



# 2024 ESG DATA TABLE



**SECURE**



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Economic and Community Impact	Units	2024	2023	2022
Total Revenue	\$000,000s	10,672	8,244	8,002
Wages and Employee Benefits	\$000,000s	292	304	249
Dividends	\$000,000s	104	117	38
Community Investment	\$000s	1350 <sup>i</sup>	1340	780
Indigenous suppliers utilized	count (#)	58	40	49
Indigenous spending	\$000s	13,400 <sup>ii</sup>	6,020	5,965
Partnerships with Indigenous Communities <sup>iii</sup>	count (#)	12	14	19
Product Recovered	Units	2024	2023	2022
Crude Oil Recovered	m <sup>3</sup>	189,000	226,000	250,054
Metal Recovered	metric tonnes	295,628	288,330	256,229
Greenhouse Gas Emissions <sup>iv</sup>	Units	2024	2023	2022
Scope 1 - Direct Emissions	tCO <sub>2</sub> e	100,266	135,909	133,961
Waste Processing Facilities (Waste Management Infrastructure) + Energy Infrastructure	tCO <sub>2</sub> e	73,519	95,345	95,852
Industrial Landfills, Metals & Industrial, Specialty Chemicals (Waste Management Infrastructure)	tCO <sub>2</sub> e	26,747	40,384	38,109
Scope 2 - Electricity	tCO <sub>2</sub> e	89,813	119,705	120,799
Scope 1 and Scope 2 Emissions	tCO <sub>2</sub> e	190,079	255,614	254,760
Greenhouse Gas Emission Intensity <sup>v</sup>	Units	2024	2023	2022
Scope 1 greenhouse gas intensity	kg CO <sub>2</sub> e/unit received or shipped	4.72	4.74	5.08
Waste Processing Facilities (Environmental Infrastructure)	kg CO <sub>2</sub> e/m <sup>3</sup>	4.18	4.43	4.61
Landfills	kg CO <sub>2</sub> e/tonne	1.02	1.39	1.38
Metal Recycling	kg CO <sub>2</sub> e/tonne	27.25	19.7	25.68
Scope 2 greenhouse gas intensity	kg CO <sub>2</sub> e/unit received or shipped	4.44	4.84	5.05
Scope 1 and Scope 2 greenhouse gas intensity	kg CO <sub>2</sub> e/unit received or shipped	9.16	9.58	10.13
Reduction in Scope 1 and Scope 2 greenhouse gas intensity	percentage	-4%	-5%	-8%
Emissions Attributed to Fleet	Units	2024	2023	2022
Total Fuel Use	000s litres	9,221	13,139	11,962
Scope 1 greenhouse gas fleet emissions <sup>vi</sup>	tCO <sub>2</sub> e	24,543	35,850	31,765
Change in Scope 1 greenhouse gas fleet emissions	percentage	-32%	13%	17%
Renewable Fuels	percentage	4.93%	-	-

Processing Emissions Produced the Following Emissions <sup>vii</sup>	Units	2024	2023	2022
Nitrogen Oxides (NOx) - Canada	tonnes	66.80 <sup>ix</sup>	42.81 <sup>viii</sup>	40.96 <sup>x</sup>
Particulate Matter (PM <sub>10</sub> ) - Canada	tonnes	182.33 <sup>ix</sup>	125.81 <sup>viii</sup>	103.96 <sup>x</sup>
Energy <sup>iv</sup>	Units	2024	2023	2022
Total Electricity Consumption	kWh	118,170,101	158,525,865	160,749,992
Reduction in Electrical Power Consumption	percentage	-25%	-1%	11%
Renewable Sources <sup>xi</sup>	kWh	24,560,966	32,300,295	31,471,572
Renewable Sources <sup>xi</sup>	percentage	21%	20%	20%
Energy Intensity for Waste Processing Facilities (Environmental Infrastructure)	kgCO <sub>2</sub> e/m <sup>3</sup> fluids handled	4.64	5.15	5.37
Water Management <sup>iv</sup>	Units	2024	2023	2022
Fresh water interactions (withdrawn, consumed, discharged)	000s m <sup>3</sup>	1,061	1,675	2,802
Fresh water discharged to watershed	000s m <sup>3</sup>	722	1,093	2,155
Fresh water withdrawn and consumed	000s m <sup>3</sup>	339	582	647
Leachate avoided due to staged and permanent capping	000s m <sup>3</sup>	45	37	186
Leachate produced	000s m <sup>3</sup>	299	601	582
Spills	Units	2024	2023	2022
Significant spills <sup>xii</sup>	count (#)	1	0	0
Released substances from significant spills	m <sup>3</sup>	n/a <sup>xiii</sup>	0	0
1 <sup>st</sup> Party reportable spills <sup>xiv</sup>	count (#)	7	1	3
Released substances from reportable spills	m <sup>3</sup>	128.3	0.2	19
Spill intensity reportable and significant spills	m <sup>3</sup> /MM <sup>3</sup> fluids handled	7.3	0.01	0.93
Asset Integrity	Units	2024	2023	2022
Spend	\$000s	2,950	4,400	4,600
Inspections	count (#)	352	630	586
Abandonment and Reclamation <sup>xv</sup>	Units	2024	2023	2022
Total wells abandoned	count (#)	7	6	10
Hazardous Waste Generation	Units	2024	2023	2022
Recyclable hazardous waste generated <sup>xvi</sup>	m <sup>3</sup>	22,598	26,157	37,354
Volume of oil recycled from hazardous waste generated <sup>xvii</sup>	m <sup>3</sup>	22,107	22,590	19,107
Hazardous process waste generated at Waste Processing Facilities (Environmental Infrastructure) and Environmental Solutions business segment facilities in Canada	metric tonnes	60,373	20,265	34,794

Health and Safety	Units	2024	2023	2022
Hazard ID close-out	percentage	97%	96%	97%
Fatalities	count (#)	0	0	0
Total recordable injury rate employees and contractors (TRIR) <sup>xviii</sup>	per 200,000 exposure hours	1.17	0.76	N/A
Total recordable injury rate employees (TRIR)	per 200,000 exposure hours	1.1	0.75	1.18
Lost time injury rate employees and contractors (LTIR) <sup>xix</sup>	per 200,000 exposure hours	0.22	0	N/A
Lost time injury rate employees (LTIR)	per 200,000 exposure hours	0.17	0	0.05
Motor vehicle incident rate (MVIR) <sup>xx</sup>	per 1,000,000 km driven	1.26	1.34	1.07
Serious injuries and fatalities potential (SIF) rate <sup>xxi</sup>	per 200,000 exposure hours	0.29	0.18	0.05
Average hours on learning management systems (LMS) Safety training	hours	4.31	-	-
Average hours on safety and competency training	hours	16.89	23.00	-
Our People	Units	2024	2023	2022
Permanent employees	count (#)	1788	1924	2190
Men	percentage	76%	77%	79%
Women	percentage	24%	23%	21%
Median age	count (#)	42	40	40
Average tenure	years	6	6	5.5
Employee - Fulltime	percentage	98%	98%	98%
Employee - Temporary/Contractor	percentage	2%	2%	2%
Leadership and Personal Development Training	hours	3,570	3,665	6,114
Internal Transfers and Promotions	count (#)	266	195	402
Employee fitness allowance reimbursement	\$000s	588	635	490
Employees in rural/remote location <sup>xxii</sup>	percentage	53%	60%	62%
Employee turnover	percentage	18%	22%	29%
Involuntary	percentage	7%	8%	9%
Voluntary	percentage	11%	14%	20%
Diversity	Units	2024	2023	2022
Women in Senior Leadership Positions (above Manager) <sup>xxiii</sup>	percentage	15%	17%	16%
% Women In Leadership Positions (Manager and above) <sup>xxiv</sup>	percentage	23%	11%	13%
Women in STEM Positions <sup>xxv</sup>	percentage	37%	40%	11%
Women on Board of Directors	percentage	38%	38%	38%
Women Leading Board of Director Committees	percentage	75%	75%	50%

Governance	Units	2024	2023	2022
Size of Board of Directors	count (#)	8	8	8
Independent Directors	percentage	75%	75%	88%
Independent Audit Committee		Yes	Yes	Yes
Average Board Meeting Attendance	percentage	100%	99%	100%
Majority Voting Policy		Yes	Yes	Yes
Code of Business Conduct		Yes	Yes	Yes

## Methodology and Sources

- i. Refer to the Community Investment section of this report.
- ii. Refer to the Indigenous Inclusion section of this report.
- iii. 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.
- iv. On February 1, 2024, the Corporation sold 29 facilities from our Waste Processing and Landfills Business Units to a Waste Connections subsidiary which impacted energy usage, water usage, and GHG Emissions. Activity data from the sold facilities were included until January 31, 2024.
- v. Scope 1 and 2 greenhouse gas intensity is calculated only for Waste Processing Facilities (Environmental Infrastructure), Landfills, and Metal Recycling. SECURE continues to work on establishing intensity metrics for additional lines of business not currently included. Corporate intensity is calculated based on weighting for each line of business.
- vi. 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.
- vii. Nitrogen Oxides (NOx) and Particulate Matter (PM<sub>10</sub>) determined using US EPA AP-42: Compilation of Air Emissions Factors from Stationary Sources.
- viii. Includes all SECURE owned, active Waste Management Facilities (excluding landfills) + Energy Infrastructure + Red Deer Blend Plant/Blackfalds (Specialty Chemicals). Excludes the 29 facilities sold to the Waste Connections subsidiary.
- ix. Only facilities meeting National Pollutant Release Inventory reporting thresholds in 2022 are included in the quantification.
- x. Only facilities meeting National Pollutant Release Inventory reporting thresholds in 2021 are included in the quantification.
- xi. Electricity generated from renewable sources determined through the location-based approach. Average electricity mix of the local grid where the electricity is consumed is from "Canada's Renewable Power Landscape Energy Market Analysis 2017" and "U.S. Energy Information Administration North Dakota State Energy Profile. Electricity 2023".
- xii. A significant spill is one that is outside of containment, impacts land or water and triggers the activation of SECURE's Corporate Emergency Support Team.
- xiii. A significant spill occurred from a surface water pond at the Fox Creek West Landfill. The volume of contaminated surface runoff water released is undetermined.
- xiv. First party reportable spills at Waste Processing Facilities are determined by the regulatory agency in each operating jurisdiction. Products included in reportable spills are produced fluids, crude oil, test fluids, or production chemicals.
- xv. SECURE divested the Environmental Consulting business responsible for reclaiming customer land, treating contaminated soil on customer sites, and planting trees for customers. These sections have been removed since they no longer apply.
- xvi. 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.
- xvii. 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.
- xviii. 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.
- xix. 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.
- xx. MVIR is the number of preventable motor vehicle incidents per 1,000,000 kilometers driven.
- xxi. SIF rate normalizes the serious injury incidents or near misses and exposure hours back to how many workers would face a serious injury or near miss situation per 100 workers over the course of one year.
- xxii. Based on Definition of Statistics Canada Population Centre and Rural Area Classification. SECURE's employee information is validated by work location. Employee home address city used as work location for employees who work are permanent work from home.
- xxiii. Women in senior leadership positions (above manager), a percentage of all senior leadership positions, not full employee base.
- xxiv. Women in leadership positions - Managers as defined as having direct reports. Percentage of all managerial positions, not the full employee base.
- xxv. Science, Technology, Engineering, and Math, based on Statistics Canada 2016 Census definition. Percentage of women in STEM positions when compared to all STEM positions.