




2023 ESG Plan

Creating A Sustainable Future



“What we do today,
right now, will have an
accumulated effect on
all our tomorrows.”

Creating a Sustainable Future for SABRE.

AN OVERVIEW AT A GLANCE

At SABRE, we recognize the importance of a unified vision and leadership in all aspects of our environmental, social, and governance performance. We are deeply committed to continued improvement and sustainability as we grow our business and are driven by our core values, ESG goals, and the best interest of all stakeholders.

We continue to invest the energy and resources needed to fulfill our ESG commitments, with the ongoing energy, passion, and participation of our employees. Together we seek to minimize our environmental footprint, promote a diverse and inclusive workplace, build positive relationships with indigenous populations, support the ESG aims of our business partners, and give back to the communities in which we operate.

The highest standards of ethical conduct and corporate governance are our compass to ensure the long-term sustainability of SABRE and our continued positive impact on society.

SABRE AND THE ENVIRONMENT

SABRE is dedicated to protection of the environment in all business operations and to continuous improvement of our environmental performance. We also seek to align with and support our industry partners to streamline our commitment to environmental best practices.

Our efforts in this area are shared and supported at all levels of the organization. Our goals are achieved through employee engagement, effective program stewardship, and integrated programs to drive improvements in waste reduction, recycling, energy efficiency, and KPI reporting.

GREEN INITIATIVES FOR OUR TEAM

- + Comprehensive recycling and waste reduction practices at all worksites
- + Surplus management systems promoting re-use or return of excess materials
- + Compliance with hazardous waste legislation and client environmental policies
- + Proactive employee training and awareness programs
- + Green procurement practices for shop and office supplies
- + High-efficiency lighting and heating at SABRE facility
- + Limited idling policy for SABRE drivers
- + Transparent tracking and reporting of KPIs for energy use and emissions
- + Support for client ESG goals through proactive green design and construction initiatives
- + Reduce energy consumption by 5% per man hours worked by 2027

SABRE AND OUR SOCIAL IMPACT

Our core commitment is to create environments for our people, communities, and industry partners to thrive. We aim to educate ourselves and to promote programs that support the continued growth and sustainability of all stakeholders

We will achieve this by ensuring personal health and wellness, maintaining a robust safety program, and supporting a diverse and inclusive workplace. We continue to develop relationships with indigenous and local communities, provide opportunities and education for youth and underrepresented groups, and support local charity initiatives.

Our commitment to our people, clients, and communities.

Implement initiatives from our diversity and inclusion action plan to continually build a diverse workforce

- + 12% women in our workplace by end of 2025
- + 22% visible minorities in our workplace by end of 2025
- + Partner with established organizations to support diversity in the workforce initiatives (Red Bench, CWIE, Women in Power, CBE, RAP, SAIT, NAIT, UofA)
- + Engagement with indigenous communities and businesses in our work locales
- + All employees engaged in inclusivity and anti-discrimination training by end of 2023
- + Foster an inclusive and supportive work environment that enables our people to thrive personally and professionally

Community support and involvement programs

- + Donate 4% net income to charitable causes and inclusion programs
- + Develop volunteer initiatives and support organizations that are important to our employees
- + Support client community initiatives that align with our ESG values

Sustain and continually improve a robust safety program

- + Maintain ongoing COR certification for our safety program
- + Maintain WCB experience ratings below industry average
- + Monthly safety themes to support our "Path to Zero" target
- + Proactive safety training and awareness programs to enhance our safety culture



SABRE AND OUR COMMITMENT TO INTEGRITY

Through our corporate culture of Extreme Ownership, we ensure that everyone adheres to the highest level of business and legal ethics. This is achieved through board oversight and executive training and development, which we consistently refine to ensure organizational accountability, risk management, transparency, and stakeholder alignment. Our ethical standards allow us to be transparent in our relationships with our community, clients, suppliers, and employees.

Our mission to be the leading electrical and instrumentation integrator in North America will only be achieved through building a reputation as a trustworthy business partner that exceeds client expectations for Environmental, Social, and Governance programs. We aspire to do this through continuous improvement of internal policies and control processes that avoid conflicts of interest or favorable treatment with any of our stakeholders. This means that SABRE is a brand you can trust.

OUR PATH TO GOVERNANCE AND SUSTAINABILITY

- + Regular review of governance policies
- + Extensive cyber security capabilities
- + Annual training on anti-bribery and corruption program
- + Continuous improvement of code of conduct and ethical practices
- + Independent board of directors to provide governance and oversight



22% of workforce comprised of visible minorities by 2025



Workforce comprised of **12%** women by 2025



All employees to complete inclusivity and anti-discrimination training by end of

2023



Donate **4%** of net income to charitable causes and inclusion programs



Continuous improvement towards a goal of

ZERO safety incidents



5% reduction in energy consumption by 2027



Effective cyber security systems



Independent board of directors to provide governance and oversight

± SABRE