

THE MARK OF EFFICIENCY

SMART AND
SUSTAINABLE
SOLUTIONS



2025 SUSTAINABILITY REPORT
PUBLISHED MARCH 2025



CNTENTS

I UNLESS OTHERWISE STATED, THIS REPORT IS WITH RESPECT TO THE YEAR ENDED DECEMBER 31, 2024

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As we present Astro Oilfield Rentals' 2025 Sustainability Report, I'm proud to reflect on the strides we've made in integrating sustainability into every aspect of our business. At Astro, we believe that "every step we take today shapes the sustainable future of tomorrow," and this guiding principle has driven our progress over the past year.

In 2024, we achieved significant milestones that demonstrate our commitment to sustainability as targeted in our 2024 Sustainability Report. From company-wide training, including Indigenous Relations and Diversity & Inclusion, to new collaborations and long-term partnerships, we were able to tackle our goals and succeed while delivering the high-quality services our customers rely on.

Beyond environmental impact, our efforts have extended to strengthening our community. We deepened our partnership with a three-year commitment to STARS Air Ambulance, whose critical service provides life-saving operations across Western Canada. These initiatives reflect our core values of giving back and ensuring the well-being of the communities we serve.

Looking ahead, Astro's vision for 2025 and beyond is clear: to lead the energy industry in sustainable innovation while prioritizing the growth and development of our people. We are committed to investing in employee development and competency training programs to ensure our team is equipped with the skills and knowledge to excel in a rapidly

evolving industry. By fostering a culture of learning and continuous improvement, we aim to empower our employees to drive innovation and deliver exceptional service.

To our team, partners, and customers—thank you for being an integral part of this journey. Together, we are shaping a future where sustainability, success, and personal growth go hand in hand.

To all of the Astro team—I want to take a moment to acknowledge the dedication and hard work of all our staff in accomplishing the goals we set for 2024. As we move forward, we are excited to successfully achieve the commitments outlined in this report, continuing to work together toward a bright and impactful future.



DEVON McCULLOUGH, CEO

ABOUT ASTRO

At Astro Oilfield Rentals, we provide reliable remote communications and accommodations to support the energy industry across Canada. Our team is committed to delivering top-quality service while prioritizing safety, efficiency, and sustainability in everything we do. From rugged field operations to innovative solutions, we strive to make a positive impact on our industry, our people, and the environment.

When it comes to our operations and day-to-day business, we have taken a long hard look at how we work...both individually and in our teams. Having successfully surpassed all safety standards with an extremely solid safety plan in place, it gave us the breathing room to dig down and sharpen our pencils. In our world that meant looking for efficiencies in the way we work, identifying gaps in our training and developing long-term programs that tackle both. We have the same goal ... always keeping our focus on customer service and being able to supply the best products possible, but now we were able to do better.

EXAMPLES OF HOW WE ACHIEVED THIS

OPTIMIZING WORKFLOWS & TECHNOLOGY

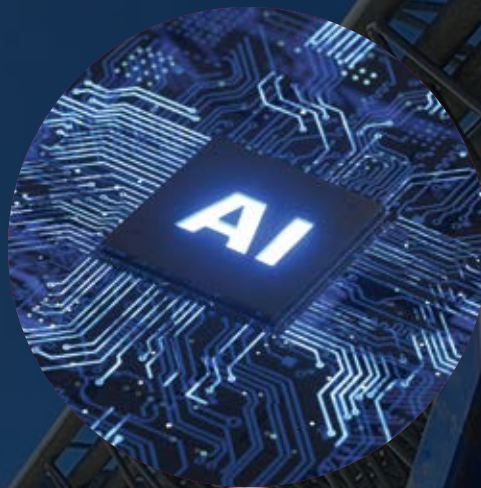
We upgraded our systems to incorporate AI-driven automation, making processes more efficient. We also improved our approval workflows and transitioned to a new dispatch/field ticketing software, streamlining job dispatch, inventory control, and ticket approvals. To better support our customers, we introduced online tech support options for faster, more accessible assistance.

MAXIMIZING OPERATIONAL EFFICIENCY

A flex schedule has allowed us to deploy the workforce more effectively during peak periods while maintaining time-off standards. We also expanded our office team with permanent full-time roles, ensuring consistency. Focusing on cross-training employees across multiple roles has enhanced team versatility, and staging full-time technicians in Bonnyville/Edmonton has improved response times. We are committed to fostering a culture of efficiency, driving greater sustainability.

INNOVATING EQUIPMENT & PROCESSES

Custom-built flat-mount Starlink systems have improved utilization capabilities, while custom Starlink transport cases make deployment easier and more efficient. We've also retrofitted portable towers with lighting systems, reducing the need for additional light plants on-site. Investing in specialized test equipment has allowed us to conduct in-house testing, minimizing downtime and eliminating third-party costs.



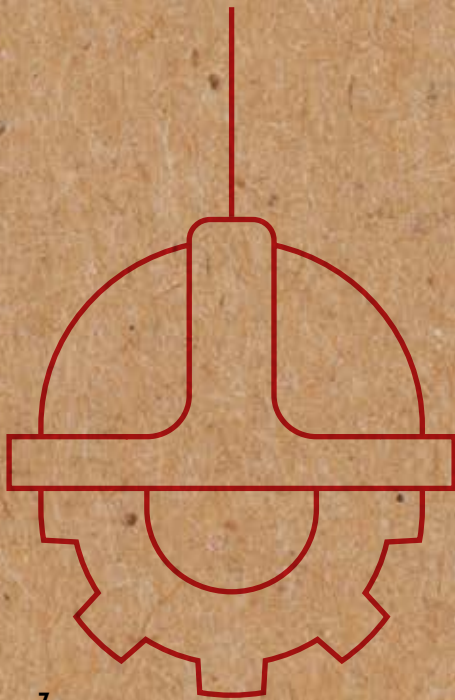
ASTRO
OILFIELD RENTALS

BY RE-EVALUATING OUR OPERATIONS, WE'VE DEVELOPED SMARTER SYSTEMS, STRENGTHENED OUR TEAMS, AND ENHANCED THE WAY WE SERVE OUR CUSTOMERS—BECAUSE EFFICIENT PROCESSES LEAD TO BETTER SERVICE, LESS WASTE, AND GREATER SUSTAINABILITY.

O U R V

SAFETY

Safety is our utmost concern. We maintain the highest standards to protect our employees, customers, and the environment, ensuring everyone returns home safely each night.



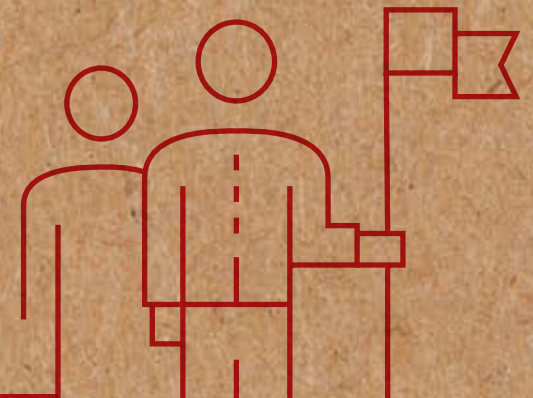
COMMITMENT

Commitment is our way of life. We go above and beyond, exceeding expectations, and making a positive impact in all we do, whether it's for our customers or our team.



TEAMWORK

Teamwork is our strength. Together, we're an unstoppable force, combining our diverse skills and knowledge to overcome challenges and drive success, all with a touch of fun!



A L U E S

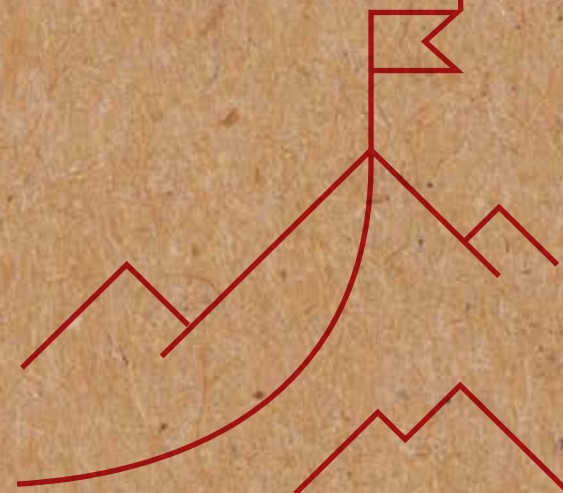
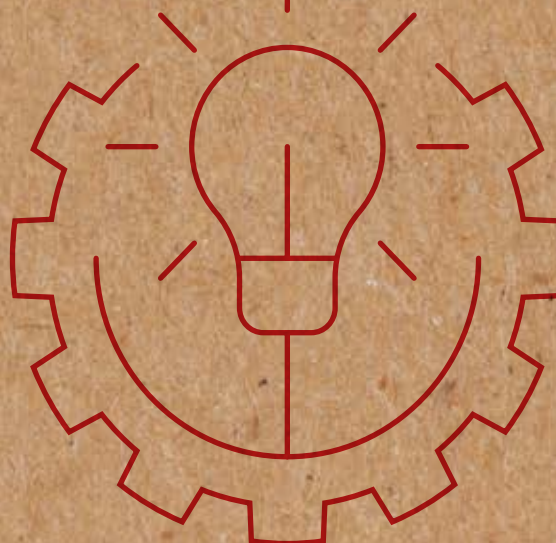


ACCOUNTABILITY

Accountability is owning up to our actions, learning from missteps, and celebrating victories together. We're all in, with accountability as the compass guiding our journey towards growth and shared success.

INNOVATION

Innovation and continuous learning are our focus. We foster creativity and adaptability, promoting constant improvement in a rapidly evolving energy industry.



LEADERSHIP

Leadership is about inspiring others, showing integrity, and driving positive change. We all lead by example and support the team to reach new heights in our unique ways.



SAFETY

At Astro, safety is at the core of everything we do, it's not just a policy. We have always focused on ensuring our technicians have the right PPE for all tasks and workplace aids to make their jobs safer and more efficient. We've also developed incident-specific emergency preparedness plans to ensure our team is equipped to handle any situation with confidence and efficiency. These plans focus on clear response protocols, proper resource allocation, and effective communication strategies for a range of potential incidents. By proactively identifying risks and training our team accordingly, we are reinforcing a culture of preparedness and safety across all operations. Given that driving remains one of our most hazardous tasks, we've reinforced our commitment to vehicle safety by ensuring inspections are completed, maintenance is performed on time, and proper upkeep is a priority. We also strengthened our portable tower maintenance program by refining procedures, enhancing staff training, and implementing improvements to ensure greater reliability and efficiency in the field.

As part of our commitment to continuous safety improvement, we successfully completed the ISNetwork RAVS Plus Program—a comprehensive safety compliance review process that verifies our safety programs, insurance, and essential documentation.

Every step we take is aimed at one clear goal: zero incidents—because nothing is more important than getting our team home safely every day.

O U R C O M M I T M E N T

ZERO LOST-TIME INCIDENTS

Achieve zero lost-time incidents by enhancing safety training, ensuring proper equipment maintenance, and fostering a culture of safety awareness.

INTRODUCE MENTAL HEALTH SUPPORT

Launch mental health initiatives to support employees' well-being, providing resources and programs to address stress, burnout, and overall mental health.

EXPAND EMERGENCY PREPAREDNESS PLANS

Develop and implement incident-specific emergency preparedness plans for all work locations, with annual reviews and drills to ensure readiness.

EMPLOYEE SAFETY TRAINING

Provide ongoing safety training for all employees, with a focus on new techniques, technologies, and ensuring everyone is equipped to handle various risks and hazards in the workplace.

KEEPING OUR TEAM SAFE IS AT THE HEART OF EVERYTHING WE DO

27

EMPLOYEES

54,829

HOURS WORKED

957,145

KM'S DRIVEN

1,030

HAZARD ASSESSMENTS

2024 STATS



ENVIRONMENT

Efficiency isn't just about productivity—it's also about minimizing our environmental footprint. By refining our processes and upgrading our equipment, we're taking meaningful steps to reduce our impact on the land we all share.

One major initiative is our commitment to retrofitting all wellsite trailer heating systems to 95+% efficiency by 2027, ensuring smarter energy use and less waste. This will be a logistical feat, but one certainly worth the effort!

Another example of our environmental commitment is the design of our security trailers, which utilize multiple power sources—solar, internal combustion engine (ICE), and shore power—allowing us to be selective and efficient with energy consumption.

In addition, we are actively exploring more sustainable material choices for our equipment and implementing waste reduction programs to cut down on unnecessary landfill contributions.

Lastly, by incorporating smarter logistics planning to reduce fuel consumption and emissions, we continue to challenge ourselves to do better. Every improvement we make brings us closer to a more sustainable and responsible future.



OUR COMMITMENT

OPTIMIZE EQUIPMENT ENERGY USE

Continue integrating multi-power source systems (solar, ICE, and shore power) in security trailers to improve energy efficiency.

EXPAND RECYCLING INITIATIVES

Improve and expand waste diversion efforts, including increased cardboard and materials recycling at all locations.

MINIMIZE SINGLE-USE PRODUCTS

Identify and reduce reliance on single-use plastics and disposable materials across operations.

INVEST IN SUSTAINABLE SOLUTIONS

Research and adopt new technologies that improve efficiency and reduce environmental impact.

A photograph of a person's hands hugging a tree trunk in a forest. The text is overlaid on the image.

**SUSTAINABILITY
IS NOT JUST
AN ACTION;
IT'S OUR
RESPONSIBILITY.**



FROM DAY
ONE, I FELT
LIKE PART OF
THE TEAM. THE
ONBOARDING
PROCESS
WASN'T
JUST ABOUT
LEARNING
THE JOB—IT
WAS ABOUT
BEING HEARD,
VALUED, AND
SUPPORTED.

IT'S CLEAR
THAT ASTRO
DOESN'T JUST
TALK ABOUT
INCLUSION;
THEY LIVE IT.



ASTRO EMPLOYEE

DIVERSITY & INCLUSION

Creating an inclusive and collaborative workplace starts with valuing every voice. We are committed to fostering an environment where all team members—regardless of their role or background—feel heard, respected, and empowered. Whether it's bringing the team together for company events, including employees from different departments and seniority levels on committees, or using polls to make group decisions, we prioritize involvement at every level. Even small actions add up, shaping a culture where diverse perspectives drive innovation, teamwork, and a sense of belonging.

This past year, all employees took Diversity & Inclusion in the Workplace, a course that covered the importance of cultural competence, the persistent problem of biases and stereotypes, and how employers and co-workers can learn to work together toward the organization's goals.

By embracing these principles, we continue to build a workplace where collaboration thrives and every team member has the opportunity to contribute meaningfully. Our commitment goes beyond policies and we believe that true growth happens when every voice is heard, making inclusion a core part of who we are.

O U R C O M M I T M E N T



INCREASE DIVERSE REPRESENTATION IN HIRING AND LEADERSHIP

Proactively seek diverse talent when hiring, with a focus on increasing representation in leadership and field roles to reflect the communities we work in.



EXPAND TRAINING AND AWARENESS

Provide ongoing Indigenous awareness training and diversity workshops to ensure employees understand the importance of inclusion and respect in our workplace and industry.



STRENGTHEN CROSS-DEPARTMENT COLLABORATION

Continue bringing employees from different departments and seniority levels together, ensuring that voices from all areas of the company are included in decision-making.



ENHANCE EMPLOYEE ENGAGEMENT THROUGH TEAM EVENTS

Organize company-wide gatherings, team-building activities, and celebrations that bring employees together, strengthening relationships and fostering a sense of belonging.

A person is seen from the back, sitting in a canoe on a calm lake. The sun is low on the horizon, creating a strong lens flare and reflecting on the water. In the background, there are dark evergreen trees and distant mountains under a hazy sky. The overall mood is peaceful and scenic.


INDIGENOUS RELATIONS

Astro is committed to fostering an inclusive and respectful workplace that values Indigenous perspectives and contributions. All employees take an Indigenous Awareness course that provides a deeper understanding of Indigenous history, the residential school system, and ongoing reconciliation efforts, helping to create a more informed and inclusive work environment. Beyond education, Astro has established key partnerships with Indigenous groups across Western Canada, and we continue to nurture these relationships to ensure mutual growth and success.

We are also proud to have several Indigenous employees on our team, whose insights and experiences enrich our workplace. Their perspectives have been invaluable in strengthening our partnerships and fostering meaningful collaboration. Open discussions, teamwork, and even the occasional healthy debate help us grow as a company and as individuals.

Looking ahead, we aim to deepen these connections by expanding learning opportunities, strengthening our partnerships, and planning an event to bring all employees together in a spirit of shared understanding and respect.

We are honoured and proud to acknowledge that we operate within multiple treaty territories. We honour the Indigenous peoples and recognize their enduring connection and protection of the land that provides for everyone.

A person is shown from the back, holding a large, circular drum with a wooden frame and a white head. The drum is decorated with colorful, abstract patterns in yellow, green, and purple. The person is standing on a wooden platform over a body of water, with a forested shoreline in the background. The sky is blue with some clouds.

HONORING HERITAGE EMPOWERING FUTURES



O U R C O M M I T M E N T

EXPAND INDIGENOUS PARTNERSHIPS

Increase collaborations with Indigenous-owned businesses and suppliers across Canada.

CREATE CAREER PATHWAYS

Implement structured career development programs to support Indigenous employees in advancing within the company.

EMPLOYEE ENGAGEMENT WITH INDIGENOUS COMMUNITIES

Encourage volunteerism or participation in Indigenous-led events and initiatives.

SPONSOR INDIGENOUS EVENTS AND INITIATIVES

Increase involvement in community gatherings, cultural celebrations, or sporting events.

COMMUNITY SUPPORT

Astro believes in supporting the communities where we live and work. Whether it's sponsoring local events, funding youth programs, or backing causes that make a difference, we focus on helping families, children, and—of course—animals (with over 50 furry friends among our team, it's safe to say we have a soft spot for them!). Beyond financial support, we also encourage our employees to give back, and in 2025, we're taking it a step further—every team member will receive a full paid day off to volunteer at the organization of their choice. Because when we lift up our communities, we all thrive together.

STRENGTHENING COMMUNITIES, ONE ACT OF SUPPORT AT A TIME.

INTRODUCING THE ASTRO IMPACT INITIATIVE!

This year, we launched the Astro Impact Initiative, a soon-to-be-annual program where our employees take the lead in giving back. Team members nominated their favorite charities, we all then voted to choose the top three. The real fun then began—a month-long charity drive where employees donated to one or more of the charities. The best part? Astro matched every dollar our team contributed! For our first year, we supported Kev's Kids, the Grande Prairie Palliative Care Society, and Odyssey House, making a meaningful impact together.



INCREASE EMPLOYEE VOLUNTEERING

Ensure at least **75%** of employees use their designated volunteer day to give back to a cause of their choice.



SUPPORT MORE LOCAL ORGANIZATIONS

Increase the number of community groups, teams, and events Astro sponsors, with a focus on families, children, and animal welfare.

O U R C O M M I T M E N T

EXPAND THE ASTRO IMPACT INITIATIVE

Grow participation and donations by **20%** year over year, strengthening our collective impact.



ENHANCE PARTNERSHIPS WITH LOCAL SCHOOLS & YOUTH PROGRAMS

Support initiatives like mentorship programs, scholarships, or facility improvements in our communities.



ASTRO OILFIELD RENTALS RESPECTFULLY ACKNOWLEDGES THAT WE OPERATE WITHIN MULTIPLE TREATY TERRITORIES. WE HONOUR THE INDIGENOUS PEOPLES
AND RECOGNIZE THEIR ENDURING CONNECTION AND PROTECTION OF THE LAND THAT PROVIDES FOR EVERYONE.