



**2021**  
**SUSTAINABILITY**  
**REPORT**

**SECURE**  
**ENERGY**

# 2021 SUSTAINABILITY HIGHLIGHTS */WITHIN OUR BUSINESS*

## 61 Midstream Processing Facilities



**1,597,505**

Barrels of crude oil recovered from customer waste



**164,258**

Tonnes of CO<sub>2</sub>e generation avoided since 2018, from recovering crude oil from waste

## 34 Pipeline Connected Facilities

9 Produced water pipelines  
25 Direct to market oil pipelines



**101,450**

Trucks displaced as a result of pipelines, reducing CO<sub>2</sub> emissions by 9,474 tonnes

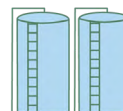
## 27 Industrial Landfills



**3,624,174**

Tonnes of contaminated soil safely contained for customers

## 16 Water Disposal Facilities



**57,569,730**

Barrels of processed water safely disposed of through deep well injection

## 5 Metal Recycling Facilities



**197,310**

Metric tonnes of metal recycled



**86,816**

Tonnes of CO<sub>2</sub>e generation avoided through recycling

## 7 Bioremediation Facilities



**16,759**

Tonnes of contaminated soil bioremediated

## Reclamation Projects Completed Across Western Canada Including:



**5,100**

Trees planted for customers



**307**

Hectares of land reclaimed for customers



**41,807**

Tonnes of contaminated soil treated for customers

# /FROM OUR BUSINESS

## Economic Impact



**36%**

Employees living in rural locations



**\$10,500,000**

Spent with 89 Indigenous businesses

## People



**2,050**

Total employees



**264**

Internal transfers or promotions

## Diversity and Inclusion



**25%**

Gender diversity target achieved on the Board of Directors



**11%**

Gender diversity in senior leadership positions



**6%**

Gender diversity in Science, Technology, Engineering and Mathematics (STEM) positions

## Safety



**0.79**

Total Recordable Injury Rate, a 7% improvement vs. 2020



**1.49**

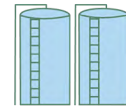
Motor Vehicle Incident Rate, a 9% improvement vs. 2020

## Environment



**10**

Wells abandoned



**47%**

Less leachate generated at our 27 landfills vs. 2020

## Governance

Board of Directors<sup>1</sup>

INDEPENDENT

NON-INDEPENDENT



MALE

FEMALE

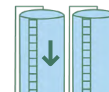


## Climate Action



**9%**

Decrease in absolute GHG emissions vs. 2020



**12%**

Decrease in Scope 1 emissions vs. 2020



**9%**

Decrease in Scope 1 and Scope 2 emission intensity vs. 2020

<sup>1</sup>SECURE's Board of Directors composition from July 2 - December 31, 2021

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## About This Report

The 2021 Sustainability Report, published on May 2, 2022, was prepared by SECURE employees and is our third comprehensive report. The report focuses on data and operating highlights in 2021 and explores key sustainability challenges and opportunities that are most material to our stakeholders and business and the many ways in which we are responding.

### REPORTING FRAMEWORK AND METHODOLOGIES

This report has been prepared in accordance with material topics as defined through our materiality assessment that was completed in 2020 and stakeholder priorities. 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 lines require reporting elements from various SASB Sustainable Industry Classification System Categories, including Oil and Gas - Exploration and Production, Oil and Gas - Midstream, Oil and Gas - Services and Waste Management.

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

### REPORT SCOPE

This report includes activities and project examples from January 1, 2021, to December 31, 2021. Unless otherwise noted, SECURE and Tervita have combined data for 2020 and 2021 where available.

### 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 Director's Environment, Social and Governance Committee and in accordance with our Disclosure Policy available on the Corporation's website. We have not received any third-party assurance with respect to the information included in this report.

If there are any questions on SECURE's 2021 Sustainability Report, please contact [esg@secure-energy.com](mailto:esg@secure-energy.com).

### CONVENTIONS

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

### METRICS

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

# MESSAGE FROM PRESIDENT AND CEO



**On behalf of the employees, executive team and the Board of Directors, I am pleased to share our third Sustainability Report. This report highlights SECURE Energy’s (“SECURE”) 2021 accomplishments and progress in the areas of people, safety, climate strategy, environment, community and governance, as well as outlining our future commitments and goals.**

Embedding environment, social and governance (ESG) factors into our business strategies has never been more important given the ongoing challenges presented by the COVID-19 pandemic over the past years, and more recently, geopolitical events such as the war in Ukraine impacting human rights and global energy security.

At SECURE, we recognize that our long-term success goes beyond the financial metrics of our business and we focus on connecting our strong employee culture with our corporate strategies to drive improved ESG performance.

2021 was a momentous year of change for SECURE. First and foremost was the merger with Tervita. To close a deal of this magnitude is a remarkable accomplishment and shows the strength of our collective talent. By leveraging our combined strengths, this merger provides us the opportunity to expand our breadth of services under a single integrated entity, enhancing the experience and overall service to our customers. The combined company’s talented employees will continue to drive sustainability priorities and performance.

We also made significant progress in our ESG portfolio, including the appointment of Rhonda Rudnitski as Vice President, Environment, Social and Governance, a newly established senior leadership position that affirms SECURE’s commitment to sustainability. In her position, Rhonda provides strategic and functional direction for ESG initiatives and monitors SECURE’s performance on key sustainability indicators. She previously held the role of Vice President, Health, Safety, Environment, Regulatory and Engineering with Tervita.

We took the following additional actions in 2021 to advance our ESG framework and address key issues which reflect our top priorities and the interests of our stakeholders:

- Completed research and analysis to continue the creation of our diversity and inclusion strategy
- Maintained the number of women on the Board of Directors at 25%, achieving our set target in 2021
- Appointed an independent director as Chairman of the Board
- Launched ESG Awareness training to introduce employees to ESG, why it is important to SECURE and how employees can get involved
- Installed staged caps at some of our closed landfill cells to reduce the amount of leachate generated and to reduce environmental impacts associated with leachate generation
- Continued growing our Indigenous Relations partnerships, worked with 89 Indigenous suppliers and spent \$10.5 million with Indigenous businesses

Looking ahead, to complement our longer-term climate and environmental targets, including achieving net-zero greenhouse gas (GHG) emissions by 2050, we have set nearer term targets to reduce GHG emission intensity by 15 percent by the end of 2024 and freshwater usage by 5 percent in 2022. In addition to the short and long-term targets we have set, we are actively evaluating opportunities to participate in carbon capture and sequestration, which could be a growth area for us and help reduce customer emissions. Our expertise in deep well operations and building feeder pipelines in the geographies in which we operate should all help develop our offerings on carbon capture opportunities in Western Canada.

For our operations, we expect to see continued industry activity which will support our strong momentum and drive positive results in 2022. SECURE remains in a strong position for success. We have a dedicated and engaged workforce, resilient customers, high quality, long-life assets in key operating areas and a strong financial position. Our key priorities include delivering exceptional service, maximizing discretionary free cash flow and delivering on our commitments for the benefit of all stakeholders which will ensure we are sustainable for the long-term.

Overall, I believe the continued challenges from the COVID-19 pandemic and more recently, the geopolitical events such as the war in Ukraine impacting human rights and global energy security have reinforced the importance of ESG, the benefit of a strong team and gratitude for what we have today. I believe by working collaboratively with our customers, Canada's energy industry can have the lowest cost structure and operate with the highest ESG standards in the world. I see a compelling future for Canadian energy and environmental stewardship and SECURE will be at the heart of it, with every person and team playing a vital role in our collective success.

Leading safety practices, strong governance, minimizing environmental impacts and making positive contributions in the communities where we live and work will continue to drive SECURE's ESG initiatives. This report demonstrates our continued commitment to sustainability.

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



**- Rene Amirault**

**President and Chief Executive Officer  
SECURE Energy Services Inc.**

## MESSAGE FROM VP ESG



**I am pleased to be sharing SECURE's comprehensive Sustainability Report - the first of its kind as a combined company. The past year has shown that ESG is table stakes - a requirement to conduct business and SECURE is committed to continuously improving our performance and supporting our customers on their ESG journey.**

As a customer-focused organization, SECURE is committed to working collaboratively with our customers to deliver economic, innovative and sustainable solutions. The combined company is well positioned to support our customers in achieving their ESG goals with an expanded service offering and wider geographic presence.

Although in 2021 SECURE was focused primarily on integrating systems and establishing baseline data and metrics, there were still countless ESG success stories at SECURE, from implementing ESG Awareness Training and an ESG ID opportunity process organization wide, to increasing our Indigenous Partnerships. In addition, the emission intensity for those business lines measured (Midstream Infrastructure, Metal Recycling and Landfills) decreased by 9% vs. 2020. Business resiliency was exemplified through achieving integration synergies. 2021 was also formative for SECURE and its commitment to ESG with the establishment of a dedicated ESG team that will drive SECURE's ESG strategy and performance forward in collaboration with the organization's talented employees.

SECURE is committed to achieving net-zero GHG emissions by 2050. To achieve this ultimate goal, we have set short and long-term milestones and we will continue to share our progress towards completing them on our external website and in our annual Sustainability Report.

SECURE is committed to challenging what's possible today for a better tomorrow. As we establish base-line data as a combined company, we will progress ESG initiatives to continue to deliver on our key sustainability commitments by offering environmentally responsible solutions to our customers and positively contributing to the health, safety and economic well-being of our employees, partners and communities.

I look forward to sharing the successes and learnings of our ESG journey.

**- Rhonda Rudnitski**

**Vice President Environment, Social and Governance  
SECURE Energy Services Inc.**



# INTRODUCTION /ABOUT US

## SECURE Energy at a Glance - 2021

**Team SECURE:** 2,050 employees

**Operating Areas:** Western Canada, North Dakota and Oklahoma, USA

### Facility Types

- 27 Landfills (owned, operated or marketed)
- 7 Bioremediation Facilities
- 61 Midstream Processing Facilities
- 16 Stand-Alone Water Disposal Facilities
- 5 Metals Recycling Sites
- 3 Hazardous Waste Transfer Stations
- 3 Cavern Disposal
- 2 NORM Management
- 6 Laydown Yards
- 1 Filtration Process

### Community Participation

- \$540,000 in Community Investment
- \$10.5 MM spent with 89 Indigenous suppliers
- 21 Indigenous Partnerships

### Financial

- Total Revenue \$1.16 B (excludes oil purchase and resale)
- Adjusted EBITDA<sup>1</sup> \$386 MM
- TSX: SES

## Who We Are

SECURE is an energy infrastructure and environmental business delivering customer solutions across Western Canada, North Dakota and Oklahoma. Headquartered in Calgary, Alberta, SECURE has over 2,000 employees.

Our unique culture is driven by entrepreneurial spirit, motivation and hard work that enables us to carefully consider our stakeholders' needs and deliver innovative solutions. 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.

Founded in 2007, SECURE was established as a customer-focused organization with a single facility south of Grande Prairie. With a focus on providing economic, sustainable solutions to our customers, SECURE and Tervita merged in July 2021. As a combined company, we have greater capabilities to serve our customers with enhanced efficiencies and geographic coverage. One thing that has not changed is our commitment to helping our customers by challenging what's possible.

The combined company elevates our position to accelerate SECURE's environmental and social sustainability initiatives for the benefit of all stakeholders.

## What We Do

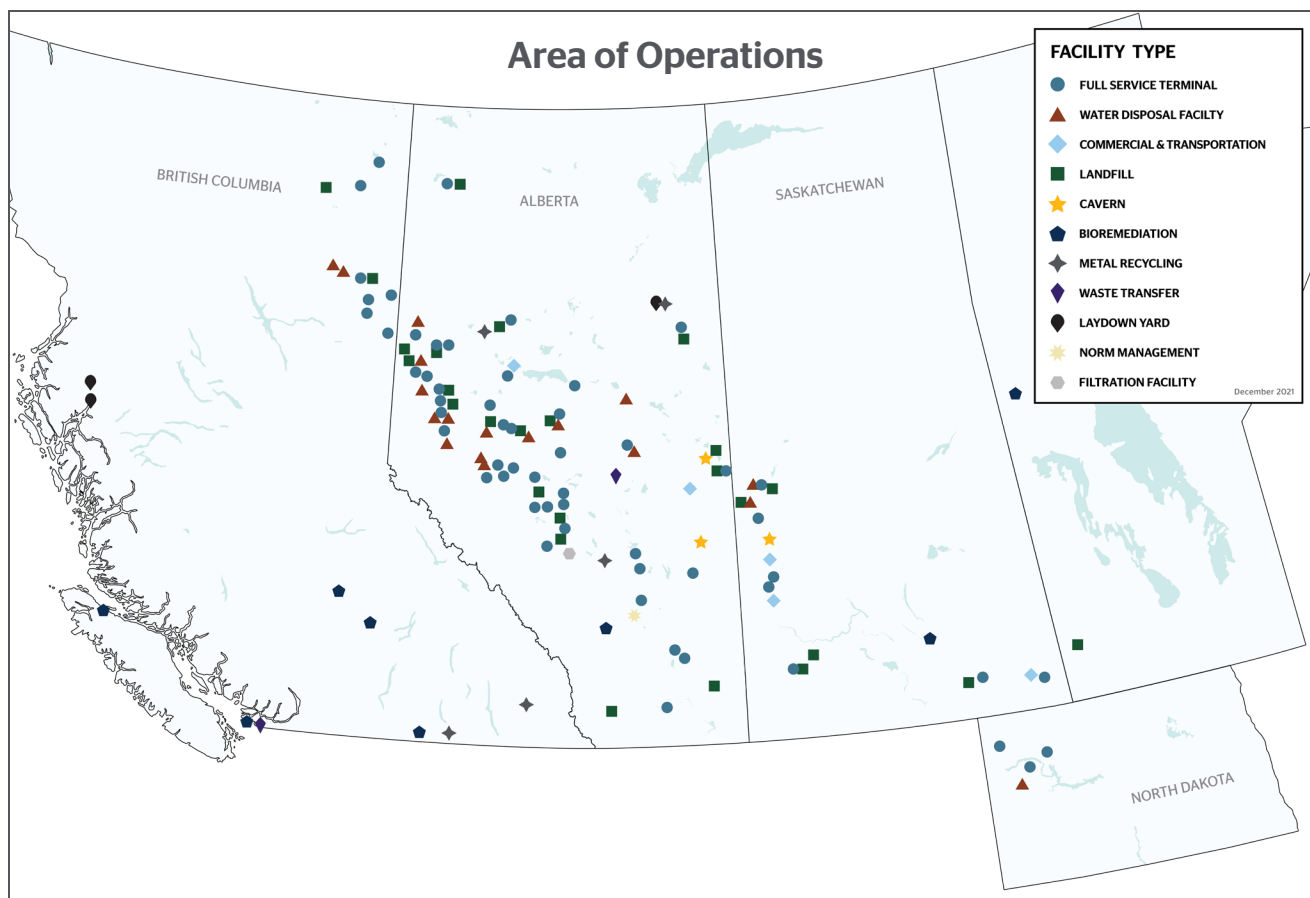
We strive for sustainable performance in our own operations and are a dedicated sustainability partner to our customers. The work we do is designed to reduce environmental impact and to deliver sustainable and economic solutions. We operate through the following two reporting segments:

**Midstream Infrastructure** includes a network of midstream processing and storage facilities and crude oil and water pipelines located throughout key resource plays in Western Canada, North Dakota and Oklahoma. SECURE's midstream infrastructure operations generate cash flows from oil production processing and disposal, produced water disposal, and crude oil storage, logistics and marketing.

**Environmental and Fluid Management** includes a network of owned, operated and marketed industrial landfills, hazardous and non-hazardous waste management and disposal; onsite abandonment,

environmental solutions for site remediation and reclamation, bioremediation and treatment technologies, water treatment and recycling, emergency response, rail services, metal recycling services and fluid management for drilling, completion and production activities. Services offered include disposal of oilfield and industrial solid wastes into SECURE's landfill network located in Western Canada and North Dakota; project assessment and planning; decommissioning and demolition, reclamation and remediation and emergency response. Metal recycling services include the purchase and processing of ferrous and non-ferrous metals recovered from demolition sites and other locations.

<sup>1</sup>Adjusted EBITDA is a non-GAAP financial measure. Refer to the "Forward-looking Statements and Other Advisories" section of this report



## Customer Focus

We strive to partner with our customers to help them meet their ESG commitments while delivering on our own. As a combined company, SECURE now offers more services to our customers through its reporting segments: Midstream Infrastructure and Environmental and Fluid Management. We are dedicated to creating value for our customers by providing innovative solutions and services that help lower costs, decrease emissions and improve community and social well-being, including:

- Strategically locating Midstream Infrastructure near customer production to reduce transportation requirements for hauling oil, waste and water for processing and disposal
- Building oil and water pipelines that connect customer production to SECURE Midstream Infrastructure reducing the emissions associated with trucking
- Consolidating volumes from multiple producers in fit-for-purpose facilities, reducing our customers' capital requirements and the overall environmental impact of our operations
- Recovering pipeline quality crude oil from waste
- Executing projects across Canada on-time and on-budget while focusing on recycling materials
- Providing scrap metal recycling services; recycling scrap metal is less emission intensive than producing metal products from virgin resources
- Offering lower carbon intense waste management options for our waste services customers
- Exploring emerging technology and novel application of existing technologies to assist customers with reducing the emission intensity of their operations
- Building lasting relationships with Indigenous communities through respectful engagement and providing opportunities for economic participation in support of Truth and Reconciliation

SECURE is a dedicated sustainability partner to our customers and we work collaboratively to challenge what's possible and to develop innovative solutions that are both cost effective and minimize environmental impacts while providing community benefits.

# CASE STUDY

## B.C. Emergency Flood Response

In the fall of 2021, the lower mainland of Vancouver and Fraser Valley, British Columbia were severely impacted by atmospheric rivers, which brought heavy rain resulting in catastrophic flooding and landslides. The floodwaters shut down major highways and railways cutting off transportation routes to the east.

SECURE's Emergency Response Team was contracted to respond in repairing multiple sections of the impacted railway. SECURE crews worked around the clock and mobilized the team to three separate landslide sites that affected a combined area of 10 hectares. Working together with other emergency responders, SECURE moved 200,000 m<sup>3</sup> of soil and assisted in the repair to multiple sections of the compromised railway network.

The crew faced challenging working conditions and hazards with inclement weather events, including landslides, avalanches and extreme cold. Despite the challenges, no reportable injuries were recorded. In addition, the sites were completely cut off at times from services via road and rail and supplies and equipment were delivered by helicopter.



In 2021, through our Midstream Infrastructure and Environmental and Fluid Management reportable segments, we helped our customers accomplish the following:



**307**

Hectares of customers' land reclaimed



**41,807**

Tonnes of contaminated soil treated on customers' sites



**5,100**

Trees planted for customers



**197,310**

Metric tonnes of metal recycled



**1,597,505**

Barrels of crude oil recovered from customer waste



**16,759**

Tonnes of contaminated soil bioremediated

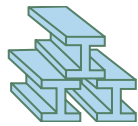
# CASE STUDY

## Wind Turbine Decommissioning

In September 2021, SECURE's Environmental Solutions team decommissioned a wind turbine in southern Alberta that was at the end of its useable lifespan. Due to the age of the turbine, decommissioning through disassembly was impractical. The site was previously home to seven vertical axis wind turbines and the underground foundations required removal in conjunction with the decommissioning. Additionally, the turbine's location next to municipal sewage lagoon infrastructure needed to be taken into consideration. Upon completion of removal of the turbine and underground footings, the site required a Phase II Environmental Site Assessment to be performed to ensure an intact lease was returned to the municipality.



Through this project, SECURE demonstrated business resiliency by providing Environmental Services within the green economy with:



**85**

Tonnes of steel separated and recycled for highest credits



**800**

Tonnes of concrete recycled locally



**40**

Tonnes of non-recyclable demolition waste sent to local landfills



**6**

Hectares of land was reclaimed back to agricultural land

# INTRODUCTION

## /SUSTAINABILITY JOURNEY

To SECURE, the integration of key 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 the achievement of our ESG specific goals.

Most importantly, ESG aligns with our corporate value of doing the right thing. SECURE is committed to mitigating the impacts of climate change by reducing our own emissions and providing services that support our customers in transitioning to a lower carbon economy.

### ESG Awareness Training

In Q4, SECURE launched ESG Awareness training for all employees to provide general awareness about ESG, how SECURE implements ESG principles and strategies and to engage employees in our ESG journey and embed an ESG mindset into our corporate culture.

As part of the launch of ESG Awareness training, we also launched ESG ID opportunity, which is a process to submit employee-led ESG ideas. ESG IDs create an opportunity to capture new ideas and current initiatives, so the organization can develop best practices and share them across the organization.

Each idea is submitted, reviewed and vetted by the ESG team and sub-committees for evaluation. If it is a feasible opportunity, a project manager is assigned and a work group is created to investigate the opportunity. Although not every idea will be viable, we hold on to each idea in case market conditions change and old ideas provide new value. With ESG ID, there is an opportunity to report on all the initiatives because even small ideas matter as they add up to bigger, more impactful changes. SECURE benefits from sharing these stories so the whole company can learn from each other.



*“Implementing ESG Awareness training company-wide is the first step in integrating ESG into our organization. If we have an opportunity to reduce our energy intensity or fuel consumption, or we worked with a local community, we want to know about it, to report on it and potentially build on it.”*

Rhonda Rudnitski, VP ESG

### 14 ESG ID Opportunities were Submitted in the First Six Weeks of Launching

(November 22 - Dec 31, 2021)

**21%** Complete and fully implemented      **50%** In progress      **29%** Being evaluated

## Sustainability Strategy

As a combined company, SECURE has an even greater focus on providing responsible environmental and waste management solutions to our customers. As a result, ESG principles are vital to our business and how we operate. In 2021, to formalize our

commitment to ESG, short and long-term goals were created to achieve meaningful change on the path to a low emission future. Addressing climate change is important to SECURE, our customers and all our stakeholders. Our actions to decrease GHG emissions in our operations and for our customers will help mitigate the impacts of climate change.

**Ultimate Goal:  
Achieving net-zero GHG emissions by 2050**

**Actions start today with a short-term target of reducing GHG emission intensity by 15% by the end of 2024**

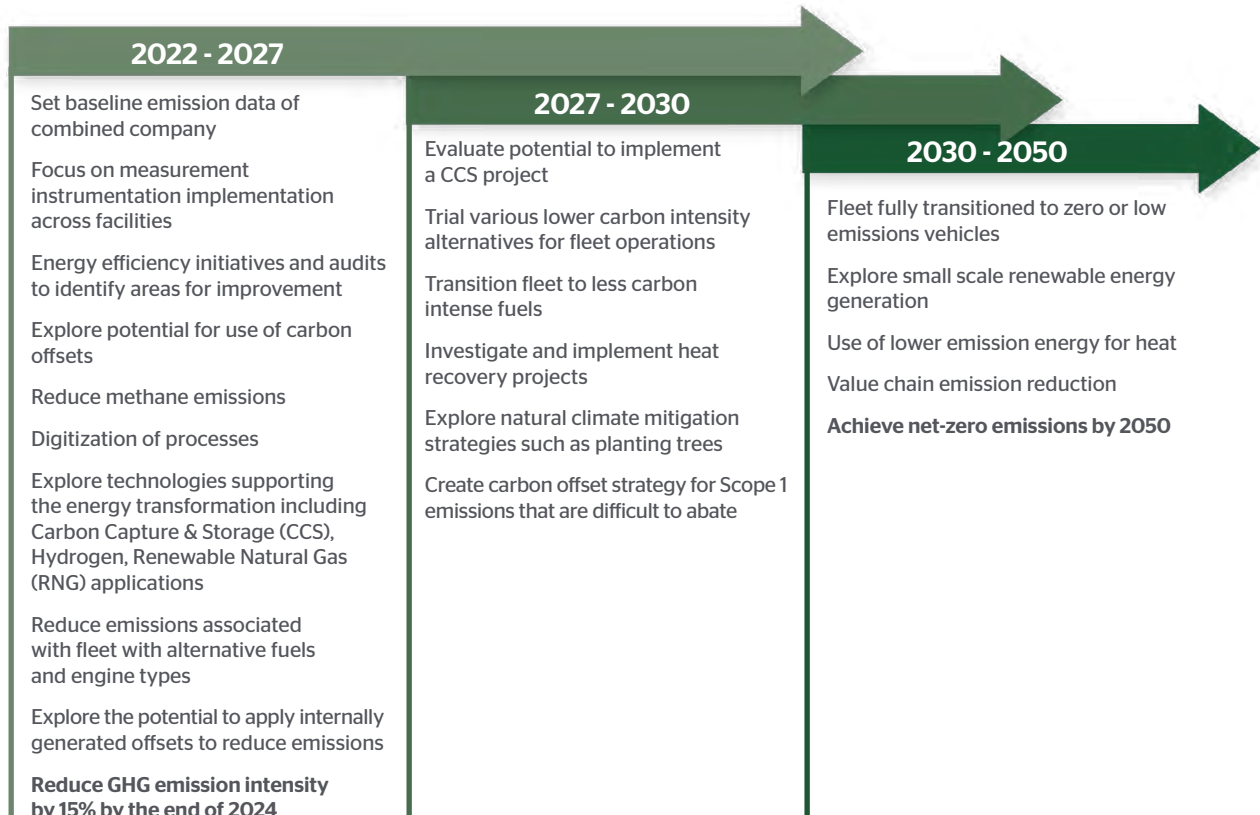
**Water Reduction Targets:**

**5% reduction in overall freshwater usage year-over-year**

**Committed to reducing leachate generated by construction of three staged landfill caps (reducing the catchment area by 4%) in 2022**

## Roadmap to Achieving Net-Zero Greenhouse Gas Emissions by 2050

SECURE's roadmap to achieving net-zero GHG emissions by 2050 includes the following potential initiatives in achieving our ultimate goal.



## Business Resiliency - Stronger Together

On July 2, 2021, SECURE and Tervita merged to create a stronger Midstream Infrastructure and Environmental Solutions business. The highly complementary assets and services provide enhanced scale, utilization, efficiencies and geographic coverage, while bolstering the organization's business resiliency.

### Sizeable integration cost savings enhance opportunity for value creation

- Significant estimated annual integration cost savings impacting Adjusted EBITDA of at least \$75 million expected to be achieved by the end of 2022



*"We are pleased to announce the combination of these two great companies, resulting in the creation of a larger scale Midstream Infrastructure and Environmental Solutions business. Together, our highly talented teams will be better positioned to serve our customers, optimize existing infrastructure assets and operations and to drive greater discretionary free cash flow to the bottom line."*

**Rene Amirault, President and Chief Executive Officer**

The combined company is stronger, more capable, more efficient and more profitable than either company on its own. Some of the key benefits of the combined company include:

#### Greater capabilities to serve customers

- Highly complementary Midstream Infrastructure asset bases and environmental service lines provide for enhanced scale, utilization, efficiencies and expanded services for the combined company's customers
- Significantly improved cost structure to serve a growing and consolidating customer base through the full business cycle

#### Strong balance sheet and financial position

- Stronger financial position with attractive discretionary free cash flow generation expected to reduce debt

#### Enhanced Culture and ESG Leadership

- Combines two strong corporate cultures driven by highly talented teams with shared commitments to ESG principles, safety, performance, customer service and profitability
- Elevates position to advance and deliver on environment and social sustainability initiatives for the combined company and our customers



*"By the end of 2021, we realized \$40 million of synergies impacting Adjusted EBITDA on an annual run-rate basis. SECURE's focus for 2022 is to continue to successfully integrate and optimize the addition of the legacy Tervita facilities and operating networks and deliver on expected integration cost savings to become a more resilient, profitable and efficient business."*

**Chad Magus, Chief Financial Officer**

## ESG Integration

SECURE's leadership is committed to integrating ESG metrics into our day-to-day operations and business strategies. With the addition of a dedicated ESG leader and team, 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.

### ESG STRATEGIC ELEMENTS:

1. Customers: Supporting our customers' environmental and social priorities

2. Investors: Ensuring our financial stakeholders understand how our ESG approach can also support their sustainable investments

3. Operations: Driving operational efficiencies and business resilience through the implementation of ESG best practices that align with our core values

4. Community: Ensuring our ESG initiatives enhance our social license to operate

5. Reporting, Benchmarking and Materiality: Setting goals, monitoring progress, and communicating results internally and externally to demonstrate responsible governance and to be recognized as a leader in ESG practices

## Five Year ESG Strategy and Roadmap

	2020	2021	2022	2023	2024
<b>ESG Maturity Profile*</b>	Basic	Established	Advanced	Advanced	Leading
<b>ESG Phases</b>	Preparation	Refinement	Sustainment	Maturation	Maturation
<b>ESG Report</b>	Early reports	Expanded metrics reporting, target setting	Includes improvement and aspirational targets	Report progress	Annual update
<b>ESG Frameworks</b>	Report Midstream Infrastructure reporting segment in SASB framework Report in GRI framework	Report in SASB Report UN SDG Report in GRI Prepare to report in Task Force on Climate-Related Financial Disclosures (TCFD)	Assurance readiness for reporting	Reliability and accuracy in data, systems, controls and methodologies to satisfy public disclosure	Undertake third party reasonable assurance audit
<b>GHG Emissions/ Climate Change</b>	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 Set short-term GHG emission reduction targets on the path to net-zero by 2050	Scope 1 and 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
<b>ESG Strategy</b>	Create strategy Materiality assessment completed Tie executive compensation to ESG targets	Employee awareness and ESG culture building, establishment of ESG committees Implement ESG ID opportunity Select 1-3 ESG operations or business initiatives to pursue (staged capping) Set fresh water reduction target	ESG culture building Governance gap analysis & 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 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 (top decile for ESG maturity profile or similar benchmark)

\*Source: 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; it poses both risk and opportunity. Including climate impacts in our business risk assessments and ESG materiality assessments enables us to prioritize climate risk equally with other business risks and ensures that 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 Director's ESG Committee oversees and provides guidance on sustainability-related risks and opportunities. The ESG Committee has responsibility to oversee management's processes to identify sustainability risks, mitigate or manage such risks and manage the Corporation's sustainability performance. Certain topical climate change and sustainability-related risks are identified below. For a comprehensive list of material risks, including additional regulatory risks and risks relating to climate-change, ESG and sustainability, please refer to SECURE's Annual Information Form on SEDAR at [sedar.com](http://sedar.com).

### Risks

#### Climate-related Risks

SECURE has announced certain targets and ambitions relating to ESG and GHG emissions, specifically, a goal to achieve net-zero GHG emissions by 2050. To achieve this goal, among others, and to respond to changing market demand, SECURE may incur additional costs and invest in new technologies and innovation. 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.

#### 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, including in energy storage that make renewable energy sources more competitive for energy generation or increase consumer preference for alternatively fueled vehicles. SECURE cannot predict the effect of changing demand for oil and natural gas products and 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 oil and natural gas operations of our customers, 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 own emissions and providing services that support our customers in transitioning to a lower carbon economy. SECURE sees many transformation and technology opportunities on the sustainability path, including:

- Exploring Potential Carbon Sequestration Projects - SECURE is 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 Midstream Infrastructure aligns with what is required to successfully operate sequestration projects
- Optimizing Our Fleet - SECURE is currently monitoring and evaluating our heavy equipment and transport fleets to identify opportunities to reduce fuel consumption. In addition, we are exploring the use of alternative fuels for use in both fleet trucks and heavy equipment

- Industry and Service Diversification - SECURE strives 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 Environmental Solutions business segment's services diversify the organization's participation with the oil and gas industry and into other sectors including mining, infrastructure and municipal projects
- Carbon Credits - SECURE intends to determine if opportunities exist to claim carbon credits for some of the environmental services that we provide

## Sustainable Governance

The Board's ESG Committee continues to actively participate in the oversight of SECURE's matters, including 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 on a quarterly basis.



*“The digitization of processes and application of machine learning at SECURE are critical initiatives in supporting the journey to net-zero and are important technology solutions as we transition to a lower emission economy. I believe SECURE is positioned to revolutionize the way we run our business with enhanced services and solutions for our customers.”*

**Marvin Wong, Vice President, Business Intelligence, Technology & Security**

## Looking Ahead

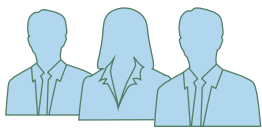
- In 2022, SECURE is revisiting our corporate Vision, Mission and Purpose statements to ensure they provide a sense of purpose and direction for the newly combined company and inspire Team SECURE to continue challenging what's possible
- Continue to broaden employee awareness of ESG-related activities through communication and education initiatives
- Report within the Task Force on Climate-Related Financial Disclosure framework by the end of 2022
- Release a Climate Action Plan in 2022 to build on the previously released Climate Policy
- ESG data and reporting will continue to drive decision making
- Assess current ESG data capture systems and streamline processes and refine accuracy in preparation for data verification by 2025

# PEOPLE

## Our Commitment

Since SECURE's inception in 2007, our remarkable employees have been the essential factor in building a sustainable and prosperous organization. Without question, Team SECURE is our most valuable resource and continuing to attract, retain and engage top talent is a critical element in our ability to thrive as a sustainable organization and ensure the mutual success of all stakeholders.

2021 marked a year of evolution for SECURE. The successful merger with Tervita more than doubled our workforce and significantly accelerated our ability to deliver on our long-term strategic goals. This transaction required an immediate and disciplined focus toward integrating the people, systems and operations of both organizations. We are proud of our ability to provide a respectful and safe work environment for our employees, across Western Canada and the U.S.



### 2,050

Employees total



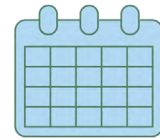
### 264

Internal transfers or promotions



### 36%

Employees living in rural locations



### 5.73

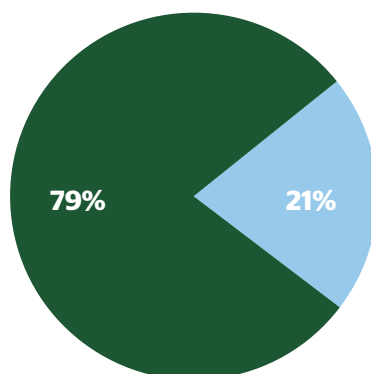
Average tenure in years

## Gender Diversity at SECURE in 2021

Workforce

■ Men

■ Women



Board of Directors

### 25%

Senior Leadership

### 11%

Company Managers

### 15%

STEM Positions

### 6%

# PEOPLE /INITIATIVES

## Building the New SECURE

### People Integration

SECURE took a phased approach to creating our new organization, beginning at the senior leadership level then engaging additional leaders as we progressed the organizational design throughout the business. This approach produced highly competent and capable teams, reflective of both legacy businesses, who were passionate about untapping the full collective potential of the new organization.

and retains key talent, aligns with business strategy and links employees' success to the success of the business is a fundamental aspect of our ability to compete and grow the company.

The merger with Tervita occurred during an organization-wide Total Rewards program review impacting all elements of compensation and benefit programs. While the transaction introduced some complexity to the process, it did not sway us from our primary objective: to ensure that everyone's overall compensation is an appropriate match to market



*“Taking a phased approach in designing the new organization structure enabled us to build a purpose-driven team of talented individuals with representation from both organizations. Today, the team represents a balanced combined company with 47% legacy SECURE employees and 53% legacy Tervita employees.”*

**Michael Parnetta, Vice President, People and Culture**

To provide employees with a consistent, high-quality integration experience, SECURE engaged leaders at all levels of the organization. Our in-house learning and development team created customized leader toolkits with interactive activities and discussions to bring people and teams together and align on goals for the remainder of 2021.

### Total Rewards

Building and sustaining a market-competitive compensation and benefits package that attracts

conditions and fairly reflects the individual's role and contribution to the business.

Both legacy companies' benefits and savings plans and wellness programs were reviewed and the new organization's combined volume and depth was leveraged to identify one common provider. By the end of 2021, we successfully migrated all employees onto a comprehensive, market-leading benefits and savings program.

## People Programs

### Health and Wellness

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, if not all, of the cost of most health services, including:

- Medical and dental coverage for employees and their families, including a Health Care Spending Account
- Income protection for medical and disability leaves
- Employee and family assistance program
- SECURE's Occupational Health & Wellness team includes a full-time Registered Nurse and focuses on the delivery of health, wellness and disability-related programs that support all employees
- Proactive health management is encouraged through SECURE's direct support of individual physical or mental well-being goals each year through the Wellness Reimbursement Program, with reimbursements of \$758,000 made to our employees in 2021
- From a financial wellness perspective, our newly designed savings plan provides employees with a variety of investment options to support their diverse retirement planning needs, receiving matching contributions from SECURE of up to 5% of salary

These non-salary compensation elements make a difference in Team SECURE's lives and are important steps in creating a happy, safe and productive workplace.

### Pay for Performance

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.



### Learning

The continued growth and development of our employees is a strategic priority at SECURE. We are focused on increasing the capability of leaders at all levels and maximizing the collective potential of our entire employee base. Key learning themes are designed to support the current and future evolution of our business.

Learning and development played a key role in the integration of the legacy Tervita business over the last half of 2021. In total, employees spent approximately 2,090 hours on leadership and personal development training in 2021. Our online learning management system (LMS) enabled us to conduct important awareness training courses such as IT Security Awareness and ESG Awareness training. In addition, the LMS allowed all employees to efficiently review and acknowledge their understanding of and adherence to key company governance policies, such as the Code of Business Conduct and Workplace Non-Discrimination policies.

## Diversity of Thought

SECURE recognizes that embracing diversity and inclusion makes us a stronger organization through enhanced leadership, increased innovation and improved overall levels of engagement.

approach can improve teamwork, communication and productivity in the workplace. Encouraging employees to respect and embrace diversity of thought on the team is crucial in our ability to create a work environment where people feel a sense of belonging and are inspired to bring their best, natural contribution.

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*“We believe that diverse backgrounds, experiences, skills and thought processes are critical when building strong teams and developing creative and innovative solutions.”*

**Jennifer Smith, Director, Learning and Culture**

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One way SECURE promotes and encourages diversity of thought is through online self-assessment tools. Employees have access to a virtual learning platform that helps them understand their own behavioural style and learn more about how their unique

This program has been in place for over a decade at SECURE, with hundreds of employees having participated. In 2021, 169 employees completed an online workplace profile.

### *Looking Ahead*

- SECURE is investing significant resources in 2022 to accelerate our commitment to diversity, equity and inclusion (DEI). We will be launching organization-wide DEI training with additional Unconscious Bias training for those in leadership positions
- In 2022, SECURE is implementing “Employee Voice”, a best-in-class employee survey and feedback module. Built on advanced natural language processing and machine-learning algorithms, Employee Voice will help SECURE identify and understand what our employees care most about so we can improve their experiences along their journey with SECURE
- SECURE selected emerging leaders within the organization to participate in the 2022 Avatar Innovations Ignite program. Avatar Innovations is an industry led collaboration focused on developing and implementing real-world business solutions for the energy transformation

# SAFETY

## Our Commitment






SECURE's core values begin with working safely and we reinforce our commitment that all employees, contractors and partners "Go Home Safe."

*"We are committed to fostering a values-driven, safety culture that sets the habits, thoughts and beliefs that drive the behaviour of all employees, contractors and consultants to achieve our goal that everyone goes home safe every day."*

**Brad Vollmin, Director Health and Safety, Midstream Infrastructure**

We are committed to providing the proper training, development and resources so that employees and contractors can safely carry out their work. We strive to achieve and exceed compliance with all applicable laws, regulations and policies, and support practical and applicable industry leading programs and practices.

Our Health and Safety Policy sets our philosophy and responsibility regarding care, competency, compliance and continuous improvement.

2021 Targets (Proactive & Reactive)				Action Items Closed <sup>3</sup>	
					Target 95%
TRIR <sup>1</sup>	Target <1.00	Achieved 0.79	7% Improvement over 2020		Achieved 98%
MVIR <sup>2</sup>	Target <2.00	Achieved 1.49	9% Improvement over 2020		

## Building Safety Culture

Four principles drive our safety culture and the continuous improvement in our safety program.

- 1. Engagement at all levels**
  - Gather all information
  - Listen, understand and receive feedback to make positive changes
  - Involve others in decisions that do or could impact them
- 2. Situational awareness**
  - Understand your task, be aware of your surroundings and recognize changes
  - "Stop-Think-Plan-Act"
- 3. Ownership and accountability**
  - Ownership to identify and make changes where necessary
  - Own the outcome not just the task
  - Be accountable for actively participating in creating a great safety culture
  - Take responsibility for what we do and don't do
- 4. Sharing of learnings**
  - Share information that is helpful to others
  - Share incident learnings and best practices

<sup>1</sup>TRIR is the frequency of recordable injuries to hours worked. The ratio is used to normalize the number of recordable injuries and exposure hours for every 100 workers over the course of a year.

<sup>2</sup>MVIR is the Motor Vehicle Incident Rate. The ratio is used to normalize the number of motor vehicle incidents for every 1 million kilometers driven.

<sup>3</sup>Refers to completion of actions generated from Hazard IDs and Near Misses.

# SAFETY /INITIATIVES

## Safety with Team SECURE

Within days of the merger closing in July, SECURE's Chief Operating Officer, Allen Gransch, and other business unit leaders, hosted a Safety Stand-up meeting for all employees to reinforce that the organization's commitment to safety starts with its leaders. Leader visibility in the field is an important part of our organization's commitment to safety culture and engaging everyone in the program.



*“Our safety values in the two legacy organizations were very much aligned. Our people are our greatest resource and their safety is of the utmost importance. Senior management demonstrates this value by taking the time to meet with teams and discuss operational safety facility by facility.”*

**Allen Gransch, Chief Operating Officer**

During 2021, there were 348 interactions between senior leaders and front-line workers, including site visits and safety stand up meetings. The focus of these interactions is on shared learning and continuous improvement.

## Safety Reporting

By October, within three months of closing the merger, all employees across the company were trained and onboarded on a shared incident management system: ITRAK. The system includes the ability to capture both Health & Safety and Environment & Regulatory data, including:

- Hazard Identification
- Near Misses
- Incidents
- Audit Corrective Action and Closure Rates
- Safe Behaviours

## A Cohesive Management System

As a result of the merger, SECURE introduced a company-wide Health, Safety and Environment Management System (HSEMS) in late 2021. The HSEMS is the foundation of our safety program and applies specifically to SECURE's employees, contractors and those who work on SECURE's behalf and provides everyone understanding of our company's workplace health, safety and environment expectations.

The safety management system is based on an “Internal Responsibility System”, whereby every employee and contractor in the workplace has a role to play within the system and a duty to actively ensure all individuals are safe in their work environment.

As an organization, SECURE's role is to:

- Promote a strong safety culture
- Implement best practices
- Confirm compliance
- Drive continuous improvement

## Safety Training

In 2021, one of the key training integration initiatives in the Midstream Infrastructure reporting segment is the Training Retention and Competency (TRAC) and Pathways programs. The integrated program ties internal and external training, procedures and competency into one framework that leverages technology to ensure auditability and leadership oversight. This program will continue to expand in 2022.



## Lightning Protection of Equipment

Due to high lightning activity in North Dakota, our midstream facilities in the region are equipped with static dissipation equipment, reducing the potential for lightning to strike. Static dissipation equipment improves the safety and security of our facilities by reducing the static charge across the facility. This technology has proved successful at our facilities in North Dakota and has since been installed at the Kerrobert facility in Saskatchewan.



## Managing COVID-19

In 2021, we continued to operate with our enhanced health and safety measures including physical distancing and limiting non-essential travel to protect our employees, contractors, customers, and communities in response to the continuing COVID-19 pandemic.

Through the merger, SECURE gained a dedicated Occupational Health & Wellness team that includes a Registered Nurse (RN). Our ongoing response to COVID-19 in 2021 included adoption of legacy Tervita's RN Support Telephone Line that provided employees guidance 24/7 on COVID-related precautions. This service proved valuable for our employees, especially when the public health system became overwhelmed during peak waves.

## Emergency Preparedness

SECURE takes a proactive approach to planning for operational and non-operational emergency situations to minimize risk to our business and stakeholders. A single, core Emergency Response Plan guides our actions for any and all emergency events - from natural disasters to cybersecurity events.

We use the Incident Command System (ICS) framework to manage incidents and in 2021, 200 employees were provided training in ICS-100 & ICS-200. Over the year, we also engaged employees, first responders, regulators, response organizations and contractors in 45 emergency response exercises to test the effectiveness of our plans, procedures and training. This coordination allows our team to work effectively alongside federal, state/provincial and local responders.

In addition, we engage with members of the communities where we conduct operations to keep them informed of our activities and help ensure their safety.

Incident Priorities include:

- Life Safety
- Incident Stabilization
- Minimize Impacts

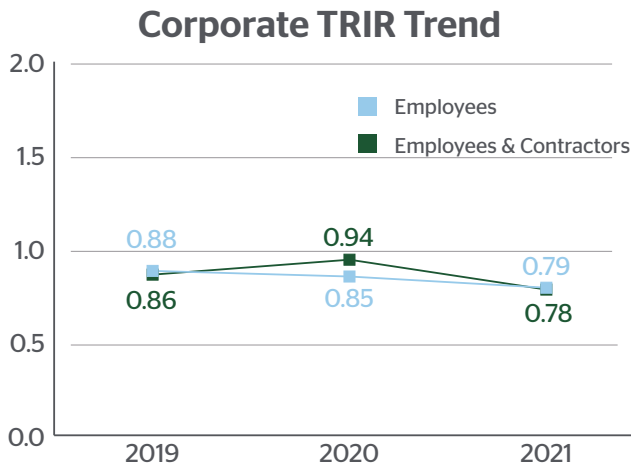
## Safety Performance

SECURE monitors our safety performance via several safety metrics, providing a baseline for setting targets and identifying opportunities for improvement. We continue to work towards developing leading types of safety metrics to be more proactive in incident prevention. In 2021, SECURE achieved all of its safety targets.

### Injury Frequency Rates

All near misses and incidents are reported, reviewed and investigated. The findings and learnings are shared across the organization to transfer knowledge and to foster a safety culture founded on transparency and open communication.

Our TRIR for employees in 2021 was 0.79 which is a 7% improvement over performance in 2020. The three-year downward employee TRIR trend positions us well to continue to aim for our ultimate goal of a recordable injury free workplace. As our safety program evolves, we will set more performance metrics and goals focused on leading indicators.



## Serious Injuries and Fatalities (Potential) (SIF(P))

Investigating all SIF(P) incidents helps determine the precursors (unmitigated high-risk situations that led to the incident) and associated Life Saving Rule (the high-risk activity associated with the incident) allowing us to share learnings and proactively introduce mitigative measures for each incident. The following chart shows the combined company's SIF(P) incidents in 2021 and 2020 against the associated Life Saving Rule.

### Life Saving Rules Related to SIF(P) Events

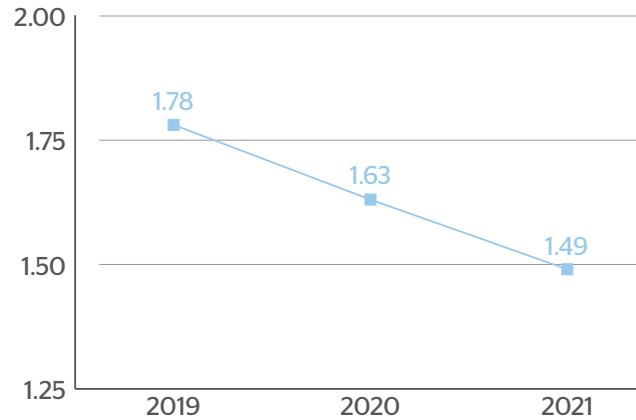


## Vehicle Safety

Road transport is an activity that is integral to SECURE's operations from transporting materials and equipment to and from worksites, to driving to meetings or to service our customers. In 2021 our employees drove over 21 million kilometers, a six percent increase over 2020. In 2021, our Motor Vehicle Incident Rate (MVIR) was 1.49, the lowest rate in the last three years. The improvement was led by the Fluid Management group.

We continue to look for opportunities to reduce our MVIR rate and have challenged our leaders to drive continued improvement in their business.

## Corporate MVIR Trend



## CASE STUDY

### 360 Walk-around Check - Safe Work Practice

Pre-use inspection of vehicles are a part of SECURE's employees daily routine. In April 2021, SECURE added an extra step to pre-use inspections with vehicle walk arounds to identify issues and more importantly any potential hazard around the vehicle by adding a mirror cover on the passenger side to act as a reminder. This best practice was initially rolled out in the Fort McMurray operating area through the Environmental Solutions business segment. The positive feedback and success of the reminder has led to the safety team expanding this best practice being rolled out to the rest of the business segment in 2022.



***“SECURE learned about this vehicle walk-around best practice from a large engineering, procurement and construction client on a project site in Fort McMurray. Safety is all about sharing and learning from one another and this best practice is now being rolled out across the Environmental Solutions teams to ensure everyone stays safe.”***

Russ Domville, Vice President,  
Oil Sands, Environmental Solutions

**How it works** - After parking and exiting a SECURE vehicle, the driver places a cover on the passenger side mirror outside of the vehicle. Prior to re-entering the vehicle, the driver performs a walk around check looking for any hazard that may prevent the vehicle from exiting the area safely. When the Walk-around Check is complete the driver removes and properly stores the cover. These checks help save costs and minimize the chance of committing a road traffic offence and are vital to maintaining safety standards.

## Looking Ahead

Full integration of our new HSEMS by the end of 2022

- Build out tools and elements of the HSEMS, including standards, guides and templates
- Rolling out one Supervisor Training Module

# CLIMATE STRATEGY

## Our Commitment

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 committed to participating in this effort by reducing our own emissions and seeking opportunities to help our customers achieve their emission reduction targets and advance the energy transformation so that we can collectively help Canada reach net-zero by 2050. SECURE is committed to undertaking actions within its operations to respond to climate change. Delivering the most environmentally responsible energy so that people and communities thrive is core to our vision of a sustainable future.

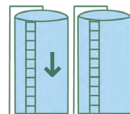
*SECURE is committed to achieving net-zero greenhouse gas emissions by 2050*

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



**9%**

Decrease in absolute GHG emissions vs. 2020



**12%**

Decrease in Scope 1 emissions vs. 2020



**86,816**

Tonnes of CO<sub>2</sub>e generation avoided by recycling 197,310 tonnes of scrap metal<sup>1</sup>



**164,258**

Tonnes of CO<sub>2</sub>e generation avoided, since 2018, from recovering crude oil from waste<sup>2</sup>



SECURE is committed to taking meaningful action to combat climate change and its impacts. All levels of the organization are engaged to improve the energy efficiency and reduce emissions of our current operations and to consider energy efficiency and a lower emission economy in our future capital investments. SECURE is focused on developing and implementing best practices and applying new and existing technologies to achieve our objectives as the world strives to meet emission reduction targets.

<sup>1</sup>Based on a life cycle analysis, 0.44 tonnes of CO<sub>2</sub>e is saved per 1 tonne of virgin carbon steel being mined and produced. <https://businessrecycling.com.au/info/enviro-metals.cfm>

<sup>2</sup>Determined from a Life Cycle Analysis, prepared by a third party consulting firm, the GHG benefit of recovering 1 barrel of crude from waste versus producing that same barrel from virgin resources.

# CLIMATE STRATEGY */INITIATIVES*

## Climate Change Action

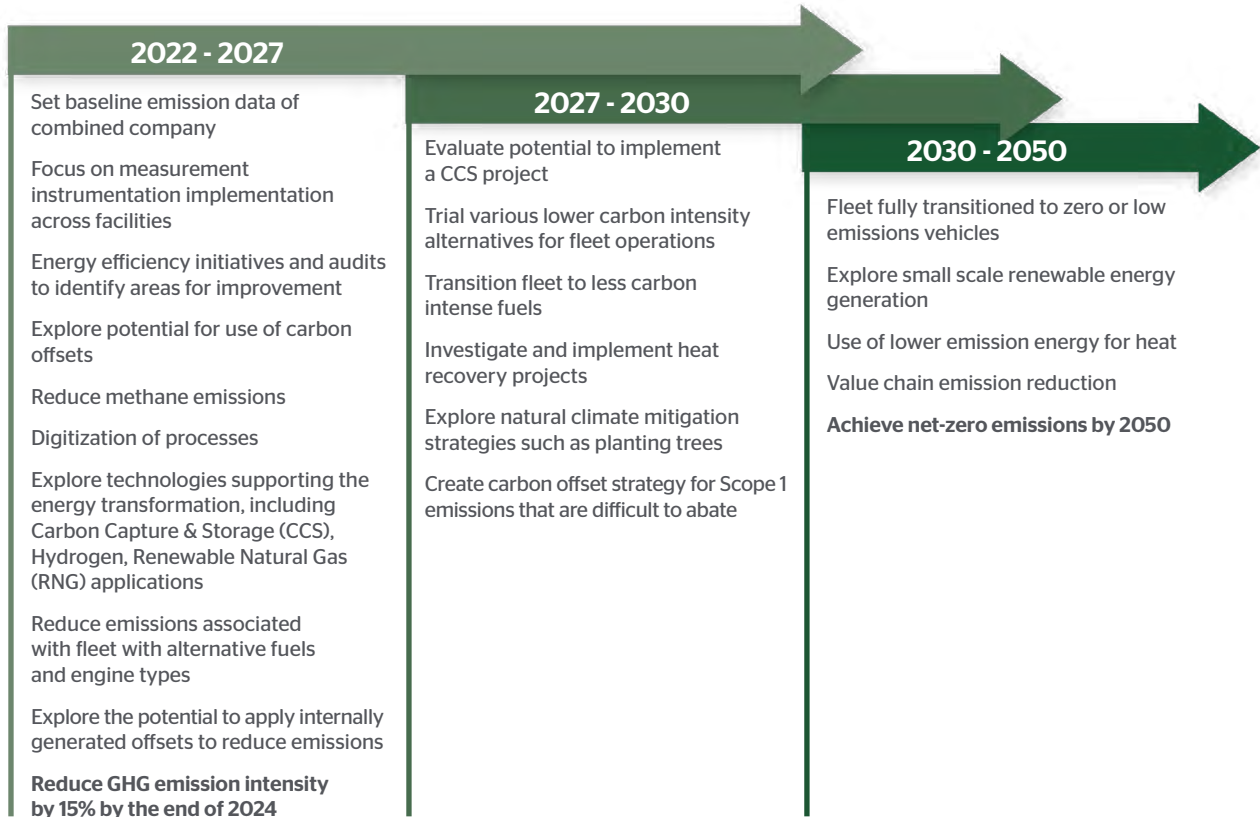
To fulfill our climate change commitment, SECURE is formalizing a Climate Action Plan to direct our efforts on energy efficiency and emissions reduction. SECURE commits to addressing climate considerations in our overall business strategy, corporate development, risk management and business models. Our climate strategy includes short and long-term emission reduction targets to achieve net-zero emissions by 2050. SECURE is committed to providing clear, transparent reporting on material climate change issues.

## Energy Transformation

SECURE is committed to taking action on climate change by reducing our own emissions and providing services that support our customers in transitioning to a lower emission economy. In Q4 2021, SECURE took its first steps towards the energy transformation by exploring potential Carbon Sequestration projects. SECURE's operational skillset and industry experience with disposal well operations and midstream infrastructure aligns with what is required to successfully operate sequestration facilities.

## Roadmap to Achieving Net-Zero Greenhouse Gas Emissions by 2050

SECURE's roadmap to achieving net-zero GHG emissions by 2050 includes the following potential initiatives in achieving our ultimate goal.



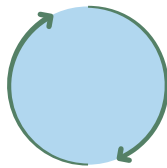
## Exploring Transition Technologies

SECURE is exploring new technologies to reduce emissions from our current operations, while also seeking opportunities to offer our customers ways of reducing their emissions. SECURE is investigating ways to drive energy efficiency in our day-to-day operations; potential options include heat recovery, boiler efficiency and use of less carbon intense fuels in our yellow iron and vehicle fleets. We are assessing opportunities in carbon capture and storage, compressed natural gas (CNG) and hydrogen so we can offer our customers services and options that support the energy transformation. Finally, embracing new digital technologies to improve performance, reduce cost and improve energy efficiency will drive business resilience for SECURE and its customers.

## Climate Risks

Climate change has the potential to impact multiple aspects of SECURE's business; it poses both risks and opportunities. The most significant climate risk factors that can impact our business include wildfires, flooding, water scarcity and temperature extremes. These conditions have the potential to threaten business continuity and damage assets in both our own business and that of our customers.

Including climate impacts in our business risk assessments and ESG materiality assessments enables us to prioritize climate risk equally with other business risks and ensures that 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.



In 2021, our recovery processes and pipelines resulted in the avoidance of **128,240<sup>1</sup> tonnes of CO<sub>2</sub>e**, enough to **offset** all of our **Scope 1 Emissions**.

We will explore the potential to validate these as offset credits in the future.

## SECURE's Operations and Impact on Climate

Reducing GHG emission intensity by 15% by the end of 2024 means action starts today as we strive for net-zero by 2050. SECURE is considering multiple options to improve energy efficiency and reduce our carbon footprint as we take action towards achieving our reduction targets and assisting our customers with meeting theirs. Whether it's the use of 121 solar panels for remote instrumentation, or robust energy intensity reduction programs, SECURE is pursuing process efficiencies, investment in technology, formalizing fleet management systems, the use of GHG offsets, increased GHG monitoring and more robust emission tracking on our path to achieving net-zero by 2050.

## Absolute GHG Emissions

SECURE's Scope 1 emissions (52%) and Scope 2 emissions (48%) were nearly equally split. From an absolute basis, SECURE's overall emissions decreased 9% in 2021 compared to 2020. The addition of 2022 emission data will help gain better understanding to determine the full contribution impact of integration synergies on Scope 1 and Scope 2 emission reduction.

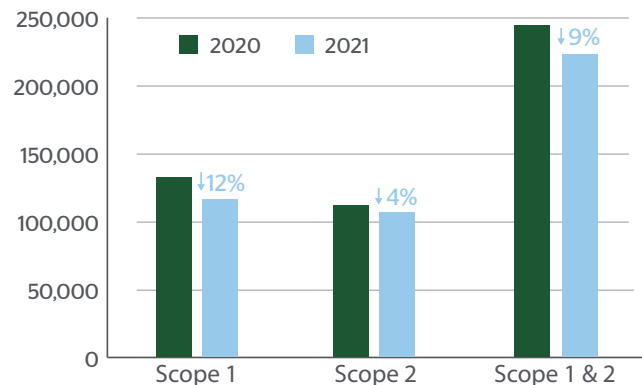
### Scope 1:

Those emissions generated from sources controlled or owned by SECURE

### Scope 2:

Those indirect emissions associated with the purchase of electricity

## Scope 1 & 2 Emissions (tonnes CO<sub>2</sub>e)



<sup>1</sup>Tonnes of CO<sub>2</sub>e avoided in 2021 through recovering crude oil from waste (31,950), metal recycling (86,816) and pipelines (9,474 from trucks avoided)

## Emissions by Source

SECURE's operations generate GHG emissions through the use of electricity, fleet fuel consumption and natural gas in our processes. Our direct methane emissions are attributed to leaks and are immaterial to Scope 1 emissions. The Midstream Infrastructure reporting segment is the largest Scope 1 and 2 emitter due to the volume of materials processed and its processing equipment requiring heat and electricity.

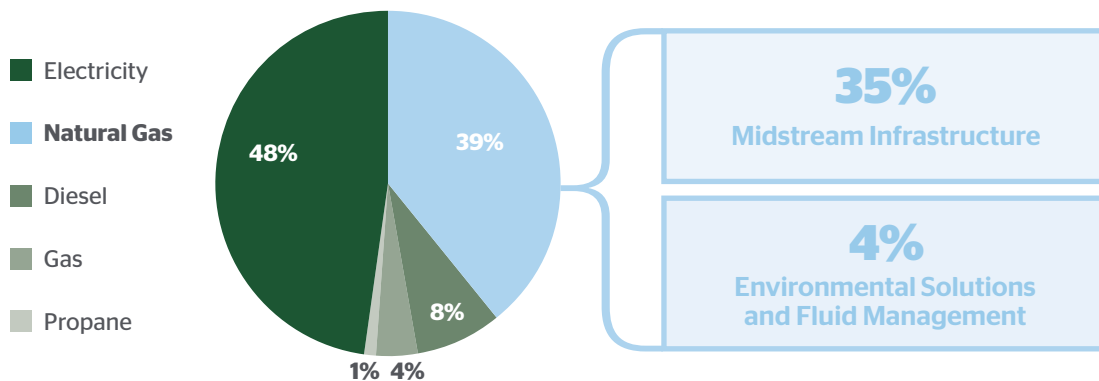
## Natural Gas Consumption

SECURE's Scope 1 emissions are predominately generated by natural gas consumption through combustion of natural gas for Midstream Processing

Facilities, accounting for 35% of all Scope 1 and Scope 2 GHG emissions in 2021. The largest use of natural gas is to heat our Midstream Processing Facilities and blanket our storage tanks to protect people, equipment and the environment by displacing oxygen required for combustion. When trucks deliver products to our facilities, the natural gas in the tanks is displaced by the fluids received; SECURE diverts the natural gas to our tank vapour gathering system where it is combusted, generating CO<sub>2</sub>.

The remaining 4% of natural gas consumption comes from the Environmental Solutions and Fluid Management reporting segment.

## 2021 Absolute GHG Emissions by Source



## Mitigating the Impacts of Climate Change

Our business is built on providing services to our customers that protect the environment. By the nature of many services SECURE offers its customers, we are taking action on climate change through the avoidance of GHG generation. Total GHG avoidance for SECURE in 2021 was 128,240 tonnes CO<sub>2</sub>e through:

- Recycling 197,310 tonnes of scrap metal, which avoided the generation 86,816 tonnes of CO<sub>2</sub>e
- Recovering 253,983m<sup>3</sup> crude oil from waste, which avoided the generation of 31,950 tonnes of CO<sub>2</sub>e
- Trucks displaced as a result of pipelines, which avoided the generation of 9,474 tonnes of CO<sub>2</sub>e

- 9** Produced water pipelines connecting customers' operations directly to our Midstream Processing Facilities
- 25** Direct to market oil pipeline connected facilities shipping 2,267,000 m<sup>3</sup> of crude oil and condensate

## Pipeline Connections

Establishing pipeline connections from our Midstream Processing Facilities to our customers operating nearby provides a capital efficient transportation solution that enhances operating netbacks. Additionally, the use of pipelines significantly reduces or eliminates trucking logistics and constraints, reduces CO<sub>2</sub> emissions, increases safety by reducing the number of trucks required to transport producers' product, and reduces repair and maintenance expenses on municipal road infrastructure.



**101,450**

Trucks displaced as a result of our pipelines, reducing CO<sub>2</sub> emissions by 9,474 tonnes

### Greenhouse Gas Emission Intensity

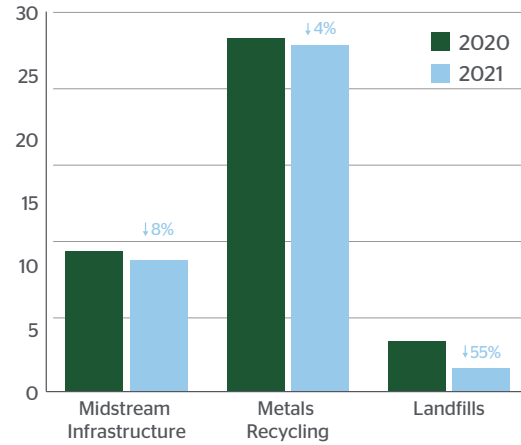
For the 2021 reporting year, SECURE calculated Scope 1 and Scope 2 emission intensity for our Midstream Infrastructure, Metal Recycling and Landfills business lines. Results for these business lines are:

- Midstream Infrastructure : 10.1 kg CO<sub>2</sub>e/m<sup>3</sup> of fluid received, down 8% from 2020
- Metals Recycling: 27.3 kg CO<sub>2</sub>e/tonne of scrap shipped out, down 4% from 2020. Metals recycling is SECURE’s most emission intensive business line
- Landfills: 1.8 kg CO<sub>2</sub>e/tonne of waste landfilled, down 55% from 2020, attributed to streamlining this business line post-merger

Our 2021 Scope 1 and Scope 2 emission intensity results, in the business lines measured, were lower by approximately 9% in 2021 than in 2020 despite increased activity. This is attributed to ESG education and awareness across the organization and each team finding ways to reduce our GHG emissions to

achieve our net-zero goal. SECURE continues to work on establishing the appropriate basis for measuring intensity metrics for the additional lines of business (Environmental Solutions and Fluid Management) given their variable, project-based nature.

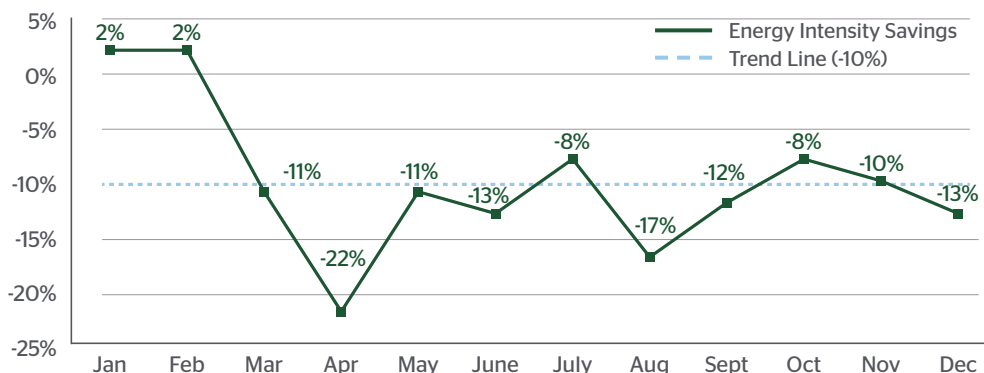
### Scope 1 and Scope 2 GHG Emission Intensity (kg CO<sub>2</sub>e/unit received or shipped)



## CASE STUDY

### Gold Creek Water Disposal Facility Achieves 10% Energy Intensity Reduction

At the Gold Creek disposal facility, an energy intensity reduction project was conducted. Two injection pumps at site ran in parallel, one of which had three times higher energy intensity than the other. With data driven insight, in March 2021, operations began to leverage the more efficient pump resulting in immediate energy intensity savings. In April, the team observed energy intensity savings of 22% and over the course of the year it averaged a 10% reduction in energy intensity, resulting in over \$190,000 in electricity savings.





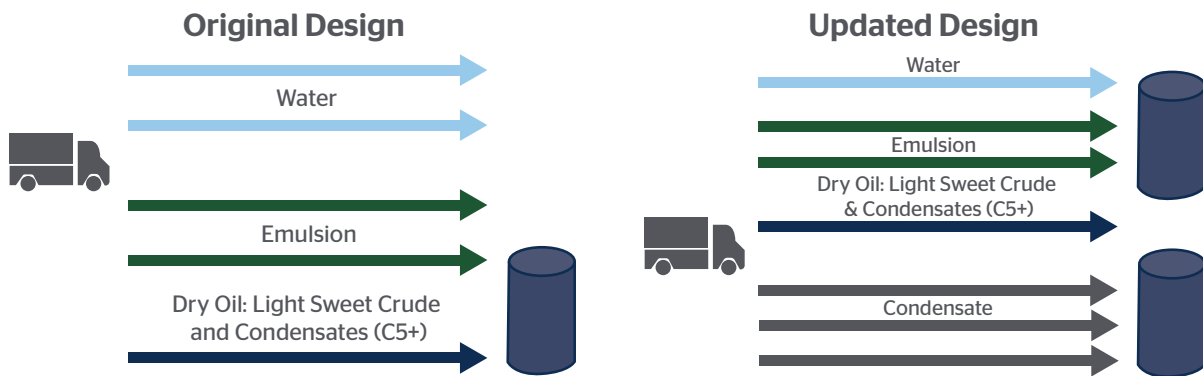
# CASE STUDY

## Design Optimization Achieves Efficiencies at the Drayton Valley Midstream Processing Facility

The Operations team at the Drayton Valley Midstream Processing Facility identified an opportunity for process improvement and associated cost savings.

The Drayton Valley Midstream Processing Facility receives large volumes of condensate with only one line to support our customers with offloading this product. As a result, when dry light sweet product needed to be offloaded, it would be offloaded through one of the emulsion lines and end up being mixed with wet oil. This equated to extra volume that would need to be treated, a process which consumes natural gas.

In the fall of 2021, a small amount of capital was invested to have one of the water lines converted into a dry line to ensure products were segregated for appropriate treatment. The result meant dry light sweet crude was segregated to the dry tanks and out of the emulsion tanks, reducing treatment time, freeing up volume in the emulsion tanks and alleviating wait times for customers. As a result of the upgrades, the treater is now running significantly less, which has reduced average monthly natural gas usage at the Drayton Valley Midstream Processing Facility by 8%.



### Energy Efficiency Projects

SECURE is committed to achieving net-zero GHG emissions by 2050. We are investing in energy efficiency projects today to take actions towards achieving these targets and reducing the energy intensity of our operations.

#### Voluntary Participation in the Saskatchewan Output-Based Performance System (OBPS)

The government of Saskatchewan developed Output-Based Performance Standards (OBPS) to reduce emissions intensity across industrial sectors. The OBPS is a made-in-Saskatchewan industrial emissions pricing system under the Province's Prairie Resilience climate change plan. Performance standards are set based on the emissions per unit of production. SECURE's Kindersley Midstream Processing Facility

enrolled in the program in 2021 and is required to reduce emission intensity to meet the aggregate facility benchmark. SECURE is held to a performance standard of 15% emission intensity reduction from the 2021 baseline set for the OBPS program.

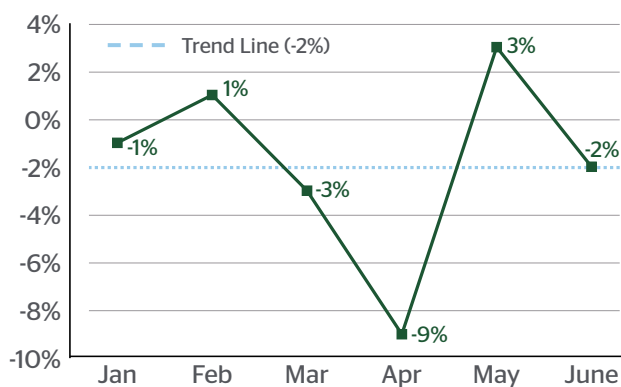
#### Voluntary Participation in the Alberta Technology Innovation Emissions Reduction Regulation (TIER)

SECURE's Midstream Processing Facility in Alberta enrolled in the TIER program in 2020. After establishing a benchmark based on 2019 performance for the legacy Tervita aggregate facility, SECURE lowered its emission intensity over the required 10% and received its first set of emission performance credits in 2022. Emission intensity improvements resulted from enhanced facility utilization and optimization efforts to reduce natural gas consumption.

## Energy Optimization Program

In 2020, SECURE launched an Energy Optimization Program focused on the collection of operational data to optimize our electricity intensive processes. Using data analytics was paramount in identifying opportunities in reducing energy intensity and realizing energy efficiencies across our midstream 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.

### Total Energy Intensity Savings (%)



SECURE has committed resources to an ongoing education and knowledge transfer of best practices for electrical energy efficiency throughout its field operations. The first half of 2021, prior to the merger, saw the benefits of the program's implementation with an average of 2% energy intensity savings at those facilities implementing the best practice.

As a result of the merger and associated integration activities, the second half of 2021 was focused on

investing and deploying technology to the acquired facilities to collect operational data to analyze and prioritize opportunities in the future. Formal education of equipment optimization across the organization began in Q1 2022 and we expect to start seeing meaningful results for the remainder of 2022.

### Seasonality Improvements

In 2020, operational changes were implemented at specific facilities to adjust boiler settings based on outside temperatures, reducing natural gas consumption. Educational awareness of this operational best practice continued for the first half of 2021 and the focus in 2022 is on reducing natural gas consumption and associated emissions.

### Facility Utilization and Optimizing Efficiencies

As a result of the merger, ten Midstream Processing Facilities are temporarily suspending operations to maximize efficiencies of the existing facility network. These suspended facilities decrease the electricity demands and natural gas consumption of our network, decreasing emissions intensity. SECURE is expecting to see a greater reduction in electricity and natural gas consumption in 2022 as a result of these facilities temporarily suspending operations.

### Fugitive Emissions

As part of the merger, SECURE reviewed and updated its Fugitive Emissions Management program. The review identified missed reporting on fugitive emissions surveys that were completed and inaccuracies in the volume of fugitive emissions reported across a portion of the Midstream Infrastructure operations. All regulatory reporting that was missed has since been submitted and errors identified were corrected. The program will be continually assessed to ensure it is effective and to identify opportunities for continuous improvement.

## Fleet Management

Fleet fuel consumption amounts to approximately 23% of our Scope 1 emissions. In 2021, we saw a 16% increase of fleet fuel consumption over 2020 due to an increased size of fleet, service lines and industry activity.

SECURE is currently monitoring and evaluating our heavy equipment and transport fleets to identify opportunities to reduce fuel consumption. In addition,

we are exploring the use of alternative fuels for use in both fleet trucks and heavy equipment. We have only begun to explore opportunities to reduce the GHG footprint of our fleet. Initial considerations include:

- Establish baseline and understand fleet emission analytics to set reduction targets and implement best practices
- Develop a plan to establish a baseline idling time per vehicle

### SPOTLIGHT

#### CNG - Dual Fuel Engine Conversion on Light Duty Service Truck

Use of lower carbon emission fuels is one of the ways identified to reduce our Scope 1 vehicle emissions. Working alongside our customers in achieving their ESG goals, SECURE's Fluid Management team installed a dual fuel Compressed Natural Gas (CNG) conversion to trial the technology for a drilling fluids field representative whose role is to service customers in the field, often in remote locations.

Two key outcomes resulted from the trial. The first was initial technical challenges with the installation of the CNG engine conversion which were related to compatibility with the type and model of truck. This knowledge will help inform future dual-fuel conversion decisions. The second outcome was challenges with access to CNG filling stations. This outcome proved to be the greatest challenge and most significant learning. This initial result prompted us to work with a large natural gas producer to explore the viability of working together to create CNG filling station infrastructure in an effort to facilitate transition from gasoline and diesel to CNG which has a lower carbon intensity without loss of reliability.

### Looking Ahead

As a combined company with more volumes processed, the focus in 2022 is facility-wide operational efficiency and fleet management updates where the most impact can be realized. To achieve this goal, we are prioritizing the following initiatives:

**Reducing Natural Gas Consumption:** To understand our baseline natural gas consumption in 2022, SECURE plans on implementing end-use metering and energy data analytics to make further operational improvements to minimize the natural gas utilized for volumes processed. Reducing natural gas consumption is an opportunity to reduce our carbon emissions and increase our asset efficiency across our Midstream Processing Facilities

**Integrate Energy Optimization Program:** Continue to educate our facility operators on operational best practices and gain real-time insight for optimization

**Fleet Management:** SECURE is exploring the potential to lower the carbon intensity of our fleet through the use of lower carbon intensity fuels or transitioning to alternate fuel vehicles

**Energy Transformation Technology and Capital Investment:** SECURE continues to explore new technologies such as carbon capture and storage. We are investigating new technologies and application of existing technologies to find opportunities to reduce our carbon footprint and that of our customers

# ENVIRONMENT

## Our Commitment

SECURE is committed to environmental stewardship while responsibly delivering services and solutions for our customers. Our services are designed to mitigate environmental impacts and facilitate responsible management of water, waste, landfill leachate and land through a broad range of customer activities.

While the greatest impact is in the work we do for our customers, SECURE has also embarked on measures to reduce our own environmental impact. 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 and our customers' impact on the environment, include:

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



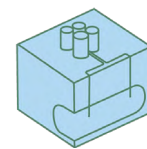
**718,000**

Cubic metres of clean water returned to the environment



**10**

Wells abandoned



**5**

Caverns with pre-abandonment work



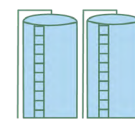
**7**

Environmental assessments completed



**20**

Sites with decommissioning, remediation and reclamation activities at various states



**47%**

Less leachate generated at our 27 landfills vs. 2020<sup>1</sup>

<sup>1</sup>Leachate is the by-product of precipitation draining through a landfill cell. See page 41 for more details.

# ENVIRONMENT /INITIATIVES

## Asset Integrity

Asset integrity management is material to SECURE due to the asset-based nature of the Midstream Infrastructure reporting segment. Prevention of leaks and spills is critical as they have the potential to cause harm to the environment, health and safety of our employees and the communities in which we operate. Proactively managing our assets to limit the number of spills and leaks is paramount in protecting our stakeholders and the environment. Managing the integrity of our Midstream Processing Facilities and pipelines begins at the engineering and design phase and continues through the full asset life cycle, from construction and operation to eventual decommissioning.

The areas where we operate have some of the world's most stringent regulations governing the entire life cycle of an energy infrastructure asset. Our integrity management programs, including the associated systems, processes, analysis and documentation, are designed and implemented to ensure proactive management of our midstream infrastructure, and to meet or exceed regulatory requirements, resulting in world class safety, reliability and longevity throughout an asset's lifecycle.

As a result of the merger, each organization's Asset Integrity Management System's (AIMS) and scheduled activities were completed independently in 2021 with a goal of combining the AIMS by the end of 2022. In addition, the asset integrity team grew because of the merger with many roles previously outsourced brought in-house and software and databases were merged and consolidated.

## Spills

Operations at our Midstream Processing Facilities and Environmental and Fluid Management services offered at our customer's sites present risks for spills and releases. SECURE takes a proactive approach to spill prevention through education and awareness training in managing and mitigating spills and releases in our operations.

In an effort to reduce our impact on the land and water resulting from spills and releases, SECURE's Midstream Infrastructure reporting segment initiated the 'Every Drop Matters' campaign in 2019. The purpose of this program is to demonstrate how every employee and contractor can make a difference around spill prevention to minimize the negative impact our operations may have on the environment,

## CASE STUDY

### Source Odour Detection Through Artificial Intelligence (AI)

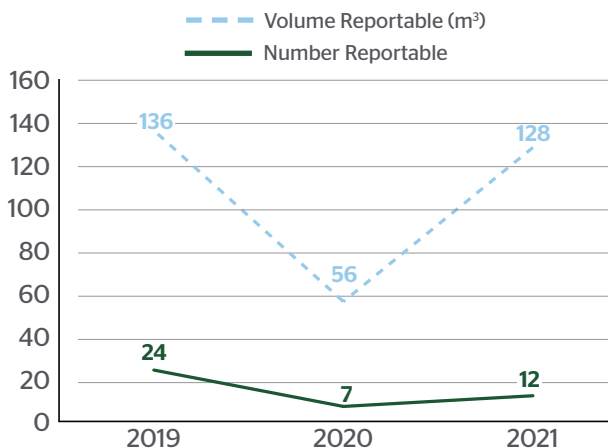
Our facilities are located across communities in Western Canada, North Dakota and Oklahoma. As a responsible community member, responding to our community's concerns is our priority. In 2020, SECURE partnered with an AI-based environmental surveillance company to monitor odours at the La Glace Midstream Processing Facility as a result of community odour complaints. In 2020, prior to installation of the station, SECURE received 13 odour complaints. Deployment of the station has provided the necessary information for SECURE to identify and rectify on-site odour sources in a timely manner, reducing confirmed odour complaints to one in 2021. The station has also assisted with identifying odour sources outside of our facility.

As a result of the effectiveness of the stations installed at the LaGlance Midstream Processing Facility, additional stations were installed at the Dawson Creek Midstream Processing Facility in Q3 2021. The facility also completed process efficiency upgrades based on historical knowledge at other operating facilities to reduce the amount of odour complaints at site. As a result of the facility process improvements and reviewing data from the stations, SECURE is proactively monitoring odours to mitigate and reduce any future complaints. SECURE continues to apply odour mitigation strategies to ensure our operations do not impact our neighbours and evaluates the installation of technology on an individual facility basis.

maintain our social license to operate and share best practices with employees and contractors.

In 2021, SECURE's first party reportable spill volumes trended upward, primarily due to a one-time release of fluids during an incident response, which resulted in a significant increase over 2020. If this singular event were removed, the volume released in 2021 would be 47% lower than year-over-year volumes released.

### Annual Spills Reported



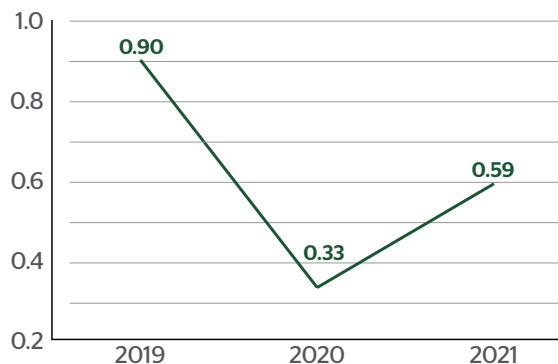
To build continuous improvement, the 'Every Drop Matters' and spill education campaign was reintroduced to the combined company to reinforce spill prevention best practices and to emphasize the importance of the role all employees have in reducing spills. Key considerations within the program include:

- Timely and consistent reporting
- Asset integrity management
- Fluid transfer procedures and protocols
- Operating procedures
- Site engineering or design

All reportable spills are fully investigated to determine the appropriate course of action to prevent future reoccurrences and prevent adverse impacts to the environment. SECURE's spill reduction target in 2022 is to decrease the reportable incident rate by 10% year-over-year for the Midstream Infrastructure reporting segment based on one million metric cubes of fluids handled.

### Recordable Spill Incident Rate

(per 1 Million m<sup>3</sup> fluids handled)



### Land Use, Reclamation and Asset Retirement

SECURE is committed to responsible asset development throughout an asset's lifecycle. Our goal is to meet or exceed regulatory requirements and return impacted land back to the environment.

We undertook assessment, abandonment, decommissioning, remediation and reclamation activities in 2021 at many of our sites, spending over \$10 million. These activities included:

- Ten wells abandoned
- Pre-abandonment work at five caverns
- Seven environmental assessments
- Twenty sites with decommissioning, remediation and reclamation activities at various states

SECURE is required to retire its assets once they have reached their end of life. Asset retirement often occurs over the course of several years due to the scope of activities undertaken and seasonal limitations, therefore, the number of sites undergoing closure varies each year. SECURE is currently in the process of creating a five-year strategy on its Asset Retirement Obligation which will be incorporated into its capital spending strategy.

## CASE STUDY

### Permanent Capping - Landfills

SECURE implements staged capping as a best practice in advance of permanent capping to minimize leachate production. Capping lowers the Asset Retirement Obligations for our landfills through meeting the final closure requirements, mitigating the associated liability. SECURE invested \$6.5 million on the permanent capping of landfills in 2021. Landfills are evaluated on a case-by-case basis, depending on the level of 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 the generation and management of excess leachate. Approximately \$2.0 million a year in leachate trucking, disposal costs and associated carbon emissions were saved through completing this investment in 2021.



Permanent capping on the left, staged capping in the lower right and an active landfill on the upper right at SECURE's La Glace landfill.

## Waste

SECURE's Midstream Processing Facilities are designed and operated to maximize hydrocarbon recovery, adding value for our customers and minimizing the overall environmental impact. On behalf of our customers, SECURE safely processed the following volumes in 2021:

- 253,983m<sup>3</sup> of crude oil recovered from waste was shipped to market
- Safely disposed of 3,624,174 tonnes of waste in our landfills
- Injected 9,152,851 m<sup>3</sup> produced water and wastewater in our injection well network
- SECURE generates hazardous process solids by processing and treating our customers' waste to increase hydrocarbon recovery, remove contaminants and minimize fluid content across

our Midstream Infrastructure network. SECURE also directly receives hazardous solids from our customers' operations at our waste pads. In 2021, the combined total of SECURE-generated and our customers' hazardous solid waste totaled 56,138 metric tonnes. This waste was disposed of in our engineered hazardous waste landfills in accordance with regulatory requirements

- At SECURE's three caverns, 45,638 metric tonnes of recyclable hazardous waste was disposed with over 58%, or 15,193 m<sup>3</sup>, recovered as oil

In addition, SECURE offers onsite management of waste projects, through its field services team, which provides customers with onsite supervision, site clean-up, transportation and disposal of various waste streams. The field services team also offers emergency response, spill containment and impact assessment services.

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*“As a combined company, our waste services and facilities have expanded by providing a suite of waste management solutions spanning the waste and by-product management life cycle of industrial and energy customers. We offer services both on our customers' sites and through our network of transfer stations to help our customers effectively manage their waste and operate in an environmentally compliant manner.”*

**Merrilee Edge, Director, Waste Management, Environmental Solutions**

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## Water

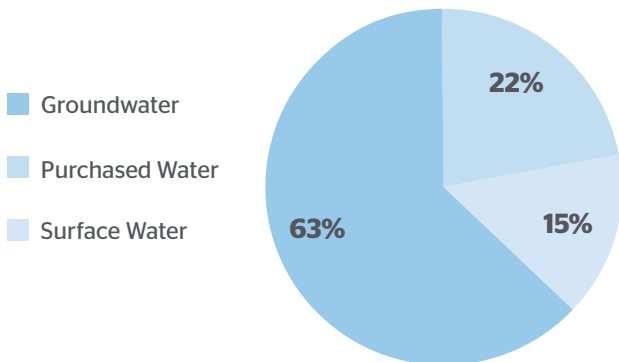
From sourcing to transportation, use and re-use to final disposal, SECURE is exploring technologies and implementing best practices to reduce the total volume of freshwater we use. As a result of tracking water use across our facility network, SECURE has established a baseline and set a short-term target of reducing freshwater usage by 5% in 2022.



A major potential consequence of climate change is the impact on the world's water supply. Sourcing a sufficient quantity and quality of water could become problematic if freshwater supplies are restricted. Water is an essential input in the production and extraction of resources. We are also helping our customers manage their water needs through offering various onsite water solutions.

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. Such conservation and recycling solutions help reduce the environmental impact of drilling oil and gas wells while reducing the overall carbon footprint associated with water handling.

### Water Sources

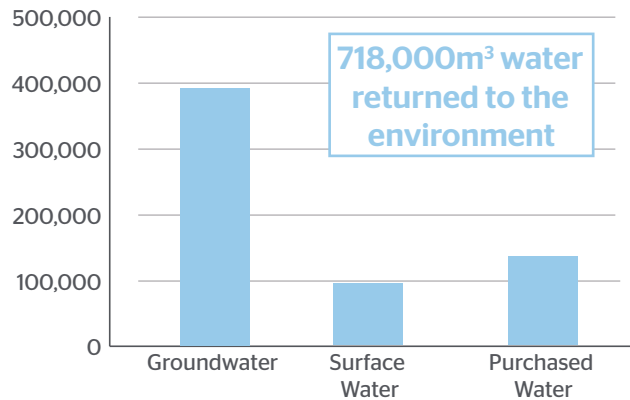


## Water Use

SECURE is committed to reducing the use of freshwater through the application of innovative solutions for reuse. SECURE primarily uses freshwater for vacuum truck washouts, maintenance and cleaning at our Midstream Infrastructure and waste processing facilities.

In 2021, approximately 618,500m<sup>3</sup> of water was withdrawn or purchased for domestic and industrial purposes. From that total, 63% was groundwater, 15% was surface water and 22% was water purchased from a municipality or water hauler. As a result of the merger, more robust tracking of water was implemented across 45 additional facilities resulting in a 13.8% increase in reported use compared to 2020.

### Water Use (m<sup>3</sup>)



Surface water run-off that comes in contact with our facility operational areas is required to be managed using engineered surface run-off control, facility containment and diversion systems. In 2021, SECURE returned approximately 718,000m<sup>3</sup> of water back to the watershed because it met surface water quality discharge criteria.

SECURE routinely conducts surface and ground water monitoring at the majority of its fixed facility locations where there is potential for impact. SECURE maintains strict performance standards and monitoring to mitigate any potential environmental impacts as well as help assess our water management performance.



# CASE STUDY

## La Glace Midstream Processing Facility Water Usage

In an effort to reduce water usage across the Midstream Facility network, La Glace Midstream Processing Facility and La Glace South Midstream Processing Facility were identified as having opportunities for improvement in their water usage; both facilities operated at approximately the same capacity but had differing water usage, one using significantly more than its neighbour. As part of the project, meters were installed to track water use accurately, gain operational awareness and to identify key optimization opportunities across several water intensive processes. To date, savings of 32m<sup>3</sup> of water per day has been realized through operational efficiency improvements.

Processes Meters Applied to	Water Reduction Results to Date
Vacuum truck offload pads	Currently collecting meter data
Boiler line and make up	Currently collecting meter data
Flocculant package	-15m <sup>3</sup> per day
Filter pots	Currently collecting meter data
Hopper auto flush	-15m <sup>3</sup> per day
Steam system efficiency study	-2m <sup>3</sup> per day

**Total Savings to Date:**  
32m<sup>3</sup> of water per day

## Leachate Management

SECURE’s network of 27 landfills are designed with safety and environmental responsibility at the forefront. Leachate is the by-product of precipitation draining through a landfill cell. Our engineered landfill cells are designed and constructed with leachate collection systems to effectively remove this by-product from the base of the landfills. Leachate is typically transported by truck or pipeline for safe disposal at our Midstream Processing Facilities. We are investigating new technologies and best practices as alternatives to trucking, treating and disposing of leachate to both reduce costs and the environmental impact. Investments in technology and best practices are helping us reduce leachate generation in our landfills. These technologies and best practices include accelerated evaporation, treating leachate and staged capping.

***In 2021, SECURE generated 439,555 m<sup>3</sup> of leachate at our 27 landfills, a decrease of 47% over 2020 due to reduced precipitation and implementation of staged capping***

## Accelerated Evaporation

One method to reduce leachate disposal is accelerated evaporation. Accelerated evaporation machines, or ‘mistifiers,’ have been trialed at two SECURE landfills over the past year with promising results. Similar to snow-making machines used at ski hills, mistifiers are set up in the leachate ponds and the mist plume is directed over the pond for the water to be lifted into the air and evaporated into the atmosphere. Operating from March-October with favourable weather, operational controls are applied to the mistifiers so when the wind and temperature conditions change, they stop misting.



Leachate mister operating at the Silverberry Landfill.

By using accelerated evaporation, SECURE returns more water back to the environment, rather than disposing of it downhole. In 2021, SECURE operated three of these misters at two of our landfill facilities. Other environmental benefits include reduced emissions from the removal of trucks that would normally deliver the leachate to disposal wells. Avoided emissions are estimated at 5.25 kilograms of CO<sub>2</sub>e per cubic meter of leachate.

### Treating Leachate

SECURE utilizes two evaporation systems to treat landfill leachate. These units are a zero liquid discharge evaporator that return clean water vapour to the atmosphere while collecting the remaining contaminants in their solid form to be sent for disposal. These evaporators are located next to the leachate ponds to reduce transportation and disposal requirements.

All evaporation systems are equipped with a proprietary stripper system that removes light hydrocarbons, methanol, ammonia and hydrogen sulfide. These units are the only evaporation system on the market to effectively deal with these potential contaminants within the process.

This system differentiates itself by providing all services required for onsite evaporative disposal. Switching from offsite to onsite disposal increases control and reliability of disposal. This helps mitigate issues related to disposal capacity availability, removes truck traffic from roadways and eliminates the need for deep well leachate disposal.

In 2021, this solution returned approximately 31,224m<sup>3</sup> of treated water to the environment.



Evaporation unit operating at the South Wapiti Landfill.

### 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 storm water ponds and tested to ensure water quality and then drained back into the natural environment.

***Approximately \$2.9 million  
in operating costs was saved  
applying staged capping  
technology in 2021***

This best practice reduces leachate generation at our landfills. This solution has led to a reduction in operating costs and improved environmental management of our operations. To safeguard the synthetic liner from the wind, engineered wind breakers ensure that the liner is protected and withstands varying weather conditions. By design, staged capping reduces saturation of the waste, enabling it to dry out and as a result, improving the stability of the landfill.



Completed capping at SECURE's Janvier landfill in 2020.

## Investment in Staged Capping (000's)



Since 2020, SECURE has invested \$15.9 million on staged capping and the program is continuing in 2022 as it is a meaningful investment to reduce leachate generation. Landfills are evaluated on a case-by-case basis, depending on the level of 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 the generation and management of excess leachate.

### Looking Ahead

- **Asset Integrity:** Comprehensive combined Asset Integrity Management System (AIMS) implemented in 2022
- **Spills:** SECURE's spill reduction target in 2022 is to decrease the number of reportable spills over volumes handled by 10% year-over-year for the Midstream Infrastructure reporting segment
- **Land Use, Reclamation and Asset Retirement:** Completion of a five-year internal asset retirement strategy to decrease long-term environmental liability
- **Water:** Freshwater usage reduction target of 5% for 2022
- **Leachate Management:** SECURE is committed to reducing leachate generated by construction of three staged caps (reduce catchment area by 4%)

# COMMUNITY

## Our Commitment

SECURE endeavours to be a respectful and responsible corporate neighbour and business partner and strives to maintain and foster beneficial, long-term relationships with community members and Indigenous nations.

We recognize the importance of sustained commitment to corporate giving, even during the tough times. During the past two years, communities have faced considerable economic and mental health challenges during the pandemic and SECURE didn't waiver on its commitments to engaging and giving back in local communities and fundraising efforts during this time.



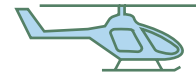
**\$505,000**

Raised from the **Stampede Charity Event** by SECURE and its partners for local charities



**\$126,000**

Raised for **United Way** by SECURE employees and corporate matching



**\$50,000**

Donated as part of our partnership with **STARS Air Ambulance**



**\$63,000**

Raised for SECURE's annual employee-led **Movember** campaign



**\$25,000**

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



**\$16,000**

Raised from **Hockey Helps the Homeless** tournament that employees competed in



**\$10,000**

Contributed toward a **new aquatic facility** in Drayton Valley, Alberta



**\$7,500**

Sponsored **Girl Power Hour** to help cope with increased anxiety during the pandemic



**\$5,000**

Contributed to UNICEF's **Annual Water for Life Gala**

# COMMUNITY *INITIATIVES*

## Indigenous Inclusion

We commit 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. The merger with Tervita in 2021 combined the two companies' geographic operational footprint and our Indigenous Relations teams came together to increase our capacity to engage with Indigenous communities.

In 2021, we entered into eight new mutually beneficial agreements with Indigenous communities and businesses bringing the total to 21. We classify our formalized Indigenous relationships into three main categories:

1. Economic Participation Agreements: Where both parties cooperate and establish a written agreement to advance mutual interests, including Letters of Intent, Memorandums of Understanding, Service Agreements and Joint Ventures.
2. Consultation and Engagement Agreements: Establish consultation and engagement processes with Indigenous communities in support of regulatory applications.
3. Cooperation Agreements: Arrangements to work together and support our Indigenous neighbours through community investment, regulatory engagement and verbal agreements.

**\$10,500,000**

Spent with **89**  
Indigenous suppliers

SPOTLIGHT

### Liard First Nation

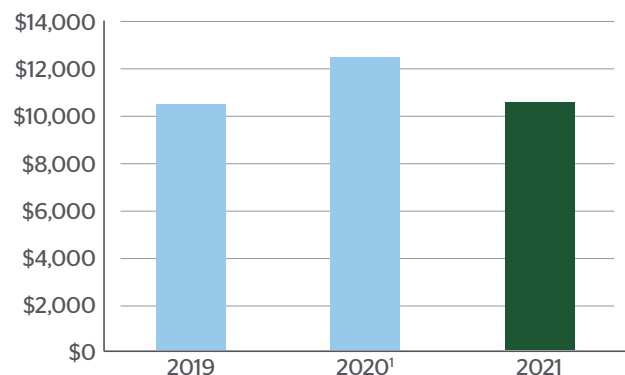
SECURE has been actively working with Lyon Kechika Contracting, an Indigenous contractor from the Liard First Nation near the BC-Yukon border. This partnership experienced a significant positive development in 2021. Our Indigenous partner purchased a roll-off truck trailer for their waste collection business in support of SECURE's operations in the region.

## Indigenous Suppliers

SECURE updated our supply chain best practice to incorporate a definition of Indigenous Business ownership that aligns with the Canadian Council for Aboriginal Business (CCAB). SECURE continues to identify and track our spending with Indigenous vendors and is aligning processes to verify Indigenous ownership for our vendors through SECURE's supply chain onboarding platform.

SECURE's supply chain team has helped improve SECURE's local and Indigenous supplier sourcing by applying the same scorecard across all suppliers, in turn, validating our economic partnerships and continuing to grow them.

### Indigenous Suppliers Spending (000s)



<sup>1</sup>Two large capital construction projects in 2020, the East Kaybob Pipeline and the Kakwa Water Disposal Facility, contributed significantly to one-time spending with Indigenous vendors.

## Memberships

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

— A proud member of —



### CASE STUDY

#### Coverall Purchase from Whitefish Lake First Nation Business

Through consultation engagements for our East Kaybob Pipeline project, which was commissioned in 2020, SECURE identified Goodfish Lake Business Corporation (GLBC), wholly owned by Whitefish Lake First Nation, as an Indigenous-owned supplier of coveralls. One of our goals for 2021 was to solely purchase all new coveralls for the Midstream Infrastructure reporting segment with GLBC.

*“SECURE Energy’s commitment to sustainability related to Goodfish Lake has had, and will continue to have, a lasting impact on our community. It is industry leaders like SECURE that demonstrate what doing business in a sustainable way can accomplish. We appreciate their ongoing commitment and support of our company and community.”*

Tom Jackson, CEO Goodfish Lake Business Corporation

SECURE’s 2021 merger with Tervita created a unique opportunity to grow our business relationship with GLBC and support Whitefish Lake First Nation by surpassing our goal and purchasing new coveralls and winter parkas for all transitioning Tervita employees, resulting in a one-time order equivalent to replacing coveralls for three years of operations. In addition, SECURE partnered with GLBC to donate 842 legacy Tervita coveralls and 42 parkas for redistribution to their community.

### SPOTLIGHT

#### New Partnership in Nisga’a Lisims Treaty Lands

In 2021, SECURE began partnering with AF Echo Bay, a Nisga’a Nation member-owned business located in northwest B.C. Through this partnership, SECURE will deliver waste management and environmental services within the Nisga’a Lisims Treaty Lands. We also provide employment opportunities and capacity building for the Nisga’a people. By working together, we help the Nisga’a meet their goals while enhancing the services we bring to customers and our operating reach in the Pacific Northwest.



## Community Investment

SECURE is an active participant in the communities where we operate. Giving back is engrained in the SECURE culture and 2021 proved no different with over \$540,000 invested in communities. Our community investment initiatives throughout Western Canada, North Dakota and Oklahoma fall into the following categories:



## Community Investment Initiatives

With its partners, SECURE raised a record-breaking \$505,000 through its annual Stampede Charity event for local charities, including: the Alex Community Health Centre, KidSport Calgary, Calgary Food Bank and Providence. Since beginning the event in 2014, we have contributed over \$1 million to KidSport.

Our generous employees contributed \$63,000 in our 2021 United Way Campaign, and with the SECURE match, Team SECURE donated a grand total of \$126,000 to the United Way. This employee-driven campaign has evolved in the past two years to incorporate more online events, allowing us to include our employees across our network of field locations.

More 2021 Community Investment highlights:

- SECURE's annual Movember campaign also broke records, raising \$63,022 in support of men's mental and physical health. Our campaign ranked ninth in Canada and 24<sup>th</sup> in the world for organization-based campaigns
- Our employees competed in the Hockey Helps the Homeless tournament raising over \$16,000, putting SECURE in fourth place for fundraising
- 2021 was the second year of our five-year, \$100,000 partnership with STARS Air Ambulance. STARS provides people in remote regions with vital access to urgent medical care
- SECURE sponsored Girl Power Hour, an annual event addressing pressing issues around anxiety-based mental health issues facing kids and adolescents and most recently provided families with practical tools to cope with increased anxiety during the pandemic
- Donated \$25,000 to the Pacific Salmon Foundation, as part of a five-year \$125,000 commitment. The Pacific Salmon Foundation is a non-profit organization dedicated to the conservation and restoration of wild Pacific salmon and their natural habitats in B.C. and the Yukon
- Contributed \$10,000 toward the capital campaign of a new aquatic facility in the town of Drayton Valley, Alberta
- Contributed \$5,000 to UNICEF Annual Water for Life Gala

### Looking Ahead

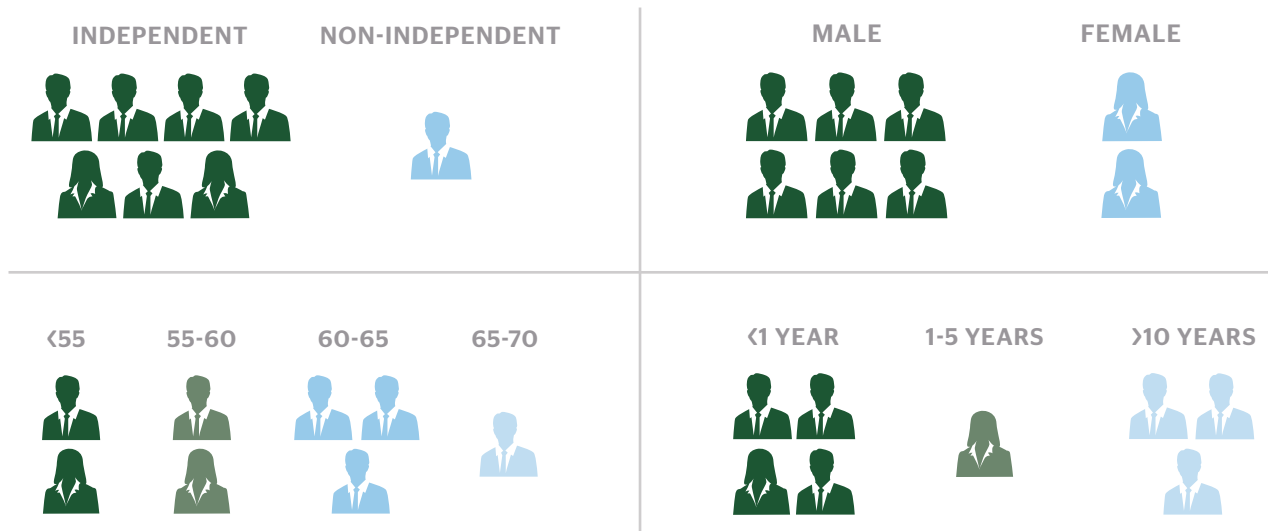
- Indigenous Awareness Training rolled out to all employees in Q1 2022. It aligns with our goal to play an active role in Reconciliation in accordance with Truth and Reconciliation Commission, Call to Action 92, to provide employee education on the history of Aboriginal peoples
- SECURE is initiating the Progressive Aboriginal Relations (PAR) Certification - CCAB in Q4 2022. The PAR program confirms organizational performance in Aboriginal relations and provides independent third-party verification
- Investigate and evaluate various processes and procedures to enhance reporting, tracking and evaluation of impact of our community investment initiatives

# GOVERNANCE

## Our Commitment

A strong and effective corporate governance framework is critical to creating a sustainable business and ensures the interests of our stakeholders are at the forefront of our decision-making process. Our Board provides corporate governance on behalf of all shareholders by offering thoughtful leadership, compliance with all laws and adhering to the highest ethical standards. Governance practices have been established to ensure that we have the policies, processes and checks and balances in place to manage our business prudently and responsibly.

### Board of Directors<sup>1</sup>



<sup>1</sup>SECURE's Board of Directors composition from July 2 - December 31, 2021



# GOVERNANCE /INITIATIVES

## Board of Directors

Our processes, procedures and guidelines support the Board in conjunction with its legal obligations and mandate from the shareholders to oversee and direct the affairs of SECURE. These include defining the roles and responsibilities of our Board and Board committees, along with their corresponding chair positions.

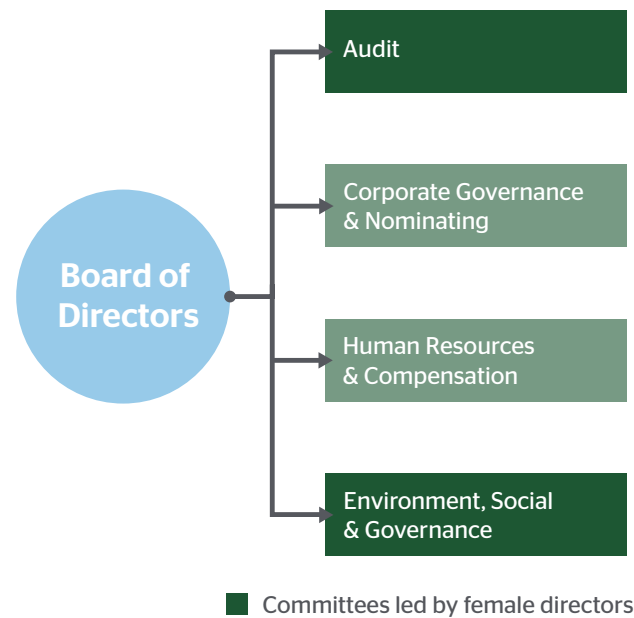
In 2021, following the merger with Tervita, we welcomed Grant Billing, Susan Riddell Rose, Jay Thornton and Michael Colodner to SECURE's Board. All incoming directors previously served on the Tervita Board of Directors. Grant Billing, former Chairman of Tervita, is now Chairman of SECURE. Our Board is comprised of highly competent individuals who have the skills, experience and fortitude that will allow the Board to effectively carry out its mandate and help guide SECURE and the execution of our business strategies. In addition to the directors listed below, Mark Bly was appointed to the Board on March 2, 2022.

## 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 SECURE have been engaged to drive behaviours and actions to support our sustainability principles led by our organizational value "Do the right thing."

The Environment, Social and Governance committee assists the Board in fulfilling its oversight responsibilities with respect to SECURE's ESG matters. These include personnel and public health, safety and security, process safety, asset reliability, operational risk management programs, emergency response plans and programs, and environment and sustainability management programs.

## Board of Directors - Committees



## 2021 Board of Directors



Rene Amirault



Grant Billing



Michael Colodner



Brad Munro



Kevin Nugent



Susan Riddell Rose



Jay Thornton



Deanna Zumwalt

## Code of Business Conduct

We believe ethical conduct goes beyond remaining in compliance with regulations. Our expectation is that every employee upholds high ethical and moral standards. SECURE provides training to all staff on the Code of Business Conduct. 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

SECURE has various other standard policies as well as documentation that addresses topics such as corruption, fraud and discrimination. Each director, officer, employee and consultant of SECURE is required to review the Code of Business Conduct and to confirm they understand their individual responsibilities and that they conform to the requirements of the policy. In 2021, as part of the integration, all legacy Tervita employees were required to review, acknowledge and complete the Code of Business Conduct training.

All employees execute and drive our sustainability priorities through their daily responsibilities. In 2021, we implemented a campaign to further educate our employees on the importance of ESG factors on the success of the organization and empower our teams to strive to find ways to improve our sustainability performance, including as it relates to meeting our previously announced targets of achieving net-zero GHG emissions by 2050.

## Board and Leadership Diversity

SECURE values and recognizes the benefits of diversity and inclusion, including organizational strength, improved leadership and increased innovation and is focused on promoting diversity and inclusion on the Board and throughout the organization.

In 2021, SECURE approved a Diversity and Inclusion Policy to outline the company's commitment to diverse attributes in recruiting, hiring and promoting

employees, and to the measurement of and reporting on SECURE's progress in implementing diversity and inclusion throughout the workforce. We are confident that the implementation of this policy and the diversity that currently exists throughout the organization will lead to greater diversity at the executive level over time. The Diversity and Inclusion Policy further provides that SECURE has adopted a target of maintaining a Board comprised of at least 25% women. In 2021, SECURE achieved this target as women comprised 25% of the Board.

SECURE evaluates candidates for a senior management position by considering each person's diversity, skills, competencies, experience, and leadership, and then, based on that review, determines if the candidate's qualifications are relevant taking into consideration the current composition of the leadership team and the requirements of the position.

## Management Accountabilities

The Senior Leadership team is responsible for setting SECURE's strategic direction and making managerial decisions on operations and resources management, including as it pertains to sustainability initiatives. Management reports to the Board on SECURE's ESG performance on a quarterly basis.

## Executive Compensation

The Board compensates executive officers with base salary, short-term cash incentives and long-term equity and cash incentives. The focus on incentives rewards the achievement of corporate and individual performance objectives and aligns executive officers' interests with shareholder value creation.

Incentive awards are based on company-wide performance goals that reach across all business areas. These 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 officer's 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 achieving net-zero GHG emissions by 2050 and other broader ESG-related metrics.

Since 2016, SECURE has held an advisory “say on pay” vote every three years as part of the company’s process of shareholder engagement. Starting in 2022, SECURE intends to hold an advisory “say on pay” vote annually. SECURE believes that Shareholders should have the opportunity to fully understand the objectives, philosophy and principles used to make executive compensation decisions and the advisory “say on pay” vote is intended to achieve this. SECURE is committed to demonstrating leadership in evolving governance issues including executive compensation as well as providing shareholders with clear, comprehensive and transparent disclosure relating to executive compensation and to receive feedback from shareholders on this matter.

A more detailed discussion of our Board and executive compensation program is available in our 2022 Management Information Circular available on [secure-energy.com](http://secure-energy.com) and on SEDAR at [sedar.com](http://sedar.com).

## Cybersecurity and Data Privacy

We have robust cybersecurity measures in place to protect the security, reliability and availability of our information and technology infrastructure and services. Throughout 2021, we implemented programs and projects to strengthen our cybersecurity capabilities and maturity, including 24/7/365 threat monitoring, near real-time vulnerability updates, with real-time protection and improved adaptive email

filtering and quarantine. We continue to work with our technology infrastructure and service providers, as well as industry partners, to monitor and assess the macro-security landscape to ensure our cybersecurity program is robust.

Our cybersecurity program is subject to a comprehensive annual audit review by a third party. Employees are required to complete cybersecurity training on an annual basis. Cybersecurity is part of our risk management, and the Audit Committee receives quarterly reports on cybersecurity matters and the status of various projects to strengthen our cybersecurity measures and improve our cyber readiness.

Regular internal communication raises awareness of the personal measures that mitigate cybersecurity threats. Employees are required to take IT Security Awareness Training to help avoid cyber incidents and strengthen the overall cybersecurity culture in the workplace. Additionally, employees must review our Code of Business Conduct every three years and the Code outlines expectations regarding the protection of the company’s confidential information during their service or in the event of termination. Employees’ personal information resides in our human resources information system, which is safeguarded through encryption of data and role-based security measures in accordance with applicable privacy legislation.

### *Governance Looking Ahead*

- On March 4, 2022, the Board approved an amendment to the Diversity and Inclusion Policy to increase the target of women on the Board to 30%. SECURE is committed to achieving this target at or prior to the 2023 meeting of Shareholders and will strive to maintain this target through the implementation of the Diversity and Inclusion Policy
- Starting in 2022, SECURE intends to hold an advisory “say on pay” vote annually. The Board will take the results of the vote into account, as appropriate, when considering future compensation policies, procedures and decisions and in determining whether there is a need to significantly increase their engagement with Shareholders on compensation and related matters
- In 2022, SECURE is committed to refreshing its materiality assessment to reflect the combined company and its increased ESG maturity. Results from the assessment will refine our strategy and help build business resiliency
- After the materiality assessment is completed, ESG business-related risks will be integrated into Corporate Enterprise Risk Management processes and will be incorporated into the Board’s Audit Committee by Q4 2023

# SUPPLY CHAIN

## Our Commitment

SECURE continues to integrate ESG considerations into our supply chain management. As a result of SECURE's service offering, our supply chain is unique in that SECURE acts both as a supplier on our customers' sites providing products and services across a variety of industries and as a procurer of products and services at our facilities. When providing services as a supplier on our customers' sites, SECURE adheres to our customers' standards of health, safety and operational excellence.

When purchasing or engaging with vendors, at a minimum, they are vetted through our third-party vendor management system. In addition, suppliers (including vendors, contractors and carriers) are screened across commercial, operational, safety and contractual terms. In the fourth quarter of 2021, SECURE worked with our new third-party vendor management vetting system to build additional screening for ESG criteria.

2021 was a challenging year in sourcing and procuring globally due to COVID-19 impacts, inflation, commodity prices, supply chain disruptions and logistic constraints. However, using market intelligence, applying sourcing strategies and leveraging long-term relationships, the Supply Chain teams across SECURE's reporting segments were able to manage the risk with impactful results and we continued to deliver to our customers without disruption to our operations and those of our customers.

### CASE STUDY

#### Silverberry Midstream Processing Facility Selects CNG Pump

In 2021, the Silverberry Midstream Processing Facility was undergoing maintenance upgrades, including the delivery of a new pump. The Midstream Infrastructure Supply Chain team was tasked with conducting a market analysis for the unique pump requirements for this project and to detail and rank potential solutions which would eliminate Operational Risk and downtime. Using both historical and current intelligence, the Supply Chain team was able to focus on certain equipment options that would provide both environmental and commercial benefits. The Supply Chain team applied an advanced sourcing model to the proposals so that a thorough vetting of each offering could be assessed and a timely implementation plan could be executed. After evaluation, a compressed natural gas (CNG) pump was selected due to superior commercial, environmental and social considerations, including:

- Cost savings of \$136,856 over diesel and 704 tonnes CO<sub>2</sub>e emissions avoided by using a CNG solution
- Local vendors used for maintenance resulted in a 63% reduction in kilometres driven on public roads reducing the risk of a transportation safety incident
- Leased as bi-fuel with option to alternate fuel sources, mitigating operating and logistics risk
- Operating cost savings for this project in 2021 were \$1,065,812

# **SUPPLY CHAIN** /INITIATIVES

## Supply Chain Governance

The Supply Chain team in the Midstream Infrastructure reporting segment applies mature supply chain principles including strategic sourcing plans, annual contracting plans and vendor scorecards. Decisions are guided by mitigating business risk through advanced strategic sourcing protocols to achieve commercially beneficial and sustainable outcomes. Implementing our scorecards for vendor screening process:

- Eliminates bias
- Verifies operational opportunities and risks including local content and Indigenous inclusion
- Evaluates Health, Safety and Environment criteria, including sustainability performance and ethics
- Commercial merit using a total cost model
- Contracts with improved scopes and terms and conditions
- Transparent decision-making criteria

The scorecard process ultimately yields an outcome that improves various service offerings and moves toward a best-in-class vendor base.

## Contractor Management

Contractor management is an important part of our supply chain and health, safety and environment program. The program involves the verification of contractors, sub-contractors and carriers that we hire to ensure they have a health, safety and environment program and safety performance that meets or exceeds our requirements.

Vetting contractors helps reduce our corporate risk and SECURE uses a contractor screening service to help manage this activity. Both legacy companies used different service providers to manage this process and in Q4 2021, one contractor management screening system was selected for implementation as an integration synergy cost savings opportunity. The supplier chosen provides the highest-level contractor ESG screening and all suppliers will be required to complete the Supplier Code of Conduct as part of onboarding to the new contractor management screening service.

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*“2021 was a challenging year managing the supply of drilling fluids and production chemicals given commodity prices, logistic disruptions and COVID-19 impacts. Our Strategic Sourcing and Procurement team managed to have all products available that were requested by our customers ensuring business continuity for their operations.”*

**Mark Connors, Senior Manager,  
Strategic Initiatives, Fluid Management**

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### **Supply Chain Looking Ahead**

- Monitor and evaluate ESG screening data from our third-party contractor management screening service to establish baseline data to then develop a plan to set ESG criteria for our suppliers
- SECURE's Supply Chain and Strategic Sourcing teams across the business segments continue to manage supply chain risks and overcome disruptions to continue to maintain supply for our customers
- The Supply Chain team, as part of the integration of the two organizations, will continue to implement procedures and standardized vetting scorecards across the Midstream Infrastructure reporting segment to improve commercial, operational, safety and contractual terms through proven and sustainable sourcing efforts

# APPENDIX

## /SECURE ENERGY 2021 ESG DATA TABLE

On July 2, 2021, SECURE Energy and Tervita merged and the following data table reflect the combined company's data for 2021 and 2020, unless otherwise noted. All figures are in Canadian dollars and environmental and performance data is in metric units..

Economic and Community Impact	Units	2021	2020
Total revenue	\$000,000s	4,681	3,241
Wages and employee benefits	\$000,000s	211	181
Dividends	\$000,000s	7	17
Community investment	\$000s	540	473
Indigenous suppliers utilized	count (#)	89	51
Indigenous spending	\$000,000s	10,5	12,3
Partnerships with indigenous communities <sup>i</sup>	count (#)	21	-
Product Recovered	Units	2021	2020
Crude oil recovered	m <sup>3</sup>	253,983	265,027
Metal recovered	metric tonnes	197,310	150,400
Greenhouse Gas Emissions	Units	2021	2020
Scope 1 - direct emissions <sup>ii</sup>	tCO <sub>2</sub> e	116,157	132,338
Midstream Infrastructure	tCO <sub>2</sub> e	84,310	99,509
Environmental Solutions and Fluid Management	tCO <sub>2</sub> e	31,847	32,829
Scope 2 - electricity	tCO <sub>2</sub> e	106,569	111,510
Scope 1 and Scope 2 emissions	tCO <sub>2</sub> e	222,726	243,848
Greenhouse Gas Emission Intensity <sup>iii</sup>	Units	2021	2020
Scope 1 greenhouse gas intensity	kg CO <sub>2</sub> e/unit received or shipped	31.72	35.02
Midstream Infrastructure	kg CO <sub>2</sub> e/m <sup>3</sup>	4.59	5.35
Landfills	kg CO <sub>2</sub> e/tonne	1.40	3.49
Metal Recycling	kg CO <sub>2</sub> e/tonne	25.72	26.18
Scope 2 greenhouse gas intensity	kg CO <sub>2</sub> e/unit received or shipped	7.49	7.70
Scope 1 and Scope 2 greenhouse gas intensity	kg CO <sub>2</sub> e/unit received or shipped	39.2	43.4
Reduction in Scope 1 and Scope 2 greenhouse gas intensity	percentage	-9%	-
Emissions Attributed to Fleet	Units	2021	2020
Total fuel use	000s litres	10,071	8,633
Scope 1 greenhouse gas fleet emissions <sup>iv</sup>	tCO <sub>2</sub> e	26,778	23,330
Change in Scope 1 greenhouse gas fleet emissions	percentage	15%	-
Renewable fuels	percentage	0%	0%
Processing Emissions Produced the Following Emissions <sup>v</sup>	Units	2021	2020
Nitrogen Oxides (NOx) - Canada	tonnes	42.35	40.71
Particulate Matter (PM10) - Canada	tonnes	149.70	106.36
Energy	Units	2021	2020
Total electricity consumption	kWh	143,685,566	149,248,800
Reduction in electrical power consumption	percentage	-4%	-
Renewable sources	kWh	40,723,684	-
Renewable sources	percentage	28%	-
Energy intensity for Midstream Infrastructure	kWh/000's m <sup>3</sup> fluids handled	7.70	7.66

<b>Water Management</b>	<b>Units</b>	<b>2021</b>	<b>2020</b>
Fresh water interactions (withdrawn, consumed, discharged) <sup>vi</sup>	000s m <sup>3</sup>	1,336	1,541
Fresh water discharged to watershed	000s m <sup>3</sup>	718	976
Fresh water withdrawn and consumed	000s m <sup>3</sup>	618	565
Leachate avoided due to staged and permanent capping	000s m <sup>3</sup>	187	-
Leachate produced	000s m <sup>3</sup>	439	843
<b>Spills</b>	<b>Units</b>	<b>2021</b>	<b>2020</b>
Significant spills <sup>vii</sup>	count (#)	1	0
Released substances from significant spills	m <sup>3</sup>	98.8	0
1st Party reportable spills <sup>viii</sup>	count (#)	12	7
Released substances from reportable spills	m <sup>3</sup>	128	56
Spill intensity reportable and significant spills	m <sup>3</sup> /MM <sup>3</sup> fluids handled	6.32	2.60
<b>Asset Integrity</b>	<b>Units</b>	<b>2021</b>	<b>2022</b>
Spend	\$000s	3,300	809
Inspections	count (#)	632	485
<b>Abandonment and Reclamation</b>	<b>Units</b>	<b>2021</b>	<b>2020</b>
Total wells abandoned	count (#)	10	5
Reclaimed customer land	hectares (ha)	307	371
Contaminated soil treated on customer's sites <sup>ix</sup>	metric tonnes	41,807	766
Trees planted for customers	count (#)	5,100	22,500
<b>Hazardous Waste Generation</b>	<b>Units</b>	<b>2021</b>	<b>2020</b>
Recyclable hazardous waste generated <sup>x</sup>	metric tonnes	45,638	-
Volume of oil recycled from hazardous waste generated <sup>xi</sup>	m <sup>3</sup>	15,192	-
Hazardous process waste generated at Midstream Infrastructure and Environmental Solutions business segment facilities in Canada	metric tonnes	56,169	10,165
<b>Health and Safety</b>	<b>Units</b>	<b>2021</b>	<b>2020</b>
Senior leader safety engagement <sup>xii</sup>	count (#)	348	81
Hazard ID close-out	percentage	98%	99%
Average number of days to close	count (#)	N/A	22
HSE training compliance	percentage	70%	100%
Fatalities	count (#)	0	0
Total recordable injury rate employees and contractors (TRIR) <sup>xiii</sup>	per 200,000 exposure hours	0.78	0.94
Total recordable injury rate employees (TRIR)	per 200,000 exposure hours	0.79	0.85
Lost time injury rate employees and contractors (LTIR) <sup>xiv</sup>	per 200,000 exposure hours	0.10	0.17
Lost time injury rate employees (LTIR)	per 200,000 exposure hours	0.10	0.18
Motor vehicle incident rate (MVIR) <sup>xv</sup>	per 1,000,000 km driven	1.49	1.63
Serious injuries and fatalities potential (SIF(P)) rate <sup>xvi</sup>	per 200,000 exposure hours	0.20	0.31
Average hours on learning management systems (LMS) Safety training <sup>xvii</sup>	hours	-	-

<b>Our People</b>	<b>Units</b>	<b>2021</b>	<b>2020</b>
Permanent employees	count (#)	2050	2117
Men	percentage	79%	77%
Women	percentage	21%	23%
Median age	count (#)	40.5	40
Average tenure	years	5.73	5.73
Employee - fulltime	percentage	98%	98%
Employee - temporary/contractor	percentage	2%	2%
Leadership and personal development training	hours	2090	3010
Internal transfers and promotions	count (#)	264	271
Employee fitness allowance reimbursement	\$000s	758	731
Employees in rural/remote location <sup>xviii</sup>	percentage	36%	34%
Employee turnover	percentage	26%	38%
Involuntary	percentage	11%	28%
Voluntary	percentage	15%	10%
<b>Diversity</b>	<b>Units</b>	<b>2021</b>	<b>2020</b>
Women in senior leadership positions (above manager) <sup>xix</sup>	percentage	11%	12%
% Women In leadership positions (manager and above) <sup>xx</sup>	percentage	15%	14%
Women in STEM positions <sup>xxi</sup>	percentage	6%	7%
Women on Board of Directors	percentage	25%	25%
Women leading Board of Director committees	percentage	50%	25%
<b>Governance</b>	<b>Units</b>	<b>2021</b>	<b>2020</b>
Size of Board of Directors	count (#)	8	8
Independent Directors	percentage	88%	75%
Independent Audit Committee	-	Yes	Yes
Average Board meeting attendance	percentage	97%	100%
Majority Voting Policy	-	Yes	Yes
Code of Business Conduct	-	Yes	Yes

<sup>xx</sup> Data Not Available



# */METHODODOLOGY 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. Scope 1 Direct greenhouse gas emissions in Canada and the U.S. include fleet vehicles, yellow iron equipment, Midstream Processing operational facilities, Environmental Solutions and Fluid Management facilities. Determined using “B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions” and “IPCC’s Second Assessment Report (SAR).”
- iii. Scope 1 and 2 greenhouse gas intensity is calculated only for Midstream Processing Facilities, Landfills and Metal Recycling. SECURE continues to work on establishing intensity metrics for additional lines of business.
- iv. 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.
- v. Nitrogen Oxides (NOx) and Particulate Matter (PM10) determined using US EPA AP-42 Chapter 1: External Combustion Sources.
- vi. Total water withdrawn, consumed and discharged is tracked at the Midstream Infrastructure business segment facilities in Canada and the U.S. and any other fixed facilities consuming water in the Environmental Solutions and Fluid Management business segment.
- vii. A significant spill at a Midstream Processing Facility is one that is outside of containment, impacts land or water and triggers the activation of SECURE’s Corporate Emergency Support Team.
- viii. First party reportable spills at Midstream Processing Facilities are determined by operating jurisdiction. Products included in reportable spills are produced fluids, crude oil, test fluids or production chemicals.
- ix. Contaminated soil treated on customer’s sites in 2020 is reflective of Tervita’s operations.
- x. 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.
- xi. 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.
- xii. Senior leader safety engagement with front line workers. This includes safety meetings, site visits and safety stand downs only for SECURE in 2021.
- xiii. 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.
- xiv. 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.
- xv. MVIR is the number of preventable motor vehicle incidents per 1,000,000 kilometres driven.
- xvi. 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 a year.
- xvii. Average hours on learning management systems (LMS) Safety training was not achievable to accurately calculate given the integration of the two companies and three types of LMS systems.
- xviii. Based on Definition of Statistics Canada Population Centre and Rural Area Classification, 2016. Tervita’s employee information validated by work location, SECURE’s employee information validated by residence address and assumed employees work close to their residence.
- xix. Women in senior leadership positions (above manager), average of combined company and a percentage of all senior leadership positions, not full employee base.
- xx. Women in leadership positions - Managers as defined as having direct reports. Average of combined company and a percentage of all managerial positions, not the full employee base.
- xxi. Science, Technology, Engineering and Math, based on Statistics Canada 2016 Census definition. Average of combined company. Percentage of women in STEM positions when compared to all STEM positions.

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:



**UN SDG Target 3.6**

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

Actively monitoring our MVIR and continuously setting targets and goals to improve performance will help contribute to the reduction of motor vehicle accidents.

- Achieved goal of MVIR <2.00 in 2021 with MVIR of 1.49 with over 21.4 million kilometers driven
- Fluid Management business segment achieved MVIR of 0 in 2021



**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

**UN SDG Target 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 is focused on developing and maintaining sustainable and resilient infrastructure across its network of over 100 facilities services Western Canada, North Dakota and Oklahoma. This is exemplified through:

- 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. In 2021, SECURE spent over \$3.3 MM on asset integrity and conducted over 632 inspections to ensure our equipment and facilities continue to run reliably and safely
- SECURE is taking steps towards the energy transformation by exploring Carbon Sequestration projects. Our operational skillset and industry experience with disposal well operations and midstream infrastructure aligns with what is required to successfully operate sequestration projects

**2022:**

- SECURE is looking at optimizing its treater operations to reduce natural gas consumption at its Kindersley and Fox Creek Midstream Processing Facilities
- Developing a five-year Asset Retirement Strategy
- SECURE is continuing to explore transformation technologies



### 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 remains committed to building lasting relationships with Indigenous communities through respectful engagement and providing opportunities for economic participation in support of Truth and Reconciliation. initiatives in 2021 included:

- Updated our supply chain best practice to incorporate a definition of Indigenous Business ownership that aligns with the Canadian Council for Aboriginal Business (CCAB)
- 21 Indigenous economic partnerships across Canada
- Spent over \$10.5 MM with 89 Indigenous suppliers in 2021
- SECURE released its Diversity and Inclusion policy in April 2021 with a target of 25% gender diversity on the Board of Directors. SECURE achieved and maintained this target prior to and after the merger with Tervita and associated change to the Board. SECURE is committed to providing opportunities to reduce inequalities in the workplace

#### 2022:

SECURE is committed to advancing its diversity and inclusion strategy and Indigenous Engagement and Diversity and Inclusion in 2022 through the following initiatives:

- Indigenous Awareness Training for all employees in Q1 2022
- Begin the Progressive Aboriginal Relations (PAR) Certification process through the CCAB by Q4 2022
- SECURE is investing significant resources in 2022 to clarify and accelerate our commitment to diversity, equity and inclusion (DEI)
- Launching organization wide DEI training with additional Unconscious Bias training for those in positions of leadership
- SECURE amended its Diversity and Inclusion Policy and increased the target of women on the Board to 30%. SECURE is committed to achieving this target at or prior to the 2023 meeting of shareholders



### UN SDG Target 13.1

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

### UN SDG Target 13.3

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

SECURE has identified the risks climate change poses to the organization, its people and assets. 2021 Initiatives included:

- SECURE is formalizing a Climate Action Plan and has set the ultimate goal of committing to achieving net-zero GHG emissions by 2050
- Achieving this goal means actions start today with short-term targets of reducing GHG emission intensity by 15% by the end of 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:

- Updating Climate Policy with a robust Climate Action Plan
- Release a TCFD Climate Report
- Participating in Avatar Innovations with the potential to bring new transformation technologies to market
- Integrating climate risks into enterprise risk management

# /SECURE ENERGY 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	Metrics	Category	Unit of Measure	Response
<b>Greenhouse Gas Emissions</b>				
IF-WM-110a.1	(1) Gross global Scope 1 emissions, (2) percentage covered under emissions-limiting regulation, and (3) percentage covered under emissions-reporting regulation.	Quantitative	Metric tons (t) CO <sub>2</sub> -e, Percentage (%)	(1) 116,157 (2) 57% (3) 0% SECURE does not meet reporting threshold. <i>Note: Scope 1 emissions for the entire organization</i>
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 CO <sub>2</sub> -e (t) Percentage (%)	(1) 116,157 (2) 0.07% (3) N/A diesel and gasoline not separated by facility <i>Note: Scope 1 emissions for the entire organization</i>
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 <sub>2</sub> -e	(1) 7,248 CO <sub>2</sub> -e (2) 78,854 CO <sub>2</sub> -e (3) N/A (4) N/A (5) 18,885 CO <sub>2</sub> -e  <i>Note: Volumes flared correspond to Western Canada's Petrinex reporting protocols.</i>
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	<b>Short Term:</b> <ul style="list-style-type: none"> <li>Reducing GHG emission intensity by 15% by the end of 2024</li> <li>Energy efficiency projects, reducing natural gas consumption</li> <li>Lower the carbon intensity of our fleet through either the use of lower carbon intensity fuels or transitioning to alternate fuel vehicles</li> <li>Exploring Carbon Capture and Sequestration projects</li> </ul> <b>Long Term:</b> <ul style="list-style-type: none"> <li>SECURE is committed to achieving net-zero greenhouse gas emissions by 2050</li> </ul> <i>Refer to <a href="#">Climate Strategy</a> section of Sustainability Report.</i>
<b>Emissions Reduction Services &amp; Fuels Management</b>				
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: 376,375 GJ (1) 55% used in on-road equipment and vehicles (2) 45% used in off-road equipment In 2021, no renewable fuel was consumed. Fuel used included gasoline, diesel and propane.
EM-SV-110a.2	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Discussion and Analysis	N/A	<b>2021 Highlights:</b> <ul style="list-style-type: none"> <li>704 tonnes CO<sub>2</sub>-e emissions avoided by using a CNG generator solution</li> <li>Trialed CNG Dual Fuel Fleet truck</li> </ul> <b>Strategy:</b> <ul style="list-style-type: none"> <li>Better baseline and understand fleet emission analytics to set reduction targets and implement best practices</li> <li>Develop a plan to establish a baseline idling time per vehicle</li> </ul>
EM-SV-110a.3	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	Quantitative	Percentage (%)	N/A
<b>Fleet Fuel Management</b>				
IF-WM-110b.1	(1) Fleet fuel consumed, (2) percentage natural gas, (3) percentage renewable	Quantitative	Gigajoules (GJ), Percentage (%)	(1) Total fleet fuel consumed: 376,375 GJ Fuel used included gasoline and diesel (2) 0% (3) 0%, in 2021, no renewable fuel was consumed. <i>Note: (2) and (3) SECURE's fleet does not have any vehicles that use natural gas with the exception of one trial vehicle. Compressed liquid natural gas was used for some portable generators.</i>
IF-WM-110b.2	Percentage of alternative energy vehicles in fleet	Quantitative	Percentage (%)	0

Code	Metrics	Category	Unit of Measure	Response
<b>Air Quality</b>				
IF-WM-120a.1	Air emissions of the following pollutants: (1) NOx (excluding N2O), (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) 42.35t NOx (2) 0.23t SOx (3) 970.41 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 N2O), (2) SOx, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM)	Quantitative	Metric tons (t)	(1) 42.35t NOx (2) 0.23t SOx (3) 970.41 VOCs (4) 149.70 PM
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	0
<b>Water Management</b>				
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 (m <sup>3</sup> ), Percentage (%)	(1) 618,500m <sup>3</sup> (2) 618,500m <sup>3</sup> Note: SECURE's operations are not in regions with high or extremely high baseline water stress
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 (m <sup>3</sup> ), Percentage (%), Metric tons (t)	(1) N/A (2) 9,152,851m <sup>3</sup> processed water injected on behalf of our customers (3) 0
EM-SV-140a.1	(1) Total volume of fresh water handled in operations, (2) percentage recycled	Quantitative	Thousands of cubic meters (m <sup>3</sup> ), Percentage (%)	(1) 618,500m <sup>3</sup> (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	<b>2021 Accomplishments:</b> Leachate generation reduction through applied technologies: <ul style="list-style-type: none"> <li>Accelerated Evaporation avoided emissions are estimated at 5.25 kilograms of CO<sub>2</sub>e per cubic meter of leachate.</li> <li>Zero Liquid discharge evaporator returned approximately 31,224m<sup>3</sup> of treated water to the environment.</li> <li>Staged capping reduces leachate generation at our landfills</li> </ul> <b>Short-term:</b> <ul style="list-style-type: none"> <li>SECURE has established a baseline and set a water use reduction target of 5% year-over-year</li> <li>Continued investment in staged capping to reduce leachate generation.</li> <li>SECURE is committed to reducing leachate generated by construction of three staged caps (reduce catchment area by 4%)</li> </ul> <i>Note: Refer to <a href="#">Environment</a> section of Sustainability Report</i>
<b>Management of Leachate &amp; Hazardous Waste</b>				
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
<b>Ecological Impacts</b>				
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. <b>2021 Accomplishments for our Customers:</b> <ul style="list-style-type: none"> <li>Recycled over 197,000 tonnes of scrap metal</li> <li>253,983 m<sup>3</sup> recovered oil from waste was shipped to market</li> <li>Safely disposed of 3,624,174 tonnes of waste in our engineered landfills</li> <li>Reclaimed 307 hectares from customer land</li> <li>5,100 trees planted for customers</li> <li>41,807 metric tonnes of contaminated soil treated on customer's sites</li> </ul> <b>Short-term:</b> <ul style="list-style-type: none"> <li>Completion of a five-year internal asset retirement strategy to decrease long-term environmental liability.</li> </ul>
EM-MD-160a.1 EM-EP-160a.1	Description of environmental management policies and practices for active operations	Discussion and Analysis	N/A	The Environment Management System (EMS) from legacy Tervita is being integrated into the combined company's HSEMS which was released in Q4 2021. The full integration activity of the EMS will occur in 2022.
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)	3 spills, 624 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)	3 spills, 624 bbl, 0 in Arctic, 0 in ESI, N/A

Code	Metrics	Category	Unit of Measure	Response
<b>Security, Human Rights, &amp; Rights of Indigenous Peoples</b>				
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.  <i>Note: Refer to <a href="#">Community</a> section of Sustainability Report</i>
<b>Labour Practices</b>				
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
<b>Workforce Health &amp; Safety</b>				
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) 0.79 (2) 0 (3) (a) 18.93 (b) N/A
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	(1) 0.79 (2) 0 (3) 18.93 (4) 2.45 based on 1 MM miles driven. 1.49 based on 1 MM kilometers driven (5) Unable to calculate this in 2021 as a result of the training system integration of Tervita and SECURE
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 conviction, 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	32 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.  <i>Note: Refer to <a href="#">Safety</a> section of Sustainability Report.</i>
<b>Operational Safety, Emergency Preparedness &amp; Response</b>				
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) 35.8%
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. <b>Emergency Preparedness:</b> SECURE has adopted and implemented the Incident Command System (ICS) at all levels within the organization. ICS is a comprehensive and practical system widely used nationally and internationally by both government and industry sectors to manage emergencies. It is a standardized, on scene, management system used for all types of emergency and non-emergency events. SECURE has adopted the following core and consistent incident priorities for all emergencies: (1) Life Safety (2) Incident Stabilization (3) Minimize Impacts
<b>Recycling &amp; Resource Recovery</b>				
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) Bioremediation 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) Over 197,000 tonnes of scrap metal recycled (2) 16,759 tonnes of contaminated soil bioremediated (3) N/A

Code	Metrics	Category	Unit of Measure	Response
<b>Business Ethics &amp; Payments Transparency</b>				
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	<p>SECURE's Code of Business Conduct promotes high ethical standards in all of its business activities and the corporations'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.</p> <p><a href="#">SECURE's Code of Business Conduct</a></p> <p><b>Supplier Code of Conduct</b> 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).</p> <p><a href="#">Supplier Code of Conduct</a></p>
<b>Activity Metric</b>				
IF-WM-000.A	Number of customers by category: (1) municipal, (2) commercial, (3) industrial, (4) residential, and (5) other	Quantitative	Number	<p>(1) municipal: 29 (2) commercial: N/A (3) industrial: 1045 (4) residential: N/A (5) other: 0</p> <p><i>Note: Data for the Waste Services group, part of the Environmental Solutions business segment, SECURE does not have residential or commercial customers.</i></p>
IF-WM-000.B	Vehicle fleet size	Quantitative	Number	<p>50</p> <p><i>Note: Count for the Waste Services group, part of Environmental Solutions business segment</i></p>
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	<p>(1) 27 Landfills (2) 3 Hazardous Waste Transfer Stations (3) 5 Metal Recycling Centres (4) 7 Bioremediation Centres (5) 0 Incinerators (6) 61 Midstream Processing Facilities, 16 Water Disposal Facilities, 3 Cavern Disposal Facilities, 6 Laydown Yards, 2 Naturally Occurring Radioactive Material Waste Handling Facilities, 1 Filtration Process</p>
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)	<p>(1) Municipal: 403 t (2) N/A (3) Industrial: 100,863 t (4) Residential: N/A (5) Other</p> <p><i>Note: Data for the Waste Services group, part of the Environmental Solutions business segment, SECURE does not have residential or commercial customers.</i></p>

# /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, 2021 to December 31, 2021 with reference to the GRI Standards.

## GRI 2: General Disclosures 2021 - 1. The organization and its reporting practices

### Disclosure 2-1 Organizational Details

*Secure Energy Services Inc.*

*Publicly traded organization on the Toronto Stock Exchange*

*Headquartered in Calgary, Alberta, Canada*

*Areas of operations include Canada, United States*

### Disclosure 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](https://www.sedar.com)*

*[Financial Reporting](#)*

### Disclosure 2-3 Reporting period, frequency and contact point

*The reporting period for SECURE's sustainability reporting is January 1 - December 31, 2021 and is released annually*

*[About this Report](#)*

*[esg@secure-energy.com](mailto:esg@secure-energy.com)*

### Disclosure 2-4 Restatements of information

*N/A*

### Disclosure 2-5 External assurance

*[About this Report](#)*

## GRI 2: General Disclosures 2021 - 2. Activities and Workers

### Disclosure 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 - [Annual Information Form](#) March 2, 2022 p. 25*

### Disclosure 2-7 Employees

*See the [Data Metrics](#) table on p. 54 and [People](#) p. 19*

### Disclosure 2-8 Workers who are not employees

*See the [Data Metrics](#) table on p. 54 and [People](#) p. 19*

## GRI 2: General Disclosures 2021 - 3. Governance

### Disclosure 2-9 Governance structure and composition

*[2022 Information Circular](#)*

### Disclosure 2-10 Nomination and selection of the highest governance body

*[2022 Information Circular](#)*

### Disclosure 2-11 Chair of the highest governance body

*The SECURE Board chair is not an executive officer, [2022 Information Circular](#)*

### Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts

*[2022 Information Circular](#)*

### Disclosure 2-13 Delegation of responsibility for managing impacts

*[Governance](#) section p. 48*

### Disclosure 2-14 Role of the highest governance body in sustainability reporting

*[About this Report](#) p. 5*

### Disclosure 2-15 Conflicts of interest

*[2022 Information Circular](#)*



**Disclosure 2-16 Communication of critical concerns**

[Governance](#) section p. 48 & SECURE's Annual Information Form on SEDAR at [sedar.com](#)

**Disclosure 2-17 Collective knowledge of the highest governance body**

[2022 Information Circular](#)

**Disclosure 2-18 Evaluation of the performance of the highest governance body**

[2022 Information Circular](#)

**Disclosure 2-19 Remuneration policies**

[2022 Information Circular](#)

**Disclosure 2-20 Process to determine remuneration**

[2022 Information Circular](#)

**Disclosure 2-21 Annual total compensation ratio**

[2022 Information Circular](#)

**GRI 2: General Disclosures 2021 - 4. Strategy, policies and practices****Disclosure 2-22 Statement on sustainable development strategy**

[Message from President & CEO](#) p. 6

**Disclosure 2-23 Policy commitments**

<https://www.secure-energy.com/code-of-conduct>

SECURE's Annual Information Form on SEDAR at [sedar.com](#)

**Disclosure 2-24 Embedding policy commitments**

SECURE's Annual Information Form on SEDAR at [sedar.com](#)

**Disclosure 2-26 Mechanisms for seeking advice and raising concerns**

[Governance](#) section p. 48

**Disclosure 2-27 Compliance with laws and regulations**

*There were no significant instances of non-compliance with laws and regulations during the reporting period*

**Disclosure 2-28 Membership associations**

Alberta Chamber of Resources	Fox Creek Chamber of Commerce
British Columbia Environment Industry Association	Grande Prairie Petroleum Association
Calgary Chamber of Commerce	Manitoba Environmental Industry Association
Canadian Association of Oilwell Drilling Contractors	Manitoba Heavy Construction Association
Canadian Association of Petroleum Landmen	North Dakota Petroleum Council
Canadian Association of Petroleum Producers	North Dakota Safety Council
Canadian Council for Aboriginal Business	North Dakota Solid Waste and Recycling Association
Canadian Energy Executive Association	Northeastern Alberta Aboriginal Business Association
Canadian Land Reclamation Association	Petroleum Services Association of Canada
Canadian Northern Society	Safety Codes Council
Canadian Council for Aboriginal Business	Saskatchewan Environmental Industry & Managers Association
Construction Safety Association of Manitoba	Saskatchewan Industrial & Mining Association
Edmonton Construction Association	Saskatchewan Research Council
Electronic Recycling Association	Vancouver Regional Construction Association
Environmental Services Association of Alberta	

**GRI 2: General Disclosures 2021 - 5. Stakeholder engagement****Disclosure 2-29 Approach to stakeholder engagement**

[Stakeholder Engagement](#) ([secure-energy.com](#))

**Disclosure 2-30 Collective bargaining agreements**

SECURE has 0% employees covered by collective bargaining agreements

**GRI 201: Economic Performance 2016****Disclosure 201-1 Direct economic value generated and distributed**

See the [Data Metrics](#) table on p.54

**GRI 201: Economic Performance 2016****Disclosure 201-2 Financial implications and other risks and opportunities due to climate change**

See *Sustainability Journey - Sustainability Risks and Opportunities*. In addition, find details on the organization's risks in SECURE's Annual Information Form on SEDAR at [sedar.com](http://sedar.com)

**Disclosure 201-3 Defined benefit plan obligations and other retirement plans**

N/A

**Disclosure 201-4 Financial assistance received from government**

In Q2 2021, SECURE received the Canada Emergency Wage Subsidy

**GRI 203: Indirect Economic Impacts 2016****Disclosure 203-1 Infrastructure investments and services supported**

See *Community Section p. 44*

**Disclosure 203-2 Significant indirect economic impacts**

N/A

**GRI 204: Procurement Practices 2016****Disclosure 204-1 Proportion of spending on local suppliers**

\$10,500,000 spent with local *Indigenous suppliers*, p. 45

SECURE defines local based on the Definition from Statistics Canada Population Centre and Rural Area Classification, 2016. Tervita's employee information validated by work location, 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****Disclosure 205-1 Operations assessed for risks related to corruption**

N/A

**Disclosure 205-2 Communication and training about anti-corruption policies and procedures**

*Governance p. 48*

*Code of Business Conduct*

**Disclosure 205-3 Confirmed incidents of corruption and actions taken**

N/A

**GRI 206: Anti-competitive Behaviour 2016****Disclosure 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 and SECURE is currently not subject to any order in respect of the Transaction which restricts the ongoing integration of Tervita's operations or impacts SECURE's ability to carry on the combined company's business in the ordinary course.

In connection with, or as a result of, a challenge by the Commissioner of the Transaction under the Competition Act, including the Commissioner's pending application under Section 92 of the Competition Act and any applications related thereto, SECURE may be required to divest certain of its assets or be subject to another remedy (including a behavioral remedy) which in any case may adversely affect SECURE's ability to achieve the anticipated benefits of the Transaction and financial projections related thereto. SECURE and Tervita believe the resolution of such proceedings will not be material to the combined company's asset base or Adjusted EBITDA.

**GRI 207: Tax 2019****Disclosure 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.

**Disclosure 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.

SECURE does not have mechanisms specific to tax.

External 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.

**Disclosure 207-3 Stakeholder engagement and management of concerns related to tax**

N/A

**Disclosure 207-4 Country-by-country reporting**

All information can be found in SECURE's financial statements.

**GRI 302: Energy 2016****Disclosure 302-1 Energy consumption within the organization**

SECURE's total fuel consumption from non-renewable sources was 102,962,182 kWh

Note: This only includes electricity consumption

SECURE's total fuel consumption from renewable sources was 40,723,684 kWh

Note: This only includes renewable electricity consumption

SECURE's total electricity consumption was 143,685,866 kWh

SECURE's total energy consumption was 143,685,866 kWh

Note: This only includes electricity consumption

See the [Data Metrics](#) table on p. 54

See the [Data Metrics](#) Table on p. 54

**Disclosure 302-2 Energy consumption outside of the organization**

N/A

**Disclosure 302-3 Energy intensity**

SECURE used the following energy intensity ratios for each division:

Midstream Infrastructure: Emissions (CO<sub>2</sub>e)/Volume of Fluid Received (m<sup>3</sup>)

Metals Recycling: Emissions (CO<sub>2</sub>e)/Metals Recycled (tonnes)

Landfills: Emissions (CO<sub>2</sub>e)/Volume Landfilled (tonnes)

The organization specific metrics SECURE used in the 2021 energy intensity ratios is as follows:

Midstream Infrastructure: 18,333,045 m<sup>3</sup>

Metals Recycling: 197,310 tonnes

Landfill: 3,624,174 tonnes

Note: Intensity is based on kg CO<sub>2</sub>e/unit received or shipped for Midstream Infrastructure, Metal Recycling, Landfill

Natural gas, propane, diesel, gas and electricity were included in the intensity ratio.

Energy intensity only includes consumption within the organization.

**Disclosure 302-4 Reduction of energy consumption**

Absolute Emissions, p. 30

21,122 CO<sub>2</sub>e (9%) reduction in energy consumption vs. 2020.

4% reduction in electricity consumption vs. 2020.

SECURE calculates reductions by comparing energy consumption data against the 2020 baseline data of the combined company (legacy SECURE and legacy Tervita).

See the [Data Metrics](#) Table on p. 54

**Disclosure 302-5 Reductions in energy requirements of products and services**

N/A

**GRI 303: Water and Effluents 2018****Disclosure 303-1 Interactions with water as a shared resource**

[Environment - Water](#), p. 37

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.

**Disclosure 303-2 Management of water discharge related impacts**

[Water Use](#), p. 40

SECURE ensures that all water returned to the environment meets water analytical and discharge criteria as per regulatory requirements.

**Disclosure 303-3 Water withdrawal**

The total water withdrawn by source is as follows:

Surface Water: 94 megalitres

Groundwater: 390 megalitres

Seawater: 0 megalitres

Produced water: 0 megalitres

Third-party water: 134 megalitres

[Water Use](#), p. 40.

The total water withdrawn from areas with water stress is as follows:

Surface Water: 0 megalitres

Groundwater: 76 megalitres

Seawater: 0 megalitres

Produced Water: 0 megalitres

Third-Party Water: 6 megalitres

Note: Water withdrawn in extremely high (>80%) baseline water stress locations determined using the World Resources Institutes's (WRI) Water Risk Atlas tool.

Additional contextual information can be found in [Water](#), p. 40.

**Disclosure 303-4 Water discharge**

SECURE's total water discharged back to the environment was 718 megalitres.

Note: Information not available broken down by types of destination

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 [Water Use](#), p. 40.

**Disclosure 303-5 Water consumption**

SECURE's total water consumption was 618 megalitres

SECURE's total water consumption from areas with water stress was 82 megalitres.

Note: Water withdrawn in extremely high (>80%) baseline water stress locations determined using the World Resources Institutes's (WRI) Water Risk Atlas tool.

Additional contextual information can be found in [Water Use](#), p. 40.

**GRI 304: Biodiversity 2016****Disclosure 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](#)

**Disclosure 304-2 Significant impacts of activities, products and services on biodiversity**

[Environment](#)

**Disclosure 304-3 Habitats protected or restored**

[Land Use, Reclamation and Asset Retirement](#) p. 38

**GRI 305 Emissions 2016****Disclosure 305-1 Direct (Scope 1) GHG emissions**

SECURE's 2021 Scope 1 emissions was 116,157 tCO<sub>2</sub>e

CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O were used in the calculation.

0 tCO<sub>2</sub>e of biogenic CO emissions.

2020 is used as SECURE's base year and combines legacy SECURE and Tervita data.

The following emission factors and global warming potential rates were used:

Source Emission Factors: 2018 B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions

Source GWP: IPCC's Second Assessment Report (SAR)

Operational Control consolidation approach was used for emissions.

B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions was used at SECURE.

**Disclosure 305-2 Energy indirect (Scope 2) GHG emissions**

SECURE's Scope 2 emissions was 106,569 tCO<sub>2</sub>e

2020 is used as SECURE's base year and combines legacy SECURE and Tervita data.

The following emission factors were used:

Source Emission Factors: 2018 B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions

Operational Control consolidation approach was used for emissions.

B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions was used at SECURE.

**Disclosure 305-3 Other indirect (Scope 3) GHG emissions**

N/A

**Disclosure 305-4 GHG emissions intensity**

SECURE used the following GHG emissions intensity ratio:

Midstream Infrastructure: (CO<sub>2</sub>e)/Volume of Fluid Received (m<sup>3</sup>)

Metal Recycling: (CO<sub>2</sub>e)/Metals Recycled (tonnes)

Landfills: (CO<sub>2</sub>e)/Volume Landfilled (tonnes)

The organization specific metric SECURE used in the 2021 energy intensity ratios is as follows:

Midstream Infrastructure: 18,333,045 m<sup>3</sup>

Metals Recycling: 197,310 tonnes

Landfill: 3,624,174 tonnes

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

CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O were used in the calculation.

**Disclosure 305-5 Reduction of GHG emissions**

CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O were used in the calculation.

2020 is SECURE's base year, which combines SECURE and Tervita's data.

Climate Strategy, p. 28

See the [Data Metrics](#) Table on p. 54

**Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions**

SECURE's significant air emissions are as follows:

NOx - 42,351

SOx - 233

Persistent organic pollutants (POP) - N/A

Volatile organic compounds (VOC) - 970,411

Hazardous air pollutants (HAP) - N/A

Particulate matter (PM10) - 149,698

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

**GRI 306: Waste 2020****Disclosure 306-1 Waste generation and significant waste-related impacts**

[Waste](#) p. 39

**Disclosure 306-2 Management of significant waste related impacts**

N/A

**Disclosure 306-3 Waste generated**

[Waste](#) p.39 and [Data Metrics](#) Table p. 54

**Disclosure 306-4 Waste diverted from disposal**

Non-hazardous waste diverted from disposal is as follows:  
253,983 m<sup>3</sup> crude oil recovered from waste  
197,310 tonnes of scrap metal recovered  
[Mitigating the Impacts of Climate Change \(Climate Strategy\)](#), p. 31.

[Waste](#) p. 39

See the [Data Metrics](#) Table on p. 54

**Disclosure 306-5 Waste directed to disposal**

[Waste](#) p. 39

**GRI 308: Supplier Environmental Assessment 2016****Disclosure 308-1 New suppliers that were screened using environmental criteria**

[Supply Chain](#), p. 52

In the fourth quarter of 2021, SECURE implemented our new third-party vendor management vetting system to build addition screening for environmental, social and governance criteria.

**GRI 401: Employment 2016****Disclosure 401-1 New employee hires and employee turnover**

SECURE had 501 new hires (388 hourly hires, 113 salary hires).  
Note: Data from July - December 2021, post-merger of SECURE and Tervita

The employee turnover rate at SECURE was 26%.

**Disclosure 401-2 Benefits provided to full-time employees that are not provided to temporary or parttime employees**

[People Programs](#), p. 21, defined by SECURE's operating areas

**Disclosure 401-3 Parental leave (initiated in 2021)**

SECURE's total number of employees that were entitled to parental leave:  
Female: 458  
Male: 1662

SECURE's total number of employees that took parental leave:  
Female: 23  
Male: 9

SECURE's total number of employees that returned to work in 2021:  
Female: 32  
Male: 4

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: 15  
Male: 3

SECURE's return to work and retention rates of employees that took parental leave:  
Female: 47%  
Male: 75%

**GRI 402: Labor/Management Relations 2016****Disclosure 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 403-1 Occupational health and safety management system**

[A Cohesive Management System \(Safety Initiatives\)](#), p. 24

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.

**Disclosure 403-2 Hazard identification, risk assessment, and incident investigation**

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.

[Safety](#) p. 23

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.

[Safety](#) p. 23

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 at any individual or company for exercising their right to issue a work refusal will not be tolerated.

[Safety](#) p. 23

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.

**Disclosure 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.

**Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety**

[Safety](#) p.23

No formal joint management-worker health and safety committees exist but each operating location has a monthly safety meeting which includes worker and management representation with documented minutes.

**Disclosure 403-5 Worker training on occupational health and safety**

[Safety Training \(Safety Initiatives\)](#), p. 24

SECURE uses a combination of internal and external training is provided to employees for health and safety. Within that training, there is formal and informal.

**Disclosure 403-6 Promotion of worker health**

[People Programs](#) p. 21

**Disclosure 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 implemented 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.

**Disclosure 403-8 Workers covered by an occupational health and safety management system**

[A Cohesive Management System \(Safety Initiatives\)](#) p. 24

100% of SECURE employees, contractors and individuals who work on behalf of SECURE are covered by the HSEMS.

Contractor programs must meet or exceed SECURE's HSEMS.

[Safety Initiatives](#) p. 24

**Disclosure 403-9 Work-related injuries**

0.00 fatalities per 200,000 exposure hours

0.79 recordable injuries per 200,000 exposure hours

4,046,556 hours worked

Injury rates are calculated based on 200,000 hours worked.

[Safety Performance](#) p. 26

**Disclosure 403-10 Work-related ill health**

0 work-related ill health fatalities  
0 work related ill health recordables

**GRI 404: Training and Education 2016****Disclosure 404-1 Average hours of training per year per employee**

[People Programs](#) p. 21

**Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs**

[Safety Training](#) p. 24

One of the key training initiatives within Midstream Infrastructure is the Training Retention and Competency Pathways Program intended for operators to gain increasing levels of competency.

**Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews**

100%

**GRI 405: Diversity and Equal Opportunity****Disclosure 405-1 Diversity of governance bodies and employees**

See the [Data Metrics Table](#) on p. 54

**GRI 406: Non-discrimination 2016****Disclosure 406-1 Incidents of discrimination and corrective actions taken**

See [Whistle-blower policy](#) and [Anti-Bullying Policy](#)

**GRI 407: Freedom of Association and Collective Bargaining 2016****Disclosure 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****Disclosure 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 on the [Supplier Code of Content](#)

**GRI 409: Forced or Compulsory Labor 2016****Disclosure 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. SECURE's [Code of Business Conduct](#).

**GRI 411: Rights of Indigenous Peoples 2016****Disclosure 411-1 Incidents of violations involving rights of indigenous peoples**

See [Community](#) Section of Sustainability Report, p.44

**GRI 413: Local Communities 2016****Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs**

[Community](#) Section of Sustainability Report, p. 44

**Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities**

[Community](#) Section of Sustainability Report, p. 44

**GRI 415: Public Policy 2016****Disclosure 415-1 Political contributions**

N/A

**GRI 416: Customer Health and Safety 2016****Disclosure 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.

**Disclosure 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



## Forward-Looking Statements and Other Advisories

### NON-GAAP AND OTHER FINANCIAL MEASURES

SECURE uses accounting principles that are generally accepted in Canada (the issuer's "GAAP"), which includes International Financial Reporting Standards ("IFRS"). This report contains certain supplementary non-GAAP financial measures, such as Adjusted EBITDA, which do not have any standardized meaning as prescribed by IFRS. These measures should not be used as an alternative to IFRS measures because they are not standardized financial measures under IFRS and therefore might not be comparable to similar financial measures disclosed by other companies. See the "Non-GAAP and other financial measures" section in SECURE's Management's Discussion and Analysis for the three and twelve months ended December 31, 2021 for further details, which is incorporated by reference herein and available on SECURE's profile at [www.sedar.com](http://www.sedar.com) and available on our website at [www.SECURE-energy.com](http://www.SECURE-energy.com).

### FORWARD-LOOKING STATEMENTS

Certain statements contained 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 "may", "would", "could", "should", "will", "intend", "plan", "anticipate", "believe", "estimate", "expect", "continue", "maintain", "target", "prioritize", "focus", "future", "ongoing", "remain", "opportunity", "strive", "progress", "goal", "commit" and similar expressions, as they relate to SECURE or its management, are intended to identify forward-looking statements. Such statements reflect the current views of SECURE with respect to future events and operating performance and speak only as of the date of this report. In particular, this report contains or implies forward-looking statements pertaining to: the benefits of the merger with Tervita (the "Transaction") and the timing thereof, including cost savings; the breadth of services provided by SECURE; the ability of SECURE's personnel to drive performance and achieve corporate goals; risks and opportunities associated with climate change and their impacts on SECURE's and its customers' businesses; levels of industry activity and its ability to support SECURE's positive results; SECURE's ESG and sustainability priorities, targets, goals and commitments, including related to GHG emissions, water use, safety, spills and asset integrity, leachate management, supply chain, diversity and inclusion, corporate governance, community investment and Indigenous relations; the strategies and timelines to achieve such priorities, targets, goals and commitments; the positioning of SECURE for success, including as a result of SECURE's personnel, assets, industry activity, customers and financial position; the strategic elements of ESG integration; SECURE's roadmap to achieve net-zero emissions by 2050, including the reduction of absolute GHG emissions by 15% by the end of 2024; the future of the Canadian energy industry, including with respect to the energy transition and SECURE's involvement therein; SECURE's reporting practices, including respecting GHG emissions, sustainability and ESG; the acceleration of certain ESG initiatives and sustained ESG performance; the expansion and timing of SECURE's existing and new safety programs; SECURE's ability to operate sequestration facilities; SECURE's business resilience and causes thereof; results and timing of equipment optimization; reductions in electricity, natural gas and other commodity usage and timing thereof; SECURE's improved operational efficiencies and fleet management; SECURE's asset retirement obligations strategy and its integration into its capital spending strategy; the impacts of climate change including extreme weather events and water scarcity; relationships with and investments in local communities, including Indigenous communities; the implementation of an annual non-binding, advisory say on pay shareholder vote; the United Nation SDGs on which SECURE is focused and the plans, strategies and milestones to achieve such goals; SECURE's ability to provide cost effective and environmentally responsible solutions to its customers; SECURE's Board of Directors ability to effectively carry out its mandate and help guide SECURE and the execution of its business strategies; SECURE's ability to develop, invest in and implement best practices and new technologies to achieve its ESG and sustainability objectives and assist its customers to achieve theirs; SECURE's ability to provide safe and environmentally responsible solutions while meeting and exceeding regulatory requirements; SECURE's ability to execute on its emissions reduction initiative; SECURE's ability to build lasting relationships with Indigenous communities through respectful engagement and discussions; and SECURE's ability to increase the transparency of ESG matters at SECURE and provide stakeholders with decision-useful data on material issues.

Forward-looking statements are based upon certain assumptions that SECURE has made in respect thereto 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; 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 and geo-political events, including government responses related thereto and their impact on energy pricing, oil and gas industry exploration and development activity levels and production volumes; the ability of SECURE to realize the anticipated benefits of the Transaction; the resolution of the review of the Transaction under the Competition Act 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; 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 staff 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 assets; the ability of SECURE and its subsidiaries to successfully market its services in the Western Canadian Sedimentary Basin 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; the current business environment remaining substantially unchanged; 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 its subsidiaries services; future acquisition and maintenance costs; SECURE's ability to achieve its ESG and sustainability targets and commitments; and other risks and uncertainties described 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) and geo-political 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 services industry, including physical climate-related impacts; SECURE's ability to generate sufficient cash flow from operations to meet its 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 the Transaction and risks related to the associated business integration; the inaccuracy of pro forma information prepared in connection with the Transaction; risks related to a new business mix and significant shareholder; liabilities and risks, including environmental liabilities and risks, inherent in oil and natural gas operations, including those associated with the Transaction; SECURE's ability to integrate technological advances and match advances of its competition; credit, commodity price and foreign currency risk to which SECURE is exposed in the conduct of its business; compliance with the restrictive covenants in SECURE's current and future debt agreements; SECURE's or its customers' ability to perform their obligations under long-term contracts; misalignment with SECURE's 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; 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 activism on SECURE's operations and ability to access capital and insurance; exposure of SECURE's information technology systems to external threats and the effects of any unauthorized access to such system and potential disclosure of confidential information; 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 its proprietary technology and our intellectual property rights; legal proceedings and regulatory actions to which SECURE may become subject, including in connection with the review of the Transaction 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 commitments 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 those risk factors identified in SECURE's Annual Information Form for the year ended December 31, 2021 and in filings with securities regulatory authorities made from time to time by SECURE.

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 document are expressly qualified by this cautionary statement. Unless otherwise required by law, SECURE does not intend, or assume any obligation, to update these forward-looking statements.