS, policies and procedures are available related to Work Refusals. All employees have the authority and obligation to stop any task or job when they believe the situation could cause injury or ill health. Any form of retribution or intimidation directed ay any individual or company for exercising their right to issue a work refusal will not be tolerated.

Disclosure #	Disclosure Title	Response
403-2 *(continued)*	Hazard identification, risk assessment, and incident investigation *(continued)*	All work related incidents will be investigated and initiated immediately. Incident investigations will include an employee competent in the task related to the incident and all other affected departments (e.g., Engineering, Environment & Regulatory). Investigations require root cause analysis (RCA) methodology. The RCA methodology utilized by SECURE is SCAT. Corrective actions will be assigned to address the identified root causes and will follow the hierarchy of controls, with a focus on eliminating the hazard, if elimination is not reasonably practicable or not achievable, the hazard shall first be controlled through substitution or engineering, then administrative controls and finally personal protective equipment (PPE) as a last line of defense. Incidents, investigation findings and corrective actions will be shared across the organization and any necessary updates the HSEMS will be made.
403-3	Occupational health services	SECURE's dedicated Occupational Health and Wellness team that includes a Registered Nurse (RN) advise on the requirements for establishing and maintaining a safe and healthy work environment. *People and Culture - Total Rewards, Health, and Wellness pg. 28*
403-4	Worker participation, consultation, and communication on occupational health and safety	*Safety pg. 31*
403-5	Worker training on occupational health and safety	A combination of internal and external training is provided to employees for health and safety. Within that training, there is formal and informal. *Safety - Safety Training pg. 32*
403-6	Promotion of worker health	*People and Culture - Total Rewards, Health, and Wellness pg. 28*
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Hazard assessment and control is part of the Health and Safety Management System. Employees are trained in hazard recognition and control and hazards are document. All incidents, including near misses are entered into an incident management system; incidents are investigated and root cause analysis is performed. Corrective actions are implement and lessons learned are shared across the organization. Incident summaries are reported to the executive and C-suite as well as the Board of Directors. Engineers are trained in hazard and operability assessments and these are conducted as required. Engineering has also implemented a formal, documented management of change process that is tied to capital approvals. *Safety pg. 31*
403-8	Workers covered by an occupational health and safety management system	100% of SECURE employees, contractors, and individuals who work on behalf of SECURE are covered by the HSEMS. *Safety - Our Health, Safety, and Environment Management System pg. 31* Contractor programs must meet or exceed SECURE's HSEMS. *Supply Chain - Contractor Management pg. 70* *Safety pg. 31*
403-9	Work-related injuries	0 fatalities with a rate of 0.00 for 200,000 hours worked 25 recordable work-related injuries with a rate of 1.18 for 200,000 hours worked 4,227,076 total hours worked Injury rates are calculated based on 200,000 hours worked. *Safety pg. 31*

Disclosure #	Disclosure Title	Response
403-10	Work-related ill health	0 work-related ill health fatalities 0 work related ill health recordables

GRI 404: Training and Education 2016

404-1	Average hours of training per year per employee	*Data Metrics Table pg. 79*
404-2	Programs for upgrading employee skills and transition assistance programs	*People and Culture - Learning and Development pg. 29* *Safety - Safety Training pg. 32* SECURE offers an outplacement program as part of our severance package to assist terminated and laid off employees transition to another job or career. The service focuses on providing skills needed for re-employment, such as resume and cover letters, navigating job boards, interviewing, networking, and negotiating salaries.
404-3	Percentage of employees receiving regular performance and career development reviews	100%

GRI 405: Diversity and Equal Opportunity

405-1	Diversity of governance bodies and employees	*Data Metrics Table pg. 79*

GRI 406: Non-discrimination 2016

406-1	Incidents of discrimination and corrective actions taken	See *Whistle-Blower Policy* SECURE's Workplace Non-Discrimination, Violence, Harassment and Bullying Policy

GRI 407: Freedom of Association and Collective Bargaining 2016

407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	N/A

GRI 408: Child Labor 2016

408-1	Operations and suppliers at significant risk for incidents of child labor	SECURE's operations are not at significant risk for child labour or exposing young workers to hazardous work given our operating area of Canada and the U.S. where federal, provincial and state regulations guide our operations. SECURE's suppliers are required to complete SECURE's Supplier Code of Conduct where they acknowledge Labour and Human Rights and abide by applicable employment standards, labour, non-discrimination and human rights legislation. More details in SECURE's *Supplier Code of Conduct* *Supply Chain - Supplier Code of Conduct pg. 71*

GRI 409: Forced or Compulsory Labor 2016

409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	SECURE's operations are not at significant risk for incidents of forced or compulsory labour given our operating area of Canada and the U.S. where federal, provincial and state regulations guide our operations. SECURE's suppliers are required to complete SECURE's Supplier Code of Conduct where they acknowledge Labour and Human Rights and abide by applicable employment standards, labour, non-discrimination and human rights legislation. More details in SECURE's *Code of Business Conduct*

Disclosure #	Disclosure Title	Response
GRI 411: Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	*Indigenous Inclusion pg. 22*
GRI 413: Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	*Indigenous Inclusion pg. 22* Community Investment pg. 38
413-2	Operations with significant actual and potential negative impacts on local communities	*Indigenous Inclusion pg. 22* Community Investment pg. 38
GRI 415: Public Policy 2016		
415-1	Political contributions	N/A
GRI 416: Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	100% of health and safety impacts from SECURE services are assessed for improvement.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	There were no significant instances of non-compliance with laws and regulations during the reporting period.