

VERSATILITY. EXPERTISE.

ESG | 2022
REPORT
VERTEX

TABLE OF CONTENTS

OVERVIEW

MESSAGE FROM BOARD CHAIR & CEO	2
ABOUT THIS REPORT	3
OUR OPERATION	4
OUR STRATEGY	5
EXECUTING OUR STRATEGY	6
OUR SECTORS	7
OUR APPROACH TO SUSTAINABILITY	8
APPROACH TO SUSTAINABILITY: SDG ALIGNMENT	9
OUR PROGRESS: 2020 ESG GOALS & COMMITMENTS	10
LOOKING FORWARD: 2024 ESG GOALS & COMMITMENTS	11

ENVIRONMENT

SUPPLY CHAIN EXCELLENCE	13
INTERNAL PERFORMANCE	16

SOCIAL

SUPPLY CHAIN EXCELLENCE	18
INTERNAL PERFORMANCE	20

HEALTH & SAFETY

SUPPLY CHAIN EXCELLENCE	23
INTERNAL PERFORMANCE	24

GOVERNANCE

SUPPLY CHAIN EXCELLENCE	26
INTERNAL PERFORMANCE	27

PERFORMANCE DATA TABLES

SUPPLY CHAIN PERFORMANCE	29
INTERNAL PERFORMANCE	33



"At Vertex, we understand that Environmental, Social, and Governance factors are critical components in achieving sustainable growth and long-term success for our business, our stakeholders, and the communities we serve."

MESSAGE FROM BOARD CHAIR & CEO

Our Mission at Vertex is to continue to build a resilient, sustainable business with long-term growth opportunities for our customers, our shareholders, our people and our communities. Since our inaugural ESG report in 2020, we are happy to share that Vertex has been active in the continued evolution of our business. While we have faced many external challenges, we have found ways to conquer new markets and expand our technical expertise. We have continued to execute our corporate strategy, strategically expanding our focus on infrastructure with the integration of three industrial cleaning and facility maintenance acquisitions, while using the evolution of our supply chain ESG solutions as a key catalyst for growth.

It has been a busy couple of years, top line revenue has grown just over 60%, coupled with record gross margin and EBITDA returns. We are driving the strategic expansion of our environment and industrial service platforms to better serve our customers, and do our part in helping them build a more sustainable future.

“The team at Vertex is proud to be evolving our suite of ESG solutions, partnering with our customers to build a more sustainable future.”

BUILT TO SERVE AND SOLVE

Vertex is an environmental and industrial service company; we are built to respond and constantly adapt to better serve the needs of our customers. The tools we use to be a better service provider, our versatility, our adaptability and our expertise, translate into problem solving, service adaptation and a quick market response. These skills are key in partnering with our customers to develop and execute practical ESG solutions.

We serve some of North America’s most essential industries and see an important role in helping drive their sustainability through increasingly innovative solutions and ESG aligned services across our organization. We have coined the phrase “dual- phase ESG” and continue to push that agenda. We believe the future is upon us and we are evolving into an era where our customers need to push ESG performance into their supply chain, addressing their Scope 3 emissions (i.e. Vertex’s Scope 1 & 2 emissions), and looking for social performance and creative solutions in support of their ESG and responsible development goals. We intend to be prepared, building out our supply chain ESG skillset and addressing our own impacts, driving performance through our dual phase ESG.



DUAL PHASE ESG SUCCESS

Our company has made ESG the cornerstone of our sustainability approach, driving ESG performance across our supply chain services and expanding strategically to support the sustainability goals of our customers. In our second ESG report, we highlight our progress towards our dual-phase ESG approach, achieving early targets and setting new ones. Our expansion of supply chain services has resulted in 60% revenue growth with continued efforts in emissions reduction and record-breaking support for asset retirement and land reclamation. In 2022, we collaborated with 12 Indigenous communities, generating record revenue in these relationships, and creating co-benefits in the form of careers and contracting opportunities for their enterprises. We are reducing the emission intensity of our operations and have lowered it by 34%, while continuing to explore innovative ways to support climate action without limiting our supply chain growth. We believe that our ESG excellence is a part of who we are and has created a more resilient enterprise with more opportunities for growth in the future. Our vision is to build a more sustainable future for our customers, corporation and the communities we operate in.

Brian Butlin

BRIAN BUTLIN
CHAIRMAN

Terry Stephenson

TERRY STEPHENSON
DIRECTOR, PRESIDENT AND CEO

ABOUT THIS REPORT

This Environment, Social and Governance (ESG) report describes Vertex’s data and results over a 2-year period including 2021 and 2022 (additional historical data are provided in the data tables). The report also provides forward-looking goals and targets for our next full report in 2 years (after 2024). This report and any related publications or announcements represent Vertex’s commitment to transparency and remaining data driven with our ESG.

DUAL-PHASE ESG APPROACH & STRUCTURE

Throughout this report, the reader will see reference to our Dual-Phase approach to ESG. In our Dual-Phase approach, we commit to:

- 1. Growing our supply chain services for the support and benefit of our customers’ ESG ambitions; and
- 2. Reducing the internal intensity of our own operations.

The report is structured to highlight and separate supply chain achievements from internal achievements. Supply chain data relates to work completed on behalf of our customers in service of their development, operation or end of life ESG goals. Internal data are directly applicable to efforts we have made to address our own impacts through our ESG approach. When we reclaim land, reduce emissions or recycle product on behalf of our customers, we are servicing their sustainability ambitions, and those results, while generally more significant, should be separated from our internal success.

REFERENCING SUSTAINABILITY & ESG

In this report, we use the terms sustainability and ESG interchangeably, acknowledging that, while there may be differences between the two terms, we view them as closely related concepts.

ALIGNMENT WITH SUSTAINABLE DEVELOPMENT GOALS (SDGS)

We continue to assess our organization with alignment to the United Nations Sustainable Development Goals (SDGs). We see alignment with the SDGs as an excellent means to highlight examples of positive SDG impact in our project work, goals and initiatives. We understand that SDG best practice is moving from goal alignment to linkages to the specific underlying targets and, while we did not complete this prior to 2022 reporting, we intend to examine our linkages as part of our next reporting cycle. Qualitatively, we see strong alignment with these essential SDGs.

REPORTING BOUNDARIES

The scope of this report includes all businesses, assets and joint ventures that are owned and operated by Vertex Resource Group Ltd. Data exclusions or additions are noted throughout the report and particularly in the data tables. This report focuses on performance and activities from January 1, 2021, to December 31, 2022, with some reference to historical results. All dollar amounts are expressed in Canadian dollars; all amounts are provided on a before-tax basis, unless otherwise stated.

FORWARD-LOOKING INFORMATION

This ESG report contains forward-looking information or forward-looking statements.

Related Publications

2020 ESG REPORT

2021 ESG UPDATE

VERTEX’S SUSTAINABILITY



OUR OPERATION



CONSULTING



DEVELOPMENT & ADVISORY
Supporting sustainable, equitable development, regulatory excellence and capital stewardship.



ENVIRONMENTAL PROGRAMS & COMPLIANCE
Providing enhanced environmental compliance, through expert scientific data-based approach.



EMISSION MANAGEMENT
A partner in the education of carbon emissions through process efficiency and innovation.



ENGINEERING
Energy experts, providing sub-surface, facility and ground engineering.



ASSET RETIREMENT & RESTORATION
The final stage of sustainable development. We restore developed assets to their original condition.



SERVICES



FLUID MANAGEMENT
Transportation, storage and management solutions.



INDUSTRIAL CLEANING & MAINTENANCE
Modern equipment fleet, enhancing facility reliability and life-span.



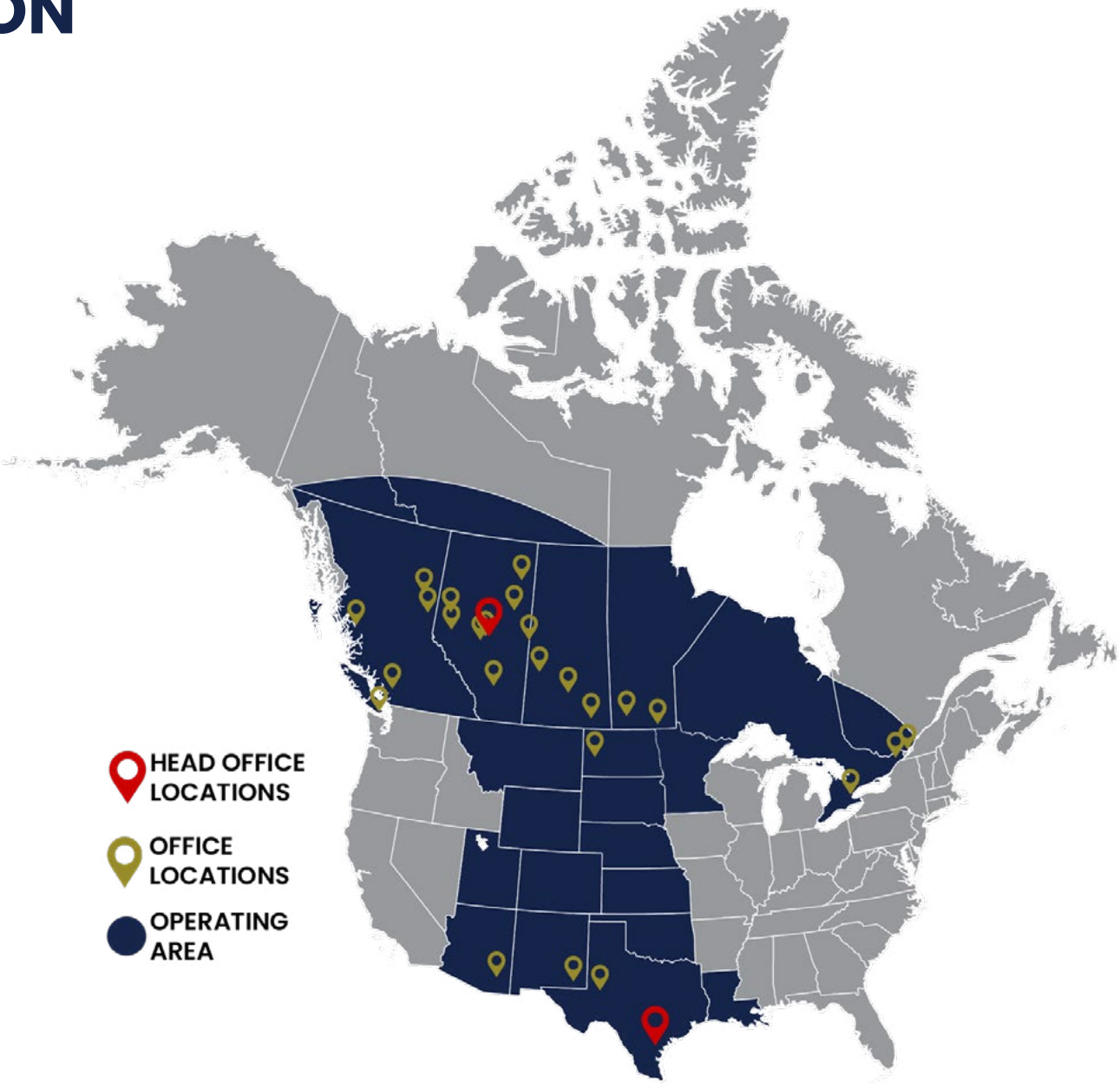
PRESSURE & VACUUM
Hydrovac + Vac truck fluid waste and recycling services



WASTE & RECYCLING
Remote site waste management and recycling.



SITE SERVICES
Complete remote site infrastructure provider.



\$218.4 M
IN REVENUE

▲ 37%

\$254.0 M
IN ASSET VALUE

▲ 42%

\$52.3 M
IN GROSS MARGIN

▲ 24%

\$23.5 M
IN FREE CASHFLOW

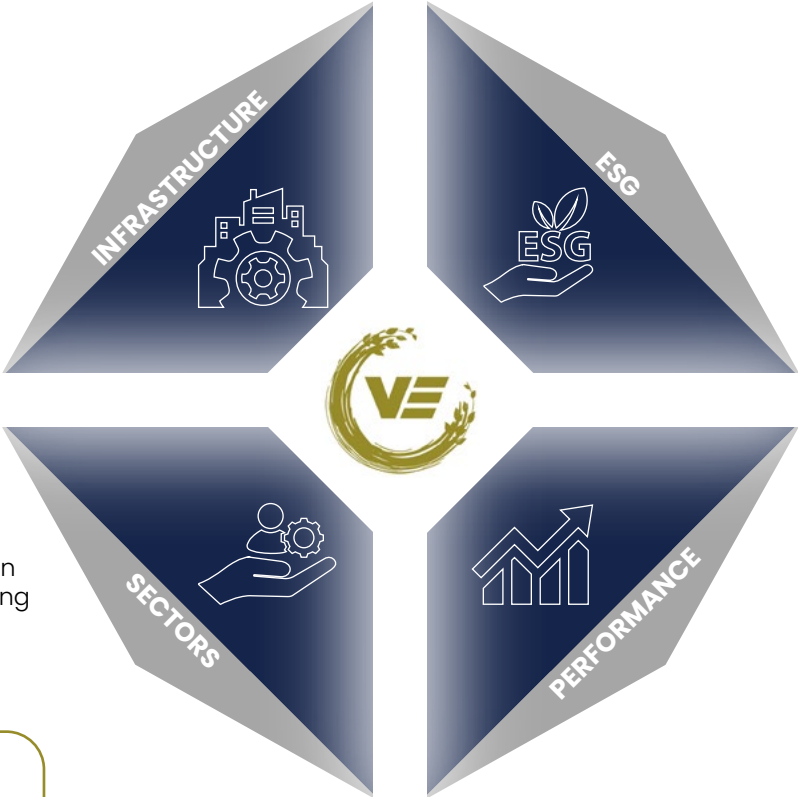
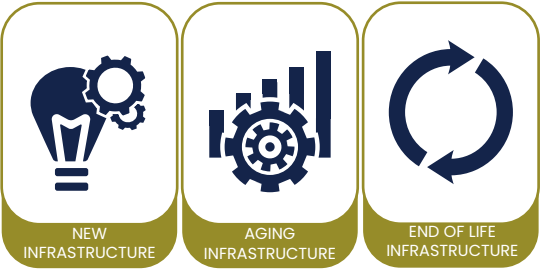
▲ 3%

VTX
TSX VENTURE

OUR STRATEGY

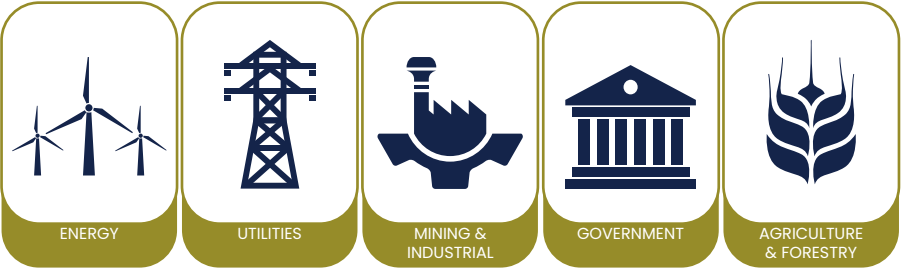
INFRASTRUCTURE FOCUSED LIFE CYCLE SOLUTIONS

Infrastructure requires unique environmental, industrial and ESG considerations. Being a trusted advisor at each stage extends client relationships and vertically integrates service opportunities.



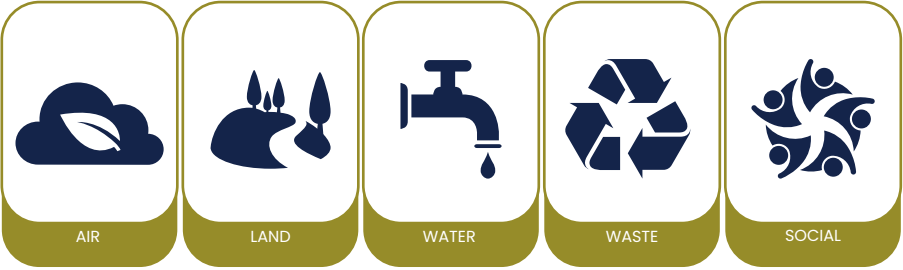
STRONG CUSTOMER BASE: ESSENTIAL SECTORS

We serve five core sectors that are essential to the North American economy and resilient through economic transition. Serving this strong group of customers is our foundation.



GROWTH CATALYST: ENVIRONMENT + ESG SOLUTIONS

The ESG market is expected to reach \$50 trillion by 2025 (Mubadala + Bloomberg Media Studios, 2022). Market need is outpacing solution creation and servicing this market creates an exponential growth story on our existing service sectors.



CORPORATE STRUCTURE: INTEGRATION & ENHANCEMENT

Our corporate structure offers a competitive edge by creating cost and technical solution synergies. We execute three growth strategies: strategic acquisitions for market penetration, integration for cost synergies, and organic growth through service expansion in customer relationships.



EXECUTING OUR STRATEGY

VERTEX IS AN ENVIRONMENTAL AND INDUSTRIAL SERVICES ORGANIZATION, evolving to better serve its customers throughout the life cycle of their energy, utility, mining and industrial infrastructure assets. Our catalyst for sustainable growth comes from the increasing need for disruptive and innovative environmental and ESG solutions. Our strategy revolves around adapting our organization to better serve our essential sectors through the integration, defragmentation and continual improvement of leading edge environmental, industrial and ESG solutions.

CHANGING COURSE

In 2015, we were a construction-focused organization (insulation contracting, buildings and structures) with a relatively small environmental consulting division. At the time, we saw a strategic advantage in re-aligning our organization into the environmental and industrial services platform we are building today. We recognized a growing need for ESG aligned solutions, and potential enhanced business resiliency by changing our focus from primarily supporting the development of industrial infrastructure to providing service throughout the asset's life cycle, with a preferential focus towards aging North American infrastructure assets. Effectively, we saw an opportunity to vertically integrate and extend our customer relationships, while addressing their ESG challenges on existing infrastructure.



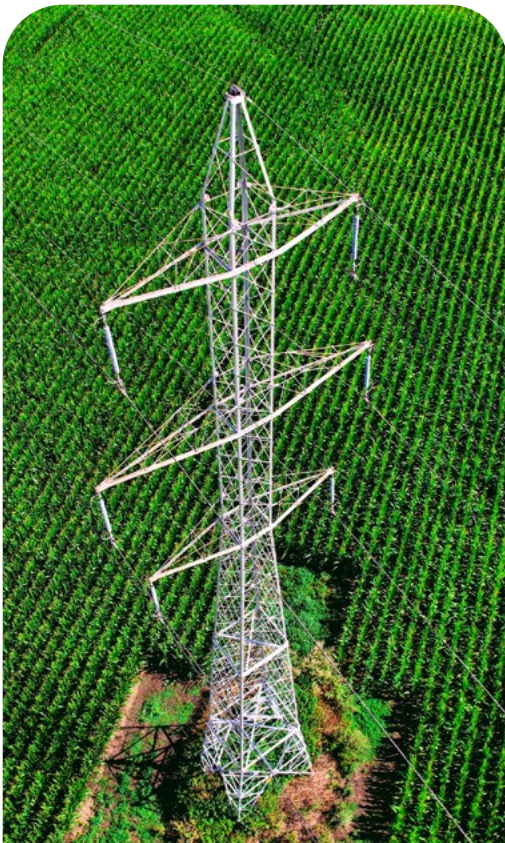
OUR SECTORS

Vertex supports its customers in asset and infrastructure development, operation, maintenance, and retirement. We serve key sectors in the North American economy: Energy, Utilities, Mining & Industrial, Government, and Agriculture & Forestry. By integrating services and prioritizing innovation, we address sector-specific ESG challenges with sustainable solutions.



ENERGY
46.8%

- Oil and Natural Gas Exploration & Production
- Wind Energy
- Solar Energy
- Other Renewable Energy
- Energy Transition



UTILITIES
26.4%

- Electrical Transmission & Distribution
- Pipelines
- Telecommunications
- Water Infrastructure
- Natural Gas Utilities



MINING & INDUSTRIAL
23.2%

- Chemical Processing
- Manufacturing
- Aggregate & Surface Mining
- Hard Rock Mining
- Industrial Real Estate
- Real Estate Developers
- Petrochemical Refining



GOVERNMENT
1.9%

- Federal Agencies
- State and Provincial Agencies
- Municipal Governments
- Regulatory Agencies
- Post Secondary Institutions
- Highway & Transportation
- Municipal Utility Owners



AGRICULTURE & FORESTRY
1.7%

- Forestry and Agricultural Owners
- Processing Facilities
- Plant Restoration Companies
- Carbon Offset Developers
- Land Conservation Agencies

OUR APPROACH TO SUSTAINABILITY

We are proud to have developed a **Dual-Phase approach to ESG**, focusing on expanding supply chain services (our ESG solutions) while reducing our operational intensity.

SUPPLY CHAIN

In the supply chain, we provide ESG solutions to our customers. We are a key partner in enhancing the sustainability and responsible operation of their infrastructure, increasing environmental and social performance through the execution of their projects and evolution of our service platform. We know our greatest impact will be felt through the sustainable growth of our supply chain services.

VERTEX OPERATIONS

Internally, we are committed to using our supply chain ESG skills to reduce our own operational intensity, enhancing our own performance, to support a more sustainable future.

Together, these two commitments build our Dual-Phase approach to ESG, expanding to provide more supply chain ESG benefits, while reducing our own operational intensity for enhanced performance along our four ESG pillars: Environment, Social, Health & Safety, and Governance.

“**WE PROVIDE ESG SOLUTIONS**, supporting responsible energy, resources and infrastructure projects. Partnered with our customers, we are building a more sustainable future.”



DUAL-PHASE ESG
EXPANDING SUPPLY CHAIN SERVICES
REDUCING OPERATIONAL INTENSITY

OUR ESG PILLARS



OUR ESG MISSION

Vertex is committed to building a **resilient, sustainable** business with long-term growth opportunities for our customers, our shareholders, our people and our communities. Constant evolution towards increased **efficiency** and **adaptability** drives our financial, environmental, social and governance goals.

OUR ESG CORE VALUES



INTEGRITY:

Accountability, transparency and measurement drive our performance.



SAFETY:

The foundation of every decision and behaviour is safety.



CRITICAL & CREATIVE THINKING:

ESG success will be driven by objectively working through problems, collectively focused on innovative solutions.



EXECUTION:

We relentlessly focus on execution over concept.



CONSTANTLY EVOLVING:

Our commitment to evolution and adaptability makes us an ESG Partner of Choice.

APPROACH TO SUSTAINABILITY: SDG ALIGNMENT

The United Nations Sustainable Development Goals (SDGs or “Goals”) represent a universal call to action to end poverty, protect the planet, and improve the lives and prospects of everyone, everywhere. The 17 Goals were adopted by all United Nations Member States in 2015, as part of the 2030 Agenda for Sustainable Development, which set a 15-year plan to achieve the Goals. For Vertex, the SDGs represent our standard to which we align our ESG design and approach to sustainability. As a North American environmental business, we touch all 17 SDGs but most significantly align with 14 of the 17 as described below.

LEGEND

Dual Alignment

Supply Chain Alignment

Internal Alignment

3

GOOD HEALTH AND WELL-BEING





Ensure healthy lives and promote well-being for all at all ages

4

QUALITY EDUCATION





Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

5

GENDER EQUALITY





Achieve gender equality and empower all women and girls

6

CLEAN WATER AND SANITATION





Ensure availability and sustainable management of water and sanitation for all

7

AFFORDABLE AND CLEAN ENERGY





Ensure access to affordable, reliable, sustainable and modern energy for all

8

DECENT WORK AND ECONOMIC GROWTH





Ensure availability and sustainable management of water and sanitation for all

9

INDUSTRY, INNOVATION AND INFRASTRUCTURE





Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

10

REDUCED INEQUALITIES





Reduce inequality within and among countries

11

SUSTAINABLE CITIES AND COMMUNITIES





Make cities and human settlements inclusive, safe, resilient and sustainable

12

RESPONSIBLE CONSUMPTION AND PRODUCTION





Ensure sustainable consumption and production patterns

13

CLIMATE ACTION





Take urgent action to combat climate change and its impacts

14

LIFE BELOW WATER





Conserve and sustainably use the oceans, seas and marine resources for sustainable development

15

LIFE ON LAND





Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

17

PARTNERSHIPS FOR THE GOALS





Strengthen the means of implementation and revitalize the Global Partnership for Sustainable Development

OUR PROGRESS: 2020 ESG GOALS & COMMITMENTS



SUPPLY CHAIN



2020 GOAL

Our goal was to quantify supply chain ESG benefits for each customer using our robust data management system (DMS). We would report to individual customers, effectively driving change in the marketplace. We aimed to customize our supply chain benefits to better suit customers’ needs and become a leading provider of ESG solutions.

PROGRESS

We were not able to provide customer-specific ESG reports by the end of 2022. However, it remains a key focus for the next reporting cycle. We are improving supply chain performance and partnering with customers on their ESG ambitions.

At a corporate level, we have made significant strides in data collection and management. Our data collection now includes more waste, air, water and emissions reduction data in addition to that collected in 2020.

INTERNAL



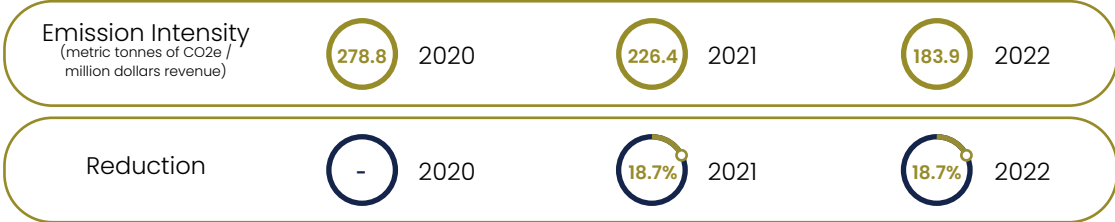
2020 GOAL

Our focus was on reducing Scope 1 emissions from our vehicle fleet. We aimed to understand our emission portfolio and decrease emission intensity through:

- Exploring natural gas and hybrid natural gas/diesel conversions for our fluid logistics fleet
- Optimizing fleet efficiency using GPS systems
- Improving customer efficiency on projects and reporting reductions
- Exploring integration with an emission management service and offsetting some or all our emissions

PROGRESS

Between 2020 and 2022, our emission intensity decreased by **34.1%** (18.7% in 2021 and 2022, respectively). This was achieved partially by focusing on equipment and data monitoring through GPS systems, but primarily through the growth of our **on-site** industrial cleaning and vacuum truck services. We also made significant strides in planning fuel trials for our larger vehicles; however, addressing emission intensity remains a continued focus.



LOOKING FORWARD: 2024 ESG GOALS & COMMITMENTS

In 2020, Vertex published its inaugural ESG report. Over the past 2 years, the systems and processes first communicated in that report have continued to evolve. As we report on our progress throughout 2022, we have further defined our role in providing ESG solutions for our customers and committed to our Dual-Phase ESG. In response, we have worked to set ESG goals and commitments for each ESG pillar as we continue to expand our supply chain ESG solutions and reduce the impacts of our operation.

ENVIRONMENTAL



10%
AGR

EXPAND ESG SOLUTIONS
Minimum 10% annual growth of supply chain service revenue, providing more ESG solutions to customers.

10,000
Acres

RETURN & RECLAIM
Maintain annual asset retirement (ARO) activities at or above 10,000 acres; 54% growth over 5 year average.

200%
RESPONSIBLE ENERGY & EMISSIONS
Two-fold increase in exposures and solutions for responsible energy, energy transition and decarbonization projects.

SOCIAL



25%
Increase

POSITIVE INDIGENOUS IMPACT
Increase 5-year average of direct community benefit (DCB) provided to Indigenous communities by 25%, to above \$1.25M annually (annual average from 2018 to 2022 was \$1M).

HEALTH & SAFETY



25%
Reduction

SAFE DRIVING
Driving is a significant portion of project execution, and motor vehicle incidents (MVI) range from equipment damage to wildlife interactions to the potential for more serious risk. We are committed to improving the safety, and health and welfare of all people in transit to projects and intend to reduce our MVI by 25% by 2024.

GOVERNANCE



Complete
Materiality
Survey

STAKEHOLDER ENGAGEMENT
We commit to improving customer and internal stakeholder engagement in the development of our ESG. We intend to complete a materiality survey with both our customers and internal stakeholders to generate data used for oversight and direction on our ESG journey.

1st Report
by End of
2024

ESG DATA MANAGEMENT
Expand ESG data reporting, from collection for Vertex to collection for customer and project. Develop robust ESG reporting tools, able to report our specific supply chain benefit for each customer and each project.



CLIMATE ACTION
Continuing trend of decreasing intensity of our Scope 1 emissions. Completing compressed natural gas transportation fuel trials, continuing to convert to solar power and electrify our non-transportation equipment fleet, and working to diversify revenue.

10%
Increase
in Mobile &
VR Training

TRAINING EQUITY
Continue to use technology and innovation to eliminate training inequality internally and with our Indigenous partners.



DIVERSITY
Increase the absolute number of women, minority groups and Indigenous People within our full-time personnel.

10%
Reduction

INCIDENT REDUCTION & ELIMINATION
Decrease Total Recordable Incident Frequency (TRIF) by a minimum of 10% annually.

100%

ESG PERFORMANCE
Complete integration of ESG criteria into executive and senior leadership compensation by 2024.

ENVIRONMENT

OVERVIEW

ENVIRONMENT

SOCIAL

HEALTH & SAFETY

GOVERNANCE

DATA TABLES



CLIMATE ACTION

Emission intensity down **34%** since 2020, to **183.9 METRIC TONNES** of CO₂e / million dollars in revenue



WATER CONSUMPTION

Down **5%** since 2020, with **60%** revenue growth in the same period



CLIMATE ACTION

Measured **4.8x** & Mitigation of **1.25x** our own SCOPE 1 & 2 Emissions



LAND RESTORATION

Supported **9,593 ACRES** of restoration activities, abandoning, decommissioning and rewilding the landscape



INDUSTRIAL CLEANING & WASTE

Fluid management volume **453,107m³**
Recycling up **63%**

SUPPLY CHAIN EXCELLENCE

GUIDING PRINCIPLE
Vertex’s primary focus is partnering with its customers to generate economic and environmental prosperity. We envision sustainability as an ability to build wisely (responsible development); operate well, extend the operational life (operational excellence); and then restore the environment to its original condition (asset retirement). Our supply chain growth supports our customers’ sustainability outcomes.

RESPONSIBLE DEVELOPMENT

Vertex supports sustainable development by balancing environmental, engineering, and land factors for a streamlined regulatory approval process. Our teams offer cost-effective infrastructure and manpower solutions for responsible development.



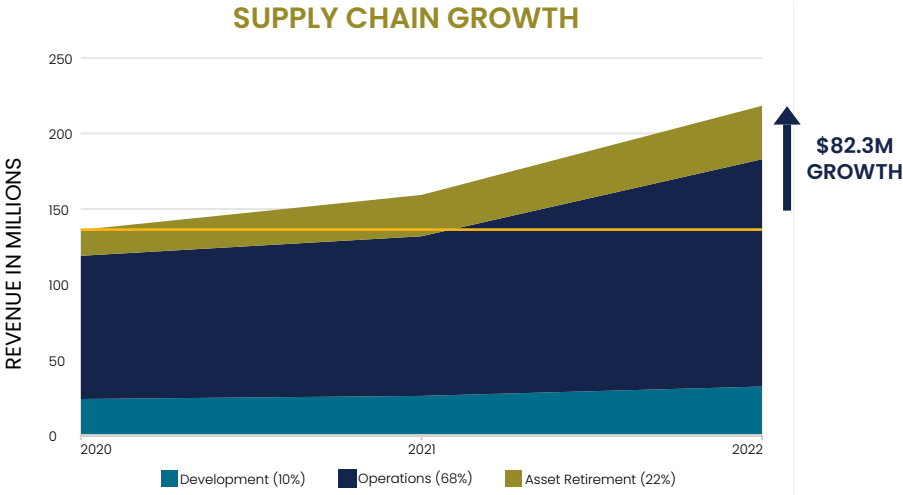
OPERATIONAL EXCELLENCE

The Vertex team is a crucial partner for customers’ pursuit of operational excellence. Our services include fluid logistics, waste management, environmental compliance, industrial cleaning, and facility maintenance. We aim to extend the useful life of critical long-life assets while ensuring environmental compliance and economic performance.



ASSET RETIREMENT

Vertex is a top North American business in asset retirement of energy infrastructure. We help clients with cost-effective closure and land restoration. Our team abandons, decommissions, and reclaims thousands of acres every year. Our Research & Development team is constantly innovating, using natural systems and practical science to develop cost-effective methods.



Over the past 24 months, we have created more than 60% growth in our supply chain activity. Of our \$82.3 Million in growth, 90% has strategically been focused on the support of existing aging infrastructure.

SUPPLY CHAIN EXCELLENCE



AIR



Vertex is committed to expanding our supply chain services to address climate change. Our emissions management services support our customers’ responsible energy development and decarbonization efforts. Over the last 2-years, we have measured more than 250,000 metric tonnes of emissions, while supporting the mitigation of approximately 125,000 metric tonnes of these emissions. Mitigation comprises of identifying and repairing fugitive emissions, supporting engineered solutions and addressing any emitting end of life infrastructure through the abandonment and decommissioning of wells and facilities. These efforts on behalf of our customers are equivalent to completely decarbonizing our own Scope 1 & 2 emissions by **1.6 times**.



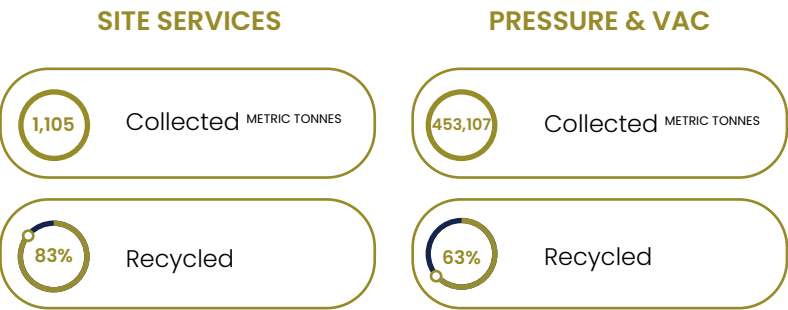
Our emissions management services are key in assisting our customers in providing access to affordable, low-carbon energy by reducing emissions intensity throughout the hydrocarbon value chain. We plan to expand our services by offering engineered emission reduction solutions, enhancing verification and auditing, and exploring nature-based carbon removal projects.



WASTE & RECYCLING



Vertex offers waste and recycling services in two segments of our environmental services business: site services and industrial cleaning & maintenance services. Effective waste management and recycling are crucial for our customers’ sustainability goals, promoting responsible consumption and reduced disposal. We are dedicated to expanding this aspect of our business, exploring enhanced recycling options for municipal and remote resource projects, leveraging our environmental consulting expertise, to develop low-cost, efficient waste reduction systems.



INDUSTRIAL CLEANING & MAINTENANCE



Our last three strategic acquisitions provided vertical integration, expanding our expertise in industrial cleaning and maintenance, which helps us sustainably maintain existing aging infrastructure. By doing so, we drive sustainability, reducing our customers’ capital costs and minimizing additional development and environmental disturbance. We employ high-pressure demulsification and circulation to obtain up to 98% fluid recycling, returning hydrocarbon products to the value chain and reducing fluid waste. We have also introduced robotics into the tank cleaning process, continually innovating our robotic tools to address water input requirements, reduce emissions and enhance waste recycling. As infrastructure ages, Vertex will continue expanding, innovating and adapting to meet the industrial ESG needs of our customers.

SUPPLY CHAIN EXCELLENCE



LAND & BIODIVERSITY



A sustainable circular economy requires returning developed sites to nature. Vertex provides integrated asset retirement services, including well abandonment, elimination of emissions, infrastructure decommissioning and site restoration. We are continuously innovating to improve land restoration and biodiversity, as well as associated costs and timelines. In the past 2 years, we have completed 7,600 projects, covering 19,000 acres of land. Our competitive advantage lies in our vertical integration of industry-leading well abandonment, decommissioning, and environmental restoration expertise.

Our Research & Development team, with plant science experts, ensures Vertex's leadership in the asset retirement and land restoration industry. We have developed remote sensing technology to monitor restoration outcomes, minimizing physical impact, decreasing emissions and allowing early detection of issues. We have also explored innovative uses of bees, Restart™ pucks and Rootsicles™ for land restoration and biodiversity enhancement. Bees promote pollination and diverse plant growth, while Restart™ pucks efficiently plant native seeds with minimal soil disturbance. Our Rootsicles™ offer a replanting system that protects roots, optimizing survival and contributes to thriving ecosystems. These solutions expedite restoration and foster healthier, more resilient landscapes.



Acres of Restoration
Supported 2020-2022
22,785 ACRES



INTERNAL PERFORMANCE

GUIDING PRINCIPLE
We intend to reduce the intensity of our operational environmental impact. Our biggest impact is our Scope 1 & 2 emissions, related to the operation of our fleet, and we are actively working to reduce our emission intensity.

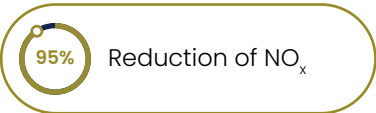
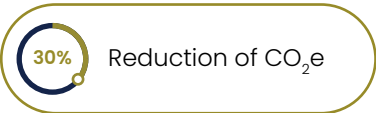
CLIMATE ACTION



Over the past 2 years, we have reduced emission intensity by 34%, from 278.8 (2020) to 183.9 (2022) metric tonnes of CO₂e per million dollars of revenue. This reduction was mainly achieved through strategic revenue growth in consulting and industrial cleaning services, which have a lower carbon intensity. However, we have actively pursued this goal with the following initiatives:

- **GPS monitoring** - improved fleet efficiency, reducing idling and improving trip planning.
- **Electrification & Solar Conversion** - of non-transportation assets, such as generators, light towers and pumps.
- **Fuel transition** - testing, planning and implementation of compressed natural gas (CNG) as a lower emission fuel. CNG is expected to reduce CO₂e emissions by 30% and NO_x emissions by 95% compared to diesel. We encountered performance concerns with current CNG motors and have strategically decided to wait for Generation 2 units which address the performance settings us up for successful trials. Trials are scheduled for Q2 2024, with two selected routes for testing.

While it is too early to make capital investment commitments or set a timeframe for fuel transition, we see potential for significant emission reduction and fuel savings. If the trials are successful and a market-ready fuel source is available, a rough estimate of potential Scope 1 reduction is 11,445 metric tonnes of CO₂e and annual fuel savings of \$3.0 to \$6.0 million.



SOCIAL

OVERVIEW

ENVIRONMENT

SOCIAL

HEALTH & SAFETY

GOVERNANCE

DATA TABLES



COMMUNITY INVESTMENT

12,020 volunteer & charitable hours
63% of FT employees in small municipalities careers



TRAINING

11% increase in training dollars per person,
an additional investment of **\$338,000**/year



INDIGENOUS CAREERS

94 Indigenous employees, **7** in leadership



INDIGENOUS IMPACT

\$61 Million in revenue. **~\$9.4 Million** in total
tangible benefit

SUPPLY CHAIN EXCELLENCE

GUIDING PRINCIPLE

We are striving to have a positive impact within Indigenous communities through our supply chain performance. Our partnerships and relationships are structured around trust, working to create economic, career and contracting opportunities for Indigenous communities, people and enterprises, while Indigenous communities, in turn, bring invaluable traditional knowledge of the land and unique perspectives. We aim to be a trusted vehicle of inclusion, working to balance the commitments of our customers and expectations of our partners with our own social commitments to making a positive impact.

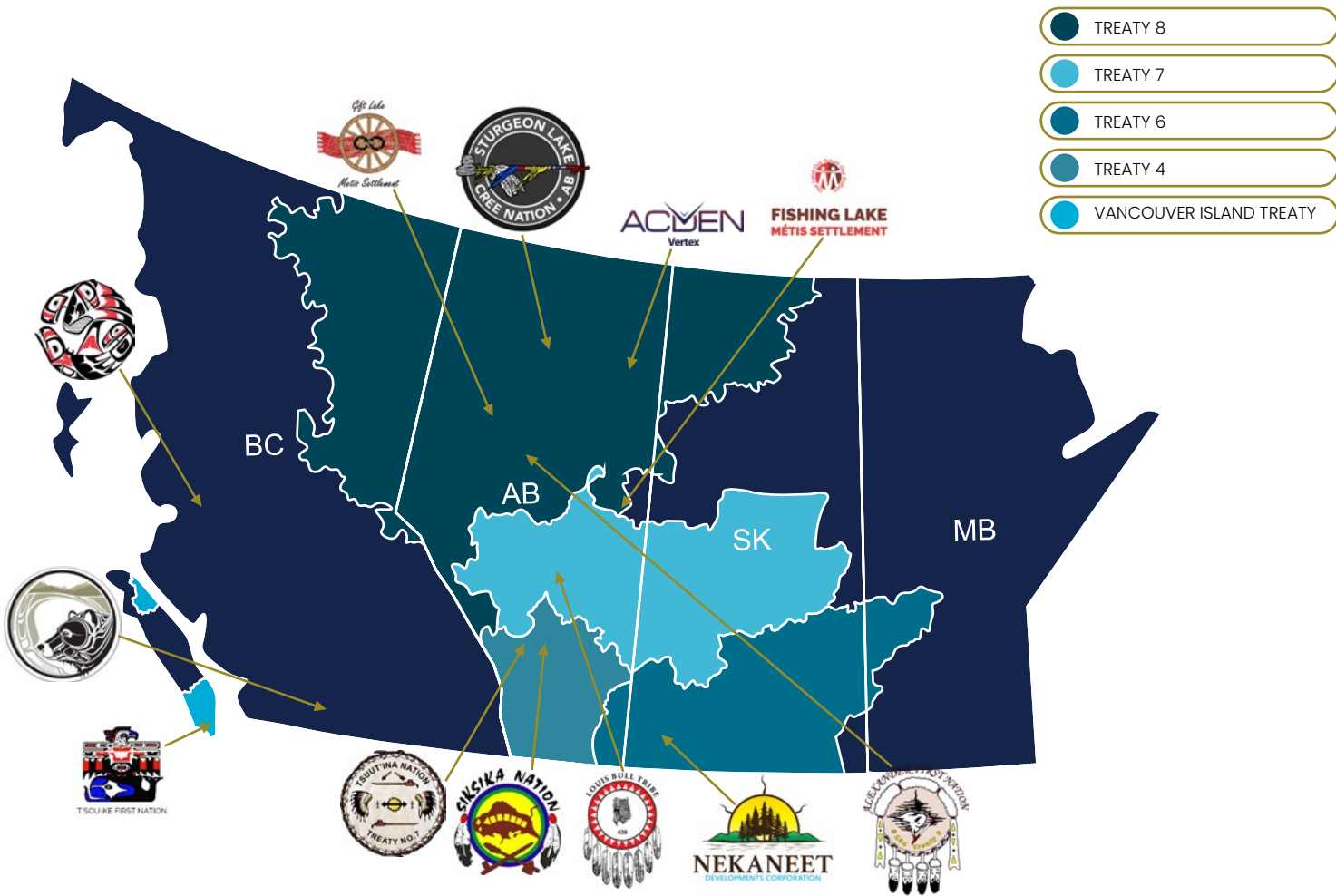
INDIGENOUS COMMUNITIES



Over the past 2 years, we executed over \$96 Million in project revenue through our Indigenous relationships. In 2021 and 2022, we saw great opportunity to expand revenue, career and contracting opportunities.

INDIGENOUS REVENUE EXPANSION

In response to Covid-19, federal and provincial governments in Canada funded asset retirement and site rehabilitation in the energy industry. These programs had clear directives to support Indigenous communities, people and businesses. Our years of work building relationships, partnerships and trust set Vertex up as a preferential provider of asset retirement work, with approximately 65% of our Indigenous revenue focused on environmental restoration and closure. Additional work was completed through environmental monitoring at mining and industrial facilities in the Fort McMurray region (18% of Indigenous revenue) and on the new construction of long linear utility infrastructure in Alberta and British Columbia (17% of Indigenous revenue).



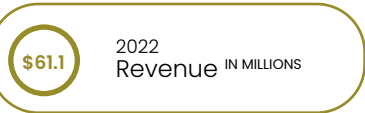
SUPPLY CHAIN EXCELLENCE



MEASURING OUR BENEFITS & WORKING WITH INDIGENOUS BUSINESS



We measure two types of community benefits: direct community benefit (DCB) in the form of distributions to our partner communities as a result of our relationships and indirect community benefits (ICB) that include non-project support provided by Vertex personnel, charitable ventures within our partner communities and qualified spends with Indigenous vendors. We can proudly state that, in 2022, our ICB was 2.6 times greater than our DCB and we are actively building with a growing list of Indigenous enterprises.



CAREER & TRAINING OPPORTUNITIES



Creating career opportunities is a key component of our work within Indigenous communities. In 2022, we created 25 new full-time careers for staff who self identify as Indigenous and supported key training initiatives with the intent to create more interested and qualified candidates in our fields. These initiatives included:

- Working closely with IRC Canada to support and hire personnel from their Site Reclamation Training program; and
- Working with Innotech Alberta, through one of our joint ventures, Acden Vertex, to develop a free online seminar providing a comprehensive review of the wellsite reclamation process and work opportunities at each phase of the closure process. It is designed to showcase successful connections between Indigenous opportunity seekers, the energy industry and service providers. By providing additional training and facilitating business opportunities, we are ensuring that Indigenous-owned businesses are well-positioned to participate in work associated with asset retirement.

INTERNAL PERFORMANCE

GUIDING PRINCIPLE

We consider our diversity a strength. Partnerships, opportunity creation and training equity are the cornerstones of this pillar for Vertex, as we invest in our people, their diversity and their work to have a positive impact in the local communities where we live and work.

THE VERTEX TEAM



Vertex is built by the **Versatility and Expertise** of our team. We are continually evolving to build strong sustainable careers devoid of gender, ethnic or geographic bias. We are committed to making an extra effort to create an inclusive employee experience that encourages different perspectives, in turn building our creative problem solving and improving customer outcomes. We attract exceptional talent and work to support our team with training and professional development. While expectation is that diversity will continue to grow across the organization, our measurement focus revolves around inclusion of women (gender equality) and people who self identify as Indigenous.



FEMALE REPRESENTATION



INDIGENOUS REPRESENTATION



TRAINING & PROFESSIONAL DEVELOPMENT



INTERNAL PERFORMANCE

TRAINING EQUITY & LEARNING CENTERED CAREERS



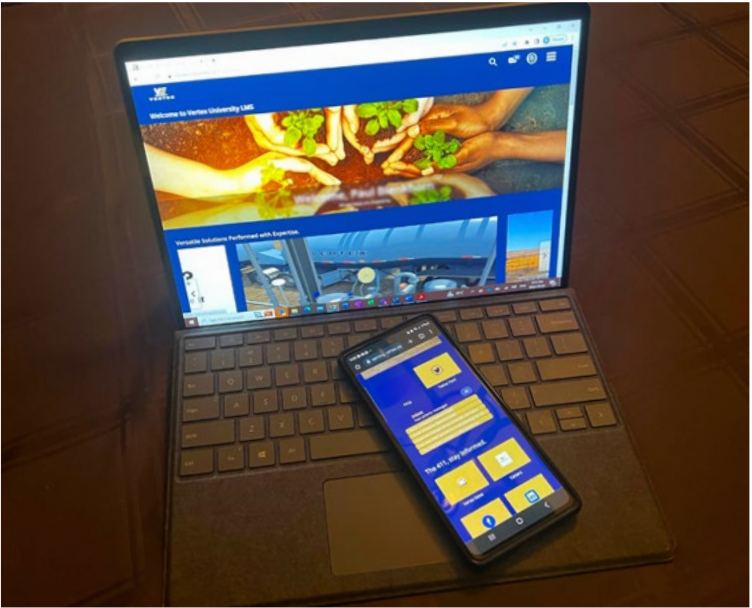
At Vertex, we prioritize training equity to reduce inequalities within our organization and community. In today’s digitalized world, we have the opportunity to utilize electronic tools to provide equal training opportunities for all, regardless of ethnicity, gender or location. Over the past 2 years, Vertex has invested in training tools that level the playing field.

To overcome logistical challenges (particularly remote work), and reduce time and financial commitments, we developed two digital training opportunities:

- **Roblox** – Our digital worlds simulate real-world scenarios, creating a safe and collaborative environment for training and mentoring staff in various environmental scopes.
- **Vertex University** – This platform features training videos created by our employees, which empowers them to share their knowledge and makes it continuously available to others.

Through the Roblox platform, we also support students in Alberta schools, fostering their interest in the environmental science industry. We have collaborated with the Edmonton Public School Boards Community Market Place and Inside Education, working with over 30 high schools and 350 students. Additionally, we have provided training to over 60 post-secondary students from three colleges/universities in soil conservation, environmental site assessments and wildlife monitoring.

Vertex is seeking support to expand these programs and provide training for our Indigenous partners as well.





HEALTH & SAFETY

OVERVIEW

ENVIRONMENT

SOCIAL

HEALTH & SAFETY

GOVERNANCE

DATA TABLES



LOST TIME INCIDENTS

0



RECORDABLE SPILLS

0



WORKED HOURS

3.5 Million Hours



DISTANCES TRAVELED

31 Million KMS

SUPPLY CHAIN EXCELLENCE

GUIDING PRINCIPLE
Internally and externally, Vertex aims to be the safest environmental and industrial service company in North America, understanding and exceeding industry accepted norms. We have established a culture of ownership that holds safety, unquestioned, as our top priority.

SAFE DRIVING



Driving is a crucial part of our project execution. At Vertex, our personnel and equipment frequently travel between customer sites in remote rural areas while providing environmental and industrial services. To ensure the safety of our employees, customers and the public, we actively foster a culture of safe driving. We have developed and implemented systems and procedures aimed at protecting everyone involved. Our goal is to be a leading operator in terms of safety, regardless of the vehicle size, ranging from light-duty to larger units. With GPS monitoring, data analysis, trend analysis and robust safety systems, we continuously refine our safety and training programs.

In 2022, our fleet covered an additional 6.4 million kilometres. Unfortunately, motor vehicle incidents (MVIs) are a reality. These incidents can range from equipment damage to wildlife encounters and potentially more serious incidents. We have avoided many severe MVIs, but we have identified, through trend analysis, that inattentive third-party drivers and wildlife interactions on remote rural highways contribute to a significant number of our incidents. To address this, we will continue to promote defensive driving and raise awareness about the risks associated with wildlife encounters and interactions with third-party drivers. By doing so, we aim to improve upon our previous results and reduce MVIs by 25%. Our commitment to being the safest operator on the road and continuously enhancing our safety management systems remains unwavering.



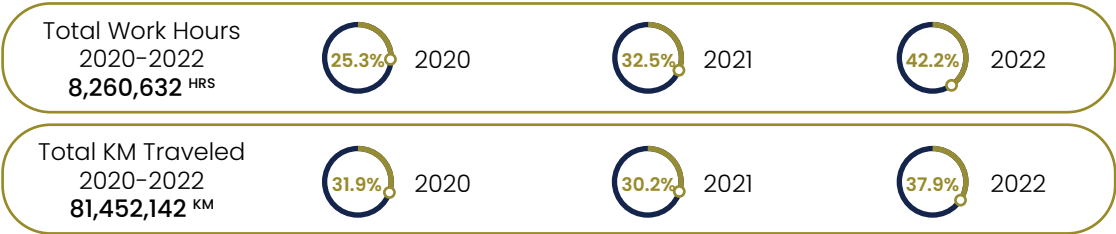
INTERNAL PERFORMANCE

GUIDING PRINCIPLE

Internally and externally, Vertex aims to be the safest environmental and industrial service company in North America, understanding and exceeding industry accepted norms. We have established a culture of ownership that holds safety, unquestioned, as our top priority.

2022 PERFORMANCE

Our Health and Safety performance metrics cover all personnel and equipment under management, which can include certain key subcontractors when we are operating as the prime contractor on behalf of our customers. In 2022, we were responsible for almost 3.5 Million personnel hours and almost 31 Million kilometres travelled. This equates to 1650 full time equivalent (FTE) personnel and travelling almost 84,500 kilometres each day.



In 2022, we had zero lost time injuries and lowered our total recordable incident frequency (TRIF) by 7.7%. We are proud of our progress and pleased to see a downward trend, but, at the same time, we are committed to continuing to work hard to improve.



OUR SAFETY INITIATIVES

As we look forward, our focus revolves around training and proactive safety efforts to achieve lower frequencies of injuries, motor vehicle incidents and equipment damage. We have set our 2023 target for TRIF at 0.40, an over 30% improvement expected to be achievable as we integrate acquired businesses and adopt our higher safety standard and corporate culture. We are focused on reducing incident frequency through proactive safety management, enhancing training and awareness of staff, and creating a culture of collective learning. We are achieving this through the integration of our mobile training platform(Vertex University), as well as encouragement of hazard identification and behaviour based safety.



GOVERNANCE

OVERVIEW

ENVIRONMENT

SOCIAL

HEALTH & SAFETY

GOVERNANCE

DATA TABLES



Board Members

6



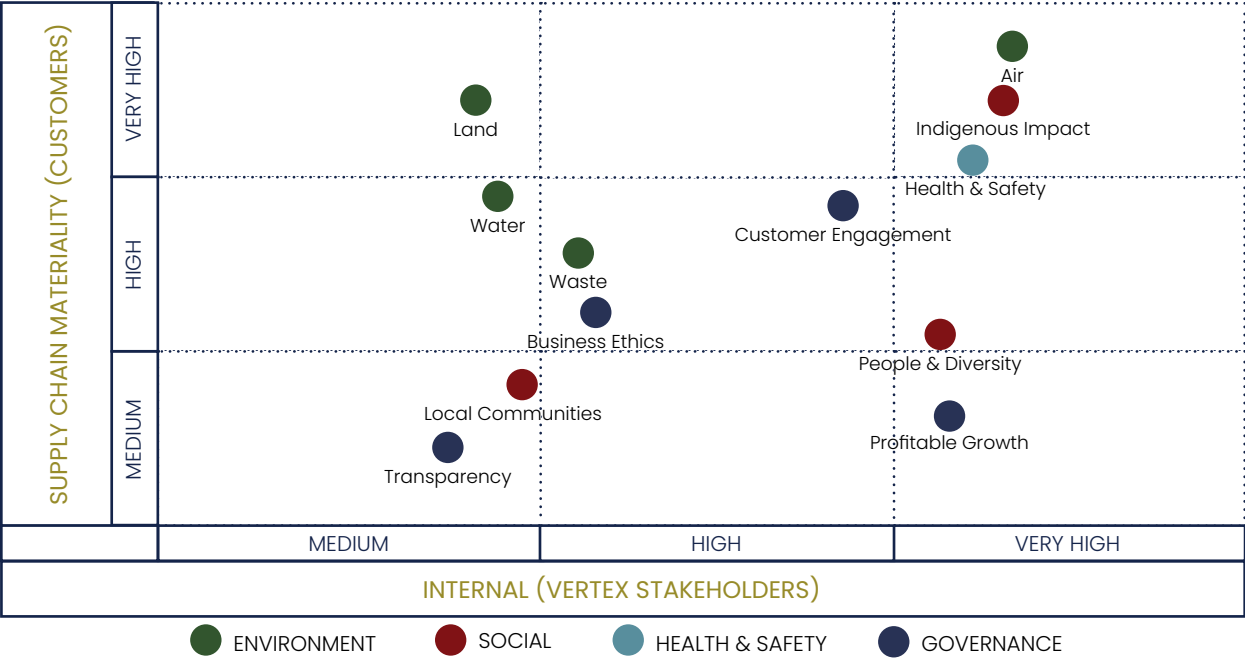
Directors Meeting Attendance

100%

BEST
MANAGED
COMPANIES

SUPPLY CHAIN EXCELLENCE

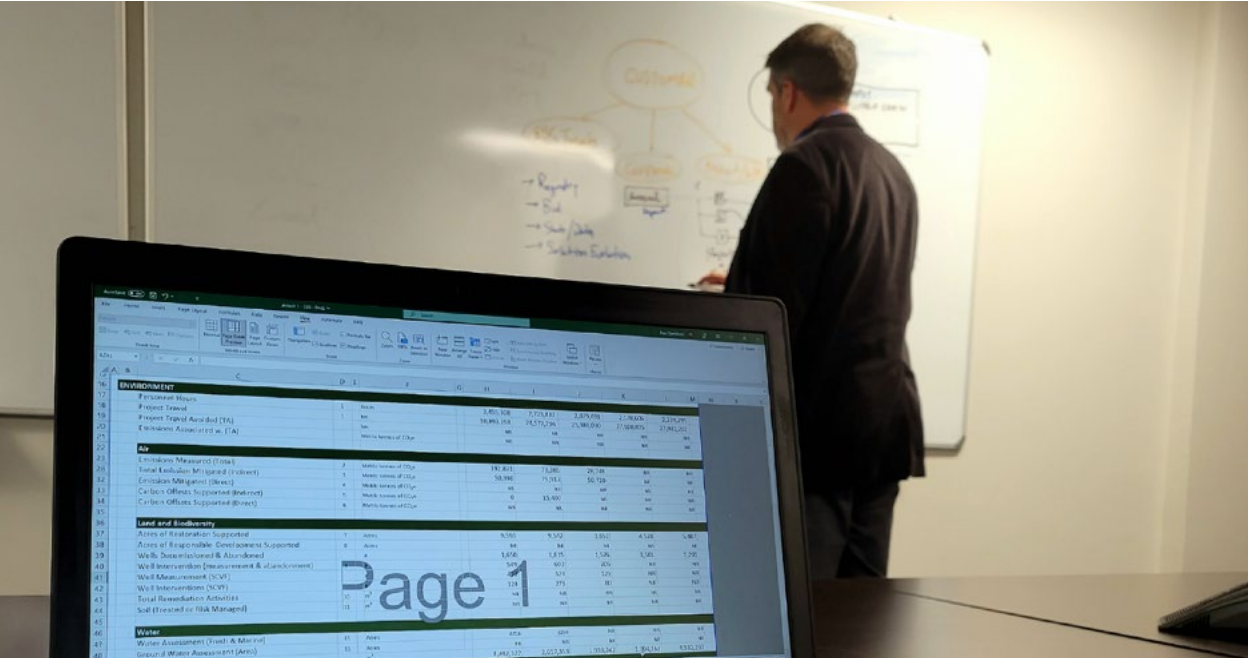
GUIDING PRINCIPLE
Supply chain governance revolves around stakeholder and customer engagement, and our vision of ESG performance as a supply chain solution for our customers. Strong ESG data systems, including reporting on our clients portfolio, job location and individual projects, will be key to sharing and collaborating on success, and driving ESG performance gains into our customers’ sustainable outcomes.



STAKEHOLDER & CUSTOMER ENGAGEMENT

Our current ESG materiality was developed in 2020 at the executive level through engagement of key operational personnel and internal knowledge of our customers. Two metrics were combined to define our materiality: **importance** (view of the importance of the ESG category as it relates to sustainability) and **impact** (ability to differentiate ourselves through exceptional performance in the category).

As a service organization, and an organization working to drive a Dual-Phase ESG, it is critical that we align with what matters to our customers, who are the centre of all that we do, and, equally important, our internal stakeholders. As such, it is important for our governance that we complete a materiality survey, engaging customers on what is material to them as we grow our supply chain services and balancing that with the beliefs, opinions and ESG ambitions of our internal stakeholders. We commit to complete our Dual-Phase materiality survey by our next report and incorporate our findings to refine our ESG ambitions and goals.



ESG DATA MANAGEMENT

Vertex’s ESG data management system has over 7 years of data and we are pleased with the quality of the data we have collected. However, building on our value to constantly evolve, we are working to refine our data collection and improve linkages of corporate data to individual customers and projects. Vertex foresees a future where ESG data availability will be critical to securing work, as generic corporate reporting will not support the sustainability ambitions of customers’ supply chains.

In 2024, Vertex aims to be able to provide custom ESG reporting for each project, location and customer, including parameters such as Indigenous impact, project-specific Scope 1 & 2 emissions, acres restored, emissions mitigated, water protected and waste recycled, aligned with various standards. We intend to link ESG performance to the individual customer expectations, such that our reports drive their sustainability ambitions, and their sustainability ambitions drive service creation and goal adjustment. Our ESG data systems must support our mission of constantly evolving to better serve our customers and we commit to move our data from corporately linked to interconnected project by project through a robust digital road map.

INTERNAL PERFORMANCE

GUIDING PRINCIPLE
Internal governance focuses on ensuring appropriate corporate oversight, testing strategic plans and confirming alignment with our mission, core values and ESG ambitions for the improved sustainability of our business, on behalf of our shareholders.



GOVERNANCE

Our Board of Directors is comprised of leaders in the business community who bring their diverse backgrounds and varied skillsets to their task of stewardship of the company on behalf of all shareholders. The Board is focused on achieving its goals with integrity, while also taking into consideration the interests of a broad range of stakeholders, in addition to our shareholders, such as employees, customers, suppliers and community neighbours. The Board meets regularly with multiple levels of management and has access to senior management on a regular basis. To ensure independence, the Board and its committees also meet away from management.

The Board and committees’ duties are outlined in the Board Mandate and the Committee Charters, which are reviewed annually and are available on our website. Governance practices and policies include:

- Executive pay for performance, with compensation tied to ESG
- Director and Executive share ownership requirements
- Whistle Blower Policy
- Code of Conduct Policy that each employee reviews and signs annually
 - ◊ Outlines basic principles and policies all employees, officers and directors are expected to comply with. These include privacy and confidentiality, conflicts of interest, anti-corruption and bribery, discrimination and harassment, social media, entertainment gifts, reporting unlawful or unethical behaviour, and compliance with all laws and regulations where we operate.



MANAGEMENT RESPONSIBILITY & PAY FOR PERFORMANCE

Vertex’s management team is responsible for driving the company’s strategy and ESG excellence, in alignment with our values and the interests of our stakeholders, under the stewardship of its Board. All members of the leadership team are responsible for identifying and integrating sustainability opportunities and decision making into all aspects of the business.

To ensure effective oversight, Vertex has a pay for performance compensation structure, which includes salary, cash bonuses and long-term stock-based incentives. These incentives are linked to annual strategic plan execution, including ESG metrics.

RISK MANAGEMENT

The Board is responsible for identifying and monitoring principal risks to the company, and ensuring the implementation of an appropriate risk management system. This aligns with the continued development of our ESG systems, addressing both the risks and opportunities associated with climate action and supply chain requirements for robust ESG systems.

Board Mandate

2022 ESG PERFORMANCE DATA TABLES



SUPPLY CHAIN



SUPPLY CHAIN PERFORMANCE

Data	Note	Measurement	2022	2021	2020
CUSTOMER SUPPORT					
Total Revenue		Revenue in Millions	\$218.4	\$159.4	\$136.1
SECTOR EXPOSURE					
Energy		Percentage	46.8%	46.1%	46.7%
Utilities		Percentage	26.4%	29.9%	38.4%
Mining & Industrial		Percentage	23.2%	18.8%	9.7%
Government		Percentage	1.9%	2.7%	2.6%
Agriculture & Forestry		Percentage	1.7%	2.6%	2.7%
LIFE CYCLE EXPOSURE					
Responsible Development		Percentage	14.8%	16.4%	17.6%
Operations		Percentage	69.0%	66.4%	69.8%
Asset Retirement		Percentage	16.2%	17.2%	12.6%
ENVIRONMENT					
Personnel Hours	1	Hours	3,455,308	2,725,833	2,079,491
Project Travel	1	km	30,893,258	24,577,794	25,981,090
Project Travel Avoided (TA)		km	NR	NR	NR
Emissions Associated w. (TA)		Metric tonnes of CO2e	NR	NR	NR
AIR					
Emissions Measured (Total)	2	Metric tonnes of CO ₂ e	192,871	73,385	28,748
Total Emission Mitigated (Indirect)	3	Metric tonnes of CO ₂ e	50,390	75,913	50,720
Emission Mitigated (Direct)	4	Metric tonnes of CO ₂ e	NR	NR	NR
Carbon Offsets Supported (Indirect)	5	Metric tonnes of CO ₂ e	0	15,400	NR
Carbon Offsets Supported (Direct)	6	Metric tonnes of CO ₂ e	NR	NR	NR

SUPPLY CHAIN PERFORMANCE

Data	Note	Measurement	2022	2021	2020
LAND AND BIODIVERSITY					
Acres of Restoration Supported	7	Acres	9,593	9,542	3,650
Acres of Responsible Development Supported	8	Acres	NR	NR	NR
Wells Decommissioned & Abandoned		#	1,650	1,615	1,576
Well Intervention (Measurement & Abandonment)	9	#	549	602	205
Well Measurement (SCVF)		#	421	329	125
Well Interventions (SCVF)		#	128	273	80
Total Remediation Activities	10	m³	NR	NR	NR
Soil (Treated or Risk Managed)	11	m³	NR	NR	NR
WATER					
Water Assessment (Fresh & Marine)	11	Acres	4,708	3,259	NR
Groundwater Assessment (Area)	11	Acres	NR	NR	NR
Fluid Management & Storage		m³	4,742,322	2,617,353	1,939,742
TOTAL WASTE					
Collected	12	Metric tonnes	453,107	311	190
Recycled		Metric tonnes	284,443	263	150
WASTE - SITE SERVICES					
Collected Waste	13	Metric tonnes	1,105	311	190
Recycled Waste		Metric tonnes	936	263	150
WASTE - HYDROVAC & INDUSTRIAL CLEANING					
Collected Waste	14	Metric tonnes	452,002	NR	NR
Recycled Waste		Metric tonnes	283,507	NR	NR

SOCIAL

INDIGENOUS IMPACT					
Formal Relationships with Indigenous Communities	15	# Communities	12	9	7
Revenue through Formal Relationships		\$ Revenue	\$61,086,953	\$35,117,033	\$13,652,276
Direct Community Benefit (DCB)	16	\$	\$2,635,819	\$1,519,644	\$588,132

SUPPLY CHAIN PERFORMANCE

Data Legend

NR Not recorded. Used to represent data that were not recorded in the intended dataset of the Data Management System (DMS).

Notes, Data References and Clarification:

- 1 Personnel hours and kilometres driven in this section match safety statistics.
- 2 Tonnes of CO2e measured based on estimate of leak duration (6 months [LDAR], 3 months [Vent Measurement]) and AEP regulations (aep-alberta-greenhouse-gas-quantification-methodologies-version-2-1-2021-03.pdf). Growth in 2021 (255%) based on growth of service and inclusion of previously excluded venting emissions measured as it further refined our emission measurement service.
- 3 Tonnes of CO2e mitigated based on estimate of the remediation of fugitive emissions measured. This is an estimate based on leak duration (6 months [LDAR], 1 year [Well Intervention], 3 months [Vent Measurement]) and AEP regulations (aep-alberta-greenhouse-gas-quantification-methodologies-version-2-1-2021-03.pdf).
- 4 All emission mitigation projects were included in supported category. We did not separate direct intervention from projects executed in a project manager role. We hope to differentiate this in future reports.
- 5 Offsets referenced in this category are the property of Vertex customers and based on an annual quantification value.
- 6 Offsets generated in this category would be the property of Vertex or a subsidiary, partnership or joint venture.
- 7 Acres of restoration activity based on all asset retirement activities on client projects. Each site activity (Phase 1 and 2, remediation, reclamation and abandonment) is estimated to be 2.47 acres. This approach was adopted to avoid data inconsistencies as Vertex does not necessarily carry a site through the ARO process and site activities are often conducted over multiple years. It was determined that this statistic would be the most comparable over multiple years with project and client variability.
- 8 Acres of responsible development are based on the survey plan acres on responsible development projects. At this time, we have not collected these data with repeatable accuracy.
- 9 Numerical for the number of wells with well intervention activities and well measurement activities prior to well intervention.
- 10 Project related data input for the cubic metres of each remediation project completed, including all remediation techniques.
- 11 Project related data input for the cubic metres of each remediation where treatment or risk management was used to avoid disposal.
- 12 Total waste collected is a new category, including Site Services and Hydrovac & Industrial Cleaning results.
- 13 Waste numbers are from waste manifests provided to customers and recorded on a load by load and project by project basis.
- 14 Industrial cleaning numbers not included in waste numbers prior to 2022. Recorded on load by load basis. Integration of MADD and Cordy with Vertex led to significantly more volume.
- 15 Formal relationships are defined as Indigenous Communities with active revenue, regardless of registration of agreement. Community agreements in discussion are not considered active.
- 16 Direct community benefit relates to the direct economic benefit returning to our partner as a result of the formal relationships.

Notes, Data References and Clarification:

C1 4.6 metric tonnes of CO2 per passenger vehicle as per <https://www.epa.gov/greenvehicles/greenhouse-gas-emissionstypical-passenger-vehicle>.

INTERNAL



INTERNAL PERFORMANCE

Data	Note	Measurement	2022	2021	2020
ECONOMIC IMPACT – SHAREHOLDER VALUE					
Total Revenue		Revenue in Millions	\$218.4	\$159.4	\$136.1
Environmental Consulting		Revenue in Millions	\$65.8	\$48.9	\$43.6
Environmental & Industrial Services		Revenue in Millions	\$152.6	\$110.5	\$88.4
Gross Margin		Percentage	23.9%	26.5%	28.3%
Share Price	1	\$	\$0.42	\$0.44	\$0.25
Total Shares Outstanding		#	115,620,913	91,253,115	91,253,115

ENVIRONMENT

EMISSIONS					
Total GHG Emissions (Scope 1 & 2)		Metric tonnes of CO2e	40,158	36,092	37,944
Direct GHG Emissions (Scope 1)	2	Metric tonnes of CO2e	36,780	32,491	34,618
Indirect GHG Emissions (Scope 2)	3	Metric tonnes of CO2e	3,378	3,601	3,326
Other GHG Emissions (Scope 3)	4	Metric tonnes of CO2e	NR	NR	NR
Emission Intensity		Metric tonnes of CO2e / Million \$ Revenue	183.9	226.4	278.8
FUEL (SCOPE 1)					
Fuel (Vehicles)					
Gasoline		Litres	933,376	614,273	527,866
Diesel		Litres	13,186,546	11,840,814	12,731,286
DEF		Litres	135,084	132,292	107,903
Fuel (Customer Sites)					
Gasoline		Litres	NR	NR	NR
Diesel		Litres	NR	NR	NR
UTILITIES (SCOPE 2)					
Utilities (Facilities)					
Natural Gas	5	Cubic Metres	645,500	763,970	676,743
Electricity		kWh	3,465,893	2,913,631	3,131,027

INTERNAL PERFORMANCE

Data	Note	Measurement	2022	2021	2020
LAND AND BIODIVERSITY					
Office Footprint		Square Footage	415,489	362,164	391,083
Operational Footprint		Acres	102	96	107
Operational Footprint Intensity		Acres / \$ Revenue in MM	0.47	0.60	0.78
Operations in Sensitive Areas		Acres	0	0	0
WATER					
Water Consumption	6	Cubic Metres	30,426	59,061	32,085
WASTE					
Total Internal Waste Generated	7	Metric tonnes	NR	NR	NR
Total Domestic Waste		Metric tonnes	NR	NR	NR
Total Hazardous Waste		Metric tonnes	NR	NR	NR
Total Recycled Internal Waste		Metric tonnes	NR	NR	NR

SOCIAL

LOCAL COMMUNITIES					
Total Employment		# Personnel	1,144	788	700
Full Time Personnel		# Personnel	924	628	500
Part Time & Contract Personnel		# Personnel	220	160	200
Total Remote Work	8	# Personnel	NR	NR	NR
Remote Positions	8	# Personnel	NR	NR	NR
Office Positions	8	# Personnel	NR	NR	NR
Operating Centers					
Operations in Municipalities pop. < 50K		# Personnel	721	449	416
Operations in Municipalities 500K > pop. >50K		# Personnel	274	239	183
Operations in Municipalities pop. > 500K		# Personnel	149	100	101
Direct Economic Benefit					
Within Municipalities pop. < 50K	9	\$	NR	NR	NR
Within Municipalities 500K > pop. >50K	9	\$	NR	NR	NR
Within Municipalities pop. > 500K	9	\$	NR	NR	NR

INTERNAL PERFORMANCE

Data	Note	Measurement	2022	2021	2020
LOCAL COMMUNITIES					
Total Employee Hours to Local Charities (Paid & Unpaid)	10	Hours	12,020	2,552	NR
Cost of Paid Employee Hours to Local Charities	10	Hours	NR	NR	NR
INDIGENOUS IMPACT					
Formal Relationships with Indigenous Communities		# Communities	12	9	7
Indirect Community Benefit (ICB)		\$	\$6,769,173	\$1,753,415	NR
Spend with Indigenous Owned Businesses	11	\$	\$6,421,673	\$1,313,303	NR
ICB Cost of Non-Billable Hours (Vertex Personnel)	11	\$	\$347,500	\$413,202	NR
ICB spending (non-project)	11	\$	\$-	\$26,910	NR
Total Indigenous Employment		# Personnel	94	69	70
Indigenous Personnel in Leadership		# Personnel	7	5	5
PEOPLE & DIVERSITY					
Percentage of Female Executives		Percentage	25%	20%	20%
Percentage of Female Leaders	12	Percentage	28%	33%	44%
Percentage of Female Employees (Consulting)		Percentage	45%	45%	46%
Percentage of Female Employees (Services)		Percentage	19%	29%	29%
EDUCATION & TRAINING					
Professional Development & Training (PD&T)	13	\$	\$874,206	\$536,598	\$405,297
PD&T / Employee - All	14	\$ / Employee	\$946	\$854	\$811
Total Training Hours (Mobile & In Person Formal Training)	15	Hours	13,670	8,054	NR
LMS Hours (Vertex Mobile Learning System)	16	Hours	2,606	1,644	1,079

HEALTH & SAFETY					
Total Work Hours		Hours	3,455,308	2,725,833	2,079,491
Total Travel		Kilometres	30,893,258	24,577,794	25,981,090
Lost Time Incident Frequency (LTIF)		Ratio	0	0	0.1
Total Recordable Injury Frequency (TRIF)		Ratio	0.58	0.63	0.67
Reportable Spills		#	0	1	0
Volume of Reportable Spills		Cubic Metres	0	18	0

INTERNAL PERFORMANCE

Data	Note	Measurement	2022	2021	2020
GOVERNANCE					
Board Members		#	6	5	5
Independent Directors		Percentage	83%	80%	80%
Average Meeting Attendance		Percentage	100%	100%	100%
Code of Business Ethics		Yes / No	Y	Y	Y

Data Legend

NR Not recorded. Used to represent data that was not recorded in the intended data set of the Data Management System (DMS)

Notes, Data References and Clarification:

- 1
- Share price reported is reflective of December 31st of reporting year.
- 2
- Scope 1 emissions calculated based on conversion of fuel consumed based on 2.62 kg/L diesel and 2.39 kg/L gasoline.
- 3
- Scope 2 emissions based on facility utilities billed. CO2e conversions: natural gas (0.00233 t/m3), electricity (variable provincial rate) based on <https://www.canada.ca/en/environment-climate-change/services/climate-change/pricing-pollution-how-it-will-work/output-based-pricing-system/federal-greenhouse-gas-offset-system/emission-factors-reference-values.html#toc14>.
- 4
- Scope 3 emissions are outside our current ESG boundaries.
- 5
- m3 of gas from GJ: <https://www.nrcan.gc.ca/energy/energy-sources-distribution/natural-gas/natural-gas-primer/5641>.
- 6
- Water is provided by municipal sources, but not tracked at this time. Inconsistencies in water use between 2020 and 2021 have not been evaluated.
- 7
- All internal waste is currently municipal waste and metric tonnes have not been uniformly collected. Each facility recycles an undetermined percentage of waste, including compost where provided.
- 8
- Remote worker statistics will not be reported until normalized after COVID-19 pandemic, which had not fully stabilized at the end of 2022, as remote work schedules evolved.
- 9
- Direct economic benefit includes wages, rent, taxes and other fees paid locally within a municipal jurisdiction. As of 2022, this statistic was not formalized in the DMS.
- 10
- Volunteer hours are generally unpaid. Chartable time paid or unpaid was tracked using our HR software in 2022.
- 11
- ICB includes work provided to Indigenous businesses, non-project support provided by Vertex personnel, and charitable ventures within our partner communities.
- 12
- Leadership roles are inclusive of Project Managers, Team Leads, Supervisors and above regardless of having direct personnel reports.
- 13
- PD&T includes professional fees, professional development, training (technical & safety) and miscellaneous training expenses.
- 14
- Based on PD&T per full-time employee.
- 15
- Training hours includes all time sheet hours dedicated to training and professional development, including LMS hours.
- 16
- LMS went live in January 2020. Hours of use include onboarding, formal (safety & technical) and informal (soft skills) training.

Category References for Statistics

- C1
- 4.6 metric tonnes of CO2 per passenger vehicle as per <https://www.epa.gov/greenvehicles/greenhouse-gas-emissionstypical-passenger-vehicle>.
- C2
- One acre of mature trees can capture 2.6 tonnes of CO2e/year as per <http://www.treesintrust.com>.

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