2025 GRI REPORT

SECURE

2025 GRI CONTENT INDEX WITH REFERENCE

SECURE Waste Infrastructure Corp. has reported the information cited in these GRI content indices for the period of January 1, 2025, to December 31, 2025, 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 Waste Infrastructure Corp.
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 is 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, 100 SECURE Waste Infrastructure USA LLC, USA, US Dollar, 100 SECURE Specialty Chemicals USA LLC, USA, US Dollar, 100 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, 2025, 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 sustainability reporting period.
c. Report the publication date of the report or reported information;	c. Refer to 2025 Sustainability Report - Published on May 25, 2026.
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. SECURE restated certain information from previous reporting periods to improve comparability and alignment with reporting practices. i. Reasons for the restatements: The Corporation changed its accounting policy to present gains and losses on physically settled commodity contracts on a net basis rather than gross, to better reflect its business model and align with industry practice. In addition, beginning in 2025, Total Wages and Employee Benefits were aligned with financial reporting, replacing a prior payroll-based methodology used. Comparative periods (2023–2024) were restated to ensure consistency. ii. Effect of the restatements: The financial restatement resulted in a material reduction in reported revenue and cost of sales, with no impact on gross margin, net income, cash flows, financial position, or shareholders' equity, as the change relates to presentation only. The restatement of Wages and Employee Benefits resulted in changes to previously reported workforce cost figures in the ESG data table; however, it does not impact underlying operations and improves comparability across 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. No external assurance was obtained.
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 and/or data has not undergone external assurance.

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 provided in SECURE's Annual Information Form (February 19, 2026). 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, and municipal clients. ii. SECURE's supply chain consists of: - Equipment and materials suppliers: SECURE depends on a diverse base of vendors for equipment, component parts, and chemicals used in drilling fluid manufacture 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, and SECURE sells crude oil that it recovers from waste processing to pipeline operators for refining.

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 acquired an Edmonton-based metals recycling business in January 2025, establishing a new hub, adding processing capacity (including a mega shredder), and increasing vertical integration while diversifying scrap supply. - Infrastructure: Expanded pipeline-connected water disposal infrastructure in the Alberta Montney region, including a new facility commissioned in Q4 2025 with further expansions planned for 2026; advanced Clearwater heavy oil terminal and gathering system capacity and treating capabilities; increased railcar fleet to approximately 200 units; and upgraded an industrial waste processing facility in Alberta's Industrial Heartland, with operations expected to restart in Q2 2026.
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 - 1929 - Breakdown by gender: Male = 1481, 77% Female = 444, 23% Undisclosed = 4, 0.2% - Breakdown by region: Canada = 1872, 97% US = 57, 3%
b. Report the total number of: i. Permanent employees, and a breakdown by gender and by region; ii. Temporary employees, and a breakdown by gender and by region; iii. Non-guaranteed hours employees, and a breakdown by gender and by region; iv. Full-time employees, and a breakdown by gender and by region; v. Part-time employees, and a breakdown by gender and by region;	b. Total number of: i. Permanent employees, and a breakdown by gender and by region; Total = 1,906 Female = 23%, Male = 77%, Undisclosed = 0.2% Canada = 97%, USA = 3% ii. Temporary employees, and a breakdown by gender and by region; Total = 25 Female = 56%, Male = 44% Canada = 100%, USA = 0% iii. Non-guaranteed hours employees, and a breakdown by gender and by region; Total = 16 Female = 50%, Male = 44%, Undisclosed = 6% Canada = 100%, USA = 0% iv. Full-time employees, and a breakdown by gender and by region; Total = 1871 Female = 22%, Male = 78%, Undisclosed = 0.2%, Gender Not Listed: 0.2% Canada = 97%, USA = 3% v. Part-time employees, and a breakdown by gender and by region; Total = 35 Female = 66%, Male = 28%, Undisclosed = 3%, Gender Not Listed: 3% Canada = 100%, USA = 0%
c. Describe the methodologies and assumptions used to compile the data, including whether the numbers are reported: 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;	c. Data is as of Dec 31, 2025, where headcount is based on full time equivalents.
d. Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b;	d. N/A. The employee data disclosed under 2-7-a and 2-7-b already provides the relevant breakdowns needed to understand SECURE's workforce composition. Additional explanatory context is not necessary to interpret the reported data.
e. Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.	e. Structural changes including: - Acquisition of Edmonton-based metals sites in January 2025.

Disclosure 2-8 Workers who are not employees	
a. Report the total number of workers who are not employees and whose work is controlled by the organization and describe: i. The most common types of worker and their contractual relationship with the organization; ii. The type of work they perform;	a. N/A. There are no applicable workers who are not employees whose work is controlled by the organization.
b. Describe the methodologies and assumptions used to compile the data, including whether the number of workers who are not employees is reported: i. In head count, full-time equivalent (FTE), or using another methodology; ii. At the end of the reporting period, as an average across the reporting period, or using another methodology;	b. N/A. No workers who are not employees have been identified under 2-8-a.
c. Describe significant fluctuations in the number of workers who are not employees during the reporting period and between reporting periods.	c. N/A. There are no workers who are not employees under 2-8-a, fluctuation is not applicable.
GRI 2: General Disclosures 2021 - 3. Governance	
Disclosure 2-9 Governance structure and composition	
a. Describe its governance structure, including committees of the highest governance body;	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 the President and CEO. Each committee has clear mandates that are outlined and published in various disclosure documents. Refer to the 2026 Information Circular, pg. 24, for additional information.
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;	b. The following committees are specifically tasked with decision-making and oversight of the organization's impacts: - Environment, Social and Governance Committee: Oversees the development and implementation of sustainability policies and initiatives, monitors compliance with applicable laws, and evaluates the effectiveness of sustainability programs, systems, and controls. The Committee reviews ESG-related risks and opportunities, including climate-related risks, and provides recommendations to the Board based on performance updates and management reporting. - 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 the integrity of financial reporting and internal controls, monitors compliance with legal and regulatory requirements, supervises external auditor independence and performance, and provides oversight of cybersecurity, data protection, and information security risks. Refer to the 2026 Information Circular, pg. 25-27, for additional information.

c. Describe the composition of the highest governance body and its committees by: 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.	c. Composition of the highest governance body and its committees: i. Executive member: Allen Gransch (President & CEO) - Non-executive members: Rene Amirault (Vice Chair, Former CEO), Mick Dilger (Chair), Mark Bly, Wendy Hanrahan, Joseph Lenz, Sue Riddell Rose, and Deanna Zumwalt. ii. Independence: 6 of 8 directors (75%) are independent. iii. Tenure of Members on the Governance Body: Ranges from approximately 2 to 19 years. iv. Number of Other Significant Positions and Commitments: Some directors hold other public company directorships. The Board formally assesses time commitments and effectiveness. v. Gender: 3 of 8 directors (38%) are women. vi. Under-Represented Social Groups: 1 of 8 directors (13%) identifies as ethnically or racially diverse. 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. Competencies are mapped per director via a formal skills matrix in the 2026 Information Circular, pg. 29-30. Coverage includes industry-specific expertise such as waste management and energy infrastructure, core and technical competencies. viii. Stakeholder Representation: The Board includes one member, appointed as a nominee of a shareholder 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.
Disclosure 2-10 Nomination and selection of the highest governance body	
a. Describe the nomination and selection processes for the highest governance body and its committees;	a. The Corporate Governance and Nominating Committee, which serves as the Board's nominating committee, is responsible for identifying, evaluating, and recommending candidates for election or appointment to the Board and its committees, as well as overseeing Board composition and succession planning. Candidates are assessed based on factors including industry experience, financial and functional expertise, governance experience, independence, integrity, availability, and diversity of background, in line with the Company's Diversity and Inclusion Policy. The Committee also considers the Board's skills matrix and overall composition when identifying nominees. The Board approves the final slate of nominees for election by shareholders at the Annual General Meeting. Committee members and chairs are appointed by the Board based on recommendations from the Committee, taking into account independence requirements, subject matter expertise, leadership ability, and time commitment. Refer to the 2026 Management Information Circular, pg. 26, 32 and Schedule B pg. 75 for additional information.

b. Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration: i. Views of stakeholders (including shareholders); ii. Diversity; iii. Independence; iv. Competencies relevant to the impacts of the organization.	b. The criteria used for nominating and selecting Board members take into account the following: i. Views of Stakeholders (Including Shareholders) - Shareholder engagement is considered as part of governance practices. Shareholders may communicate with the Board and participate in question-and-answer sessions at the Annual General Meeting, and feedback is considered in the Board's ongoing governance and oversight processes. ii. Diversity - SECURE applies a Diversity and Inclusion Policy that is integrated into the nomination process. The policy includes a target of at least 30% women on the Board and considers diversity factors such as gender, race, ethnicity, age, business experience, and geographic background to support effective governance and decision-making. iii. Independence - Director nominees are assessed against independence criteria in accordance with National Instrument 58-101, and the Board maintains a majority of independent directors. iv. Competencies Relevant to the Impacts of the Organization - Candidates are evaluated based on competencies aligned with SECURE's strategy and operational and ESG impacts. These include expertise in areas such as environmental, social and governance matters, waste and recycling, energy infrastructure, human resources, risk management, and legal and regulatory oversight. A formal skills matrix is used to assess individual and collective competencies and to ensure an appropriate balance of skills across the Board. Refer to the 2026 Information Circular, pg. 26, 29–30 and 32 for additional information.
Disclosure 2-11 Chair of the highest governance body	
a. Report whether the chair of the highest governance body is also a senior executive in the organization;	a. The Chair of the Board is not a senior executive of the organization. The roles of Chair and Chief Executive Officer are separated, with Mick Dilger serving as independent Chair of the Board and Allen Gransch serving as President and Chief Executive Officer. Refer to the 2026 Management Information Circular, pg. 24 for additional information.
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.	b. N/A. As the Chair of the Board is not a senior executive of the organization, disclosing such functionality is not applicable.
Disclosure 2-12 Role of the highest governance body in overseeing the management of impacts	
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;	a. The Board holds ultimate responsibility for overseeing the development, approval, and ongoing monitoring of SECURE's purpose, strategy, and key policies, including those related to sustainable development. The Board approves the Corporation's strategic plans and provides oversight of environmental, social and governance matters, including through the ESG Committee. Senior executives are responsible for developing strategic proposals, implementing Board-approved strategies, and integrating sustainability considerations into operational decision-making and performance management. The Board regularly reviews and updates strategy, policies, and goals based on management reporting and evolving business and ESG priorities. Refer to the 2026 Management Information Circular, pg. 35 and pgs. 73-74 for additional information.

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: 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;	b. The Board, primarily through its standing committees, plays an active role in overseeing SECURE's processes to identify and manage impacts on the economy, environment, and people. i. Stakeholder engagement: Stakeholder engagement is incorporated into governance processes. Shareholders may engage with the Board through the Annual General Meeting, where select directors are available to address questions and receive feedback, and through direct communication via the Corporate Secretary. Management engages regularly with key stakeholders, including communities, regulators, Indigenous groups, and customers, and provides updates to the Board. The Environment, Social and Governance Committee oversees ESG matters, including stakeholder-related risks and performance. ii. Consideration of outcomes: The Board and its committees review information provided by management, including ESG performance updates and risk management reporting, to inform decision-making. Outcomes from these processes are considered in the Board's oversight of strategy, risk, and sustainability-related matters. Refer to the 2026 Management Information Circular, pg. 29 and 35 for additional information.
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.	c. The Board reviews the effectiveness of SECURE's processes for managing impacts on the economy, environment, and people through ongoing oversight by its committees and formal annual evaluations. The Corporate Governance and Nominating Committee conducts an annual assessment of the effectiveness of the Board and its committees, including their oversight responsibilities. In addition, the Board receives regular updates from management on ESG performance, risk management, and compliance, which supports continuous monitoring of process effectiveness. Refer to the 2026 Management Information Circular, pg. 32 and 35 for additional information.
Disclosure 2-13 Delegation of responsibility for managing impacts	
a. Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment, and people, including: i. Whether it has appointed any senior executives with responsibility for the management of impacts; ii. Whether it has delegated responsibility for the management of impacts to other employees;	a. The Board retains ultimate accountability for overseeing the organization's impacts on the economy, environment, and people, and delegates responsibility for managing these impacts through its governance structure and to senior management. i. Appointment of senior executives with responsibility for managing impacts: Senior executives, including the President and Chief Executive Officer and other members of management, are responsible for implementing the Corporation's strategy and managing operational and ESG-related impacts. Management develops and executes policies, programs, and initiatives, and reports regularly to the Board and its committees, including the Environment, Social and Governance Committee. ii. Delegation to other employees: Responsibility for managing impacts is further delegated throughout the organization to functional leaders and employees. This includes teams responsible for health, safety, environmental management, operations, human resources, and compliance, who implement policies, manage risks, and ensure adherence to regulatory and corporate requirements. The Board oversees these processes through management reporting and committee oversight. Refer to the 2026 Management Information Circular, pgs. 24–27, 33, 35 and Schedule B pgs. 73–74 for additional information.
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.	b. SECURE maintains structured reporting processes between senior management and the Board to support oversight of the organization's impacts on the economy, environment, and people. Senior executives provide regular updates to the Board and its committees on matters including ESG performance, risk management, financial results, and operational activities. The Environment, Social and Governance Committee receives updates from management on sustainability strategy, climate-related risks and opportunities, and ESG performance. The Audit Committee receives updates on financial performance, risk management, and cybersecurity, while the Human Resources and Compensation Committee oversees matters related to human capital, including compensation and diversity. Management reports are provided on a regular basis in connection with Board and committee meetings, supporting ongoing oversight and decision-making by the Board. Refer to the 2026 Management Information Circular, pgs. 25–27 and 35 for additional information.

Disclosure 2-14 Role of the highest governance body in sustainability reporting	
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;	a. The Board is responsible for overseeing the integrity of the organization's reported information, including sustainability-related disclosures and material topics. This oversight is exercised through its committees, including the Environment, Social and Governance Committee, which reviews ESG strategy, performance, and related disclosures. Management prepares and presents information to the Board and its committees, which review the disclosures in the context of strategy, risk, and stakeholder considerations. The Board relies on this review process, supported by management reporting and internal controls, to ensure the accuracy, completeness, and alignment of reported information with the Corporation's strategic priorities. Refer to the 2026 Management Information Circular, pgs. 25–27, 35 and Schedule B pgs. 73–74 for additional information.
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.	b. N/A. Board oversight exercised through its committees ensures its responsibility for reviewing related disclosures; 2-14-b is therefore not relevant.
Disclosure 2-15 Conflicts of interest	
a. Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated;	a. SECURE has established formal governance processes to prevent and mitigate conflicts of interest at the Board level. Directors are required to adhere to the Corporation's Code of Business Conduct, which sets expectations for ethical behaviour and conflict management. Directors must disclose any actual or potential conflicts of interest and refrain from participating in discussions or decisions where a conflict exists. The Corporate Governance and Nominating Committee oversees compliance with the Code and reviews any proposed waivers, while the Board monitors adherence through established governance processes. In addition, a confidential Whistleblower reporting mechanism is available to directors, employees, contractors, and stakeholders to report potential breaches of the Code. All Board members are required to complete Code of Conduct training a minimum of once every three years. Refer to the 2026 Management Information Circular, pg. 28 and SECURE's Code of Business Conduct for additional information.
b. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to: 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	b. SECURE discloses information relevant to potential conflicts of interest to stakeholders through its Management Information Circular and other continuous regulatory and disclosure filings. i. Cross-board membership: The Information Circular discloses other public company directorships held by Board members, enabling transparency regarding potential cross-board relationships. ii. Cross-shareholding with suppliers and other stakeholders: The Information Circular includes disclosure under "Interest of Informed Persons in Material Transactions," which confirms that no directors, officers, or significant shareholders had material interests in transactions with the Corporation during the reporting period. iii. Existence of controlling shareholders: The Information Circular discloses principal shareholders holding more than 10% of outstanding shares, providing transparency regarding significant ownership interests. iv. Related parties, their relationships, transactions, and outstanding balances: The Information Circular includes disclosure under "Interest of Certain Persons or Companies in Matters to be Acted Upon," which confirms that no directors, executive officers, or related parties had material interests in matters presented for shareholder approval. Refer to the 2026 Management Information Circular, pg. 31 and 60 for additional information.

Disclosure 2-16 Communication of critical concerns	
a. Describe whether and how critical concerns are communicated to the highest governance body;	a. SECURE communicates critical concerns to the Board through formal governance and reporting channels. These include a confidential and anonymous Whistleblower reporting system, through which concerns may be reported and escalated to the Chair of the Board, as well as direct communication with the Board via the Corporate Secretary. Management provides regular updates to the Board and its committees on risks, compliance, and operational matters, and independent directors may raise concerns through in camera sessions held without management present. These processes support the timely escalation and oversight of critical issues. Refer to the 2026 Management Information Circular, pg. 28 and 29 for additional information.
b. Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period.	b. During the reporting period, three complaints related to the Code of Business Conduct were reported through SECURE's Whistleblower Hotline. One complaint involved a potential conflict of interest and, following investigation, no action was required. The remaining two complaints related to employee conduct. All complaints were investigated, reported to the Board and with disciplinary action taken where deemed appropriate.
Disclosure 2-17 Collective knowledge of the highest governance body	
a. Report measures taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development.	a. SECURE has several formal measures in place to build and advance the sustainability-related knowledge, skills, and experience of the Board, including: - Board and committee oversight: The Environment, Social and Governance Committee provides dedicated oversight of sustainability, climate-related risks, and ESG performance, ensuring focused expertise at the Board level. - Orientation and continuing education: New directors participate in a structured onboarding program that includes briefings on strategy, operations, risk, regulatory, and environmental matters. The Board also receives ongoing education through management presentations and external experts on topics such as ESG, risk management, and governance. - Skills matrix and Board composition: The Board uses a formal skills matrix to assess and maintain a balanced mix of competencies, including ESG, environmental and regulatory oversight, risk management, and industry expertise. - Operational exposure: Directors participate in site visits and operational tours to gain direct insight into environmental, safety, and sustainability practices. Refer to the 2026 Management Information Circular, pgs. 29–30, 33–34 and 35 for additional information.
Disclosure 2-18 Evaluation of the performance of the highest governance body	
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;	a. The Corporate Governance and Nominating Committee (CGNC) is responsible for regularly assessing the performance, effectiveness, and contribution of the Board and its committees, including their oversight of the organization's impacts on the economy, environment, and people. The Board conducts a formal annual evaluation process in which each director completes a detailed questionnaire assessing Board composition, size, effectiveness, committee performance, and individual contributions. The results are reviewed by the Chair of the CGNC and the Chair of the Board and are discussed by the CGNC to identify opportunities for improvement and enhance overall governance effectiveness. In addition, the Board uses a skills matrix to assess whether it collectively maintains the competencies required to oversee strategic, operational, and ESG-related risks and impacts, and to identify any gaps to be addressed through Board renewal and succession planning. Refer to the 2026 Management Information Circular, pg. 32 and 29–30 for additional information.
b. Report whether the evaluations are independent or not, and the frequency of the evaluations;	b. The Board conducts formal performance evaluations on an annual basis. These evaluations are conducted internally through detailed written questionnaires completed by each director and are not facilitated by an independent third party. The Corporate Governance and Nominating Committee, which is composed entirely of independent directors, oversees the evaluation process and reviews the results. Refer to the 2026 Management Information Circular, pg. 26 and 32 for additional information.

c. Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices.	b. The Board conducts formal performance evaluations on an annual basis. These evaluations are conducted internally through detailed written questionnaires completed by each director and are not facilitated by an independent third party. The Corporate Governance and Nominating Committee, which is composed entirely of independent directors, oversees the evaluation process and reviews the results. Refer to the 2026 Management Information Circular, pg. 26 and 32 for additional information.
Disclosure 2-19 Remuneration policies	
a. Describe the remuneration policies for members of the highest governance body and senior executives, including: i. Fixed pay and variable pay; ii. Sign-on bonuses or recruitment incentive payments; iii. Termination payments; iv. Clawbacks; v. Retirement benefits;	a. Remuneration policies for members of the Board and senior executives are designed to align compensation with performance, shareholder interests, and long-term value creation. i. Fixed and variable pay: Directors receive a fixed annual retainer, with additional retainers for committee chairs. A significant portion of director compensation (minimum 60%) is delivered in Deferred Share Units to align with shareholder interests. Executive compensation includes fixed base salary and variable compensation through short-term incentives and long-term incentive plans tied to corporate and individual performance. ii. Sign-on bonuses or recruitment incentive payments: The Corporation may provide discretionary compensation arrangements in specific circumstances, such as recruitment or retention, in line with market practices. iii. Termination payments: Executive employment agreements provide for termination payments based on defined notice periods. In the event of termination without cause, death, or change of control, equity-based awards may vest in accordance with the terms of the applicable incentive plans and employment agreements. iv. Clawbacks: SECURE maintains a clawback policy that allows the Board to recover incentive compensation in the event of a financial restatement due to material non-compliance. The policy was enhanced in 2025 to also permit recovery in cases of misconduct that materially harm the Corporation, even in the absence of a financial restatement. v. Retirement benefits: SECURE provides retirement savings benefits through a Group Savings Plan. Executives may contribute to registered or non-registered plans, and the Corporation provides matching contributions based on years of service, which are invested in SECURE shares to align employee and shareholder interests. Refer to the 2026 Management Information Circular, pgs. 20–21, 43–44 and 56 for additional information.
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.	b. Remuneration policies for Board members and senior executives are aligned with performance against objectives related to managing the organization's economic, environmental, and social impacts. - Short-term incentives (STIs): STIs reward performance against key operational and strategic objectives aligned with SECURE's business strategy. The corporate scorecard includes financial, safety, and strategic metrics, which reflect the organization's economic performance, workplace safety, and broader operational and ESG priorities. For senior executives, STIs are primarily based on corporate performance, while for other executives a portion may be based on individual performance. - Long-term incentives (PSUs and RSUs): Performance Share Units (PSUs) align executive compensation with long-term shareholder value through metrics such as Relative Total Shareholder Return and Discretionary Free Cash Flow per Share, which reflect sustained financial and operational performance. Restricted Share Units (RSUs) support retention and alignment with share price performance. - Deferred Share Units (DSUs): Director compensation includes DSUs, which align Board members' interests with long-term shareholder value and the sustainable performance of the Corporation. Overall, compensation structures are designed to link pay with performance across financial, operational, safety, and strategic objectives, supporting responsible management of the organization's impacts. Refer to the 2026 Management Information Circular, pgs. 45–47 and 50–51 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 for designing remuneration policies and determining compensation is overseen by the Board through its Human Resources and Compensation Committee (HRCC). i. Independent oversight: The HRCC, which is composed entirely of independent directors, is responsible for reviewing and recommending executive and director compensation to the Board. The Committee evaluates performance against established objectives and oversees the design of compensation programs to ensure alignment with corporate strategy and shareholder interests. Final approval of compensation is made by the Board. ii. Stakeholder input and shareholder engagement: SECURE provides shareholders with the opportunity to express their views on executive compensation through an annual non-binding "say-on-pay" advisory vote. The Board considers the results of this vote and engages with shareholders, as appropriate, to understand and address any concerns related to compensation practices. iii. Use of independent remuneration consultants: The HRCC retains independent third-party compensation consultants to support its review and decision-making process. These consultants provide benchmarking, market analysis, and advice on compensation structure and governance practices, and do not provide other services that would impair their independence. Refer to the 2026 Management Information Circular, pgs. 41–42 and 44 for additional information.
b. Report the results of votes of stakeholders (including shareholders) on remuneration policies and proposals, if applicable.	b. At SECURE's 2025 annual meeting of shareholders, 97% of votes cast were in favour of the Corporation's non-binding "say-on-pay" advisory resolution, which asked shareholders to approve the Company's approach to executive compensation. Refer to the 2026 Management Information Circular, pg. 13 and 44 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 - 77:1.
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 - 1.1:1.
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, or those working a partial year). (a) Calculated as the CEO's total compensation in 2025 divided by the median total compensation for all employees. Employee total compensation includes base pay, overtime, short- & long-term incentives, allowances/premiums, and perquisites. (b) Calculated as CEO salary increase divided by median % increase for most recent pay increase to the end of the year.
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 (2025 Sustainability Report, pg. 1).

Disclosure 2-23 Policy commitments	
a. Describe its policy commitments for responsible business conduct, including: 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;	a. SECURE's policy commitments for responsible business conduct are established through its Code of Business Conduct and supporting corporate policies, which set expectations for ethical behavior, compliance, environmental stewardship, and respect for people and communities. These commitments are supported by policies including the Human Rights Policy, Supplier Code of Conduct, Health and Safety Policy, Environment Policy, Indigenous Relations Policy, and Workplace Non-Discrimination, Violence, Harassment and Bullying Policy. i. Authoritative intergovernmental instruments referenced: SECURE's policies are informed by applicable Canadian laws and regulatory frameworks and acknowledge Indigenous rights and consultation processes in line with evolving Canadian legislation and frameworks. ii. Due diligence: SECURE's commitments include processes that support due diligence, such as its Code of Business Conduct, Whistleblower Policy, and Supplier Code of Conduct, which establish expectations for ethical conduct, compliance, and monitoring of suppliers and business partners. iii. Precautionary principle: While not explicitly referenced as a formal principle, SECURE applies risk-based approaches through its health, safety, environmental, and regulatory compliance systems, which are designed to identify, assess, and mitigate risks associated with its operations. iv. Respect for human rights: SECURE has formal commitments to respect human rights through its Human Rights Policy and related policies addressing non-discrimination, workplace conduct, and Indigenous relations. These policies set expectations for employees, contractors, suppliers, and any other persons who perform work on behalf of SECURE to uphold human rights and ethical standards across operations and the supply chain. SECURE complies with the Canadian Government's *Fighting Against Forced Labour and Child Labour in Supply Chains Act* to prevent and mitigate forced labour and child labour. Refer to SECURE's Code of Business Conduct, the 2025 Annual Information Form, pg. 19 (Environmental and Social Policies section), Human Rights Policy, pgs. 1-2, and Annual Modern Slavery Reports for additional information.

b. Describe its specific policy commitment to respect human rights, including: 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;	b. SECURE has a formal commitment to respect human rights through its Human Rights Policy, supported by its Code of Business Conduct, Workplace Non-Discrimination, Violence, Harassment and Bullying Policy, and Supplier Code of Conduct. These policies establish expectations for ethical behaviour, non-discrimination, fair treatment, and respect for individuals across SECURE's operations and supply chain. i. Internationally recognized human rights covered: SECURE's policies reflect respect for fundamental human rights principles, including non-discrimination, fair and respectful treatment, safe working conditions, and ethical labour practices. Given its primary presence in Canada and the United States, SECURE aligns with these jurisdictions' labour laws and regulations, which provide strong human rights protections. The Corporation reinforces its commitment to recognize human rights through internal policies like the Human Rights Policy and supplier expectations set in the Supplier Code of Conduct. Human rights practices are outlined in our Human Rights Policy, which applies to all work-related activities and aligns with international human rights standards, including *The United Nations Guiding Principles on Business and Human Rights, The United Nations Universal Declaration of Human Rights, The International Labor Organization's ("ILO") 1998 Declaration on Fundamental Principles and Rights at Work*, and *OECD Guidelines for Multinational Enterprises*. SECURE also upholds the principles set forth by ILO's conventions on the *Freedom of Association and Protection of the Right to Organise Convention* (No. 87) and *Right to Organise and Collective Bargaining Convention* (No. 98). ii. Stakeholder groups given particular attention: SECURE places particular emphasis on: - Employees and contractors, through policies addressing workplace rights, safety, and non-discrimination; - Indigenous communities, through its Indigenous Relations Policy and consultation practices; and - Suppliers and business partners, through its Supplier Code of Conduct, which sets expectations for labour practices, human rights, and ethical conduct across the supply chain. Refer to the 2025 Annual Information Form, pg. 19, SECURE's Code of Business Conduct, SECURE's Human Rights Policy, pgs. 1-2, SECURE's Supplier Code of Conduct, and Indigenous Relations Policy for additional information.
c. Provide links to the policy commitments if publicly available, or, if the commitments are not publicly available, explain the reason for this;	c. Policy commitments publicly available: - Code of Business Conduct - 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
d. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level;	d. SECURE's human rights and ethical conduct policies are established within its governance framework and are overseen by the Board of Directors and its committees, reflecting a high level of organizational commitment to responsible business conduct and human rights.
e. Report the extent to which the policy commitments apply to the organization's activities and to its business relationships;	e. SECURE's policy commitments to responsible business conduct and human rights apply across its operations and are supported by its governance framework. These commitments extend to employees, contractors, and suppliers through policies such as the Code of Business Conduct and Supplier Code of Conduct, which establish expectations for ethical behaviour, compliance, and responsible business practices.
f. Describe how the policy commitments are communicated to workers, business partners, and other relevant parties.	f. Policy commitments are communicated through internal policies, governance processes, and supplier requirements, including the Code of Business Conduct, Whistleblower Policy, and Supplier Code of Conduct. These mechanisms support awareness, compliance, and engagement on ethical and human rights-related matters across the organization and its value chain. Refer to the 2025 Annual Information Form, pg. 19 for additional information.

Disclosure 2-24 Embedding policy commitments	
a. Describe how it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: i. How it allocates responsibility to implement the commitments across different levels within the organization; ii. How it integrates the commitments into organizational strategies, operational policies, and operational procedures; iii. How it implements its commitments with and through its business relationships; iv. Training that the organization provides on implementing the commitments	a. SECURE embeds its policy commitments for responsible business conduct throughout its activities and business relationships through its governance framework, internal policies, and operational practices. i. Allocation of responsibility: Responsibility for implementing responsible business conduct commitments is distributed across the organization. The Board of Directors, including the Environment, Social and Governance Committee, provides oversight of ESG-related risks and performance. Senior management is responsible for implementing these commitments through business operations and reporting to the Board. ii. Integration into strategies, policies, and procedures: Responsible business conduct commitments are integrated into SECURE's operations through formal policies, including the Code of Business Conduct, Human Rights Policy, Health and Safety Policy, and other governance frameworks. These policies guide decision-making, risk management, and operational practices across the organization. iii. Implementation through business relationships: SECURE extends its commitments to business relationships through its Supplier Code of Conduct, which establishes expectations for labour practices, human rights, environmental responsibility, and ethical conduct for suppliers, contractors, and partners. iv. Training on implementing commitments: SECURE supports the implementation of its commitments through internal communication of policies, governance processes, and compliance mechanisms, including its Code of Business Conduct and Whistleblower Policy, which promote awareness and adherence to ethical and responsible business practices. Refer to the 2025 Annual Information Form, pg. 19 for additional information.
Disclosure 2-25 Processes to remediate negative impacts	
a. Describe its commitments to provide for or cooperate in the remediation of negative impacts that the organization identifies it has caused or contributed to;	a. SECURE is committed to responsible business conduct through policies and governance processes that support the identification, reporting, and resolution of potential negative impacts. The Code of Business Conduct, Human Rights Policy, and other related policies require employees, contractors, and suppliers to act ethically, comply with applicable laws, and report concerns. SECURE's compliance with Canada's Modern Slavery Act includes an internal framework and guidance for developing and implementing remedial plans for its own suppliers if modern slavery is identified through internal screening processes. Where issues are identified, they are addressed through internal review and compliance processes, supporting appropriate corrective actions and alignment with regulatory requirements.
b. Describe its approach to identify and address grievances, including the grievance mechanisms that the organization has established or participates in;	b. SECURE has established processes to identify and address grievances through formal reporting and escalation mechanisms. The Corporation maintains a confidential and anonymous Whistleblower reporting system, which is available to employees, contractors, and external stakeholders to report concerns related to ethical conduct, compliance, or other matters. Reports are reviewed and investigated in accordance with established governance processes, supporting timely resolution and oversight.
c. Describe other processes by which the organization provides for or cooperates in the remediation of negative impacts that it identifies it has caused or contributed to;	c. SECURE addresses potential negative impacts through its governance framework, regulatory compliance processes, and operational management systems. These include health, safety, and environmental management practices, as well as internal policies that guide risk identification, investigation, and corrective action. Through these processes, the Corporation works to mitigate impacts, ensure compliance with applicable regulations, and continuously improve its operational performance.
d. Describe how the stakeholders who are the intended users of the grievance mechanisms are involved in the design, review, operation, and improvement of these mechanisms;	d. SECURE has established grievance mechanisms, including a confidential Whistleblower reporting system, which are available to employees, contractors, and external stakeholders. However, the Corporation does not publicly disclose details regarding stakeholder involvement in the design, review, operation, or improvement of these mechanisms.
e. Describe how the organization tracks the effectiveness of the grievance mechanisms and other remediation processes, and report examples of their effectiveness, including stakeholder feedback.	e. SECURE maintains governance and reporting processes to support the operation of its grievance mechanisms. However, the Corporation does not publicly disclose information on how it tracks the effectiveness of these mechanisms or specific examples of their outcomes, including stakeholder feedback.

Disclosure 2-26 Mechanisms for seeking advice and raising concerns	
a. Describe the mechanisms for individuals to: i. Seek advice on implementing the organization's policies and practices for responsible business conduct; ii. Raise concerns about the organization's business conduct.	a. SECURE provides mechanisms for individuals to seek guidance on responsible business conduct and to raise concerns through its governance framework, internal policies, and reporting processes. These mechanisms are supported by the Code of Business Conduct and related policies, as well as oversight by the Board and its committees. i. Seeking advice on implementing policies and practices: Individuals are encouraged to seek guidance on responsible business conduct through internal communication channels, including supervisors and management, as outlined in the Code of Business Conduct. These channels support interpretation and application of policies in day-to-day activities. ii. Raising concerns about business conduct: SECURE maintains a confidential Whistleblower reporting mechanism that is available to employees, contractors, and stakeholders to report concerns related to ethical conduct, compliance, or other matters. Concerns may also be raised through internal reporting channels, including management, and are addressed in accordance with established governance and compliance processes. Refer to the 2025 Annual Information Form, pg. 19 and SECURE's Code of Business Conduct for additional information.
Disclosure 2-27 Compliance with laws and regulations	
a. Report the total number of significant instances of noncompliance with laws and regulations during the reporting period, and a breakdown of this total by: i. Instances for which fines were incurred; ii. Instances for which non-monetary sanctions were incurred;	a. There was one significant instance of non-compliance with laws and regulations during the reporting period. i. One instance for which a fine was incurred. ii. No instance for which non-monetary sanctions were incurred.
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: i. Fines for instances of non-compliance with laws and regulations that occurred in the current reporting period; ii. Fines for instances of non-compliance with laws and regulations that occurred in previous reporting periods;	b. The total number and monetary value of fines for instances of noncompliance with laws and regulations paid during the reporting period are as follows: i. Fine occurred in the current reporting period is $5,000. ii. One fine occurred in previous reporting period, the monetary value of the fine was $42,173.98.
c. Describe the significant instances of non-compliance;	c. The significant instance of non-compliance was an administrative penalty under Section 33(1) of the OHS Act related to a fire at the La Glace Waste Processing Facility. Although the penalty itself did not exceed the threshold defined for a significant instance, the total damage repair costs exceeded SECURE's internal $500,000 financial materiality threshold.
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 regulatory 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. SECURE engages with industry stakeholders, regulators, communities, and industry associations as part of its business operations. SECURE actively participates in the following industry associations: Environmental Services Association of Alberta, Energy Connections Canada, Enserva, and Canadian Council for Indigenous Business. SECURE also supported two advocacy groups, Modern Mircale Network and Canada Powered by Women through nominal donations.

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.	a. SECURE has a comprehensive approach to stakeholder engagement, particularly emphasizing meaningful partnerships with Indigenous communities. i. Categories of Stakeholders and Identification Methods: - Indigenous Communities - SECURE collaborates with Indigenous, 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. 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. 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.
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. SECURE uses third-party compensation surveys to benchmark and ensure that employee compensation is fair and aligned with its industry peers.

GRI 3: Material Topics 2021 - 2. Disclosures on material topics	
Disclosure 3-1 Process to determine material topics	
a. Describe the process it has followed to determine its material topics, including: i. How it has identified actual and potential, negative, and positive impacts on the economy, environment, and people, including impacts on their human rights, across its activities and business relationships; ii. How it has prioritized the impacts for reporting based on their significance;	a. Approach to Materiality SECURE's sustainability strategy is founded on understanding the environmental, social, governance and business topics that have the greatest potential to influence the Company's long-term success and its impacts on the economy, environment and people. To identify and manage these topics, SECURE integrates two complementary processes: its Materiality Assessment and its Enterprise Risk Management (ERM) framework. The Materiality Assessment identifies the ESG topics that are most important to SECURE and its stakeholders by considering both company-specific issues and broader global sustainability topics. The assessment incorporates the principles of double materiality by evaluating both the impacts of sustainability issues on SECURE's business and the impacts of SECURE's activities on the economy, environment and people. The Enterprise Risk Management framework complements the materiality assessment by evaluating how identified material topics may affect SECURE's ability to achieve its strategic objectives. Through the ERM process, material topics are assessed using consistent enterprise risk criteria, including likelihood, consequence, speed of impact, trend, controllability and appropriate management response. This integration ensures that material sustainability topics are incorporated into strategic planning, capital allocation, operational decision-making and corporate governance rather than being considered solely for sustainability reporting purposes. Process to Determine Material Topics In 2023, SECURE completed a comprehensive refresh of its materiality assessment to identify the environmental, social, governance and business topics that are most significant to the Company and its stakeholders. The assessment expanded upon previous assessments by incorporating both SECURE-specific ESG topics and broader global sustainability issues to satisfy the principles of double materiality. Stakeholder input was collected through SECURE's Employee Voice platform, enabling participation from senior leadership, the Board of Directors, employees, subject matter experts, Indigenous partners and communities, customers, investors and summer students. Responses were analyzed by stakeholder group to better understand differing perspectives and priorities. The assessment followed a four-step process: Research - Internal and external research was conducted to identify emerging global sustainability issues, industry trends and ESG topics relevant to SECURE's operations and business strategy. Identify - Research findings were analyzed and organized into three categories—Environment, Social & Societal, and Governance & Strategy—to establish a comprehensive list of potential material topics. Survey - A detailed stakeholder survey was developed consisting of quantitative rankings and qualitative responses to evaluate the relative significance of each topic. Analysis - Survey results were evaluated to determine the significance of each topic and its potential positive and negative impacts on SECURE, the economy, the environment and people. Following completion of the materiality assessment, the results were integrated into SECURE's Enterprise Risk Management process. Material topics were evaluated alongside enterprise risks to determine their potential business impacts, prioritize management actions, establish appropriate risk response strategies, and support long-term business planning. In 2025, this integrated assessment was updated to reflect changes in the external operating environment, including macroeconomic and geopolitical developments, customer behavior and competitive pressures, while continuing to evaluate cybersecurity, water management, operational safety, talent and other key material topics.
b. Specify the stakeholders and experts whose views have informed the process of determining its material topics.	b. Refer to a (above) for details on stakeholders and experts who informed the process.

<table>
<tr><th colspan="2">Disclosure 3-2 List of material topics</th></tr>
<tr><td>a. List its material topics;</td><td>a. The materiality assessment identified the ESG topics that have the greatest significance to SECURE’s business strategy and stakeholders. Material topics are reviewed periodically to reflect evolving stakeholder expectations, emerging sustainability issues and changes in SECURE’s enterprise risk profile.
<table>
<tr><th>Material Topic</th><th>Why it is Material</th><th>Primary Impact Area</th></tr>
<tr><td>Cybersecurity & Digital Resilience</td><td>Protects critical business systems and stakeholder information</td><td>Economy
People</td></tr>
<tr><td>Water Management</td><td>Protects water resources and supports long-term operational capacity</td><td>Environment
Communities</td></tr>
<tr><td>Government Policy & Regulation</td><td>Influences strategic planning and market conditions</td><td>Economy</td></tr>
<tr><td>Operational Safety</td><td>Protects employees, contractors and communities</td><td>People
Environment</td></tr>
<tr><td>Talent</td><td>Supports business continuity and organizational capability</td><td>People</td></tr>
<tr><td>Indigenous & Host Communities</td><td>Supports respectful relationships and long-term project success</td><td>People
Economy</td></tr>
<tr><td>Climate Change & Emissions</td><td>Supports operational efficiency and responsible resource development</td><td>Environment
Economy</td></tr>
</table></td></tr>
<tr><td>b. Report changes to the list of material topics compared to the previous reporting period.</td><td>b. SECURE recognizes that material topics and enterprise risks evolve over time. Materiality assessments and Enterprise Risk Management reviews are periodically updated to reflect changes in stakeholder expectations, market conditions, technological developments, regulatory requirements and the broader operating environment.
During the 2025 reassessment, SECURE broadened its enterprise risk perspective to include macroeconomic and geopolitical uncertainty, customer behavior and competitive pressures, while continuing to prioritize cybersecurity, water management, operational safety and talent. The outcomes of these assessments inform strategic planning, operational priorities, capital allocation and future sustainability reporting, supporting SECURE’s commitment to responsible, resilient and sustainable business practices.
The 2025 reassessment confirmed cybersecurity as SECURE’s highest priority material topic. Water management, macroeconomic and regulatory uncertainty, customer behavior, operational safety and talent continue to represent significant areas of focus because of their potential impacts on SECURE’s long-term performance and stakeholders. Climate change continues to be recognized as an important global issue and remains integrated into SECURE’s environmental strategy through operational efficiency improvements, emissions reduction initiatives and collaboration with customers to support responsible resource development.</td></tr>
</table>

Disclosure 3-3 Management of material topics	
a. Describe the actual and potential, negative, and positive impacts on the economy, environment, and people, including impacts on their human rights;	a. SECURE manages its material topics through an integrated governance framework that combines stakeholder engagement, enterprise risk management, operational management systems and Board oversight. Material topics are incorporated into corporate strategy, annual business planning, capital allocation and operational decision-making to ensure that sustainability considerations are integrated into the management of enterprise risks and opportunities. Cybersecurity & Digital Resilience - Cybersecurity supports business continuity by protecting operational technology, business systems and confidential information. Potential negative impacts include operational disruption, financial loss, regulatory action, reputational damage and impacts on customers, employees and business partners. Effective cybersecurity practices strengthen stakeholder confidence and organizational resilience. Macroeconomic, Geopolitical & Regulatory Environment - Changes in trade policy, commodity markets, geopolitical events and regulatory requirements can influence investment decisions, customer activity, operating costs and long-term strategic planning. Stable regulatory frameworks and resilient markets support economic growth and responsible resource development. Water Management & Environmental Stewardship - Responsible water management protects water resources, supports regulatory compliance and helps maintain long-term operational capacity. Potential impacts include constraints related to water disposal capacity, induced seismicity and pore space availability, which may affect operations, surrounding communities and future growth opportunities. Operational Safety - Safe operations protect employees, contractors, neighboring communities and the environment while reducing the likelihood of injuries, spills, operational disruptions and regulatory action. Talent & Leadership - Recruiting, developing and retaining qualified employees supports organizational resilience, operational excellence, succession planning and long-term business continuity. Indigenous Communities & Partners - Meaningful engagement with Indigenous communities supports long-term relationships, economic participation, mutual respect and informed decision-making. These relationships contribute to sustainable development and help respect the rights, interests and perspectives of affected communities. Climate Change & Emissions - Climate change presents both risks and opportunities through evolving regulations, stakeholder expectations, physical climate impacts and changing market conditions. SECURE seeks opportunities to improve operational efficiency, reduce greenhouse gas emissions, where practical, and support customers in the responsible development of energy resources.

b. Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships, and describe the activities or business relationships;	b. SECURE manages its material topics through an integrated governance framework that combines Board oversight, executive leadership, corporate policies, operational management systems and the Company's Enterprise Risk Management (ERM) framework. Together, these elements establish the Company's commitments for identifying, assessing and managing the environmental, social, governance and business impacts associated with its material topics. Material topics are managed in accordance with applicable legislation, regulatory requirements, internal policies, standards and operating procedures. Where appropriate, topic-specific commitments are further supported by management systems, technical standards and business processes designed to promote responsible environmental stewardship, safe operations, ethical business conduct, protection of information assets, meaningful stakeholder engagement and continuous improvement. SECURE's Enterprise Risk Management framework complements these commitments by providing a structured process for evaluating material topics based on their potential impacts, likelihood, trend, speed of impact and controllability. This integrated approach supports consistent decision-making, risk management, resource allocation and long-term business planning while ensuring that sustainability considerations are embedded throughout the organization. Rather than managing sustainability independently from business operations, SECURE integrates material environmental, social and governance considerations into its governance framework, enterprise risk management processes and operational decision-making to support responsible, resilient and sustainable business performance.
c. Describe its policies or commitments regarding the material topic;	c. Material topics are managed through SECURE's governance framework, corporate policies, management systems and Enterprise Risk Management program. Risks and opportunities are evaluated using standardized enterprise risk criteria that consider likelihood, consequence, speed of impact, trend, controllability and appropriate response strategies. Depending on the nature of the risk, management responses include mitigation, optimization, monitoring or acceptance with ongoing monitoring. These processes support informed decision-making and alignment between sustainability priorities and corporate strategy.
d. Describe actions taken to manage the topic and related impacts, including: i. Actions to prevent or mitigate potential negative impacts; ii. Actions to address actual negative impacts, including actions to provide for or cooperate in their remediation; iii. Actions to manage actual and potential positive impacts;	d. SECURE implements management actions appropriate to each material topic. These actions include maintaining cybersecurity and data protection programs; managing water resources and disposal capacity; monitoring seismic activity and regulatory developments; maintaining operational safety management systems; investing in employee development and succession planning; engaging with Indigenous communities; and pursuing operational improvements that enhance energy efficiency and reduce greenhouse gas emissions. These actions are integrated into normal business operations and are periodically reviewed to ensure they remain appropriate for evolving risks and opportunities.
e. Report the following information about tracking the effectiveness of the actions taken: i. Processes used to track the effectiveness of the actions; ii. Goals, targets, and indicators used to evaluate progress; iii. The effectiveness of the actions, including progress toward the goals and targets; iv. Lessons learned and how these have been incorporated into the organization's operational policies and procedures;	e. The effectiveness of SECURE's management approach is evaluated through its Enterprise Risk Management framework. Material topics and enterprise risks are periodically reassessed using standardized evaluation criteria that include likelihood, impact, trend, speed of impact, controllability and management response. Risk assessments are updated to reflect changes in the external operating environment and emerging business conditions, enabling management to evaluate whether existing controls remain effective or whether additional actions are required.
f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e).	f. Stakeholder engagement remains fundamental to SECURE's management of material topics. Input obtained through the materiality assessment from employees, senior leadership, the Board of Directors, Indigenous partners and communities, customers, investors and subject matter experts informs the identification and prioritization of material topics. Stakeholder perspectives continue to support business planning, Enterprise Risk Management and the development of sustainability objectives.

GRI 201: Economic Performance 2016	
Disclosure 201-1 Direct economic value generated and distributed	
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: 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; ii. Economic value retained: 'direct economic value generated' less 'economic value distributed'."	a. Refer to SECURE's Consolidated Financial Statements for the years ended December 31, 2025, and 2024, Consolidated Statements of Comprehensive Income - page 8.
b. Where significant, report EVG&D separately at country, regional, or market levels, and the criteria used for defining significance.	b. Refer to SECURE's Consolidated Financial Statements for the years ended December 31, 2025, and 2024, Geographical Financial Information - page 43.
GRI 201: Economic Performance 2016	
Disclosure 201-2 Financial implications and other risks and opportunities due to climate change	
a. Risks and opportunities posed by climate change that have the potential to generate substantive changes in operations, revenue, or expenditure, including: i. A description of the risk or opportunity and its classification as either physical, regulatory, or other; ii. A description of the impact associated with the risk or opportunity; iii. The financial implications of the risk or opportunity before action is taken; iv. The methods used to manage the risk or opportunity; v. The costs of actions taken to manage the risk or opportunity.	a. SECURE recognizes that climate change presents both physical and transition-related risks and opportunities that may influence the Company's financial performance, operations and long-term strategy. Physical risks include increased wildfire activity, changing precipitation patterns that may increase landfill leachate generation, and other extreme weather events that could disrupt operations or damage infrastructure. Transition risks include evolving climate-related regulations, carbon pricing mechanisms, changing customer expectations, technological advancements, and increased insurance and operating costs. SECURE evaluates climate-related risks through its Enterprise Risk Management (ERM) framework, climate scenario analysis and facility-specific operational assessments. Climate risks are assessed over short-, medium- and long-term planning horizons based on their likelihood, potential financial impact and the effectiveness of mitigation measures. The results are incorporated into strategic planning, capital allocation and operational decision-making. Climate-related risks may result in increased operating and capital expenditures, carbon compliance costs, business interruption and changes in asset values. As disclosed in SECURE's 2025 CDP Climate Change response, the Company estimated approximately $531,000 in annual projected physical losses associated with identified climate hazards and approximately $15.2 million in potential carbon pricing exposure for 2024 Scope 1 and Scope 2 greenhouse gas emissions if emissions were fully subject to carbon pricing without offsets. These estimates support the Company's ongoing assessment of climate-related financial impacts and inform risk management and investment decisions. To enhance resilience, SECURE continues to invest in wildfire preparedness, landfill engineering and staged capping, asset integrity management, and operational efficiency initiatives designed to reduce climate-related risks and improve environmental performance. The Company also continues to evaluate opportunities arising from the energy transition and circular economy, including resource recovery, wastewater treatment technologies, lithium recovery from produced water, carbon management support services, and other innovative environmental solutions. Refer to the 2025 Annual Information Form pgs. 28-34 and 22-26 (Risk Factors and Regulatory Environment sections) and the 2025 CDP Responses - 2024 Reporting Year.pdf (sections C3 and C5) for additional information.
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. SECURE does not maintain a defined benefit pension plan, and therefore no plan liabilities are met through the organization's general resources.

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. SECURE does not maintain a defined benefit pension plan or a separate fund to meet pension liabilities.
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. SECURE does not maintain a defined benefit pension plan.
d. Percentage of salary contributed by employee or employer.	d. Employees may contribute a portion of their salary to a group savings plan. SECURE provides employer matching contributions equal to 100% of employee contributions up to: - 5% of salary for employees with less than 5 years of service; and - 8% of salary for employees with 5 years or more of service. Within the employee savings plan, employees have the option to direct their savings and company matched savings into a registered retirement savings plan.
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, eligible employees participate in the Canada Pension Plan (CPP), a mandatory, government-administered retirement program funded through contributions from both employees and employers, with employers matching employee contributions. SECURE facilitates these contributions through payroll deductions and remits them to the federal government. In addition, SECURE offers a voluntary group savings plan to eligible employees, under which employees may contribute a portion of their salary and receive employer matching contributions. Participation levels in the employer-sponsored plan are not publicly disclosed.
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 government during the reporting period is $1,290,957 i. The Federal Fuel Charge Exemption at Alberta and Saskatchewan facilities was approximately $1,154,321 - calculated based on fuel charge rates for marketable natural gas. The Scientific Research and Experimental Development tax incentive was a $122,000 tax credit. ii. N/A. Subsidies received from any government was not identified during the reporting period. iii. Saskatchewan Technology Fund ($14,636 incentive/grant towards burner and burner management system upgrade). iv. - viii. N/A. Awards, royalty holidays, financial assistance from Export Credit Agencies, financial incentives, or other government financial benefits were not identified during the reporting period.
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 202: Market Presence 2016	
Disclosure 202-1 Ratios of standard entry level wage by gender compared to local minimum wage	
a. When a significant proportion of employees are compensated based on wages subject to minimum wage rules, report the relevant ratio of the entry level wage by gender at significant locations of operation to the minimum wage.	a. SECURE does not publicly disclose information on entry-level wages by gender or the ratio of entry-level wages to minimum wage at significant locations of operation.
b. When a significant proportion of other workers (excluding employees) performing the organization's activities are compensated based on wages subject to minimum wage rules, describe the actions taken to determine whether these workers are paid above the minimum wage.	b. SECURE does not publicly disclose information on whether a significant proportion of non-employee workers are compensated based on wages subject to minimum wage rules, nor the actions taken to determine whether such workers are paid above the minimum wage.

c. Whether a local minimum wage is absent or variable at significant locations of operation, by gender. In circumstances in which different minimums can be used as a reference, report which minimum wage is being used.	c. SECURE does not publicly disclose information regarding the applicability or variability of local minimum wage requirements at its significant locations of operation.
d. The definition used for 'significant locations of operation'.	d. SECURE does not publicly disclose a definition for "significant locations of operation" in the context of wage-related disclosures.
Disclosure 202-2 Proportion of senior management hired from the local community	
a. Percentage of senior management at significant locations of operation that are hired from the local community.	a. SECURE does not currently collect or report the percentage of senior management hired from local communities. However, the Company is committed to developing local leadership talent. All operational General Managers and Area Managers reside within the regions they manage, and the majority were originally recruited from their local communities before progressing into leadership positions through internal career development and succession planning. SECURE's operating model is highly decentralized, with the majority of its facilities organized into geographic operating areas rather than individual standalone operations. With the exception of the Edmonton Scrap Metal operation and the Calgary corporate office, SECURE does not have individual facilities that would generally be considered significant locations of operation. Instead, multiple facilities are managed within geographic operating areas that collectively represent the scale and significance of a major operating location. This structure supports local decision-making and leadership by managers who live and work in the communities they serve.
b. The definition used for 'senior management'.	b. For the purposes of this disclosure, SECURE defines senior management as employees at the General Manager, Director, Vice President and Executive leadership levels.
c. The organization's geographical definition of 'local'.	c. For the purposes of this disclosure, SECURE defines "local" as within the geographic boundaries of the operating area managed by an Area Manager. An operating area consists of one or more facilities that collectively represent the Company's primary local operating presence. This definition reflects SECURE's decentralized operating model, in which operational leadership is embedded within the communities where the Company conducts its business.
d. The definition used for 'significant locations of operation'.	d. For the purposes of this disclosure, SECURE defines a significant location of operation as a geographic operating area under the leadership of an Area Manager that represents a meaningful concentration of operational activities, employees and management oversight. Because SECURE operates through a decentralized network of facilities, individual sites are generally not considered significant on a standalone basis. Instead, facilities are grouped into geographic operating areas that collectively represent the Company's significant locations of operation. The Edmonton Scrap Metal operation and the Calgary corporate office are the only individual locations that are considered significant independently.

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 invests in and maintains critical environmental infrastructure that supports the safe management, treatment, recovery and disposal of waste generated by Canada's energy and industrial sectors. Significant infrastructure includes engineered landfills, waste processing and treatment facilities, metals recycling operations, produced water treatment infrastructure, transfer stations, and associated environmental protection systems such as leachate collection, groundwater monitoring, stormwater management and landfill capping. These investments support responsible resource development by providing customers with environmentally responsible waste management and resource recovery solutions while protecting human health and the environment. SECURE's infrastructure also contributes to regional economic development through employment, procurement opportunities, regulatory compliance and the provision of essential environmental services. Capital investments are prioritized through the Company's capital planning, Enterprise Risk Management (ERM) framework and asset management processes to maintain operational integrity, regulatory compliance and long-term environmental performance. As one example, SECURE invested approximately $41.3 million in staged landfill capping between 2020 and 2024. These investments improve long-term environmental performance by reducing leachate generation, enhancing landfill stability, minimizing environmental risk, and strengthening the resilience of landfill infrastructure to changing precipitation patterns and other climate-related impacts, while supporting the safe closure and ongoing management of landfill assets. Refer to the 2025 Annual Information Form, pg. 18 (Business Strategy – Disciplined Capital Investments) for additional information.
b. Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.	b. SECURE's infrastructure investments are made on a commercial basis to support customers across the energy and industrial sectors while providing broader economic, environmental and community benefits. Through its network of waste management, recycling, water treatment and energy infrastructure assets, SECURE helps protect human health and the environment by enabling the safe management, treatment, recovery and disposal of industrial waste in accordance with applicable regulatory requirements. These investments contribute to local and regional economies by supporting employment, engaging local contractors and suppliers, generating tax revenues, and providing essential infrastructure that enables responsible industrial development. Infrastructure investments also help reduce environmental liabilities through resource recovery, metals recycling, wastewater management, engineered landfill systems, groundwater monitoring and long-term environmental stewardship. SECURE works collaboratively with Indigenous communities, regulators, customers and local stakeholders throughout the planning, development, operation and closure of infrastructure projects to identify opportunities to reduce potential impacts and create shared long-term value. Community considerations are incorporated into project planning and operational decision-making through stakeholder engagement, regulatory processes and environmental assessment activities. As part of this commitment, SECURE seeks opportunities to work with Indigenous-owned businesses and support Indigenous economic participation. During 2025, the Company spent approximately $19.2 million with Indigenous-owned businesses, with its two largest Indigenous suppliers representing approximately 7% of SECURE's total capital expenditures. In addition, SECURE paid approximately $1.9 million in royalty payments to Indigenous communities through commercial agreements associated with certain operations, supporting long-term economic partnerships and shared value creation. SECURE's infrastructure investments and services are provided primarily on a commercial basis. Refer to the 2025 Annual Information Form for additional information.

c. Whether these investments and services are commercial, in-kind, or pro bono engagements.	c. SECURE's infrastructure investments are commercially driven and aligned with its business strategy, which focuses on disciplined capital allocation, long-term value creation, and stable cash flow generation. The Corporation's investments are primarily commercial in nature and are evaluated based on strategic fit, return thresholds, and their ability to enhance existing infrastructure and operational performance. Community investments, donations and collaborative initiatives are undertaken separately from these commercial infrastructure investments. Refer to the 2025 Annual Information Form, pgs. 18–19 for additional information.
Disclosure 203-2 Significant indirect economic impacts	
a. Examples of significant identified indirect economic impacts of the organization, including positive and negative impacts.	a. SECURE's operations generate indirect economic impacts by supporting responsible resource development, environmental stewardship, regional employment, employment in local communities, and economic activity in the communities where the Company operates. While the primary purpose of SECURE's environmental infrastructure and services is to support customers, these activities also create broader economic, environmental and social benefits. Examples of SECURE's significant indirect economic impacts include: **Positive Impacts:** Employment and Workforce Development - SECURE creates skilled employment opportunities and supports local economies through the recruitment, development and retention of employees. The Company emphasizes local leadership, internal career development and succession planning, contributing to long-term workforce stability in the regions where it operates. Local and Indigenous Economic Participation - SECURE contributes to regional economic development by engaging local suppliers, contractors and Indigenous partners where practical, creating employment and business opportunities within the communities in which it operates. Environmental Infrastructure - SECURE's network of waste management, recycling and produced water infrastructure enables customers to manage waste responsibly, comply with environmental regulations and maintain operational continuity. These services support broader industrial productivity while protecting environmental resources. Circular Economy - Through its metals recycling and waste recovery operations, SECURE returns valuable materials to the economy, reducing waste requiring disposal and supporting more efficient use of natural resources. Regional Economic Resilience - By providing critical environmental and industrial infrastructure, SECURE supports energy, mining and industrial customers, helping maintain reliable operations, employment and investment across Western Canada and the United States. **Potential Negative Impacts:** As with any industrial operation, SECURE's activities may also generate indirect economic impacts, including temporary increases in traffic during construction or operations, localized demand on municipal infrastructure and services, competition for skilled labour, and land use associated with industrial development. SECURE seeks to minimize these impacts through responsible operational planning, regulatory compliance, stakeholder engagement, and ongoing collaboration with local communities and Indigenous partners. Refer to the 2025 Annual Information Form, pgs. 10–11 and 18–19 for additional information.

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.	b. SECURE's indirect economic impacts are significant because they support the continued operation of critical environmental infrastructure that enables responsible resource development, protects environmental resources, and contributes to the long-term economic resilience of the communities and industries the Company serves. The significance of these impacts is reflected in several stakeholder and public policy priorities. Supporting responsible resource development - SECURE's infrastructure and services support the safe management, recycling and recovery of waste generated by the energy, mining and industrial sectors. These services help customers comply with environmental regulations, reduce environmental liabilities and maintain operational continuity, supporting responsible economic development across Western Canada and the United States. Supporting local and regional economies - SECURE contributes to regional economic development through local employment, procurement, contractor engagement and investment in environmental infrastructure. These activities help sustain skilled employment opportunities and economic activity within the communities where SECURE operates, consistent with stakeholder expectations for responsible corporate investment and long-term community partnerships. Supporting Indigenous economic participation - SECURE recognizes the importance of meaningful engagement with Indigenous communities and seeks opportunities to develop long-term relationships that support economic participation, local employment and mutually beneficial partnerships. These activities contribute to broader stakeholder expectations regarding reconciliation, Indigenous participation in economic development and community prosperity. Supporting environmental stewardship and the circular economy - SECURE's waste management, metals recycling and resource recovery operations contribute to more efficient use of natural resources by diverting materials from disposal where practical and returning valuable materials to productive use. These activities support broader industry and societal objectives related to resource efficiency, waste reduction and responsible environmental management. Refer to the 2025 Annual Information Form, pgs. 19 and 22–26 for additional information.
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).	a. SECURE recognizes that procuring goods and services locally can contribute to economic development in the communities where it operates. While the Company does not currently track or report the proportion of procurement spending with local suppliers, purchasing decisions are generally made by regional and operational teams that are familiar with local markets and business capabilities. As a result, procurement decisions frequently consider local suppliers where they can meet SECURE's requirements for safety, quality, technical capability, availability, service and value. In addition to supporting local businesses, SECURE is committed to increasing opportunities for Indigenous businesses as part of its broader commitment to economic reconciliation. The Company encourages procurement from Indigenous-owned businesses through its procurement practices and supplier engagement activities in support of its Canadian Council for Indigenous Business (CCIB) Partnership Accreditation in Indigenous Relations (PAIR) bronze certification and its commitment to advancing Truth and Reconciliation. During 2025, SECURE spent approximately $19.2 million with 76 Indigenous-owned businesses. In addition, the Company's two largest Indigenous suppliers accounted for approximately 7% of SECURE's total capital expenditures, demonstrating the meaningful participation of Indigenous businesses in SECURE's capital projects and supply chain. Although SECURE does not currently report total local procurement spending, the Company continues to evaluate opportunities to strengthen supplier diversity, support local and Indigenous economic participation, and enhance procurement reporting as its sustainability reporting practices continue to mature.

b. The organization's geographical definition of 'local'.	b. For the purposes of this disclosure, SECURE defines "local" as within the geographic boundaries of the operating area managed by an Area Manager. An operating area consists of one or more facilities that collectively represent the Company's primary local operating presence. This definition reflects SECURE's decentralized operating model, in which operational leadership is embedded within the communities where the Company conducts its business.
c. The definition used for 'significant locations of operation'.	c. For the purposes of this disclosure, SECURE defines a significant location of operation as a geographic operating area under the leadership of an Area Manager that represents a meaningful concentration of operational activities, employees and management oversight. Because SECURE operates through a decentralized network of facilities, individual sites are generally not considered significant on a standalone basis. Instead, facilities are grouped into geographic operating areas that collectively represent the Company's significant locations of operation. The Edmonton Scrap Metal operation and the Calgary corporate office are the only individual locations that are considered significant independently.
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.	a. SECURE does not publicly disclose the total number or percentage of operations assessed for risks related to corruption. The Corporation outlines its commitment to ethical conduct through its Code of Business Conduct, Whistleblower Policy, Human Rights Policy, and Supplier Code of Conduct, which establish expectations for compliance with applicable laws and the prevention of bribery and corruption. These policies apply to employees, contractors, and directors and include mechanisms for reporting concerns related to unethical or non-compliant behaviour. Refer to SECURE's Code of Business Conduct for additional information.
b. Significant risks related to corruption identified through the risk assessment.	b. N/A. As SECURE does not publicly disclose data related to the assessment of operations for risks of corruption, the relative data on significant risks is not available.
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. 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. As such, federal, provincial, and state regulations govern ethical operations, employment standards, and labour practices. 100% of directors (8 of 8) have been informed of SECURE's Code of Business Conduct through the completion of SECURE's Code of Conduct awareness training module and have signed off on the Code of Business Conduct. Code of Conduct training is completed upon hire and then once every three years, with the last refresher conducted in 2025. The Code of Business Conduct includes clauses stating the organization's compliance with jurisdictional anti-corruption laws, such as the *Corruption of Right Public Officials Act* (Canada), and necessitates that all Members of the Corporation comply with all laws prohibiting improper payments to domestic and foreign officials. In addition, the Code of Business Conduct requires compliance with SECURE's Human Rights Policy and Whistleblower Policy, which provides a confidential, third-party whistleblower line as an anonymous reporting mechanism to identify and follow-up on potential incidents regarding corruption and bribery. SECURE's Human Rights Policy aligns with international human rights standards and applies to all employees, suppliers, vendors, contractors, and any other persons who perform work on behalf of SECURE to prevent, mitigate, and address any actual or potential direct or indirect involvement in human rights abuses across the organization's supply chain. Refer to SECURE's Code of Conduct page and Human Rights Policy, pgs. 1-2, for more information.

b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.	b. SECURE's anti-corruption policies and procedures are communicated through its Code of Business Conduct, which requires compliance with applicable anti-corruption laws. As of 2025, 100% of permanent employees (1,906) have completed mandatory Code of Business Conduct training, delivered through an online awareness and recertification program (required every three years). A total of 1,956 active employees, contractors, and consultants were assigned the training. - Breakdown by employee category: Upper Management: 53 (3%) Management: 184 (9%) Experienced: 1,447 (74%) Entry: 140 (7%) Other: 132 (7%) - Breakdown by region: Canada: 1,781 (91%) United States: 54 (3%) Unknown: 121 (6%) In addition, targeted training related to forced labour and child labour risks is provided to employees in relevant roles. In 2025, 14 employees (0.62% of workforce) were required to complete this training, with an 85% completion rate within the reporting period. Refer to SECURE's Code of Business Conduct for additional information.
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 provisions to prohibit all forms of corruption and bribery in its business dealings, ensuring ethical business practices. Only vendors/suppliers that were deemed safety sensitive were verified by signed acknowledgement of SECURE's Supplier Code of Conduct, where tracking and verification are completed through a third-party service (ISNetworld). The Supplier Code of Conduct requires that suppliers adhere to the Code of Business Conduct. The Code of Business Conduct includes clauses stating the organization's compliance with jurisdictional anti-corruption laws, such as the *Corruption of Right Public Officials Act* (Canada). In addition, the Code of Business Conduct requires compliance with SECURE's Human Rights Policy and Whistleblower Policy, which provides a confidential, third-party whistleblower line as an anonymous reporting mechanism to identify and follow-up on potential incidents regarding corruption and bribery. SECURE's Human Rights Policy aligns with international human rights standards and applies to all employees, suppliers, vendors, contractors, and any other persons who perform work on behalf of SECURE to prevent, mitigate, and address any actual or potential direct or indirect involvement in human rights abuses across the organization's supply chain. Refer to SECURE's Code of Conduct, Vendors page, Human Rights Policy, and Supplier Code of Conduct 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 governance body members (8 of 8 directors) have received training on anti-corruption through SECURE's Code of Business Conduct awareness program and have formally acknowledged and signed off on the Code of Business Conduct. SECURE operates primarily in Canada and to a lesser extent in the United States; however, training is not formally broken down by region, as all directors are subject to the same governance and training requirements. The Code of Business Conduct establishes expectations for ethical behaviour, including compliance with applicable anti-corruption and anti-bribery laws. Refer to the 2025 Annual Information Form, pg. 19 on governance policies and 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.	e. SECURE communicates its anti-corruption policies through its Code of Business Conduct, supported by a mandatory online training and recertification program (required every three years). As of December 31, 2025, 100% of assigned employees, contractors, and consultants completed the training. - Breakdown by employee category: Upper Management: 53 (3%) Management: 184 (9%) Experienced: 1,446 (74%) Entry: 140 (7%) Other: 128 (7%) - Breakdown by region: Canada: 1,781 (91%) United States: 53 (3%) Unknown: 117 (6%) In addition, targeted training on forced labour and child labour risks is provided to relevant roles. In 2025, 14 employees (0.62% of workforce) were assigned this training, with an 85% completion rate within the reporting period.
Disclosure 205-3 Confirmed incidents of corruption and actions taken	
a. Total number and nature of confirmed incidents of corruption.	a. In 2025, SECURE recorded zero confirmed incidents of corruption.
b. Total number of confirmed incidents in which employees were dismissed or disciplined for corruption.	b. In 2025, zero employees were dismissed or disciplined for confirmed incidents of corruption.
c. Total number of confirmed incidents when contracts with business partners were terminated or not renewed due to violations related to corruption.	c. In 2025, zero contracts with business partners were terminated or not renewed due to confirmed corruption-related violations.
d. Public legal cases regarding corruption brought against the organization or its employees during the reporting period and the outcomes of such cases.	d. SECURE is not aware of any legal cases regarding corruption brought against the organization or its employees during the reporting period. Refer to the 2025 Annual Information Form, pg. 57 (Legal Proceedings and Regulatory Actions) for additional information.
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. No legal actions regarding anti-competitive behavior or violations of anti-trust and monopoly legislation, whether pending or completed, were identified during the reporting period. Refer to the 2025 Annual Information Form, pg. 57 (Legal Proceedings and Regulatory Actions) for additional information.
b. Main outcomes of completed legal actions, including any decisions or judgements.	b. N/A. As no legal actions were identified regarding anti-competitive behaviour or violations of anti-trust and monopoly legislation, there are no completed legal actions, decisions or judgements.

GRI 207: Tax 2019	
Disclosure 207-1 Approach to tax	
a. A description of the approach to tax, including: 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.	a. SECURE's approach to tax is grounded in compliance with applicable tax laws and regulations in the jurisdictions in which it operates and is supported through its governance and financial reporting framework. i. SECURE does not publicly disclose a formal tax strategy. ii. Oversight of financial matters, including tax, falls within the responsibilities of the Audit Committee of the Board of Directors and executive management, including the Chief Financial Officer. iii. SECURE's approach to regulatory compliance includes complying with applicable tax legislation in Canada and the United States, monitoring changes in tax laws and regulations, and meeting all filing and reporting obligations. Tax matters are incorporated into the Corporation's financial reporting processes and are subject to review as part of its overall governance and control framework. iv. SECURE's approach to tax supports its overall business strategy by contributing to financial stability, compliance, and risk management. Tax considerations are integrated into financial planning and capital allocation decisions in alignment with the Corporation's broader strategic objectives. Refer to the 2025 Annual Information Form, including pg. 19 (policies) and pgs. 59–60 (Audit Committee oversight) for additional information.
Disclosure 207-2 Tax governance, control, and risk management	
a. 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 tax governance and control framework that is integrated within its overall financial governance and reporting structure. i. Responsibility for tax compliance resides with executive management, including the Chief Financial Officer. Oversight of financial matters, including tax, is provided by the Audit Committee of the Board of Directors, which is composed of independent and financially literate members. ii. SECURE's approach to tax is embedded within the organization through its financial management and reporting processes, including oversight by the finance function and integration of tax considerations into financial planning and decision-making. iii. Tax risks are managed as part of the Corporation's broader risk management and compliance framework. This includes monitoring changes in tax laws and regulations, assessing their potential impact, and incorporating tax considerations into financial reporting and planning processes. iv. Compliance with the tax governance and control framework is evaluated through internal financial controls, management oversight, and review processes conducted by the Audit Committee in connection with financial reporting and regulatory compliance. Refer to the 2025 Annual Information Form, pgs. 59–60 (Audit Committee oversight) for additional information.
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. SECURE provides mechanisms for employees, contractors, and stakeholders to raise concerns regarding business conduct through its Code of Business Conduct and Whistleblower Policy. These mechanisms allow individuals to report concerns related to unethical behaviour, compliance with laws and regulations, and potential misconduct, including matters related to financial and tax integrity. Reported concerns are addressed in accordance with the Corporation's governance and compliance processes. In addition, the Code of Business Conduct establishes expectations for compliance with applicable laws, including tax laws, and supports the reporting and resolution of concerns. Refer to the 2025 Annual Information Form, pg. 19 and the Code of Business Conduct for additional information.
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. SECURE's tax-related disclosures are included within its audited consolidated financial statements, which are subject to external audit by an independent accounting firm (KPMG LLP). The audit provides assurance over the Corporation's financial reporting as a whole, including tax-related amounts and disclosures presented in the financial statements. Refer to SECURE's Consolidated Financial Statements for the year ended December 31, 2025, and the independent auditor's report for additional information.

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 engages with stakeholders on tax matters through its financial governance and compliance processes, with a focus on meeting regulatory obligations and maintaining transparent financial reporting. i. Approach to engagement with tax authorities: SECURE engages with tax authorities in the jurisdictions in which it operates, including Canada and the United States, through the preparation and filing of required tax returns and compliance with applicable tax laws and regulations. ii. Approach to public policy advocacy on tax: SECURE does not publicly disclose participation in public policy advocacy related specifically to tax. The Corporation monitors regulatory developments and complies with applicable legislation. iii. Processes for collecting and considering stakeholder views and concerns: SECURE provides mechanisms for stakeholders to raise concerns related to business conduct through its Code of Business Conduct and Whistleblower Policy. These mechanisms support the reporting and consideration of concerns related to compliance and ethical conduct, including matters that may relate to financial or tax integrity. Refer to the 2025 Annual Information Form, pg. 19 and pg. 59–60 for additional information.
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 SECURE's audited consolidated financial statements are primarily resident for tax purposes in the following jurisdictions: - Canada - United States Refer to SECURE's Consolidated Financial Statements for additional information.
b. For each tax jurisdiction reported in Disclosure 207-4-a: i. Names of the resident entities; ii. Primary activities of the organization; iii. Number of employees, and the basis of calculation of this number; iv. Revenues from third-party sales; v. Revenues from intra-group transactions with other tax jurisdictions; vi. Profit/loss before tax; vii. Tangible assets other than cash and cash equivalents; viii. Corporate income tax paid on a cash basis; ix. Corporate income tax accrued on profit/loss; 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.	b. Tax Jurisdiction - Canada i. Names of resident entities: - SECURE Waste Infrastructure Corp. - SECURE Specialty Chemicals Corp. ii. Primary activities: waste processing, landfill operations, water disposal, metal recycling, specialty chemicals, energy infrastructure (e.g., crude oil pipelines and storage). iii. Number of employees and basis: 1,872 as of Dec 31, 2025 (data from Human Resources Information System) iv-x. SECURE does not publicly disclose financial information on a country-by-country basis; financial results are reported on a consolidated basis in the Corporation's audited financial statements. b. Tax Jurisdiction - United States i. Names of resident entities: - SECURE Waste Infrastructure USA LLC - SECURE Specialty Chemicals USA LLC ii. Primary activities: waste processing and disposal in North Dakota. Specialty chemicals in Wyoming. iii. Number of employees and basis: 57 as of Dec 31, 2025 (data from Human Resources Information System) iv-x. SECURE does not publicly disclose financial information on a country-by-country basis; financial results are reported on a consolidated basis in the Corporation's audited financial statements. Refer to SECURE's Consolidated Financial Statements and 2025 Annual Information Form for additional information.
c. The time period covered by the information reported in Disclosure 207-4.	c. For the calendar year ended December 31, 2025.

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 1,808,140 GJ. Fleet fuel = 348,966 GJ (9,243,172 L) Electricity = 322,333 GJ (89,537,047 kWh) Natural Gas Combustion = 712,955 GJ Natural Gas Flare = 373,403 GJ Propane = 50,483 GJ
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 117,714 GJ. *Note* (renewable consumption): From fleet fuel = 10,367 GJ (294,654 L) and from electricity = 107,347 GJ (29,818,681 kWh)
c. In joules, watt-hours or multiples, the total: i. Electricity consumption ii. Heating consumption iii. Cooling consumption iv. Steam consumption	c. SECURE's total electricity consumption was 429,681 GJ (119,355,729 kWh) SECURE has no heating, cooling or steam consumption.
d. In joules, watt-hours or multiples, the total: i. Electricity sold ii. Heating sold iii. Cooling sold iv. Steam sold	d. N/A. SECURE is not a supplier of electricity, heating, cooling, or steam.
e. Total energy consumption within the organization, in joules or multiples.	e. Total energy consumption within the organization was 1,925,854 GJ. Fleet fuel = 359,333 GJ Electricity = 429,680 GJ Natural Gas Combustion = 712,955 GJ Natural Gas Flare = 373,403 GJ Propane = 50,483 GJ
f. Standards, methodologies, assumptions, and/or calculation tools used.	f. Scope 1 GHG emissions are calculated using emission factors and methodologies documented in the 2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions. Fleet emissions are based on fuel consumption from all company fleet vehicles and yellow iron equipment. For flare gas emissions, an assumption made is that natural gas used for tank blanketing is flared. Emissions are calculated through the application of emission factors documented in Alberta Greenhouse Gas Quantification Methodologies, as it aligns with regulatory reporting. Electricity-related emissions are calculated using the location-based approach. For renewable electricity, the average electricity generation mix of the local grid where the electricity is consumed was updated in 2025 using the Canada Energy Regulator Renewable Power in Canada dataset (2023) and the U.S. Energy Information Administration State Electricity Data (2024).
g. Source of the conversion factors used.	g. 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. SECURE does not currently capture energy consumption outside of the organization.
b. Standards, methodologies, assumptions, and/or calculation tools used.	b. N/A. SECURE has not collected energy consumption data outside of the organization.
c. Source of the conversion factors used.	c. N/A. SECURE has not collected energy consumption data outside of the organization.
Disclosure 302-3 Energy intensity	
a. Energy intensity ratio for the organization.	a. SECURE used the following energy intensity ratios for each business line: - Waste Processing Facilities: Emissions (CO_2e)/Volume of Fluid Received (m^3) (Assumes on average 1 m^3 = 1 tonne) - Metals Recycling: Emissions (CO_2e)/Metals Recycled (tonnes) - Landfills: Emissions (CO_2e)/Volume Landfilled (tonnes)

b. Organization-specific metric (the denominator) chosen to calculate the ratio.	b. The organization specific metrics SECURE used in the 2025 energy intensity ratios is as follows: - Waste Processing Facilities: 17,662,772 m^3 - Metals Recycling: 385,725 tonnes - Landfill: 3,448,007 tonnes *Note:* Intensity is based on kg CO_2e/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 7,088 GJ reduction in propane consumption vs. 2022 6,740 GJ reduction in electricity consumption vs. 2022 79,706 GJ reduction in diesel consumption vs. 2022 40,167 GJ reduction in gasoline consumption vs. 2022 where 2022 is the baseline year.
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 and electricity.
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. 2022 was selected as the baseline year because it was the first full year of operations under the fully merged SECURE and Tervita and this was the first year that there was confidence in the data.
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 Nipisi site (completed in 2023), and the Metal Recycling sites (acquired in 2024 and 2025) 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. This disclosure is not applicable to SECURE's business activities. SECURE provides environmental and industrial services rather than products whose energy requirements during use can be measured. Accordingly, the Company does not currently quantify reductions in energy requirements associated with products or services sold.
b. Basis for calculating reductions in energy consumption, such as base year or baseline, including the rationale for choosing it.	b. N/A. Refer to 302-5a for details.
c. Standards, methodologies, assumptions, and/or calculation tools used.	c. N/A. Refer to 302-5a for details.

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 used in SECURE's operations primarily for waste processing, equipment washing, maintenance, and dust control. The Corporation's core business is providing waste management services and environmental infrastructure for customers which involves the handling, treatment, and disposal of liquid and solid waste streams, including waste and wastewater generated from SECURE's waste processing and disposal activities. Water is sourced through a combination of on-site and third-party supply, depending on operational requirements. Wastewater generated through operations is treated and managed in accordance with applicable regulatory requirements before disposal. SECURE's facilities are designed and operated to comply with environmental regulations governing water use, treatment, and disposal, including requirements related to water quality and environmental protection. The Corporation's operations may have indirect water-related impacts associated with waste management, disposal activities, and regulatory compliance requirements. These impacts are managed through facility design, operational controls, and adherence to applicable environmental standards.
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 where required by regulations, including prior to project approval and construction activities. Many facilities also undergo groundwater monitoring, supported by hydrogeological assessments to establish baseline conditions and support site selection. Monitoring and Environmental Site Assessments is conducted by qualified third-party professionals, with results reported to regulators as required. SECURE tracks water consumption at the site level to support operational monitoring and identify trends over time. Water intensity is used as a key performance indicator at certain operational sites to support efficiency improvements and identify opportunities for optimization. These water stewardship practices support regulatory compliance and responsible water management.
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 addresses water-related impacts through operational practices focused on reducing water use, protecting water quality, and supporting responsible water management across its operations. This includes efforts to minimize freshwater consumption, use alternative or lower-quality water sources where feasible, and manage wastewater in accordance with applicable regulatory requirements and environmental standards. The Corporation engages employees in identifying and implementing water stewardship initiatives through internal programs that support continuous improvement, knowledge sharing, and operational efficiency. These initiatives may include water reduction and reuse opportunities and the adoption of best practices across operations. Water use is monitored to support performance tracking and identify opportunities for optimization. SECURE also works with customers and partners to support water conservation efforts, including the reuse of wastewater and water (such as leachate and non-potable sources) where appropriate, and the application of operational and technical expertise to improve water management practices. The Corporation continues to evaluate opportunities to improve water management practices, including the adoption of new technologies and enhanced data collection methods to support informed decision-making and responsible water stewardship.
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 the UN Sustainable Development Goal 6. The target was aimed at total water consumption and was 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. In 2025, SECURE achieved this short-term target. Freshwater reduction reflects embedded water stewardship practices across the business. Adjusting the 2022 baseline to reflect the 2024 divestiture, SECURE exceeded its short-term target on a comparable basis, reducing freshwater usage by 16.4% in 2025. New targets for managing water-related impacts will continue to be assessed. SECURE has not developed site/area specific goals relating to water stress.

Disclosure 303-2 Management of water discharge related impacts	
a. A description of any minimum standards set for the quality of effluent discharge, and how these minimum standards were determined, including: 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.	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: i. N/A - The facility is located in British Columbia and discharges effluent into a municipal sewer system 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, the wastewater is sufficiently pre-treated to meet sewer discharge criteria. After processing at a municipal wastewater treatment plant, the wastewater 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
Disclosure 303-3 Water withdrawal	
a. Total water withdrawal from all areas in megaliters, and a breakdown of this total by the following sources, if applicable: i. Surface water; ii. Groundwater; iii. Seawater; iv. Produced water; v. Third-party water.	a. The total water withdrawn by source is as follows: i. Surface Water: 30 megalitres consumed, 986 megalitres discharged ii. Groundwater: 177 megalitres iii. Seawater: 0 megalitres iv. Produced water: 0 megalitres v. Third-party water: 116 megalitres *Note:* SECURE purchases the water categorized as "third-party"; therefore, a further breakdown of withdrawal by source is not currently provided.
b. Total water withdrawal from all areas with water stress in megaliters, and a breakdown of this total by the following sources, if applicable: 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.	b. The total water withdrawn from areas with water stress is as follows: Extremely high (>80%) baseline water stress: i. Surface Water: 3 megalitres consumed, 61 megalitres discharged ii. Groundwater: 14 megalitres iii. Seawater: 0 megalitres iv. Produced Water: 0 megalitres v. Third-Party Water: 9 megalitres High (40-80%) baseline water stress: i. Surface Water: 0 megalitres consumed, 52 megalitres discharged ii. Groundwater: 23 megalitres iii. Seawater: 0 megalitres iv. Produced Water: 0 megalitres v. Third-Party Water: 23 megalitres *Note:* Determined using the World Resources Institute's (WRI) *Water Risk Atlas* tool.
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: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).	c. N/A. 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.
d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	d. SECURE collects water usage data on a monthly basis through regulatory diversion tracking sheets and operational submissions to the ESG Water Form. 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. To assess water stress, SECURE utilizes the World Resources Institute's (WRI) *Water Risk Atlas* tool.

Disclosure 303-4 Water discharge	
a. Total water discharge to all areas in megaliters, and a breakdown of this total by the following types of destination, if applicable: 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.	a. SECURE's total water discharged back to the environment was 986 megalitres. i.-iv. N/A. All water that is discharged as surface water. Note: SECURE discharges water to adjacent land surfaces in accordance with regulatory requirements.
b. A breakdown of total water discharge to all areas in megaliters by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).	b. i.-ii. N/A. 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.
c. Total water discharge to all areas with water stress in megaliters, and a breakdown of this total by the following categories: i. Freshwater (≤1,000 mg/L Total Dissolved Solids); ii. Other water (>1,000 mg/L Total Dissolved Solids).	c. A total of 61 megalitres of water was discharged from regions with extremely high water stress (>80%), and 52 megalitres from regions with high water stress (40-80%), with both meeting the required discharge criteria. *Note*: Determined using the World Resources Institute's (WRI) *Water Risk Atlas* tool. Information not available for discharge by category.
d. Priority substances of concern for which discharges are treated, including: 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.	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 adjacent 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: 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 2025, SECURE recorded one contravention and one instance of non-compliance related to discharge activities at the Waste Services Richmond Transfer Station site. Neither incident resulted in a fine or monetary penalty. The contravention involved a Notice of Violation issued in October 2025 for failure to properly homogenize treated wastewater prior to discharge. The non-compliance, which occurred in November 2025, related to an exceedance of benzene limits. *Note*: SECURE ensures that all non-treated surface water returned to the environment meets surface water 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, pH, hydrocarbon sheen, and other applicable chemical parameters.
e. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	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. 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 SECURE operates.
Disclosure 303-5 Water consumption	
a. Total water consumption from all areas in megaliters.	a. SECURE's total water consumption was 322 megalitres.
b. Total water consumption from all areas with water stress in megaliters	b. A total of 25 megalitres of water was consumed from regions with extremely high water stress (>80%), and 46 megalitres from regions with high water stress (40-80%). Note: Determined using the World Resources Institute's (WRI) *Water Risk Atlas tool*.
c. Change in water storage in megaliters, if water storage has been identified as having a significant water-related impact.	c. N/A. SECURE has not identified water storage as having a significant water-related impact for the reporting period. As a result, changes in water storage are not material for disclosure.

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.
Disclosure 305-6 Emissions of ozone-depleting substances (ODS)	
a. Production, imports, and exports of ODS in metric tons of CFC-11 (trichlorofluoromethane) equivalent.	a. SECURE does not manufacture, import, or export ozone-depleting substances (ODS) as part of its core operations. Waste (e.g. used appliances) received at certain facilities may contain ODS; however, these substances are managed in accordance with applicable regulatory requirements, and emissions are not considered material.
b. Substances included in the calculation.	b. SECURE does not track or report ozone-depleting substances as emissions are not considered material to its operations.
c. Source of the emission factors used.	c. N/A. SECURE does not quantify or report ODS emissions because they are not material and therefore does not need emission factors.
d. Standards, methodologies, assumptions, and/or calculation tools used.	d. N/A. SECURE does not currently quantify ODS emissions. ODS, where present in incoming materials, are managed in accordance with applicable federal and provincial regulations governing their handling, recovery, and disposal.
Disclosure 308-2 Negative environmental impacts in the supply chain and actions taken	
a. Number of suppliers assessed for environmental impacts.	a. In 2023, SECURE conducted an environmental, social and governance (ESG) screening of selected suppliers to establish a baseline understanding of supplier sustainability practices and to support the future development of its supplier engagement program. The assessment included environmental topics such as environmental policies, spill reporting practices, greenhouse gas emissions management, water conservation programs, waste management practices and other environmental management initiatives. High-level results of the assessment were summarized in SECURE's 2023 Sustainability Report. The assessment was intended to establish a baseline for future supplier engagement rather than serve as a formal environmental audit or regulatory compliance assessment. Based on the information obtained through the screening process, SECURE did not identify any supplier relationships requiring termination or significant corrective action as a result of environmental concerns. The results have been used to inform the continued development of SECURE's sustainable procurement practices and future supplier engagement activities. The supplier ESG screening has not been repeated since 2023. SECURE intends to undertake an updated supplier assessment in 2026 to refresh baseline information, evaluate changes in supplier sustainability practices, and support the continued evolution of its supplier engagement program. In the interim, supplier selection continues to consider factors such as safety performance, regulatory compliance, technical capability, service quality and value, while encouraging suppliers to demonstrate sound environmental stewardship and supporting increased participation by Indigenous-owned businesses through SECURE's procurement practices.
b. Number of suppliers identified as having significant actual and potential negative environmental impacts.	b. The supplier screening was conducted only for the purposes of gathering data and building a baseline, so no suppliers were identified as having a significant or potential negative environmental impact. Refer to 308-2a for details.
c. Significant actual and potential negative environmental impacts identified in the supply chain.	c. SECURE's supply chain may be associated with environmental impacts related to waste management, transportation, chemical use, and risks arising from non-compliance with environmental laws and regulations. These risks are addressed through supplier expectations set out in the Supplier Code of Conduct, which includes environmental responsibility requirements.
d. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which improvements were agreed upon as a result of assessment.	d. SECURE has not evolved its supplier engagement program to the point where it has suppliers developing environmental improvement plans. Refer to 308-2a for details.

e. Percentage of suppliers identified as having significant actual and potential negative environmental impacts with which relationships were terminated as a result of assessment, and why.	e. No supplier relationships were terminated as a result of assessment. Refer to 308-2a for details.
Disclosure 405-2 Ratio of basic salary and remuneration of women to men	
a. Ratio of the basic salary and remuneration of women to men for each employee category, by significant locations of operation.	a. SECURE does not disclose gender-based pay ratios by employee category and significant location of operation as prescribed by GRI 405-2. The Company's decentralized operating model and the relatively small number of employees within certain job categories and operating areas mean that reporting pay ratios by significant location of operation would not provide meaningful or reliable comparisons and would have limited analytical value. SECURE is committed to providing equitable remuneration. Compensation decisions are based on objective factors, including the responsibilities and requirements of the position, qualifications, experience, performance, and market conditions, without regard to gender. Compensation programs are supported by established governance and review processes designed to promote fair, consistent and competitive pay practices across the organization.
b. The definition used for 'significant locations of operation'.	b. Refer to 405-2a.
GRI 414: Supplier Social Assessment 2016	
Disclosure 414-1 New suppliers that were screened using social criteria	
a. Percentage of new suppliers that were screened using social criteria.	a. Zero. The Corporation establishes expectations for suppliers through its Supplier Code of Conduct, which includes provisions related to labour practices, human rights, and ethical conduct.
Disclosure 414-2 Negative social impacts in the supply chain and actions taken	
a. Number of suppliers assessed for social impacts.	a. SECURE incorporates social responsibility considerations into its supplier onboarding and engagement processes to promote ethical business practices and responsible supply chain management. As part of its supplier screening program, selected suppliers complete an ESG screening questionnaire that includes social criteria such as labour practices, recognition of the right to freedom of association and collective bargaining, payment of overtime and minimum wages, workplace diversity, and compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (Bill S-211). In addition to the ESG screening questionnaire, suppliers are required to acknowledge SECURE's Supplier Code of Conduct as part of the onboarding process. SECURE also maintains supporting policies, including its Business Code of Conduct, Human Rights Policy and Indigenous Relations Policy, which establish the Company's expectations regarding ethical business conduct, human rights and responsible supplier practices. As part of its modern slavery due diligence program, SECURE applies a risk-based approach to supplier screening. Suppliers operating in jurisdictions identified as higher risk using the Global Slavery Index are automatically subject to enhanced screening and, where warranted, follow-up activities such as requests for additional information, interviews, audits or site visits. Other suppliers are prioritized for screening based on factors such as supplier spend and frequency of use. During 2025, SECURE confirmed that no new suppliers from high-risk jurisdictions had been added to its supply chain, continued monitoring previously identified higher-risk suppliers, and reported that all suppliers identified as high risk had undergone screening. Since 2024, screening has also been completed for 392 suppliers assessed as lower risk.
b. Number of suppliers identified as having significant actual and potential negative social impacts.	b. SECURE assesses potential social risks within its supply chain through a risk-based supplier due diligence program that incorporates both ESG screening and modern slavery risk assessments. Suppliers are evaluated using social criteria including labour practices, freedom of association and collective bargaining, payment of minimum wages and overtime, workplace diversity, and indicators of forced labour, child labour and modern slavery. Suppliers operating in jurisdictions identified as higher risk using the Global Slavery Index are automatically subject to enhanced screening, while other suppliers are prioritized based on supplier spend and frequency of use.

c. Significant actual and potential negative social impacts identified in the supply chain.	c. During 2025, SECURE completed its annual review of suppliers identified as operating in jurisdictions with elevated modern slavery risk. No new suppliers from high-risk countries were added to the supply chain during the reporting period. While several suppliers continue to operate in jurisdictions identified as having a higher inherent risk based on the Global Slavery Index, SECURE's screening activities, supplier assessments and site visits did not identify any incidents or indicators of forced labour, child labour or modern slavery requiring corrective action.
d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	d. SECURE's supplier due diligence process is designed to ensure that potential social risks are investigated and appropriately managed. Suppliers identified as presenting elevated risk may be required to provide additional information and may be subject to interviews, audits or site visits. Where concerns are identified, SECURE may work collaboratively with suppliers to develop and implement corrective action plans, including measures to address identified issues and monitor progress. If remediation is not achieved within a reasonable timeframe, SECURE may terminate the supplier relationship. Suppliers that have been screened continue to be monitored as part of SECURE's ongoing supplier engagement process.
e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.	e. During the reporting period, SECURE did not terminate or decline to renew any supplier relationships due to actual or potential negative social impacts identified through its supplier due diligence program. SECURE's assessments in 2025 did not detect any incidents of forced labour, child labour or modern slavery requiring remediation or termination of a supplier relationship.
GRI 417: Marketing and Labeling 2016	
Disclosure 417-3 Incidents of non-compliance concerning marketing communications	
a. Total number of incidents of non-compliance with regulations and/or voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship, 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. i. zero ii. zero iii. zero
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. During the reporting period, SECURE did not identify any incidents of non-compliance with regulations or voluntary codes concerning marketing communications, including advertising, promotion and sponsorship. The Company is committed to ensuring that marketing and external communications are accurate, transparent and consistent with applicable legal and regulatory requirements. Refer to SECURE 2025 Annual Information Form 02-19 FINAL.pdf page 58.
GRI 418: Customer Privacy 2016	
Disclosure 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	
a. Total number of substantiated complaints received concerning breaches of customer privacy, categorized by: i. Complaints received from outside parties and substantiated by the organization; ii. Complaints from regulatory bodies.	a. i. zero ii. zero
b. Total number of identified leaks, thefts, or losses of customer data.	b. zero
c. If the organization has not identified any substantiated complaints, a brief statement of this fact is sufficient.	c. During the reporting period, SECURE was not aware of any substantiated complaints concerning breaches of customer privacy or the loss of customer data. SECURE maintains governance, cybersecurity and data protection practices designed to safeguard customer information, support regulatory compliance, and reduce the risk of unauthorized access, disclosure or loss of confidential information. Refer to SECURE 2025 Annual Information Form 02-19 FINAL.pdf, Page 30.

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 and watercourse crossings, assess land risks, and reclaim land after operations. Landfill cells are capped promptly, and we follow strict operational standards to minimize environmental incidents. We collaborate with Indigenous communities and engage with regulators and stakeholders to support sustainable Solutions. In 2025, SECURE continued tracking biodiversity data by adopting the Integrated Biodiversity Assessment Tool (IBAT), enabling early-stage screening using global datasets and species risk metrics. This supports informed decision-making, continuous improvement in biodiversity management, and alignment with best reporting practices. Protected Areas, a critical dataset within IBAT, serves as a headline indicator for Target 3 of the Kunming-Montreal Global Biodiversity Framework, which aims to conserve 30% of land, seas, and water by 2030.
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 and are encouraged in business relationships but not mandated.
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. SECURE does not currently maintain formal biodiversity goals or targets specifically intended to halt and reverse biodiversity loss. As a result, no biodiversity-specific base year, science-based targets, or performance indicators have been established for this purpose.
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. SECURE applies the mitigation hierarchy to manage biodiversity impacts through a structured approach of avoidance, minimization, restoration, and offsetting. i. Avoidance: SECURE prioritizes avoiding impacts on biodiversity by conducting environmental, land use, and cultural assessments prior to greenfield development. These assessments identify sensitive areas, including protected lands and ecologically significant habitats, and inform project planning to avoid disturbance wherever possible. ii. Minimization: Where impacts cannot be avoided, SECURE minimizes effects through the application of operational best practices. This includes monitoring of wetland and watercourse crossings during and after construction, implementing controls to reduce the risk of environmental incidents, and designing infrastructure (e.g., timely landfill cell capping) to limit potential impacts such as leachate generation and environmental exposure. iii. Restoration and rehabilitation: SECURE undertakes remediation and reclamation activities to restore disturbed areas following operations. The objective is to return land to a stable and functional state in accordance with regulatory requirements and site-specific conditions. Stakeholders, including Indigenous communities, may be engaged to support culturally and environmentally appropriate reclamation outcomes. iv. Offsetting: While SECURE's primary focus is on avoidance, minimization, and restoration, the organization evaluates opportunities to offset residual biodiversity impacts where appropriate. Tools such as the Integrated Biodiversity Assessment Tool (IBAT) are used to help identify priority areas and inform potential biodiversity enhancement or conservation actions. v. Transformative and additional conservation actions: SECURE has enhanced its biodiversity risk management approach through the adoption of IBAT, which supports early-stage planning using global biodiversity datasets (e.g., Key Biodiversity Areas, IUCN Red List species, and protected areas). In addition, SECURE supports community-based conservation initiatives, including tree planting and wildlife rehabilitation efforts, contributing to broader ecosystem stewardship.

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. None of the sites identified in Disclosure 101-5 as having the most significant impacts on biodiversity are currently undergoing restoration or rehabilitation; therefore, no areas (in hectares) are reported as under restoration or rehabilitated.
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. SECURE has not implemented formal biodiversity offset programs as defined by the Business and Biodiversity Offsets Programme (BBOP) principles, as its initiatives are not designed to achieve quantified no net loss or net gain outcomes linked to specific residual impacts. SECURE undertakes biodiversity enhancement activities, including tree planting and reclamation; however, these activities are not classified as offsets. In 2025, SECURE planted approximately 5,610 trees, including 570 trees in partnership with Project Forest to support Indigenous communities and 5,040 trees as part of reclamation activities.
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. None of the sites identified as having the most significant impacts on biodiversity currently have formal biodiversity management plans. SECURE manages biodiversity-related impacts through site-specific environmental management practices, regulatory compliance, and the application of the mitigation hierarchy, rather than through standalone biodiversity management plans.
e. Describe how it enhances synergies and reduces trade-offs between actions taken to manage its biodiversity and climate change impacts;	e. SECURE seeks to enhance synergies and manage trade-offs between biodiversity and climate-related actions through integrated operational and environmental management practices. - Synergies: SECURE's activities support both biodiversity and climate outcomes through initiatives such as land reclamation and vegetation restoration, which enhance ecosystem function and contribute to carbon sequestration. Water stewardship practices help maintain aquatic ecosystems while supporting resilience to climate-related impacts such as drought. Emissions reduction efforts, including fugitive emissions management and operational efficiency improvements, reduce greenhouse gas emissions and improve air quality, benefiting surrounding habitats. In addition, waste diversion, recycling, and resource recovery reduce pressure on natural ecosystems by minimizing landfill use and promoting efficient resource utilization. - Trade-offs: SECURE recognizes that some activities involve trade-offs. Infrastructure development, including waste facilities and pipelines, may result in habitat disturbance or ecosystem fragmentation. These impacts are managed through environmental assessments, responsible siting and design, and mitigation measures such as timing construction to avoid sensitive periods (e.g., wildlife nesting) and implementing reclamation and remediation programs. While pipelines and centralized infrastructure reduce transportation-related emissions, they may introduce spill risks, which are mitigated through prevention, monitoring, and emergency response measures.
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.	f. SECURE collaborates with Indigenous communities, stakeholders, regulators, and customers to develop sustainable, environmentally responsible solutions to reduce 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.
Disclosure 101-3 Access and benefit-sharing	
a. Describe the process to ensure compliance with access and benefit-sharing regulations and measures;	a. N/A. SECURE's business activities do not involve the access, collection, research, development or commercialization of genetic resources or associated traditional knowledge as contemplated by GRI 101-3. Accordingly, the Company is not subject to access and benefit-sharing regulations and has not established specific processes or voluntary programs related to access and benefit-sharing.
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.	b. N/A. SECURE's business activities do not involve the access, collection, research, development or commercialization of genetic resources or associated traditional knowledge as contemplated by GRI 101-3. Accordingly, the Company is not subject to access and benefit-sharing regulations and has not established specific processes or voluntary programs related to access and benefit-sharing.

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 are assessed as in or near an ecologically sensitive location based on their overlap with significant biodiversity features in the IBAT dataset. IBAT considers a site in or near an ecologically sensitive location if at least one of the following is true: - The area of influence (site and 10km buffer) overlaps with a protected area or Key Biodiversity Area ("KBA"). - The area of influence (site and 10km buffer) has Species Threat Abatement and Restoration Threat Abatement ("STAR") scores exceeding the global median values of 0.01 and 0.003 respectively. Note: Buffer selection was informed by updated IBAT site-type guidance. In earlier reporting periods, the maximum buffer distance (20 km) was applied as a conservative assumption where guidance was not available. Sites assessed as in or near an ecologically sensitive location are then assigned a significance score in order to aid the prioritisation of sites. This is done by: 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 = 27, Medium = 8, Low = 1). Based on the priority list returned by IBAT, SECURE focuses on sites identified as sensitive for both protected areas/KBAs and STAR that have a significance score of ≥29 (3 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. VSC: 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.
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: 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;	b. Sites in or near an ecologically sensitive areas. i. Areas of biodiversity importance - 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). ii.-iii. Areas of high ecosystem integrity and areas of rapid decline in ecosystem integrity - Assessment of these areas has not been completed. iv. Areas of high physical water risks - Using the online WRI Aqueduct tool, Hays Waste Processing Facility was identified as having high (40-80%) water stress in the area. v. Areas important for the delivery of ecosystem service benefits to Indigenous Peoples, local communities, and other stakeholders - Refer to Disclosure 101-8 Ecosystem services (a. Beneficiaries data).

c. Report the activities that take place in each site reported under 101-5-a;	c. Activities that take place in each site: 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 re-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.
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.	d. As part of its biodiversity assessment, SECURE did not identify any products or services within its supply chain that were determined to have significant biodiversity impacts requiring disclosure under GRI 101-5(d). The Company will continue to evaluate biodiversity-related risks and opportunities associated with its operations and supply chain as its biodiversity management and reporting practices continue to mature.
Disclosure 101-6 Direct drivers of biodiversity	
a. For each site reported under 101-5-a where its activities lead or could lead to land and sea use change, report: 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; 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;	a. The majority of SECURE's operations are conducted at existing industrial facilities where ongoing activities do not typically result in additional land use change. Potential land use change is generally limited to new developments or facility expansions and is managed through environmental assessment, regulatory approval processes, environmental management plans and reclamation planning. SECURE does not conduct marine or offshore operations; therefore, sea use change is not applicable. For the three facilities listed in 101-5 -a specifically, there have been no land use changes such as new developments or facility expansion over the last year.
b. For each site reported under 101-5-a where its activities lead or could lead to the exploitation of natural resources, report: i. For each wild species harvested, the quantity, the type, and extinction risk; ii. Water withdrawal and water consumption in megaliters;	b. Sites where its activities lead or could lead to the exploitation of natural resources i. N/A. - SECURE does not harvest wild species. ii. Water withdrawal and water consumption: - Suspended Site (0 megalitres): Hays Waste Processing Facility - Site that does not use water and/or is not collected due to data availability (0 megalitres): VSC - Water withdrawal and consumption: Richmond Facility: 2.85 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. Effluent discharged in 2025 totaled 11.47 megalitres.

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;	c. Sites where its activities lead or could lead to pollution, report the quantity and the type; - Air: Waste Services Richmond: NOx: 0.041 tonnes/year, VOCs (Volatile Organic Compounds): 2.285 tonnes/year Data not available for Hays Waste Processing Facility site has been suspended since 2018. Data not available for VSC due to the facility being owned and operated by a third party, SECURE is the landowner of the land leading to limited data availability. - Water: Waste Services Richmond is the only facility reported under 101-5-a that discharged water in 2025. 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 2025, SECURE recorded one contravention and one instance of non-compliance related to discharge activities at the Waste Services Richmond Transfer Station site. Neither incident resulted in a fine or monetary penalty. The contravention involved a Notice of Violation issued in October 2025 for failure to properly homogenize treated wastewater prior to discharge. The non-compliance, which occurred in November 2025, related to an exceedance of benzene limits. For additional context on water discharges see GRI Disclosure 303-4.
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. *Note*: Ecosystem impacts were derived using the online ENCORE tool. - 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
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. As disclosed under GRI 101-5(d), SECURE did not identify any products or services within its supply chain as having significant biodiversity impacts during the reporting period. Accordingly, no supply chain products or services require reporting under GRI 101-6(e). SECURE will continue to evaluate biodiversity-related risks and opportunities within its supply chain as its biodiversity assessment and reporting practices evolve.
f. Report contextual information necessary to understand how the data has been compiled, including standards, methodologies, and assumptions used.	f. Contextual information necessary to understand how the data has been compiled: - Water: Data is collected monthly at the site level, categorized by water source, and aggregated corporately, see GRI Disclosure 303-5. - Biodiversity: Data is collected through the use of the Integrated Biodiversity Management Tool (IBAT), see GRI Disclosure 101-4. - Air emission (pollutant): Data is calculated based on National Pollutant Release Inventory (NPRI) requirements and guidance. See GRI Disclosure 305-7.

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) 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. (ii) Area: ~2 ha. - 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. - 2025 (Current Reporting Period) Species condition (iii) within 50 km are 431 species assessed on the IUCN Red List of Threatened Species. 1 critically endangered, 2 endangered, 18 vulnerable, 21 near threatened, 385 least concern, and 4 that are data deficient. 2. VSC: - Base year condition (i) Located at 1200 Garnier Street, Ville Sainte-Catherine, QC (Heavy Industrial Zone). (ii) Area: ~22 ha. 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. - 2025 (Current Reporting Period) Species condition (iii) Within 50 km are 827 species assessed on the IUCN Red List of Threatened Species. 7 critically endangered, 12 endangered, 31 vulnerable, 36 near threatened, 731 least concern, and 10 that are data deficient. 3. Waste Services Richmond: - Base year condition (i) Located at 13511 Vulcan Way, Richmond, BC (Light Industrial Zone); bordered by the Fraser River. Surficial geology: Salish Sediments (Post Glacial). (ii) Area: ~4 ha. - 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. - 2025 (Current Reporting Period) Species condition (iii) within 50 km are 924 species assessed on the IUCN Red List of Threatened Species. 4 critically endangered, 15 endangered, 34 vulnerable, 42 near threatened, 808 least concern, and 21 that are data deficient. *Note:* Base year is when the site was acquired or assessed (environmental site assessment). Base year 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 timing of Phase II Environmental Site Assessments, with baseline information derived from the site background, location, and historical sections of these reports. Species condition for the base year was defined using 2024 data, as species risk data was not available for the years in which the Phase II assessments were conducted. Species condition data for both the 2024 base year and the 2025 reporting year were compiled using the Integrated Biodiversity Assessment Tool (IBAT), applying a consistent methodology across reporting periods.

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: Located on freehold land, with 4 oil and gas industry partners (45 pipelines, 17 wells, and 7 facilities), 3 authorities/agencies (AHS, AER, and local), and approximately 2 residents and 29 land titles in the area. First Nations in the area include 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 is located in a populated industrial area (~0.96 km from urban areas), resulting in a higher presence of industry partners and nearby residents. There are 2 oil and gas industry partners (4 pipelines and 6 facilities), 2 railways, and 2 authorities/agencies (BCEAP and Metro Van) in the area. Located within the traditional territory of the Musqueam Indian Band, with additional overlapping territorial interests from Tsawwassen First Nation and Kwantlen First Nation. Other Nations, including Hul'qumi'num member Nations such as Cowichan Tribes, also have recognized interests in the Fraser River and surrounding areas. 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. Data related to First Nations communities in Alberta 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. For sites located in British Columbia, where an equivalent to LAIRT is not available, Indigenous communities in the Richmond area were identified using the First Peoples' Map of BC, the BC Treaty Commission Map, and the Government of BC First Nations Communities Map. Industry partner data was obtained through SECURE's emergency management software by generating hazard area reports. 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.

b. Explain how the ecosystem services and beneficiaries are or could be affected by the organization's activities.	b. How ecosystem services and beneficiaries are or could be affected Provisioning Services: - 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, monitoring and sustainable use strategies to protect the water shed in the area. Regulating and Maintenance Services: - 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, leachate management 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, and deterrents such as fencing and flagging.
GRI 305 Emissions 2016	
Disclosure 305-1 Direct (Scope 1) GHG emissions	
a. Gross direct (Scope 1) GHG emissions in metric tons of CO_2 equivalent.	a. SECURE's Scope 1 emissions were 94,349 tCO_2e.
b. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, or all.	b. CO_2, CH_4, N_2O were used in the calculation.
c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent.	c. 0 tCO_2e of biogenic CO emissions.
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 1 emissions were 133,961 tCO_2e. iii. Restated to 133,961 tCO_2e in 2023 to reflect new methodology which includes fugitive emissions and venting.
e. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	e. The following emission factors and global warming potential rates were used: - Source Emission Factors: *2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions 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 2025 Scope 2 emissions were 91,158 tCO_2e.
b. If applicable, gross market-based energy indirect (Scope 2) GHG emissions in metric tons of CO_2 equivalent.	b. This information is not currently tracked.
c. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, or all.	c. This information is not available.
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 were 120,799 tCO_2e. iii. Restated to 120,799 tCO_2e 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.	e. The following emission factors were used: - Source of emission factors: 2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions, Table 3: Emission Factors – Purchased Electricity. For sites located outside of British Columbia or Alberta, the Alberta emission factor is applied as a conservative estimate in the absence of jurisdiction-specific factors.
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 and the 2020 B.C. Best Practices Methodology for Quantifying Greenhouse Gas Emissions.*
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. Total indirect (Scope 3) GHG emissions relative to SECURE's Waste Infrastructure business unit (Canada and United States operations) = 513,363 tCO_2e - Category 1 (Purchased Goods & Services): 283,478 tCO_2e - Category 2 (Capital Goods): 229,885 tCO_2e *Note:* 2025 Scope 3 emissions calculations excluded the organization's metals recycling facilities & rail infrastructure division, as well as the specialty chemicals division.
b. If available, the gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, or all.	b. The gases included in the calculation of SECURE's total indirect (Scope 3) GHG emissions relative to SECURE's Waste Infrastructure business unit (Canada and United States operations) utilized emissions factors from public emissions factor databases. The emission factors used in calculation either consisted of either a total of CO_2e (CEDA and EXIOBASE source datasets) or of CO_2e, CO_2, CH_4, N_2O, and the CO_2e of other gases (Cornerstone Sustainability Data Initiative and OpenIO-Canada source datasets). Climatiq's end calculation includes all GHGs expressed in a total CO_2e output.
c. Biogenic CO_2 emissions in metric tons of CO_2 equivalent.	c. The indirect emissions disclosed for Category 1 and Category 2 does not include emissions generated from biomass or biologically derived sources; this data is not currently tracked or is not available.
d. Other indirect (Scope 3) GHG emissions categories and activities included in the calculation.	d. The Scope 3 GHG emissions categories and activities included in the calculation consist of Category 1, Purchased Goods & Services, and Category 2, Capital Goods.

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. The base year of SECURE's indirect (Scope 3) emissions was 2024, and included calculations for Category 1, Purchased Goods & Services, and Category 2, Capital Goods. i. 2024 was chosen as the base year, and therefore the first year that SECURE began to calculate and report on indirect GHG emissions for Category 1 and Category 2, due to the availability of emissions calculation tools and resources to build a Scope 3 reporting methodology for these categories. It is not the same base year as our Scope 1 and 2 emissions (2022). ii. Total indirect (Scope 3) base year emissions = 567,284 tCO_2e - Category 1: 273,342 tCO_2e - Category 2: 293,942 tCO_2e iii. N/A. Base year emissions were not recalculated in the reporting period.
f. Source of the emission factors and the global warming potential (GWP) rates used, or a reference to the GWP source.	f. Climatiq was used as the emissions calculation tool to calculate the total Scope 3 GHG emissions. The sources of the emission factors used to calculate Category 1 consisted of the Cornerstone Sustainability Data Initiative, CEDA, EXIOBASE, and OpenIO-Canada datasets. The source of the emission factors used to calculate Category 2 consisted of the Cornerstone Sustainability Data Initiative dataset. The final CO_2e amount calculated by Climatiq represents a 100-year Global Warming Potential of all included GHGs expressed in CO_2e according to the IPCC's Fourth, Fifth, or Sixth Assessment Report. To calculate Category 1, the GWP100 rates used included: 0.104, 0.26, 0.298, 1.059015307, 0.127, 1.265587698, 1.236591076, 4.316, 0.5735894731, 1.215707572, 1.038534692, 1.027354492, 0.9070113728, 1.346299938, and 0.8352868807. To calculate Category 2, a GWP100 rate of 0.136 for the associated emission factor was used.
g. Standards, methodologies, assumptions, and/or calculation tools used.	g. SECURE's 2025 Scope 3 emissions were estimated for Category 1, Purchased Goods & Services, and Category 2, Capital Goods, for the waste management business unit in Canada and the United States, to encompass waste processing facilities, waste transfer stations, industrial landfills, and energy infrastructure operations. Category 1 and Category 2 calculations excluded the organization's metals recycling & rail infrastructure, and specialty chemicals divisions. Emissions were calculated using a spend-based methodology through Climatiq's emission factor calculation software, using 2025 General Ledger OPEX data for Category 1 purchases and 2025 Balance Sheet CAPEX data for Category 2 machinery purchases. The assessment followed the *GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard's* principles of relevance, completeness, consistency, transparency, and accuracy, prioritizing consistency, transparency, accuracy, and relevance. Categories 3–15, and certain activities within Categories 1 and 2, were excluded where data was unavailable, immaterial, not applicable, already captured in Scope 1 or 2, yielded uncertainty due to the compilation of various emissions activities within one transaction, or insufficiently detailed to avoid misclassification or double counting. Category 1's emission activity inventory represents tangible, purchased goods used in operations, while Category 2 calculations were limited to capitalized heavy machinery and mobile equipment, as the transaction descriptions and available emission factors provided the strongest basis for reliable estimation and methodological comparability. For Scope 3 Category 2, SECURE revised its 2025 methodology to focus on Balance Sheet capital expenditure data related to property, plant, and equipment, rather than OPEX equipment-related transactions previously captured through the General Ledger. This change was intended to better align Category 2 with the GHG Scope 3 Protocol's definition of capital goods. Emissions were estimated using secondary spend-based factors from Climatiq and are not supplier-specific lifecycle calculations. This estimation endpoint does not account for tax, trade, and transport margins, nor does it correct the estimation for currency exchange rates and inflation adjustments. Thus, the disclosed Scope 3 Category 1 and Scope 3 Category 2 emissions represent an estimation. Future reporting may be refined as supplier, financial, and value-chain data quality improves.

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_2e)/Volume of Fluid Received (m^3) - Metal Recycling: (CO_2e)/Metals Recycled (tonnes) - Landfills: (CO_2e)/Volume Landfilled (tonnes)
b. Organization-specific metric (the denominator) chosen to calculate the ratio.	b. The organization specific metric SECURE used in the 2025 energy intensity ratios is as follows: - Waste Processing Facilities (Environmental Infrastructure): 17,662,772 m^3 - Metals Recycling: 385,725 tonnes - Landfill: 3,448,007 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_2O, HFCs, PFCs, SF6, NF3, or all.	d. CO_2, CH_4, N_2O 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. 10,432 tCO_2e.
b. Gases included in the calculation; whether CO_2, CH_4, N_2O, HFCs, PFCs, SF6, NF3, or all.	b. CO_2, CH_4, N_2O 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. 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.
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 Nipisi site (completed in 2023), and the Metal Recycling sites (acquired in 2024 and 2025) 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 - 78,705 ii. SOx - 2,194 iii. Persistent organic pollutants (POP) - N/A iv. Volatile organic compounds (VOC) - 243,459 v. Hazardous air pollutants (HAP) - N/A vi. Particulate matter (PM10) - 201,845 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 + Red Deer Blend Plant/Blackfalds (Specialty Chemicals).
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	
a. For the organization's significant actual and potential waste related impacts, a description of: i. The inputs, activities, and outputs that lead or could lead to these impacts; 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.	a. Significant actual and potential waste-related impacts 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 waste at waste processing facilities, metals recycling centers, landfills, 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. 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.
Disclosure 306-2 Management of significant waste related impacts	
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.	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.
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.	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.
c. The processes used to collect and monitor waste-related data.	c. Waste-related data is tracked using automated systems, field logs, and centralized platforms. Standardized manifests ensure traceability of waste from source to disposal.
Disclosure 306-3 Waste generated	
a. Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste.	a. Reported Waste Generated (by composition): 1.6 million metric tons. - Solids disposed in industrial landfills: 266,828 metric tons (92% non-hazardous). - Water deep injection disposal: 1.3 million metric tons. *Note:* Waste reported is from industrial operations only and does not include municipal solid waste and recycling.
b. Contextual information necessary to understand the data and how the data has been compiled.	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 and does not include client volumes. The density of the water disposed of by deep injection disposal was assumed to have a density of 1tonne/m^3).
Disclosure 306-4 Waste diverted from disposal	
a. Total weight of waste diverted from disposal in metric tons, and a breakdown of this total by composition of the waste.	a. Total weight of waste diverted from disposal was: - 400,058 metric tons. Breakdown by composition: - Scrap Metal (non-ferrous and ferrous volumes purchased or received): 385,725 metric tons. - Oil (recovered from our caverns from recyclable hazardous waste received): 14,333 metric tons.

b. Total weight of hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.	b. Total hazardous waste diverted: - 14,333 metric tons of heavy oil. Breakdown by recovery operation type: i. Preparation for reuse: N/A ii. Recycling: Hazardous oil waste was recycled through cavern recovery. iii. Other recovery operations: N/A
c. Total weight of non-hazardous waste diverted from disposal in metric tons, and a breakdown of this total by the following recovery operations: i. Preparation for reuse; ii. Recycling; iii. Other recovery operations.	c. Total weight of non-hazardous waste diverted from disposal was: - 385,725 metric tons of scrap metal purchased or received for recycling. Breakdown by recovery operation type: i. Preparation for reuse: N/A ii. Recycling: 385,725 metric tons of scrap metal purchased or received for recycling, including shredding and remelting for new products. iii. Other recovery operations: N/A
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: i. Onsite; ii. Offsite.	d. Breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted i. Hazardous Waste - 14,333 metric tons oil recovered and diverted from onsite disposal. ii. Non-Hazardous Waste - 385,725 metric tons of scrap metal were purchased or received for recycling, resulting in the diversion of material from offsite disposal.
e. Contextual information necessary to understand the data and how the data has been compiled.	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 external (client) volumes. Metric tons of oil diverted converted based on 15,087 m^3 oil recovered in our caverns from recyclable hazardous waste received (density of heavy oil assumed to be 0.95 tonne/m^3).
Disclosure 306-5 Waste directed to disposal	
a. Total weight of waste directed to disposal in metric tons, and a breakdown of this total by composition of the waste.	a. Total weight of waste directed to disposal was 3.2 million metric tons of waste disposed in industrial landfills. Breakdown by composition: solids from industrial, commercial, and petrochemical sources. *Note:* Weight breakdown by composition is not available.
b. Total weight of hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations.	b. 25,005 metric tons. *Note:* 40,092 m^3 of hazardous waste was received. Of this, 15,087 m^3 was recovered as oil. The remainder, 25,005 m^3, was disposed of by cavern (assumed to be water with a density of 1tonne/m^3).
c. Total weight of non-hazardous waste directed to disposal in metric tons, and a breakdown of this total by the following disposal operations: i. Incineration (with energy recovery); ii. Incineration (without energy recovery); iii. Landfilling; iv. Other disposal operations.	c. 3.2 million metric tons of waste was disposed of in industrial landfills. This figure includes both hazardous and non-hazardous waste.
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: i. Onsite; ii. Offsite.	d. Breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal 306-5-b - 25,005 metric tons of hazardous waste was disposed of onsite by deep injection into a cavern. 306-5-c - breakdown not available.
e. Contextual information necessary to understand the data and how the data has been compiled.	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 external (client) volumes.

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. No new suppliers were screened in 2025; however, environmental expectations are communicated through the Corporation's Supplier Code of Conduct.
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 521, with the following breakdown: Age group: Under 30 = 134 (26%), 30 to 50 = 267 (51%), Over 50 = 120 (23%) Gender: Male = 426 (82%), Female = 91 (17%), Gender not listed = 4 (1%), Undisclosed = 0 (0%) Region: AB = 433 (83.1%), BC = 34 (6.5%), MB = 2 (0.4%), ND = 16 (3.1%), SK = 33 (6.3%), WY = 3 (0.6%)
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 385 (20%), with the following breakdown: Age Group: Under 30 = 69, 30 - 50 = 216, Over 50 = 100 Gender: Female = 74, Male = 308, Gender Not Listed = 1, Undisclosed = 2 Region: AB = 299, BC = 24, MB = 3, ND = 23, SK = 34, WY= 2
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. The following benefits are standard for full-time employees at significant locations of operation (primarily in 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.
b. The definition used for 'significant locations of operation'.	b. These benefits apply in Canada and the U.S., where the company has its 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 = 427, Male = 1427, Gender not listed = 3, 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 = 15.
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 2025 by gender: Female = 13, Male = 15.
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 = 5, Male = 5.

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 = 33%.
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 or initiative. In most instances, it is weeks, if not months. Employment Standards minimums per applicable province would be applied for the entire group as a minimum starting point.
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. SECURE does not have employees covered by collective bargaining agreements.
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 vs. 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, 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. Corrective actions are determined using the hierarchy of controls, prioritizing the most effective risk reduction measures. These actions are tracked to completion and monitored 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, conducting exposure monitoring, 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. SECURE's Occupational Health & Wellness team collects personal health information in accordance with provincial and federal legislation (PIPEDA) and professional responsibilities.
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. This ensures that all employees have access to up-to-date policies, procedures, and safety-related updates, fostering an informed and engaged workforce.
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. These services support physical, mental, and emotional well-being and may include counseling, 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.
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. 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. SECURE supports employee well-being through a comprehensive suite of voluntary health promotion programs and benefits. This includes the LiveWell Program, which focuses on overall wellness and preventative health, as well as access to an Employee and Family Assistance Program (EFAP) and psychological support services through the company's extended health benefits. Employees also have access to a Health Care Spending Account (HCSA), enabling flexible, personalized support for a wide range of health and wellness needs. These offerings are aligned with SECURE's fitness-for-duty and wellness framework and are designed to address key non-work-related health risks, including mental health, substance use, stress, fatigue, and physical well-being. Services are promoted through onboarding, internal communications, and leader engagement, with an emphasis on early access and proactive utilization. All programs are delivered confidentially and are intended to support employees' long-term health, resilience, and productivity across the organization.
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, hot work, 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	
a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines: 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; 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; 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.	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) program. 100% of SECURE employees, contractors, and individuals who work on behalf of SECURE are covered by the HSEMS.
b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	b. Contractor programs must meet or exceed SECURE's HSEMS.

c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	c. Data related to occupational health and safety performance, including inspections, incidents, 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.
Disclosure 403-9 Work-related injuries	
a. For all employees: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.	a. For all employees: i. Number of fatalities: 0, Fatality rate: 0.0. ii. There were four Lost Time Injuries in 2025, two meeting the definition of a Serious Injury as defined by industry standards such as Energy Safety Canada and ISNetworld. The Lost Time Injury Rate was 0.20. Serious Injury Rate was 0.10, representing a 66% decrease from 2024. iii. Number of recordable work-related injuries is 28, Total Recordable Injury Rate is 1.41. iv. Cuts, sprains and strains from slips, falls, and impacts from being hit by objects. v. 3,984,995 *Note:* 2025 Health and safety statistics exclude the B.N. Metals acquisition (June 19, 2024) and an Edmonton-based metals sites acquired in January 2025, as full health and safety operational control and integration had not yet been established during the 2025 reporting period.
b. For all workers who are not employees but whose work and/or workplace is controlled by the organization: i. The number and rate of fatalities as a result of work-related injury; ii. The number and rate of high-consequence work-related injuries (excluding fatalities); iii. The number and rate of recordable work-related injuries; iv. The main types of work-related injury; v. The number of hours worked.	b. SECURE reports contractor safety metrics for workers who are not employees, but whose work and/or workplace is controlled by the organization. Contractors are individuals who perform work on behalf of SECURE under contractual arrangements. i. Number of fatalities: 0, Fatality rate: 0.0. ii. Number of high-consequence work-related injuries: 0, rate: 0.0. iii. Number of recordable work-related injuries is 1, Total Recordable Injury Rate is 1.29. iv. Injury type was a cut. v. 154,882
c. The work-related hazards that pose a risk of high consequence injury, including: i. How these hazards have been determined; ii. Which of these hazards have caused or contributed to high consequence injuries during the reporting period; iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	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, energy isolation, and hot work. These hazards are linked to the company's Life Saving Rules, which are designed around the most common and severe incident types. 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. ii. The hazards that contributed the high-consequence injuries in 2025 were: - Arc flash during electrical equipment testing. - Vehicle incident in winter driving conditions. iii. Actions to eliminate/minimize risks: - Elimination/Substitution: De-energization of equipment where feasible; alternative work methods. - Engineering: Arc flash protection systems; vehicle safety features. - Administrative: Safe work procedures, hazard assessments, targeted training (electrical safety, winter driving).

d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls.	d. In 2025, a range of actions are underway to minimize work-related hazards, including enhancements to procedures, incident investigations, safety training, and senior leadership site tours. Key focus areas include strengthening frontline hazard identification through increased competency and training, developing a centralized risk registry to better integrate hazards and mitigations into process documentation, and improving vehicle safety through reinforcement of first-move requirements, including the use of spotters. Behavioral risks continue to be addressed through vehicle monitoring systems and ongoing leadership engagement to promote a strong safety culture.
e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.	e. Rates have been calculated based on 200,000 hours worked.
f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded.	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.
g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies, and assumptions used.	g. Information is collected and analyzed primarily through the organization's Incident Management System, which is used to report, track, and monitor incidents. This is supplemented by input from the Occupational Health & Wellness team and the Health and Safety team to ensure comprehensive oversight of work-related hazards and impacts. SECURE's Health, Safety, and Environment Management System (HSEMS) is aligned with applicable legal requirements and internationally recognized standards, including ISO 14001 and ISO 9001, and supports external certifications such as the Certificate of Recognition (COR).
Disclosure 403-10 Work-related ill health	
a. For all employees: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health.	a. For all employees i. 0 work-related ill health fatalities. ii. 1 work related ill health recordable. 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).
b. For all workers who are not employees, but whose work and/or workplace is controlled by the organization: i. The number of fatalities as a result of work-related ill health; ii. The number of cases of recordable work-related ill health; iii. The main types of work-related ill health.	b. SECURE does not have any contractors/workers that fall into this category.
c. The work-related hazards that pose a risk of ill health, including: i. How these hazards have been determined; ii. Which of these hazards have caused or contributed to cases of ill health during the reporting period; iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls.	c. Work-related hazards that pose a risk of ill health i. Hazards that pose a risk of ill health are identified through formal hazard assessments, Field Level Hazard Assessments, inspections, incident investigations, exposure monitoring and assessments, as well as through Hazard and Operability studies for complex processes. The organization also uses input from employees, health professionals, the Occupational Health & Wellness team (Occupational Health nurses), and the Health & Safety teams to assess long-term health risks. ii. Ergonomic risks - repetitive strain. iii. The organization uses the hierarchy of controls to mitigate these health risks: - 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 is compiled through the organization's Incident Management System, which is used to report, track, and monitor incidents. The data is then reviewed in consultation with the Occupational Health & Safety 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 (18.67 hours/employee); also $2,052 spent/employee. i. Gender: Female = 13 hours, Male = 20 hours, Gender not listed = 41 hours, Undisclosed = 26 hours. ii. Employee Category: Upper Management = 48 hours, Management = 85 hours, Experienced = 77 hours, Entry = 15 hours, Other = 29 hours.
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. Transition assistance (Outplacement) is offered for salaried employees involuntarily transitioning out of SECURE, without cause. The service focuses on providing skills needed for re-employment, such as resume and cover letters, navigating job boards, interviewing, networking, and negotiating salaries. Outplacement Services are also provided to salaried employees who are retiring to support with end of career transition and life after retirement.
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).	b. Diversity of Employees i. Gender: Female = 23%, Male = 77% ii. Age Group: under 30 = 14%, 30-50 = 62%, over 50 = 24% iii. Other indicators of diversity: 4.2% Indigenous workforce based on 54% 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: 2. In 2025, the Whistleblower reporting process received two complaints related to discrimination. Each complaint was investigated and reported to the Board and appropriate corrective actions, including reprimands, were taken.

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. The status of incidents and actions taken are summarized below: i. All incidents received through the Whistleblower reporting process are reviewed by the organization. ii. Remediation plans were developed and implemented for the substantiated incidents, including employee reprimands. iii. Remediation actions have been completed and reviewed through internal management processes. iv. All incidents have been resolved and are no longer subject to further action.
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. SECURE has not identified operations or suppliers where workers' rights to exercise freedom of association or collective bargaining are at significant risk. i. Type of operation and supplier: SECURE's operations are primarily based in the waste management and energy infrastructure sectors, and the Corporation sets expectations for labour practices and human rights through its Code of Business Conduct, Human Rights Policy and Supplier Code of Conduct. ii. Countries or geographic areas considered at risk: SECURE's operations are primarily located in Canada and the United States, jurisdictions with established labour laws and protections related to freedom of association and collective bargaining. As such, no specific geographic areas have been identified as high risk.
b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.	b. SECURE supports workers' rights to exercise freedom of association and collective bargaining through its commitment to applicable labour laws and its internal policies, including the Code of Business Conduct, Human Rights Policy and Supplier Code of Conduct. These policies establish expectations for fair labour practices, respect for employee rights, and compliance with all applicable employment legislation. SECURE does not currently have employees covered by collective bargaining agreements; however, the Corporation respects and supports employees' rights to freedom of association in accordance with applicable labour laws.
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 assesses and manages risks related to child labour and hazardous work involving young workers across its operations and supply chain through a risk-based approach. i. Child labour: SECURE's operations are not considered to have significant risk for child labour, given its primary presence in Canada and the United States, where labour laws and regulations provide strong protections. The Corporation reinforces this standard through its Human Rights Policy and Supplier Code of Conduct, which prohibit child labour and set expectations for compliance across its operations and supply chain. SECURE conducts supply chain due diligence, including risk-based screening of suppliers and enhanced review of higher-risk suppliers. ii. Young workers exposed to hazardous work: SECURE's operations and suppliers are not considered to present significant risk of young workers being exposed to hazardous work. Since implementing supply chain screening in 2023, a small number of suppliers were identified as higher risk based on geographic and commodity factors and were subject to enhanced screening and targeted audits. No instances of child labour or hazardous work involving young workers were identified. SECURE does not hire any employees under the legal age in that country. Refer to SECURE's Human Rights Policy, Supplier Code of Conduct, and Annual Modern Slavery Reports for additional information.

b. Operations and suppliers considered to have significant risk for incidents of child 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.	b. SECURE's operations are not considered to have significant risk for incidents of child labour, given its primary presence in Canada and the United States, where labour laws and regulations provide strong protections. i. Type of operation and supplier: Potential risks in the supply chain are associated with certain purchased goods, including base chemicals for specialty chemical operations and construction materials used in facilities and infrastructure development. ii. Countries or geographic areas considered at risk: Through supply chain screening initiated in 2023, a limited number of suppliers were identified as higher risk based on geographic and commodity factors using the Global Slavery Index. These suppliers operate in jurisdictions with elevated modern slavery risk, including China, Argentina, Mexico, Colombia, and the United Arab Emirates. Enhanced due diligence, including targeted audits and site visits, has been conducted for selected high-risk suppliers. No evidence of child labour was identified. Suppliers remain subject to ongoing monitoring and are required to comply with applicable human rights standards. Refer to SECURE's Human Rights Policy and Annual Modern Slavery Reports for additional information.
c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.	c. In 2025, SECURE contributed to the effective abolition of child labour through supply chain due diligence, targeted training, and supplier requirements. SECURE maintained supply chain screening processes to assess suppliers' labour practices, identify higher-risk regions and commodities, and conduct enhanced due diligence, including additional review activities and audits where appropriate. SECURE delivered mandatory awareness training on child labour and forced labour risks to employees in roles with elevated supply chain exposure, including procurement, operational, engineering, and senior leadership positions. In 2025, 14 employees (approximately 0.62% of the workforce) were required to complete this training, with an 85% completion rate during the reporting period. The remaining employees were within their training completion window. The training was also made available to all employees on a voluntary basis, with 24 employees completing the training (100% completion rate). SECURE also requires suppliers to comply with its Supplier Code of Conduct, which prohibits all forms of child labour and reinforces expectations for adherence to applicable labour and human rights standards.
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 considered to have significant risk for incidents of forced or compulsory labour, given its primary presence in Canada and the United States, where labour laws and regulations provide strong protections. i. Type of operation and supplier: Potential risks in the supply chain are associated with certain purchased goods, including base chemicals for specialty chemical operations and construction materials used in facilities and infrastructure development. ii. Countries or geographic areas considered at risk: Through supply chain screening initiated in 2023, a limited number of suppliers were identified as higher risk based on geographic and commodity factors using the Global Slavery Index. These suppliers operate in jurisdictions with elevated modern slavery risk, including China, Argentina, Mexico, Colombia, and the United Arab Emirates. Enhanced due diligence, including targeted audits and site visits, has been conducted for selected high-risk suppliers. No evidence of forced or compulsory labour was identified. Suppliers remain subject to ongoing monitoring and are required to comply with applicable human rights standards. Refer to SECURE's Human Rights Policy, Supplier Code of Conduct, and Annual Modern Slavery Reports for additional information.

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 2025, SECURE contributed to the elimination of forced or compulsory labour through supply chain due diligence, targeted training, and supplier requirements. SECURE maintained supply chain screening processes to assess suppliers' labour practices, identify higher-risk regions and commodities, and conduct enhanced due diligence, including additional review activities and audits where appropriate. SECURE delivered mandatory awareness training on forced labour and modern slavery risks to employees in roles with elevated supply chain exposure, including procurement, operational, engineering, and senior leadership positions. In 2025, 14 employees (approximately 0.62% of the workforce) were required to complete this training, with an 85% completion rate during the reporting period. The training was also made available to all employees on a voluntary basis, with 24 employees completing the training (100% completion rate). SECURE requires suppliers to comply with its Supplier Code of Conduct, which prohibits all forms of forced or compulsory labour and reinforces expectations for compliance with applicable labour and human rights standards.
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. No incidents of violations were identified.
GRI 413: Local Communities 2016	
Disclosure 413-1 Operations with local community engagement, impact assessments, and development programs	
a. Percentage of operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: 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.	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: 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 104 groundwater monitoring programs completed in 2025. 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 million in community initiatives in 2025, including education, Indigenous community events, and youth development programs such as Classroom Champions, Providence and KidSport, plus $19.2 million spent with Indigenous owned businesses in 2025. 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.

Disclosure 413-2 Operations with significant actual and potential negative impacts on local communities	
a. Operations with significant actual and potential negative impacts on local communities, including: i. The location of the operations; ii. The significant actual and potential negative impacts of operations.	a. The nature of SECURE's industrial activities—such as waste processing, crude oil storage, landfill management, and metals recycling—carries inherent environmental and safety risks, particularly in rural and Indigenous areas of Western Canada and North Dakota. i. Location of operations: SECURE operates across Western Canada and North Dakota. ii. Potential and actual negative impacts: Environmental risks include spills, fugitive methane leaks, and impacts from heavy equipment and transportation, which may affect local communities. Potential impacts include effects on water supply from wastewater, leachate, or spills; air quality from emissions; and land disturbance, as well as noise, traffic, and impacts to local wildlife. To mitigate these risks, SECURE implements measures such as proper containment and wastewater treatment, emission control and fugitive emission management programs, sustainable landfill design and closure practices, and site reclamation to restore land function. The organization also applies appropriate siting, infrastructure controls, and operational planning to reduce risks related to flooding, noise, and habitat disruption.
GRI 415: Public Policy 2016	
Disclosure 415-1 Political contributions	
a. Total monetary value of financial and in-kind political contributions made directly and indirectly by the organization by country and recipient/beneficiary.	a. SECURE does not publicly disclose the total monetary value of financial or in-kind political contributions by country and recipient/beneficiary; however, the Corporation complies with applicable laws governing political engagement.
b. If applicable, how the monetary value of in-kind contributions was estimated.	b. Not applicable, as the organization does not publicly disclose information on political contributions.
GRI 416: Customer Health and Safety 2016	
Disclosure 416-1 Assessment of the health and safety impacts of product and service categories	
a. Percentage of significant product and service categories for which health and safety impacts are assessed for improvement.	a. 100% of health and safety impacts from SECURE services are assessed for improvement.
Disclosure 416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	
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. The total number of incidents of non-compliance with regulations and/or voluntary codes concerning the health and safety impacts of products and services during the reporting period is as follows: i. Incidents resulting in a fine or penalty: zero. ii. Incidents resulting in a warning: zero. iii. Incidents of non-compliance with voluntary codes: zero.
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 identified no incidents of non-compliance with regulations or voluntary codes concerning the health and safety impacts of its products and services during the reporting period.

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