

MANAGEMENT STATEMENT

Site Resource Group Inc. (SRG) is dedicated to promoting and developing sustainability within the energy sector. Our philosophy is built on the foundation of safety, integrity, and innovation. We strive to deliver superior construction services that meet the complex demand of the energy industry, ensuring that every project is executed with the utmost precision and responsibility – sustainability, social responsibility and governance are at the core of our business.

OBJECTIVES

- Reduce SRG's own environmental footprint with a focus on carbon emissions and water consumption and generally targeting ways to “**reduce, reuse and recycle**” waste.
- Integrate SRG into our customer's plans to reduce the environmental footprint and carbon intensity of their activities.
- Increase offerings associated with environmental solutions e.g. waste & water treatment recycling; environmental reclamation and vegetation management; electrification of OFS offerings, etc.
- Expand SRG's participation and market share in the mineral, utilities, and industrial sectors, and more specifically, in renewable energy projects.
- Strengthen SRG's engagement and relationships with local and Indigenous communities to improve sustainability and provide economic opportunities, particularly for remote communities.
- Increase focus on employee wellbeing and in promoting alignment towards SRG's ESG goals: “**We Stand Together**” and “**We Lead**” in the communities that we live and do business in.

METRICS

- ESG metrics will be developed to ensure progress is measured and reported to the Board, quarterly. “We cannot manage what we cannot measure”.
- Metrics will be based on the Consolidated Set of the “Global Reporting Initiative, Sustainability Reporting Standards 2020” and strongly aligned with the United Nations Sustainable Development Goals.
- SRG management at all levels will have the knowledge and be empowered to “make things happen”, supported by a strong set of corporate values.

ESG objectives and metrics will be company wide, with the implementation adapted to local needs, social realities, and regulatory framework.

GOVERNANCE

SRG's governance framework and corporate values strongly support:

- Operating responsibly and sustainably, including achieving our ESG objectives.
- Supporting the communities in which we operate, including actively engaging in such communities to make them better.
- Striving to ensure the safety and health of our employees.

To that end:

- **People First, Always**
We value and invest in the development of people through a culture of inclusion, and we prioritize health, safety, and the environment. **We build foundations and elevate futures.**
- **We Stand Together**
We motivate and empower people to make the right decision while continually learning from each other. **We construct the path to progress with collective wisdom and shared successes.**
- **We Listen**
We grow and evolve through transparent dialogue, creativity, and innovation. **We offer a groundwork for growth and transformation.**
- **We Lead**
We prepare through collaboration and execute with integrity and accountability. **We set new standards for excellence.**

In addition, SRG will continue to expand and automate compliance and governance training to ensure the highest level of ethical behaviour. This will be achieved by working with internationally recognized bodies and by implementing customized programs that allow the tracking of participation in such programs and by periodically measuring training effectiveness.

Incorporating ESG into the “way in which we operate” today will allow us to continue to be leaders in the future and maintain our social license to operate.