



# OUR COMMITMENT

2020 | Sustainability Report



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# To Our Stakeholders



On behalf of our dedicated team, I am proud to share Catapult Water Midstream's (Catapult) 2020 corporate sustainability report. This document demonstrates our commitment to transparency and accountability, and our progress in managing the environmental and social impacts of our business.

We exited 2020 with significant momentum, entering a strategic alliance with Topaz Energy, and together completing a water asset transaction with a mid-tier producer, demonstrating our commitment to Environmental, Social and Governance (ESG) principles. Our infrastructure investment, with the cooperation and in coordination with the producer will help reduce:

- ◆ Truck traffic on local roads,
- ◆ The potential for incidents that could result in an environmental release,
- ◆ Freshwater usage for completions activities,
- ◆ Operating and logistical costs for the producer, and
- ◆ Greenhouse Gas (GHG) emissions.

This transaction and the ongoing ESG focus at our other facilities ensure that we provide our customers with environmentally responsible water sourcing, storage, and re-injection.

This ESG report identifies some significant milestones achieved in 2020 as we strive towards our sustainability goals, made possible by the commitment and dedication of our staff, contractors, clients, and stakeholders.

The Company is dedicated to the safety of our employees and contractors which is evident by our safety record (zero incidents, zero safety violations and zero contractor incidents).

We welcome this opportunity to provide ongoing reporting to stakeholders as a way of demonstrating the organization's commitment to continuous improvement in our ESG initiatives and long-term sustainability.

**Dan O'Byrne**

President & CEO – Catapult Water Midstream

# Glossary

## Acronyms & Abbreviations

<b>AER</b>	Alberta Energy Regulator	<b>HR</b>	Human Resources
<b>CAPP</b>	Canadian Association of Petroleum Producers	<b>HSMS</b>	Health & Safety Management System
<b>CH<sub>4</sub></b>	Methane	<b>JWSHSC</b>	Joint Work Site Health & Safety Committee
<b>CO<sub>2</sub></b>	Carbon Dioxide	<b>LTIF</b>	Lost Time Injury Frequency Rate
<b>COR</b>	Certificate of Recognition	<b>LTIR</b>	Lost Time Injury Rate
<b>CO<sub>2</sub>e</b>	Carbon Dioxide Equivalent	<b>LDAR</b>	Leak Detection and Repair
<b>CSR</b>	Corporate Social Responsibility	<b>KPI</b>	Key Performance Indicator
<b>EF</b>	Emission Factor	<b>mg/l</b>	Milligrams per liter
<b>EMS</b>	Environmental Management System	<b>N<sub>2</sub>O</b>	Nitrous Oxide
<b>ESG</b>	Environmental, Social and Governance	<b>OMS</b>	Operating Management System
<b>E&amp;R</b>	Environment and Regulatory	<b>PSO</b>	Public Sector Organization
<b>ERA</b>	Emissions Reduction Alberta	<b>PTAC</b>	Petroleum Technology Alliance of Canada
<b>ERP</b>	Emergency Response Plan	<b>TRIF</b>	Total Recordable Incident Frequency
<b>FEMP</b>	Fugitive Emission Management Program	<b>TRIR</b>	Total Recordable Incident Rate
<b>GHG</b>	Greenhouse Gas	<b>SDGs</b>	Sustainable Development Goals
<b>GJ</b>	Gigajoules	<b>SOP</b>	Standard Operating Procedure
<b>GRI</b>	Global Reporting Initiative	<b>VFD</b>	Variable Frequency Drive
<b>GWP</b>	Global Warming Potential	<b>VOCs</b>	Volatile Organic Compounds

## Definitions

<b>Alternative Water</b>	Typically, non-potable, saline ground water, wastewater and/or recycled hydraulic fracturing water.
<b>Blanket Gas</b>	A gas phase (natural gas), introduced into a vessel above the liquid phase to prevent contamination of the liquid, reduce hazard of detonation, or to exert pressure on a liquid.
<b>Brackish Water</b>	Saline water that has a TDS greater than 4,000 mg/l (ppm).
<b>Carbon-Equivalent</b>	The universal unit of measurement to indicate the global warming potential (GWP) of each of the six greenhouse gases, expressed in terms of the GWP of one unit of carbon dioxide. Expressing all GHGs in terms of tonnes of CO <sub>2</sub> e allows the different gases to be aggregated.
<b>Carbon Neutrality</b>	Achieving net-zero carbon emissions where the sum of GHGs (CO <sub>2</sub> e) produced is offset by carbon credits.
<b>Complex</b>	A facility or facilities, pipeline network, infrastructure, and associated appurtenances.
<b>Direct Emissions</b>	Emissions from sources that are owned or controlled by the reporting organization.
<b>Emissions</b>	The release of a substance (e.g., greenhouse gases) into the atmosphere. Emissions occur both through natural processes and because of human activities.

<b>Emission Factor</b>	A factor allowing GHG emissions to be estimated from a unit of available activity data (e.g., tonnes of fuel consumed, tonnes of product purchased) and absolute GHG emissions.
<b>Flared Gas</b>	Total volume (or mass) of hydrocarbons directed to an operational flare system, where the hydrocarbons are consumed through combustion (i.e., Blanket Gas).
<b>Freshwater</b>	Defined as naturally occurring non-saline surface water and/or non-brackish groundwater, with a typical TDS of up to 4,000 mg/l (ppm).
<b>Fugitive Emissions</b>	The unintended or incidental release of GHGs from the transmission, processing, storage, use, or transportation of fossil fuels, GHGs, other substances.
<b>Global Warming Potential</b>	A measure of how much energy one ton of an atmospheric gas will absorb over a specific period relative to one ton of CO <sub>2</sub> . GWP is how much heat a greenhouse gas traps in the atmosphere compared to carbon dioxide.
<b>Global Reporting Initiative</b>	An international initiative that has developed sustainability reporting framework for organizations to measure and report on their economic, environmental, and social performance.
<b>Greenhouse Gases (GHGs)</b>	Greenhouse gases include a wide variety of gases that trap heat near the earth's surface, slowing its escape out of the atmosphere. GHGs include carbon dioxide, methane, nitrous oxide, water vapour and other gases. While GHGs occur naturally in the atmosphere, human activities also result in additional GHG emissions.
<b>Indirect Emissions</b>	Emissions that are a consequence of the activities of the reporting organization but occur at sources owned or controlled by another organization.
<b>LTIF</b>	Lost Time Injury Frequency (Lost Time x 200,000) / # of man hours worked.
<b>LTIR</b>	The ratio of lost time injuries to hours worked. The ratio is used to normalize the lost time injuries and exposure hours back to how many workers would get injured for every 100 workers over the course of one year.
<b>Materiality</b>	The term materiality is used within a sustainability reporting context, where materiality refers to the relevant importance of economic, social, and environmental impacts on our business and to our stakeholders and determines the inclusion of primary topics within our ESG report.
<b>Scope 1 Emissions</b>	Direct emissions from owned or controlled sources.
<b>Scope 2 Emissions</b>	Indirect emissions from the generation of purchased energy for our operations.
<b>Scope 3 Emissions</b>	Indirect emissions (not included in scope 2) that occur in the corporate value chain of the reporting company.
<b>TRIF</b>	Total Recordable Injury Frequency (Fatality + Lost Time + Restricted Work + Medical Aid) x 200,000 / # of man hours worked.
<b>TRIR</b>	The ratio of recordable injuries to hours worked. The ratio is used to normalize the recordable injuries and exposure hours back to how many workers would get injured for every 100 workers over the course of the year.

# About Catapult

Catapult is a private Canadian company formed in January 2015, funded by ARC Financial Corp., and led by a team of industry experts, who provide unparalleled expertise, value, and service in the waste management and water management sectors.



Catapult partners with oil and gas companies to implement innovative, practical, and sustainable water management solutions. We are committed to exceeding client expectations and providing cost effective solutions for the management of oilfield and industrial generated fluids.

## *Strategically Growing Operational Capacity*

Catapult has organically grown its market presence within the prolific Duverney and Montney fairway. We developed and began operating our first waste management Complex (near Fox Creek, Alberta), in 2016. In 2017, Catapult expanded its Fox Creek Complex to support the growth in regional oil and gas exploration and production. Catapult entered the N.E. British Columbia market in 2018, constructing and pipeline connecting the Tower Complex directly to the neighboring client's infrastructure. In 2019, Catapult expanded further in the Fox Creek region by completing construction of its flagship Berland Complex, which is strategically located infield and pipeline connected to one of its major clients.

## Head Office

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## Operating Complex

Alberta (M.D Greenview)

- I. Fox Creek Complex  
07-07-062-18W5M
- II. Berland Complex  
01-19-059-23W5M

British Columbia (South Peace District)

- I. Tower Complex  
09-28-081-17W6M



## Our Core Values

At Catapult, we are passionate about excellence in the following ways:

- ◆ Safety
- ◆ Sustainability
- ◆ High Performance Team
- ◆ Client Service
- ◆ Adventurous

# Executive Summary

2020 was a challenging year for many industries, with the energy sector heavily impacted. We experienced a global lockdown due to COVID-19, and an unprecedented negative oil commodity price resulted in severe economic headwinds. Despite these significant issues, the company maintained its focus on ESG improvement. Catapult's ESG journey began in 2019, with the release of our first ESG report; 2020 will build on that inaugural report with enhanced metrics and objectives. Catapult's 2020 ESG report continues to incorporate the GRI Sustainability Reporting Standards and is further enhanced with the incorporation of the supporting principals and objectives defined in the United Nations Sustainable Development Goals, Catapult's Corporate Social Responsibilities (CSR), and the Equitable Origin EO100™ Standard for Responsible Energy Development.

Catapult primarily focuses on water and fluid management associated with oil and gas exploration and production. As we operate, we endeavor to reduce/eliminate the reliance on freshwater sources, which have cumulative impacts on regional watersheds and ecosystems. Our commitment to ESG principals is embedded within our operating philosophy, stemming from our core value of Sustainability. Catapult's ESG strategy at its foundation includes reducing freshwater usage for hydraulic fracturing operations by promoting alternative fluid utilization, asset re-use or re-purpose to reduce greenfield developments and a pledge to reach carbon neutrality. We optimize our Complexes to incorporate strategic location, pipeline tie-ins, and reduce heavy truck traffic, plays a key role in the reduction of GHG emissions.

Catapult's 2020 ESG Report is intended to highlight our ESG profile and performance metrics relevant to our company and stakeholders. Sustainable development is defined in the Brundtland Report (Our Common Future) as *"development that meets the needs of the present without compromising the ability of the future generations to meet their own needs."*<sup>1</sup>

Our ESG Framework provides principle-based guidance on how information is structured, gathered, and prepared. The ESG Standards provide specific, detailed, and replicable requirements, which include metrics, performance targets, and KPI's – as standards which make frameworks actionable. Catapult incorporates the GRI Standards which provide compatible



standards for sustainability information. GRI Standards focus on the economic, environmental, and social impacts of a company in relation to sustainable development and allows for continuous annual comparison on performance.

The benefits of quality reporting support Catapult by:

- Enhancing our business value
- Clarifying purpose
- Improving operating practices
- Strengthening relationships
- Enhancing credibility
- Improving access to future capital

<sup>1</sup> United Nations World Commission on Environment and Development, Our Common Future (Oxford: Oxford University Press, 1987), p. 43.

## 2020 Operational Highlights

Catapult achieved the following operational milestones:

- Corporate Safety Metrics for 2020:
  - Zero Recordable Incidents
  - Zero Lost Time Incidents
- Company Total Fluid Volumes (m<sup>3</sup>) Managed:
  - Single Day: 3,559
  - Single Month: 65,540
- Complex Single Day Volume (m<sup>3</sup>) Managed:
  - Fox Creek: 1,464 (Feb-28)
  - Berland: 2,429 (Mar-10)
  - Tower: 829 (Jul-14)
- Historic Low Monthly Operating Costs:
  - Jun-2020 Fox Creek
  - May-2020 Berland
  - Oct-2020 Tower

# Materiality Assessment

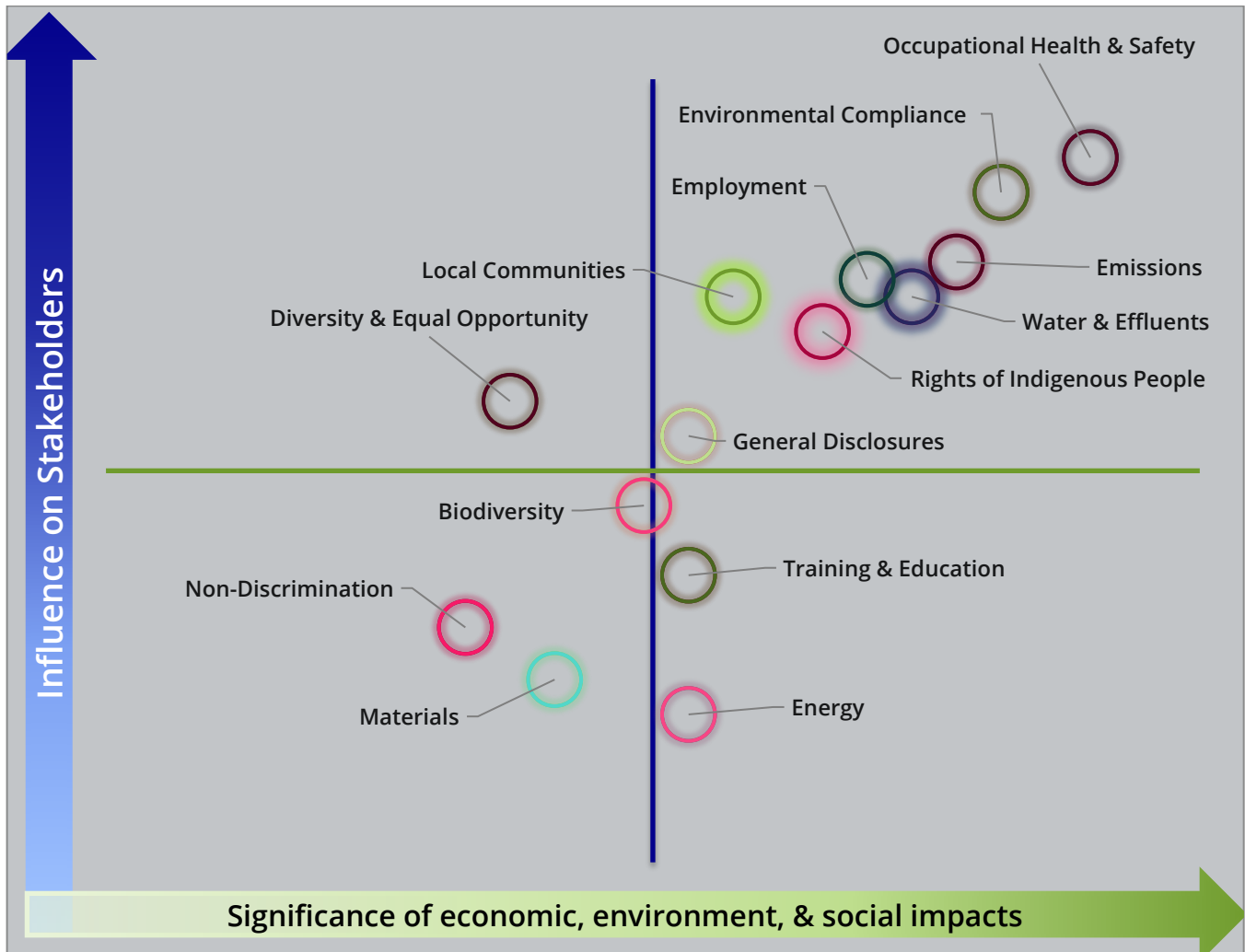
Materiality assessment is the principle of defining the ESG direct and indirect topics that impact our organization and our significant stakeholders, who are identified through the comprehensive stakeholder engagement process.

Catapult's Executive and E&R Teams established the primary topics and prioritized our materiality assessment collectively.

Topic/Categories	Materiality Ranking
Occupational Health & Safety	◆◆◆
Environmental Compliance	◆◆◆
Emissions	◆◆◆
Water & Effluents (Waste)	◆◆◆
Employment	◆◆◆
Rights of Indigenous People	◆◆◆
Local Communities	◆◆◆
General Disclosures	◆◆◆
Biodiversity	◆◆◆
Diversity & Equal Opportunity	◆◆
Non-Discrimination	◆◆
Training & Education	◆◆
Materials	◆◆
Energy	◆◆
<b>Legend:</b>	
◆◆◆	High Materiality
◆◆	Moderate Materiality
◆	Low Materiality

# Materiality Matrix

The materiality matrix below, showcases through visual representation our defined materiality topics/categories and associated assessment rankings.



The 2030 Agenda for Sustainable Development was adopted by all United Nations Member States in 2015 and intends to provide a 'blueprint' for peace and prosperity for people and the planet, now and into the future. These SDGs ('Goals') listed below are goals which are to be implemented either entirely or as individual goals to meet the intent of the 2030 global goals.

## Sustainable Development Goals

### SUSTAINABLE DEVELOPMENT GOALS



Catapult has evaluated all SDGs' and identified nine SDGs commitments of which strategies were developed to support the intent of the 2030 Agenda. The 'Goals' will be identified throughout Catapult's ESG report, incorporating and identifying the SGD icon where relevant.



# Equitable Origin EO100™ Standard

The EO100™ Standard applies to energy production and generation operations and related infrastructure. As an energy production and generation service provider, Catapult is not eligible for certification, however we have chosen to integrate the framework to promote continual improvement of energy operations by integrating the principles and objectives.

## Our Focus (Relevance):

<b>Environment</b>	<ul style="list-style-type: none"> <li>Air quality</li> <li>Biodiversity impacts</li> <li>Carbon neutrality</li> <li>Closure &amp; restoration</li> <li>Energy management &amp; efficiency</li> <li>Environmental management &amp; mitigation</li> </ul>	<ul style="list-style-type: none"> <li>Fuel management</li> <li>GHG emissions</li> <li>Remediation of environmental liabilities</li> <li>Strategic water &amp; wastewater management</li> <li>Waste production &amp; management</li> </ul>
<b>Social Capital</b>	<ul style="list-style-type: none"> <li>Community health &amp; safety</li> <li>Data security &amp; client privacy</li> <li>Engagement &amp; participation</li> <li>Fair, inclusive engagement &amp; good faith consultation</li> </ul>	<ul style="list-style-type: none"> <li>Human rights</li> <li>Indigenous Peoples' rights</li> <li>Land rights</li> <li>Sustainable community investment</li> </ul>
<b>Human Capital</b>	<ul style="list-style-type: none"> <li>Compensation &amp; benefits</li> <li>Diversity &amp; inclusion</li> <li>Employee health, safety &amp; wellbeing</li> <li>Emergency preparedness &amp; response planning</li> <li>Equal opportunity &amp; treatment</li> <li>Fair labour practices</li> </ul>	<ul style="list-style-type: none"> <li>Labour &amp; working conditions</li> <li>Labour relations</li> <li>Occupational health &amp; safety</li> <li>Recruitment, development &amp; retention</li> <li>Remuneration</li> <li>Working hours &amp; leave</li> </ul>
<b>Leadership &amp; Governance</b>	<ul style="list-style-type: none"> <li>Business ethics &amp; transparency</li> <li>Competitive behavior</li> <li>Legal compliance</li> <li>Management systems</li> </ul>	<ul style="list-style-type: none"> <li>Materials sourcing</li> <li>Regulatory capture &amp; political influence</li> <li>Systemic risk management</li> <li>Supply chain management</li> </ul>
<b>Business Model &amp; Innovation</b>	<ul style="list-style-type: none"> <li>Environmental &amp; social impacts on assets &amp; operations</li> <li>Lifecycle impacts of products &amp; services</li> </ul>	<ul style="list-style-type: none"> <li>Service packaging</li> <li>Service quality &amp; safety</li> </ul>

# Our Strategy & Approach to Sustainability



Establishing the foundation of ESG and what it means to Catapult creates the foundation to support the integration of our policies and fundamental performance targets.

## *What does ESG mean to Catapult?*

- ◆ Principals & Objectives
- ◆ Developing Performance Targets
- ◆ Legal Compliance
- ◆ Financial Disclosure
- ◆ Management Systems (OMS/EMS/HSMS)
- ◆ Contractor Management
- ◆ Human Rights & Personal Security
- ◆ Land Rights
- ◆ Sustainable Community Investment
- ◆ Indigenous Peoples' Rights
- ◆ Occupational Health & Safety
- ◆ Emergency Preparedness & Response Planning
- ◆ Climate Change, Biodiversity & Environment
- ◆ Waste Production & Management
- ◆ Energy Consumption & Efficiency
- ◆ Remediation of Environmental Liabilities
- ◆ Closure & Land Restoration
- ◆ GHG Emissions (CO<sub>2</sub>/N<sub>2</sub>O/CH<sub>4</sub>) Reduction
- ◆ Water Re-use
- ◆ Equal Opportunities & Treatment

## *What have we accomplished?*

### Environmental Performance

Catapult executed several programs over the past year to reduce our environmental footprint which included:

- ◆ Re-use of abandoned or decommissioned assets
- ◆ Reactivating pipelines for transmission purposes
- ◆ Reclamation projects

In addition, Catapult directly reduced its GHG emissions in 2020 through:

- ◆ Direct pipeline connection(s) to our Complexes; reducing truck traffic and the corresponding emissions.
- ◆ LDAR program resulting in a reduction of GHG emissions by replacing and/or repairing sources of fugitive emissions.

## Partnership ESG Reporting



Catapult has partnership arrangements with producers at each of our water management Complexes. As part of our ESG stewardship, we develop client specific reports, that assist our clients and partners in tracking and improving collective ESG benefits.

The following are examples of ESG benefits realized under our partnership programs.

At Berland, our client shipped 118,016 m<sup>3</sup> of produced water directly into the Complex through the connected pipeline. This direct pipeline connection resulted in the elimination of 3,934 truck trips, reducing GHGs and lowering truck traffic on the regional road network, reducing risks to the environment and the stakeholders who rely on these roads.

Berland/Distinction Energy Corp.



**235 tCO<sub>2</sub>e reduced in 2020**

At Tower, our client shipped 18,717 m<sup>3</sup> of produced water via pipeline, directly into our Complex. This eliminated 624 truck trips, reducing GHG emissions and mitigating impacts on the regional road network.

Tower/Crew Energy Inc.



**39 tCO<sub>2</sub>e reduced in 2020**

# Environment

## Climate Change, Biodiversity, & Environment

Objectives	Air	Land
	Biodiversity & Ecology	Land Restoration
	Closure & Restoration	Ozone Depletion
	Emergency Preparedness & Response Planning	Remediation of Environmental Liabilities
	Energy Efficiency	Visual & Ambient Impacts
	Environmental Management & Mitigation	Waste Production & Management
	GHG Emissions	Water

### *How did we do in 2020?*

## Energy Reduction

Energy reduction is not only an environmental 'win', but it is also a financial 'win', reducing operational costs to ensure corporate sustainability and longevity in the waste management industry. Improving our historical energy consumption and executing cost saving programs are key objectives for Catapult.

Some key initiatives being:

- ◆ Incorporate Variable Frequency Drives (VFD's) to reduce and manage power consumption while maintaining the operation of our injection pumps.
- ◆ Energy efficiencies.
- ◆ Technology integrations.
- ◆ Idle free fleet vehicle concept.
- ◆ Solar power lighting system(s) were installed in specific areas of our Complexes to reduce power consumption.

Reduced electrical consumption across our operations (relative to 2019), returned tangible ESG benefits, lowering GHG emission by **148 tCO<sub>2</sub>e**.



## Energy Recovery

Catapult recovered approximately 20,000 barrels of crude oil from our waste processing and recovery operations, which encompasses the *FILL, SETTLE, SHIP* concept. Our waste processing storage tanks receive incoming fluids, which rely on density and gravity to enable the water and oil phases to separate and enhance hydrocarbon recovery.

## Land (Use and Reclamation)

Land restoration initiatives are one of the commitments made in 2020. This is to ensure lands used for temporary use, are reclaimed for future use, thereby reducing regional proliferation. Catapult undertook the following land restoration initiatives in 2020, to reduce our environmental footprint.

- ◆ Minimization of development footprints
- ◆ Reactivating and reusing brownfield assets
- ◆ Progressive reclamation
- ◆ Soil salvage
- ◆ Fibre salvage



## Waste Generation

The Company is focused on reducing the waste footprint of our operations by investing in innovations and incorporating best practices, such as reusable filters and improved filtration systems. Recyclable materials are handled appropriately to preserve re-use options and the Company partners with service providers that are aligned and support our recycling/re-use objectives.

## GHG Reduction

Strategically locating our Complexes infield and direct pipeline connections to our partners operations have contributed to an overall reduction of 4,558 trucks on our road systems and contributed to the elimination of 220,379 km's of trucking, which is equivalent to the reduction of 528 tCO<sub>2</sub>e GHGs.

## Asset Integrity

Asset integrity is a fundamental requirement to operate. Implementing, improving, and refining our integrity programs ensures for a safe, reliable operation. Our integrity programs include:

- ◆ Groundwater Monitoring Programs
- ◆ Engineered Leak Detection Systems – Pipelines/Tank Farms
- ◆ Above-Ground Storage Tank Monitoring
- ◆ Complex Integrity Programs
- ◆ Pipeline Integrity Programs
- ◆ Damage Prevention Program

## Environmental Initiatives

Catapult's environmental initiatives and efforts in 2020 delivered material environmental benefits. Our investment in "direct to client" pipelines has eliminated 4,558 truck trips, which translates into over 220,000 fewer kilometers driven.

Additional initiatives:

- ◆ Run-on/Run-off surface water ponds and drainage systems
- ◆ Groundwater Monitoring Programs
- ◆ Fugitive Emission Monitoring Programs
- ◆ Alternative Water Re-use

## Climate Change Strategies

The Company's 2019 FEMP identified fugitive emission sources at each Complex, incorporating our LDAR program to address and limit the emissions intensity at point sources.

In 2021 Catapult will apply for several ERA Energy Savings for Business grants to improve efficiency and reduce emissions.

Catapult has integrated VFD's to increase our injection pumps energy efficiency, which has directly reduced our energy consumption.



We are committed to a GHG emissions reduction strategy that stresses continuous improvement and the safe evaluation and incorporation of new technologies (innovations) to support our goal of achieving net-zero emissions.

## GHG Emissions

### Scope 1: Direct Emissions

#### Fugitive Emissions

Catapult produced an estimated\* 10,336 m<sup>3</sup> of methane (CH<sub>4</sub>), equivalent to 151 tCO<sub>2</sub>e.

\* Fugitive emissions are an estimate, COVID-19 protocols prevented on-site evaluations.

#### Mobile Fuel Consumption

Total gasoline (E<sup>5</sup>) consumption was 43,585 L, resulting in the generation of 104 tCO<sub>2</sub>e.

The strategic investment in a remote employee residence at the Berland Complex reduced daily vehicle travel of our operators. The immediate and future benefits being reduced GHG emissions (22 tCO<sub>2</sub>e per operator), increased employee safety, and reduced exposure to the inherent risks of travel on remote roads.

### Scope 2: Indirect Emissions

#### Electricity Consumption

Total 2020 consumption of electricity resulted in 1,656 tCO<sub>2</sub>e.

Complex	2020 Energy Consumption (kWh)	2019 Energy Consumption (kWh)
Fox Creek (AB)	860,998	1,248,912
Berland (AB)	1,196,015	1,015,507
Tower (BC)	932,800	1,051,687

#### Propane Consumption

Total propane consumed in operations was 31,750 L, which generated 49 tCO<sub>2</sub>e.

## Natural Gas Consumption (flare & blanket gas)

Total natural gas consumed in operations was 169,256 m<sup>3</sup>, which generated 328 tCO<sub>2</sub>e.

### Scope 3: Indirect Value Chain Emissions

Scope 3 emissions were not assessed or captured in 2020.

## Water

### Water Sources

Catapult has two Alberta Water Act licensed source water wells, where low volumes of groundwater are used for our Complexes, and domestic and industrial uses.



### Water Re-use

Service offerings that limit freshwater consumption and promote water re-use are the foundation of Catapult. Reducing the need for freshwater for drilling and hydraulic fracturing has been and will always remain the key to unlocking our clients ESG potential. The 2020 market conditions did not create opportunities to facilitate any water re-use, resulting in 0 m<sup>3</sup> water re-use in 2020.



### Spills/Release Incidents

Catapult reported one minor reportable on-lease release:

- 1.5 m<sup>3</sup> of produced water was released within secondary containment in Feb-2020 resulting from an equipment failure.



### Environmental Impacts/Cumulative Effects

No environmental impacts or cumulative effects were reported and/or noted in 2020 resulting from our operations or projects.

## Surface Water Management

Catapult's Complex engineering design incorporated a run-on/run-off management system to prevent run-on and manage run-off prior to being assessed for discharge.

## Social

Incorporating Corporate Social Responsibility into Catapult's 2020 ESG report is our Social Impact Compass, allowing the Company to identify and understand the regional impacts of our operations. Major considerations include:

- Community Impacts
- Contractor Management
- Diversity/Inclusion
- Economic Impacts

All the above factors materially contribute to creating a better culture and better business.

## Human Rights, Social Impacts, & Community Development

Objectives	Community Health & Safety
	Human Rights
	Land Rights
	Responsible Supply Chain
	Sustainable Community Investment
	Transparency & Disclosure

## Fair Labour & Working Conditions

Objectives	Emergency Preparedness & Response Planning
	Equal Opportunities & Treatment
	Labour & Working Conditions
	Occupational Health & Safety
	Renumeration
	Working Hours & Leave
	Workplace Grievances

## *How did we do in 2020?*



### **Safety**

Catapult has revised and implemented our Health & Safety Management System (HSMS), which was incorporated into our Operating Management System (OMS). The merger of our OMS and HSMS systems has resulted in a more user-friendly integrated version that supports our field operations team members. Our operational team, in concert with our leadership team, revised Catapult's Standard Operating Procedures and associated formal hazard assessments. These efforts reinforced our strategy of continuous improvement and prioritizing operational safety for all.

2020 followed 2019 in terms of zero incidents, zero reportable safety violations, and zero contractor incidents at all of Catapult work sites.

The Company merged into the Energy Safety Canada's Certificate of Recognition (COR) program in 2019 and we are proud to have achieved an internal audit score of 96% for 2020, further solidifying the foundations and safety expectations today and into the future. Catapult also enhanced our Contractor Management Program to ensure all workers are meeting the highest standards for safety while working for or at our Complexes and/or project sites.

While COVID-19 impacted our planned ERP drills in 2020, Catapult was able to successfully conduct two ERP exercises:

- I. Tower, BC Disposal Station – Functional Exercise
- II. Berland, AB Waste Management Complex – Full-scale Exercise

### **Community & Local Support**

Volunteer opportunities in the community were limited with the many COVID-19 restrictions put in place by Provincial authorities, however we were able to give back through donating roughly \$2,000 to Pace Kids Charity, Boys and Girls Club, Adopt a Family (Christmas).



## Local Economic Impacts

Catapult contributed approximately \$4 million into the communities in which we operate. This contribution was allocated to local contractors, and regional consultants, safety related activities and regional third-party services, that benefitted from Catapult's construction and operational activities.

## Health



COVID-19 restrictions and limitations created a greater awareness and appreciation relating to mental health. Catapult employees were directly impacted, with some type of isolation or mental unrest. Working at home, increased isolation periods, and restricted field travel all affect the mental wellbeing of our staff. As a company we encouraged the utilization of our Employee and Family Assistance Program. Our leadership team adjusted quickly, and responded by diversifying our meeting schedules, increasing employee check-ins, and incorporating virtual meetings and/or conference calls to enhance the spirit of Team.

## Stakeholder Relations

Stakeholder relations is a key foundation in our license to operate, thus maintaining a credible relationship with all stakeholders in all areas of operation is essential for our future success.

## Indigenous Relations and Partnerships

In a typical year, Catapult engages in regional First Nation events, such as local fund-raising events, and attending traditional practices and teaching events. In 2020, COVID-19 restrictions prevented our physical participation, however our commitment to engaging indigenous business partners and qualified contractors remains a foundation in our interactions with regional indigenous people.

## Human Resources

2020 generated a new heightened value for Human Resources (HR). Mental health, remote working, isolation, and many other peripheral issues arose from the pandemic. In support of our

staff, our HR team developed an internal Employee Handbook and ensured that a third-party support network was established and utilized (Homewood Health – Employee and Family Assistance Program). Weekly team virtual meetings were created to ensure all Catapult employees were engaged with one another.

Catapult implemented a new employee health spending account, where \$500 per employee, per year is granted to support healthy lifestyle choices.

## Employees Engagement, Diversity, and Inclusion

*"If I could sum up the team over the year, it took immense strength, trust, and fighting spirit to get through 2020 and I am proud of our entire team for working together to achieve our goals and for adapting to the challenges as we all managed through immense change...."*

David Huggins, VP Finance

### Berland River Kayak Adventure



### Locked Room Experience



## Team Catapult

Our people are what makes Catapult unique. Investing and listening to our valued employees ensures alignment with our corporate culture and core values. Employee engagement during the pandemic restrictions was paramount to ensuring the mental health of our employees. We moved in person meetings to online virtual meetings, offered additional flexibility to ensure continued involvement, and ensured all employees were engaged daily. Initiating group learning events enhanced our skillsets and offered the opportunity to learn and grow together as a team.

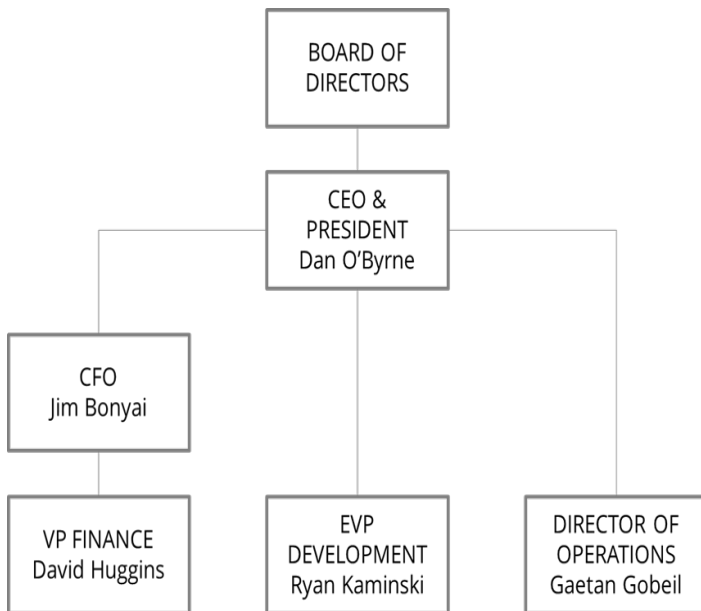


# Governance

Corporate governance, transparency & business ethics combine to develop the foundation of Catapult's corporate governance philosophy. Ensuring Catapult's operational and corporate compliance is within all applicable laws using our effective Environmental Management System (EMS) ensures governance, transparency, and ethical Codes of Conducts in the business space we occupy.

Objectives	Contractor Management
	Financial Disclosure
	Legal Compliance
	Management Systems
	Responsible Supply Chain
	Transparency & Disclosure

## Governance Structure



## Board of Directors

<b>Jeremy Gackle</b>	From 2020 to present, Managing Director at ARC Financial Corp., a private equity manager. Prior thereto, from 2004 to 2019, in roles of increasing responsibility within ARC Financial Corp. Presently on the board of directors of Citadel Drilling Ltd., Lifting Solutions Energy Services Inc., Sanjel Energy Services Inc. and STEP Energy Services Ltd.
<b>Peter Christopher</b>	From 2020 to present, Senior Vice-President at ARC Financial Corp., a private equity manager. Prior thereto, from 2009 to 2019, in roles of increasing responsibility within ARC Financial Corp.
<b>Michael Shaw</b>	From 1979 to 2009, held senior executive roles within the ATCO Group of Companies, a holding company of companies engaged in structures & logistics, electricity, pipelines & liquids, and retail energy, retiring in 2009 as Managing Director of Global Enterprises. Presently on the board of directors of Great Western Brewing Company Limited, ITC Construction Company, Aviva Ireland Insurance Designated Activity Company, and Tricor Automotive Group.
<b>Ken Truscott</b>	From January 2020 to December 2020, President and Chief Executive Officer of the Corporation. From March 2018 to December 31, 2019, independent businessman. Prior thereto, from January 2012 until March 2018, Senior Vice President, Land and Business Development with Crew Energy Inc., a publicly traded oil and gas exploration company.
<b>Daniel O'Byrne</b>	From December 2020 to present, President and Chief Executive Officer of the Corporation. From June 2020 to November 2020, President and Chief Executive Officer of Modern Resources Inc. From February 2016 to June 2020 Chief Executive Officer of Primavera Resources Corp.

## Board of Directors – Composition

- ◆ Five Board of Director members, including two Independent Directors
- ◆ Average Years on Boards – 12.4 years
- ◆ Average Age – 49 years of age
- ◆ Board Meetings Held in 2020 – Five

## Board of Directors - Experience and Expertise

SKILLSET	EXPERIENCE					EXPERTISE				
Audit/Compliance			✓	✓	✓	✓			✓	
Corporate Governance/Legal			✓	✓	✓	✓	✓			✓
Finance/Treasury	✓			✓	✓	✓	✓			✓
Health & Safety, Environment	✓		✓	✓	✓				✓	✓
Human Resources/Compensation	✓		✓	✓	✓	✓				
Industry Experience	✓		✓	✓				✓	✓	
Project Management, Engineering & Construction					✓		✓		✓	
Public Policy/Government Relations				✓					✓	✓
Risk Management	✓		✓		✓			✓		
Strategic Development & Implementation			✓	✓		✓			✓	✓
Technology	✓				✓		✓			✓

## Catapult's Executive Team

Daniel O'Byrne	CEO & President
James Bonyai	CFO
Ryan Kaminski	EVP Development
David Huggins	VP Finance
Gaetan Gobeil	Director of Operations

## Sustainability Policies and Principles

### Company Policies:

Aboriginal Relations Policy	Preventative Maintenance Policy
Emergency Management Policy	Progressive Discipline Policy
Fitness for Duty Policy	Respectful Workplace Policy
Health and Safety Policy	Safe Work Practice Policy
Incident Management Policy	Stakeholder Relations Policy
Inspection Policy	Waste Management Policy
Orientation and Training Policy	Whistleblower Policy
Personal Protective Equipment Policy	

## HSE Programs

Catapult redesigned its OMS/EMS and Health and Safety Manual in 2020, where all systems were combined into a new amalgamated 2020 integrated OMS program.

## Ethics

Business ethics applies to Catapult's entire organization. Originating from our values and principles, these ethics guide Catapult's business conduct and behaviors. Our commitment to a high ethical standard can be found throughout this ESG report; Our Board of Directors ensure we operate on the principles of honesty, transparency, and equality as outlined in Catapult's Code of Business Conduct and Ethics.

Catapult's 24/7/365 "Speak Up" Ethics & Compliance Hotline (1-866-906-7407) is available to both the public and employees to notify Catapult's Board of Directors of any concerns or ethical violations.

## Industry Associations

Catapult is a member of several key industrial associations that supports our industry, align with our core values, and contributes to our corporate strategies.

Active memberships include:

Alberta Construction Safety Association (ACSA)	Environmental Careers Organization of Canada (ECO Canada)
Alberta Oilfield Treatment and Disposal Association (AOTDA)	ISNetworld®
Association of Professional Engineers and Geoscientists of Alberta (APEGA)	Petroleum Services Association of Canada (PSAC)
Calgary Women in Energy (CWIE)	Society of Petroleum Engineers (SPE)
Canadian Association of Petroleum Producers (CAPP)	Western Canadian Spill Services Ltd. (WCSS)
Chartered Professional Accountants (CPA)	Women in Occupational Health and Safety (WOHSS)
ComplyWorks Ltd	Young Women in Energy (YWE)
Energy Safety Canada (ESC)	

## Supply Chain

Incorporating our Contractor Management Standard ensures that contractors preform their work in a safe, efficient, and cost-effective manner; and that people, the environment, assets, and Catapult's reputation are protected from harm. In 2020 our HSE Team enhanced our Contractor Qualification requirements to ensure our corporate values are met or exceeded, when working with Catapult.

## CORPORATE SOCIAL RESPONSIBILITY



Corporate Social Responsibility (CSR) at Catapult is a balanced form of management that integrates our environmental, social, and economic concerns into our operations. Being a responsible corporate citizen primarily incorporates, but is not limited to the following initiatives:

- I. Environmental responsibility: Initiatives that aim to reduce pollution, GHG emissions, and ensure the sustainable use of natural resources.
- II. Human rights responsibility: Initiatives involving fair labour practices, removing discrimination, promoting equal opportunities, and respecting human rights.
- III. Philanthropic responsibility: Incorporates supporting or donating to causes that align with Catapult's culture.
- IV. Economic responsibility: Involves improving Catapult's business operation while enhancing our sustainable practices.

These initiatives may be achieved through three core areas (Stefanie Hiss, Responsibility Model):

- I. Internal areas of responsibility – Our corporate Strategy
- II. Middle areas of responsibility – Our corporate Actions
- III. External areas of responsibility – Our social license to Operate

As Catapult grows and our operations are enhanced, we seek to benefit from the adoption of corporate social responsibility by:

- ◆ Enhancing our brand, reputation, and recognition
- ◆ Increasing our client base and customer loyalty
- ◆ Reducing our operational costs
- ◆ Retaining key and talented employees
- ◆ Enhancing our access to capital
- ◆ Reducing our regulatory burden

## Our Stakeholders

Stakeholders	Focus Areas and Key Topics
<b>Employees</b>	<ul style="list-style-type: none"> <li>Engagement</li> <li>Executive Communication</li> <li>Safety</li> <li>Training &amp; Development</li> <li>Transparency</li> </ul>
<b>Shareholders</b>	<ul style="list-style-type: none"> <li>Board of Directors</li> <li>Compensation</li> <li>ESG Reporting</li> <li>Financial &amp; Operational Performance</li> <li>Transparency</li> </ul>
<b>Communities</b>	<ul style="list-style-type: none"> <li>Community Investment &amp; Support</li> <li>Environmental Performance</li> <li>Local Procurement</li> <li>Local Engagement</li> <li>Public Safety</li> </ul>
<b>Aboriginal Communities</b>	<ul style="list-style-type: none"> <li>Community Investment &amp; Support</li> <li>Environmental Performance</li> <li>Mindful of Treaty/Indigenous Rights</li> <li>Respectful Engagement &amp; Consultation</li> </ul>
<b>Government &amp; Regulatory Bodies</b>	<ul style="list-style-type: none"> <li>Compliance</li> <li>Engagement</li> <li>Environmental Stewardship</li> <li>Influence</li> <li>Market Access</li> </ul>
<b>Suppliers &amp; Contractors</b>	<ul style="list-style-type: none"> <li>Financial Performance</li> <li>Local Procurement</li> <li>Procurement Engagement</li> <li>Safety Performance</li> </ul>

Catapult recognizes that our social license to operate is granted by our stakeholders which are directly or indirectly affected by our operations. We believe in building trust and collaborative relationships with all stakeholders and that is why we aim our efforts in addressing focus on areas and key topics specific to the diverse needs of our stakeholders.

## Annual Performance Comparison Table

Performance Measure	Units	2020	2019
CORPORATE			
Offices & Operating Locations:			
Water Management Complexes	#	4	4
Corporate Office	#	1	1
Pipelines:			
Number	#	7	7
Length	km	17.8	17.8
Fluid volume managed	m <sup>3</sup>	441,641	553,987
Financial metrics:			
Total revenue	\$000's	6,973	9,574
Capital invested	\$000's	1,434	2,326
ENVIRONMENT			
GHG Emissions:			
Direct:			
Fuel	tCO <sub>2</sub> e	104	298
Fugitive	tCO <sub>2</sub> e	151	471
Indirect:			
Propane	tCO <sub>2</sub> e	49	74
Electricity	tCO <sub>2</sub> e	1,656	1,804
Natural gas	tCO <sub>2</sub> e	328	0
GHG Emissions eliminated:			
Direct: Fugitive (LDAR)	tCO <sub>2</sub> e	320	NA
Indirect: Driving & idling	tCO <sub>2</sub> e	528	393
Crude oil recovered from waste	m <sup>3</sup>	3,167	3,695
Fresh water use	m <sup>3</sup>	185	125
Alternative water re-use	m <sup>3</sup>	0	228
Environmental spills:			
Reportable events	#	1	6
Volume released	m <sup>3</sup>	1.5	68
Release impacting environment	#	0	0
Waste generated:			
Solids (Landfill)	tonnes	35	1,032
Liquids (Waste Plant)	m <sup>3</sup>	749	1,772



Performance Measure	Units	2020	2019
<b>ENERGY CONSUMPTION</b>			
Indirect Electricity	kWh	2,989,813	3,292,620
Indirect Electricity - CO <sub>2</sub> equivalent	tCO <sub>2</sub> e	1,658	1,811
Vehicle Fleet:			
Driving distance	km	248,724	268,638
GHG emissions	tCO <sub>2</sub> e	84	90
Fuel consumed	liters	43,585	125,350
Energy consumed in operations:			
Flare & blanket gas	m <sup>3</sup>	169,256	29
Propane	liters	31,750	48,033
<b>HEALTH AND SAFETY</b>			
Fatalities	#	0	0
Lost Time Injury Frequency Rate	LTIFR	0	0
Total Recordable Injury Frequency Rate	TRIFR	0	0
Motor Vehicle Incident Rate	MVIR	0	0
Days Away/Restricted or Transfers	DART	0	0
<b>PEOPLE</b>			
Employees (FT):			
Total	#	35	43
Female	#	6	10
Male	#	29	33
Additions	#	2	9
Turnover - voluntary	%	6	16
Age - average	years	34	35
Education & training investment	\$000's	18	NA
<b>COMMUNITY INVESTMENT &amp; ENGAGEMENT</b>			
Local community investment	\$000's	1,986	1,010
Organizations support	\$000's	2	5,000
Volunteer Hours	#	0	65
<b>GOVERNANCE</b>			
Board of Directors:			
Total members	#	5	4
Independent	#	2	2
Female	#	0	0



## Our Forward Approach

Catapult is committed to reducing emissions generated from our operations. In 2021 we will be phasing out blanket gas at our Berland Complex, thereby reducing our primary source of CO<sub>2</sub>e emissions. We are optimistic, and of the opinion that future energy activity will increase in the regions of our operations. An area of focus in 2020 was to supply responsible water re-use to energy exploration in the regions of our operations; we look forward to ensuring the option for a reliable water alternative is available for our clients.

## Reference Material/Data Sources:

Comprehensive GRI Standards Reporting Principles and Framework

Catapult incorporates the Global Reporting Initiatives Sustainability Standards (GRI Standards) to develop the principles of our 2020 ESG report, published June 21, 2021. Our reporting principles consist of the following GRI Reporting Principles:

- Stakeholder Inclusiveness
- Sustainability Context
- Materiality
- Completeness

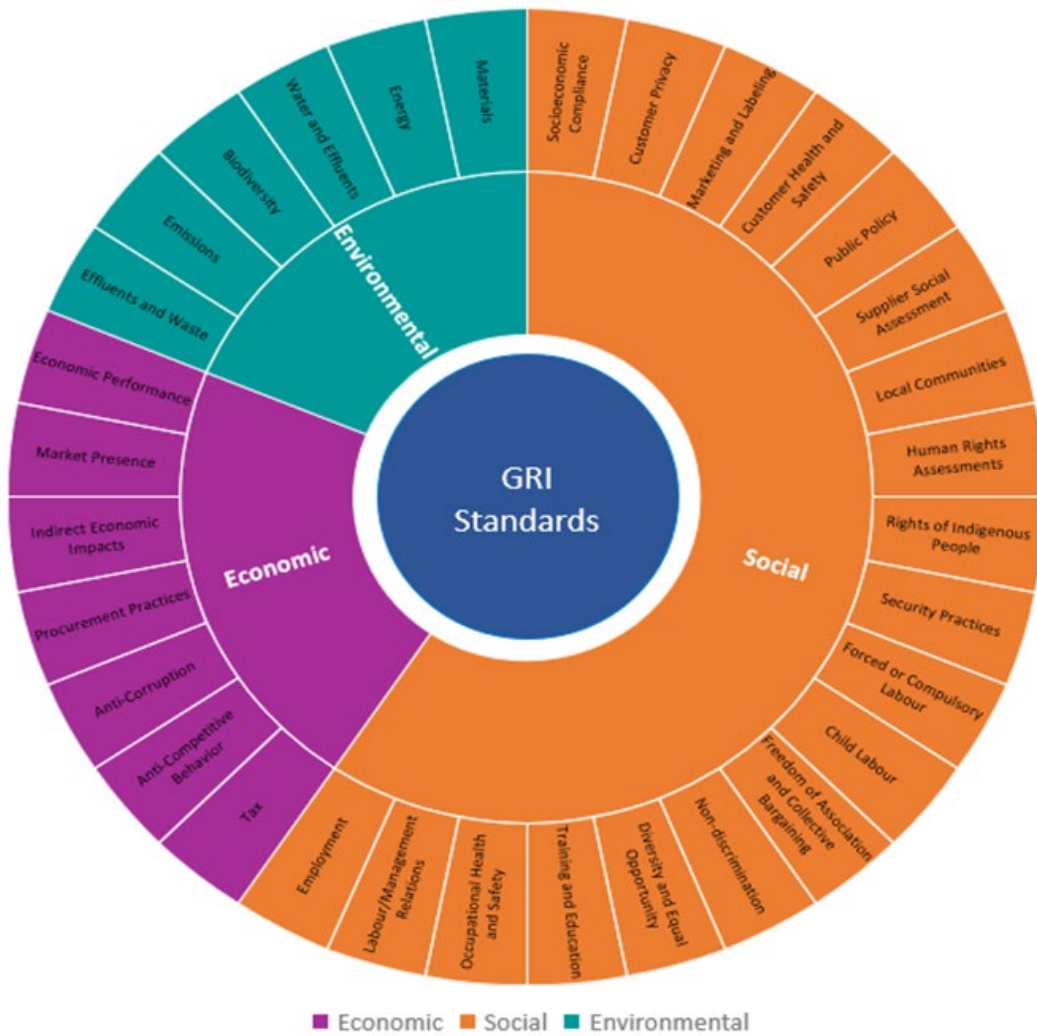
This report has been prepared in accordance with the GRI Standards: Core option.

All financial references are stated in Canadian Funds.

- 2018 B.C. Methodological Guidance for Quantifying Greenhouse Gas Emissions
- Ministry of Environment and Climate Change Strategy
- Alberta Energy Regulator, Manual 015: Estimating Methane Emissions Dec. 16, 2020
- <https://carbonpositivelife.com/co2-per-litre-diesel>
- <https://www.globalreporting.org>
- <https://www.energystandards.org>
- <https://www.sdgs.un.org>

For questions and/or comments regarding this report, please contact Catapult Midstream at 1-587-393-6329 or [info@catapultmidstream.com](mailto:info@catapultmidstream.com).

# GRI Standards



# GRI Data Tables

## GRI Content Index

This report has been prepared in accordance with the GRI Standards: Core option

Key terms and/or definitions used are referenced in the GRI Standards and GRI Standards Glossary, see:  
<https://www.globalreporting.org/standards/media/1913/gri-standards-glossary.pdf>

### Universal Standards

GRI Standard	Disclosure	Page Number and/or URL(S)
GRI 101: Foundation 2016		
<b>General Disclosures</b>		
<b>GRI 102: General Disclosure:</b>	<b>Organizational Profile</b>	
	102-1 Name of Organization	Catapult Environmental Inc.
	102-2 Activities, brands, products, and services	Waste Management
	102-3 Location of headquarters	Pg 7
	102-4 Location of operations	Pg 7
	102-5 Ownership and legal form	Private Company
	102-6 Markets served	Energy Exploration & Production
	102-7 Scale of organization	Pg 33
	102-8 Information on employees and other workers	Pgs 27 & 33
	102-9 Supply chain	Pg 29
	102-10 Significant changes to the organization and its supply chain	No significant changes in 2020
	102-11 Precautionary Principle or approach	Catapult's EMS
	102-12 External initiatives	Not Applicable in 2020
	102-13 Membership of associations	Pg 29
	<b>Strategy</b>	
	102-14 Statement from senior decision-maker	Pg 3
	102-15 Key impacts, risks, and opportunities	Not conducted in 2020
	<b>Ethic and Integrity</b>	
	102-16 Values, principles, standards, and norms of behaviour	Pgs 8 & 9
	102-17 Mechanisms for advice and concerns about ethics	Pg 28
	<b>Governance</b>	
	102-18 Governance structure	Pg 25
	102-19 Delegating authority	Pg 26
	102-20 Executive-level responsibility for economic, environmental, and social topics	Pg 27
	102-21 Consulting stakeholders on economic, environmental, and social topics	Pgs 30 & 31
	102-22 Composition of the highest governance body	Pg 26
	102-23 Chair of the highest governing body	Pg 26
	102-24 Nominating and selecting the highest governance body	Board of Directors
	102-25 Conflicts of interest	Pgs 30 & 31
	102-26 Role of highest governance body in setting purpose, values, and strategy	Pgs 30 & 31
	102-27 Collective knowledge of highest governance body	Pg 27
	102-28 Evaluating the highest governance body's performance	Pgs 30 & 31
	102-29 Identifying and managing economic, environmental, and social topics	Internal E&R Team
	102-30 Effectiveness of risk management processes	Not assessed in 2020
	102-31 Review of economic, environmental, and social topics	Internal E&R Team
	102-32 Highest governance body's role in sustainability reporting	EVP, Development
	102-33 Communicating critical concerns	Quarterly Board of Director Meetings
	102-34 Nature and total number of critical concerns	Negative oil pricing in 2020 Reduction in hydrocarbon based investment (exploration & production)
	102-35 Remuneration policies	No Policy in 2020
	102-36 Process for determining remuneration	Executive / Board of Directors
	102-37 Stakeholders' involvement in remuneration	External stakeholders are not involved in this process
	102-38 Annual total compensation ratio	Confidentiality constraints - Private information
	102-39 Percentage increase in annual total compensation ratio	Confidentiality constraints - Private information
	<b>Stake Holder Engagement</b>	
	102-40 List of stakeholder groups	Pgs 31
	102-41 Collective bargaining agreements	Not Applicable in 2020
	102-42 Identifying and selecting stakeholders	Dependant on region and Project(s)
	102-43 Approach to stakeholder engagement	Pg 28
	102-44 Key topics and concerns raised	Varies - Project Dependant
	<b>Reporting Practice</b>	
	102-45 Entities included in the consolidated financial statements	Catapult Midstream
	102-46 Defining report content and topic boundaries	Pgs 8, 9 & 10
	102-47 List of material topics	Pg 10
	102-48 Restatements for information	Highlighted within this report
	102-49 Changes in reporting	Pg 8
	102-50 Reporting period	2020
	102-51 Date of most recent report	April 30, 2019
	102-52 Reporting cycle	Annual
	102-53 Contact point for questions regarding the report	Pg 35
	102-54 Claims of reporting in accordance with the GRI Standards	Pg 35
	102-55 GRI content index	Pg 36
	102-56 External assurance	This report is not externally assured

## GRI Content Index

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<https://www.globalreporting.org/standards/media/1913/gri-standards-glossary.pdf>

### Topic-specific Standards

GRI Standard	Disclosure	Page Number and/or URL(S)
<b>GRI 200: Economic Standard Series</b>		
<b>Material Topics</b>		
<b>GRI 103: Management Approach 2016</b>	<b>Economic Performance</b>	
	103-1 Explanation of the material topic and its Boundary	Pgs 3 & 30
	103-2 The management approach and its components	Pgs 3 & 30
	103-3 Evaluation of the management approach	External audit
<b>GRI 201: Economic Performance 2016</b>	<b>Economic Performance</b>	
	201-1 Direct economic value generated and distributed	Pgs 32 & 33
	201-2 Financial implications and other risks and opportunities due to climate change	2020 review and assessments for 2021 as a result of climate change
	201-3 Defined benefit plan obligations and other retirement plans	No plan implemented in the 2020 reporting period
	201-4 Financial assistance received from government	Federal & Provincial COVID-19 Subsidy Programs (e.g. CEWS, CERB)
<b>GRI 103: Management Approach 2016</b>	<b>Market Presence</b>	
	103-1 Explanation of the material topic and its Boundary	Pgs 3, 6 & 7
	103-2 The management approach and its components	Pgs 3, 6 & 7
	103-3 Evaluation of the management approach	Pgs 3, 6 & 7
<b>GRI 202: Market Presence 2016</b>	<b>Market Presence</b>	
	202-1 Ratios of standard entry level wage by gender compared to local minimum wage	Confidentiality constraints - Private information
	202-2 Proportion of senior management hired from the local community	A majority of our employees and managers are from the local communities Catapult operates
<b>GRI 103: Management Approach 2016</b>	<b>Indirect Economic Impacts</b>	
	103-1 Explanation of the material topic and its Boundary	Pgs 3, 32 & 33
	103-2 The management approach and its component	Pgs 3, 32 & 33
	103-3 Evaluation of the management approach	Pgs 3, 32 & 33
<b>GRI 203: Indirect Economic Impacts 2016</b>	<b>Indirect Economic Impacts</b>	
	203-1 Infrastructure investments and services supported	Pgs 23, 32 & 33
	203-2 Significant indirect economic impacts	Pgs 23, 32 & 33
<b>GRI 103: Management Approach 2016</b>	<b>Procurement Practices</b>	
	103-1 Explanation of the material topic and its Boundaries	Pgs 29 & 30
	103-2 The management approach and its components	Pgs 29 & 30
	103-3 Evaluation of the management approach	Pgs 3 & 29
<b>GRI 204: Procurement Practices 2016</b>	<b>Procurement Practices</b>	
	204-1 Proportion of spending on local suppliers	Pgs 23 & 33
<b>GRI 103: Management Approach</b>	<b>Anti-Corruption</b>	
	103-1 Explanation of the material topic and its Boundary	Pgs 3 & 30
	103-2 The management approach of its components	Pgs 3 & 30
	103-3 Evaluation of the management approach	Pgs 3 & 30
<b>GRI 205: Anti-Corruption 2016</b>	<b>Anti-Corruption</b>	
	205-1 Operations assessed for risks related to corruption	None in 2020
	205-2 Confirmed incidents or corruption and actions taken	None in 2020
<b>GRI 103: Management Approach 2016</b>	<b>Anti-competitive Behavior</b>	
	103-1 Explanation of the material topic and its Boundary	Pgs 3 & 30
	103-2 The management approach and its components	Pgs 3 & 30
	103-3 Evaluation of the management approach	Pgs 3 & 30
<b>GRI 206: Anti-competitive Behavior 2016</b>	<b>Anti-competitive Behavior</b>	
	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	None in 2020
<b>GRI 103: Management Approach 2016</b>	<b>Tax</b>	
	103-1 Explanation of the material topic and its Boundary	Pgs 3 & 30
	103-2 The management approach and its components	Pgs 3 & 30
	103-3 Evaluation of the management approach	Pgs 3 & 30
<b>GRI 207: Tax 2019</b>	<b>Tax 2019</b>	
	207-1 Approach to tax	Pgs 30
	207-2 Tax governance, control, and risk management	Government of Canada Tax Laws
	207-3 Stakeholder engagement and management concerns related to tax	Not applicable
	207-4 Country-by-country reporting	Not applicable

## GRI Content Index

This report has been prepared in accordance with the GRI Standards: Core option

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<https://www.globalreporting.org/standards/media/1913/gri-standards-glossary.pdf>

<b>Topic-specific Standards</b>		
GRI Standard	Disclosure	Page Number and/or URL(S)
GRI 300 Environmental Standards Series		
<b>Material Topics</b>		
<b>GRI 103: Management Approach 2016</b>	<b>Materials</b>	
	103-1 Explanation of the material topic and its Boundary	EMS
	103-2 The management approach and its components	EMS
	103-3 Evaluation of the management approach	EMS
<b>GRI 301: Materials 2016</b>	<b>Materials</b>	
	301-1 Materials used by weight of volume	Not applicable
	301-2 Recycled input materials used	Not applicable
	301-3 Reclaimed products and their packaging materials	Not applicable
<b>GRI 103: Management Approach 2016</b>	<b>Energy</b>	
	103-1 Explanation of the material topic and its Boundary	EMS
	103-2 The management approach and its components	EMS
	103-3 Evaluation of the management approach	EMS
<b>GRI 302: Energy 2016</b>	<b>Energy</b>	
	302-1 Energy consumption within the organization	Pgs 19, 20, 32 & 33
	302-2 Energy consumption outside of the organization	Not applicable
	302-3 Energy intensity	Pgs 19, 20, 32 & 33
	302-4 Reduction of energy consumption	Pgs 19, 20, 32 & 33
	302-5 Reductions in energy requirements of products and services	Not applicable
<b>GRI 103: Management Approach 2016</b>	<b>Water and Effluents</b>	
	103-1 Explanation of the material topic and its Boundary	EMS
	103-2 The management approach and its components	EMS
	103-3 Evaluation of the management approach	EMS
<b>GRI 303: Water 2016</b>	<b>Water 2016</b>	
	303-1 Water withdrawn by source	Groundwater & Surfacewater
	303-2 Water sources significantly affected by withdrawal of water	No effects in 2020 as a result of the low volumes utilized
	303-3 Water recycled and reused	Pgs 20 & 32
<b>GRI 103: Management Approach 2016</b>	<b>Water and Effluents</b>	
	103-1 Explanation of the material topic and its Boundary	EMS
	103-2 The management approach and its components	EMS
	103-3 Evaluation of the management approach	EMS
<b>GRI 303: Water and Effluents 2018</b>	<b>Water and Effluents 2018</b>	
	303-1 Interactions with water as a shared resource	Not Applicable
	303-2 Management of water discharge-related impacts	Erosion / Sedimentation
	303-3 Water withdrawal	Pg 32
	303-4 Water discharge	Not available
	303-5 Water consumption	Pg 32
<b>GRI 103: Management Approach 2016</b>	<b>Biodiversity</b>	
	103-1 Explanation of the material topic and its Boundary	EMS
	103-2 The management approach and its components	EMS
	103-3 Evaluation of the management approach	EMS
<b>GRI 304: Biodiversity 2016</b>	<b>Biodiversity</b>	
	304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	1
	304-2 Significant impacts of activities, products, and services on biodiversity	None
	304-3 Habitats protected or restored	1
	304-4 IUCN Red List species and national conservation list species with habitats affected by operations	Not applicable
<b>GRI 103: Management Approach 2016</b>	<b>Emissions</b>	
	103-1 Explanation of the material topic and its Boundary	EMS
	103-2 The management approach and its components	EMS
	103-3 Evaluation of the management approach	EMS
<b>GRI 305: Emissions 2016</b>	<b>Emissions</b>	
	305-1 Direct (Scope 1) GHG emissions	Pgs 19 & 32
	305-2 Energy indirect (Scope 2) GHG emissions	Pgs 19, 32 & 33
	305-3 Other indirect (Scope 3) GHG emissions	Pgs 20 & 32
	305-4 GHG emissions intensity	Pgs 19, 32 & 33
	305-5 Reduction of GHG emissions	Pgs 19, 32 & 33
	305-6 Emissions of ozone-depleting substances (ODS)	None
	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX), and other significant air emissions	Not assessed in 2020
<b>GRI 103: Management Approach 2016</b>	<b>Waste</b>	
	103-1 Explanation of the material topic and its Boundary	EMS
	103-2 The management approach and its components	EMS
	103-3 Evaluation of the management approach	EMS
<b>GRI 306: Effluents and Waste 2016</b>	<b>Waste 2020</b>	
	306-1 Water discharge by quality and designation	Not applicable
	306-2 Waste by type and disposal method	Pg 32
	306-3 Significant spills	No significant spills in 2020
	306-4 Transport of hazardous waste	Not applicable
	306-5 Water bodies affected by water discharges and/or runoff	No impact(s)
<b>GRI 103: Management Approach 2016</b>	<b>Environmental Compliance</b>	
	103-1 Explanation of the material topic and its Boundary	EMS
	103-2 The management approach and its components	EMS
	103-3 Evaluation of the management approach	EMS
<b>GRI 307: Environmental Compliance 2016</b>	<b>Environmental Compliance</b>	
	307-1 Non-compliance with environmental laws and regulations	No non-compliances in 2020
<b>GRI 103: Management Approach 2016</b>	<b>Supplier Environmental Assessment</b>	
	103-1 Explanation of the material topic and its Boundary	EMS
	103-2 The management approach and its components	EMS
	103-3 Evaluation of the management approach	EMS
<b>GRI 308: Supplier Environmental Assessment</b>	<b>Supplier Environmental Assessment</b>	
	308-1 New suppliers that were screened using environmental criteria	None in 2020
	308-2 Negative environmental impacts in the supply chain and actions taken	No negative impacts

## GRI Content Index

This report has been prepared in accordance with the GRI Standards: Core option

Key terms and/or definitions used are referenced in the GRI Standards and GRI Standards Glossary, see: <https://www.globareporting.org/standards/media/1913gri-standards-glossary.pdf>

GRI Standard	Disclosure	Topic-specific Standards	Page Number and/or URL(S)
<b>Material Topics</b>			
<b>GRI 400: Social Standards Series</b>			
<b>GRI 103: Management Approach 2016</b>		<b>Employment</b>	
	103-1 Explanation of the material topic and its Boundary		Employee Handbook
	103-2 The management approach and its components		Employee Handbook
	103-3 Evaluation of the management approach		Employee Handbook
<b>GRI 401: Employment 2016</b>		<b>Employment</b>	
	401-1 New employee hires and employee turnover		Employee turnover - 2 Employees
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees		Full benefits coverage (no cost-cost on pharmaceuticals, health, dental, travel, STD, LTD and life). As per Alberta Labour Standards
	401-3 Parental leave		
<b>GRI 103: Management Approach 2016</b>		<b>Labor/Management Relations</b>	
	103-1 Explanation of the material topic and its Boundary		Not Applicable
	103-2 The management approach and its components		Not Applicable
	103-3 Evaluation of the management approach		Not Applicable
<b>GRI 402: Labor/Management Relations 2016</b>		<b>Labor/Management Relations</b>	
	402-1 Minimum notice periods regarding operational changes		Not applicable
<b>GRI 103: Management Approach 2016</b>		<b>Occupational Health and Safety</b>	
	103-1 Explanation of the material topic and its Boundary		HSMS
	103-2 The management approach and its components		HSMS
	103-3 Evaluation of the management approach		HSMS
<b>GRI 403: Occupational Health and Safety 2016</b>		<b>Occupational Health and Safety</b>	
	403-1 Occupational health and safety management system		Pgs 22, 28 & OMS
	403-2 Hazard identification, risk assessment, and incident investigation		Pgs 22, 28 & OMS
	403-3 Occupational health services		Pgs 22, 28 & OMS
	403-4 Worker participation, consultation, and communication on occupational health and safety		Pgs 22, 28 & OMS
	403-5 Worker training on occupational health and safety impacts directly linked by business relations		Pgs 22, 28 & OMS
	403-6 Promotion of a worker health		Pgs 22, 28 & OMS
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business		Pgs 22, 28 & OMS
	403-8 Workers covered by an occupational health and safety management system		Pgs 22, 28 & OMS
	403-9 Work-related injuries		Pgs 22, 28 & OMS
	403-10 Work-related ill health		Pgs 22, 28 & OMS
<b>GRI 103: Management Approach 2016</b>		<b>Training and Education</b>	
	103-1 Explanation of the material topic and its Boundary		Employee Handbook
	103-2 The management approach and its components		Employee Handbook
	103-3 Evaluation of the management approach		Employee Handbook
<b>GRI 404: Training and Education 2016</b>		<b>Training and Education</b>	
	404-1 Average hours of training per year per employee		16
	404-2 Programs for upgrading employee skills and transition assistance programs		\$750 / employee/year
	404-3 Percentage of employees receiving regular performance reviews and career development reviews		0%
<b>GRI 103: Management Approach 2016</b>		<b>Diversity and Equal Opportunity</b>	
	103-1 Explanation of the material topic and its Boundary		Pgs 28 & 30
	103-2 The management approach and its components		Pgs 28 & 30
	103-3 Evaluation of the management approach		Pgs 28 & 30
<b>GRI 405: Diversity and Equal Opportunity 2016</b>		<b>Diversity and Equal Opportunity</b>	
	405-1 Diversity of governance bodies and employees		Pgs 28 & 30
	405-2 Ratio of basic salary and remuneration of women to men		Confidentiality constraints - Private information
<b>GRI 103: Management Approach 2016</b>		<b>Non-discrimination</b>	
	103-1 Explanation of the material topic and its Boundary		Pgs 28 & 30
	103-2 The management approach and its components		Pgs 28 & 30
	103-3 Evaluation of the management approach		Pgs 28 & 30
<b>GRI 406: Non-discrimination 2016</b>		<b>Non-discrimination</b>	
	406-1 Incidents of discrimination and corrective actions taken		None
<b>GRI 103: Management Approach 2016</b>		<b>Freedom of Association and Collective Bargaining</b>	
	103-1 Explanation of the material topic and its Boundary		Not applicable
	103-2 The management approach and its components		Not applicable
	103-3 Evaluation of the management approach		Not applicable
<b>GRI 407: Freedom of Association and Collective Bargaining 2016</b>		<b>Freedom of Association and Collective Bargaining</b>	
	407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		Not applicable - No risk
<b>GRI 103: Management Approach 2016</b>		<b>Child Labor</b>	
	103-1 Explanation of the material topic and its Boundary		Not applicable
	103-2 The management approach and its components		Not applicable
	103-3 Evaluation of the management approach		Not applicable
<b>GRI 408: Child Labor 2016</b>		<b>Child Labor</b>	
	408-1 Operations and suppliers at significant risk of incidents of child labor		Not applicable - No child labour
<b>GRI 103: Management Approach 2016</b>		<b>Forced or Compulsory Labor</b>	
	103-1 Explanation of the material topic and its Boundary		Not applicable
	103-2 The management approach and its components		Not applicable
	103-3 Evaluation of the management approach		Not applicable
<b>GRI 409: Forced or Compulsory Labor 2016</b>		<b>Forced or Compulsory Labor</b>	
	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor		Not applicable - No forced labour
<b>GRI 103: Management Approach 2016</b>		<b>Security Practices</b>	
	103-1 Explanation of the material topic and its Boundary		Not applicable
	103-2 The management approach and its components		Not applicable
	103-3 Evaluation of the management approach		Not applicable
<b>GRI 410: Security Practices 2016</b>		<b>Security Practices</b>	
	410-1 Security personnel trained in human rights policies or procedures		Not applicable - No security personnel
<b>GRI 103: Management Approach 2016</b>		<b>Rights of Indigenous Peoples</b>	
	103-1 Explanation of the material topic and its Boundary		Pgs 23 & 31
	103-2 The management approach and its components		Pgs 23 & 31
	103-3 Evaluation of the management approach		Pgs 23 & 31
<b>GRI 411: Rights of Indigenous Peoples 2016</b>		<b>Rights of Indigenous Peoples</b>	
	411-1 Incidents of violations involving rights of indigenous peoples		None
<b>GRI 103: Management Approach 2016</b>		<b>Human Rights Assessments</b>	
	103-1 Explanation of the material topic and its Boundary		Pgs 21, 30 & 31
	103-2 The management approach and its components		Pgs 21, 30 & 31
	103-3 Evaluation of the management approach		Pgs 21, 30 & 31
<b>GRI 412: Human Rights Assessments 2016</b>		<b>Human Rights Assessments</b>	
	412-1 Operations that have been subject to human rights reviews or impact assessments		None
	412-2 Employee training on human rights policies or procedures		None
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening		Not applicable
<b>GRI 103: Management Approach 2016</b>		<b>Local Communities</b>	
	103-1 Explanation of the material topic and its Boundary		Pgs 22, 23, 30 & 31
	103-2 The management approach and its components		Pgs 22, 23, 30 & 31
	103-3 Evaluation of the management approach		Pgs 22, 23, 30 & 31
<b>GRI 413: Local Communities 2016</b>		<b>Local Communities</b>	
	413-1 Operations with local community engagement, impact assessments, and development programs		Yes
	413-2 Operations with significant actual and potential negative impacts on local communities		None
<b>GRI 103: Management Approach 2016</b>		<b>Supplier Social Assessment</b>	
	103-1 Explanation of the material topic and its Boundary		Not applicable
	103-2 The management approach and its components		Not applicable
	103-3 Evaluation of the management approach		Not applicable
<b>GRI 414: Supplier Social Assessment 2016</b>		<b>Supplier Social Assessment</b>	
	414-1 New suppliers that were screened using social criteria		None
	414-2 Negative social impacts in supply chain and actions taken		None
<b>GRI 103: Management Approach 2016</b>		<b>Public Policy</b>	
	103-1 Explanation of the material topic and its Boundary		Not applicable
	103-2 The management approach and its components		Not applicable
	103-3 Evaluation of the management approach		Not applicable
<b>GRI 415: Public Policy 2016</b>		<b>Public Policy</b>	
	415-1 Political contributions		None
<b>GRI 103: Management Approach 2016</b>		<b>Customer Health and Safety</b>	
	103-1 Explanation of the material topic and its Boundary		HSMS
	103-2 The management approach and its components		HSMS
	103-3 Evaluation of the management approach		HSMS
<b>GRI 416: Customer Health and Safety 2016</b>		<b>Customer Health and Safety</b>	
	416-1 Assessment of the health and safety impacts of products and service categories		Pg 22
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services		Pg 22
<b>GRI 103: Management Approach 2016</b>		<b>Marketing and Labeling</b>	
	103-1 Explanation of the material topic and its Boundary		Not applicable
	103-2 The management approach and its components		Not applicable
	103-3 Evaluation of the management approach		Not applicable
<b>GRI 417: Marketing and Labeling 2016</b>		<b>Marketing and Labeling</b>	
	417-1 Requirements for product and service information and labeling		Not applicable
	417-2 Incidents of non-compliance concerning product and service information and labeling		Not applicable
	417-3 Incidents of non-compliance concerning marketing communications		Not applicable
<b>GRI 103: Management Approach 2016</b>		<b>Customer Privacy</b>	
	103-1 Explanation of the material topic and its Boundary		Not applicable
	103-2 The management approach and its components		Not applicable
	103-3 Evaluation of the management approach		Not applicable
<b>GRI 418: Customer Privacy 2016</b>		<b>Customer Privacy</b>	
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		None
<b>GRI 103: Management Approach 2016</b>		<b>Socioeconomic Compliance</b>	
	103-1 Explanation of the material topic and its Boundary		Pg 30
	103-2 The management approach and its components		Pg 30
	103-3 Evaluation of the management approach		Pg 30
<b>GRI 419: Socioeconomic Compliance 2016</b>		<b>Socioeconomic Compliance</b>	
	419-1 Non-compliance with laws and regulations in the social and economic area		None