

SUSTAINABILITY STATEMENT

At Ensero Solutions, one of our core values is Doing the Right Thing - for our people, our business, our clients, our communities, and the environment. That means putting the health and safety of our employees first, creating an inclusive employee culture, upholding the highest standards of business conduct, and making a positive impact on the environment and the communities in which we operate. Our sustainability goals and commitments, which we believe create a better future for existing and future generations, are outlined below.

Health & Safety

The health and safety of our employees, clients, and contractors is our number one priority. It is our commitment that everyone goes home safely at the end of each day. We believe that all employees and contractors make a valuable contribution to our success through their commitment to hazard identification and control, executing work in a planned manner, and continuously improving our programs and systems.

Our Goals & Commitments

- Safety is our culture.
- Zero serious injuries annually and a TRIF of 2.0 or less.

Inclusive Employee Culture

We're committed to building a culture that is safe, inclusive, engaging and fun. We believe in creating a business that celebrates diversity and is free of harassment, discrimination, bullying and workplace violence.

Our Goals & Commitments

- Gender and ethnicity-balanced work environment – where our offices reflect the communities we live and work in.
- Great Place to Work certified and in the top quartile of highly engaged and inclusive employers.
- Board of Directors with purposeful diversity of perspective and experience, that represents the diversity present in our workforce.

Highest Standard of Business Conduct

Ensero Solutions is committed to the highest standards of legal and ethical business conduct. Our Code of Business Conduct summarizes the legal, ethical, and regulatory standards that Ensero must follow and is a reminder to our directors, officers, and employees, of the importance of that commitment.

Our Goals & Commitments

- Annual commitment by all employees with 100% adherence to our Code of Business Conduct.

Making a Positive Impact on The Environment and The Communities in Which We Operate

Each day, we get the opportunity to make a positive impact on the environment and the communities in which we operate. We partner with our clients to build integrated technical, regulatory, and business solutions that enable environmentally responsible resource development and reclamation.

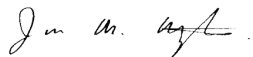
Through our projects and operations, we strive to make positive contributions to the local and indigenous communities in which we live and work. This includes maximizing the economic impact by working with local suppliers, creating employment opportunities, and providing training to upskill our communities.

We also recognize that we have offices and projects on many traditional territories including but not limited to the Treaty 6 territory and the homeland of the Métis Nation, the unceded territory of the Coast Salish Peoples, the traditional territory of the Kwanlin Dün First Nation and the Ta'an Kwäch'än Council, the traditional territory of the Kaska Nations, the traditional territory of the Little Salmon/Carmacks First Nation and the traditional lands of the Arapaho, Cheyenne and Ute Nations and peoples.

Our Goals & Commitments

- By 2029, treat over 20 billion gallons of water and reclaim over 5000 acres of impaired land.
- Encourage our employees to achieve 8 hours of volunteerism per year outside of work hours.
- Minimum 1% of net revenue in annual support for local and Indigenous communities through sponsorships, training, and donations.

We believe these goals and commitments, along with our great people, enable Ensero to be a good corporate citizen, and create a better and more sustainable future for generations to come.



Jim Harrington
Chief Executive Officer
Ensero Solutions