



NCS  
MULTISTAGE

# 2024 ESG Update





# Performance Table

OPERATIONS	UNITS	2020	2021	2022	2023	2024
FINANCIAL METRICS						
Total Revenues	\$ thousands	106,977	118,502	155,632	142,471	<b>162,557</b>
Revenues from Products	\$ thousands	75,197	83,223	105,859	100,447	<b>113,046</b>
Revenues from Services	\$ thousands	31,780	35,279	49,773	42,024	<b>49,511</b>
Assets	\$ thousands	138,678	142,325	138,599	152,032	<b>152,812</b>

ENVIRONMENT	UNITS	2020	2021	2022	2023	2024
ENERGY CONSUMPTION						
Total Energy Consumed	GJ	35,957	37,178	46,106	50,217	<b>46,622</b>
Electricity Consumed in Facilities	GJ	9,153	10,124	10,826	12,293	<b>12,120</b>
Fleet (Gasoline and Diesel)	GJ	21,856	20,382	28,769	31,937	<b>25,978</b>
Natural Gas Consumed in Facilities <sup>1</sup>	GJ	4,815	6,635	6,352	5,858	<b>8,353</b>
Propane for Forklifts	GJ	134	37	159	129	<b>172</b>
Total Electricity Consumed	MWh	2,542	2,812	3,007	3,415	<b>3,367</b>
Other Facilities	MWh	1,164	1,061	1,174	1,623	<b>1,562</b>
Manufacturing	MWh	1,378	1,751	1,833	1,792	<b>1,805</b>

ENVIRONMENT CONTINUED	UNITS	2020	2021	2022	2023	2024
FUEL CONSUMPTION						
Gasoline	litres	577,267	509,563	752,841	631,495	<b>497,221</b>
Diesel	litres	53,360	74,620	76,321	261,097	<b>226,582</b>
Propane	litres	5,285	1,473	6,293	5,111	<b>6,780</b>
WATER USE						
Water Use	m <sup>3</sup>	9,388	11,265	10,067	8,691	<b>10,082</b>
WASTE MANAGEMENT						
Waste Generated by Type <sup>2</sup>	tonnes	1,016	1,649	1,479	1,701	<b>2,677</b>
Hazardous Waste <sup>3</sup>	tonnes	208	213	209	171	<b>224</b>
Non-hazardous Waste <sup>2</sup>	tonnes	808	1,436	1,270	1,530	<b>2,453</b>
Waste Generated by Destination <sup>3</sup>	tonnes	1,016	1,649	1,479	1,701	<b>2,677</b>
Landfill	tonnes	72	118	96	820	<b>803</b>
Recycled <sup>2</sup>	tonnes	945	1,531	1,383	881	<b>1,874</b>

Notes:

<sup>1</sup> Gas increase due to move to larger facility in Red Deer.

<sup>2</sup> Increased FracSure Express work and movement of NCS from Praxedis to Ojinaga.

<sup>3</sup> Waste increase due to removal of 29 methane drums from Tulsa, increased Frac Seal Express work, and movement of Repeat Precision from Praxedis to Ojinaga.

<sup>4</sup> Increased due to enhanced focus on safety reporting.

<sup>5</sup> Non-preventable vehicle incidents increased due to weather and wildlife.

<sup>6</sup> Training conducted in late 2023 resulting in no training in 2024.

# Performance Table

SAFETY	UNITS	2020	2021	2022	2023	2024
EMPLOYEE HEALTH AND SAFETY						
Total Number of Hours Worked by All Employees	hours	1,074,881	925,350	953,551	940,679	984,065
Total Recordable Incident Rate (TRIR)	injuries per 200,000 hours worked	0.37	1.73	1.68	1.49	0.81
Lost Time Injury Rate (LTIR)	injuries per 200,000 hours worked	0.37	1.30	0.63	0.85	0.41
Recordable Injuries	injuries	2	8	8	7	4
Lost Time Injuries	injuries	2	6	3	4	2
Fatalities – Employees and Contractors	number	0	0	0	0	0
LEADING INDICATORS (ONLY CANADA & U.S.)						
Safety Observations <sup>4</sup>	count	29	53	94	114	262
Facility Inspections <sup>4</sup>	count	49	158	115	160	230
Near Misses <sup>4</sup>	count	30	44	67	37	48
DRIVING SAFETY						
Total Vehicle Incidents <sup>5</sup>	incidents	23	19	17	17	32
Recordable Vehicle Incidents	incidents	0	0	0	0	0
KM Driven	km	N/A	N/A	3,937,500	4,246,673	4,239,650

HUMAN RESOURCES	UNITS	2020	2021	2022	2023	2024
HUMAN RESOURCES						
Total Number of Employees	headcount	456	442	474	415	447
NCS	headcount	210	224	261	235	246
Repeat Precision	headcount	246	218	213	180	171
WOMEN PERCENT						
Percentage of Women, Company-wide	percent	29%	27%	26%	25%	25%
NCS	percent	22%	20%	21%	22%	22%
Repeat Precision	percent	36%	35%	32%	28%	29%
TRAINING						
Total Hours of Safety Training	hours	3,057	4,239	3,754	3,674	4,105
Average Hours of Safety Training per Employee	hours per person	6.7	9.6	7.9	8.9	9.2
GOVERNANCE						
Amount of Net Revenue in Countries that have the 20 Lowest Rankings in Transparency International's Corruption Perception Index	\$	0	0	0	0	0
Number of Employees who Completed Additional Anti-corruption Training <sup>6</sup>	number	NR	NR	51	53	0

## Notes

- NR = not reported
- HR and safety data includes data from employees who work in assembly activities.
- Due to data availability, environmental data excludes utility data (energy, water and natural gas) from assembly shops as these are leased facilities.

# SASB Index

Below are the metrics and references to qualitative descriptions that align with two Sustainability Accounting Standards Board (SASB) standards: Oil & Gas – Services and Industrial Machinery & Goods. Note that in some cases a metric aligns with both SASB standards.

SASB REFS	SASB SUGGESTED DISCLOSURES	2023	2024
RT-IG-130a.1	(1) Total energy consumed (GJ)	50,217	46,622
RT-IG-130a.1	(2) Percentage grid electricity	NR	NR
RT-IG-130a.1	(3) Percentage renewable	NR	NR
<b>EMISSIONS REDUCTION SERVICES &amp; FUELS MANAGEMENT</b>			
EM-SV-110a.1	Total fuel consumed (GJ)	32,066	26,149
EM-SV-110a.1	Percentage renewable	NR	NR
EM-SV-110a.1	Percentage used in on-road equipment and vehicles	100%	99%
EM-SV-110a.1	Percentage used in off-road equipment	NR	NR
EM-SV-110a.2	Discussion of strategy of plans to address air emissions-related risks, opportunities, and impacts	NR	NR
EM-SV-110a.3	Percentage of engines in service that meet Tier 4 compliance for non-road diesel engine emissions	NR	NR

SASB REFS	SASB SUGGESTED DISCLOSURES	2023	2024
<b>FUEL ECONOMY &amp; EMISSIONS IN USE-PHASE</b>			
RT-IG-410a.1	Sales-weighted fleet fuel efficiency for medium- and heavy-duty vehicles	NR	NR
RT-IG-410a.2	Sales-weighted fuel efficiency for non-road equipment	NR	NR
RT-IG-410a.3	Sales-weighted fuel efficiency for stationary generators	NR	NR
RT-IG-410a.4	Sales-weighted emissions of: (1) nitrogen oxides (NOx), for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	NR	NR
RT-IG-410a.4	Sales-weighted emissions of: (2) particulate matter (PM), for: (a) marine diesel engines, (b) locomotive diesel engines, (c) on-road medium- and heavy-duty engines, and (d) other non-road diesel engines	NR	NR
<b>WATER MANAGEMENT SERVICES</b>			
EM-SV-140a.1	Total volume of fresh water handled in operations (thousand m <sup>3</sup> )	Not applicable	Not applicable
EM-SV-140a.1	Percentage fresh water recycled	Not applicable	Not applicable
<b>CHEMICALS MANAGEMENT</b>			
EM-SV-150a.1	Total volume of fresh water handled in operations (thousand m <sup>3</sup> )	Not applicable	Not applicable
EM-SV-150a.1	Percentage fresh water recycled	Not applicable	Not applicable
EM-SV-150a.2	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	2022 Report, p. 22, 26	2022 Report, p. 22, 26

Notes

– NR = not reported

# SASB Index

SASB REFS	SASB SUGGESTED DISCLOSURES	2023	2024
<b>ECOLOGICAL IMPACT MANAGEMENT</b>			
EM-SV-160a.1	Average disturbed acreage per oil well site (acres)	Not applicable	Not applicable
EM-SV-160a.1	Average disturbed acreage per gas well site (acres)	Not applicable	Not applicable
EM-SV-160a.2	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	NR	NR
<b>WORKFORCE HEALTH AND SAFETY</b>			
EM-SV-320a.1	RT-IG-320a.1 Total recordable incident rate (TRIR)	1.49	0.81
EM-SV-320a.1	RT-IG-320a.1 Fatality rate	0	0
EM-SV-320a.1	RT-IG-320a.1 Near miss frequency rate (NMFR)	NR	NR
EM-SV-320a.1	Total vehicle incident rate (TVIR)	3.93	7.18
EM-SV-320a.1	Average hours of health, safety, and emergency response training for (a) full-time employees	8.90	9.20
EM-SV-320a.1	Average hours of health, safety, and emergency response training for (b) contract employees	NR	NR
EM-SV-320a.1	Average hours of health, safety, and emergency response training for (c) short-service employees	NR	NR
EM-SV-320a.2	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	2022 Report, p. 24-26	2022 Report, p. 24-26

SASB REFS	SASB SUGGESTED DISCLOSURES	2023	2024
<b>BUSINESS ETHICS AND PAYMENTS TRANSPARENCY</b>			
EM-SV-510a.1	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	0	0
EM-SV-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	2022 Report, p. 32-33	2022 Report, p. 32-33
<b>MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT</b>			
EM-SV-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	NR	NR
<b>CRITICAL INCIDENT RISK MANAGEMENT</b>			
EM-SV-540a.1	Description of management systems used to identify and mitigate catastrophic and tail-end risks	NR	NR
<b>ACTIVITY METRICS</b>			
EM-SV-000.A	Number of active rig sites	Not applicable	Not applicable
EM-SV-000.B	Number of active well sites	Not applicable	Not applicable
EM-SV-000.C	Total amount of drilling performed (metres)	Not applicable	Not applicable
EM-SV-000.D	Total number of hours worked by all employees	940,679	984,065
RT-IG-000.A	Number of units produced by product category	NR	NR
RT-IG-000.B	Number of employees	415	447

Notes

– NR = not reported



A photograph of a modern commercial building with a glass and stone facade. The building features large windows and a prominent stone pillar. The NCS Multistage logo is mounted on the upper part of the building. The sky is clear and blue.

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