

2021 ENVIRONMENTAL, SOCIAL & GOVERNANCE REPORT

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OUR REPORT

Catapult's 2021 ESG Report, published on June 30, 2022. The report was prepared by Catapult's internal HSE Team, which incorporated our operational data, sustainability goals and/or objectives as well as utilizing industry standards and metrics for the 2021 reporting period.

Reporting

Our report has been prepared in accordance with material topics with in 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 2021 calendar year (January 01 to December 31, 2021). The data presented has been internally validated and reviewed by Catapult's executive team for assurance.

Naming Conventions

The terms "we", "our", "us", "Catapult", "Catapult Midstream", "Company" 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.

TO OUR STAKEHOLDERS

Catapult Environmental Inc. (operating as Catapult Midstream) is pleased to present our 2021 corporate sustainability report. Over the year since our previous report, we have steadily improved the organization's commitment to transparency and accountability. We've also made progress in managing the environmental and social impacts of our business.

2021 remained a challenging year from a macroeconomic perspective. COVID-19 and its variants continued to impact the global population, however there was a material increase throughout the year in the demand for oil and gas. The energy industry reacted to higher oil prices and sought to bolster production and exploration in Western Canada.

Our water infrastructure investment in NuVista Energy Ltd., financed in partnership with Topaz Energy Corp. included three (3) water storage facilities:

- i. 15-28 West Reservoir: 248,644 m³ capacity
- ii. 15-28 East Reservoir: 250,759 m³ capacity
- iii. 13-189 Reservoir: 318,680 m³ capacity

These reservoirs significantly enhance Catapult's operational commitment to the reduction of surface and potable water utilization in the Pipestone region of Alberta.

Our investment in these assets and the ongoing Environmental, Social, and Governance (ESG) focus at our other facilities demonstrate to our customers and other stakeholders that we are committed to sustainable and environmentally responsible water sourcing, storage, and re-injection.

In addition to significantly improved financial results in 2021, we also achieved another year of industry leading safety results including: zero incidents, zero safety violations and zero contractor incidents.

In this report we identify additional ESG milestones achieved throughout the year. I would like to thank our staff, contractors, clients, and stakeholders for contributing to these milestones and for supporting our long-term commitment to our sustainability goals.

Catapult is also assessing investments in additional assets related to waste mitigation and green energy initiatives. These potential investments would significantly enhance the ESG profile of the organization.

We are excited about the ESG excellence that Catapult has achieved to date, but we are even more excited about the opportunities that are in front of us.

Thank you for taking the time to read our 2021 report and we are pleased to highlight our journey of continuous ESG improvement and transparency.



Dan O'Byrne

President and CEO
Catapult Environmental Inc.

GLOSSARY

Acronyms & Abbreviations

AER	Alberta Energy Regulator	JWSHSC	Joint Work Site Health & Safety Committee
CAPP	Canadian Association of Petroleum Producers	LTIF	Lost Time Injury Frequency Rate
CH₄	Methane	LTIR	Lost Time Injury Rate
CO₂	Carbon Dioxide	LDAR	Leak Detection and Repair
COR	Certificate of Recognition	KPI	Key Performance Indicator
CO₂e	Carbon Dioxide Equivalent	mg/l	Milligrams per liter
CSR	Corporate Social Responsibility	N₂O	Nitrous Oxide
EF	Emission Factor	OMS	Operating Management System
EMS	Environmental Management System	PSO	Public Sector Organization
ESG	Environmental, Social and Governance	PTAC	Petroleum Technology Alliance of Canada
E&R	Environment and Regulatory	RNG	Renewable Natural Gas
ERA	Emissions Reduction Alberta	RPAS	Remotely Piloted Aircraft System(s)
ERP	Emergency Response Plan	SDGs	Sustainable Development Goals
FEMP	Fugitive Emission Management Program	SOP	Standard Operating Procedure
GHG	Greenhouse Gas	TEG	Thermoelectric Generator
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
HSMS	Health & Safety Management System		

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 CO ₂ e allows the different gases to be aggregated.
Carbon Neutrality	Achieving net-zero carbon emissions where the sum of GHGs (CO ₂ e) 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.
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 CO ₂ . 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.

WHO WE ARE?



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. 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.

What We Do

Catapult is client focused fluid management midstream company, that manages oil and gas production and exploration fluids to provide sustainable water management solutions to support our environment, our clients, and our communities.

ESG Relevance

In 2015, the Paris Agreement was signed by 196 parties with the goal of limiting global warming below two (2) degrees Celsius, strengthening the global response to the climate change threat. The UN-Secretary-General has proposed several climate-positive actions for governments to take. These include:

- Investing in businesses with a focus on decarbonization of economies
- Focus of creating green jobs with sustainable and inclusive growth
- Building green economies that make society and people more resilient while creating fairness for all
- Ending subsidies for fossil fuels, forcing polluters to pay, and investing more in sustainable solutions

- Confronting all climate risks
- Working together to address the challenges of climate change

Changing the trajectory of the CO₂ levels in the atmosphere is critical to overcoming the threat of climate change. ESG and reporting frameworks that have been developed are important to achieving accountability in establishing the goals required to meet the current objectives. ESG reporting is a criterion for evaluating a company's operations in regard to socially conscious policies and responsibilities.

WHERE WE OPERATE

Head Office

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Operating Facilities & Complexes

Alberta

Fox Creek Complex

07-07-062-18W5M

Berland Facility

01-19-059-23W5M

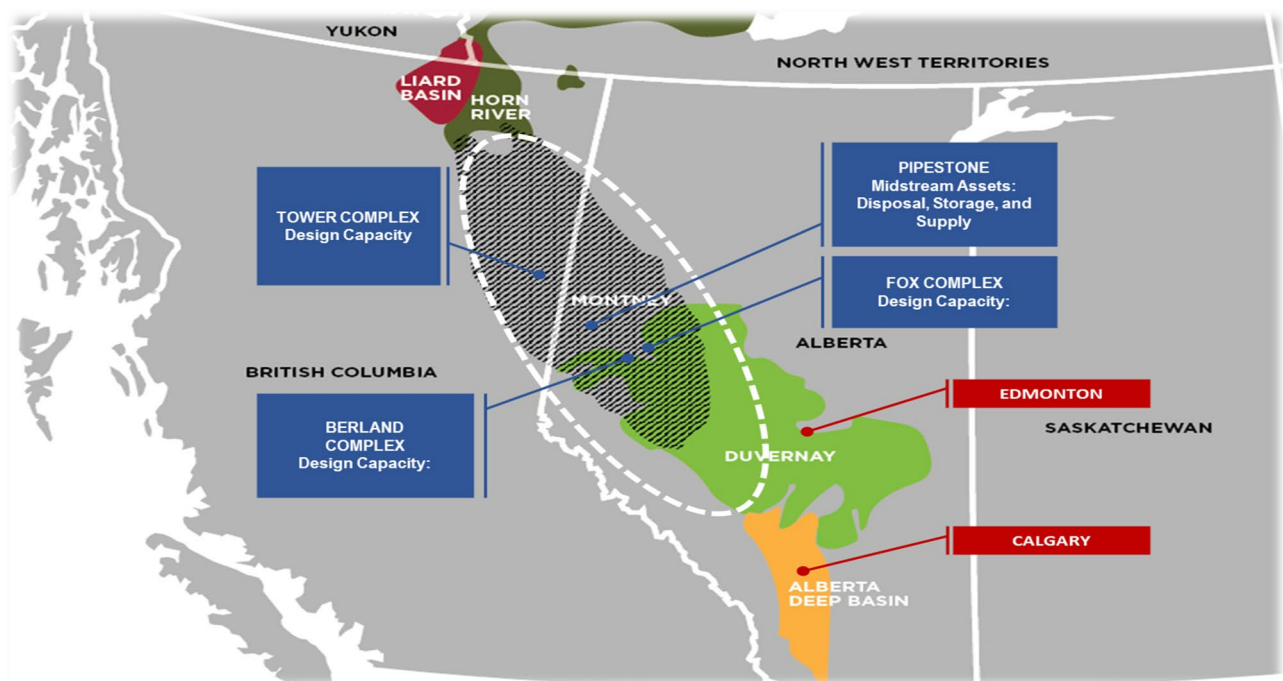
Pipestone Water Complex

15-28-071-09W6M & 13-18-070-08W6M

British Columbia

Tower Facility

09-28-081-17W6M















EXECUTIVE REPORT

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 HSE Team(s) established the primary topics and prioritized our materiality assessment collectively.

Categories / Topics	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	

Legend:

High Materiality



Moderate Materiality

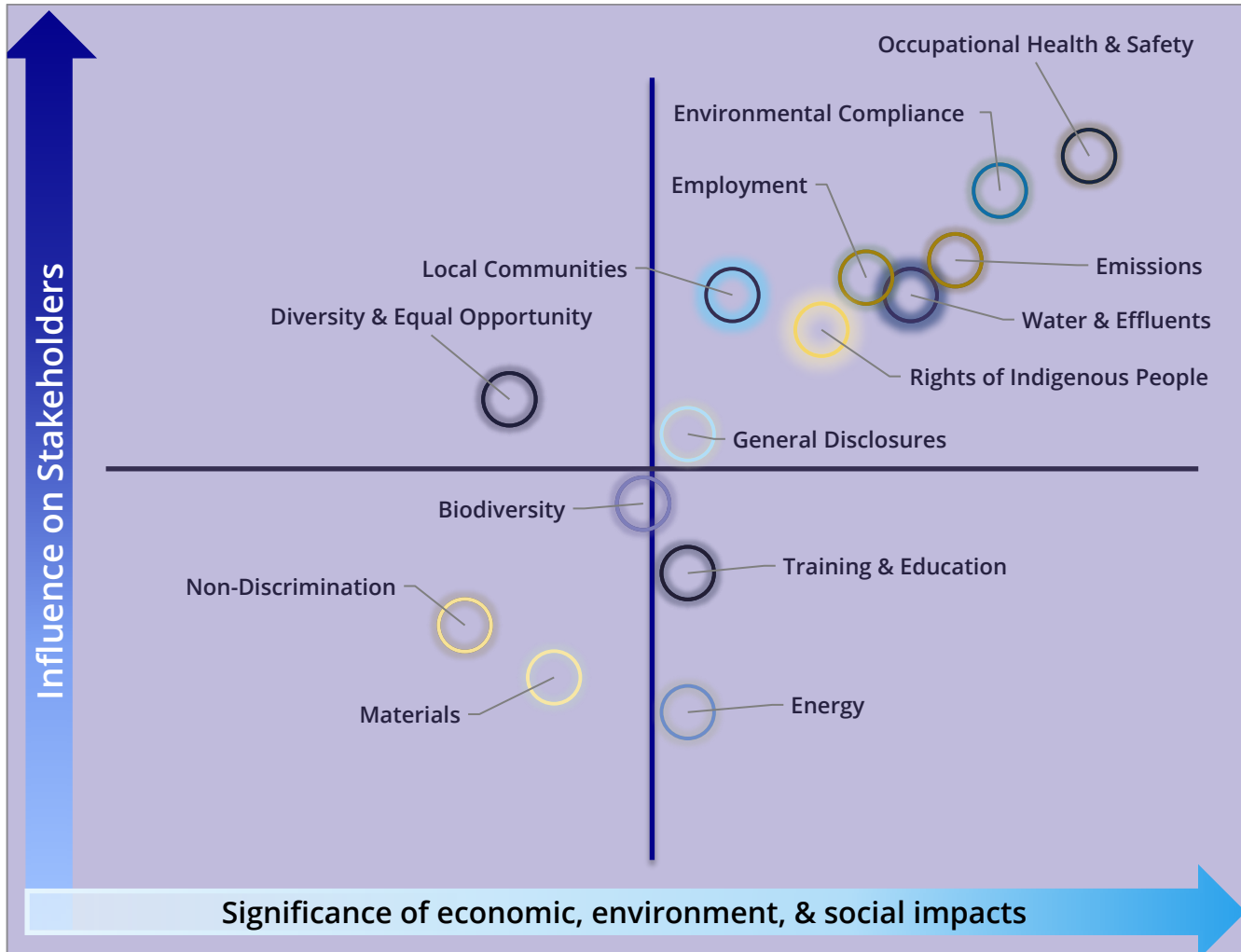


Low Materiality



OUR MATERIALITY MATRIX

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



Our Values

Safety
(Zero Incidents)



Service
(Exceed Expectations)



Accountability
(Ownership)



Teamwork
(Collaboration)



Integrity



Environment
(Reducing our footprint)



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



Identifying What is Relevant

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):

Environment	Air quality Biodiversity impacts Carbon neutrality Closure & restoration Energy management & efficiency Environmental management & mitigation	Fuel management GHG emissions Remediation of environmental liabilities Strategic water & wastewater management Waste production & management Water Re-use
Social Capital	Community health & safety Data security & client privacy Engagement & participation Fair, inclusive engagement & good faith consultation	Human rights Indigenous Peoples' rights Land rights Sustainable community investment
Human Capital	Compensation & benefits Diversity & inclusion Employee health, safety & wellbeing Emergency preparedness & response planning Equal opportunity & treatment Fair labour practices	Labour & working conditions Labour relations Occupational health & safety Recruitment, development & retention Remuneration Working hours & leave
Leadership & Governance	Business ethics & transparency Competitive behavior Legal compliance Management systems	Materials sourcing Regulatory capture & political influence Systemic risk management Supply chain management
Business Model & Innovation	Environmental & social impacts on assets & operations Lifecycle impacts of products & services Investing in 'green' energy solutions	Service packaging Service quality & safety

OUR STRATEGY & APPROACH TO SUSTAINABILITY

How is ESG Incorporated in Catapult?



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.

Principals and Objectives

- ♻️ Developing Performance Metrics and Targets
- ♻️ Legal Compliance
- ♻️ Financial Disclosure
- ♻️ Integrated Management System
- ♻️ Contractor Management
- ♻️ Human Rights & Personal Security
- ♻️ Surface and Mineral Rights
- ♻️ Sustainable Community Investment
- ♻️ Indigenous Peoples' Rights
- ♻️ Occupational Health & Safety
- ♻️ Water Re-Use
- ♻️ Climate Change, Biodiversity & Environment
- ♻️ Emergency Preparedness & Response
- ♻️ Waste Production & Management
- ♻️ Energy Consumption Reduction & Efficiency
- ♻️ Closure & Land Restoration
- ♻️ GHG Emission Reduction
- ♻️ Equal Opportunities & Employee Treatment
- ♻️ Integrity & Accountability
- ♻️ Client Service

Reflecting Back

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
- ♻️ Investing in water re-use infrastructure

In addition, Catapult directly reduced its GHG emissions in 2021 through:

- ♻️ Direct pipeline connection(s) to our Facilities / 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.

Below are several examples of ESG benefits realized under our current partnership programs.

At Berland, our client shipped 97,024 m³ of produced water directly into the Complex through the connected pipeline. This direct pipeline connection resulted in the elimination of 3,234 truck trips, reducing GHG's and lowering truck traffic on the regional road network, reducing risks to the environment and the stakeholders who rely on these roads.

193 tCO₂e reduced in 2021

Berland/Kiwetinohk Energy.



At Tower, our client shipped 12,579 m³ of produced water via pipeline, directly into our facility. This eliminated 419 truck trips, reducing GHG emissions and mitigating impacts on the regional road network.

Tower/Crew Energy Inc.

16 tCO₂e reduced in 2021



Our new Pipestone Water Complex facilitated a 141,113 m³ reduction in surface water utilization and contributed to a reduction of **105 tCO₂e of GHG emissions in 2021**.



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

Our 2021 Metrics



Solar Thermoelectric Generator

Energy Reduction

Energy reduction is essential in supporting Canada's Climate Change objectives, 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 facilities to reduce power consumption.
- ♻️ Solar power Thermoelectric Generator (TEG) systems to be installed in 2021 to reduced propane consumption at our well sites.
- ♻️ Incorporating the use of high-resolution Remotely Piloted Aircraft Systems (RPAS) to conduct pipeline Right of Way surveys and operational area assessments.

Energy Recovery

Catapult recovered 4,046 m³ (25,448.6 bbl's) of crude oil from our waste processing and recovery operations. Our waste processing storage tanks receive incoming fluids, which rely on density, chemical treatment, 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 2021. 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 2021, 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 3,653 trucks on our road systems and contributed to the elimination of 583,477 km's of trucking, which is equivalent to the reduction of 519 tCO₂e GHGs.

Incorporating drones as an alternative reduces the use of off-road or ATV's for Right of Way inspections, which also eliminates the associated GHG's for employee field trips and contractors travel to our facilities.



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
- ♻️ Facility Integrity Management Programs (FIMP)
- ♻️ Pipeline Integrity Management Programs (PIMP)
- ♻️ Damage Prevention Program (underground disturbance)
- ♻️ Preventative Maintenance Program
- ♻️ RPAS imagery conducted on facility assets

We conducted instream pipeline pressure tests and pigging operations to support Catapult's Pipeline Integrity Program and to assess the integrity of our transmission lines.

Environmental Initiatives

Catapult's environmental initiatives and efforts in 2021 delivered material environmental benefits. Our investment in "direct to client" pipelines has eliminated 3,653 truck trips, which translates into over 239,000 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

In 2021, Catapult HSE mapped over 391 hectares (3.9 million m²) of land and assets. Catapult Remotely Piloted Aircraft Systems (RPAS) captures and collects, high resolution imagery, which is then processed into detailed orthomosaics, 3D models, digital elevation models and vegetation health maps. This information is the provided on a cloud platform that is readily accessible on any connected device or computer. 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



The Company's 2021 FEMP identified one (1) source of fugitive emission sources at our facilities, incorporating our LDAR program to address and limit the emissions intensity at point sources is fundamental in our in our conceptual path for net-zero emissions in our operations.

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.

Converting to solar power options where viable at our facilities, reducing the dependency on propane or natural gas.

GHG Emissions

Scope 1: Direct Emissions

Fugitive Emissions

Catapult produced an estimated 3,917 m³ of methane (CH₄), equivalent to 54.08 tCO₂e.

Scope 2: Indirect Emissions

Electricity Consumption

Total 2021 consumption of electricity resulted in 1,759.78 tCO₂e.

Operation(s)	2021 Energy Consumption (kWh)	2020 Energy Consumption (kWh)	2019 Energy Consumption (kWh)
Fox Creek Complex (AB)	857,789	860,998	1,248,912
Berland Facility (AB)	1,320,070	1,196,015	1,015,507
Tower Facility (BC)	815,070	932,800	1,051,687

Propane Consumption

Total propane consumed in operations was 41,346 L, which generated 64 tCO₂e.

Natural Gas Consumption (flare & blanket gas)

Total natural gas consumed in operations was 0 m³, which generated 0 tCO_{2e}.

Diesel Fuel Consumption (Operational)

Total diesel fuel used at the facility level was 322.1 L, which equates to 0.9 tCO_{2e}.

Scope 3: Indirect Emissions (Business Travel)

Mobile Fuel Consumption

Total gasoline (E⁵) consumption was 34,625 L, resulting in the generation of 80.637 tCO_{2e}.

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_{2e} per operator), increased employee safety, and reduced exposure to the inherent risks of travel on remote roads.

Scope 3: Indirect Value Chain Emissions

Scope 3 Value Chain emissions were not assessed or captured in 2021.

Water

Water Sources

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

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.

In 2021 water re-use resulted in 0 m³ being re-allocated to regional exploration and production activities.

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 to the environment.

Spills/Release Incidents

Catapult had 0 reportable spills and/or releases in 2021.


Environmental Impacts/Cumulative Effects

No environmental impacts or cumulative effects were reported and/or noted in 2021 resulting from our operations or projects.



SOCIAL

Incorporating Corporate Social Responsibility into Catapult's 2021 ESG report is our social license to operate, 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
	Remuneration
	Working Hours & Leave
	Workplace Grievances

How did we do in 2021?

Safety

Our 2021's Health and Safety Management System aligned with Energy Safety Canada's Certificate of Recognition (COR) program as we are proud to announce an audit score of 90% for 2021, 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 facilities and/or project sites.

2021 continued to follow both 2020 and 2019 in terms of zero incidents, zero reportable safety violations, and zero contractor incidents at all of Catapult work sites.



The Incident Command System (ICS) is foundational for Emergency Response (ERP) and critical to creating a strong emergency response strategy, in the event of an incident. We expanded our ERP training to ensure all employees are certified in ICS100 foundations, leadership is certified in ICS200, and key 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.

ERP drills successfully conducted in 2021:

- i. Tower, BC Disposal Station - Functional Exercise (Mock Drill)
- ii. Berland, AB Waste Management Facility - Full-Scale Exercise (Desk-Top)

RPAS & Safety

Utilizing drones in our ERP's allowed Catapult's operational staff to assess the areas quickly, identifying regional hazards, identifying potential staging areas and vital access points for emergency responders. In addition to supporting ERP's, RPAS were used for safety inspections.

Incorporating RPAS high-resolution drone footage not only benefits Catapult from an environmental perspective, but it also enhances our safety culture by generating virtual facility 'Walk Throughs" it improves safety by increasing the understanding or situational awareness of our facilities and areas around our operations. Several benefits include, reducing high risk activities like conducting tank inspections and above ground piping inspections which reduces working from heights and the associated risks.

Community & Local Support

Enhancing the areas in which we operate is just part of our social license to operate, the local facilities and ground at the Fox Creek Trout Pond were observed to be in disrepair. Once a vibrant, popular recreational area for swimming and fishing, for the local community, it has been left neglected for several years. Catapult's dedicated field operations team took the time to pitch in and remove the litter, repair the dock and bench, and added a ramp to allow those with mobility restrictions the opportunity to enjoy this 'Hidden Gem'.





Local Economic Impacts

Catapult contributed approximately \$2.5 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 operational activities.

Health



COVID-19 restrictions and limitations continued to directly impact our employees, with some type of isolation or mental unrest. Isolated, remote working and the resulting mental health aspects were a growing concern as the COVID-19 pandemic continued to impact the globe. 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 indigenous events, such as local fund-raising events, and attending traditional practices and teaching events. In 2021, COVID-19 restrictions continued to prevent our physical participation, however our commitment to engaging indigenous business partners and qualified contractors remains a foundation in our interactions with regional indigenous people. Catapult invested \$23,147 in regional indigenous contractors in 2021.

Human Resources

2021 generated a new heightened value for Human Resources (HR) and external support and/or resources to ensure the wellbeing of all our staff. Catapult invested \$23,600 in education and training for our employees, to enhance our staff competency and diversify our employee's skill sets.

Employees Engagement, Diversity, and Inclusion

Enjoying Nature



Team Catapult @ the Fox Creek Oilmen's Golf Tournament



Team Catapult

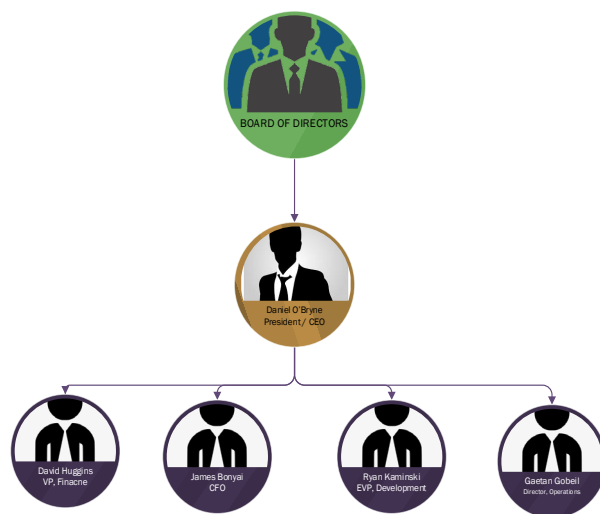
Our people are what makes Catapult unique. Investing and listening to our valued employees ensures alignment with our corporate culture and core values. Employee engagement during the pandemic restrictions was paramount to ensuring the mental health of our employees. We did increase our staff presence in the head office, but we continued to offer online virtual meetings, supported 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







Our Executive Team

<u>Name:</u>	<u>Position / Title:</u>
Daniel O'Bryne	CEO & President
James Bonyai	CFO
David Huggins	VP Finance
Ryan Kaminski	EVP Development
Gaetan Gobeil	Director, Operations































































Our Board of Directors

Jeremy Gackle	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.
Peter Christopher	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.
Michael Shaw	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.
Ken Truscott	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.
Daniel O'Byrne	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 (5) Board of Director members, including two (2) Independent Directors
-  Average years on Boards - 12.4 years
-  Average Age - 49 years of age
-  Board Meetings Held in 2021 - 4

Board of Directors - Experience and Expertise

Skillset	Experience					Expertise				
Audit / Compliance										
Corporate Governance / Legal										
Finance / Treasury										
Health & Safety										
Environment										
Human Resources / Compensation										
Industrial Experience										
Project Management, Engineering & Construction										
Public Policy / Government Relations										
Risk Management										
Strategic Development & Implementation										
Technology										

Incorporated Sustainability Policies and Principles

Corporate 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	Employee Family Assistance Program Policy

HSE Programs & Training

Catapult incorporated employee competency evaluations for our operational experts, to ensure the applicable skills are made available and to ensure the safe operation at all our facilities.

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. In 2021 Catapult's HSE Committee function tested the Ethics & Compliance Hotline to ensure reporting can occur in a secure and confidential manner for all employees and public members of our communities.

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)	ISNetwork®
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

Choosing safe contractors

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. In 2021 our HSE Team enhanced our Contractor Qualification requirements to ensure our corporate values are met or exceeded, when working with or for 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
Employees	<ul style="list-style-type: none"> Engagement Executive Communication Safety Training & Development Transparency
Shareholders	<ul style="list-style-type: none"> Board of Directors Compensation ESG Reporting Financial & Operational Performance Transparency
Communities	<ul style="list-style-type: none"> Community Investment & Support Environmental Performance Local Procurement Local Engagement Public Safety
Aboriginal Communities	<ul style="list-style-type: none"> Community Investment & Support Environmental Performance Mindful of Treaty/Indigenous Rights Respectful Engagement & Consultation
Government & Regulatory Bodies	<ul style="list-style-type: none"> Compliance Engagement Environmental Stewardship Influence Market Access
Suppliers & Contractors	<ul style="list-style-type: none"> Financial Performance Local Procurement Procurement Engagement Safety Performance

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

Performance Measure	Units	2021	2020	2019
Liquids/Sludge (Waste Plant)	m ³	118.5	749	1,772
ENERGY CONSUMPTION				
Indirect Electricity	kWh	3,808,119	2,989,813	3,292,620
Indirect Electricity - CO ₂ equivalent	tCO ₂ e	1,760	1,658	1,811
Vehicle Fleet:				
Driving distance	km	181,546	248,724	268,638
GHG emissions	tCO ₂ e	82	84	90
Fuel consumed	liters	34,6245	43,585	125,350
Energy consumed in operations:				
Flare & blanket gas	m ³	0	169,256	29
Propane	liters	12,200	31,750	48,033
HEALTH AND SAFETY				
Fatalities	#	0	0	0
Lost Time Injury Frequency Rate	LTIFR	0	0	0
Total Recordable Injury Frequency Rate	TRIFR	0	0	0
Motor Vehicle Incident Rate	MVIR	0	0	0
Days Away/Restricted or Transfers	DART	0	0	0
PEOPLE				
Employees (FT):				
Total	#	31	35	43
Female	#	4	6	10
Male	#	27	29	33
Contractor(s)	#	2	1	1
Additions	#	0	2	9
Turnover - voluntary	#	4	6	16
Age - average	years	34	34	35
Education & training investment	\$000's	\$26	\$18	NA
COMMUNITY INVESTMENT & ENGAGEMENT				
Local community investment	\$000's	2,408	1,986	1,010
Organizations supported	\$000's	1	2	5,000
Volunteer hours	#	0	0	65
GOVERNANCE				
Board of Directors:				

Performance Measure	Units	2021	2020	2019
Total members	#	5	5	4
Independent	#	2	2	2
Female	#	0	0	0

OUR FORWARD THINKING

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

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17
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																	●

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.

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







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

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, welcome to our journey - now hold on.

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 2021 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>

Statement of use:	Catapult Environmental Inc. has reported the information cited in this GRI content index for the period January 01 to December 31, 2021 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 Catapult shall notify GRI of the use of the GRI Standards
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, 9				
	2-2: Entities included in the organization's sustainability reporting.	Pg 3				
	2-3: Reporting period, frequency, and contact point.	Pg 3				
	2-4: Restatements of information.	Pg 3				
	2-5: External assurance.	Pg 4				
	2-6: Activities, value chain and other business relationships.	Pg 26				
	2-7: Employees.	Pg 34				
	2-8: Workers who are not employees.	Pg 34				
	2-9: Governance structure.	Pg 26				
	2-10: Nomination and selection of the highest governance body.	Pg 27				
	2-11: Chair of the highest governance body.	Pg 27				
	2-12: Role of the highest governance body in overseeing the management of impacts.	Pg 28				
	2-13: Delegation of responsibility for managing impacts.	Pg 26				
	2-14: Role of the highest governance body in sustainability reporting.	Pg 28				
	2-15: Conflicts of interest.	Pg 29				
	2-16: Communication of critical concerns.	Pg 31				
	2-17: Collective knowledge of the highest governance body.	Pg 28				
	2-18: Evaluation of the performance of the highest governance body.	Pg 27				
	2-19: Remuneration policies.	Pg 29				
	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 29				
	2-24: Embedding policy commitments.	Pg 29				
	2-25: Process to remediate negative impacts.	Pg 29				
	2-26: Mechanism for seeking advice and raising concerns.	Pg 29				
	2-27: Compliance with laws and regulations.	Pg 31				
	2-28: Memberships associations.	Pg 30				
	2-29: Approach to stakeholder engagement.	Pg 32				
	2-30: Collective bargaining agreements.			Not Applicable		

MATERIAL TOPICS						
GRI 3: Material Topics 2021	3-1: Process to determine material topics.	Pg 11				
	3-2: List of material topics.	Pg 10, 11				
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 14				11.2.1 11.14.1 11.21.1
GRI 201: Economic Performance 2016	Disclosure 201-1: Direct economic value generated and distributed <i>Additional Sector Recommendations:</i> <ul style="list-style-type: none"> Report direct economic value generated and distributed (EVG&D) by project. 	Pg 24				11.14.2 11.21.2
	Disclosure 201-2: Financial implications and other risks and opportunities due to climate change.	Pg 31				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 <i>Additional Sector Recommendation</i> 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 14				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 26				11.11.2 11.14.3
Indirect Economic Impacts						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 14				11.14.1
GRI 203: Indirect Economic Impacts 2016	Disclosure 203-1: Infrastructure investments and service supported.	Pg 34				11.14.4
	Disclosure 203-2: Significant indirect economic impacts.	Pg 34				11.14.5
Procurement Practices						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 14				11.14.1
GRI 204: Procurement Practices 2016	Disclosure 204-1: Proportion of spending on local suppliers.	Pg 34				11.14.6
Anti-Corruption						
GRI 3: Material Topics	Disclosure 3-3: Management of material topics. <i>Additional Sector Recommendations:</i> <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 	Pg 14				11.20.1

	place for individuals to raise concerns about corruption.					
GRI 206: Anti-corruption 2016	Disclosure 205-1: Operations assessed for risks related to corruption.	Pg 29				11.20.2
	205-2: Communication and training about anti-corruption policies and procedures.					11.20.3
	205-3: Confirmed incidents of corruption and actions taken.					11.20.4
Additional Sector Disclosures	Describe the approach to contract transparency, including: <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. 					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.					11-20.6
Anti-Competitive Behavior						
GRI 3: Material Topics	Disclosure 3-3: Management of material topics.					11.19.1
GRI 206: Anti-competitive Behavior 2016	Disclosure 206-1: Legal actions for anti-competitive behavior, anti-trust, and monopoly practices.					11.19.2
Tax						
GRI 3: Material Topics	Disclosure 3-3: Management of material topics.					11.21.1
GRI 207: Tax 2019	Disclosure 207-1: Approach to tax.					11.21.4
	Disclosure 207-2: Tax governance, control, and risk management.					11.21.5
	Disclosure 207-3: Stakeholder engagement and management of concerns related to tax.					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 					11.21.7

	<ul style="list-style-type: none"> 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. 					
Additional Sector Disclosures	<p>For oil and gas purchased from the state, or from third parties appointed by the state to sell on their behalf, report:</p> <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 14				
GRI 301: Materials 2016	301-1: Materials used by weight or volume	Pg 33				
	301-2: Recycled input materials used	Pg 33				
	301-3: Reclaimed products and their packaging materials.			Not Applicable		
Energy						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 14				11.1.1
GRI 302: Energy 2016	Disclosure 302-1: Energy consumption within the organization.	Pg 33				11.1.2
	Disclosure 302-2: Energy consumption outside of the organization.	Pg 33				11.1.3
	Disclosure 302-3: Energy intensity.	Pg 33				11.1.4
	302-4: Reduction of energy consumption.	Pg 33				
	302-5: Reductions in energy requirements of products and services.	Pg 33				
Water and Effluents						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 14				11.6.1
GRI 303: Water and Effluents 2018	Disclosure 303-1: Interactions with water as a shared resource.	Pg 33				11.6.2
	303-2: Management of water discharge-related impacts.	Pg 33				11.6.3
	303-3: Water withdrawal.	Pg 33				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. Report the concentration (mg/L) of hydrocarbons discharged in produced water and process wastewater. 	Pg 33				11.6.5
	303-5: Water consumption.	Pg 33				11.6.6
Biodiversity						
GRI 3: Material Topics	Disclosure 3-3: Management of material topics.	Pg 14				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 17				11.4.2

	304-2: Significant impact activities, products, and services on biodiversity.	Pg 18				11.4.3
	304-3: Habitats protected or restored.	Pg 18				11.4.4
	304-4: IUCN Red List species and national conservation list species with habitats in areas affected by operations.	Pg 18				11.4.5
Emissions						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 14				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 20				11.1.5
	Disclosure 305-2: Energy indirect (Scope 2) GHG emissions.	Pg 20, 21				11.1.6
	Disclosure 205-3: Other indirect (Scope 3) GHG emissions.	Pg 21				11.1.7
	Disclosure 305-4: GHG emissions intensity.	Pg 20, 21				11.1.8
	Disclosure 305-5: Reduction of GHG emissions.	Pg 18				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	Describe the organization's approach to public policy development and lobbying on climate change, including: <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 positions on significant issues related to climate change; and the positions of the representative associations or committees. 			Not Applicable	Catapult is not involved in public policy development	11.2.4
Waste						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 14				11.5.1
GRI 306: Waste 2020	306-1: Waste generation and significant waste-related impacts.	Pg 18				11.5.2
	306-2: Management of significant waste-related impacts.					11.5.3

	<p>306-3: Waste generated <i>Additional Sector Recommendations:</i></p> <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 33				11.5.4
	<p>306-4: Waste diverted from disposal <i>Additional Sector Recommendations:</i></p> <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 33				11.5.5
	<p>306-5: Waste directed to disposal <i>Additional Sector Recommendations:</i></p> <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 33				11.5.6
Supplier Environmental Assessment						
GRI 3: Material Topics 2021	3-3: Management of material topics.	Pg 14				
GRI 308: Supplier Environmental Assessment 2016	308-1: New suppliers that were screened using environmental criteria.	Pg 30				
	308-2: Negative environmental impacts in the supply chain and actions taken.	Pg 30				
Employment						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 14				11.10.1 11.11.1
GRI 401: Employment 2016	Disclosure 401-1: New employee hires and employee turnover.	Pg 34				11.10.2
	Disclosure 401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees.	Pg 25				11.10.3
	Disclosure 401-3: Parental leave.	Pg 25				11.10.4 11.11.3
Labour/Management Relations						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 14				11.7.1 11.10.1
GRI 402: Labour/Management Relations 2016	<p>402-1: Minimum notice periods regarding operational changes. <i>Additional Sector Recommendations:</i></p> <ul style="list-style-type: none"> • Describe the approach to engaging workers in advance of significant operational changes. 				Not referenced in the ESG report	11.7.2 11.10.5
Occupational Health and Safety						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.	Pg 14				11.9.1
GRI 403: Occupational Health and Safety 2018	Disclosure 403-1: Occupational health and safety management system.	Pg 5				11.9.2

	Disclosure 403-2: Hazard identification, risk assessment, and incident management.					11.9.3
	Disclosure 403-3: Occupational health services.					11.9.4
	Disclosure 403-4: Worker participation, consultation, and communication on occupational health and safety.					11.9.5
	Disclosure 403-5: Worker training on occupational health and safety.					11.9.6
	Disclosure 403-6: Promotion of worker health.					11.9.7
	Disclosure 403-7: Prevention and mitigation of occupational health and safety impacts directly linked by business relationships.					11.9.8
	Disclosure 403-8: Workers covered by an occupational health and safety management system.					11.9.9
	Disclosure 403-9: Work-related injuries.					11.9.10
	Disclosure 403-10: Work-related ill health.					11.9.11
Training and Education						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.					11.7.1 11.10.1
GRI 404: Training and Education 2016	Disclosure 404-1: Average hours of training per year per employee.					11.10.6 11.11.4
	404-2: Programs for upgrading employee skills and transition assistance programs.					11.7.3 11.10.7
	404-3: Percentage of employees receiving regular performance and career development reviews.					
Diversity and Equal Opportunity						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.					11.11.1
GRI 405: Diversity and Equal Opportunity 2016	Disclosure 405-1: Diversity of governance bodies and employees.					11.11.5
	Disclosure 405-2: Ratio of basic salary and remuneration of women and men.					11.11.6
Non-Discrimination						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.					11.11.1
GRI 406: Non-Discrimination 2016	Disclosure 406-1: Incidents of discrimination and corrective actions taken.					11.11.7
Freedom of Association and Collective Bargaining						
GRI 3: Material Topics 2021	Disclosure 3-3: Management of material topics.					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.					
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.					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	<p>Disclosure 3-3: Management of material topics. <i>Additional Sector Topics</i></p> <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	<p>Disclosure 410-1: Security personnel trained in human rights policies or procedures.</p>				Not Applicable	Catapult does not utilize security personnel	11.18.2
Rights of Indigenous Peoples							
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 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 14					11.17.1
GRI 411: Rights of Indigenous Peoples 2016	<p>Disclosure 411-1: Incidents of violations involving rights of indigenous peoples. <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 14					11.17.2
Additional Sector Disclosures	List the locations of operations where indigenous peoples are present or affected by activities of the organization.	Pg 9					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. 	Pg 24					11.15.1

	<ul style="list-style-type: none"> 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 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 24				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 32				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 14				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 lobbying; and any differences between these positions and its stated policies, goals, or other public positions. 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 			Not Applicable	Not included in this ESG report	11.22.1

	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 14				
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 34				
Marketing and Labeling						
GRI 3: Material Topics 2021	3-3: Management of material topics.	Pg 14				
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 14				
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 34				11.8.3
	The following additional sector disclosures are for organizations with oil sands mining operations.			Not Applicable	Catapult does not operate in the Oil Sands	11.8.4

	<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; ○ Report whether the facility is active, inactive, or closed; ○ Report the date and main findings of the most recent risk assessment. • Describe actions taken to: <ul style="list-style-type: none"> ○ 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 14				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 33				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: <ul style="list-style-type: none"> ○ 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 restore standards of living or livelihoods. 	Pg 32				11.16.1
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