



Catapult Environmental Inc.

ESG REPORT

2022

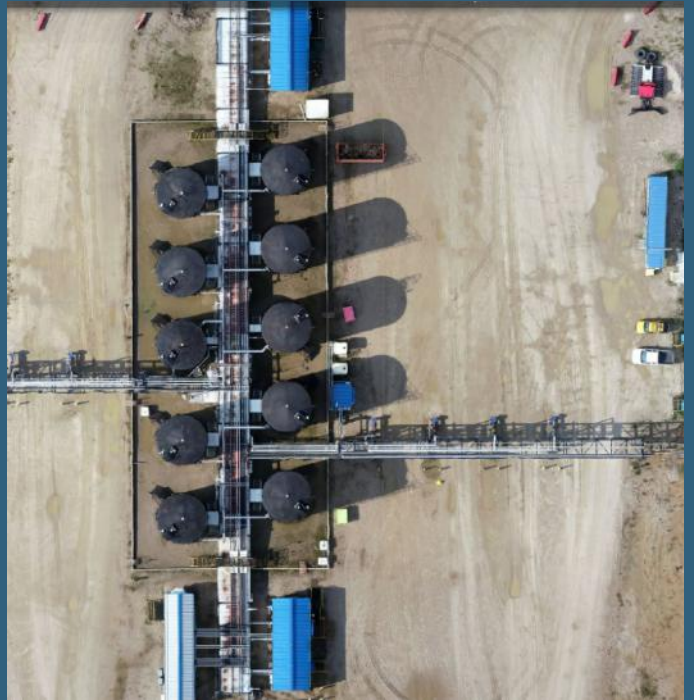
OUR REPORT

The coming report is Catapult's 2022 ESG Report, published on September 22, 2023. The report was prepared by Catapult's internal HSE Team, which incorporates our operational data, sustainability goals and/or objectives, as well as utilizes industry standards and metrics for the 2022 reporting period.

Reporting

Our report has been prepared in accordance with material topics within the following international reporting methodologies:

- Global Reporting Initiative (GRI) Standards: the global standards for sustainability reporting
- United Nations Sustainable Development Goals (SDGs)
- Equitable Origin EO100™ Standard



Reporting Scope

Our report includes our operational activities for the 2022 calendar year. The data presented has been internally validated and reviewed by Catapult's executive team for assurance.

Naming Conventions

The terms "we", "our", "us", "Catapult", "Company", "Corporation" refer to Catapult Environmental Inc.

Disclaimer

GRI Standard 11: Oil and Gas Sector 2021 is not effective until January 01, 2023, but the material topics within this Standard have been adopted into this report as a best practice.

STANDARDS TO FOLLOW

1 Sustainable Development Goals



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.

Catapult has evaluated all SDGs and identified the ten SDGs commitments below, of which strategies were developed to support the intent of the 2030 Agenda.

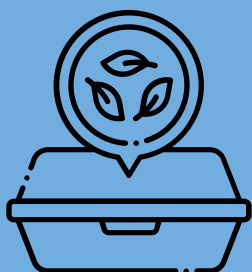


2 Equitable Origin EO100™ Standard

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.

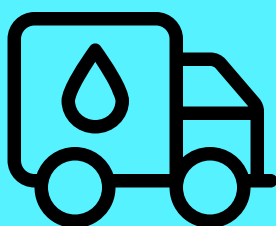
Section	Topic	Focus Area
Environmental	<ul style="list-style-type: none"> Air quality Biodiversity impacts Carbon neutrality Closure & restoration Energy management & efficiency Environmental management & mitigation Fuel management 	<ul style="list-style-type: none"> GHG emissions Remediation of environmental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

2022 HIGHLIGHTS AND FUTURE GOALS



1

- Acquisition of Highwood Organics and subsequent development of an Organics Composting and Renewable Natural Gas project

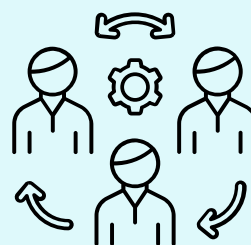


2

- 9,303 heavy truck trips eliminated due to pipeline transmission
- 709,298 kms of trucking reduced



Continue to reduce the number of trucks on the road via pipeline connections



3

- Zero Recordable Incidents
- Zero Lost Time Incidents



Continue Catapult's trend of zero safety incidents and zero lost time incidents



4

- First Female Board Member Instated



Incorporate Scope 3 reporting by 2025

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LETTER TO OUR STAKEHOLDERS

Dear Valued Stakeholders,

We are pleased to publish the Catapult Environmental Inc. 2022 Corporate Sustainability Report. This report marks another year of achieving significant milestones in our journey towards sustainable and responsible operations. This document will highlight some of the strides we have taken toward Environmental, Social, and Governance (ESG) excellence.

The year 2022 was transformative for us, and this report encapsulates the progress we made in realizing our ESG aspirations. Despite the challenges posed by commodity price volatility and macroeconomic uncertainties, we demonstrated our commitment to sustainability and innovation. Our customer base showed resilience, and our core business results continued to improve while positioning the company for continued growth and success.

The past year saw additional strategic investments in water management infrastructure in collaboration with our industry partners. Our efforts to reduce the consumption of surface and potable water in the Montney formation near Grande Prairie, Alberta gained traction, underlining our dedication to responsible resource utilization.

A transformative corporate transaction came in the form of our acquisition of Highwood Organics in June 2022. This acquisition marked a pivotal step towards fostering sustainability as we embarked on the development of an organics composting and renewable natural gas (RNG) greenfield project in Aldersyde, south of Calgary, Alberta. The commencement of construction on this project in the first part of 2023 demonstrated our commitment to transforming organic waste into renewable energy and compost, thus addressing critical environmental challenges.

Through our Aldersyde integrated composting and anaerobic digestion facility, we are poised to significantly enhance organics processing capacity in the Calgary and Foothills regions of Southern Alberta. Our efforts will not only curtail organic waste from being landfilled but also produce enough RNG to heat thousands of homes through the harshest Canadian seasons. The compost derived from organic waste is one of the most sustainable ways of returning valuable nutrients to the soil.



Our dedication to ESG extends beyond infrastructure. Even though 2022 was a more active year for our organization, we maintained our exemplary safety record. Consistent with the results from 2021, in 2022 we had another year of industry-leading safety achievements, with zero incidents, zero safety violations, and zero contractor incidents. This underscores our unyielding commitment to safeguarding our workforce and operating in a safe manner.

In this report, we highlight the numerous ESG milestones achieved throughout the year, all of which were made possible through the contributions of our dedicated staff, contractors, clients, and stakeholders. Their unwavering support and collaboration have been instrumental in propelling us forward on our sustainability journey.

As we move ahead, Catapult remains vigilant in identifying opportunities that align with our waste mitigation and green energy initiatives. These potential investments stand to further consolidate our position as a developing leader in sustainable practices.

Thank you for taking the time to read our 2022 Corporate Sustainability Report which serves as a milestone in our ongoing pursuit of ESG excellence.

Sincerely,

Dan O'Byrne

*President, CEO & Director
Catapult Environmental Inc.*

Heather Culbert

*Director, Chair of the ESG Committee
Catapult Environmental Inc.*



Daniel O'Byrne

President, CEO & Director



Heather Culbert

Director, Chair of the ESG Committee

ABOUT CATAPULT

Executive Summary

Catapult's 2022 ESG report continues to incorporate the GRI Sustainability Reporting Standards, the United Nations Sustainable Development Goals, and the Equitable Origin EO100™ Standard for Responsible Energy Development.

Catapult began with a focus on water and fluid management associated with oil and gas exploration and production. With our purchase of Highwood Organics, a pivot into the field of Renewable Natural Gas has begun. Our commitment to ESG principals is embedded within our operating philosophy, stemming from our core value of Sustainability. Catapult's ESG strategy 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 by 2050. Through strategic location placement of our Complexes, we are able to utilize pipeline tie-ins and reduce heavy truck traffic. This plays a essential role in the reduction of GHG emissions from Catapult, and our partners operations. Our future endeavors into the Renewable Natural Gas field will help support our goal to achieve "Net-Zero" by 2050. Catapult's 2022 ESG Report is intended to highlight our ESG profile and performance metrics relevant to our company and stakeholders.

Core Values



Safety - For All People



Client Service



Sustainability



Adventurous



High - Performance
Team

HISTORY AND GROWTH

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.



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 of 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 our flagship Berland Complex, which is strategically located infield and pipeline connected to one of its major clients. 2021 saw Catapult expanding our operations and our commitment to enhanced environmental stewardship and sustainability with the purchase of our Pipestone Water Management Complex. Our Pipestone assets include water sourcing, storage, and re-injection facilities to offer access to cost effective, environmentally responsible water services. In 2022, Catapult began its pivot to renewable energy by investing in the future Aldersyde Organics Facility, acquired from Highwood Organics. Our goal is to utilize various regional organic sources to produce biomethane, compost, CO², and ammonia for commercial/agricultural purposes.

WHERE WE OPERATE

Head Office

Catapult Environmental Inc.
1620, 700-9th Avenue SW
Calgary, Alberta, Canada, T2P 3V4

Operating Facilities and Complexes

Fox Creek Complex
07-07-062-18W5M, Alberta

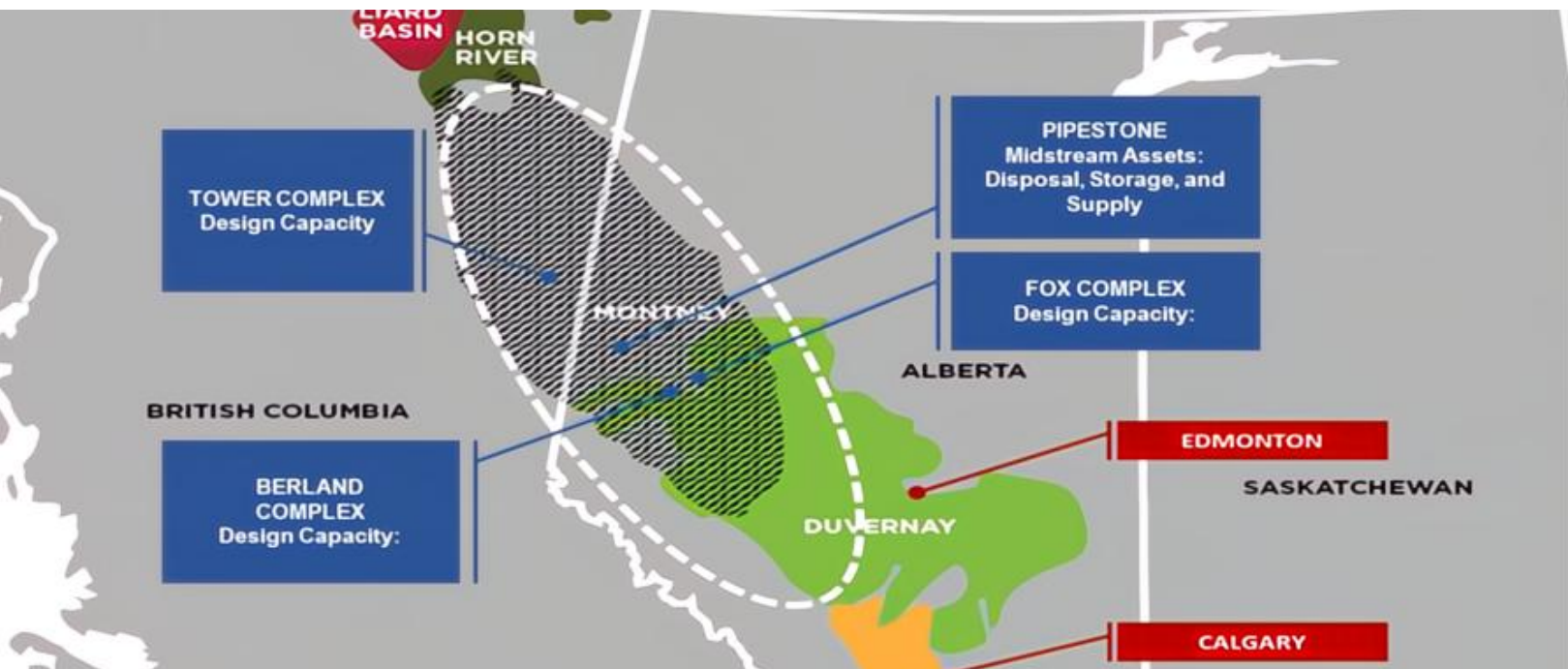
Berland Facility
01-19-059-23W5M, Alberta

Pipestone Water Complex
15-28-071-09W6M, 13-18-070-08W6M
16-28-071-09W6M, Alberta

Tower Facility
09-28-081-17W6M, British Columbia

Future Operating Facilities and Complexes

Aldersyde Complex
03-30-019-28W4, Alberta



HOW WE INCORPORATE ESG INTO OUR PERFORMANCE

Catapult has outlined the following initiatives as the foundation of ESG within our company. These initiatives help establish ESG integration into our policies and fundamental performance targets.

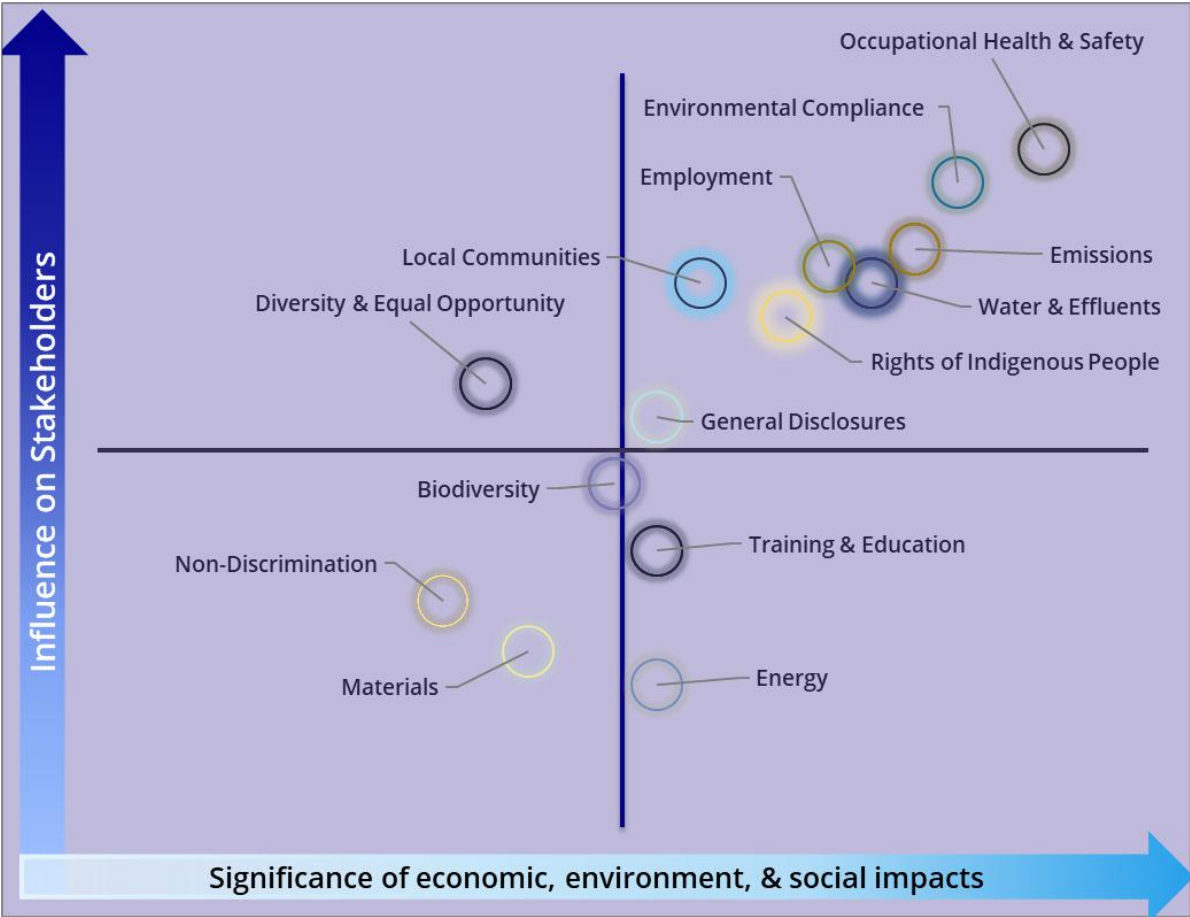


MATERIALITY MATRIX

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.

The ranking, shown beside, and the graph shown below, show the primary identified ESG topics and Catapult's prioritization of them.

Legend:	
High Materiality	!!!
Moderate Materiality	!!
Low Materiality	!
Categories / Topics	
Occupational Health and Safety	!!!
Environmental	!!!
Compliance	!!!
Emissions	!!!
Water and Effluents (Waste)	!!!
Employment	!!!
Rights of Indigenous Peoples	!!!
Local Communities	!!!
General Disclosures	!!!
Biodiversity	!!
Diversity and Equal Opportunity	!!
Non-Discrimination	!!
Training & Education	!!
Materials	!!
Energy	!!





ENVIRONMENT

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14 GHG Emissions
15 Energy Consumption
15 Energy Reduction
15 Energy Recovery
16 Waste Generation
16 Water Handling

17 Asset Integrity
18 Spills and Incidents
18 Land Use and Reclamation
19 Biodiversity
19 Environmental Initiatives
20 Climate Change Strategies

GHG Reductions

Connecting our "Complexes" by transmission pipelines to our partners and therefore reducing the need for **9,303** trucks throughout the year has contributed to the elimination of **1,106 tCO²e** GHGs.

Targeting GHG emissions reductions starts with a qualitative and quantitative approach. In 2022, Catapult assessed and analyzed our emission sources to establish our GHG baseline. With this data, Catapult can now assess technology to support our GHG reduction goals.

The addition of a Board of Directors member to chair our ESG committee will also allow us to focus our efforts on areas of other potential GHG reductions.



GHG Emissions

Scope 1:

Flaring

0.002 tCO₂e, or 0.9 m³ was produced from flaring/ combustion of purge gas.

Business Travel and Facility Gasoline

95 tCO₂e (40 m³) were produced in 2022 from these areas.

Facility Heat and Propane

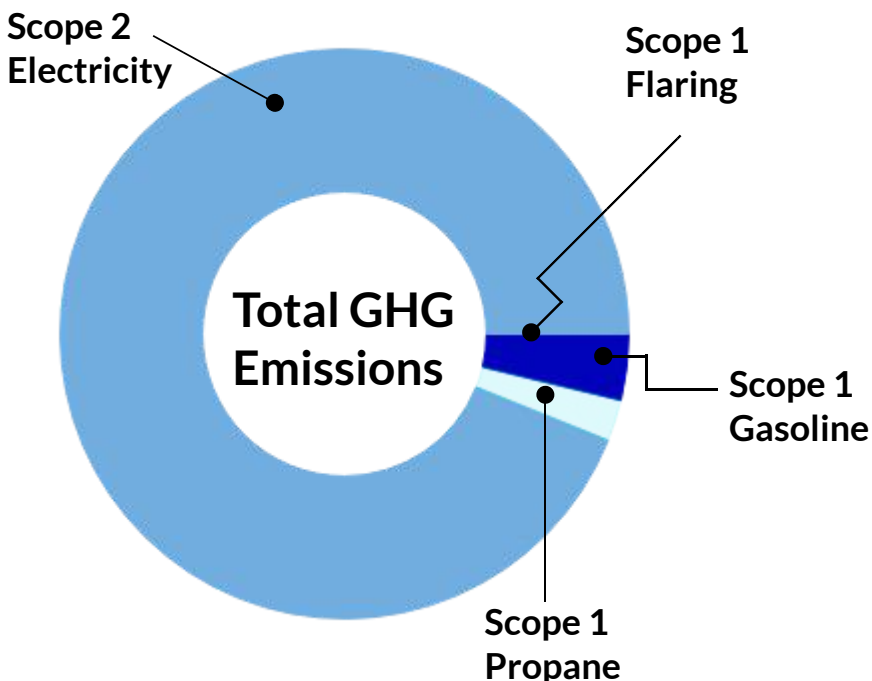
Facility utilization of heat produced 59 tCO₂e (38 m³).

Scope 2:

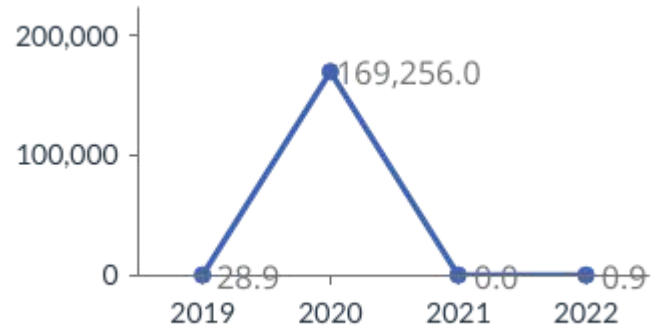
2,369 tCO₂e were produced from Energy consumption overall.

Scope 3:

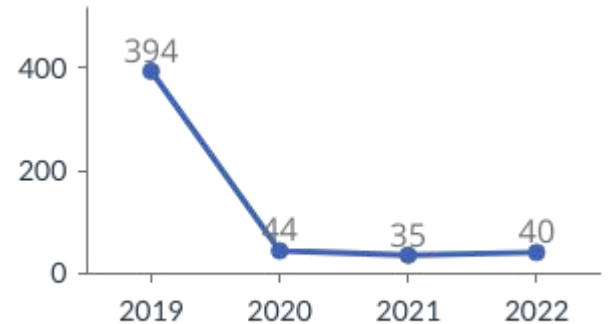
Scope 3 emissions were not captured in 2022.



Flare Gas Usage (m³)



Gasoline Usage (m³)



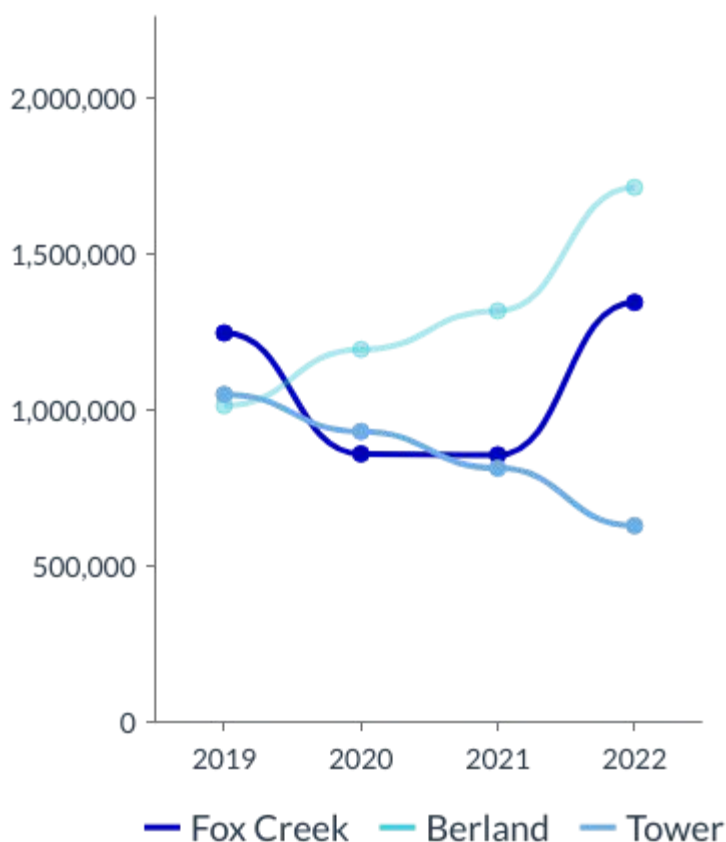
Heat and Propane Usage (m³)



Energy Consumption

Operations	2019 Energy Consumption (kWh)	2020 Energy Consumption (kWh)	2021 Energy Consumption (kWh)	2022 Energy Consumption (kWh)
Fox Creek Complex (AB)	1,248,912	860,998	857,789	1,347,049
Berland Facility (AB)	1,015,507	1,196,015	1,320,070	1,715,892
Tower Facility (BC)	1,051,687	932,800	815,070	630,400

Annual Energy Consumption (kWh)



Energy Reduction

Energy reduction is key to meet Canada's Climate Change goals. Multiple different initiatives are in place at Catapult to meet our internal goals. These include Variable Frequency Drives (VFD's) to reduce and mitigate power consumption, Solar Power lighting systems, the use of drones to conduct land surveys, and Solar Power thermoelectric generators.

Energy Recovery

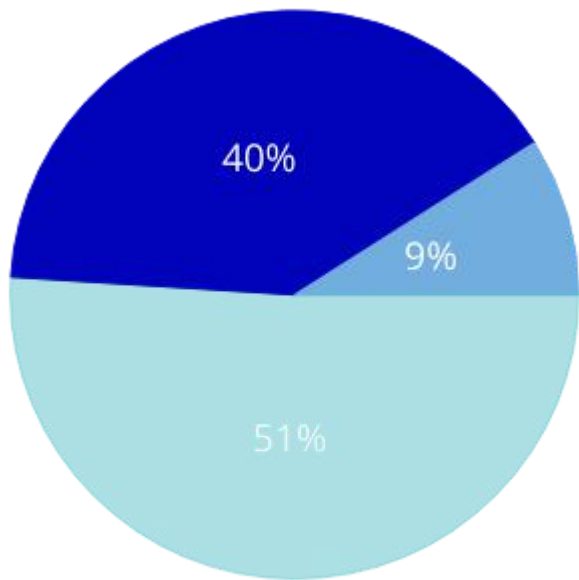
Catapult recovered **5,174 m³** of crude oil from our waste processing and recovery operations. Our waste processing storage tanks receive incoming fluids, which rely on chemical treatment and gravity to enable the water and oil phases to separate and enhance hydrocarbon recovery.

Waste Generation

The Company is focused on reducing the waste footprint of our operations by investing in innovation 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.



Water Management by Facility



■ Berland ■ Fox Creek ■ Tower

Water Handling

Catapult has two Alberta Water Act licensed source water wells which are used for domestic and industrial use at our Complexes. In total, 216.94 m³ of source water was used internally in 2022.

Catapult was formed to offer services that limit freshwater consumption and promote water re-use. Reducing the freshwater need is fundamental to unlocking our clients ESG potential. In 2022 Catapult disposed of **525,543 m³** of Produced Water between all facilities. In addition, 17,428 m³ of NuVista / Pipestone water was managed.

The design of Catapult's Complexes incorporates a run-on/run-off management system to minimize consequences to the complexes and environment.



Asset Integrity

Asset integrity is a necessary part of operating any facility or pipeline. Catapult has many programs geared towards tracking continuous improvement and reliability of our assets. Some of these include:

- Groundwater Monitoring Programs
- Engineered Leak Detection Systems – Pipelines/Tank Farms
- Above-Ground Storage Tank Monitoring
- Facility Integrity Management Programs (FIMP)
- Pipeline Integrity Management Programs (PIMP)
- Damage Prevention Program (underground disturbance)
- Preventative Maintenance Program.

88%

Facility Integrity Program Audit Score

92%

Pipeline Integrity Program Audit Score

100%

Damage Prevention Program Score

In 2022 Catapult also implemented a new Inspection, Maintenance, and Monitoring operational software program, EZ Ops, to support both our operational requirements and inspections and monitoring programs within our Asset Integrity Programs.

In addition, Catapult conducted third-party Risk Assessments on both our Pipelines and Facilities. The risk assessments are used to identify unmitigated and mitigated risks with associated measures.

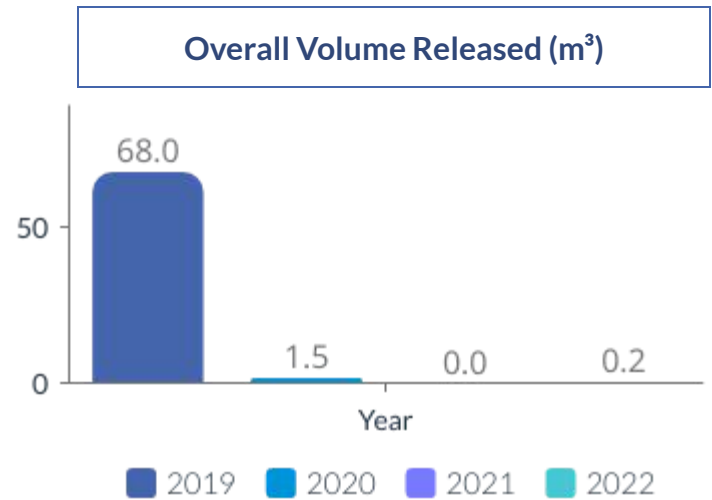
Our Facilities were given a Facility Integrity Program Audit Score of **88%**. The intent is to assess the likelihood of failure from all potential and existing threats for all our equipment (process piping, tanks, rotating equipment, valves, shut down devices, instrumentation and control, flare systems) and the associated consequences of a failure.

Our pipelines were given a Pipeline Integrity Program Audit Score of **92%**, with a Damage Prevention Program Score of **100%**. The intent is to develop a Risk Assessment that considers the risk in terms of probability and consequence for unmitigated and mitigation conditions and to also understand and manage the risks associated with our pipelines in a systematic way.



Spills and Incidents

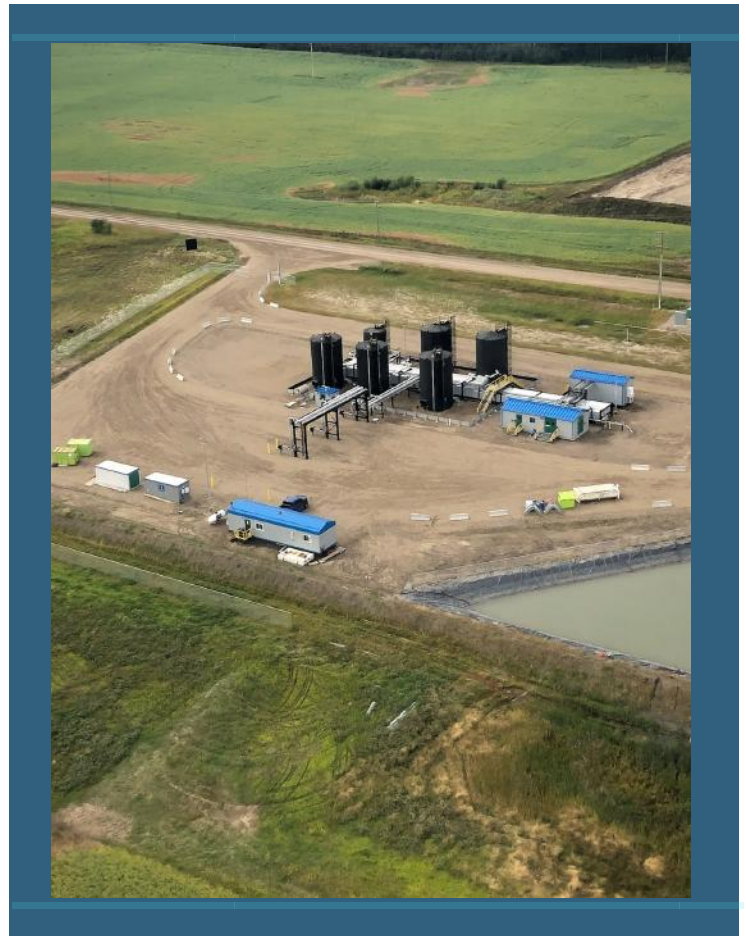
Catapult had one on-lease release of 200L of produced water in 2022.



Land Use and Reclamation

Catapult understands the potential consequences of our actions and has a deep commitment to mitigating our impacts on the land. All actions are carefully considered for impacts before completed and Catapult ensures that we are acting within environmental recommendations. We undertake the following initiatives to reduce our footprint.

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



Biodiversity



Catapult owns 32.6 kms of pipelines covering areas in Alberta and British Columbia. To help protect the wildlife that coexists in this area we try to minimize our impact as much as possible.

To keep wildlife safe we follow community guidelines for our facilities, keep our fences intact, and remove any possible food sources through good housekeeping practices. We also complete testing of run-off from our facilities to ensure we are not endangering any species or sensitive environmental receptors.

Environmental Initiatives

Catapult's use of direct pipelines to our clients instead of relying on trucking is a significant environmental initiative. In 2022, **9,303** truck trips were eliminated by using pipelines. This means approximately **709,298** kilometers of driving was reduced. This also subsequently reduces the risk of driving related incidents.

Catapult's use of Remotely Piloted Aircraft Systems (RPAS) to capture and collect high resolution imagery, which is then processed into detailed 3D models and various maps, is also a imperative initiative. The environmental benefits include: Little to no environmental impact(s) while monitoring environmentally sensitive areas, agricultural lands, and waterways, utilizing available technology to reduce the carbon footprint while collecting detailed, measurable, and actionable data.





Climate Change Strategies

Quantifying emissions is one of Catapult's most substantial climate change strategies. Once numbers are quantified, actions can be taken to address any GHG emissions, resulting from fugitive or venting sources.

For this reason, our Leak Detection & Repair program (LDAR) is incorporated into our operations to address any potential leaks or emissions in a timely manner upon detection of a source.

Another reduction strategy used is VFD's to limit energy consumption from our pumps.

Limiting idling has also been suggested to all operators if they are able to stop for longer than 30 seconds.

Finally, Catapult has analyzed the energy grid and identified peak hour trends. With this research, we adjusted our power usage to operate outside of peak hours to limit the stress on the energy grid when operations allow.



SOCIAL

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Safety

As a core value of the Company, safety is our biggest priority at any operating site or office. In 2022, Catapult had a COR Recertification Audit under Energy Safety Canada, using the Energy Safety Canada Version 3.0 Audit Protocol to assess our Health and Safety Program. In a proud increase from 2021's score of 90%, Catapult scored a **93%**.

Catapult also utilized Energy Safety Canada's Employer Health and Safety Profile Report to assess our corporate awareness comparative to the general industry awareness. Catapult key performance indicators (KPI's) were evaluated versus the Oilfield and Industrial Hazardous Waste Management industry, and were found to exceed the industries current benchmarked health and safety performance between 2013-2022.

In addition, Catapult enhanced our Contractor Management Program to ensure all workers are meeting the highest standards for safety while working for or at our facilities and/or project sites. 2022 continued to follow 2021, 2020 and 2019 in terms of zero incidents, zero reportable safety violations, and zero contractor incidents at all Catapult work sites.

93%
COR Audit Score



	2019	2020	2021	2022
LTIR	0	0	0	0
TRIR	0	0	0	0

Health

As COVID-19 restrictions and limitations were lifted or relaxed, our employees were faced with the challenges of adapting back to the workplace. After multiple years of isolated, remote working and the resulting mental health aspects, returning to work in a post COVID-19 world had its own complications and rewards for all our employees. Ensuring our employees had the required support was a primary focus as we began to return to the 'new' normal.

As a company we still encouraged the utilization of our Employee and Family Assistance Program. In addition, the Catapult team was encouraged to adjust in a way that suited their new needs.

Emergency Response Programs

Catapult completes an annual update and review of ERP drills. This review is overseen by a third party. Any recommendations or improvements are integrated into our ERP's to enhance our responses. Once updates are incorporated, annual drills are completed in both Alberta and British Columbia.

In addition, Incident Command System (ICS) training is required for most employees. All field employees are certified in ICS100 foundations, leadership is certified in ICS200, and necessary employees are trained to a ICS300 level. Incorporating ICS training to support our operations in the event of an emergency ensures our staff can assess incidents, set priorities and objectives while ensuring the safety of our employees and the public during an emergency event.

Catapult is also proud to be a Western Canadian Spill Services (WCSS) member, which provides equipment in the event of an emergency spill and annual hands on training for a representative of the company.





Community & Local Support

Stakeholder Relations

Giving back to the communities in which we live and operate is part of our social license and is important to Catapult's foundation. In 2022, we had multiple initiatives both near our facilities and in Calgary, where our main office is located.

In Calgary, we held Catapult's 3rd Annual Charity golf tournament where we raised over **\$9,000** for Pacekids Programs. We also sponsored the Knights Hockey Clubs Annual "Joust in the South".

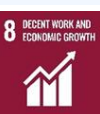
In the communities around our facilities and complexes, our employees donated their time to range maintenance with the Fox Creek Gun and Archery Club. Our staff also organized and participated in several river access cleanups on the Berland River to enhance the quality of these areas.

Stakeholder relations is a core 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.

As Catapult grows we strive to enhance our social responsibility. Enhancing our brand, reputation, and recognition, and increasing our client base and customer loyalty will help us achieve these goals. Retaining talented employees and reducing our regulatory burden are also added techniques to attain our goals.

Local Economic Efforts

In 2022, Catapult contributed approximately **\$1,036,623** to local vendors, contractors, and consultants. Maintaining good relationships with our communities is crucial and picking our suppliers from these communities helps keep a connection between them and the facilities that operate nearby.



Indigenous Efforts

Catapult would like to take this opportunity to acknowledge and respect the traditional territories of the Indigenous and Inuit peoples and Metis Nations who have inhabited the lands surrounding the current facilities owned and operated by the Corporation. These include Doig River First Nations, Blueberry River First Nations, Halfway River First Nations, and Saulteau First Nations in British Columbia and Alexander First Nations, Sucker Creek First Nations, Driftpile First Nations, and Sturgeon Lake Cree Nation in Alberta.

We strive for peaceful and cooperative co-habitation of the lands on which we operate. As of yet, no complaints have been submitted from our neighboring First Nations.

Catapult supports and continues to participate in local fund-raising events and traditional practices and teaching events offered in the regions we operate. Our continuous commitment to engaging and diversifying with our indigenous partners remains a core part of Catapult operations.

Throughout the year, **\$14,617** was invested in regional Indigenous contractors. In addition, in a highlight of Catapult's commitment to our indigenous partners, Catapult started an exciting new contract with Kanaskiy Services Ltd. from Swan River First Nations. This change in waste management providers is an important move towards a more diverse indigenous contractor portfolio.





Human Resources

2022 highlighted a heightened value for Human Resources (HR) and external support and/or resources to ensure the wellbeing of all our staff and their families.

Employee Experience

Catapult recognizes employees have different commitments and may need different resources. A company wide Organizational Health and Effectiveness survey was undertaken to try and understand employee's wellbeing both physically and mentally and how the company was viewed by employees. The results were reviewed and key areas such as vision and compensation were highlighted.

Catapult's 24/7/365 "Speak Up" Ethics & Compliance Hotline (1-866-906-7407) is also in effect if employees feel there is an issue regarding code of conduct or ethics regardless of position.



Employee Training

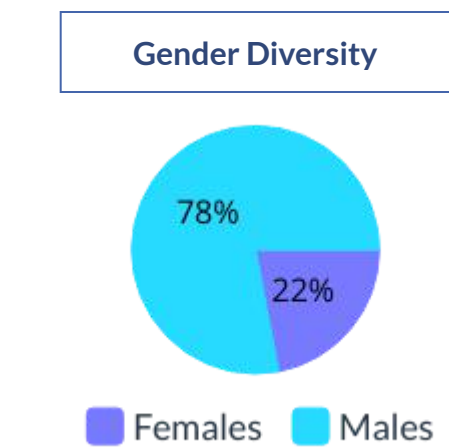
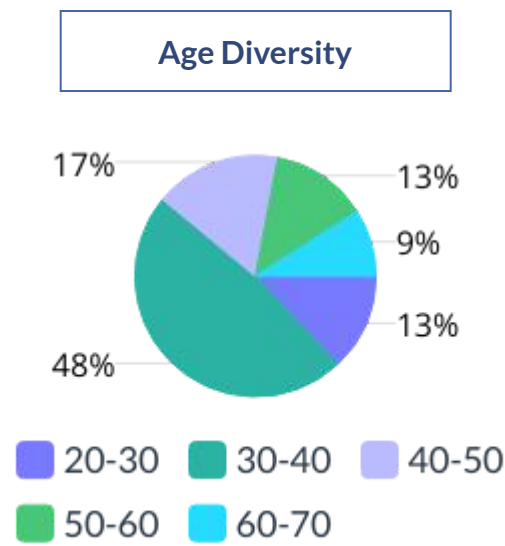
Catapult allows and encourages \$2,000 per year per employee for training and education. In 2022, each employee spent an average of 10.6 hours in training, with Catapult investing a total of **\$21,069** into their employees development. This includes computer skills, safety training, and programs to advance industry knowledge.



Employee Diversity

Catapult recognizes diversity in employees is of the utmost importance. Diversity is beneficial to our organization and can enhance our business performance. At Catapult, Diversity, Equity, Inclusion and Belonging (DEIB) is encouraged and supported by hiring practices, employee education, and our corporate policies. Throughout our 23 employees we have 22% females (5 female, 18 males) with an average age of 39.

Catapult also has a wide range of employee ages. The largest amount of employees (48%) fall within the category of 30-40 years old, with the rest split throughout 20-30 and greater than 40.



Team Catapult

Our people is what makes Catapult unique. Investing and listening to our valued employees ensures alignment with our corporate culture and core values. Employee engagement and support continues to be paramount to ensuring the mental health of our employees.

We encouraged a return to office, offered additional flexibility to ensure continued involvement, and ensured all employees were engaged daily. We initiated group learning events to enhance our skillsets and offer the opportunity to learn and grow together as a team.

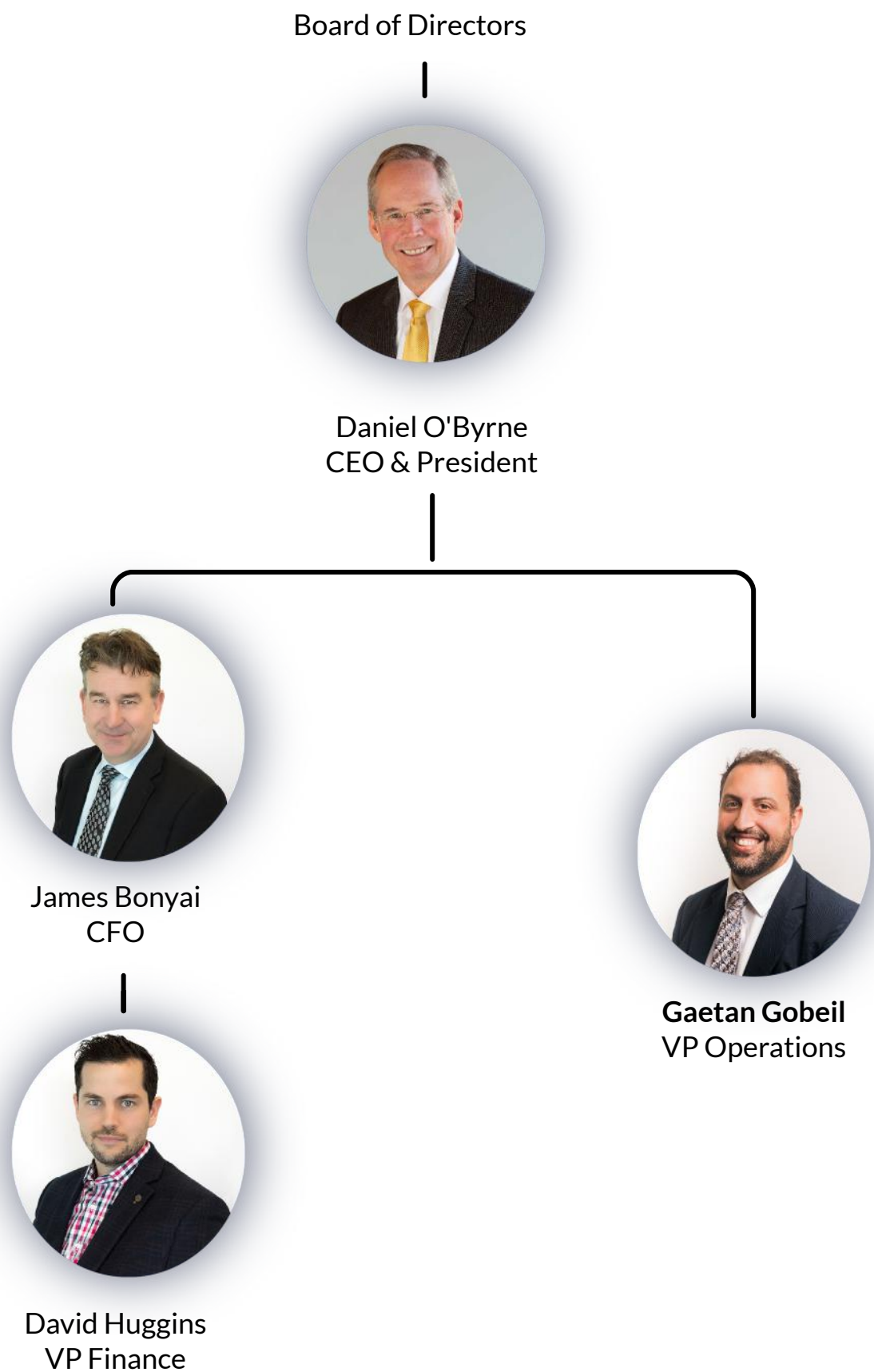


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Our Executive Team and Governing Structure



Board of Directors



Michael M. Shaw retired as managing director of Global Enterprises ATCO Group in 2009 after a 30 year career. Michael is currently a Director of Catapult Environmental, Aviva Canada Inc, and ITC Construction Group.



Daniel O'Byrne has held the role of President and Chief Executive Officer of the Corporation from December 2020 to present. From June 2020 to November 2020, he was President and Chief Executive Officer of Modern Resources Inc. From February 2016 to June 2020 he was Chief Executive Officer of Primavera Resources Corp.



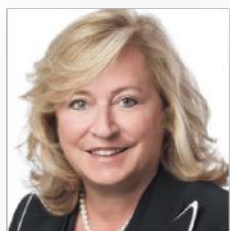
Rob Cook joined ARC Financial in 2000 and currently holds the role of Managing Director. In addition to Catapult Environmental, Rob also represents ARC on the boards of KANATA Energy Group Ltd. and Longshore Resources Ltd.



Ken Truscott held the role of President, and Chief Executive Officer of the Corporation from January 2020 to December 2020. Prior to this, from January 2012 until March 2018, he held the role of Senior Vice President, Land and Business Development with Crew Energy Inc.



Peter Christopher joined ARC Financial in 2009 and currently has held the role of Senior Vice-President, since 2020.



Heather Culbert has held senior management positions at Cody Energy, Suncor and for clients of her own IT Management Consulting firm over her 27 years in the oil and gas sector. Heather also serves on the Board of Export Development Canada, Board of Fraser Institute, Board Ready Women and Axis Connects.



Board Composition

Catapult's Board of Directors is comprised of 6 board members who bring a wealth of knowledge and experience in the oil and gas industry. With the recent addition of Heather Culbert, insight into ESG has also been acquired. Catapult aims to continue to enhance and diversify the members and skills on our Board.

Both the Audit and Compensation committees are mandated for the board members.

17%

Female Board Presence

50%

Board Independence

Board Experience and Expertise

Skillset	Experience							Expertise					
	MS	DO	RC	KT	PC	HC		MS	DO	RC	KT	PC	HC
Audit/ Compliance		✓		✓	✓	✓						✓	
Corporate Governance/ Legal	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	✓
Finance/ Treasury	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓	✓	
Health & Safety	✓	✓		✓	✓	✓		✓	✓		✓		✓
Environment	✓	✓		✓		✓			✓				✓
Human Resources/ Compensation	✓	✓		✓	✓	✓		✓	✓		✓		✓
Industrial Experience	✓	✓		✓		✓			✓		✓		✓
Project Management, Engineering & Construction		✓		✓					✓		✓		
Risk Management	✓	✓	✓	✓	✓	✓		✓	✓		✓		✓
Strategic Development & Implementation	✓	✓	✓	✓	✓			✓	✓	✓	✓	✓	
Technology	✓	✓		✓		✓			✓		✓		✓

Code of Conduct

Ethical conduct is rudiment to a successful corporation. Catapult ensures that every employee has read and understood each of the below policies as it applies to them. 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.

Corporate Vacation Policy	Health and Safety Policy
Hourly/ Shift Work Vacation Policy	Environmental Policy
Hourly/Shift Work Overtime Policy	Waste Management Policy
Sick Leave and Leaves of Absence Policy	Stakeholder Relations Policy
Fitness for Duty Policy	Aboriginal Relations Policy
Respectful Workplace Policy	Vehicle Policy
Progressive Discipline Policy	Branding Policy
Whistleblower Policy	Personal Protective Equipment (PPE) Policy
Employee Assistance Program Policy	Preventative Maintenance Policy
Emergency Management Policy	Incident Management Policy
Inspection Policy	Orientation and Training Policy
Safe Work Policy	Drug and Alcohol Policy
Flexible Work Policy	Asset Integrity Statement

Accountability and Transparency

In addition to the internal compliance audits Catapult conducts annually at all our facilities, the company has also been subject to multiple external audits. Two external audits were conducted at Fox 2 in 2022, an AER Waste Receiver Audit and Chevron Third-Party Waste Stewardship Audit. We also had one external audit at Berland in 2022, an AER Compliance Inspection on our facility and associated disposal wells.

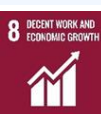
Our Tower Facility in BC had a BCER Integrity Management Program Audit in 2022 assessing our Pipeline and Facility Integrity Programs.

Industry Memberships

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

Our Stakeholders

Stakeholders	Key Areas
Employees	Engagement Executive Communication Safety Training & Development Transparency
Shareholders	Board of Directors Compensation ESG Reporting Financial & Operational Performance Transparency
Communities	Community Investment & Support Environmental Performance Local Procurement Local Engagement Public Safety
Aboriginal Communities	Community Investment & Support Environmental Performance Mindful of Treaty/Indigenous Rights Respectful Engagement & Consultation
Government & Regulatory Bodies	Compliance Engagement Environmental Stewardship Influence Market Access
Suppliers & Contractors	Financial Performance Local Procurement Procurement Engagement Safety Performance



Shareholder Rights

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.

Being a responsible operator includes understanding and implementing the following responsibilities: Environmental, Human Rights, Philanthropic and Economic.

Data Privacy and Cybersecurity

Catapult understands the importance of protecting our information and services. We have undertaken multiple steps to strengthen our security and the reliability of our system. Catapult employees are required to take cybersecurity awareness training to educate our employees on phishing and possible cyber threats to our company.

Supply Chain

In 2022 our HSE Team enhanced our Contractor Qualification requirements to ensure our corporate values are met or exceeded, when working with or for Catapult. Incorporating our Contractor Management Standard during our contractor selection ensures that our contractors perform their work in a safe, efficient, and cost-effective manner; and that people, the environment, assets, and Catapult's reputation are protected from harm.

Further enhancements were also completed on our evaluation program to ensure we are choosing the best possible fit for work.

Incorporating a highlight on reliable local suppliers is an essential factor to ensure that we are doing our part in supporting the communities we work and live in.





Glossary

Acronyms

AER	Alberta Energy Regulator	LTIF	Lost Time Injury Frequency Rate
CH ⁴	Methane	LTIR	Lost Time Injury Rate
CO ²	Carbon Dioxide	mg/l	Milligrams per liter
COR	Certificate of Recognition	N ² O	Nitrous Oxide
CO ² e	Carbon Dioxide Equivalent	OMS	Operating Management System
DEIB	Diversity, Equity, Inclusion and Belonging	ppm	Parts per million
ESG	Environmental, Social and Governance	RNG	Renewable Natural Gas
ERP	Emergency Response Plan	RPAS	Remotely Piloted Aircraft System(s)
GHG	Greenhouse Gas	SDGs	Sustainable Development Goals
GJ	Gigajoules	TRIF	Total Recordable Incident Frequency
GRI	Global Reporting Initiative	TRIR	Total Recordable Incident Rate
GWP	Global Warming Potential	VFD	Variable Frequency Drive
HR	Human Resources	VOCs	Volatile Organic Compounds
KPI	Key Performance Indicator		

Definitions

Alternative Water - Typically, non-potable, saline ground water, wastewater and/or recycled hydraulic fracturing water.

Blanket Gas - 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.

Brackish Water - Saline water that has a TDS greater than 4,000 mg/l (ppm).

Carbon-Equivalent - 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 CO²e allows the different gases to be aggregated.

Carbon Neutrality - Achieving net-zero carbon emissions where the sum of GHGs (CO²e) produced is offset by carbon credits.

Complex - A facility or facilities, pipeline network, infrastructure, and associated appurtenances.

Direct Emissions - Emissions from sources that are owned or controlled by the reporting organization.

Emissions - The release of a substance (e.g., greenhouse gases) into the atmosphere. Emissions occur both through natural processes and because of human activities.

Emission Factor - 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.

Flared Gas - Total volume (or mass) of hydrocarbons directed to an operational flare system, where the hydrocarbons are consumed through combustion (i.e., Blanket Gas).

Freshwater - 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).

Fugitive Emissions - The unintended or incidental release of GHGs from the transmission, processing, storage, use, or transportation of fossil fuels, GHGs, other substances.

Definitions

Global Warming Potential - A measure of how much energy one ton of an atmospheric gas will absorb over a specific period relative to one ton of CO². GWP is how much heat a greenhouse gas traps in the atmosphere compared to carbon dioxide.

Global Reporting Initiative - An international initiative that has developed sustainability reporting framework for organizations to measure and report on their economic, environmental, and social performance.

Greenhouse Gases (GHGs) - 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.

Indirect Emissions - Emissions that are a consequence of the activities of the reporting organization but occur at sources owned or controlled by another organization.

LTIF - Lost Time Injury Frequency (Lost Time x 200,000) / # of man hours worked.

LTIR - 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.

Materiality - 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.

Scope 1 Emissions - Direct emissions from owned or controlled sources.

Scope 2 Emissions - Indirect emissions from the generation of purchased energy for our operations.

Scope 3 Emissions - Indirect emissions (not included in scope 2) that occur in the corporate value chain of the reporting company.

TRIF - Total Recordable Injury Frequency (Fatality + Lost Time + Restricted Work + Medical Aid) x 200,000 / # of man hours worked.

TRIR - 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.

Comparative Performance Tables

Performance Measure	Units	2022	2021	2020	2019
CORPORATE					
Offices & Operating Locations:					
Water Management Facilities / Complexes	#	7	7	4	4
Corporate Office	#	1	1	1	1
Pipelines:					
Number	#	11	11	7	7
Length	km	32.6	32.6	17.8	17.8
Fluid volume managed	m ³	805,046	409,533	441,641	553,987
Financial metrics:					
Total revenue	\$000's	12,525	8,040	6,973	9,574
Capital invested	\$000's	22,510	12,400	1,434	2,326
ENVIRONMENT					
GHG Emissions:					
Direct:					
Fuel -Scope 1	tCO ₂ e	95	82	104	298
Fugitive (Venting/Flare) - Scope 1	tCO ₂ e	0.002	54	151	471
Propane - Scope 1	tCO ₂ e	59	64	49	74
Indirect:					
Electricity - Scope 2	tCO ₂ e	2,369	1,760	1,656	1,804
Natural gas - Scope 2	tCO ₂ e	0	0	328	0
GHG Emissions eliminated:					
Direct: Fugitive (LDAR) - Scope 1	tCO ₂ e	0	266	320	NA
Indirect: Driving & idling	tCO ₂ e	1,106	519	528	393
Crude oil recovered from waste	m ³	5,174	4,046	3,167	3,695
Fresh water use (internal)	m ³	217	219	185	125
Alternative water re-use	m ³	0	0	0	228
Environmental spills:					
Reportable events	#	1	0	1	6
Volume (reportable) released	m ³	0.2	0	1.5	68
Release impacting environmental receptors	#	0	0	0	0
Waste generated:					
Solids (Landfill)	tonnes	17.37	21.61	35	1,032
Solids (Landfill - Domestic)	tonnes	4.7	10.67	N/A	N/A
Liquids/Sludge (Waste Plant)	m ³	267.15	118.5	749	1,772

Performance Measure	Units	2022	2021	2020	2019
ENERGY CONSUMPTION					
Indirect Electricity	kWh	4,323,741	3,808,119	2,989,813	3,292,620
Indirect Electricity - CO ₂ equivalent	tCO ₂ e	2,369	1,760	1,658	1,811
Vehicle Fleet:					
Driving distance	km	147,873	181,546	248,724	268,638
GHG emissions	tCO ₂ e	95	82	84	90
Fuel consumed	liters	40,894	34,6245	43,585	125,350
Energy consumed in operations:					
Flare & blanket gas	m ³	0.9	0	169,256	29
Propane	liters	38,318	12,200	31,750	48,033
HEALTH AND SAFETY					
Fatalities	#	0	0	0	0
Lost Time Injury Frequency Rate	LTIFR	0	0	0	0
Total Recordable Injury Frequency Rate	TRIFR	0	0	0	0
Motor Vehicle Incident Rate	MVIR	0	0	0	0
Days Away/Restricted or Transfers	DART	0	0	0	0
PEOPLE					
Employees (FT):					
Total	#	23	31	35	43
Female	#	5	4	6	10
Male	#	18	27	29	33
Contractor(s)	#	2	2	1	1
Additions	#	1	0	2	9
Turnover - voluntary	#	4	4	6	16
Age - average	years	39	34	34	35
Education & training investment	\$000's	\$21	\$26	\$18	NA
COMMUNITY INVESTMENT & ENGAGEMENT					
Local community investment	\$000's	1,037	2,408	1,986	1,010
Organizations supported	\$000's	6.7	1	2	5.0
Volunteer hours	#	0	0	0	65
GOVERNANCE					
Board of Directors:					
Total members	#	6	5	5	4
Independent	#	3	2	2	2
Female	#	1	0	0	0

Our Forward Thinking

As we look forward in ESG reporting, Catapult has incorporated and will expand the links below for material topics for the oil and gas sector.

At Catapult looking forward means assessing ESG markets, diversifying our operations, and investing in water re-use infrastructure. By doing so, we ensure longevity, strengthening our commitments and investing in opportunities that align with our core values.

	1 People	2 Water	3 Climate	4 Just & Decent Work	5 Gender Equality	6 Clean Water & Sanitation	7 Affordable & Clean Energy	8 Decent Work & Economic Growth	9 Industry, Innovation & Infrastructure	10 Reduced Inequalities	11 Sustainable Consumption & Production	12 Responsible Consumption & Production	13 Climate Action	14 Life Below Water	15 Life on Land	16 Peace, Justice & Strong Institutions	17 Partnerships for the Goals
Topic 11.1 GHG Emissions																	
Topic 11.2 Climate adaptation, resilience, and transition																	
Topic 11.3 Air emissions																	
Topic 11.4 Biodiversity																	
Topic 11.5 Waste																	
Topic 11.6 Water and effluents																	
Topic 11.7 Closure and rehabilitation																	
Topic 11.8 Asset integrity and critical incident management																	
Topic 11.9 Occupational health and safety																	
Topic 11.10 Employment practices																	
Topic 11.11 Non-discrimination and equal opportunity																	
Topic 11.12 Forced labor and modern slavery																	
Topic 11.13 Freedom of association and collective bargaining																	
Topic 11.14 Economic impacts																	
Topic 11.15 Local communities																	
Topic 11.16 Land and resource rights																	
Topic 11.17 Rights of indigenous peoples																	
Topic 11.18 Conflict and security																	
Topic 11.19 Anti-competitive behavior																	
Topic 11.20 Anti-corruption																	
Topic 11.21 Payments to governments																	
Topic 11.22 Public policy																	

Our Step-Down Emission Methodology to GHG Net-Zero Targets

Catapult's commitment to reduce and/or displace trucks off the road will continue as a priority. Pipeline connections has clearly been identified as primary reduction method in decreasing GHG emissions, while ensuring viable oil and gas exploration and production in Western Canada. As we move forward, energy transition and technology investment begin to emerge as the leading factors to achieve our goal of net-zero Scope 1 & Scope 2 GHG emissions by 2050.

2022-2025		
Continue with our Fugitive Emissions LDAR program(s), reducing methane emissions	2025-2030	
Continue assessing energy alternatives at our Complexes and Alberta's ERA and/or TIER Program(s)		
Implementing digital systems to reduce paperwork and energy	Enhance/Expand RNG production and available markets	2030-2050
Investing in Renewable Natural Gas (RNG) production	Increase water re-use and alternative water utilization	
GHG Offset Carbon (Carbon Credits) – <i>Canadian Carbon Offset Program</i>	Continue with our Fugitive Emissions LDAR program(s), reducing methane emissions	Achieve & verify net-zero emissions
Energy consumption reduction	Assess & transition our fleet transport units to alternative fuels (<i>Renewable Fuel Standard</i>)	Assess Carbon Capture & Storage Projects (CSS)
Integrate Sustainability Accounting Standards Board (SASB) Standard's	Evaluate & enhance our emission reduction programs	Re-investing in our facilities
	Continued alternative energy source evaluations	Adapting to climate change objectives
		Leveraging technology for equipment & energy transitions

Reference Material

Comprehensive GRI Standards Reporting Principles and Framework

Catapult incorporates the Global Reporting Initiatives Sustainability Standards (GRI Standards) to develop the principles of our 2022 ESG report, published on September 22, 2023. 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.

References:

- 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
- GRI, “Global Reporting Initiative,” *Globalreporting.org*, 2019. <https://www.globalreporting.org>
- “Home,” *Energy Standards*. <https://www.energystandards.org>
- United Nations, “The 17 Goals,” *United Nations*, 2023. <https://sdgs.un.org/goals>
- C. M. E. Group, “The 3 Main Types of Tanker Trucks | Clean Management,” *Clean Management Environmental Group, Inc.* <https://cleanmanagement.com/service/tankers/>
- E. and C. C. Canada, “Emission Factors and Reference Values,” *www.canada.ca*, Jun. 08, 2022. <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>
- “Learn the facts: Emissions from your vehicle.” Available: https://natural-resources.canada.ca/sites/www.nrcan.gc.ca/files/oeepdf/transportation/fuel-efficient-technologies/autosmart_factsheet_9_e.pdf
- N. R. Canada, “Fuel Efficiency Benchmarking in Canada’s Trucking Industry,” *natural-resources.canada.ca*, Apr. 21, 2009. <https://natural-resources.canada.ca/energy/efficiency/transportation/commercial-vehicles/reports/7607>

GRI Standards

Statement of use:	<p>Catapult Environmental Inc. has reported the information cited in this GRI content index for the period January 01 to December 31, 2022, with reference to the Standards: GRI 3, GRI 11, GRI 201, GRI 202, GRI 203, GRI 204, GRI 205, GRI 206, GRI 207, GRI 207, GRI 301, GRI 302, GRI 303, GRI 304, GRI 305, GRI 306, GRI 307, GRI 308, GRI 401, GRI 403, GRI 404, GRI 405, GRI 406, GRI 407, GRI 410, GRI 411, 412, GRI 413, GRI 414, GRI 415, GRI 416, GRI 417, GRI 418</p> <p>Catapult shall notify GRI of the use of the GRI Standards</p>
GRI 1 used:	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s):	GRI 11: Oil and Gas Sector 2021

GRI STANDARD/OTHER SOURCE	DISCLOSURE	LOCATION	OMISSION			GRI SECTOR STANDARD REF. NO.
			REQUIREMENT(S) OMITTED	REASON	EXPLANATION	
General Disclosures						
GRI 2: General Disclosures 2021	2-1: Organizational details.	Pg 1, 8,9,10				
	2-2: Entities included in the organization's sustainability reporting.	Pg 2				
	2-3: Reporting period, frequency, and contact point.	Pg 2				
	2-4: Restatements of information.	Pg 2				
	2-5: External assurance.	Pg 6,7				
	2-6: Activities, value chain and other business relationships.	Pg 30,34,35				
	2-7: Employees.	Pg 28, 41				
	2-8: Workers who are not employees.	Pg 41				
	2-9: Governance structure.	Pg 30				
	2-10: Nomination and selection of the highest governance body.	Pg 31,32				
	2-11: Chair of the highest governance body.	Pg 31,32				
	2-12: Role of the highest governance body in overseeing the management of impacts.	Pg 33				
	2-13: Delegation of responsibility for managing impacts.	Pg 30				
	2-14: Role of the highest governance body in sustainability reporting.	Pg 32,33				
	2-15: Conflicts of interest.	Pg 34				
	2-16: Communication of critical concerns.	Pg 33				
	2-17: Collective knowledge of the highest governance body.	Pg 33				

	2-18: Evaluation of the performance of the highest governance body.	Pg 31				
	2-19: Remuneration policies.	Pg 34				
	2-20: Process to determine remuneration.			Private Corporation	Non-Disclosure	
	2-21: Annual total compensation ratio.			Private Corporation	Non-Disclosure	
	2-23: Policy commitments.	Pg 34				
	2-24: Embedding policy commitments.	Pg 34				
	2-25: Process to remediate negative impacts.	Pg 34				
	2-26: Mechanism for seeking advice and raising concerns.	Pg 27,34				
	2-27: Compliance with laws and regulations.	Pg 34				
	2-28: Memberships associations.	Pg 35				
	2-29: Approach to stakeholder engagement.	Pg 35				
	2-30: Collective bargaining agreements.			Not Applicable		
MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1: Process to determine material topics.	Pg 12				
	3-2: List of material topics.	Pg 12				
Economic Performance						
GRI 3: Material Topics	Disclosure 3-3: Management of material topics. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> Describe the community development programs in place that are intended to enhance positive impacts for local communities, including the approach to providing employment, procurement, and training opportunities. 	Pg 11, 25				11.2.1 11.14.1 11.21.1
GRI 201: Economic Performance 2016	Disclosure 201-1: Direct economic value generated and distributed.	Pg 25				11.14.2 11.21.2

	Additional Sector Recommendations:					
	<ul style="list-style-type: none"> Report direct economic value generated and distributed (EVG&D) by project. 					
	Disclosure 201-2: Financial implications and other risks and opportunities due to climate change.	Pg 21, 36				11.2.2
	201-3: Defined benefit plan obligations and other retirement plans.			Private Company	Non-Disclosure	
	Disclosure 201-4: Financial assistance received from the government.					
	Additional Sector Recommendation For state-owned organizations (SOE): <ul style="list-style-type: none"> Report the financial relationship between the government and the SOE. 			Not Applicable		11.21.3
Market Presence						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 12				11.11.1 11.14.1
GRI 202: Market Presence 2016	202-1: Ratios of standard entry level wage by gender compared to local minimum wage.			Private Company	Non-Disclosure	
	Disclosure 202-2: Proportion of senior management hired from the local community.	Pg 30				11.11.2 11.14.3
Indirect Economic Impacts						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.14.1
GRI 203: Indirect Economic Impacts 2016	Disclosure 203-1: Infrastructure investments and service supported.	Pg 41				11.14.4
	Disclosure 203-2: Significant indirect economic impacts.	Pg 41				11.14.5
Procurement Practices						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.14.1
GRI 204: Procurement Practices 2016	Disclosure 204-1: Proportion of spending on local suppliers.	Pg 25,41				11.14.6
Anti-Corruption						
GRI 3: Material Topics	Disclosure 3-3: Management of material topics.	Pg 11, 34				11.20.1

	<p><i>Additional Sector Recommendations:</i></p> <ul style="list-style-type: none"> Describe how potential impacts of corruption or risks of corruption are managed in the organizations supply chain. Describe the whistleblowing and other mechanisms in place for individuals to raise concerns about corruption. 					
GRI 206: Anti-corruption 2016	Disclosure 205-1: Operations assessed for risks related to corruption.	Pg 34				11.20.2
	205-2: Communication and training about anti-corruption policies and procedures.	Pg 34				11.20.3
	205-3: Confirmed incidents of corruption and actions taken.	Pg 34				11.20.4
Additional Sector Disclosures	<p>Describe the approach to contract transparency, including:</p> <ul style="list-style-type: none"> whether contracts and licenses are made publicly, and, if so, where they are published. if contract or licenses are not publicly available, the reason for this and actions taken to make them public in the future. 	Pg 34				11.20.5
	List the organization's beneficial owners and explain how the organization identifies the beneficial owners of business partners, including joint ventures and suppliers.	Pg 34,36				11.20.6
Anti-Competitive Behavior						
GRI 3: Material Topics	Disclosure 3-3: Management of material topics.	Pg 34				11.19.1
GRI 206: Anti-competitive Behavior 2016	Disclosure 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.	Pg 34				11.19.2
Tax						

GRI 3: Material Topics	Disclosure 3-3: Management of material topics.	Pg 11				11.21.1
GRI 207: Tax 2019	Disclosure 207-1: Approach to tax.			Not Applicable-Not taxable		11.21.4
	Disclosure 207-2: Tax governance, control, and risk management.			Not Applicable-Not taxable		11.21.5
	Disclosure 207-3: Stakeholder engagement and management of concerns related to tax.			Not Applicable-Not taxable		11.21.6
	Disclosure 207-4: Country-by-country reporting. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> Report a breakdown of the payments to governments levied at the project-level, by project and the following revenue streams, if applicable: <ul style="list-style-type: none"> The host government's production entitlement. National state-owned company production. Royalties Dividends. Bonuses (e.g., signature, discovery, and production bonuses). License fees, rental fees, entry fees; and other considerations for licenses or concessions. Any other significant payments and material benefits to government. Report the value of any thresholds that have been applied and any other contextual information necessary to understand how the project-level payments to governments reported have been complied. 			Not Applicable-Not taxable		11.21.7

Additional Sector Disclosures	For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report: <ul style="list-style-type: none"> Volumes and types of oil and gas purchased. Full names of the buying entity and the recipient of the payment. Payments made for the purchase. 					
Materials						
GRI 3: Material Topics 2021	3-3: Management of material topics	Pg 11				
GRI 301: Materials 2016	301-1: Materials used by weight or volume	Pg 40,41				
	301-2: Recycled input materials used	Pg 40,41				
	301-3: Reclaimed products and their packaging materials.			Not Applicable		
Energy						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.1.1
GRI 302: Energy 2016	Disclosure 302-1: Energy consumption within the organization.	Pg 41				11.1.2
	Disclosure 302-2: Energy consumption outside of the organization.	Pg 41				11.1.3
	Disclosure 302-3: Energy intensity.	Pg 41				11.1.4
	302-4: Reduction of energy consumption.	Pg 41				
	302-5: Reductions in energy requirements of products and services.	Pg 41				
Water and Effluents						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.6.1
GRI 303: Water and Effluents 2018	Disclosure 303-1: Interactions with water as a shared resource.	Pg 40				11.6.2
	303-2: Management of water discharge-related impacts.	Pg 40				11.6.3
	303-3: Water withdrawal.	Pg 40				11.6.4
	303-4: Water discharge. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> Report volume in megaliters of produced water and process wastewater discharged. 	Pg 40				11.6.5

	<ul style="list-style-type: none"> Report the concentration (mg/L) of hydrocarbons discharged in produced water and processed wastewater. 					
	303-5: Water consumption.	Pg 40				11.6.6
Biodiversity						
GRI 3: Material Topics	Disclosure 3-3: Management of material topics.	Pg 11				11.4.1
GRI 304: Biodiversity 2016	304-1: Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas.	Pg 10				11.4.2
	304-2: Significant impact activities, products, and services on biodiversity.	Pg 20				11.4.3
	304-3: Habitats protected or restored.	Pg 20				11.4.4
	304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.	Pg 20				11.4.5
Emissions						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.1.1
GRI 305: Emissions 2016	Disclosure 305-1: Direct (Scope 1) GHG emissions. Additional sector requirements: <ul style="list-style-type: none"> Report the percentage of gross Direct (Scope 1) GHG emissions from CH₄ Report the breakdown of gross Direct (Scope 1) GHG emissions by type of source (stationary combustion, process, fugitive). 	Pg 15				11.1.5
	Disclosure 305-2: Energy indirect (Scope 2) GHG emissions.	Pg 16				11.1.6
	Disclosure 205-3: Other indirect (Scope 3) GHG emissions.	Pg 15				11.1.7

	Disclosure 305-4: GHG emissions intensity.	Pg 15				11.1.8
	Disclosure 305-5: Reduction of GHG emissions.	Pg 14				11.2.3
	305-6: Emissions of ozone-depleting substances (ODS).			Not Applicable	Catapult does not generate ODS	
	305-7: Nitrogen oxides (NOx), sulphur oxides (Sox) and other significant air emissions.			Not Applicable	Catapult does not generate NOx & Sox emissions	
Additional Sector Disclosures	<p>Describe the organization's approach to public policy development and lobbying on climate change, including:</p> <ul style="list-style-type: none"> The organization's stance on significant issues related to climate change that are the focus of its participation in public policy develop and lobbying, and any differences between these positions and its stated policies, goals, or other public positions. Whether it is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying on climate change, including: <ul style="list-style-type: none"> The nature of this contribution. any differences between the organization stated policies, goals, or other public position 			Not Applicable	Catapult is not involved in public policy development	11.2.4

	s on significant issues related to climate change; and the positions of the representative associations or committees.					
Waste						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.5.1
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts.	Pg 17				11.5.2
	306-2: Management of significant waste-related impacts.	Pg 17				11.5.3
	306-3: Waste generated. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> When reporting the composition of the waste generated, include a breakdown of the following waste streams, if applicable: <ul style="list-style-type: none"> - Drilling Waste (Muds and Cuttings) - Scale and Sludges - Tailings 	Pg 40				11.5.4
	306-4: Waste diverted from disposal. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> When reporting the composition of the waste generated, include a breakdown of the following waste streams, if applicable: <ul style="list-style-type: none"> Drilling Waste (Muds and Cuttings) 	Pg 40				11.5.5

	<ul style="list-style-type: none"> Scale and Sludges Tailings 					
	306-5: Waste directed to disposal. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> When reporting the composition of the waste generated, include a breakdown of the following waste streams, if applicable: <ul style="list-style-type: none"> Drilling Waste (Muds and Cuttings) Scale and Sludges Tailings 	Pg 40				11.5.6
Supplier Environmental Assessment						
GRI 3: Material Topics 2021	3-3: Management of material topics.	Pg 11				
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria.	Pg 36				
	308-2: Negative environmental impacts in the supply chain and actions taken.	Pg 36				
Employment						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.10.1 11.11.1
GRI 401: Employment 2016	Disclosure 401-1: New employee hires and employee turnover.	Pg 41				11.10.2
	Disclosure 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees.	Pg 28				11.10.3
	Disclosure 401-3: Parental leave.	Pg 24, 28				11.10.4 11.11.3
Labour/Management Relations						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.7.1 11.10.1
GRI 402: Labour/Management Relations 2016	402-1: Minimum notice periods regarding operational changes. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> Describe the approach to engaging workers in advance of 				Not referenced in the ESG report	11.7.2 11.10.5

	significant operational changes.					
Occupational Health and Safety						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.9.1
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1: Occupational health and safety management system.	Pg 23, 24				11.9.2
	Disclosure 403-2: Hazard identification, risk assessment, and incident management.	Pg 23,24				11.9.3
	Disclosure 403-3: Occupational health services.	Pg 24				11.9.4
	Disclosure 403-4: Worker participation, consultation, and communication on occupational health and safety.	Pg 24, 27				11.9.5
	Disclosure 403-5: Worker training on occupational health and safety.	Pg 27				11.9.6
	Disclosure 403-6: Promotion of worker health.	Pg 24				11.9.7
	Disclosure 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.	Pg 24				11.9.8
	Disclosure 403-8: Workers covered by an occupational health and safety management system.	Pg 23, 24				11.9.9
	Disclosure 403-9: Work-related injuries.	Pg 23				11.9.10
	Disclosure 403-10: Work-related ill health.	Pg 23				11.9.11
Training and Education						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.7.1 11.10.1
GRI 404: Training and Education 2016	Disclosure 404-1: Average hours of training per year per employee.	Pg 27				11.10.6 11.11.4
	404-2: Programs for upgrading employee skills and transition assistance programs.	Pg 27				11.7.3 11.10.7
	404-3: Percentage of employees receiving regular performance and career development reviews.	Pg 27				
Diversity and Equal Opportunity						

GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.11.1
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1: Diversity of governance bodies and employees.	Pg 28,32				11.11.5
	Disclosure 405-2: Ratio of basic salary and remuneration of women and men.	Pg 28,32				11.11.6
Non-Discrimination						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.11.1
GRI 406: Non-Discrimination 2016	Disclosure 406-1: Incidents of discrimination and corrective actions taken.	Pg 28,32				11.11.7
Freedom of Association and Collective Bargaining						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.13.1
GRI 407: Freedom of Association and Collective Bargaining 2016	Disclosure 407-1: Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk.		407-1	Not Applicable	Catapult is a privately owned and operated company.	11.13.2
Child Labour						
GRI 3: Material Topics 2021	3-3: Management of material topics.	Pg 11				
GRI 408: Child Labour 2016	408-1: Operations and suppliers at significant risk for incidents of child labour.		408-1	Not Applicable	Canada Labour Standards Regulations	
Forced or Compulsory Labour						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				1.12.1
GRI 409: Forced or Compulsory Labour 2016	Disclosure 409-1: Operations and suppliers at significant risk for incidents of forced or compulsory labour.		409-1	Not Applicable	Canada Labour Code	11.12.2
Security Practices						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics. <i>Additional Sector Topics</i> <ul style="list-style-type: none"> List the locations of operations in areas of conflict. Describe the approach to ensuring respect for human rights by public and private security providers. 			Not Applicable	No areas of conflict	11.18.1
GRI 410: Security Practices 2016	Disclosure 410-1: Security personnel trained in human			Not Applicable	Catapult does not utilize security personnel	11.18.2

	rights policies or procedures.					
Rights of Indigenous Peoples						
GRI 3: Material Topics 2021	<p>Disclosure 3-3: Management of material topics.</p> <p><i>Additional Sector Recommendations:</i></p> <ul style="list-style-type: none"> Describe the community development programs that are intended to enhance positive impacts for indigenous peoples, including the approach to providing employment, procurement, and training opportunities. Describe the approach of engaging with indigenous peoples, including: <ul style="list-style-type: none"> How the organization seeks to ensure engagement is meaningful. How the organization seeks to ensure indigenous women can participate safely and equitably. 	Pg 11,26				11.17.1
GRI 411: Rights of Indigenous Peoples 2016	<p>Disclosure 411-1: Incidents of violations involving rights of indigenous peoples.</p> <p><i>Additional Sector Recommendations:</i></p> <ul style="list-style-type: none"> Describe the identified incidents of violation involving the rights of indigenous peoples. 	Pg 11,26				11.17.2
Additional Sector Disclosures	List the locations of operations where indigenous peoples are present or affected by activities of the organization.	Pg 10, 26				11.17.3

	<p>Report if the organization has been involved in a process of seeking free, prior, and informed consent (FPIC) from indigenous peoples for any of the organization's activities, including, in each case:</p> <ul style="list-style-type: none"> Whether the process has been mutually accepted by the organization and the affected indigenous peoples. Whether an agreement has been reached, and if so, if the agreement is publicly available. 			Regulatory requirement	Not included in this ESG report	11.17.4
Local Communities						
GRI 3: Material Topics 2021	<p>Disclosure 3-3: Management of material topics. <i>Additional Sector Recommendations:</i></p> <ul style="list-style-type: none"> Describe the approach to identify stakeholders within local communities and to engaging with them. List the vulnerable groups that the organization has identified within local communities. List any collective or individual rights that the organization has identified that are of particular concern for local communities. Describe the approach to engaging with vulnerable groups, including: <ul style="list-style-type: none"> How it seeks to ensure meaningful engagement; and 	Pg 25				11.15.1

	How it seeks to ensure safe and equitable gender participation.					
GRI 413: Local Communities 2016	Disclosure 413-1: Operations with local community engagement, impact assessments, and development programs.	Pg 25				11.15.2
	413-2: Operations with significant actual and potential negative impacts on local communities. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> Describe impacts on the health of local communities as a result of exposure to pollution caused by operations or use of hazardous substances. 	Pg 35				11.15.3
Additional Sector Disclosures	Report the number and type of grievances from local communities identified, including: <ul style="list-style-type: none"> Percentage of the grievances that were addressed and resolved; Percentage of the grievances that were resolved through remediation.			Not Applicable	Not included in this ESG report	11.15.4
Supplier Social Assessment						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 11				11.10.1 11.12.1
GRI 414: Supplier Social Assessment	Disclosure 414-1: New suppliers that were screened using social criteria			Not Applicable	Contractors are utilized based on services offered and skills	11.10.8 11.12.3
	Disclosure 414-2: Negative social impacts in the supply chain and actions taken.			Not Applicable	Impacts are not assessed	11.10.9
Public Policy						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> Describe the organization's stance on significant issues that are the focus of its participation in public policy development and 	Pg 11		Not Applicable	Not included in this ESG report	11.22.1

	lobbying; and any differences between these positions and its stated policies, goals, or other public positions. <ul style="list-style-type: none"> Report whether the organization is a member of, or contributes to, any representative associations or committees that participate in public policy development and lobbying, including: <ul style="list-style-type: none"> The nature of this contribution; Any difference between the organization's stated policies, goals, or other public positions on significant issues related to climate change, and the positions of the representative associations or committees. 					
GRI 415: Public Policy 2016	Disclosure 415-1: Political contributions.			Not Applicable		11.22.2
Customer Health and Safety						
GRI 3: Material Topics 2021	3-3: Management of material topics.	Pg 11				
GRI 416: Customer Health and Safety 2016	Disclosure 416-1: Assessment of the health and safety impacts of product and service categories. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> Describe actions taken to improve product quality to reduce air emissions. 			Not Applicable	Catapult does not produce any products	11.3.3
	Disclosure 416-2: Incidents of non-compliance concerning the health and safety impacts of products and services.	Pg 41				
Marketing and Labeling						
GRI 3: Material Topics 2021	3-3: Management of material topics.	Pg 11				

GRI 417: Marketing and Labeling 2016	417-1: Incidents for products 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		
Customer Privacy						
GRI 3: Material Topics 2021	3-3: Management of material topics.	Pg 11				
GRI 418: Customer Privacy 2016	418-1: Substantiated complaints concerning breaches of customer privacy and losses of data.			Not Applicable		
GRI 11: Oil and Gas Sector 2021 Additional Sector Disclosures						
	List of Operational Sites that: <ul style="list-style-type: none"> • have closure and rehabilitation plans in place. • have been closed; • are in the process of being closed. 			Regulatory Requirement		11.7.4
	List the decommissioned structures left in place and describe the rationale for leaving them in place.			Not Applicable	Catapult does not have any decommissioned structures	11.7.5
	Report the total monetary value of financial provisions for closure and rehabilitation made by the organization, including post-closure monitoring and aftercare for operational sites.			Not Applicable	Private & Confidential Information	11.7.6
	Report the total number of Tier 1 and Tier 2 process safety events, and a breakdown of this total by business activity (e.g. exploration, development, production, closure and rehabilitation, refining, processing, transportation, storage).	Pg 41				11.8.3
	The following additional sector disclosures are for organizations with oil sands mining operations. <ul style="list-style-type: none"> • List the organizations tailings facilities. • For each tailings facility: <ul style="list-style-type: none"> • Describe the tailings facility; 			Not Applicable	Catapult does not operate in the Oil Sands	11.8.4

	<ul style="list-style-type: none"> Report whether the facility is active, inactive, or closed; Report the date and main findings of the most recent risk assessment. <ul style="list-style-type: none"> Describe actions taken to: Manage impacts from the tailings facility, including during closure and post-closure; Prevent catastrophic failures of tailing facilities. 					
Topic 11.8: Reporting on asset integrity and Critical Incident Management						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of Material Topics.	Pg 11				11.8.1
GRI 306: Effluents and Waste 2016	Disclosure 306-3: Significant Spills <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> For each significant spill report the cause of the spill and the volume of spill recovered. 	Pg 19,40				11.8.2
Topic 11.16: Land and Resource Rights						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of Material Topics. <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> Describe the approach to engaging with affected vulnerable groups, including: how the organization seeks to ensure engagement is meaningful; how the organization seeks to ensure safe and equitable gender participation. Describe the approach to providing remediation to local communities or individuals subject to involuntary resettlement, such as the process for establishing compensation for loss of assets or other assistance to improve or 	Pg 25,35				11.16.1

	restore standards of living or livelihoods.					
Additional Sector Disclosures	List the locations of operations that caused or contributed to involuntary resettlement or where such resettlement is ongoing. For each location, describe how peoples' livelihoods and human rights were affected and restored.			Not Applicable	No resettlements occurred	11.16.2