



REPORT OVERVIEW

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MESSAGE FROM THE CHAIRMAN & CEO

At Black Diamond Group, we are dedicated to delivering outstanding results, exceeding customer expectations, and creating lasting value for all our stakeholders. Our vision is to build a world-class Company that is a leading provider of modular space solutions, remote and temporary accommodations and B2B workforce travel solutions. This ambition drives us to deliver innovative, efficient, and customercentric solutions in Canada, the United States, and Australia. Our mission, to Create a Better Way, is the foundation that guides us every day, pushing us to continuously improve and lead in our industry.

While we hold ourselves accountable for reaching these goals, we also believe in the power of business as a catalyst for positive change. We are dedicated stewards of the environments, ecosystems, communities, and networks we operate within. This responsibility is foundational to who we are as a Company and informs how we function as a team.

Integrity, trust, and a safety-first mindset are the cornerstones of everything we do. We understand that strong governance, environmental stewardship, and a diverse, high-performing team are fundamental to ensuring our long-term success and sustainability.

We are committed to measuring our progress against Environmental, Social, and Governance (ESG) targets, but we also know that being respectful, determined and collaborative as we approach our work each day has an equal, or perhaps greater effect – and we believe this is how we create a lasting, positive influence on the communities we serve and the team members who make it all possible.

I am proud of the progress we've made this year and even more honoured to lead the exceptional team that made it possible. Join me as we reflect on our achievements, progress, and key milestones in this year's Corporate Responsibility Report.

Onward, Forward,

17-

Trevor Haynes

Chairman & CEO, Black Diamond Group Limited





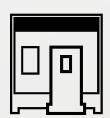
WHO WE ARE

At Black Diamond Group, we have a unique portfolio of businesses that provide products and services to solve the space, accommodation and travel needs of organizations.



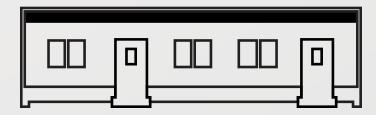
LODGELINK

Is a technology platform that leverages Black Diamond's extensive knowledge of remote workforce travel and logistics to support businesses with their end-to-end workforce travel management with property coverage in Canada, the United States and Australia.



MODULAR SPACE SOLUTIONS

Rents and sells temporary and permanent modular buildings across Canada and the United States in several different industry verticals including construction, engineering, government, education, energy infrastructure and beyond.



WORKFORCE SOLUTIONS

Provides remote accommodation and complementary services to a diverse client base across Canada, the United States and Australia serving industries such as power and energy infrastructure, government, military, mining, disaster recovery, upstream oil & gas, and others.

OUR MISSION: CREATE A BETTER WAY

Our vision is to build a world-class Company that is a leading provider of modular space solutions, workforce accommodations, and business-to-business crew travel management.

Black Diamond Group's high-performance team and valuesbased culture is driven by three non-negotiables which are at the core of everything we do: *Integrity, Trust and Safety.*

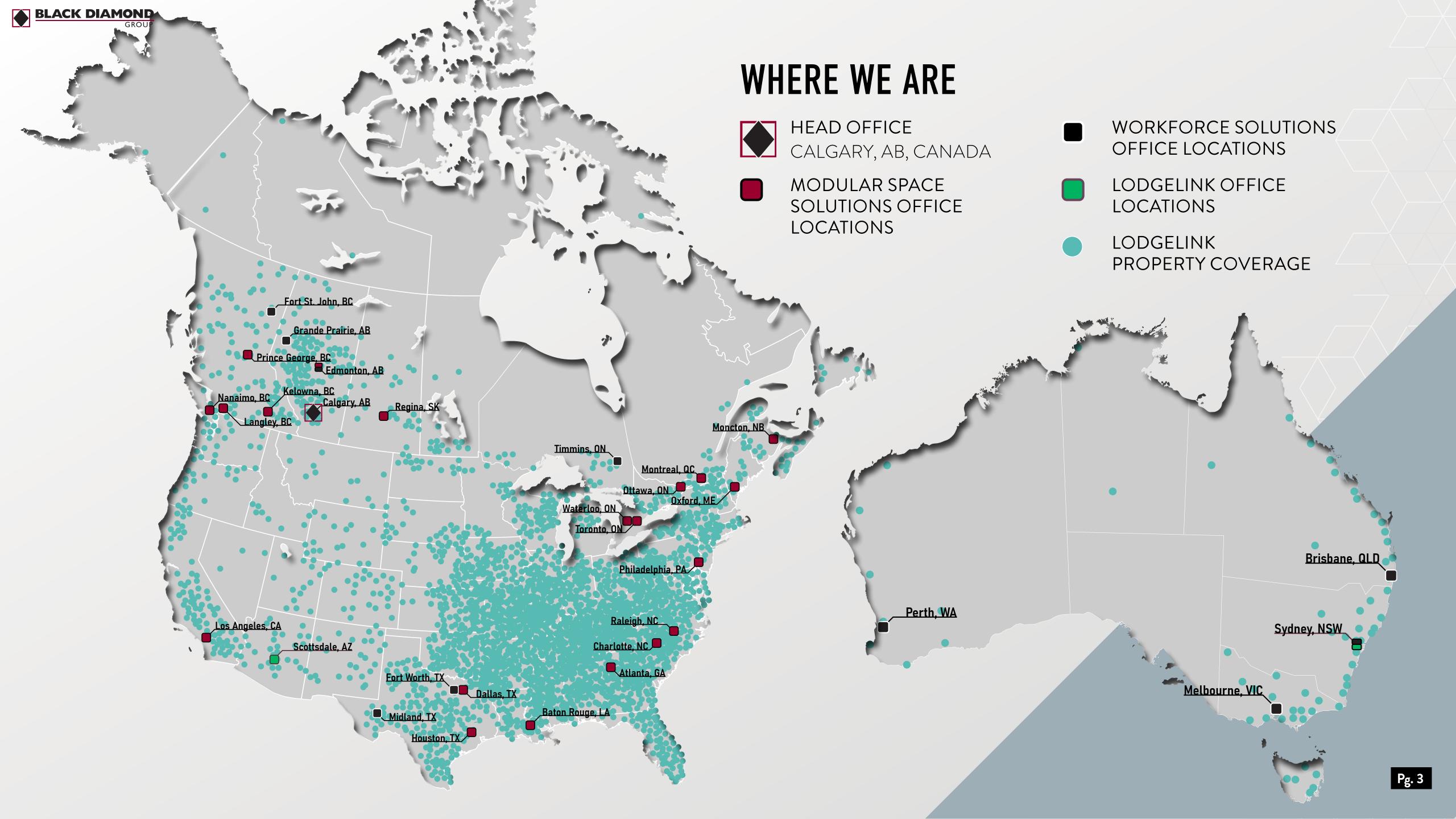
We believe our collective behaviours influence and drive our values-based culture. It takes a special set of circumstances to make a Black Diamond – under high pressure, unique properties are forged to create something known for its strength and brilliance. We've built a culture around these qualities, and the characteristics that set our high-performing team apart are: Dependability, Respect, Collaboration, Innovation, Creativity and Determination.



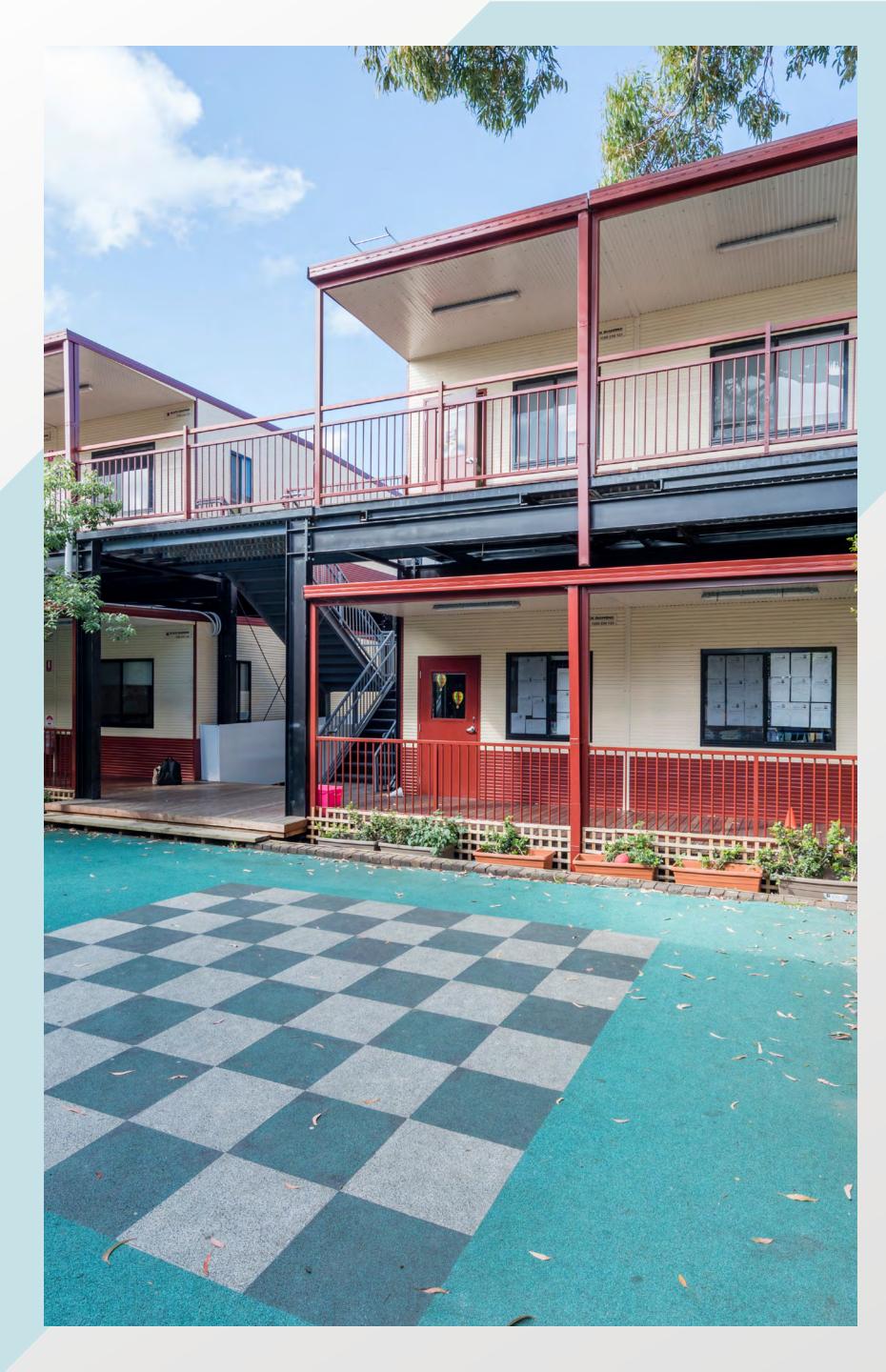












OUR APPROACH TO ESG

At Black Diamond, we continue to advance our commitment to transparency by publicly disclosing our sustainability performance and activity metrics. Our reporting is guided by the principles of the Sustainability Accounting Standards Board (SASB) standards, ensuring stakeholders have clear, consistent visibility into our environmental, social, and governance (ESG) performance.

Under the SASB framework, Black Diamond is classified within the Engineering & Construction Services Industry. However, we recognize that meaningful ESG performance requires us to look beyond baseline standards. Reflecting our long-standing commitment to the communities where we operate, we've elected to report on additional sustainability metrics that extend beyond the SASB framework. This approach reinforces our focus on delivering long-term value while contributing positively to society and minimizing our environmental footprint.



ENVIRONMENTAL

At Black Diamond, we are committed to advancing sustainability through responsible environmental stewardship and continuous improvement. In 2024, we formalized this commitment with the publication of our standalone Environmental Management Plan (EMP), reinforcing our structured approach to identifying, assessing, and managing environmental risks across our operations.

Our EMP establishes clear requirements and expectations to ensure an effective environmental management program is in place. This framework not only supports regulatory compliance but also drives our objective of setting a leading example for responsible resource management in our industry.

As a leader in modular building solutions, we work closely with clients across a range of industries and regions to optimize resource efficiency throughout the lifecycle of our products and services. This includes evaluating building materials, installation methods, water and waste management practices, and heating and cooling systems. Through ongoing collaboration with our network of manufacturers and suppliers, we actively pursue innovative, resource-efficient solutions tailored to the specific needs of our clients and their projects.





WHY MODULAR?

The adoption of modular structures for accommodation and general space requirements presents a compelling and notably sustainable alternative to conventional construction methods, offering enhanced efficiency and environmental benefits. By utilizing modular techniques our clients can reduce their overall projects' environmental impact through reduced emissions, reduced waste, material reusability and increased energy efficiency.



Modular construction follows the same building codes and regulations as traditional construction.

Modular construction companies often have robust QA/QC processes.



ELIMINATE WEATHER DELAYS

Weather risk is greatly minimized when the majority of construction is completed within a factory.

Manufacturing occurs regardless of weather conditions resulting in predictable and efficient construction schedules.



SAFER CONSTRUCTION

Reduced on-site activities minimizes potential safety hazards.

Modular construction is designed and equipped with pre-installed safety features.



REDUCTION IN MATERIAL WASTE

Significant waste reduction - up to 80%* less waste weight compared to in-situ.

Factory based construction enable the use of lean production principles.



REDUCTION OF ENERGY USE

Reduced on-site energy usage for tools and equipment.

On-site construction with total greenhouse gas emissions about 30%* less by using modular construction.



FLEXIBILITY IN USE

Modules can be relocated, assembled, and refurbished with minimal energy.

Multi-functional spaces within a single building.



REDUCED CONSTRUCTION SCHEDULE

Modules produced concurrent to site development; reduces the completion date by 30% to 50%*.

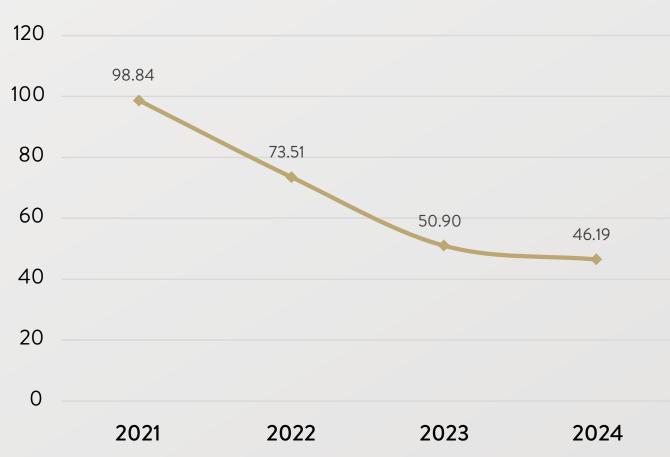
Rigorous in-factory quality control reduces the need for on-site rework or modifications.







CO2 Emissions To Gross Profit Intensity (Tonnes of CO2 Emmitted Per \$1 million dollars of Gross Profit)



EMISSIONS DATA

Scope 1 emissions include direct greenhouse gas (GHG) emissions from sources owned or controlled by the Company. These emissions primarily result from fuel combustion activities such as diesel, propane, and liquefied petroleum gas usage for heating or power generation, as well as gasoline consumption by Company-owned vehicles.

Scope 2 emissions represent indirect GHG emissions associated with the electricity we purchase and consume at our various locations and facilities. These emissions are calculated based on the geographic location of power generation.

In 2021, Black Diamond Group established a goal to reduce GHG emissions intensity by 40% by 2030, using a single, Company-wide ratio of total Scope 1 and 2 emissions divided by gross profit. Using this measure, in 2024, we have achieved a 53% reduction in emissions intensity from our baseline — surpassing our original target ahead of schedule. It is worth noting that part of this reduction was influenced by the conclusion of certain higher-intensity projects. GHG emissions factors—used to calculate emissions from electricity and fuel consumption—have shifted in many jurisdictions due to a combination of energy sector changes, policy-driven decarbonization, and updated measurement methodologies. These changes have led to lower emissions factors, which directly reduce calculated emissions even if consumption remains relatively stable.

Scope 3 emissions encompass indirect emissions from activities that occur outside of the Company's direct control, such as third-party transportation of assets and leased assets. At this time, Black Diamond does not formally track or report Scope 3 emissions.

Our emission calculations continue to follow the methodology established by the Greenhouse Gas Protocol and are supported by the use of the GHG Emissions Calculation Tool. This disciplined approach enables us to identify areas for further improvement and ensures we remain focused on reducing our emissions intensity while supporting the sustainability goals of our clients and stakeholders.



EMISSIONS DATA

As our ESG reporting has matured, we've recognized the limitations of relying on a single financial-based ratio to reflect operational carbon performance. Gross profit can vary year-to-year for reasons unrelated to emissions — such as inflation, pricing, or volume mix — and may not reflect the intensity of day-to-day activity across our asset base.

To strengthen the rigor and relevance of our reporting, we have introduced normalized operational metrics that reflect emissions per fleet vehicle, per branch, and per Lodge occupied day. These metrics provide a more accurate, activitybased view of carbon performance across our diversified business model, as each represents a subset of total emissions tied to specific business activities. While we will continue to report the original gross profit-based metric for continuity, normalized metrics will serve as our primary lens for tracking future progress.

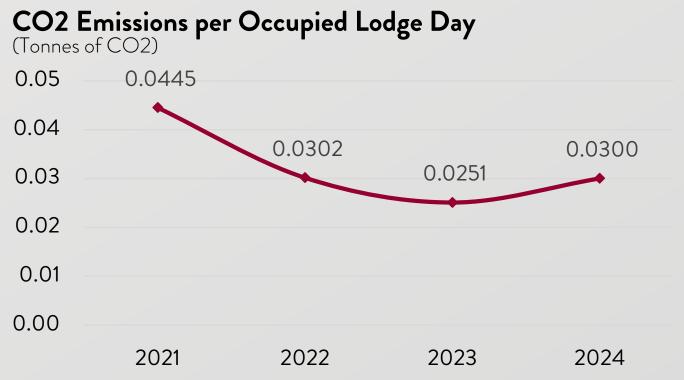
Metric (Emissions per)	2021 Baseline	2024 Value	% Progress to Date	2030 Target	Status
Fleet Vehicle	18.52	19.70	-6% ♥	11.11	Evolving
Branch Location	78.60	54.57	30%	47.16	Achieving
Occupied Day	0.045	0.030	33%	0.027	Achieving

CO2 Emissions per Fleet Vehicle



CO2 Emissions per Number of Branches







SOCIAL

At Black Diamond, we take our commitment to social responsibility seriously, as we know our success as a Company directly correlates.

Safety is at the core of everything we do, and our values-based culture embraces this commitment as a top priority. Our goal is an incident-free workplace – one without injuries, occupational illnesses, and unregulated environmental releases – and to achieve this, we have built a robust, top-down safety program with support, understanding and adherence across our Company.

We are committed to fostering meaningful Indigenous relationships and partnerships, built on mutual respect and trust, as we know this approach drives shared value for the business and our partners.

As a Company, we believe we have a role to play in building stronger communities, with youth, family, and sport often at the heart of our commitments. We actively engage our employees in our community giving efforts through charitable activities, fundraising, and volunteer initiatives as we know that is how we make the biggest impact and elevate our collective efforts.

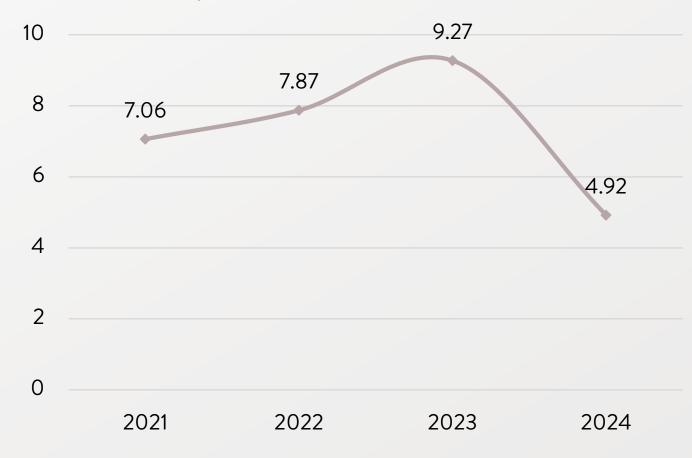
Finally, we believe in a workplace that embraces diversity of opinion, culture and gender and strive to maintain and preserve a respectful and inclusive workplace. The Company is committed to equal opportunities for all employees and believes that a high-performance team can only be built by measuring objective performance goals and merit, regardless of age, gender, or ethnicity.





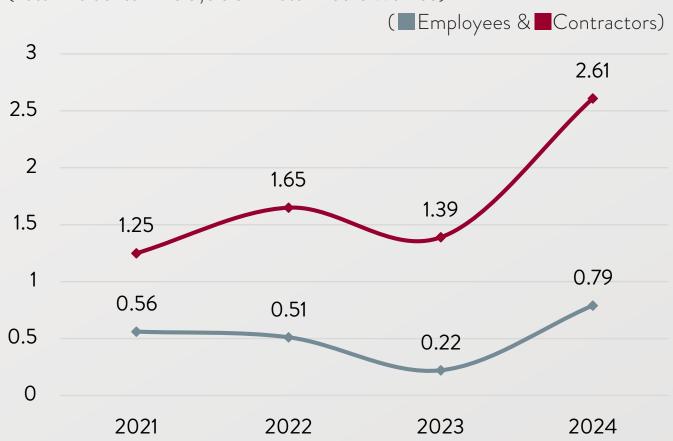
Near Miss Frequency Rate (NMFR)

(Near Misses × 200,000 ÷ Total Hours Worked)

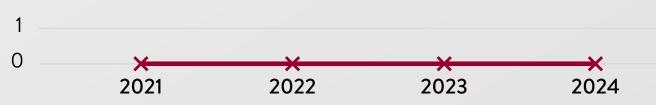


Total Recordable Incident Frequency (TRIF)

(Total Incidents × 200,000 ÷ Total Hours Worked)



Fatality Rate (Employees & Contractors)



SAFETY

At Black Diamond Group, safety is a core value and a shared responsibility. We are committed to a zero-harm workplace, where the health and well-being of employees, contractors, and partners come first.

In 2024, we expanded our safety reporting to align with updated SASB Standards by including metrics for both direct employees and contractors—reflecting our commitment to transparency and comprehensive safety oversight.

Our Total Recordable Incident
Frequency (TRIF) rose in 2024,
from 0.22 to 0.79 for Black Diamond
Group and from 1.39 to 2.61 among
sub-contractors. These increases
reflect expanded operations, improved
reporting transparency, and stronger
early intervention practices. Despite
this, we remain in the top decile for
safety performance in our industry and
continue to focus on prevention, field-level
leadership, and consistent safety standards.

In 2024, Black Diamond Group's Near Miss Frequency Rate (NMFR) declined from 9.27 in 2023 to 4.92. This reduction reflects:

• Strengthened proactive hazard identification and mitigation efforts.

- A targeted focus on high value near miss reporting that drives meaningful safety improvement
- Broader use of leading indicators, including behavior-based observations and risk assessments.

NMFR data for sub-contractors is not yet reported. With recent SASB updates, we have expanded TRIF reporting and will include sub-contractor NMFR in future periods as data collection processes are established.

Importantly, Black Diamond Group and its sub-contractors have never recorded a workplace fatality — a record that continued in 2024, underscoring the effectiveness of our safety systems.

Through our HS&E Policy, we continue to:

- Invest in safety training and education,
- Strengthen our incident review process, and
- Promote a culture of learning, reporting, and risk management.

While safety metrics may fluctuate, our commitment to continuous improvement remains constant — ensuring every person goes home safely, every day.



INDIGENOUS RELATIONS

At Black Diamond, we are committed to fostering and maintaining our meaningful Indigenous partnerships with communities across Canada. Our partnerships are structured with a proactive and long-term approach to engagement and deliver shared value and positive economic results for all parties involved.

Since 2018, Black Diamond and our Indigenous partners have generated \$446 million of gross revenue through six equity-based partnerships and an additional 16 agreements with Indigenous communities that drive economic benefit.

Black Diamond also has a commitment to Indigenous Procurement through the Canadian Council for Indigenous Business, Supply Chain, Procurement Champion program and is aligned with their mission to promote, strengthen, and enhance a prosperous Indigenous economy through the fostering of business relationships, opportunities and awareness.

Last year, in support of our commitment to reconciliation and awareness we hosted several events and participated in initiatives such as a National Indigenous Peoples Day, hosted an Indigenous Artisan Market, and a Panel Discussion in partnership with the Canadian Sports Hall of Fame and the Calgary Public Library, National Day for Truth and Reconciliation, Orange Shirt Day, and Moosehide Campaign Day.

LAND ACKNOWLEDGMENT

We include land acknowledgments as a recognition of Indigenous heritage and as a broader part of our educational engagement efforts across all regions in which we operate.

In the spirit of respect, reciprocity and the truth, we acknowledge that we visit, work and frequently operate on ancestral territories. We honor the First Nations, Metis and Inuit people of Canada, the Native American Tribes of the United States and the Aboriginal and Torres Strait Islanders people of Australia.

In 2022, in line with the Truth and Reconciliation Commission of Canada's Call to Action 92, the Company implemented an Indigenous Awareness training program. The training, Reconciliation Education, was developed by the First Nations University of Canada and is a virtual course that is mandatory for all Canadian employees.

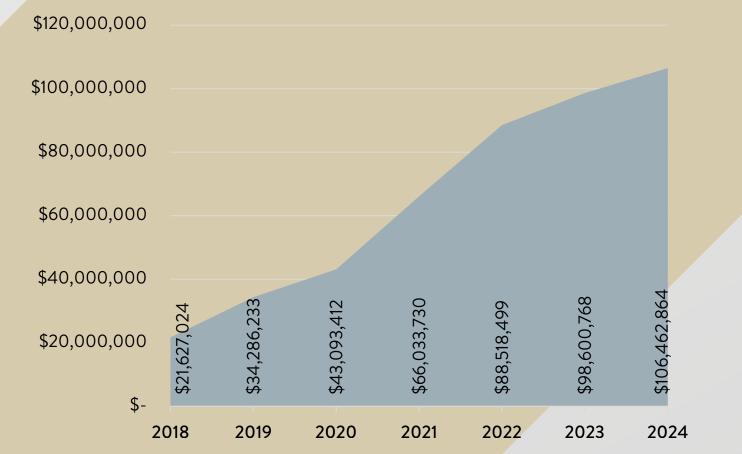
BLACK DIAMOND CYGNUS

Total Revenue by Indigenous Partnerships

BLACK DIAMOND DENE

BLACK DIAMOND NEHIYAWAK

WHITECAP BLACK DIAMOND



BLACK DIAMOND NUNAVUT



BLACK DIAMOND MI'KMAG



COMMUNITY ENGAGEMENT

As a Company, we challenge ourselves to Create A Better Way, not only in our daily operations but also in our commitment to the communities where we live and work. We are dedicated to making a positive impact with family, youth and sport at the heart of many of our commitments.

We strive to engage our team members in our community giving efforts, through a variety of unique programs, initiatives and partnerships, which enable us to do good and leave a lasting legacy. We're pleased to showcase just some of what we accomplished together in 2024.





IN THE COMMUNITY



UNITED WAY CAMPAIGN

In September, our Canadian team came together once again in support of the United Way, executing our flagship campaign in Calgary, alongside local campaigns in our operating locations of Edmonton, Langley, Ottawa, and Regina. In 2024, we further enhanced our efforts by launching the Black Diamond Group Gives Back x United Way Days of Caring – an initiative that provides our team members the opportunity to contribute their time to organizations by volunteering with their colleagues.



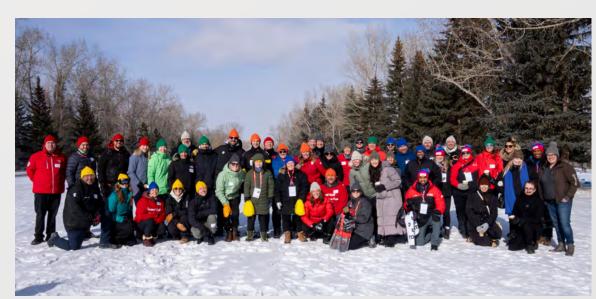
GORDIE HOWE CARES PRO-AM HOCKEY TOURNAMENT

In late May, a number of our team members once again participated in the Gordie Howe CARES Pro-Am Hockey Tournament to raise funds for Alzheimer's research and education initiatives, all while paying tribute to legendary hockey player Gordie Howe and his lasting impact on the sport we all know and love.



ROGERS CHARITY CLASSIC

At Black Diamond, we have long believed that sport is a force for good, and our commitments to community building is rooted in youth, family and sport. Partnerships such as our 12-year-long one with the Rogers Charity Classic enables us to make a positive impact through sport, raising money for children's and youth charities across Alberta



SPECIAL OLYMPICS CANADA WINTER GAMES

Last year, Black Diamond was a proud supporter of the Special Olympics Canada Winter Games Calgary as an Impact Sponsor, Presenting Sponsor of the Snowshoeing Competitions, and official provider of modular space at various venues throughout the city. Additionally, several of our team members volunteered their time throughout the Games to ensure athletes, their families, friends and coaches had memorable experiences.



CANADA'S SPORTS HALL OF FAME'S INDIGENOUS SPORT HEROES EDUCATION EXPERIENCE

Last year, we proudly entered our fourth year as the presenting sponsor of Canada's Sports Hall of Fame's Indigenous Sport Heroes Education Experience. This seven-year digital exhibit aims to educate and inspire Indigenous and non-Indigenous youth, while honouring the Truth & Reconciliation Commission of Canada's Calls to Action. Since its launch in August 2021, the initiative has impacted approximately 799,875 youth across Canada.



INDIGENOUS PARTNERSHIP EVENTS

At Black Diamond Group, we are committed to fostering and maintaining meaningful partnerships with the Indigenous communities where we live and work. In 2024, our Indigenous Relations team spent time actively participating in various events hosted by our partner communities – just one of the many ways we engage with our communities in a meaningful way.

Over the summer, the team took part in nine culturally rich events hosted by our partner communities, including:

- West Moberly Days
- Beaver Lake Cree Nation Powwow
- Native Fastball Championships
- Duncans First Nation Treaty Days
- Fort Nelson First Nation Annual Celebration

- Lower Nicola Annual Golf Tournament
- Alexander Treaty Days
- Marten Falls First Nation Powwow
- Whitecap Dakota Nation Powwow



COMMUNITY GIVING PROGRAMS



COMMUNITY EVENT UNITS PROGRAM

In 2024, we continued our Community Events Unit Program, reinforcing our commitment to building strong community relationships with a focus on family, youth and sport. Through this initiative, we support local communities in British Columbia, Alberta and Ontario by donating a 10'x20' wheeled unit for short-term use by community events or organizations, free of rental charge.

EMPLOYEE GIVING: CHARITABLE DONATION PROGRAM

A key component of Black Diamond's community investment commitment is our employee-driven Charitable Donation Program, which empowers our team members to support local programs, events and organizations with funds that might not otherwise be available to them, through larger charitable organizations.

Annually, we encourage each salaried employee to direct their donations to causes and organizations they are personally connected to – across Canada, the United States and Australia.





DIVERSITY

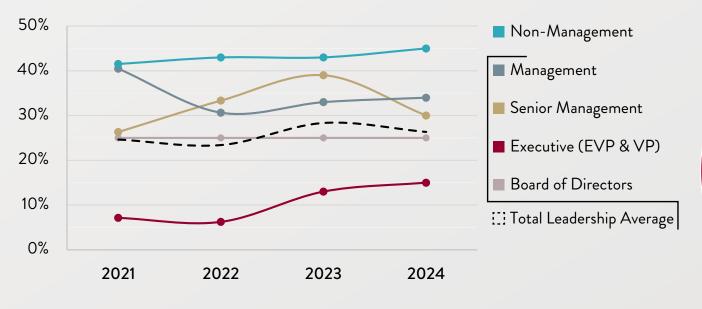
The Company is committed to equal opportunities for all employees and believes that a high-performance team can only be built by measuring objective performance goals and merit; regardless of age, gender, or ethnicity.

At Black Diamond, we are intentional about our talent development and strive to be best-in-class. We believe in building the careers of our talented team members and promote internally as much as possible and when it makes good business sense to do so.

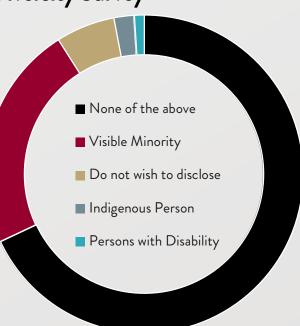
Ultimately, this approach will lead to our desired outcome of a top-decile, high-performing and diverse team through the ranks of our organization from non-management to leadership. We know this approach takes time, but we are trending positively and are committed to being an industry leader for respect, diversity, and inclusion in the workplace.

We know our high-performing team is what sets us apart, and we believe in a workplace that embraces diversity of opinion, culture and gender and strive to maintain and preserve a respectful and inclusive workplace.

% of Women by Employee Type







- All Data effective December 31, 2024
- Leadership includes Management, Senior Management, & Executive roles
- Data is voluntary, anonymized, and not used for hiring or promotional preference

GEM AWARDS



We are proud of our team and celebrate their commitment and achievements annually through our uniquely Black Diamond Group Annual Employee Recognition Program – the GEMS – which stands for Going the Extra Mile. As part of this long-standing tradition, we also recognize our tenured employees celebrating Long Service milestones of five, 10, 15, 20 and 25 years (or beyond) with the Company!



GOVERNANCE

The integrity of all information, financial and otherwise, is vital as it guides the decisions of the Board of Directors and is relied upon by our shareholders and stakeholders.

For these reasons, the Company cultivates an environment where individuals can confidentially and anonymously report complaints and concerns regarding accounting, internal audit controls or other audit matters, bribery, the health and safety of the general public, employees and contractors, and the protection of the environment, without fear of victimization, discrimination or disadvantage.

Our Whistleblower Program was established for all employees, management, officers, directors, contractors, and consultants of Black Diamond and encourages and facilitates the reporting of complaints and concerns to the Chair of the Audit Committee, Mr. Robert Herdman.

Every employee of the Company is, upon hire and on an annual basis, required to review and sign off on the Company's Code of Business Conduct and Ethics policies (the "Code"). The Code reflects the Company's commitment to a culture of honesty, integrity and accountability and outlines the basic principles and policies with which all directors, officers and employees are expected to comply.

In May 2025, Black Diamond Group Limited's Annual Joint Report (2024) will be published in accordance with Section 11 of the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

BOARD OF DIRECTORS

The Company's Board of Directors is comprised of eight members, seven of which are independent.

Each of the Company's Compensation Committee, Environmental, Social and Governance and Nominating Committee and Audit Committee are comprised entirely of independent directors.



TREVOR HAYNES

CHAIRMAN & CEO

Co-founder of Black Diamond Group. Non-independent director since 2006 and Chair since 2014.



ROBERT WAGEMAKERS

LEAD DIRECTOR, AUDIT, COMPENSATION, ESG & NOMINATION COMMITTEES

Previously VP of Marketing with Nabors Drilling, VP Operations with Command Drilling and President of Partner Rentals. Independent director since 2006 and currently Lead Independent Director.



ROBERT HERDMAN

AUDIT COMMITTEE CHAIR

Fellow Chartered Accountant, formerly senior partner at Price Waterhouse Coopers for 34 years. Independent director since 2012



BRIAN HEDGES

OMPENSATION COMMITTEE CHAIR

Served as President and CEO of Russel Metals from 2009 until his retirement in 2019. Independent director since 2021.



BARBARA J. KELLEY

ESG & NOMINATION COMMITTEE CHAIR

Previous Executive Director of the Colorado Department of Regulatory Agencies, with more than 30 years of experience practicing law as a member of the Colorado Bar. Independent director since 2016.



EDWARD H. KERNAGHAN

AUDIT, COMPENSATION COMMITTEE

Executive Vice President of Kernaghan Securities, partner at Kernaghan & Partners and President of Kernwood Limited. Edward has over 15 years of experience in financial services and has been an independent director since 2018.



STEVEN STEIN

AUDIT COMMITTEE

Founding shareholder of Black Diamond and an officer of the Company from 2007-2016. Previously, was a founder of Outland Group and predecessor companies. Has been a Director since 2006.



LEILANI LATIMER

ESG & NOMINATING COMMITTEE

Previously held leadership positions through a 25 year career with Sabre Inc, & led Sabre's global enterprise sustainability strategy. Independent director since 2021.



DATA SECURITY

Black Diamond Leverages a defined security framework and team to identify, assess and mitigate security risks to the organization. We utilize world-class solutions to maintain a high degree of protection and provide our team members with the necessary training and knowledge to ensure we are all actively keeping our data safe and secure. We are focused on:



Maintaining data encryption.



Detecting abnormal user and entity behaviour event monitoring.



Monitoring email and system resources to detect and escalate potentially harmful data events.



Performing periodic penetration testing to simulate real- world attacks and identify any vulnerabilities.



Leveraging Al-powered threat detection to enhance anomaly detection and behavioral analytics for proactive security monitoring.



Enhancing cloud security through improved identity and access management (IAM), conditional access policies, and multi-cloud security strategies.

IN ADDITION TO

- Maintaining change management and auditing control best practices.
- Leveraging a least privilege user access model.
- Monitoring and identifying access management for regular and privileged user accounts.
- Discovering, classifying, and monitoring business-critical data.

- Ongoing scheduled backup and recovery best practices to minimize risk and maximize restoration services.
- Ongoing scheduled scanning of the environment for harmful files, misconfigurations.
- Monitoring and actively investigating all suspicious activities.
- Conducting periodic vulnerability assessments to identify and address any potential weaknesses.

- Developing a comprehensive incident response plan to effectively handle and respond to security incidents.
- Implementing ongoing security awareness training programs for employees
- Assessing and monitoring the security practices of third-party vendors and service providers to ensure they meet our security standards.

One data breach meeting the SASB disclosure threshold was identified during the reporting period. The breach involved customers' confidential business information and personally identifiable information (PII), impacting 35 customers and 150 individuals. There were no disclosure delays due to law enforcement, and all affected customers were notified within four hours. A corrective hotfix was applied to the production system following established procedures.



SASB Accountability Metrics

SICS Industries	Торіс	SASB Reference	Accounting Metric	Category	Unit of Measure	Materiali	tv 2024
Engineering & Construction Services	Environmental Impacts of Project Development	IF-EN-160a.1		Quantitative	Number	High	Zero
		IF-EN-160a.2	Discussion of processes to assess and manage environmental risks associated with project design, siting and construction	Discussion and Analysis	N/A	Medium	Pg.5
	Structural Integrity & Safety	IF-EN-250a.1	Amount of defect- and safety-related rework costs	Quantitative	Reporting Currency	Medium	Not yet tracking
		IF-EN-250a.2	Total amount of monetary losses as a result of legal proceedings associated with defect- and safety-related incidents	Quantitative	Reporting Currency	Medium	\$O
	Lifecycle Impacts of Buildings & Infrastructure	IF-EN-410a.1	Number of (1) commissioned projects certified to a third-party multi-attribute sustainability standard and (2) active projects seeking such certification	Quantitative	Number	N/A	N/A
		IF-EN-410a.2	Discussion of process to incorporate operational-phase energy and water efficiency considerations into project planning and design	Discussion and Analysis	N/A	Medium	Pg.5
	Business Ethics	IF-EN-510a.1	(1) Number of active projects and (2) backlog in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Number, Reporting Currency	Medium	Zero, \$0
		IF-EN-510a.2	Total amount of monetary losses as a result of legal proceedings associated with charges of (1) bribery or corruption and (2) anti-competitive practices	Quantitative	Reporting Currency	High	\$0
		IF-EN-510a.3	Description of policies and practices for prevention of (1) bribery and corruption, and (2) anti-competitive behaviour in the project bidding processes	Discussion and Analysis	N/A	High	Pg.16
dustrial Machinery & Goods	Workforce Health & Safety	RT-IG-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	Quantitative	Rate	High	Pg.10
Professional & Commercial Services Data Security Workforce Diversity & Engagement Professional Integrity	SV-PS-230a.1	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	Medium	Pg.17	
	SV-PS-230a.2	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	N/A	Medium	Pg.17	
	SV-PS-230a.3	(1) Number of data breaches, (2) percentage that (a) involve customers' confidential business information and (b) are personal data breaches, (3) number of (a) customers and (b) individuals affected	Quantitative	Number, Percentage (%)	Medium	Pg.17	
	SV-PS-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, and (c) all other employees	Quantitative	Percentage (%)	High	Pg.15	
		SV-PS-330a.3	Employee engagement as a percentage	Quantitative	Percentage (%)	High	Not yet tracking
	Professional Integrity	SV-PS-510a.1	Description of approach to ensuring professional integrity	Discussion and Analysis	N/A	High	Pg.16
		SV-PS-510a.2	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Reporting Currency	High	\$0