

ACDEN 2023 HEALTH, SAFETY, ENVIRONMENT SUSTAINABILITY REPORT

KEY HIGHLIGHTS

2022

Business planning and key objectives were developed for all wholly owned companies (except for Acden Manufacturing) following SWOT/TOWS analysis.

Acden Environment started recycling batteries for one of their key clients and were able to provide a rebate of \$.21/lb. After changing recycling vendors, Acden Environment was able to raise the rebate from \$.21/lb. to \$.37/lb.

Acden Fleet engaged a local youth to support his battery recycling project. To date, the youth has recycled over 440 pounds of batteries, supporting both environmental sustainability and community involvement.

Acden Lemax improved operational efficiency through research into robotics and equipment automation.

Acden Tech Sonic has successfully installed and commissioned a waste water treatment plant at its Sherwood Park facility.

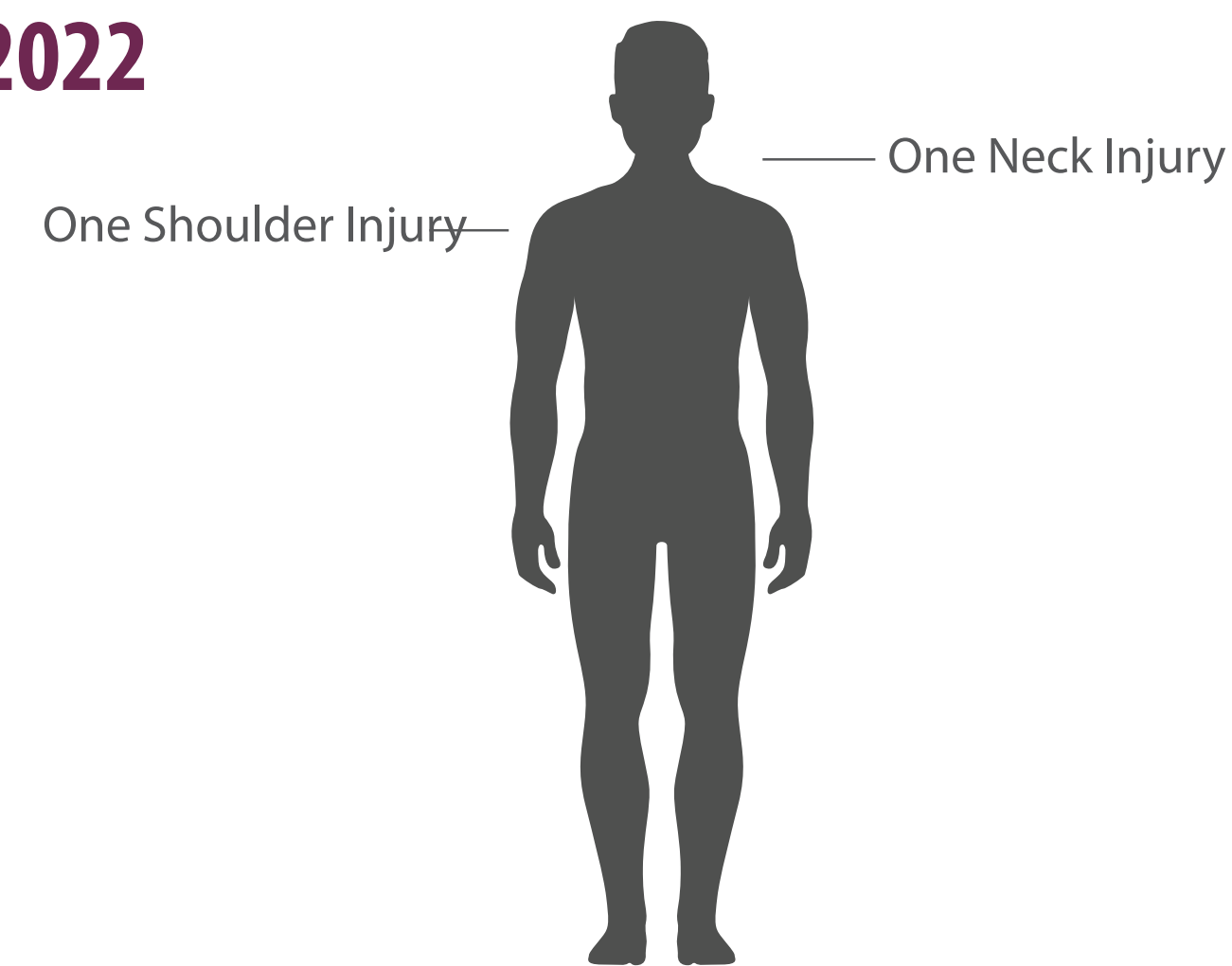
Acden Fleet has achieved over 867,000 hours LTI free in 2022 and has been LTI free for 12 years.
Acden Manufacturing has been LTI free for 25 years (Since 1998).
Acden Tech Sonic has been LTI free for 17 years.



2020 flood rebuild: Acden Facilities oversaw the remediation and rebuild of the Corporate Headquarters and Acden Fleet building. The project spanned over five months and 63,000 exposure hours recordable injury free.

RECORDABLE INJURY SUMMARY

2022



WCB HIGHLIGHTS

	Industry Rate	Our Rate	Discount/Surcharge
Acden Environment	2.70	1.67	38.24%
Acden Fleet	1.23	1.03	16.04%
Acden Lemax	0.91	1.07	17.76%
Acden Manufacturing	0.61	0.58	5%
Acden Tech Sonic	0.88	1.00	13.5%

ENVIRONMENT

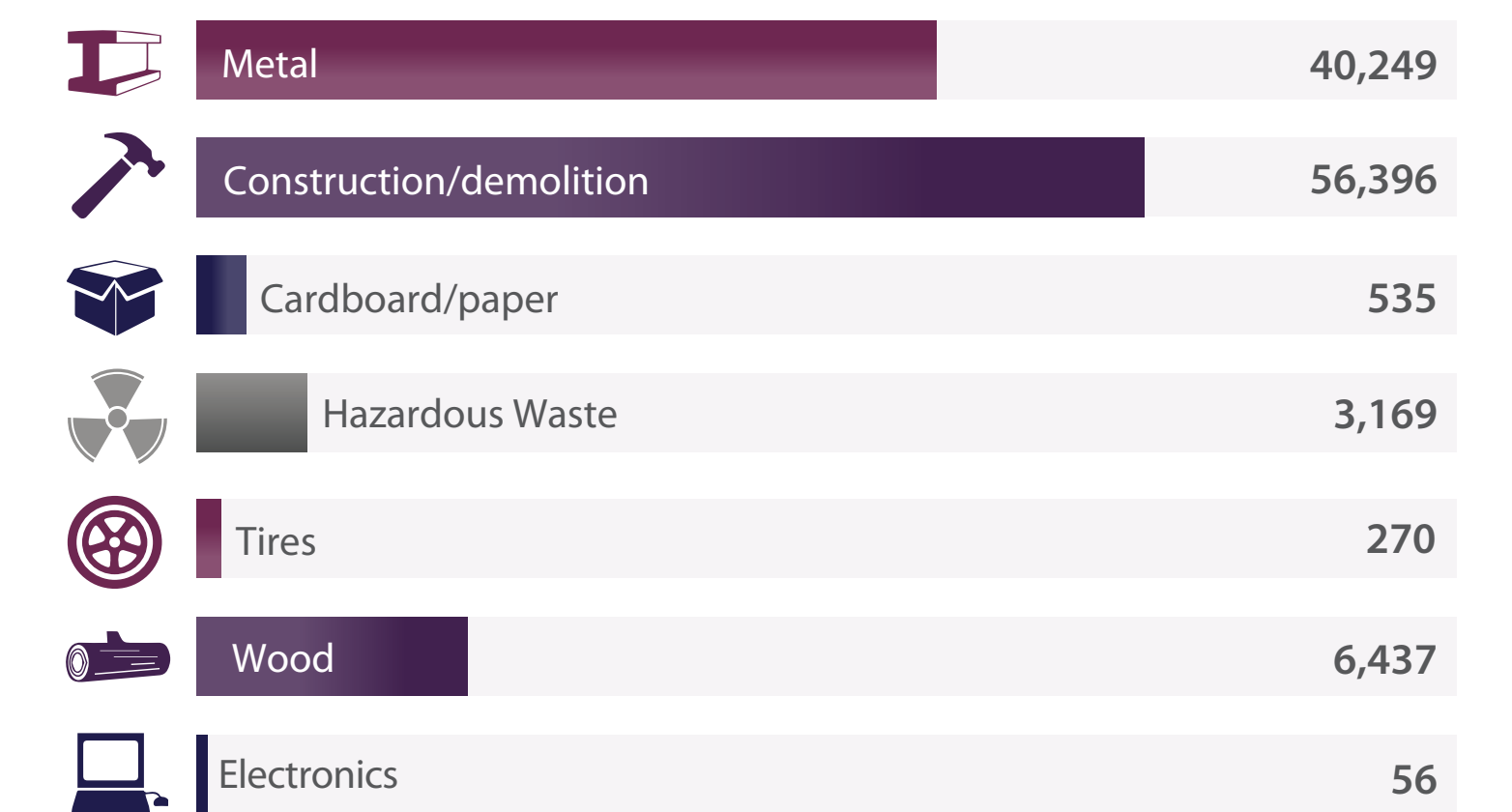


Located in Fort McMurray's Taiganova Eco-Industrial Park, Acden's LEED Gold Certified Corporate Headquarters embodies the sustainable beliefs and goals of our ownership, the Athabasca Chipewyan First Nation. Compared to a standard building, this eco-friendly development is 33.5% more energy efficient.

A SNAPSHOT OF 2022



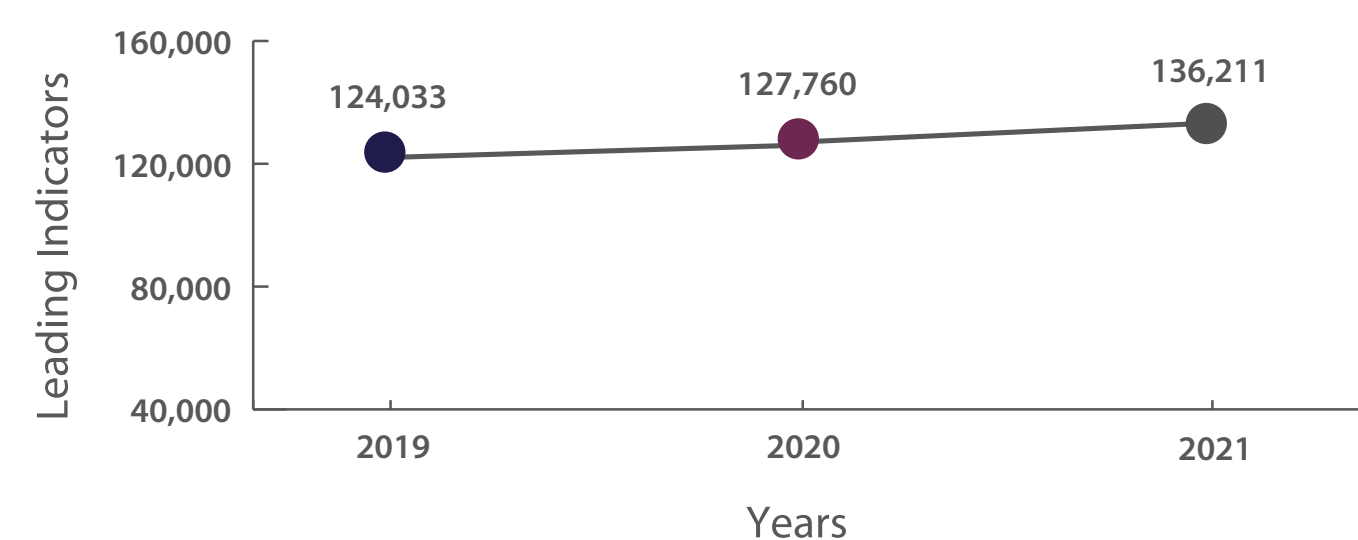
Total waste managed: 107,112 Metric Tonnes



ACDEN SAFETY & ENVIRONMENTAL PERFORMANCE 2020 - 2022



LEADING INDICATORS (SAFETY ACTIVITIES)



Leading Indicators: Hazard IDs, Near Miss Reports, FLRAs, Safety Observations, Safety Meetings, Toolbox Talks, Peer to Peer Observations, Formal and Informal Inspections

ACDEN RECORDABLE INJURY SUMMARY 2020-2022

TOTAL EXPOSURE HOURS AND INCIDENTS STATISTICS

	2020	2021	2022
Exposure Hours	952,257	862,895	918,060
Lost Time	1	0	0
Medical Aid	2	2	2
Restricted Work	1	0	0
First Aid	17	21	17
Equipment Damage	62	54	60
Environmental (non-reportable)	21	18	13
Vehicle Incident	14	18	23

TOTAL TRIR PER YEAR



	Industry Average	Employers Experience Ratio
Acden Environment	\$186,836.56	76.48% lower
Acden Fleet	\$9,411.56	23.86% lower
Acden Lemax	\$17,417.73	44.06% higher
Acden Tech Sonic	\$4,968.54	80% higher

CONSECUTIVE DAYS WITHOUT A LOST TIME INJURY AS OF DECEMBER 31, 2022



CONSECUTIVE DAYS WITHOUT RECORDABLE INJURY AS OF DECEMBER 31, 2022



CONTINUOUS IMPROVEMENT INITIATIVES

Acden maintains certification in ISO 9001:2015 Quality Management System and ISO 14001:2015 Environmental System with zero non-conformances.

Acden integrates ISO 9001:2015 Quality Management System and ISO 14001:2015 Environmental Management System into everyday business operations.

Key safety performance indicators are continuously evaluated with a focus on work observation and employee engagement.

Acden collects employee feedback from annual employee surveys, as well as customer feedback through online customer surveys.

CERTIFICATIONS

Acden Environment, Acden Fleet and Acden Tech Sonic successfully completed an external surveillance audit and are certified to ISO 9001:2015 and ISO 14001:2015 standards.

Acden successfully completed the external COR recertification audit in May 2022.

