



GRI REPORT

SECURE

2024 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, 2024 to December 31, 2024 with reference to the GRI Standards.

GRI 2: General Disclosures 2021 - 1. The organization and its reporting practices	
Disclosure 2-1 Organizational details	
a. Report its legal name	a. SECURE Energy Services Inc. (Company name changed to SECURE Waste Infrastructure Corp. January 1, 2025)
b. Report its nature of ownership and legal form	b. Publicly traded organization on the Toronto Stock Exchange (TSX: SES)
c. report the location of its headquarters	c. Headquartered in Calgary, Alberta, Canada
d. Report its countries of operation	d. Areas of operation include Canada and the United States
Disclosure 2-2 Entities included in the organization's sustainability reporting	
a. List all its entities included in its sustainability reporting	a. All entities included in its sustainability reporting, available in SECURE's Annual Information Form (AIF) , pg. 5, Corporate Structure.
b. If the organization has audited consolidated financial statements or financial information filed on public record, specify the differences between the list of entities included in its financial reporting and the list included in its sustainability reporting	b. The list of entities included in SECURE's financial reporting and sustainability reporting are the same.
c. If the organization consists of multiple entities, explain the approach used for consolidating the information, including: i. Whether the approach involves adjustments to information for minority interests; how the approach takes into account mergers, acquisitions, and disposal of entities or parts of entities; ii. Whether and how the approach differs across the disclosures in this Standard and across material topics."	c. SECURE consists of multiple entities (see below for significant subsidiaries). Subsidiaries, Country, Functional Currency, % Interest SECURE Waste Infrastructure Corp., Canada, Canadian Dollar, Parent company SECURE Specialty Chemicals Corp., Canada, Canadian Dollar, 1 SECURE Waste Infrastructure USA LLC, USA, US Dollar, 1 i. Consolidated reporting includes SECURE and its subsidiaries. All inter-company transactions are eliminated on consolidation. Newly acquired entities are incorporated into the consolidated reporting from the date of acquisition. Prior to full integration, we assess the entity's data availability and align it with our reporting standards. Entities or operations that are sold or divested during the reporting period are included up to the effective date of disposal. Any significant changes in entity structure, such as mergers or divestitures, are disclosed with context to aid interpretation of trends and performance. ii. The approach to consolidation does not vary across different disclosures or across material topics.
Disclosure 2-3 Reporting period, frequency and contact point	
a. Specify the reporting period for, and the frequency of, its sustainability reporting;	a. The reporting period for SECURE's sustainability reporting is January 1 - December 31, 2024 and is released annually.
b. Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this;	b. SECURE's financial reporting period is the same as its ESG reporting period.
c. Report the publication date of the report or reported information;	c. Refer to 2024 Sustainability Report- About this Report (pg. 8).
d. Specify the contact point for questions about the report or reported information.	d. For feedback email esg@secure.ca .
Disclosure 2-4 Restatements of information	
a. Report restatements of information made from previous reporting periods and explain: i. The reasons for the restatements; ii. The effect of the restatements.	a. There were no restatements of information made from previous reporting periods.

Disclosure 2-5 External assurance	
a. Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved;	a. SECURE's sustainability report is reviewed by its Board of Directors' (Board or Board of Directors) Environment, Social and Governance (ESG) Committee and in accordance with its Disclosure Policy available on the Corporation's website. External assurance was not received.
b. If the organization's sustainability reporting has been externally assured: i. Provide a link or reference to the external assurance report(s) or assurance statement(s); ii. Describe what has been assured and on what basis, including the assurance standards used, the level of assurance obtained, and any limitations of the assurance process; iii. Describe the relationship between the organization and the assurance provider.	b. SECURE's sustainability report has not been externally assured.
Disclosure 2-6 Activities, value chain and other business relationships	
a. Report the sector(s) in which it is active;	a. SECURE is active in the following sectors: Energy, Midstream, Oil & Gas, Industrial Services, Waste Management.
b. Describe its value chain, including: i. The organization's activities, products, services, and markets served; ii. The organization's supply chain; iii. The entities downstream from the organization and their activities;	b. Value chain details are visible in SECURE's Annual Information Form (February 20, 2025). i. SECURE operates and delivers services across Western Canada and North Dakota. Its activities include: waste management, energy infrastructure, manufacturing and distribution of specialty chemicals, and metals recycling. Markets served include: oil and gas producers, industrial sectors, agricultural, and municipal clients. ii. SECURE's supply chain is comprised of: - Equipment and materials suppliers: SECURE depends on a diverse base of vendors for equipment, component parts, and chemicals used in drilling fluids and production operations. - Rail and transport services: railcars, trucks, and trailers are used for crude oil, wastewater, and scrap metal transportation. - Third-party service providers: used for technical support, logistics, and project execution. iii. Downstream activities include: - Energy customers: benefit from midstream services including gathering, terminalling, and oil marketing. - Steel mills and brokers: purchase processed ferrous and non-ferrous metals, both domestically and overseas. - Pipeline operators: crude oil is delivered via connections to major systems.
c. Report other relevant business relationships;	c. Other relevant business relationships include: - Long-term customer partnerships: SECURE enters into contracts with energy and industrial clients to secure recurring volumes and stable cash flows. - Indigenous partnerships: the company engages in business ventures, employment programs, and community investment with Indigenous groups.
d. Describe significant changes in 2-6-a, 2-6-b, and 2-6-c compared to the previous reporting period.	d. Significant changes: - Operations: SECURE sold 29 former Tervita facilities and acquired a metals recycling business in Saskatchewan and announced its intent to purchase another in Edmonton, adding new capacity and vertical integration. - Infrastructure: expanded pipeline-connected water disposal infrastructure and increased its railcar fleet.
Disclosure 2-7 Employees	
a. Report the total number of employees, and a breakdown of this total by gender and by region;	a. Total Number of Employees-1817 Breakdown by gender: Male = 1,373, 76% Female = 439, 24% Undisclosed = 5, 0.3% Breakdown by region: Canada = 1,812, 99.7% US = 58, 0.03%

<p>b. Report the total number of:</p> <p>i. Permanent employees, and a breakdown by gender and by region;</p> <p>ii. Temporary employees, and a breakdown by gender and by region;</p> <p>iii. Non-guaranteed hours employees, and a breakdown by gender and by region;</p> <p>iv. Full-time employees, and a breakdown by gender and by region;</p> <p>v. Part-time employees, and a breakdown by gender and by region;</p>	<p>b. Total number of:</p> <p>i. permanent employees, and a breakdown by gender and by region; Total=1,788 Female=24%, Male=76%, Undisclosed=0.3% Canada=97%, USA=3%</p> <p>ii. temporary employees, and a breakdown by gender and by region; Total=29 Female=52%, Male=48% Canada=100%, USA=0%</p> <p>iii. non-guaranteed hours employees, and a breakdown by gender and by region; Total=18 Female=56%, Male=39%, Undisclosed=6% Canada=100%, USA=0%</p> <p>iv. full-time employees, and a breakdown by gender and by region; Total=1,773 Female=23%, Male=76%, Undisclosed=0% Canada=97%, USA=3%</p> <p>v. part-time employees, and a breakdown by gender and by region; Total=44 Female=59%, Male=39%, Undisclosed=2% Canada=100%, USA=0%</p>
<p>c. Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported:</p> <p>i. In head count, full-time equivalent (FTE), or using another methodology; at the end of the reporting period, as an average across the reporting period, or using another methodology;</p>	<p>c. Data is as of December 31, 2024.</p>
<p>d. Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;</p>	<p>d. N/A</p>
<p>e. Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.</p>	<p>e. Structural changes including:</p> <ul style="list-style-type: none"> - Divestment end of January, 2024 - Acquisition in June, 2024
Disclosure 2-8 Workers who are not employees	
<p>a. Report the total number of workers who are not employees and whose work is controlled by the organization and describe:</p> <p>i. The most common types of worker and their contractual relationship with the organization;</p> <p>ii. The type of work they perform;</p>	<p>a. N/A</p>
<p>b. Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported:</p> <p>i. In head count, full-time equivalent (FTE), or using another methodology;</p> <p>ii. At the end of the reporting period, as an average across the reporting period, or using another methodology;</p>	<p>b. N/A</p>
<p>c. Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.</p>	<p>c. N/A</p>
GRI 2: General Disclosures 2021 - 3. Governance	
Disclosure 2-9 Governance structure and composition	
<p>a. Describe its governance structure, including committees of the highest governance body;</p>	<p>a. SECURE is governed by a Board of Directors supported by four standing committees: Audit Committee, Human Resources and Compensation Committee, Corporate Governance and Nominating Committee, and Environment, Social and Governance Committee. The governance structure includes defined roles for the Chair of the Board, Vice-Chair, and CEO. Refer to the 2025 Information Circular for additional information.</p>

<p>b. List the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment, and people;</p>	<p>b. The following committees are specifically tasked with decision-making and oversight of the organization's impacts:</p> <ul style="list-style-type: none"> - Environment, Social and Governance Committee: Responsible for overseeing the company's impacts on environmental and social dimensions. Mandated to assess ESG risks and opportunities, monitor compliance with ESG policies, and evaluate the effectiveness of sustainability initiatives which includes climate and climate risk. - Human Resources and Compensation Committee: Oversees impacts on employees, executive compensation alignment with ESG goals, and succession planning, all of which influence the organization's social and economic impacts. - Audit Committee: Oversees economic impacts through financial risk management, audit integrity, and cybersecurity oversight. <p>Refer to the 2025 Information Circular for additional information.</p>
<p>c. Describe the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> i. Executive and non-executive members; ii. Independence; iii. Tenure of members on the governance body; iv. Number of other significant positions and commitments held by each member, and the nature of the commitments; v. Gender; vi. Under-represented social groups; vii. Competencies relevant to the impacts of the organization; viii. Stakeholder representation. 	<p>c. Composition of the highest governance body and its committees:</p> <p>i. Executive Members: Allen Gransch (President & CEO) and, Rene Amirault (Vice Chair, Former CEO).</p> <p>Non-executive members: Mick Dilger (Chair), Mark Bly, Wendy Hanrahan, Joseph Lenz, Sue Riddell Rose, and Deanna Zumwalt.</p> <p>ii. Independence: 6 of 8 directors (75%) are independent.</p> <p>iii. Tenure of Members on the Governance Body: Ranges from less than 1 year to 18 years.</p> <p>iv. Number of Other Significant Positions and Commitments: SECURE's Governance Committee reviews outside commitments to ensure directors can fulfill duties - several directors have public directorships.</p> <p>v. Gender: 3 of 8 directors (38%) are women.</p> <p>vi. Under-Represented Social Groups: 1 of 8 directors (13%) identifies as ethnically or racially diverse.</p> <p>vii. Competencies Relevant to the Impacts of the Organization: All board members cover a broad range of competencies relevant to SECURE's environmental, economic, and social impacts. The Board's skills matrix includes: Environmental, Social & Governance, Corporate Governance, Risk Management, Strategic Planning, Human Resources and Compensation, Operations Management, Waste and Recycling Industry, and Energy Infrastructure Industry.</p> <p>viii. Stakeholder Representation: The Board includes one member, appointed as a nominee of a shareholder with 16.7% ownership, under a formal Shareholder Agreement. While no employees, unions, or civil society groups are represented on the Board, SECURE engages with stakeholders regularly, and directors attend the AGM to receive shareholder feedback.</p> <p>Refer to the 2025 Information Circular for additional information.</p>
<p>Disclosure 2-10 Nomination and selection of the highest governance body</p>	
<p>a. Describe the nomination and selection processes for the highest governance body and its committees;</p>	<p>a. The Corporate Governance and Nominating Committee is responsible for identifying, evaluating, and recommending candidates for election or appointment to the Board. The Committee considers industry experience, financial expertise, functional knowledge, corporate governance experience, and diversity of background as part of the selection process. Nominees are assessed for integrity, independence, availability, and ability to contribute to the Board's effectiveness. The Board approves the final slate of nominees for election by shareholders at the Annual General Meeting. Committee chairs are selected based on subject matter expertise, leadership ability, and time availability.</p> <p>Refer to the 2025 Information Circular for additional information.</p>

<p>b. Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:</p> <ul style="list-style-type: none"> i. Views of stakeholders (including shareholders); ii. Diversity; iii. Independence; iv. Competencies relevant to the impacts of the organization. 	<p>b. The criteria used for nominating and selecting the Board taking into account:</p> <p>i. Views of Stakeholders (Including Shareholders) - Shareholder feedback is actively considered in governance and nomination decisions. Shareholders can contact the Board and participate in Q&A during the AGM.</p> <p>ii. Diversity - SECURE follows a Diversity and Inclusion Policy with specific targets. At least 30% of the Board should be women. Diversity criteria include gender, race, ethnicity, age, business experience, and geography. The policy applies to Board and executive officer appointments and emphasizes the value of diverse perspectives for governance quality and strategic oversight.</p> <p>iii. Independence - Directors must meet independence standards under National Instrument 58-101.</p> <p>iv. Competencies Relevant to the Impacts of the Organization - Candidates are assessed for skills aligned with SECURE's operational and ESG impacts including ESG and Sustainability, Waste and Recycling Industry expertise, Energy Infrastructure, Human Resources, Risk Management, and Legal & Regulatory knowledge. A Skills Matrix is used to evaluate and ensure balanced competencies across the Board.</p> <p>Refer to the 2025 Information Circular for additional information.</p>
Disclosure 2-11 Chair of the highest governance body	
<p>a. Report whether the chair of the highest governance body is also a senior executive in the organization;</p>	<p>a. The SECURE Board Chair is not an executive officer. Refer to the 2025 Information Circular for additional information.</p>
<p>b. If the chair is also a senior executive, explain their function within the organization's management, the reasons for this arrangement, and how conflicts of interest are prevented and mitigated.</p>	<p>b. N/A</p>
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	
<p>a. Describe the role of the highest governance body and of senior executives in developing, approving, and updating the organization's purpose, value or mission statements, strategies, policies, and goals related to sustainable development;</p>	<p>a. The Board holds ultimate accountability for the development, approval, and oversight of SECURE's purpose, values, and strategies, including those related to sustainable development. It approves SECURE's strategic plan annually, which includes sustainability goals. Senior executives are responsible for executing Board-approved strategy and embedding ESG into operational decision-making. Together, the Board and senior executives co-develop and align the company's strategic priorities with its sustainability mission.</p> <p>Refer to the 2025 Information Circular for additional information.</p>
<p>b. Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment, and people, including:</p> <ul style="list-style-type: none"> i. Whether and how the highest governance body engages with stakeholders to support these processes; ii. How the highest governance body considers the outcomes of these processes; 	<p>b. The Board, primarily through its standing committees, plays an active and structured role in overseeing SECURE's due diligence and management of impacts on the economy, environment, and people.</p> <p>i. Stakeholder engagement is embedded in governance processes. Select Board members participate in the Annual General Meeting and are available to receive feedback and address questions from shareholders. Stakeholders can contact the Board directly via the Corporate Secretary, and directors receive updates on shareholder concerns. Management regularly engages with communities, regulators, Indigenous groups, and customers to inform ESG strategy. The Environment, Social and Governance Committee monitors how stakeholder concerns are addressed.</p> <p>ii. Board committees consider outcomes from ESG performance reviews to make governance decisions. SECURE's governance structure ensures that due diligence findings and stakeholder perspectives directly inform decision-making at the highest level of the organization.</p> <p>Refer to the 2025 Information Circular for additional information.</p>
<p>c. Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-b, and report the frequency of this review.</p>	<p>c. The Board formally reviews the effectiveness of SECURE's due diligence and impact management processes at least quarterly through Board committees and annually by the full Board, ensuring continuous oversight and alignment with sustainable development goals.</p> <p>Refer to the 2025 Information Circular for additional information.</p>

Disclosure 2-13 Delegation of responsibility for managing impacts

<p>a. Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including:</p> <p>i. Whether it has appointed any senior executives with responsibility for the management of impacts;</p> <p>ii. Whether it has delegated responsibility for the management of impacts to other employees;</p>	<p>a. The Board retains ultimate accountability for the organization's impacts on the economy, environment, and people, but delegates operational responsibility through a structured governance framework.</p> <p>i. Appointment of Senior Executives with Responsibility for Managing Impacts - the Board has appointed specific senior executives to manage impacts. These senior leaders are accountable for meeting sustainability-related performance targets, many of which are tied to incentive compensation.</p> <p>ii. Delegation to Other Employees - responsibility for managing impacts is also delegated to functional leaders and business unit employees, including Health, Safety, and Environmental teams across business units who implement safety and environmental management systems, Operations managers who are responsible for site-level compliance and incident reporting, Human Resources which implements diversity, equity, and inclusion initiatives, and Compliance and Legal who oversee ethical business conduct, whistleblower protections, and ESG-related regulatory adherence.</p>
<p>b. Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment, and people.</p>	<p>b. SECURE maintains structured, routine reporting channels between senior executives and the Board to ensure effective oversight of the organization's impacts. The VP of ESG reports quarterly to the ESG Committee on key environmental and social performance indicators, including emissions, regulatory compliance, and health and safety metrics. The CFO provides quarterly updates to the Audit Committee on financial risk management and economic performance, while the COO reports on operational risks and site-level safety impacts. The VP of Business Intelligence and IT reports and updates the Audit Committee on cyber risk and business continuity. The President & CEO reports both quarterly and annually to the full Board on strategic alignment with sustainability goals and overall impact integration. These regular updates ensure the Board is well-informed and positioned to guide SECURE's sustainability performance. The VP of People & Culture reports performance with respect to compensation, diversity, equity and inclusion, and other relevant human resource initiatives and matters to the Human Resources and Compensation Committee.</p>

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

<p>a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics, and if so, describe the process for reviewing and approving the information;</p>	<p>a. The Board, through its Environment, Social and Governance Committee, holds formal responsibility for reviewing and approving sustainability-related information, including material topics disclosed in SECURE's annual Sustainability Report. The process for reviewing and approving the information begins with preparation of the data and disclosures - coordinated by the Vice President, ESG. The ESG Committee reviews the draft disclosures for alignment with strategy and stakeholder expectations, and the Board receives a final summary before formally approving the Sustainability Report.</p>
<p>b. If the highest governance body is not responsible for reviewing and approving the reported information, including the organization's material topics, explain the reason for this</p>	<p>N/A</p>

Disclosure 2-15 Conflicts of interest

<p>a. Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;</p>	<p>a. Formal governance structures are in place to prevent and manage conflicts of interest on the Board. Key process in place include the Code of Business Conduct which all directors are required to adhere to, disclosure requirements, and oversight by the Corporate Governance and Nominating Committee. These measures ensure that conflicts of interest are proactively identified, transparently managed, and mitigated in alignment with governance best practices. All employees, stakeholders, contractors, and Board Members also have access to the confidential Whistleblower reporting line to report any suspected breaches in Code of Business Conduct. Refer to the 2025 Information Circular for additional information.</p>
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<p>b. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <ul style="list-style-type: none"> i. Cross-board membership; ii. Cross-shareholding with suppliers and other stakeholders; iii. Existence of controlling shareholders; iv. Related parties, their relationships, transactions, and outstanding balances 	<p>b. SECURE discloses potential conflicts of interest to stakeholders through its Management Information Circular and continuous regulatory filings.</p> <p>i. Cross-Board Membership - the Circular discloses when directors serve on boards of other publicly listed companies.</p> <p>ii. Cross-Shareholding with Suppliers and Other Stakeholders - the Information Circular includes a section titled "Interest of Informed Persons in Material Transactions", which confirms that no directors, officers, or major shareholders held material interests in transactions with suppliers or other stakeholders during the reporting period.</p> <p>iii. Existence of Controlling Shareholders - the Circular discloses controlling shareholders.</p> <p>iv. Related Parties, their Relationships, Transactions, and Outstanding Balances - the section titled "Interest of Certain Persons or Companies in Matters to be Acted Upon" in the Information Circular confirms that no related parties had conflicts regarding items requiring shareholder approval.</p>
Disclosure 2-16 Communication of critical concerns	
<p>a. Describe whether and how critical concerns are communicated to the highest governance body;</p>	<p>a. SECURE communicates critical concerns to the Board through multiple formal channels. These include an anonymous whistleblower system, which directs concerns to the Chair of the Board or Audit Committee, and direct communication via the Corporate Secretary. Senior executives also report quarterly to Board committees on risks and operational issues, while in camera sessions allow independent directors to raise concerns privately. These processes ensure timely escalation and oversight of critical issues.</p> <p>Refer to SECURE's Annual Information Form for additional details.</p>
<p>b. Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.</p>	<p>a. Several formal measures are in place to build and advance the sustainability-related knowledge, skills, and experience of the Board including:</p> <ul style="list-style-type: none"> - ESG Committee oversight and specialization (members on this committee include individuals with deep industry experience in environmental and operational risk management), - Reporting (members receive quarterly ESG updates from the Vice President of ESG which include briefings), and - Director Skill Matrix and Board Composition (ensures expertise in ESG, risk management, environmental compliance, and stakeholder engagement are included). <p>Refer to the 2025 Information Circular for additional information.</p>
Disclosure 2-17 Collective knowledge of the highest governance body	
<p>a. Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.</p>	<p>a. Several formal measures are in place to build and advance the sustainability-related knowledge, skills, and experience of the Board including:</p> <ul style="list-style-type: none"> - ESG Committee oversight and specialization (members on this committee include individuals with deep industry experience in environmental and operational risk management), - Reporting (members receive quarterly ESG updates from the Vice President of ESG which include briefings), and - Director Skill Matrix and Board Composition (ensures expertise in ESG, risk management, environmental compliance, and stakeholder engagement are included). <p>Refer to the 2025 Information Circular for additional information.</p>
Disclosure 2-18 Evaluation of the performance of the highest governance body	
<p>a. Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment, and people;</p>	<p>a. The following processes for evaluating the performance of the Board in overseeing the management of the organization's impacts on the economy, environment, and people are outlined in the 2025 Management Information Circular:</p> <ul style="list-style-type: none"> i. Annual Board and Individual Director Evaluations - each director completes a detailed questionnaire assessing board composition, size, effectiveness, committee performance, and individual contributions. Results are analyzed by the Chair of the Corporate Governance and Nominating Committee and the Board Chair, and then reviewed by the full committee to identify areas for improvement. ii. Use of Skills Matrix - a skills matrix is used to assess whether directors collectively have the expertise to oversee economic, environmental, and social impacts.

<p>b. Report whether the evaluations are independent or not, and the frequency of the evaluations;</p>	<p>b. The Board conducts formal performance evaluations on an annual basis. While the evaluations are conducted internally using detailed written questionnaires completed by each director, the Corporate Governance and Nominating Committee, which is composed entirely of independent directors, is responsible for overseeing the evaluation process. Refer to the 2025 Information Circular for additional information.</p>
<p>c. Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.</p>	<p>c. In response to the annual evaluations, SECURE has significantly refreshed its Board - five new directors were added to the Board since 2022, enhancing diversity knowledge and experience. Additionally, committee memberships were realigned in 2024 to better match directors' expertise and interests based on board effectiveness reviews. As a result of evaluation feedback, SECURE strengthened its orientation program for new directors and broadened ongoing education. Evaluations also prompted enhancements in senior leadership succession planning, resulting in the internal appointment of a new CEO in 2024. Refer to the 2025 Information Circular for additional information.</p>
<p>Disclosure 2-19 Remuneration policies</p>	
<p>a. Describe the remuneration policies for members of the highest governance body and senior executives, including:</p> <ul style="list-style-type: none"> i. Fixed pay and variable pay; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits; 	<p>a. Remuneration policies for members of the Board and senior executives:</p> <ul style="list-style-type: none"> i. Fixed and Variable Pay - Directors receive a fixed annual retainer and may also receive additional committee chair retainers. A minimum of 60% of director compensation is paid in Deferred Share Units to align with shareholder interests. Executive compensation includes base salary (fixed pay) and variable pay through short-term incentives and long-term incentives. ii. Sign-on Bonuses or Recruitment Incentives - Discretionary grants are possible, and retention or performance-related bonuses may be considered in special cases. iii. Termination Payments - Executives are eligible for termination payments based on notice periods. Upon termination without cause or death, a pro rata portion of Restricted Share Units and Performance Share Units may vest. Change-of-control provisions trigger full or partial vesting, depending on circumstances. iv. Clawbacks - SECURE maintains a clawback policy allowing the Board to recover bonuses or equity-based compensation in cases of financial restatement due to material non-compliance, where the original payout was inflated due to misstated results. v. Retirement Benefits - SECURE provides retirement savings through a Group Savings Plan. Executives can contribute to RRSPs or non-registered plans, and the company matches contributions up to 5-8% of base salary, depending on years of service. Matching is invested in SECURE shares. Refer to the 2025 Information Circular for additional information.
<p>b. Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment, and people.</p>	<p>b. Remuneration policies for board members and senior executives are linked directly to their objectives and performance in managing the organization's impacts on the economy, environment, and people as follows:</p> <ul style="list-style-type: none"> - Short-term incentives are based on a corporate scorecard that includes economic metrics, environmental and safety metrics, and strategic initiatives. - Performance Share Units are tied to Relative Total Shareholder Return and Discretionary Free Cash Flow per Share, but also include emissions reduction targets. - Deferred Share Units ensure directors' interests are aligned with long-term shareholder and stakeholder value. Refer to the 2025 Information Circular for additional information.

Disclosure 2-20 Process to determine remuneration

a. Describe the process for designing its remuneration policies and for determining remuneration, including:

- i. Whether independent highest governance body members or an independent remuneration committee oversees the process for determining remuneration;
- ii. How the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration;
- iii. Whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives;

a. The process to determine remuneration is outlined in the 2025 Management Information Circular:

- i. Independent Oversight by Governance Body or Committee - the Human Resources and Compensation Committee, composed entirely of independent directors, is responsible for overseeing the design, review, and recommendation of executive and director compensation. The committee evaluates performance against pre-set objectives and recommends total compensation, which is then approved by the full Board.
- ii. Stakeholder Input and Shareholder Engagement - SECURE conducts an annual non-binding "say-on-pay" advisory vote, allowing shareholders to express their views on executive compensation. The Board commits to reviewing and addressing any significant shareholder concerns, including through direct engagement with investors when needed.
- iii. Use of Independent Remuneration Consultants - the Human Resources and Compensation Committee retains independent compensation consultants to support its decisions. Their responsibilities in 2024 included market benchmarking, peer group assessment, and evaluating plan design.

Refer to the [2025 Information Circular](#) for additional information.

b. Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.

b. At the 2024 annual and special meeting of shareholders, 96% of votes cast were in favor of SECURE's non-binding "say-on-pay" advisory resolution, which asked shareholders to approve the company's approach to executive compensation. Refer to the [2025 Information Circular](#) for additional information.

Disclosure 2-21 Annual total compensation ratio

a. Report the ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual);

a. Ratio of the annual total compensation for the organization's highest-paid individual to the median annual total compensation for all employees - 51.5:1

b. Report the ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual);

b. Ratio of the percentage increase in annual total compensation for the organization's highest-paid individual to the median percentage increase - 2.1:1

c. Report contextual information necessary to understand the data and how the data has been compiled.

c. Only regular employees included (excludes contractors/temporary employees)
 For a) our CEO changed partway through 2024, so the ratio reflects Allen Gransch's compensation instead of Rene Amirault. Calculated as CEO's total compensation in 2024 divided by the median total compensation for all employees. Employee compensation included base pay, OT, short & long-term incentives, allowances/premiums, and perquisites.
 For b) same CEO comment as a). Calculated as CEO salary increase divided by median % increase during our April 1, 2024 base pay increase program.

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

a. Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.

a. Message from Allen Gransch, President and CEO and Rhonda Rudnitski, Vice President ESG (2024 Sustainability Report, pg. 4).

Disclosure 2-23 Policy commitments

<p>a. Describe its policy commitments for responsible business conduct, including:</p> <ul style="list-style-type: none"> i. The authoritative intergovernmental instruments that the commitments reference; ii. Whether the commitments stipulate conducting due diligence; iii. Whether the commitments stipulate applying the precautionary principle; iv. Whether the commitments stipulate respecting human rights; 	<p>a. SECURE is committed to responsible business practices through a suite of policy commitments embedded in its ESG framework and corporate governance practices.</p> <p>i. Authoritative Intergovernmental Instruments Referenced - SECURE is aligned with the Canadian Human Rights Act (cited in our Workplace Non-Discrimination, Violence, Harassment and Bullying Policy) and the United Nations Declaration on the Rights of Indigenous Peoples (recognizing Indigenous rights and aligning with Canadian legislation implementing UNDRIP) and Canada's Fighting Against Forced and Child Labour in Supply Chain Act (aligned with SECURE's Human Rights Policy).</p> <p>ii. Due Diligence Requirements - SECURE's policies stipulate the need for due diligence particularly in Whistleblower and Compliance Mechanisms (processes are in place for investigating ethical or legal violations), Supplier Code of Conduct (requires due diligence from vendors and contractors), Human Rights Policy (screening and audit requirements for vendors at high risk for modern slavery and child labor), and Safety and Environmental Management Systems (system continually evaluates and mitigates operational risks).</p> <p>iii. Precautionary Principle Application - SECURE's site-specific Emergency Response Plans, integration of climate risk in project evaluations, and proactive environmental management practices (such as GHG monitoring and emission reductions initiatives) reflect the application of precautionary principles and hazard and risk assessments for workplace violence.</p> <p>iv. Commitment to Respect Human Rights - SECURE has a formal Human Rights Policy, as well as a Workplace Non-Discrimination, Violence, Harassment and Bullying Policy and an Indigenous Relations Policy. Refer to SECURE's Code of Conduct and Annual Information Form for more information.</p>
<p>b. Describe its specific policy commitment to respect human rights, including:</p> <ul style="list-style-type: none"> i. The internationally recognized human rights that the commitment covers; ii. The categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment; 	<p>b. SECURE has a formal Human Rights Policy that is reinforced by its Workplace Non-Discrimination, Violence, Harassment and Bullying Policy, Code of Business Conduct, and Supplier Code of Conduct. These documents collectively guide how the company, its employees, contractors, and suppliers must uphold human rights within SECURE's operations and supply chain.</p> <p>i. Internationally Recognized Human Rights Covered - SECURE's commitments cover human rights standards aligned with the Canadian Human Rights Act, United Nations Declaration on the Rights of Indigenous Peoples, and international labour standards are reflected in the Supplier Code of Conduct.</p> <p>ii. Stakeholder Groups Given Particular Attention - SECURE prioritizes protecting its workforce, engaging respectfully with Indigenous communities, and requiring ethical conduct across its supply chain, including compliance with Canada's Fighting Against Forced and Child Labour in Supply Chain Act. Refer to SECURE's Code of Conduct and Annual Information Form for more information.</p>
<p>c. Provide links to the policy commitments if publicly available, or, if the commitments are not publicly available, explain the reason for this;</p>	<p>c. Policy commitments publicly available:</p> <p>Code of Business Conduct and Whistleblower Policy Environmental Policy Human Rights Policy Climate Change Policy Indigenous Relations Policy Health and Safety Policy Privacy Policy Diversity, Equity and Inclusion Policy Workplace Non Discrimination, Violence, Harassment and Anti-Bullying Policy Supplier Code of Conduct</p>
<p>d. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;</p>	<p>d. All major human rights and ethical conduct policies at SECURE have been approved at the Board of Directors level, demonstrating the highest level of organizational commitment to responsible business conduct and human rights.</p>
<p>e. Report the extent to which the policy commitments apply to the organization's activities and to its business relationships;</p>	<p>e. SECURE's policy commitments to responsible business conduct and human rights apply comprehensively across its entire organization and Board of Directors and are explicitly extended to suppliers, contractors, and communities through formal codes and governance mechanisms.</p>

f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	f. Policy commitments are actively communicated via mandatory training, internal policy acknowledgements, supplier compliance mechanisms, and stakeholder engagement strategies. Refer to SECURE's Annual Information Form for more information.
Disclosure 2-24 Embedding policy commitments	
<p>a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including:</p> <p>i. How it allocates responsibility to implement the commitments across different levels within the organization;</p> <p>ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures;</p> <p>iii. How it implements its commitments with and through its business relationships;</p> <p>iv. Training that the organization provides on implementing the commitments.</p>	<p>a. SECURE has embedded its policy commitments for responsible business conduct across its organizational structure, strategies, business relationships, and employee training.</p> <p>i. Allocation of Responsibility - the implementation of responsible business conduct commitments is distributed across different levels of the organization. The Board, particularly the ESG Committee, oversees the identification and management of ESG risks, including health, safety, environmental (including climate), and operational risks. Executive leadership is responsible for translating these commitments into day to day operations. Each operating location aligns with corporate ESG and safety standards.</p> <p>ii. Integration into Strategies, Policies, and Procedures - commitments are integrated into core operations through a formal Code of Business Conduct and ESG goals are integrated into the overall business strategy and the strategy is executed through the Corporate Playbook.</p> <p>iii. Implementation Through Business Relationships - policy commitments are extended to business relationships through a Supplier Code of Conduct, which sets standards for labor rights, ethics, environmental responsibility, and stakeholder engagement.</p> <p>iv. Training on Implementing Commitments - comprehensive training is provided to support commitments. Mandatory Code of Conduct training is required every three years for all employees and contractors. Refer to SECURE's Annual Information Form for more information.</p>
Disclosure 2-26 Mechanisms for seeking advice and raising concerns	
<p>a. Describe the mechanisms for individuals to:</p> <p>i. Seek advice on implementing the organization's policies and practices for responsible business conduct;</p> <p>ii. Raise concerns about the organization's business conduct.</p>	<p>a. SECURE ensures that individuals can both seek advice and raise concerns about responsible business conduct through structured training, policy access, dedicated ESG, human resources, environmental, regulatory, and safety personnel, and confidential reporting mechanisms (confidential whistleblower line which is operated by an independent third-party) and is supported with board oversight.</p> <p>i. Seeking Advice on Implementing Policies and Practices - Code of Business Conduct Training equips employees and stakeholders to understand, interpret, and apply the Code in real-world scenarios and encourages them to ask questions about policy implementation. Employees may consult their supervisors or the Health and Safety Advisors, Human Resources Business Partners or Environmental, Regulatory Advisor, or escalate questions to senior operational leaders.</p> <p>ii. Raising Concerns About Business Conduct - multiple, confidential mechanisms for raising concerns about unethical or non-compliant behavior are available including the Whistleblower Hotline and direct communication channels (employees have the option to raise concerns directly with supervisors, functional group leaders, or through internal reporting lines).</p>
Disclosure 2-27 Compliance with laws and regulations	
<p>a. Report the total number of significant instances of non-compliance with laws and regulations during the reporting period, and a breakdown of this total by:</p> <p>i. Instances for which fines were incurred;</p> <p>ii. Instances for which non-monetary sanctions were incurred;</p>	<p>a. There was one significant instance of non-compliance with laws and regulations during the reporting period (for a health and safety incident).</p> <p>i. One instance for which a fine was incurred.</p> <p>ii. No instance for which non-monetary sanctions were incurred.</p>
<p>b. Report the total number and the monetary value of fines for instances of noncompliance with laws and regulations that were paid during the reporting period, and a breakdown of this total by:</p> <p>i. Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period;</p> <p>ii. Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;</p>	<p>b. There was one instance, the monetary value of the fine is \$ 42,173.98.</p> <p>i. Fine occurred in the current reporting period is \$ 42,173.98.</p> <p>ii. No fines occurred in previous reporting periods.</p>

c. Describe the significant instances of non-compliance;	c. The significant instance of non-compliance was an administrative penalty from WorkSafe BC for a contractor that was injured while welding at the Dawson Creek Waste Processing Facility.
d. Describe how it has determined significant instances of non-compliance.	d. We define significant instances of non-compliance as those that result in formal enforcement action and exceed \$500,000 in cost, or are considered high consequence, serious injury, or have a penalty over \$10,000.
Disclosure 2-28 Membership associations	
a. Report industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role.	a. Industry associations, other membership associations, and national or international advocacy organizations in which it participates in a significant role: British Columbia Environment Industry Association Canada Action Coalition Canadian Association of Petroleum Producers Energy Connections Canada ENSERVA Environmental Services Association of Alberta
GRI 2: General Disclosures 2021 - 5. Stakeholder engagement	
Disclosure 2-29 Approach to stakeholder engagement	
a. Describe its approach to engaging with stakeholders, including: i. The categories of stakeholders it engages with, and how they are identified; ii. The purpose of the stakeholder engagement; iii. How the organization seeks to ensure meaningful engagement with stakeholders.	<p>a. SECURE has a comprehensive approach to stakeholder engagement, particularly emphasizing meaningful partnerships with Indigenous communities.</p> <p>i. Categories of Stakeholders and Identification Methods: Indigenous Communities - SECURE collaborates with First Nations, Métis, and Inuit communities across Canada. Identification of these communities is based on the traditional territories where SECURE's projects and operations are located. Indigenous-Owned Businesses and Suppliers - SECURE actively partners with Indigenous enterprises, fostering economic inclusion and capacity building within these communities. Community Organizations and Local Stakeholders - Engagement extends to local groups and stakeholders who are impacted by or have an interest in SECURE's operations. Employees and Contractors - Internal stakeholders are engaged through training and awareness programs to ensure alignment with SECURE's values and commitments.</p> <p>ii. Purpose of Stakeholder Engagement: Building Trust and Long-Term Relationships - establish and maintain respectful, transparent, and mutually beneficial relationships with stakeholders, particularly Indigenous communities. Economic Inclusion and Capacity Building - by creating opportunities for employment, training, and business partnerships, SECURE supports the economic development of Indigenous communities. Incorporating Stakeholder Input into Decision-Making - engagement ensures that the perspectives and concerns of stakeholders are considered in project planning and operations, leading to more informed and sustainable outcomes. Supporting Truth and Reconciliation - SECURE acknowledges the historical and ongoing impacts on Indigenous peoples and commits to actions that support reconciliation efforts.</p> <p>iii. Ensuring Meaningful Engagement: SECURE ensures meaningful engagement with Indigenous communities through early and ongoing consultation that begins at the project planning stage and continues throughout its lifecycle. The company formalizes relationships through Economic Partnership Agreements, maintains transparent communication to build trust, and grounds its practices in cultural sensitivity and respect. Engagement efforts are actively monitored and reported to support continuous improvement and accountability. Refer to SECURE's Indigenous Relations page for additional information.</p>
Disclosure 2-30 Collective bargaining agreements	
a. Report the percentage of total employees covered by collective bargaining agreements;	a. SECURE has 0% employees covered by collective bargaining agreements.

b. For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	b. The working conditions and terms of employment of these employees are not influenced or determined based on other collective bargaining agreements.
GRI 201: Economic Performance 2016	
Disclosure 201-1 Direct economic value generated and distributed	
<p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations as listed below. If data are presented on a cash basis, report the justification for this decision in addition to reporting the following basic components:</p> <p>i. Direct economic value generated: revenues; Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments;</p> <p>ii. Economic value retained: 'direct economic value generated' less 'economic value distributed'."</p>	a. Refer to SECURE's Consolidated Financial Statements for the years ended December 31, 2024 and 2023, Consolidated Statements of Comprehensive Income - page 7.
b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	a. Refer to SECURE's Consolidated Financial Statements for the years ended December 31, 2024 and 2023, Geographical Financial Information - page 39.
GRI 201: Economic Performance 2016	
Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	
<p>a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including:</p> <p>i. A description of the risk or opportunity and its classification as either physical, regulatory, or other;</p> <p>ii. A description of the impact associated with the risk or opportunity;</p> <p>iii. The financial implications of the risk or opportunity before action is taken;</p> <p>iv. The methods used to manage the risk or opportunity;</p> <p>v. The costs of actions taken to manage the risk or opportunity.</p>	<p>a. Risks and Opportunities Posed by Climate Change</p> <p>i. Description and classification - Physical: the impact of physical climate risks, including extreme weather, can disrupt operations, reduce asset life, and increase maintenance costs. Regulatory: evolving environmental laws and carbon pricing can affect compliance costs and operations. Other: changing investor expectations and reputational risks concerning ESG performance has both financial and strategic implications.</p> <p>ii. Impact associated with the risk or opportunity - Impacts include increased operational costs, potential stranded assets, and shifts in customer demand. Opportunities lie in energy efficiency, waste management innovation, and carbon offset strategies such as low-emission fleet conversion and alternative fuels.</p> <p>iii. Financial implications before action is taken - Potential financial penalties, carbon tax costs, and increased capital expenditure to meet evolving regulatory standards. Failing to meet climate expectations could affect access to capital and shareholder value.</p> <p>iv. Methods used to manage the risk or opportunity - SECURE uses scenario analysis based on IPCC models to model outcomes under different climate pathways. Implementation of a GHG emissions reduction roadmap, focusing on energy efficiency, fleet modernization, and sustainable infrastructure investment is underway.</p> <p>v. Costs of actions taken to manage the risk or opportunity - Dollar values for capital investments in low-emission fleet vehicles and GHG intensity reduction projects are not available. Refer to our TCFD Reports. (2023 TCFD Report).</p>
Disclosure 201-3 Defined benefit plan obligations and other retirement plans	
a. If the plan's liabilities are met by the organization's general resources, the estimated value of those liabilities.	a. N/A

b. If a separate fund exists to pay the plan's pension liabilities: i. the extent to which the scheme's liabilities are estimated to be covered by the assets that have been set aside to meet them; ii. the basis on which that estimate has been arrived at; iii. when that estimate was made.	b. N/A
c. If a fund set up to pay the plan's pension liabilities is not fully covered, explain the strategy, if any, adopted by the employer to work towards full coverage, and the timescale, if any, by which the employer hopes to achieve full coverage.	c. N/A
d. Percentage of salary contributed by employee or employer.	d. Note: Although SECURE does not have a defined pension plan, it does offer an employee savings plan where employees can contribute to a group savings plan that is administered by SECURE. Employees can direct their savings plan to a retirement savings plan which is administered by a third-party on behalf of SECURE. SECURE offers matching contributions of up to five per cent of salary, which provides eligible employees with a variety of investment options to support their financial wellness goals and diverse retirement planning needs.
e. Level of participation in retirement plans, such as participation in mandatory or voluntary schemes, regional, or country-based schemes, or those with financial impact.	e. In Canada, citizens that are employed are required to contribute to the Canada Pension Plan which is administered by the Federal Government. SECURE administered the plan through payroll deductions and submits the payments to the government. Canadians who have contributed to the plan are eligible to receive plan payments from the government, starting at age 60.

Disclosure 201-4 Financial assistance received from government

a. Total monetary value of financial assistance received by the organization from any government during the reporting period, including: i. Tax relief and tax credits; ii. Subsidies; iii. Investment grants, research and development grants, and other relevant types of grant; iv. Awards; v. Royalty holidays; vi. Financial assistance from Export Credit Agencies (ECAs); vii. Financial incentives; viii. Other financial benefits received or receivable from any government for any operation.	a. Total monetary value of financial assistance received by SECURE from the Federal Government during the reporting period is \$3,842,613 in the form of tax incentives and/or savings and grants/incentives. i. The Federal Fuel Charge Exemption at Alberta and Saskatchewan oil and gas facilities was approximately \$3,765,000 - calculated based on fuel charge rates for Marketable natural gas. The Scientific Research and Experimental Development tax incentive was a \$39,000 tax credit. ii. N/A iii. BC Hydro Power Smart Self-Serve Incentive Program (\$38,613 incentive/grant towards LED lighting upgrade) iv. - viii. N/A
b. The information in 201-4-a by country.	b. All financial assistance described in 201-4a were received in Canada.
c. Whether, and the extent to which, any government is present in the shareholding structure.	c. Government is not present in the shareholding structure.

GRI 203: Indirect Economic Impacts 2016

Disclosure 203-1 Infrastructure investments and services supported

a. Extent of development of significant infrastructure investments and services supported.	a. SECURE made substantial infrastructure investments in 2024 aimed at enhancing critical waste management and energy infrastructure services across Western Canada. These developments contributed to economic and environmental sustainability in the regions served. Refer to the Annual Information Form for additional information
b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.	b. These infrastructure investments enhance environmental protection through safer waste processing and water management, reduce GHG emissions and traffic risks by connecting more facilities via pipeline rather than trucking, and stimulate economic activity and job creation in the construction and long-term operation of facilities. Day to day operations of SECURE's waste facilities, projects and other business activities results in job creation, often in remote communities, and economic benefits in some instances for local Indigenous communities. Refer to the Annual Information Form for additional information

c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	<p>c. All major infrastructure initiatives carried out by SECURE in 2024 were commercially driven, with the goal of generating returns on investment while contributing to environmental and operational improvements in the communities they serve.</p> <p>Refer to the Annual Information Form for additional information.</p> <p>SECURE also supports technical development in emerging technology that supports emission reduction and the lower carbon economy. SECURE is currently supporting tech companies pioneering technology to extract lithium from waste and an Avatar carbon capture upstart through in-kind support, information sharing and knowledge transfer. (2024 Sustainability Report, pages 11 and 37).</p>
Disclosure 203-2 Significant indirect economic impacts	
a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	a. 2024 investments in new waste processing facilities, landfill cell and cap construction, pipeline networks, and crude oil terminals stimulated construction-related jobs, contracting, and supply chain activity across Alberta and Saskatchewan. The investments also enhance efficiency and lower transportation costs. New pipeline connections reduce truck transport, thereby lowering emissions and operational costs for customers, improving their economic margins and competitiveness.
b. Significance of the indirect economic impacts in the context of external benchmarks and stakeholder priorities, such as national and international standards, protocols, and policy agendas.	<p>b. SECURE's indirect economic impacts in 2024 align with national and international standards and key stakeholder priorities, particularly in the areas of sustainability, infrastructure development, Indigenous economic inclusion, and climate transition. Efforts to reduce GHG emissions (e.g., pipeline-connected infrastructure, recovered oil, water reuse initiatives) directly support Canada's climate targets under the Canadian Net-Zero Emissions Accountability Act. Through metal recycling, crude oil recovery, and waste diversion, SECURE supports the transition to a circular economy (reflecting principles in the UN SDG 12 - Responsible Consumption and Production). SECURE's Indigenous Relations Policy is aligned with Canadian Council for Aboriginal Business guidelines and supports UNDRIP principles and the Truth and Reconciliation Commission of Canada: Calls to Action (Call to Action #92: Business & Reconciliation) by promoting Indigenous employment, prioritizing Indigenous business partnerships, and building long-term relationships. (2024 Sustainability Report, pages 12-13).</p>
GRI 204: Procurement Practices 2016	
Disclosure 204-1 Proportion of spending on local suppliers	
a. Percentage of the procurement budget used for significant locations of operation that is spent on suppliers local to that operation (such as percentage of products and services purchased locally).	<p>a. While a specific percentage of the procurement budget spent on local suppliers in significant locations of operation is not available, SECURE does contribute to economic inclusion. This includes \$13.4 million spent with 58 Indigenous suppliers in 2024.</p> <p>(2024 Sustainability Report, Indigenous Inclusion, pg. 12)</p>
b. The organization's geographical definition of 'local'.	b. Based on Definition of Statistics Canada Population Centre and Rural Area Classification, 2016. SECURE's employee information is validated by residence address and assumed employees work close to their residence.
c. The definition used for 'significant locations of operation'.	c. Defined by SECURE's operating areas.
GRI 205: Anti-corruption 2016	
Disclosure 205-1 Operations assessed for risks related to corruption	
a. Total number and percentage of operations assessed for risks related to corruption.	<p>a. While the total number or percentage of operations specifically assessed for risks related to corruption is not available, the company outlines its commitment to ethical conduct through its Code of Business Conduct, Whistleblower Policy. All SECURE employees, contractors and Board members complete training in Code of Conduct and senior leaders are expected to monitor their business units for corruption based on guidance provided in the Code of Conduct and through awareness training. A confidential whistleblower line enables confidential reporting, including anti-corruption.</p> <p>Refer to SECURE's Code of Conduct page for more information.</p>

b. Significant risks related to corruption identified through the risk assessment.	b. N/A
Disclosure 205-2 Communication and training about anti-corruption policies and procedures	
a. Total number and percentage of governance body members that the organization's anticorruption policies and procedures have been communicated to, broken down by region.	a. 100% of directors (8 of 8) have received Code of Conduct training and signed off on the Code of Conduct which includes the organization's anti-corruption policies and procedures. SECURE operates primarily in Canada and to a lesser extent in the United States. SECURE's Board meets and conducts its Board business in Canada. Refer to SECURE's Code of Conduct page for more information.
f. Standards, methodologies, assumptions, and/or calculation tools used.	<p>b. SECURE has implemented a comprehensive Code of Business Conduct that includes its anti-corruption policies and procedures. These policies are communicated to all employees through a mandatory online training and recertification program introduced in 2022, with training required every three years. 1881 (100%) of employees have been communicated to and completion of training has been confirmed.</p> <p>Breakdown by employee category:</p> <ul style="list-style-type: none"> - Upper Management, 56, 3% - Management, 176, 9% - Experienced, 498, 26% - Entry, 98, 5% - Other, 1,053, 56% <p>Breakdown by region:</p> <ul style="list-style-type: none"> - Canada, 1,685, 90% - U.S., 56, 3% - Unknown, 140, 7%
c. Total number and percentage of business partners that the organization's anticorruption policies and procedures have been communicated to, broken down by type of business partner and region. Describe if the organization's anti-corruption policies and procedures have been communicated to any other persons or organizations.	c. SECURE has publicly stated it expects suppliers, vendors, contractors, and consultants to adhere to its Supplier Code of Conduct, which includes strong provisions on anti-corruption, bribery, and ethical business practices. As of June 2025, only vendors/suppliers that were deemed safety sensitive were verified on signed acknowledgement of SECURE's Supplier Code of Conduct, where tracking and verification is completed through a third-party service (ISNetworld). Refer to SECURE's Code of Conduct and Vendors page for more information.
d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.	d. 100% of directors (8 of 8) in Canada have completed training on the organization's anti-corruption policies and procedures. SECURE operates primarily in Canada and to a lesser extent in the United States. All Board meetings are conducted in Canada. All Board members are Canadian or American and all Board training is either conducted online or in person. Refer to SECURE's Code of Conduct page for more information.
e. Total number and percentage of employees that have received training on anticorruption, broken down by employee category and region.	<p>e. SECURE has implemented a comprehensive Code of Business Conduct that includes its anti-corruption policies and procedures. Training on these policies are mandatory and are provided to all employees online. A recertification program introduced in 2022 requires an update every three years. 1870 out of 1881 assignments were complete (99%) as of December 31, 2024. 11 assignments (1%) were not complete but not overdue as the employee has a specified amount of time to complete the assignment upon hire and the 1% of employees were within this window.</p> <p>Breakdown by employee category:</p> <ul style="list-style-type: none"> - Upper Management, 56, 3% - Management, 175, 9% - Experienced, 494, 26% - Entry, 97, 5% - Other, 1,048, 56% <p>Breakdown by region:</p> <ul style="list-style-type: none"> - Canada, 1,676, 90% - U.S., 56, 3% - Unknown, 138, 7%
Disclosure 205-3 Confirmed incidents of corruption and actions taken	
a. Total number and nature of confirmed incidents of corruption.	a. There were no confirmed violations of the Code of Business Conduct related to corruption. (2024 Sustainability Report, page 33).

b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	b. There were no confirmed incidents in which employees were dismissed or disciplined for corruption. (2024 Sustainability Report, page 33).
c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	c. There were no confirmed incidents in which contracts with business partners were terminated or not renewed due to violations related to corruption. (2024 Sustainability Report, page 33).
d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	d. There were no public legal cases regarding corruption brought against the organization or its employees during the reporting period. (2024 Sustainability Report, page 33).
GRI 206: Anti-competitive Behaviour 2016	
Disclosure 206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	
a. Number of legal actions pending or completed during the reporting period regarding anti-competitive behavior and violations of anti-trust and monopoly legislation in which the organization has been identified as a participant.	a. One action completed during the period regarding anti-competitive behavior.
b. Main outcomes of completed legal actions, including any decisions or judgments.	b. SECURE satisfied the requirements of the Competition Tribunal's divestiture order on February 1, 2024. Details are available in SECURE's Annual Information Form , pg. 6.
GRI 207: Tax 2019	
Disclosure 207-1 Approach to tax	
<p>a. A description of the approach to tax, including:</p> <ul style="list-style-type: none"> i. Whether the organization has a tax strategy and, if so, a link to this strategy if publicly available; ii. The governance body or executive-level position within the organization that formally reviews and approves the tax strategy, and the frequency of this review; iii. The approach to regulatory compliance; iv. How the approach to tax is linked to the business and sustainable development strategies of the organization. 	<ul style="list-style-type: none"> a. SECURE adheres to responsible tax practices, especially in relation to regulatory compliance and evolving international standards. i. SECURE's tax strategy is not made public. ii. Oversight of financial matters, including tax, is within the mandate of the Audit Committee and Chief Financial Officer. iii. The approach to regulatory compliance consists of monitoring and responding to Canadian and international tax law developments, filing tax returns and fulfilling obligations in all jurisdictions in which it operates, and ensuring appropriate disclosures in financial statements and continuous monitoring of changes in legislation to assess potential impacts. In addition, as a publicly traded company, SECURE is subject to an annual third-party financial audit. The auditor's report is included in the Annual Year End Consolidated Financial Statements. iv. SECURE's tax approach supports its business strategy of financial resiliency, balance sheet strength, and sustainable growth. By responsibly managing tax obligations, the organization preserves capital for: infrastructure investments aligned with its environmental goals, return of capital to shareholders (via dividends and share buybacks), and long-term value creation in alignment with its ESG commitments.

Disclosure 207-2 Tax governance, control, and risk management

A description of the tax governance and control framework, including:

- i. The governance body or executive-level position within the organization accountable for compliance with the tax strategy;
- ii. How the approach to tax is embedded within the organization;
- iii. The approach to tax risks, including how risks are identified, managed, and monitored;
- iv. How compliance with the tax governance and control framework is evaluated.

a. SECURE maintains a structured tax governance and control framework that ensures compliance, transparency, and alignment with its business strategy.

- i. The Chief Financial Officer is the executive-level position accountable for tax compliance. The Audit Committee of the Board, composed entirely of independent and financially literate members, provides oversight of financial and tax-related matters, ensuring regulatory compliance and reviewing financial reporting on a quarterly basis
- ii. The approach to tax is embedded within the organization through centralized oversight of financial and tax functions by the CFO and finance team, integration of tax considerations into major financial decisions, and monitoring and response to Canadian and international tax developments.
- iii. Tax risks are identified and managed through ongoing monitoring of legislative changes and proposed regulations, internal review processes led by the CFO and finance team, use of external tax advisors and auditors, and inclusion of tax considerations in enterprise risk management.
- iv. Compliance is evaluated through annual external audits, Audit Committee oversight, and review of tax implications of new regulations. 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.

b. A description of the mechanisms to raise concerns about the organization's business conduct and the organization's integrity in relation to tax.

b. A confidential Whistleblower Hotline allows employees, contractors, and other stakeholders to report concerns anonymously. This includes concerns related to unethical behavior, violations of the Code of Business Conduct, and potential misconduct—including tax-related issues. Reported concerns are investigated thoroughly and reported to the Board of Directors. Additionally, SECURE's Code of Business Conduct mandates compliance with all applicable laws, including tax laws.

c. A description of the assurance process for disclosures on tax including, if applicable, a link or reference to the external assurance report(s) or assurance statement(s).

c. Disclosures on tax are subject to an external assurance process as part of SECURE's audited financial statements. Tax-related disclosures are reviewed and verified annually by an independent accounting firm (KPMG LLP). For full assurance details, including the external audit opinion on tax and financial reporting, refer to SECURE's [Consolidated Financial Statements](#) for the years ended December 31, 2024 and 2023.

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

a. A description of the approach to stakeholder engagement and management of stakeholder concerns related to tax, including:

- i. The approach to engagement with tax authorities;
- ii. The approach to public policy advocacy on tax;
- iii. The processes for collecting and considering the views and concerns of stakeholders, including external stakeholders.

a. SECURE has a responsible and transparent approach to engaging with stakeholders on tax matters.

- i. Cooperative and transparent relationships are maintained with tax authorities in Canada and the U.S. through timely and accurate tax filings, constructive engagement with regulators, and proactive monitoring of legislative and regulatory developments.
- ii. While not directly engaged in public policy advocacy on tax, SECURE adopts a responsive approach by closely monitoring, preparing for, and complying with new tax regulations.
- iii. Stakeholder concerns related to tax and ethical conduct are addressed through a confidential Whistleblower Hotline, ongoing ESG and stakeholder engagement programs, and oversight by the Audit Committee, which monitors disclosures and regulatory issues.

Disclosure 207-4 Country-by-country reporting

a. All tax jurisdictions where the entities included in the organization's audited consolidated financial statements, or in the financial information filed on public record, are resident for tax purposes.

a. The entities included in the company's audited consolidated financial statements are resident for tax purposes in the following jurisdictions:

- Canada
- United States

For more information, refer to SECURE's [financial statements](#).

<p>b. For each tax jurisdiction reported in Disclosure 207-4-a:</p> <p>i. Names of the resident entities;</p> <p>ii. Primary activities of the organization;</p> <p>iii. Number of employees, and the basis of calculation of this number;</p> <p>iv. Revenues from third-party sales;</p> <p>v. Revenues from intra-group transactions with other tax jurisdictions;</p> <p>vi. Profit/loss before tax;</p> <p>vii. Tangible assets other than cash and cash equivalents;</p> <p>viii. Corporate income tax paid on a cash basis;</p> <p>ix. Corporate income tax accrued on profit/loss;</p> <p>x. Reasons for the difference between corporate income tax accrued on profit/loss and the tax due if the statutory tax rate is applied to profit/loss before tax.</p>	<p>b. Tax Jurisdiction - Canada</p> <p>i. Names of resident entities:</p> <ul style="list-style-type: none"> - Secure Waste Infrastructure Corp. - SECURE Specialty Chemicals Corp. <p>ii. Primary activities: waste processing, landfill operations, water disposal, metal recycling, specialty chemicals, energy infrastructure (e.g., crude oil pipelines and storage).</p> <p>iii. Number of employees and basis: 1,812 as of Dec 31, 2024 (data from Human Resources Information System).</p> <p>iv-x. Refer to SECURE's Consolidated Financial Statements for the years ended December 31, 2024 and 2023.</p> <p>b. Tax Jurisdiction - United States</p> <p>i. Names of resident entities:</p> <ul style="list-style-type: none"> - SECURE Waste Infrastructure USA LLC <p>ii. Primary activities: waste processing and disposal in North Dakota.</p> <p>iii. Number of employees and basis: 58 as of Dec 31, 2024 (data from Human Resources Information System).</p> <p>iv-x. Refer to SECURE's Consolidated Financial Statements for the years ended December 31, 2024 and 2023.</p>
c. The time period covered by the information reported in Disclosure 207-4.	c. For the calendar year ended December 31, 2024.
GRI 302: Energy 2016	
Disclosure 302-1 Energy consumption within the organization	
a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples, and including fuel types used.	a. SECURE's total fuel consumption from non-renewable sources was 606,664 GJ. Note: [electricity consumption = 336,993 GJ (93,609,135 kWh)] + [fleet fuel consumption = 269,671 GJ (8,766,000L)]
b. Total fuel consumption within the organization from renewable sources, in joules or multiples, and including fuel types used.	b. SECURE's total fuel consumption from renewable sources was 165,096 GJ. Note: [electricity consumption = 88,419 GJ (24,560,966 kWh)] + [fleet fuel consumption = 76,677 GJ (454,915L)]
c. In joules, watt-hours or multiples, the total:	c. SECURE's total electricity consumption was 425,412 GJ (118,170,101 kWh).
<p>i. Electricity consumption</p> <p>ii. Heating consumption</p> <p>iii. Cooling consumption</p> <p>iv. Steam consumption</p>	
d. In joules, watt-hours or multiples, the total:	d. N/A
<p>i. Electricity sold</p> <p>ii. Heating sold</p> <p>iii. Cooling sold</p> <p>iv. Steam sold</p>	
e. Total energy consumption within the organization, in joules or multiples.	e. 771,760 GJ from combined electricity and fleet fuel consumption. Note: [electricity consumption = 425,412 GJ (118,170,101 kWh)] + [fleet fuel consumption = 346,348 GJ (9,220,812L)]
f. Standards, methodologies, assumptions, and/or calculation tools used.	f. Electricity generated from renewable sources determined through the location-based approach.
g. Source of the conversion factors used.	g. 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". Further, values for Energy Content and Conversion Units were taken from the Canada Energy Regulator's tables "Approximate Energy Content" and "Energy Terms", respectively.

Disclosure 302-2 Energy consumption outside of the organization	
a. Energy consumption outside of the organization, in joules or multiples.	a. N/A
b. Standards, methodologies, assumptions, and/or calculation tools used.	b. N/A
c. Source of the conversion factors used.	c. N/A
Disclosure 302-3 Energy intensity	
a. Energy intensity ratio for the organization.	a. SECURE used the following energy intensity ratios for each division: Waste Processing Facilities: Emissions (CO ₂ e)/Volume of Fluid Received (m ³) (Assumes on average 1 m ³ = 1 tonne) Metals Recycling: Emissions (CO ₂ e)/Metals Recycled (tonnes) Landfills: Emissions (CO ₂ e)/Volume Landfilled (tonnes)
b. Organization-specific metric (the denominator) chosen to calculate the ratio.	b. The organization specific metrics SECURE used in the 2024 energy intensity ratios is as follows: Waste Processing Facilities: 17,569,784 m ³ Metals Recycling: 295,628 tonnes Landfill: 3,908,079 tonnes Note: Intensity is based on kg CO ₂ e/unit received or shipped for Waste Processing Facilities, Metals Recycling, and Landfill.
c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all.	c. Natural gas, propane, diesel, gas, and electricity were included in the intensity ratio.
d. Whether the ratio uses energy consumption within the organization, outside of it, or both.	d. Energy intensity only includes consumption within the organization.
Disclosure 302-4 Reduction of energy consumption	
a. Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives, in joules or multiples.	a. Energy Efficiency Projects 2024 Sustainability Report, pg. 22 9,397 GJ reduction in propane consumption vs. 2022 227,791 GJ reduction in natural gas consumption vs. 2022 65,776 GJ reduction in diesel vs. 2022 33,045 GJ reduction in gasoline vs. 2022
b. Types of energy included in the reductions; whether fuel, electricity, heating, cooling, steam, or all.	b. Types of energy included in the reductions: fuel.
c. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	c. 2022 is used as SECURE's base year.
d. Standards, methodologies, assumptions, and/or calculation tools used.	d. Methodology used to collect activity data is as per The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Addition). To ensure like-with-like comparisons with the base year structural changes were accounted for. Activity data from the 29 facilities divested to Waste Connections in 2024, the Nipisi site (completed in 2023), and the Metal Recycling sites acquired in 2024 were removed. Conversions from the Canada Energy Regulator's Energy Conversion Tables.
Disclosure 302-5 Reductions in energy requirements of products and services	
a. Reductions in energy requirements of sold products and services achieved during the reporting period, in joules or multiples.	a. N/A
b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	b. N/A
c. Standards, methodologies, assumptions, and/or calculation tools used.	c. N/A

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

a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed, and discharged, and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff).

a. Water is essential to SECURE's operations and is used in processes such as waste treatment, equipment washing, and dust control. Site-level data on water withdrawal, consumption, and discharge is tracked, with water consumption from groundwater, on-site surface ponds, or third parties. Discharges occur from surface water ponds only when regulatory criteria are met. The majority of facilities undergo annual groundwater monitoring, supported by pre-commissioning hydrogeological assessments to ensure suitable site selection and establish baseline data. Third-party professionals conduct groundwater monitoring and Environmental Site Assessments, with results reported annually to regulators. All programs follow industry best practices and regulatory requirements. Water impacts across SECURE's supply chain are not currently tracked.
For additional information go to 2024 Sustainability Report - Environmental Stewardship - Water pg. 26

b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe, and any tools or methodologies used.

b. Environmental Impact Assessments (EIAs) are conducted on all sites where required by regulations, including before project approval, as well as prior to construction and maintenance activities. The majority of facilities undergo annual groundwater monitoring, supported by pre-commissioning hydrogeological assessments to ensure suitable site selection and establish baseline data. Third-party professionals conduct groundwater monitoring and Environmental Site Assessments, with results reported annually to regulators. All programs follow industry best practices and regulatory requirements. Water consumption impacts are tracked through an internal dashboard that monitors year-over-year trends, providing insights to support ongoing reduction efforts.
For additional information go to 2024 Sustainability Report - Environmental Stewardship - Water pg. 26

c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource, and how it engages with suppliers or customers with significant water-related impacts.

c. SECURE actively collaborates with employees through our ESG ID program to identify and implement water stewardship initiatives. This includes piloting water reduction and reuse strategies while sharing best practices across operations. Each month, employees submit ESG ID proposals, which are reviewed for feasibility and potential implementation. Initiatives that move forward are monitored for effectiveness, and employees receive updates on their impact. To ensure transparency and continuous improvement, SECURE maintains an internal water dashboard, updated monthly with usage data. This allows employees to track progress, assess the effectiveness of their strategies, and make informed adjustments to further optimize water reduction efforts.

Using leachate, SECURE provides an innovative alternative water source to support our customers' hydraulic fracturing operations. When there is opportunity, SECURE will work with customers to reach their ESG water conservation goals by reducing their use of fresh water by repurposing leachate that meets the criteria to substitute for freshwater in fracking operations. SECURE has also been using its expertise with speciality chemicals and its' processing expertise to treat agricultural and municipal wastewater to be reused. On average, 120 L of wastewater per minute is processed 24/7.

(For additional information go to 2024 Sustainability Report - Environmental Stewardship - Water pg. 26 and page 28).

d. An explanation of the process for setting any water-related goals and targets that are part of the organization's approach to managing water and effluents, and how they relate to public policy and the local context of each area with water stress.

d. In 2022, SECURE introduced an organization-wide short-term target to reduce freshwater usage by 5% for 2025, using 2022 as a baseline. This target aligns with and is informed by UN Sustainable Development Goal 6. The target is aimed at total water consumption and is calculated according to an average calendar year. The base year and target figures are calculated using operational records in which all usage data is broken down by source. SECURE has not developed site/area specific goals relating to water stress.

Disclosure 303-2 Management of water discharge related impacts

<p>a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including:</p> <ul style="list-style-type: none"> i. How standards for facilities operating in locations with no local discharge requirements were determined; ii. Any internally developed water quality standards or guidelines; iii. Any sector-specific standards considered; iv. Whether the profile of the receiving waterbody was considered. 	<p>a. SECURE operates only one facility with effluent discharge; all other discharges involve water released from surface water ponds that meet regulatory discharge criteria. The Richmond Transfer Station is the only SECURE site that treats and discharges effluent:</p> <ul style="list-style-type: none"> i. N/A - The facility is located in British Columbia and discharges under a municipal permit, which sets limits for parameters and substances of concern in alignment with the BC Hazardous Waste Regulation, Schedule 1.2. ii. N/A - Water that is treated is wastewater received from customers that would otherwise go for disposal. Through treatment processes at Richmond it is pre-treated sufficiently to meet sewer discharge criteria and after processing at a municipal wastewater treatment plant it is discharged to the watershed. iii. Under the standards outlined in (i), sector-specific parameters are determined based on the source material received. Priority substances of concern may include oil and grease (hydrocarbons), metals, biochemical oxygen demand (BOD), volatile organic compounds (VOCs), and total suspended and dissolved solids. iv. N/A
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Disclosure 303-3 Water withdrawal

<p>a. Total water withdrawal from all areas in megalitres, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water. 	<p>a. The total water withdrawn by source is as follows:</p> <ul style="list-style-type: none"> i. Surface Water: 27 megalitres consumed, 722 megalitres discharged ii. Groundwater: 202 megalitres iii. Seawater: 0 megalitres iv. Produced water: 0 megalitres v. Third-party water: 110 megalitres <p><i>Note: SECURE purchases the water categorized as "third-party"; therefore, a further breakdown of withdrawal by source is not currently collected under this category.</i></p>
<p>b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water, and a breakdown of this total by the withdrawal sources listed in i-iv. 	<p>b. The total water withdrawn from areas with water stress is as follows:</p> <p>Extremely high (>80%) baseline water stress:</p> <ul style="list-style-type: none"> i. Surface Water: 0 megalitres consumed, 64 megalitres discharged ii. Groundwater: 17 megalitres iii. Seawater: 0 megalitres iv. Produced Water: 0 megalitres v. Third-Party Water: 6 megalitres <p>High (40-80%) baseline water stress:</p> <ul style="list-style-type: none"> i. Surface Water: 9 megalitres consumed, 65 megalitres discharged ii. Groundwater: 18 megalitres iii. Seawater: 0 megalitres iv. Produced Water: 0 megalitres v. Third-Party Water: 25 megalitres <p><i>Note: Determined using the World Resources Institute's (WRI) Water Risk Atlas tool.</i></p>
<p>c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megaliters by the following categories:</p> <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($> 1,000$ mg/L Total Dissolved Solids). 	<p>c. N/A</p> <p><i>Note: Information not available for discharge by category</i></p>
<p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>d. SECURE collects water usage data on a monthly basis through an internal data capture and tracking process. Data is recorded at the site level, categorized by water source (surface water, groundwater, purchased water, and discharged water returned to the environment), and then aggregated at the corporate level for comprehensive analysis.</p> <p>To assess water stress, SECURE utilizes the World Resources Institute's (WRI) Water Risk Atlas tool.</p>

Disclosure 303-4 Water discharge	
<p>a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable:</p> <ul style="list-style-type: none"> i. Surface water; ii. Groundwater; iii. Seawater; iv. Third-party water, and the volume of this total sent for use to other organizations, if applicable. 	<p>a. SECURE's total water discharged back to the environment was 722 megalitres.</p> <p>i.-iv. N/A</p> <p><i>Note: SECURE discharges water to land surfaces in accordance with regulatory requirements.</i></p>
<p>b. A breakdown of total water discharge to all areas in megaliters by the following categories:</p> <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($>1,000$ mg/L Total Dissolved Solids). 	<p>b. N/A</p> <p><i>Note: Information not available for discharge by category. Measurement of TDS is not required in the regulated discharge criteria for SECURE's surface water ponds or for the water it discharges to municipal sewers.</i></p>
<p>c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories:</p> <ul style="list-style-type: none"> i. Freshwater ($\leq 1,000$ mg/L Total Dissolved Solids); ii. Other water ($>1,000$ mg/L Total Dissolved Solids). 	<p>c. A total of 64 megalitres of water was discharged from regions with extremely high water stress ($>80\%$), and 66 megalitres from regions with high water stress (40-80%), with all meeting the required discharge criteria.</p> <p><i>Note: Determined using the World Resources Institute's (WRI) Water Risk Atlas tool. Information not available for discharge by category.</i></p>
<p>d. Priority substances of concern for which discharges are treated, including:</p> <ul style="list-style-type: none"> i. How priority substances of concern were defined, and any international standard, authoritative list, or criteria used; ii. The approach for setting discharge limits for priority substances of concern; iii. Number of incidents of non-compliance with discharge limits. 	<p>d. SECURE operates only one facility with effluent discharge; all other discharges involve water released from surface water ponds that meet regulatory discharge criteria. SECURE's surface water ponds are discharged to the surrounding land and not into a receiving body of water. The Richmond Transfer Station is the only SECURE site that treats and discharges effluent and this effluent is discharged into a municipal sewer which is then piped to a municipal sewage treatment plant:</p> <ul style="list-style-type: none"> i. N/A - The facility is located in British Columbia and discharges under a municipal permit (sewer discharge bylaw), which sets limits for parameters and substances of concern in alignment with the BC Hazardous Waste Regulation, Schedule 1.2. ii. Under the standards outlined in (i), specific parameters are determined based on the source material received. Priority substances of concern may include oil and grease (hydrocarbons), metals, biochemical oxygen demand (BOD), volatile organic compounds (VOCs), and total suspended and dissolved solids. iii. In December 2024, SECURE received one (sewer bylaw letter) violation for exceeding the oil & grease limit specified in the discharge permit during routine sampling. No fine or penalty was received with the letter. <p><i>Note: SECURE ensures that all non-treated surface water returned to the environment meets discharge criteria as per regulatory requirements. Discharge from our surface water ponds is not treated, but instead tested and observed for substances such as chloride sheen, pH, hydrocarbon sheens, and any other chemical contamination. SECURE had one instance of non-compliance with surface water discharge limits in 2024.</i></p>
<p>e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>e. Discharge data is recorded at the site level using Discharge Record Forms with all operations documenting discharge volumes on a monthly basis. This data is then aggregated at the corporate level.</p> <p>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.</p>
Disclosure 303-5 Water consumption	
<p>a. Total water consumption from all areas in megaliters.</p>	<p>a. SECURE's total water consumption was 339 megalitres.</p>
<p>b. Total water consumption from all areas with water stress in megaliters</p>	<p>b. A total of 23 megalitres of water was consumed from regions with extremely high water stress ($>80\%$), and 52 megalitres from regions with high water stress (40-80%).</p> <p><i>Note: Determined using the World Resources Institute's (WRI) Water Risk Atlas tool.</i></p>
<p>c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.</p>	<p>c. N/A</p>

d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements, and the approach taken for this, such as the use of any sector-specific factors.	d. SECURE collects water usage data on a monthly basis through a data capture and submission process. Data is directly measured and recorded at the site level. It is categorized by water source (surface water, groundwater, purchased water, and discharged water returned to the environment), and then aggregated at the corporate level for comprehensive analysis. Water stress was determined using the World Resources Institute's (WRI) Water Risk Atlas tool.
GRI 101: Biodiversity 2024	
Disclosure 101-1 Policies to halt and reverse biodiversity loss	
a. Describe its policies or commitments to halt and reverse biodiversity loss, and how these are informed by the 2050 Goals and 2030 Targets in the Kunming-Montreal Global Biodiversity Framework;	a. SECURE integrates biodiversity conservation into every stage of development, minimizing environmental impact through responsible practices. We avoid protected lands, conduct environmental and cultural assessments, and plan biodiversity protection before greenfield projects. We monitor and restore wetlands, assess land risks, and reclaim land post-operations. We promptly cap landfill sites and follow strict standards to prevent environmental incidents. Collaboration with Indigenous communities and stakeholders ensures sustainable, responsible solutions. In 2024, SECURE enhanced biodiversity tracking by adopting the Integrated Biodiversity Assessment Tool (IBAT), enabling data-driven planning and alignment with reporting standards. (For additional information go to 2024 Sustainability Report - Environmental Stewardship - Biodiversity, pg. 24).
b. Report the extent to which these policies or commitments apply to the organization's activities and to its business relationships;	b. Policies and commitments apply to all of the organization's activities equally but are not applicable to our business relationships.
c. Report the goals and targets to halt and reverse biodiversity loss, whether they are informed by scientific consensus, the base year, and the indicators used to evaluate progress.	c. N/A
Disclosure 101-2 Management of biodiversity impacts	
a. Report how it applies the mitigation hierarchy by describing: i. Actions taken to avoid negative impacts on biodiversity; ii. Actions taken to minimize negative impacts on biodiversity that were not avoided; actions taken to restore and rehabilitate affected ecosystems, including the goals of the restoration and rehabilitation, and how stakeholders are engaged throughout the restoration and rehabilitation actions; iii. Actions taken to restore and rehabilitate affected ecosystems, including the goals of the restoration and rehabilitation, and how stakeholders are engaged throughout the restoration and rehabilitation actions; iv. Actions taken to offset residual negative impacts on biodiversity; v. Transformative actions taken and additional conservation actions taken;	a. Environmental Stewardship - 2024 Sustainability Report - Biodiversity pg. 24 Environmental Stewardship - 2024 Sustainability Report - Asset Retirement Obligations and Land Use, pg.25-26.
b. With reference to 101-2-a-iii, report for each site with the most significant impacts on biodiversity: i. The size in hectares of the area under restoration or rehabilitation; ii. The size in hectares of the area restored or rehabilitated;	b. The Shaunavon Waste Processing Facility is the only site undergoing remediation efforts from the list provided in 101-5-a. Decommissioned in December 2023, the site underwent a Phase 2 Environmental Site Assessment in 2024, with remediation efforts scheduled to commence in March 2025. For more details on SECURE's remediation efforts, see 2024 Sustainability Report - Environmental Stewardship - Asset Retirement Obligations and Land Use pg.25-26
c. With reference to 101-2-a-iv, report for each offset: i. The goals; ii. The geographic location; iii. Whether and how principles of good offset practices are met; iv. Whether and how the offset is certified or verified by a third party;	c. N/A
d. List which of its sites with the most significant impacts on biodiversity have a biodiversity management plan and explain why the other sites do not have a management plan;	d. N/A

<p>e. Describe how it enhances synergies and reduces trade-offs between actions taken to manage its biodiversity and climate change impacts;</p>	<p>e. Synergies and Trade-offs</p> <p><u>Synergies:</u></p> <ul style="list-style-type: none"> - Reforestation & Carbon Storage – Restoring forests enhances biodiversity, improves soil health, and increases carbon sequestration, reducing the impacts of climate change. - Water Stewardship – Preserving aquatic ecosystems by maintaining healthy watershed levels supports biodiversity while also helping to mitigate droughts intensified by rising temperatures. - Wildfire Risk Management – Proactively managing vegetation in forested areas within our operational footprint that surround our sites reduces the likelihood of wildfires, which are exacerbated by climate change. This approach not only protects nearby ecosystems but also safeguards biodiversity. - Methane Leak Prevention – Our fugitive emissions management program minimizes methane leak durations, reducing greenhouse gas emissions while also preventing air pollution and contamination that could harm surrounding habitats. <p><u>Trade-offs:</u></p> <ul style="list-style-type: none"> - Habitat Disruption – SECURE's waste facilities are built near generation sources to reduce the impacts (environmental and safety) associated with transportation but often times, these locations are in remote areas where habitat is disturbed. Wildlife assessments are completed prior to site construction and construction schedules are built around the nesting periods. SECURE is committed to reclamation and remediation of closed sites to restore habitats as quickly as reasonably possible. - Pipeline Development & Ecosystem Fragmentation – Pipelines are a more efficient alternative to trucking, reducing transportation-related emissions. However, their construction can disrupt ecosystems. SECURE addresses this by engaging environmental experts to guide responsible route planning and habitat preservation efforts.
<p>f. Describe how it ensures that the actions taken to manage its impacts on biodiversity avoid and minimize negative impacts and maximize positive impacts for stakeholders.</p>	<p>f. SECURE collaborates with Indigenous communities, stakeholders, regulators, and customers to develop sustainable, environmentally responsible solutions to biodiversity impacts. From planning to end-of-life operations, we engage subject matter experts to apply best management practices for assessing, monitoring, and mitigating potential impacts. As SECURE continues to explore biodiversity initiative opportunities, stakeholder impacts will be a key consideration in assessing implementation feasibility.</p> <p>For additional information see 2024 Sustainability Report - Environmental Stewardship - Biodiversity, pg. 24.</p>
<p>Disclosure 101-3 Access and benefit-sharing</p>	
<p>a. Describe the process to ensure compliance with access and benefit-sharing regulations and measures;</p>	<p>a. SECURE is not subject to any legal regulations or requirements related to Access and Benefit Sharing (ABS) agreements with Indigenous communities. However, we engage in voluntary commitments and agreements, which become legally binding upon contract execution, though they are not regulated by government mandates. To ensure accountability and effective implementation, SECURE utilizes a contract management platform to track progress on these commitments. Additionally, SECURE adheres to all applicable regulatory requirements when engaging in Indigenous consultation and accessing traditional territories for facility siting and development.</p> <p>Additional contextual information can be found in 2024 Sustainability Report - Indigenous Inclusion, pg. 12</p>
<p>b. Describe voluntary actions taken to advance access and benefit-sharing that are additional to legal obligations or when there are no regulations and measures.</p>	<p>b. SECURE's voluntary Access and Benefit Sharing (ABS) commitments with Indigenous communities encompass a range of initiatives, including donations, revenue sharing, annual payments, royalties, employment opportunities, scholarships, and training programs. In support of Indigenous economic priorities, SECURE contributed approximately \$2.5 million in direct financial benefits related to royalties and benefit agreements in 2024.</p> <p>Additionally, lease payments are provided to all landowners when operations are conducted on their land.</p> <p>Additional contextual information can be found in 2024 Sustainability Report - Indigenous Inclusion, pg. 12.</p>

Disclosure 101-4 Identification of biodiversity impacts

a. Explain how it has determined which of its sites and which products and services in its supply chain have the most significant actual and potential impacts on biodiversity.

a. The Integrated Biodiversity Assessment Tool (IBAT) helps determine which sites potentially have the most significant impact on biodiversity by providing information on the ecological sensitivity of the area in and around a site. Sites assessed as sensitive are sites where direct operations are likely to have the most significant impacts on biodiversity. Under IBAT, sites are defined as sensitive if:

- The area of influence (site and 20km buffer) overlaps with a protected area or Key Biodiversity Area ("KBA").
- The area of influence (site and 20km buffer) has Species Threat Abatement and Restoration Threat Abatement ("STAR") scores exceeding the global median values of 0.01 and 0.003 respectively.

Sensitive sites are then ranked by priority based on:

- 1) site is a sensitive site for both protected areas/KBAs and STAR.
- 2) the presence of any "High" significance scores.
- 3) the total sum of significance scores for protected area, KBAs, and STAR (High = 3, Low = 1).

Based on the list returned by IBAT, SECURE focuses on the sites that had a significance score of greater than or equal to 5 (8 sites).

Disclosure 101-5 Locations with biodiversity impacts

a. Report the location and size in hectares of its sites with the most significant impacts on biodiversity;

a. Location and size of sites with the most significant impacts:

1. Hays Waste Processing Facility: Latitude: 50.0970, Longitude: -111.9124, Size: 2 hectares.
2. Ville SC: Latitude: 45.4018, Longitude: -73.6008, Size: 22.95 hectares (Note: SECURE owns the land at this site but is not an operator of the waste facility at this location).
3. Waste Services Richmond: Latitude: 49.1980, Longitude: -123.0751, Size: 4 hectares.
4. Slave Lake Chemicals: Latitude: 55.2919, Longitude: -114.7794, Size: 0.51 hectares.
5. Shaunavon Waste Processing Facility: Latitude: 49.2887, Longitude: -108.4564, Size: 5.24 hectares.
6. Gull Lake Landfill: Latitude: 50.1189, Longitude: -108.4818, Size: 4.31 hectares.
7. Gull Lake Waste Processing Facility: Latitude: 50.1189, Longitude: -108.4817, Size: 5.33 hectares.
8. Drumheller Waste Processing Facility: Latitude: 51.2990, Longitude: -112.7648, Size: 1.42 hectares.

<p>b. For each site reported under 101-5-a, report whether it is in or near an ecologically sensitive area, the distance to these areas, and whether these are:</p> <ul style="list-style-type: none"> i. Areas of biodiversity importance; ii. Areas of high ecosystem integrity; iii. Areas of rapid decline in ecosystem integrity; iv. Areas of high physical water risks; v. Areas important for the delivery of ecosystem service benefits to Indigenous Peoples, local communities, and other stakeholders; 	<p>b. Sites in or near an ecologically sensitive areas</p> <p>i. Areas of biodiversity importance -</p> <ol style="list-style-type: none"> 1. Hays Waste Processing Facility: Near an ecologically sensitive area, specifically an area of biodiversity importance. Distance to area of high biodiversity value is 4.83 km. 2. VSC: Near an ecologically sensitive area, specifically an area of biodiversity importance. Distance to area of high biodiversity value is 0.55 km. 3. Waste Services Richmond: In an ecologically sensitive area, specifically an area of biodiversity importance. Key biodiversity area overlaps with 100% of the site (4 hectares). 4. Slave Lake Chemicals: In an ecologically sensitive area, specifically areas of biodiversity importance. Key biodiversity area overlaps with 100% of the site (0.51 hectares). 5. Shaunavon Waste Processing Facility: Near an ecologically sensitive area, specifically areas of biodiversity importance. Distance to area of high biodiversity value is 4.32 km. 6. Gull Lake Landfill: Near an ecologically sensitive area, specifically areas of biodiversity importance. Distance to area of high biodiversity value is 5.25 km. 7. Gull Lake Waste Processing Facility: Near an ecologically sensitive area, specifically areas of biodiversity importance. Distance to area of high biodiversity value is 5.25 km. 8. Drumheller Waste Processing Facility: Near an ecologically sensitive area, specifically an area of biodiversity importance. Distance to area of high biodiversity value is 3.35 km. <p>ii.-iii. Areas of high ecosystem integrity and areas of rapid decline in ecosystem integrity - N/A.</p> <p>iv.Areas of high physical water risks - Using the online WRI Aqueduct tool, only two sites were identified as having high (40-80%) or extremely high (>80%) water stress in the area, those two sites were Hays Waste Processing Facility and the Drumheller Waste Processing Facility respectively.</p> <p>v. areas important for the delivery of ecosystem service benefits to Indigenous Peoples, local communities, and other stakeholders - N/A</p>
<p>c. Report the activities that take place in each site reported under 101-5-a;</p>	<p>c. Activities that take place in each site:</p> <ol style="list-style-type: none"> 1. Hays Waste Processing Facility: Manages the sorting, treatment, and processing of industrial waste, ensuring transportation to safe disposal. Facility operations have been suspended since 2018, no waste processing is currently taking place. 2. VSC: Is an integrated battery recycling facility that processes spent lead acid batteries and other lead-bearing materials through a comprehensive refining process to generate lead and lead alloys. The processing facility is owned and operated by a third party, but SECURE is the landowner of the land that the site is located on. 3. Waste Services Richmond: Receives containerized and bulk hazardous and non-hazardous waste for consolidation and offsite disposal or recycling, with all recovered fluids treated at the onsite wastewater facility. 4. Slave Lake Chemicals: Facility processes, blends, and stores bulk chemicals, helping to break down waste at processing facilities, with recovered oil integrated into the blending process for safe transportation to market. 5. Shaunavon Waste Processing Facility: Manages the sorting, treatment, and processing of industrial waste, ensuring transportation to safe disposal. Facility operations have been suspended since 2016, no waste processing is currently taking place. 6. Gull Lake Landfill: Accepts, consolidates, and manages waste materials, ensuring proper containment, treatment, and regulatory compliance. Facility operations have been suspended since 2019, no waste is being taken into the landfill. 7. Gull Lake Waste Processing Facility: Manages the sorting, treatment, and processing of industrial waste, ensuring transportation to safe disposal. 8. Drumheller Waste Processing Facility: Manages the sorting, treatment, and processing of industrial waste, ensuring transportation to safe disposal.
<p>d. Report the products and services in its supply chain with the most significant impacts on biodiversity and the countries or jurisdictions where the activities associated with these products and services take place.</p>	<p>d. N/A</p>

Disclosure 101-6 Direct drivers of biodiversity

<p>a. For each site reported under 101-5-a where its activities lead or could lead to land and sea use change, report:</p> <p>i. The size in hectares of natural ecosystem converted since a cut-off or reference date, the cut-off date or reference date, and the type of ecosystem before and after conversion;</p> <p>ii. The size in hectares of land and sea converted from one intensively used or modified ecosystem to another during the reporting period, and the type of ecosystem before and after conversion;</p>	<p>a. N/A</p>
<p>b. For each site reported under 101-5-a where its activities lead or could lead to the exploitation of natural resources, report:</p> <p>i. For each wild species harvested, the quantity, the type, and extinction risk;</p> <p>ii. Water withdrawal and water consumption in megaliters;</p>	<p>b. Sites where its activities lead or could lead to the exploitation of natural resources</p> <p>i. N/A - SECURE does not harvest wild species</p> <p>ii. Water withdrawal and water consumption</p> <p>Suspended Sites (0 megalitres):</p> <p>- Hays Waste Processing Facility and Shaunavon Waste Processing Facility</p> <p>Sites that do not use water and/or is not collected due to data availability (0 megalitres):</p> <p>-VSC, Slave Lake Chemicals</p> <p>Water withdrawal and consumption:</p> <p>- Waste Services Richmond: 4.361 megalitres withdrawn and consumed (no water from surface water, groundwater, seawater, or a third party was discharged back to the environment); effluent discharged to the sewer is a by-product of the wastewater treatment processes on site, where the water is contained within the wastewater shipped to SECURE for treatment it is not clean water withdrawn from a source that is treated prior to discharge.</p> <p>- Gull Lake Landfill: 0.015 megalitres withdrawn and consumed (no water from surface water, groundwater, seawater, or a third party was discharged back to the environment).</p> <p>- Gull Lake Waste Processing Facility: 8.921 megalitres withdrawn and consumed (no water from surface water, groundwater, seawater, or a third party was discharged back to the environment).</p> <p>- Drumheller Waste Processing Facility: 0.028 megalitres withdrawn and consumed (no water from surface water, groundwater, seawater, or a third party was discharged back to the environment).</p>
<p>c. For each site reported under 101-5-a where its activities lead or could lead to pollution, report the quantity and the type of each pollutant generated;</p>	<p>c. Sites where its activities lead or could lead to pollution, report the quantity and the type;</p> <p>Air:</p> <p>- Waste Services Richmond: NO_x: 0.049 tonnes/year, VOCs (Volatile Organic Compounds): 1.604 tonnes/year</p> <p>- Gull Lake Waste Processing Facility: NO_x: 1.527 tonnes/year, SO₂: 0.044 tonnes/year, VOCs: 3.109 tonnes/year, PM₁₀: 0.043139 tonnes/year</p> <p>- Drumheller Waste Processing Facility: NO_x: 0.001 tonnes/year, SO₂: 0 tonnes/year, VOCs: 1.543 tonnes/year, PM₁₀: 0.0000604 tonnes/year</p> <p>- Data not available for Hays Waste Processing Facility, VSC, Slave Lake Chemicals, Shaunavon Waste Processing Facility, and Gull Lake Landfill.</p> <p>Water:</p> <p>Waste Services Richmond is the only facility reported under 101-5-a that discharged water in 2024 (where the water that is discharged is discharged to a municipal sewer). Water discharged is treated depending on the source material received, priority substances of concern may include oil & grease (hydrocarbons), metals, biochemical oxygen demand (BOD), volatile organic compounds (VOCs), and total suspended and dissolved solids. In December 2024, SECURE received one sewer bylaw discharge violation for exceeding the oil & grease limit specified in the discharge permit during routine sampling.</p> <p>For additional context on water discharges see GRI Disclosure 303-4. For additional context on soil pollution see 2024 Sustainability Report - Environmental Stewardship - Spill,s pg. 25.</p>

d. For each site reported under 101-5-a where its activities lead or could lead to the introduction of invasive alien species, describe how invasive alien species are or may be introduced;	d. The ENCORE Tool classifies "waste collection" and "waste treatment and disposal" as having a medium materiality rating for the introduction of invasive species. This classification reflects the potential risks associated with these activities. During waste collection, invasive species can spread when seeds, spores, or other propagules are unintentionally transported with waste materials. Similarly, treatment and disposal activities can introduce invasive species if waste is not properly handled and disposed of. Without appropriate precautions, these species may be transported to new areas, posing a threat to native ecosystems and biodiversity.
e. For each product and service in its supply chain reported under 101-5-d, report the information required under 101-6-a, 101-6-b, 101-6-c, and 101-6-d, with a breakdown by country or jurisdiction;	e. N/A
f. Report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.	f. Water data is collected for the whole company, see 2024 Sustainability Report - Environmental Stewardship - Water, pg.26-27 and GRI Disclosure 303-5 Water consumption. Biodiversity data is collected through the use of the Integrated Biodiversity Management Tool (IBAT), see 2024 Sustainability Report - Environmental Stewardship - Biodiversity, pg.24 and GRI Disclosure 101-4-a. Air emission (pollutant) data is calculated based on National Pollutant Release Inventory (NPRI) requirements and guidance.

Disclosure 101-7 Changes to the state of biodiversity

a. For each site reported under 101-5-a, report the following information on affected or potentially affected ecosystems:

- i. The ecosystem type for the base year;
- ii. The ecosystem size in hectares for the base year;
- iii. The ecosystem condition for the base year and the current reporting period;

a. Affected or potentially affected ecosystems

1. Hays Waste Processing Facility: Base year condition (i) Area: ~2 ha (ii) Located in Taber No. 14 (Rural Agricultural Zone); within Alberta's Dry Mixed Grass Natural Subregion. Soils are medium-textured glacial tills, mainly Orthic Brown Chernozems with some Solonetzic intergrades. **Species condition** (iii) within 50 km are 420 species assessed on the International Union for Conservation of Nature (""IUCN"") Red List of Threatened Species. 1 critically endangered, 2 endangered, 17 vulnerable, 19 near threatened, 377 least concern, and 4 that are data deficient.

2. VSC: Base year condition (i) Area: ~22 ha (ii) Located at 1200 Garnier Street, Ville Sainte-Catherine, QC (Heavy Industrial Zone). **Species condition** (iii) Within 50 km are 748 species assessed on the IUCN Red List of Threatened Species. 6 critically endangered, 12 endangered, 31 vulnerable, 31 near threatened, 659 least concern, and 9 that are data deficient.

3. Waste Services Richmond: Base year condition (i) Area: ~4 ha (ii) Located at 13511 Vulcan Way, Richmond, BC (Light Industrial Zone); bordered by the Fraser River. Surficial geology: Salish Sediments (Post Glacial). **Species condition** (iii) within 50 km are 860 species assessed on the IUCN Red List of Threatened Species. 4 critically endangered, 16 endangered, 31 vulnerable, 39 near threatened, 750 least concern, and 20 that are data deficient.

4. Slave Lake Chemicals: Base year condition (i) Area: ~0.5 ha (ii) N/A. **Species condition** (iii) within 50 km are 380 species assessed on the IUCN Red List of Threatened Species. 0 critically endangered, 2 endangered, 14 vulnerable, 18 near threatened, 345 least concern, and 1 that are data deficient.

5. Shaunavon Waste Processing Facility: Base year condition (i) Area: ~5 ha (ii) Located 45 km south of Shaunavon at 15-11-004-19W3M (Industrial use); in Saskatchewan's Mixed Grassland Ecoregion. Soils: fluvialite sandstone, siltstone, mudstone; Chernozemic with Solonetzic undulations. **Species condition** (iii) within 50 km are 440 species assessed on the IUCN Red List of Threatened Species. 0 critically endangered, 1 endangered, 17 vulnerable, 19 near threatened, 399 least concern, and 4 that are data deficient.

6. Gull Lake Landfill: Base year condition (i) Area: ~4 ha (ii) N/A. **Species condition** (iii) within 50 km are 407 species assessed on the IUCN Red List of Threatened Species. 1 critically endangered, 3 endangered, 17 vulnerable, 18 near threatened, 364 least concern, and 4 that are data deficient.

7. Gull Lake Waste Processing Facility: Base year condition (i) Area: ~5 ha (ii) N/A. **Species condition** (iii) within 50 km are 407 species assessed on the IUCN Red List of Threatened Species. 1 critically endangered, 3 endangered, 17 vulnerable, 18 near threatened, 364 least concern, and 4 that are data deficient.

8. Drumheller Waste Processing Facility: Base year condition (i) Area: ~1.42 ha (ii) Located 24.2 km SW of Drumheller (LSD 13 & 14-09-027-20 W4M); in Northern Fescue Subregion, Alberta. Soils: glacial tills and Dark Brown Chernozems. **Species condition** (iii) within 50 km are 406 species assessed on the IUCN Red List of Threatened Species. 1 critically endangered, 3 endangered, 17 vulnerable, 19 near threatened, 361 least concern, and 5 that are data deficient.

Note: Base year is when the site was acquired or assessed (environmental site assessment). Species condition is from the 2024 reporting year.

b. Report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.

b. Base year conditions were established based on the year a Phase II Environmental Site Assessment was conducted, with data consolidated from the site background, location, and history sections of these reports.

Species condition is based on the 2024 reporting year and is compiled using the Integrated Biodiversity Assessment Tool (IBAT). Species risk condition data is not available for the base year.

Disclosure 101-8 Ecosystem services

a. For each site reported under 101-5-a, list the ecosystem services and beneficiaries affected or potentially affected by the organization's activities;

a. Ecosystem services and beneficiaries affected or potentially affected:
Using the ENCORE Tool, the ecosystem services SECURE's operations depend on are: Provisioning Services (Water Supply) and Regulating and Maintenance Services (global climate regulation services, rainfall pattern regulation services, local climate regulation services, air filtration services, soil and sediment retention services, solid waste remediation, water purification services, water flow regulation services, flood mitigation services, storm mitigation services, noise attenuation services, biological control services, dilution by atmosphere and ecosystems, and mediation of sensory impacts other than noise).

Ecosystem services were derived using the online ENCORE tool where ISIC is the International Standard Industrial Classification of all Economic Activities:

- ISIC Section: Water Supply; Sewerage, waste management, and remediation activities
- ISIC Division: Waste collection, treatment and disposal activities, materials recovery
- ISIC Group/class: Waste collection, waste treatment and disposal, materials recovery

Beneficiaries:

1. Hays Waste Processing Facility: On freehold land, with industry partners in the area (3 transmission lines and 5 pipelines). Approximately 2 residents and 29 titles in the area. First Nations in the area are Tsuut'ina First Nation, Blood Tribe, Piikani Nation, Stoney Nakoda First Nation, and Siksika Nation.
2. VSC: N/A - SECURE does not own or operate the waste facility on this site; it is the landowner.
3. Waste Services Richmond: This facility falls in a populated industrial area, meaning there are many industry partners and residents in the area. Data regarding First Nations is not available.
4. Slave Lake Chemicals: On freehold land. Facility is in an industrial area meaning there are many titles present. Approximately 13 residents are in the area. First Nations in the area are Swan River First Nation, Sawridge First Nation, Kapawe'no First Nation, Driftpile Cree Nation, Sucker Creek First Nation, and Alexander First Nation.
5. Shaunavon Waste Processing Facility: Only one resident in the area. Data regarding First Nations is not available.
- 6/7. Gull Lake Waste Processing Facility and Landfill (located on same site): Approximately 5 industry partners in the area. Data regarding First Nations is not available.
8. Drumheller Waste Processing Facility: On freehold land with approximately 21 titles, 3 residents, and 4 other industry parties in the area. First Nations in the area are Tsuut'ina First Nation, Blood Tribe, Piikani Nation, Stoney Nakoda First Nation, and Siksika Nation.

Beneficiary data was obtained using Abadata, an Alberta-based software vendor specializing in GIS data mapping solutions for the energy, environmental, renewables, and utilities industries. Additionally, data related to First Nations communities in the area was sourced from the Alberta Government's Landscape Analysis Indigenous Relations Tool (LAIRT). As both platforms are Alberta-based, data availability is limited to sites within the province. Data is classified as 'near' if it falls within a 1.5 km buffer of the site, in accordance with the Alberta Energy Regulator's Directive 56 on notification regulations.

<p>b. Explain how the ecosystem services and beneficiaries are or could be affected by the organization's activities.</p>	<p>b. How ecosystem services and beneficiaries are or could be affected</p> <p>Provisioning Services:</p> <ul style="list-style-type: none"> - Water Supply: Waste processing, landfill leachate, and spills have the potential to contaminate local freshwater sources, which could also affect beneficiaries in the area. To avoid this, SECURE practices proper containment, treatment and sustainable use strategies to protect the water shed in the area. <p>Regulating and Maintenance Services:</p> <ul style="list-style-type: none"> - Global Climate Regulation Services: By nature of our operations, greenhouse gases are released into the atmosphere. SECURE mitigates this with our fugitive emission management program as well as finding sustainable initiatives to reduce emissions and sharing them as best practices to reduce emissions across our sites. - Rainfall Pattern and Local Climate Regulation: Land use changes can alter local temperature and humidity, which could also affect beneficiaries in the area. To mitigate this, SECURE aims to restore any closed sites back to their original state and follows regulations to ensure that land use changes are done with sustainability at the forefront. - Air Filtration Services: By nature of our operations, pollutants such as particulate matter, sulfur oxides, and nitrogen oxides have the potential to degrade air quality. SECURE has put emission controls in place to mitigate these pollutants. - Water Purification & Dilution by Ecosystems: Wastewater run off and leachate can introduce pollutants to aquatic ecosystems, disrupting natural purification processes. However SECURE ensures proper wastewater treatment and containment to prevent pollution and support natural filtration processes. - Soil and Land Stability: Improper waste disposal or management and land disturbances can lead to hazardous waste accumulation, erosion, biodiversity loss, and soil degradation. SECURE avoids this by ensuring proper waste disposal, sustainable landfill design, and reforestation efforts after closure are in place. - Water Flow and Flood Management: Poor landfill design or location of the site can increase flood risk and the potential for pollution. SECURE mitigates this by proper siting and site forecasting as well as with infrastructure solutions. - Environmental Mediation-Sensory Impacts and Noise Attenuation Services: Heavy machinery, truck traffic, and waste processing can contribute to noise pollution, affecting both wildlife and nearby beneficiaries. To mitigate this, SECURE schedules operations strategically to reduce noise impacts. - Environmental Mediation- Biological Control Services: Waste sites can attract scavengers and disrupt local predator-prey dynamics. To avoid this, SECURE ensures proper waste containment.
GRI 305 Emissions 2016	
Disclosure 305-1 Direct (Scope 1) GHG emissions	
<p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent.</p>	<p>a. SECURE's Scope 1 emissions were 100,266 tonnes CO₂e</p>
<p>b. Gases included in the calculation; whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all.</p>	<p>b. CO₂, CH₄, N₂O were used in the calculation.</p>
<p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent</p>	<p>c. 0 tonnes CO₂e of biogenic CO emissions.</p>
<p>d. Base year for the calculation, if applicable, including:</p> <ul style="list-style-type: none"> i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions. 	<p>d. 2022 is used as SECURE's base year.</p> <ul style="list-style-type: none"> i. SECURE and Tervita Corporation completed their merger on July 2, 2021. As a result, 2022 is the first full year for which emissions data reflects the operations of the combined entity, making it the appropriate baseline year. ii. Scope 1 emissions was 133,961 tonnes CO₂e. iii. Restated to 133,961 tonne CO₂e in 2023 to reflect new methodology which includes fugitive emissions and venting.
<p>e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.</p>	<p>e. The following emission factors and global warming potential rates were used:</p> <ul style="list-style-type: none"> • Source Emission Factors: 2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions and Alberta Greenhouse Gas Quantification Methodologies Version 2.3 • Source GWP: IPCC's Fifth Assessment Report (AR5)

f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	f. SECURE uses a financial control approach for consolidation of emissions.
g. Standards, methodologies, assumptions, and/or calculation tools used.	g. SECURE uses The Greenhouse Gas Protocol, 2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions, and Alberta Greenhouse Gas Quantification Methodologies Version 2.3.
Disclosure 305-2 Energy indirect (Scope 2) GHG emissions	
a. Gross location-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	a. SECURE's 2023 Scope 2 emissions were 89,813 tonne CO ₂ e
b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO ₂ equivalent.	b. N/A
c. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	c. N/A
d. Base year for the calculation, if applicable, including: i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.	d. 2022 is used as SECURE's base year. i. SECURE and Tervita Corporation completed their merger on July 2, 2021. As a result, 2022 is the first full year for which emissions data reflects the operations of the combined entity, making it the appropriate baseline year. ii. Scope 2 emissions was 120,799 tonne CO ₂ e. iii. Restated to 120,799 tonne CO ₂ e in 2023 to reflect improved data collection methodology.
e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	i. SECURE and Tervita Corporation completed their merger on July 2, 2021. As a result, 2022 is the first full year for which emissions data reflects the operations of the combined entity, making it the appropriate baseline year.
f. Consolidation approach for emissions; whether equity share, financial control, or operational control.	ii. Scope 1 emissions was 133,961 tonne CO ₂ e.
g. Standards, methodologies, assumptions, and/or calculation tools used.	iii. Restated to 133,961 tonne CO ₂ e in 2023 to reflect new methodology which includes fugitive emissions and venting.
Disclosure 305-3 Other indirect (Scope 3) GHG emissions	
a. Gross other indirect (Scope 3) GHG emissions in metric tons of CO ₂ equivalent.	a. N/A
b. If available, the gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	b. N/A
c. Biogenic CO ₂ emissions in metric tons of CO ₂ equivalent.	c. N/A
d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	d. N/A
e. Base year for the calculation, if applicable, including: i. The rationale for choosing it; ii. Emissions in the base year; iii. The context for any significant changes in emissions that triggered recalculations of base year emissions.	e. N/A
f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	f. N/A
g. Standards, methodologies, assumptions, and/or calculation tools used.	g. N/A
Disclosure 305-4 GHG emissions intensity	
a. GHG emissions intensity ratio for the organization	a. SECURE used the following GHG emissions intensity ratio: Waste Processing Facilities (Environmental Infrastructure): (CO ₂ e)/Volume of Fluid Received (m ³) Metal Recycling: (CO ₂ e)/Metals Recycled (tonnes) Landfills: (CO ₂ e)/Volume Landfilled (tonnes)

b. Organization-specific metric (the denominator) chosen to calculate the ratio.	b. The organization specific metric SECURE used in the 2023 energy intensity ratios is as follows: Waste Processing Facilities (Environmental Infrastructure): 17,569,784 m ³ Metals Recycling: 295,628 tonnes Landfill: 3,908,079 tonnes
c. Types of GHG emissions included in the intensity ratio; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	c. Scope 1 and Scope 2 were included in the intensity ratio.
d. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	d. CO ₂ , CH ₄ , N ₂ O were used in the calculation.
Disclosure 305-5 Reduction of GHG emissions	
a. GHG emissions reduced as a direct result of reduction initiatives, in metric tons of CO ₂ equivalent.	a. 18,963 tonne CO ₂ e.
b. Gases included in the calculation; whether CO ₂ , CH ₄ , N ₂ O, HFCs, PFCs, SF ₆ , NF ₃ , or all.	b. CO ₂ , CH ₄ , N ₂ O were used in the calculation.
c. Base year or baseline, including the rationale for choosing it.	c. 2022 is used as SECURE's base year.
d. Scopes in which reductions took place; whether direct (Scope 1), energy indirect (Scope 2), and/or other indirect (Scope 3).	d. Scope 1 and Scope 2.
e. Standards, methodologies, assumptions, and/or calculation tools used.	e. 2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions and The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Addition). To ensure like-with like comparisons with the base year structural changes were accounted for. Activity data from the 29 facilities divested to Waste Connections in 2024, the Nipisi site (completed in 2023), and the Metal Recycling sites acquired in 2024 were removed.
Disclosure 305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	
a. Significant air emissions, in kilograms or multiples, for each of the following: i. NOx. ii. SOx iii. Persistent organic pollutants (POP) iv. Volatile organic compounds (VOC) v. Hazardous air pollutants (HAP) vi. Particulate matter (PM) vii. Other standard categories of air emissions identified in relevant regulations	a. SECURE's significant air emissions are as follows: i. NOx - 66,802 kg ii. SOx - 1,788 kg iii. Persistent organic pollutants (POP) - N/A iv. Volatile organic compounds (VOC) - 278,938 kg v. Hazardous air pollutants (HAP) - N/A vi. Particulate matter (PM10) - 182,330 kg vii. Other standard categories of air emissions identified in relevant regulations - N/A Calculated based on all SECURE owned, active Waste Management Facilities (excluding landfills) + Energy Infrastructure Facilities + Red Deer Blend Plant/ Blackfalds (Specialty Chemicals). Excludes the 29 facilities sold to the Waste Connections subsidiary.
b. Source of the emission factors used.	b. The source of the emission factors used were US EPA AP-42: Compilation of Air Emissions Factors from Stationary Sources.
c. Standards, methodologies, assumptions, and/or calculation tools used.	c. 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**

<p>a. For the organization's significant actual and potential waste-related impacts, a description of:</p> <p>i. The inputs, activities, and outputs that lead or could lead to these impacts;</p> <p>ii. Whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain.</p>	<p>a. Significant actual and potential waste-related impacts.</p> <p>i. SECURE's core operations focus on managing waste from the energy, mining, industrial, and municipal sectors. This includes processing input materials like produced water, drilling fluids, emulsions, sludge, scrap metals, and various wastes. Key activities include treatment and disposal of at waste processing facilities, metals recycling centers, hazardous waste handling at landfills and transfer stations, cavern slurry injection, and emulsion treatment. The outputs include recovered oil sold to market, water injected into disposal wells, solids treated and landfilled, and processed scrap metals that are ready for recycling at mills.</p> <p>ii. SECURE manages waste from both its own operations and across its value chain. Internally, this includes solids and hazardous materials from processing activities. Externally, it treats upstream waste from industrial and energy clients and handles downstream by-products through landfilling and metal recycling.</p>
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Disclosure 306-2 Management of significant waste related impacts

<p>a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.</p>	<p>a. Waste is minimized through processing that maximizes hydrocarbon recovery and reduces disposal volumes. Recovered oil is sold, solids are treated before landfilling, and hazardous waste is safely managed in engineered facilities. SECURE supports circularity by operating metals recycling centers, and reduces emissions through operational efficiency initiatives and infrastructure upgrades. Upstream, SECURE helps industrial clients manage waste at the source with field services and treatment solutions. Downstream, it transfers residuals to licensed landfills and sells recycled metals.</p>
<p>b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations.</p>	<p>b. Accountability for third-party waste management is maintained through oversight processes. Waste handlers must pass a formal qualification process, including reviews of permits, licenses, and compliance records. Contracts mandate adherence to environmental, health, and safety laws, as well as specific handling and reporting protocols. Regular audits, inspections, and performance reviews are conducted, with corrective actions taken when needed. All third-party waste is tracked via manifests to ensure proper handling.</p>
<p>c. The processes used to collect and monitor waste-related data</p>	<p>c. Waste-related data is tracked using automated systems, field logs, and centralized platforms. Standardized manifests ensure traceability of waste from source to disposal.</p>

Disclosure 306-3 Waste generated

<p>a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.</p>	<p>a. Reported Waste Generated (by composition): 1.6 million metric tons</p> <ul style="list-style-type: none"> - Solids disposed in industrial landfills: 294,552 metric tons (92% non-hazardous) - Water deep injection disposal: 1.3 million metric tons <p>Note: Waste reported is from industrial operations only and does not include municipal solid waste and recycling.</p>
<p>b. Contextual information necessary to understand the data and how the data has been compiled.</p>	<p>b. Waste data is compiled from SECURE's network of landfills and waste processing facilities across Western Canada and North Dakota. These volumes are internal volumes only and are considered waste generated by the organization but may include a small percent of client volumes. The density of the water disposed of by deep injection disposal was assumed to have a density of 1 tonne/m³.</p>

Disclosure 306-4 Waste diverted from disposal

<p>a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.</p>	<p>a. Total weight of waste diverted from disposal was:</p> <ul style="list-style-type: none"> - 256,905 metric tons <p>Breakdown by composition:</p> <ul style="list-style-type: none"> - Scrap Metal (non-ferrous and ferrous): 237,431 metric tons - Oil (recovered from our caverns from recyclable hazardous waste received): 19,474 metric tons
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<p>b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <p>i. Preparation for reuse;</p> <p>ii. Recycling;</p> <p>iii. Other recovery operations.</p>	<p>b. Total hazardous waste diverted:</p> <p>- 19,474 metric tons of heavy oil</p> <p>Breakdown by recovery operation type:</p> <p>i. Preparation for reuse: N/A</p> <p>ii. Recycling: Hazardous oil waste was recycled through cavern recovery</p> <p>iii. Other recovery operations: N/A</p>
<p>c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations:</p> <p>i. Preparation for reuse;</p> <p>ii. Recycling;</p> <p>iii. Other recovery operations.</p>	<p>c. Total weight of non-hazardous waste diverted from disposal was:</p> <p>- 237,431 metric tons of scrap metal recycled</p> <p>Breakdown by recovery operation type:</p> <p>i. Preparation for reuse: N/A</p> <p>ii. Recycling: 237,431 metric tons of scrap metal processed fall under recycling, including shredding and remelting for new products</p> <p>iii. Other recovery operations: N/A</p>
<p>d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal:</p> <p>i. onsite;</p> <p>ii. offsite.</p>	<p>d. Breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted:</p> <p>i. Hazardous Waste - 19,474 metric tons oil recycled and diverted from onsite disposal</p> <p>ii. Non-Hazardous Waste - 237,431 metric tons of scrap metal recycled and diverted from offsite disposal</p>
<p>e. Contextual information necessary to understand the data and how the data has been compiled.</p>	<p>e. Data is collected from SECURE's internal tracking systems across its network of recycling centers and cavern infrastructure in Western Canada. These volumes include internal (waste generated by the organization) and external (client) volumes. Metric tons of oil diverted converted based on 20,499 m³ oil recovered in our caverns from recyclable hazardous waste received (density of heavy oil assumed to be 0.95 tonne/m³).</p>
<p>Disclosure 306-5 Waste directed to disposal</p>	
<p>a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.</p>	<p>a. Total weight of waste directed to disposal was 3.6 million metric tons of waste disposed in industrial landfills.</p> <p>Breakdown by composition: solids from industrial, commercial, and petrochemical sources.</p>
<p>b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <p>i. Incineration (with energy recovery);</p> <p>ii. Incineration (without energy recovery);</p> <p>iii. Landfilling;</p> <p>iv. Other disposal operations.</p>	<p>b. 44,135 metric tons.</p> <p>Note: 64,634 m³ of hazardous waste was received. Of this, 20,499 m³ was recovered as oil. The remainder, 44,135 m³, was disposed of by cavern (assumed to be water with a density of 1 tonne/m³).</p>
<p>c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations:</p> <p>i. Incineration (with energy recovery);</p> <p>ii. Incineration (without energy recovery);</p> <p>iii. Landfilling;</p> <p>iv. Other disposal operations.</p>	<p>c. 3.6 million metric tons of waste was disposed of in industrial landfills. This figure includes both hazardous and non-hazardous waste.</p>
<p>d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal:</p> <p>i. onsite;</p> <p>ii. offsite.</p>	<p>d. Breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal</p> <p>306-5-b - 44,135 metric tons of hazardous waste was disposed of onsite by deep injection into a cavern.</p> <p>306-5-c - breakdown not available.</p>
<p>e. Contextual information necessary to understand the data and how the data has been compiled.</p>	<p>e. Data is compiled from SECURE's owned and operated facilities across Western Canada and North Dakota, including landfills, waste processing sites, caverns, and injection wells. Disposal data includes both hazardous and non-hazardous waste, but is primarily reported in aggregate without segmentation by waste type. These volumes include internal (waste generated by the organization) and external (client) volumes.</p>

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

a. Percentage of new suppliers that were screened using environmental criteria.	a. Screening for key suppliers (high risk and/or exceeding a specific spending threshold) for specific environmental criteria was completed in 2023 with no new screening completed in 2024. Results are provided in the 2024 Sustainability Report, page 35.
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GRI 401: Employment 2016**Disclosure 401-1 New employee hires and employee turnover**

a. Total number and rate of new employee hires during the reporting period, by age group, gender and region.	a. Total number of new hires is 468, with the following breakdown: Age group: Under 30 = 145 (31%), 30 to 50 = 265 (57%), Over 50 = 58 (12%) Gender: Male = 352 (75%), Female = 114 (24%), Gender not Listed = 1 (0.2%), Undisclosed = 1 (0.2%) Region: AB=294 (63%), BC=42 (9%), MB=5 (1%), ND=22 (4%), SK=101 (22%), WY=4 (1%)
b. Total number and rate of employee turnover during the reporting period, by age group, gender and region.	b. Total number and rate of employee turnover is 552 (18%), with the following breakdown: Age Group: Under 30 = 105, 30 - 50 = 327, Over 50 = 120 Gender: Female = 114, Male = 435, Gender Not Listed = 1, Undisclosed = 2 Region: AB = 419, BC = 56, MB = 12, ND = 25, SK = 40

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

a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum: i. Life insurance; ii. Health care; iii. Disability and invalidity coverage; iv. Parental leave; v. Retirement provision; vi. Stock ownership; vii. Others.	a. A comprehensive benefits package is offered to full-time employees, which includes benefits that may not be extended to temporary or part-time employees. Some part-time employees are eligible for benefits. The following benefits are standard for full-time employees in significant locations (Canada and North Dakota, USA): i. Life Insurance – Standardly included as part of employee benefit plans. ii. Health Care – Health and dental coverage is provided as a standard part of benefits plans. iii. Disability and Invalidity Coverage –short-term and long-term disability coverage is included in standard benefit offerings iv. Parental Leave is provided in accordance with Canadian employment standards and is extended to employees by default. In the USA, job-protected leave is provided under the Family and Medical Leave Act (FMLA). v. Retirement Provision – Employee Group Savings Plan provides a retirement savings mechanism for eligible employees in Canada. In the USA, this function is fulfilled through an Employee Share Purchase Plan. Employer contribution matching is available for employees that contribute specified amounts. vi. Stock Ownership – Long-term incentive plans, including RSUs and PSUs, are offered to senior executives and may also be available to other full-time employees in eligible roles. In the USA, employees have the option to participate in the Employee Share Purchase Plan. vii. Others – Paid Time Off, Accidental Death & Dismemberment Insurance, optional Critical Illness Insurance, wellness reimbursement, Employee and Family Assistance Plan (EFAP), Telemedicine, in-house health and wellbeing and disability management programs, and training and development programs. Also, salaried employees are eligible for five flex days schedule and workload permitting.
b. The definition used for 'significant locations of operation'.	b. These benefits apply primarily in Canada and the U.S., where the company has its largest operational presence.

Disclosure 401-3 Parental leave

a. Total number of employees that were entitled to parental leave, by gender.	a. SECURE's total number of employees that were entitled to parental leave by gender: Female = 412, Male = 1317, Undisclosed = 4
b. Total number of employees that took parental leave, by gender.	b. SECURE's total number of employees that took parental leave by gender: Female = 13, Male = 10
c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.	c. SECURE's total number of employees that returned to work after parental leave ended in 2024 by gender: Female = 16, Male = 10

d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.	d. 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 by gender: Female = 6, Male = 8
e. Return to work and retention rates of employees that took parental leave, by gender.	e. SECURE's return to work and retention rates of employees that took parental leave by gender: Female = 38%, Male = 80%
GRI 402: Labor/Management Relations 2016	
Disclosure 402-1 Minimum notice periods regarding operational changes	
a. Minimum number of weeks' notice typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.	a. 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 at least two weeks and in some circumstances there are prescribed regulatory periods (minimums) that must be adhered to.
b. For organizations with collective bargaining agreements, report whether the notice period and provisions for consultation and negotiation are specified in collective agreements.	b. N/A
GRI 403: Occupational Health and Safety 2018	
Disclosure 403-1 Occupational health and safety management system	
a. A statement of whether an occupational health and safety management system has been implemented, including whether: i. The system has been implemented because of legal requirements and, if so, a list of the requirements; ii. The system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines.	a. SECURE has implemented a company-wide Health, Safety, and Environment Management System (HSEMS) consisting of 14 elements. This system outlines safety requirements for all operational activities and responsibilities across organizational levels. i. Implementation due to legal requirements: no ii. Implementation based on recognized risk management or standards: yes, our HSEMS is based on recognized standards and guidelines, including the COR Audit Protocol, an industry benchmark in Canada for occupational health and safety management.
b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.	b. 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	
a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis, and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including: i. How the organization ensures the quality of these processes, including the competency of persons who carry them out; ii. How the results of these processes are used to evaluate and continually improve the occupational health and safety management system.	a. Structured hazard and risk management processes that address both routine and non-routine work are in place including: - Formal Hazard Assessments: these assess overall operations and job tasks using a risk matrix (severity, frequency and probability). - Site-Specific Assessments: include tools like Job Safety Analysis and Field Level Hazard Assessments conducted prior to or during task execution, and - Hazard & Operability Studies: used for complex or high-risk changes, involving multidisciplinary teams and led by independent facilitators. Hazards are prioritized and managed through the Hierarchy of Controls. i. The organization ensures the quality of its hazard identification and risk assessment processes through comprehensive training, structured competency programs, and clearly defined roles and responsibilities. Employees receive multi-level orientation and are assessed for competency, particularly in high-risk tasks, while supervisors and managers are held accountable for maintaining hazard control and oversight. ii. The results of audits, incident investigations, inspections, and reviews are continuously evaluated and used to improve the management system. Regular audits and root cause investigations inform corrective actions, while annual reviews identify trends, set new targets, and drive system-wide improvements.

b. A description of the processes for workers to report work-related hazards and hazardous situations, and an explanation of how workers are protected against reprisals.	b. Workers can report hazards through tools such as: Field Level Hazard Assessments, Hazard IDs, Inspections, Tailgate/Pre-Shift Safety Meetings, and the Incident Management System. All employees, contractors, and subcontractors are trained to identify, assess, and report hazards using these standardized processes. Clear policies and processes are in place that allow workers to remove themselves from potentially dangerous work situations, with protections against reprisals. All workers have the Right to Refuse Unsafe Work without fear of disciplinary action.
c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health, and an explanation of how workers are protected against reprisals.	c. Workers are empowered to remove themselves from situations they believe pose a risk to their health or safety and are required to report such concerns to a supervisor. Investigations are conducted promptly, and workers are fully protected from reprisals or disciplinary action with unresolved issues escalated to the Occupational Health and Safety Team.
d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls, and to determine improvements needed in the occupational health and safety management system.	d. Work-related incidents are investigated promptly using root cause analysis to identify hazards and assess risks. Corrective actions are determined using the hierarchy of controls, prioritizing the most effective risk reduction measures. These actions are tracked to completion and verified for effectiveness. Investigation findings are used to improve procedures, training, and the overall health and safety management system.
Disclosure 403-3 Occupational health services	
a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks, and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them.	a. Occupational health services at SECURE support hazard identification and risk minimization by participating in incident investigations, overseeing injury and illness reporting, and providing immediate care and follow-up through the Occupational Health & Safety Team. These services contribute to root cause analysis, development of corrective actions, and evaluation of fitness for duty. Quality is ensured through trained health and safety personnel, structured reporting processes, and compliance with legal and regulatory requirements. Workers have access to these services through clearly defined procedures, immediate supervisor support, and coordinated response protocols for injuries and health concerns.
Disclosure 403-4 Worker participation, consultation, and communication on occupational health and safety	
a. A description of the processes for worker participation and consultation in the development, implementation, and evaluation of the occupational health and safety management system, and for providing access to and communicating relevant information on occupational health and safety to workers.	a. Workers participate in the development, implementation, and evaluation of the health and safety management system through structured mechanisms such as Joint Health and Safety Committees, safety meetings, and involvement in hazard assessments and incident investigations. These forums encourage open dialogue, feedback, and collaboration on safety practices and improvements. Relevant health and safety information is communicated through orientations, alerts and bulletins, lessons learned sessions, and internal platforms and SharePoint sites. This ensures that all employees have access to up-to-date policies, procedures, and safety-related updates, fostering an informed and engaged workforce. It also provides workers with a variety of opportunities to participate.
b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority, and whether and, if so, why any workers are not represented by these committees.	b. Formal Joint Health and Safety Committees at SECURE are responsible for reviewing hazard identifications, incident investigations, inspection results, and health and safety concerns. They also discuss new or existing regulations, safe work procedures, and training needs. Meetings are held at a frequency defined in each committee's Terms of Reference and are co-chaired by management and a designated employee representative. These committees have the authority to make recommendations and follow up on action items, promoting accountability and continuous improvement. The committee structure is designed to ensure broad participation across all lines of business and levels within the business and is supported by the Health and Safety Team.

Disclosure 403-5 Worker training on occupational health and safety

a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations.

a. Workers receive comprehensive occupational health and safety training that includes both generic and task-specific components. All new employees complete a Corporate Safety Orientation covering company policies, health and safety responsibilities, emergency procedures, hazard reporting, and the use of personal protective equipment. Additional training includes business-specific and site-specific orientations, which address unique hazards, controls, and emergency protocols relevant to specific work environments. Workers also undergo job-specific training, including competency assessments, and participate in programs like the Short Service Worker Program for close supervision until they are deemed competent. Training on specific hazards—such as confined space entry, working at heights, and chemical exposure—is provided as required by task or regulatory need, and training is tracked and regularly reviewed to ensure ongoing competency.

Disclosure 403-6 Promotion of worker health

a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided.

a. The organization facilitates workers' access to non-occupational medical and healthcare services primarily through its Employee and Family Assistance Program and Employee Extended Health Care benefits which includes access to doctors through telemedicine and access to mental health support. These services support physical, mental, and emotional well-being and may include counselling, medical consultations, and wellness resources. Access is available to all eligible employees and their families, ensuring comprehensive support beyond occupational health needs. These programs are part of the company's broader commitment to employee health and fitness for duty. Additional details are included in the 2024 Sustainability Report, page 15.

b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed, and how the organization facilitates workers' access to these services and programs.

b. The organization offers voluntary health promotion services through programs such as the Employee and Family Assistance Program and initiatives under its fitness for duty and wellness framework. These programs address major non-work-related health risks, including mental health, substance abuse, stress, fatigue, and overall physical well-being. Access to these services is facilitated through internal communication platforms, supervisor referrals, onboarding orientations and employee benefits programs. Employees are encouraged to use these confidential services proactively to support their long-term health and productivity. Additional details are included in the 2024 Sustainability Report, page 15.

Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships

a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships, and the related hazards and risks.

a. The organization mitigates significant occupational health and safety impacts linked to its operations, products, or services through a comprehensive Health, Safety, and Environment Management System. This system includes formal and site-specific hazard assessments, risk ranking, and the use of the hierarchy of controls to eliminate or reduce risks associated with operational activities. Key hazards addressed include chemical exposure, confined spaces, working at heights, driving, ground disturbances, and line-of-fire scenarios. The organization extends these safety expectations to contractors and subcontractors through a rigorous prequalification process, site orientations, and ongoing monitoring to ensure they meet or exceed internal HSE requirements. Business relationships are managed to align with SECURE's safety standards, ensuring that third parties operate under the same risk control frameworks and participate in relevant safety programs and procedures.

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

<p>a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:</p> <p>i. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system;</p> <p>ii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited;</p> <p>iii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party.</p>	<p>a. SECURE's health, safety, and Environment Management System (HSEMS) is aligned with legal requirements and internationally recognized standards such as ISO 14001 and ISO 9001, and meets the requirements for external certifications like the Certificate of Recognition (COR). 100% of SECURE employees, contractors, and individuals who work on behalf of SECURE are covered by the HSEMS.</p>
<p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p>	<p>b. Contractor programs must meet or exceed SECURE's HSEMS.</p>
<p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>c. Data related to occupational health and safety performance, including incident reporting, training, audits, and corrective actions, are compiled through structured systems such as the Incident Management System, training records, hazard assessments, and audit reports. Internal audits and external evaluations follow established protocols to ensure consistency and compliance. Where metrics or workforce segmentation is required, the organization uses its Human Resources Information System and contractor management systems as the basis for classification. Whenever practical and possible, SECURE will align with industry standards and best practices.</p>

Disclosure 403-9 Work-related injuries

<p>a. For all employees:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p>	<p>a. For all employees:</p> <p>i. Number of fatalities: 0, Fatality rate: 0.0</p> <p>ii. Number and rate of high-consequence work-related injuries: There were two Lost Time Injuries in 2024 but only one met the definition of a Serious Injury as defined by the Construction Safety Research Alliance (https://www.csra.colorado.edu/knowledge-center). The Lost Time Injury Rate was 0.17. 2024 Sustainability Report, page 17</p> <p>iii. Number and rate of recordable work-related injuries: Number is 19, Total Recordable Injury Rate is 1.1. 2024 Sustainability Report, page 17</p> <p>iv. Main types of work-related injury: cuts, sprains and strains from slips, falls, and impacts from being hit by objects.</p> <p>v. Number of hours worked: 3,463,295.</p>
<p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>i. The number and rate of fatalities as a result of work-related injury;</p> <p>ii. The number and rate of high-consequence work-related injuries (excluding fatalities);</p> <p>iii. The number and rate of recordable work-related injuries;</p> <p>iv. The main types of work-related injury;</p> <p>v. The number of hours worked.</p>	<p>b. N/A - Contractors who work solely for SECURE are included in SECURE's employee numbers for safety metrics. SECURE's contractor safety metrics reflect contractors whose firm may be on a SECURE site for a brief period of time and then on other customer's sites.</p>

<p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <p>i. How these hazards have been determined;</p> <p>ii. Which of these hazards have caused or contributed to high-consequence injuries during the reporting period;</p> <p>iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</p>	<p>c. High-risk activities recognized by SECURE include driving and vehicle incidents, working at heights, line-of-fire scenarios, confined space entry, exposure to hazardous substances, ground disturbances and energy isolation. These hazards are linked to the company's Life Saving Rules, which are designed around the most common and severe incident types.</p> <p>i. High-consequence hazards are identified through multiple processes, including formal and site-specific hazard assessments, incident investigations, risk ranking using SECURE's Risk Matrix, and Hazard and Operability studies. Input from workers, supervisors, audits, and inspections also contribute to hazard identification.</p> <p>ii. The hazard that contributed to a high-consequence injury in 2024 is working at heights.</p> <p>iii. A control to minimize the high-consequence hazard in 2024 was to pilot remote-control equipment to eliminate working at heights.</p>
<p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.</p>	<p>d. A range of actions to minimize work-related hazards are underway, including enhancing procedures and incident investigations and expanding safety training. Additionally, behavioural risks are addressed through vehicle monitoring systems and leadership engagement promoting a strong safety culture.</p>
<p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p>	<p>e. Rates have been calculated based on 200,000 hours worked.</p>
<p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.</p>	<p>f. No specific worker groups are excluded from the injury-related disclosures. The data reported—such as total recordable injury rate, lost time injury rate, and participation in safety programs—applies to all employees. In some cases, contractors are separately identified and data for workers who are not employees is not available.</p>
<p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.</p>	<p>g. Information is gathered mainly through our Incident Management System for reporting and tracking incidents.</p>
Disclosure 403-10 Work-related ill health	
<p>a. For all employees:</p> <p>i. The number of fatalities as a result of work-related ill health;</p> <p>ii. The number of cases of recordable work-related ill health;</p> <p>iii. The main types of work-related ill health.</p>	<p>a. For all employees</p> <p>i. 0 work-related ill health fatalities</p> <p>ii. 1 work related ill health recordable injury (psychological)</p> <p>iii. Typical work-related health risks include: chemical exposure (e.g., hazardous substances), noise, ergonomic risks (e.g., repetitive strain, poor posture), and psychological hazards (e.g., harassment, bullying, high work demands, fatigue, or stress)</p>
<p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>i. The number of fatalities as a result of work-related ill health;</p> <p>ii. The number of cases of recordable work-related ill health;</p> <p>iii. The main types of work-related ill health.</p>	<p>b. N/A</p>
<p>c. The work-related hazards that pose a risk of ill health, including:</p> <p>i. How these hazards have been determined;</p> <p>ii. Which of these hazards have caused or contributed to cases of ill health during the reporting period;</p> <p>iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.</p>	<p>c. Work-related hazards that pose a risk of ill health</p> <p>i. Hazards that pose a risk of ill health are identified through formal hazard assessments, Field Level Hazard Assessments, inspections, and incident investigations, as well as through Health and Operability studies for complex processes. The organization also uses input from employees, health professionals, and the Occupational Health & Wellness (Occupational Health nurses) and the Health & Safety teams to assess long-term health risks.</p> <p>ii. Ergonomic risks - repetitive strain.</p> <p>iii. The organization uses the hierarchy of controls to mitigate these health risks:</p> <ul style="list-style-type: none"> - Elimination and substitution of harmful substances and processes where possible. - Engineering controls, such as ventilation, noise dampening, and ergonomic equipment. - Administrative controls, including job rotation, workload management, and fatigue policies. - Personal Protective Equipment, such as respirators, hearing protection, and protective clothing.

d. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	d. Workers who are not employees are excluded.
e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	e. Data compiled with input from the Occupational Health & Wellness team.
GRI 404: Training and Education 2016	
Disclosure 404-1 Average hours of training per year per employee	
a. Average hours of training that the organization's employees have undertaken during the reporting period, by: i. Gender; ii. Employee category.	a. Average hours of training that the organization's employees have undertaken during the reporting period (20.71 hours/employee); also \$2,076 spent/employee i. Gender: Female = 13 hours, Male = 23 hours, Undisclosed = 16 hours ii. Employee Category: Upper Management = 21 hours, Management = 22 hours, Experienced = 48 hours, Entry = 20 hours, Other = N/A
Disclosure 404-2 Programs for upgrading employee skills and transition assistance programs	
a. Type and scope of programs implemented and assistance provided to upgrade employee skills.	a. Training programs include: internal in-person and online courses in safety, technical/operations, systems and productivity, culture and organizational awareness, and people skills including professional development, team development, and leadership development. External professional development is supported with company assistance when approved.
b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment.	b. SECURE offers an outplacement program as part of our severance package to assist terminated and laid off employees transition to another job or career. The service focuses on providing skills needed for re-employment, such as resume and cover letters, navigating job boards, interviewing, networking, and negotiating salaries.
Disclosure 404-3 Percentage of employees receiving regular performance and career development reviews	
a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.	a. 100% of salary employees
GRI 405: Diversity and Equal Opportunity	
Disclosure 405-1 Diversity of governance bodies and employees	
a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	a. Diversity of Governance Bodies i. Gender: Female = 38%, Male = 62% ii. Age Group: under 30 = 0%, 30-50 = 25%, over 50 = 75% iii. Other indicators of diversity: Ethnic & Racial Diversity = 13%
b. Percentage of employees per employee category in each of the following diversity categories: i. Gender; ii. Age group: under 30 years old, 30-50 years old, over 50 years old; iii. Other indicators of diversity where relevant (such as minority or vulnerable groups).	a. Diversity of Employees i. Gender: Female = 24%, Male = 76% ii. Age Group: Under 30 = 14%, 30-50 = 63%, over 50 = 23% iii. Other indicators of diversity: 4% Indigenous workforce based on 47% of Canadian Employees participating in diversity disclosure initiative.

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

a. Total number of incidents of discrimination during the reporting period.	a. Total number of incidents of discrimination during the reporting period = 0 In 2024, the Whistleblower Hotline received a total of three complaints related to the Code of Business Conduct - one involving contractor conduct and two involving employee conduct. Each complaint underwent a comprehensive investigation and was reported to the Chairman of the Board. The investigations determined that two of the complaints were unfounded. For the remaining employee complaint, appropriate remediation actions were taken; however, the incident was not deemed a violation of the Code of Business Conduct, and as a result, no disciplinary measures were necessary.
b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	b. N/A

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**

a. Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	a. N/A
b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	b. N/A

GRI 408: Child Labor 2016**Disclosure 408-1 Operations and suppliers at significant risk for incidents of child labor**

a. Operations and suppliers considered to have significant risk for incidents of: i. Child labor; ii. Young workers exposed to hazardous work.	a. 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 does screen suppliers for modern slavery risks and as part of this process, identifies any suppliers at risk for modern slavery which then triggers additional screening and due diligence assessments. SECURE has a Supplier Code of Conduct and Human Rights Policy where suppliers are expected to acknowledge Labour and Human Rights, and abide by applicable employment standards, labour, non-discrimination and human rights legislation. More details in SECURE's Supplier Code of Conduct and SECURE's 2024 Sustainability Report - Supply Chain - Supplier Code of Conduct pg. 34 - 35 and SECURE's Annual Modern Slavery (Bill S-211) Report .
Operations and suppliers considered to have significant risk for incidents of child labor b. Either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	b. Since SECURE began screening for modern slavery in 2023 it has identified seven suppliers at risk for modern slavery (including child labor) based on its supply chain screening process using the Global Slavery Index. These suppliers were flagged for additional screening and if merited an audits or site visits. The assessment focused on geographic and commodity risk rather than specific facility types, but SECURE's due diligence applied to all suppliers, particularly in higher-risk countries and regions. In 2023, site visits were conducted at three of the vendor locations and no evidence of child labor or modern slavery was detected. Additional details are available in SECURE's Annual Modern Slavery (Bill S-211) Report and in the Supply Chain sections of SECURE's 2023 and 2024 Sustainability Reports .

c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	c. In 2024, SECURE contributed to the abolition of child labor through a supply chain screening process that included verifying suppliers' labor practices and identifying high-risk regions. The company provided child labor awareness training to staff with procurement responsibilities and required all suppliers to comply with its updated Supplier Code of Conduct, which prohibits child labor.
GRI 409: Forced or Compulsory Labor 2016	
Disclosure 409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	
a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of: i. Type of operation (such as manufacturing plant) and supplier; ii. Countries or geographic areas with operations and suppliers considered at risk.	a. SECURE's operations are not at significant risk for forced or compulsory labor given our operating area of Canada and the U.S. where federal, provincial and state regulations guide our operations. SECURE's suppliers are required to complete SECURE's Supplier Code of Conduct where they acknowledge Labour and Human Rights and abide by applicable employment standards, labour, non-discrimination and human rights legislation. More details in SECURE's Supplier Code of Conduct 2024 Sustainability Report- Supply Chain - Supplier Code of Conduct pg. 34 , and SECURE's Annual Modern Slavery (Bill S-211) Report .
b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.	b. In 2024, SECURE took steps to eliminate forced and compulsory labor through supplier screening, delivering awareness training to relevant staff, and updating its Supplier Code of Conduct to include labor rights clauses. The company also filed its first compliance report under Canada's Modern Slavery Act and developed protocols for corrective action if violations are found. Copies of these reports are available at https://secure.ca/reports-and-policies .
GRI 411: Rights of Indigenous Peoples 2016	
Disclosure 411-1 Incidents of violations involving rights of indigenous peoples	
a. Total number of identified incidents of violations involving the rights of indigenous peoples during the reporting period.	a. 0
b. Status of the incidents and actions taken with reference to the following: i. Incident reviewed by the organization; ii. Remediation plans being implemented; iii. Remediation plans that have been implemented, with results reviewed through routine internal management review processes; iv. Incident no longer subject to action.	b. N/A

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

<p>a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of:</p> <ul style="list-style-type: none"> i. Social impact assessments, including gender impact assessments, based on participatory processes; ii. Environmental impact assessments and ongoing monitoring; iii. Public disclosure of results of environmental and social impact assessments; iv. Local community development programs based on local communities' needs; v. Stakeholder engagement plans based on stakeholder mapping; vi. Broad based local community consultation committees and processes that include vulnerable groups; vii. Works councils, occupational health and safety committees and other worker representation bodies to deal with impacts; viii. Formal local community grievance processes. 	<p>a. While SECURE does not quantify the percentage of operations with implemented local community engagement and related programs, many core operations integrate the following components:</p> <ul style="list-style-type: none"> i. Social impact assessments: SECURE engages with Indigenous communities through programs like the Canadian Council for Indigenous Business (CCIB) Partnership Accreditation in Indigenous Relations (PAIR) certification and participation in community events. ii. Environmental impact assessments and monitoring: Conducted at operational and suspended sites, with 105 groundwater monitoring programs completed in 2024. iii. Public disclosure: Environmental and social commitments, including community partnerships, are disclosed in the publicly available Sustainability Report and company website. iv. Community development programs: SECURE invested \$1.35+ million in community initiatives in 2024, including education, Indigenous community events, and youth development programs such as 4-H Alberta and an additional \$2.5 million specifically in Indigenous Community development, plus \$13.4 million spent with Indigenous owned businesses in 2024. v. Stakeholder engagement plans: Engagement includes Indigenous consultation and partnership agreements as well as consultation with local community members. vi. Inclusion of vulnerable groups: The company partners with Indigenous communities, supports youth programs, and provides diversity and inclusion programs internally. vii. Worker representation bodies: Health and Safety Committees are in place and SECURE has an Indigenous Employee Resource Network. viii. Grievance mechanisms: SECURE maintains a Whistleblower Hotline and grievance mechanisms for both employees and external stakeholders to report ethical or safety concerns confidentially.
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Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities

<p>a. Operations with significant actual and potential negative impacts on local communities, including:</p> <ul style="list-style-type: none"> i. The location of the operations; ii. The significant actual and potential negative impacts of operations. 	<p>a. The nature of SECURE's industrial activities—such as waste processing, crude oil storage, landfill management, disposal well operations, and metals recycling—carries inherent environmental and safety risks, particularly in rural and Indigenous areas of Western Canada and North Dakota.</p> <ul style="list-style-type: none"> i. Location of operations: SECURE operates across Western Canada and North Dakota. ii. Potential and actual negative impacts: Environmental risks including spills, fugitive emission leaks, odor releases, and impacts from heavy equipment and truck transport. To mitigate these impacts, the company invests in landfill capping and conducts regular leak detection and repair for air emissions, while also managing unquantified impacts like noise, traffic, odor and dust from industrial operations.
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GRI 415: Public Policy 2016**Disclosure 415-1 Political contributions**

<p>a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.</p>	<p>a. None. SECURE did not contribute to any political contributions in 2024 in Canada or the United States.</p>
<p>b. If applicable, how the monetary value of in-kind contributions was estimated.</p>	<p>b. N/A</p>

GRI 416: Customer Health and Safety 2016**Disclosure 416-1 Assessment of the health and safety impacts of product and service categories**

<p>a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.</p>	<p>a. 100% of health and safety impacts from SECURE services are assessed for improvement.</p>
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Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services

a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services within the reporting period, by:

- i. Incidents of non-compliance with regulations resulting in a fine or penalty;
- ii. Incidents of non-compliance with regulations resulting in a warning;
- iii. Incidents of non-compliance with voluntary codes.

a. 0

b. If the organization has not identified any non-compliance with regulations and/or voluntary codes, a brief statement of this fact is sufficient.

b. SECURE did not have any non-compliance with health and safety regulations or voluntary codes concerning their products and services in 2024.

[SECURE 2024 Sustainability Report](#)