



2022 ESG Report



Dear Stakeholders,

Letter from our CEO

About Civeo

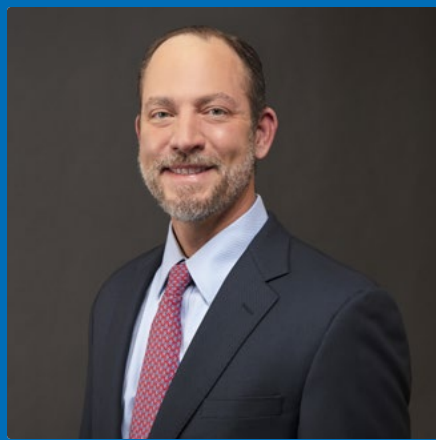
ESG at Civeo

Environmental Stewardship

Social Responsibility

Corporate Governance

Forward-Looking Statements



“Our long-standing dedication to cultivating positive relationships, being a good neighbor, and caring for others lies at the heart of our organization, forms the foundation of our identity, and drives our actions daily.”

With a strong sense of purpose and responsibility, I am proud to share Civeo’s 2022 Environmental, Social, and Governance (ESG) Report, outlining our progress and ongoing efforts to advance our ESG initiatives, which are a key component of our overall efforts to create long-term value for our stakeholders.

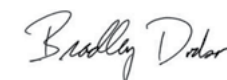
Our unwavering dedication to the well-being of our guests, employees, communities, and customers has always been the driving force behind our business. More than 40 years ago, before the concepts of ESG and corporate social responsibility were widely recognized, Civeo was built on the principle of taking care of people. Our long-standing dedication to cultivating positive relationships, being a good neighbor, and caring for others lies at the heart of our organization, forms the foundation of our identity, and drives our actions daily. In recent years, as we transition into this new and evolving phase of increased ESG engagement and expectations, we are focused on nurturing, fostering, and transparently communicating our intrinsic culture of care and hospitality, as we continue making a positive impact on the world around us.

In 2022, we established a new ESG roadmap and five-year plan to help organize and guide our actions. We also created a new internal ESG Steering Committee to refine our strategies and develop related key performance indicators. Our ESG and Nominating Committee of the Board of Directors continues to provide oversight on our progress.

To ensure that our efforts remain aligned with our values, we are placing a greater emphasis on quantitatively measuring our ESG metrics. This allows us to effectively monitor our performance, show progress, maintain our dedication to taking care of people, and continue to build a culture that we can all be proud of. We also remain focused on strengthening our relationships with our Indigenous partners as we continue to focus on exploring and pursuing mutually beneficial investments, employment, and business opportunities.

Our employees are the heart and soul of our organization and their day-to-day actions, decisions, and contributions have always reflected and embodied our culture of sustainability. They are instrumental in promoting awareness about our values and engaging stakeholders in a collaborative effort to create meaningful and lasting impact. I am both humbled and inspired by their tenacity, passion, and engagement. By fostering an environment that prioritizes care, compassion, and respect, we can continue to thrive together.

Looking into 2023 and beyond, we will remain steadfast in our mission to create remarkable experiences for the people and communities we serve, while maintaining our inherent and unwavering commitment to taking care of people and the environment. On behalf of everyone at Civeo, we thank you for the ongoing support and trust you place in our company, and for your interest in our 2022 ESG Report.



Bradley J. Dodson
President and Chief Executive Officer

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements

Who We Are

Civeo (NYSE: CVEO) is a workforce accommodations specialist dedicated to helping people maintain healthy, productive, and connected lives while living and working away from home.

As one of the world's largest integrated providers of workforce accommodations, Civeo offers a full suite of hospitality services including lodging, food services, housekeeping, and property maintenance. Our extensive experience comes from owning and operating approximately 28,000 rooms in Canada, Australia, and the U.S., in addition to the properties entrusted to us by our clients.

What We Do

Every day, we serve thousands of people around the globe, providing long-term and temporary accommodations, food services, and leisure amenities. Our lodge and village properties are the next best thing to home – safe, comfortable, and efficient spaces where guests can rest, recharge, and connect with others at the end of their workday. We also manage and operate facilities owned by our clients. Wherever the location, our best-in-class hospitality services are designed to provide a comfortable, healthy environment for every guest.

civeo.com



Where We Operate

In Australia, Civeo has a national footprint of approximately 9,000 rooms across eight villages in Queensland, New South Wales, and Western Australia. In addition, Civeo operates approximately 11,000 rooms in client-owned properties in remote regions of Western and South Australia.

With approximately 19,000 rooms across 18 lodge properties in Canada and the U.S., Civeo maintains one of the largest chain of permanent basecamps in North America. In addition to our fixed lodge footprint, we also operate a fleet of modular relocatable facilities for land-based projects that can be deployed across the continent.

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements

At Civeo, ESG has always been at the heart of our business. We believe passionately in operating a sustainable business model that takes into account the interests of all stakeholders, including guests, employees, clients, and the local communities where we operate.

Recently, to further formalize and foster our ESG efforts, we have expanded the responsibilities of our renamed ESG and Nominating Committee of our Board of Directors, which provides oversight of our ESG strategy and helps management align business initiatives with ESG objectives. We have also established a global ESG Steering Committee at the executive management level. The Steering Committee is led by our CEO and is responsible for formulating our ESG roadmap, developing strategies and priorities, and identifying corresponding actions tied to measurable key performance indicators. To support our ESG Steering Committee, specialized working groups comprised of ESG technical experts are tasked with developing and implementing action plans.

By actively executing on our well-defined ESG strategy, Civeo remains steadfast in our dedication to long-term sustainable operations and meeting the evolving expectations of our diverse stakeholders.



“Civeo has always demonstrated a strong commitment to responsibly managing the resources entrusted to us. This includes preserving the environment, fostering the careers, efforts, and integrity of Civeo employees, safeguarding the financial assets of our investors, ensuring the comfort and safety of our guests, and promoting community goodwill. Today, these principles and actions are commonly referred to as ESG. The Board actively oversees and supports Civeo’s ESG efforts, recognizing their vital role in our success and our ethical obligation to do the right thing.”

Charles Szalkowski
Civeo Board of Directors,
Chair of the ESG and Nominating Committee

Environmental Stewardship

Responsible environmental management is the foundation of our daily operations.

Civeo delivers on this commitment by embracing sustainable design, implementing innovative ecological systems, promoting responsible operations, conducting regular monitoring, and maintaining ongoing maintenance programs.



In Canada, our state-of-the-art laundry facility allows us to reduce water consumption by 35 percent through water reuse.



Single-use plastics have been eliminated from use in 16 of our owned and/or operated villages in Australia and we are working to eliminate them in all Australian villages.



We are actively engaged in quantifying our Scope 1 and Scope 2 greenhouse gas emissions and are undergoing third-party verification of our emissions measurement processes and results.

SPOTLIGHTS INSIDE

Containers for Change

In Australia, Civeo participates in Containers for Change, a recycling program aimed at reducing plastic waste, creating job opportunities, and supporting local communities.

[Learn more »](#)



Cold Shutting Dorms in Canada

In Canada, we temporarily cold shut vacant dorms, significantly lowering energy usage and minimizing our environmental impact while increasing operational efficiency.

[Learn more »](#)

Letter from
our CEO

About Civeo

ESG at Civeo

**Environmental
Stewardship**

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements

civeo.com

2022 ESG REPORT

6

MANAGEMENT APPROACH

Our comprehensive Health, Safety, and Environmental (HSE) Policy is prominently displayed on our website, regularly communicated, and frequently reviewed to align with our operational activities, values, relevant legal requirements, and industry standards. Our Environmental Management System (EMS), an integral part of our HSE program, adheres to ISO 14001 standards. Within our EMS, we utilize an Environmental Incident Report System (EIRS) at our facilities to precisely assess the extent of our environmental impacts and devise policies and procedures aimed at preventing, mitigating, or eradicating future incidents and their effects.

We offer an environmental training program for both new and current employees annually and have a well-defined process for creating new environmental policies and procedures that comply with ISO standards. Safe, responsible, and efficient environmental management serves as the bedrock of our daily operations.

An essential aspect of our EMS is our inspection policy. Civeo's Environmental Department inspects active facilities at least biannually to ensure our performance standards are being met while identifying any potential risks to be monitored and managed. We also assess our preventative maintenance programs to identify changes that may be needed to keep current with environmental management best practices.

WATER MANAGEMENT

We prioritize water conservation by utilizing in-house wastewater treatment systems, which lessen the strain on local water resources and infrastructure. By incorporating flow restrictors into our water systems, we effectively manage water usage, promoting both conservation and efficiency in our facilities.

"At Civeo, our environmental management program is not just a commitment; it's an integral part of our organizational DNA. It enables us to continuously enhance our sustainability efforts, safeguard the environment we work in, and foster a legacy of responsible growth and innovation."

Grant Pelletier

Civeo (North America) Vice President, Safety and Sustainability

In Canada, our state-of-the-art laundry facility allows us to reduce water consumption by 35 percent through water reuse, compared to conventional industrial laundry facilities. Our on-site treatment plant refines water extracted from the Athabasca River, transforming it into potable drinking water. Closing the loop, wastewater from our nearby operations is treated to meet or exceed rigorous government health and environmental standards, ultimately returning to the river with a higher level of purity than when initially removed.

In Australia, we successfully retained our 2022 ISO 14001 Certification for our Coppabella sewage treatment plant, demonstrating the plant's world-class standard of operation. In addition, we continue to recycle grey water generated at Coppabella Village from sinks and washing machines to serve as a recycled irrigation source for the village's verdant landscaping. Between 250,000 and 300,000 liters of water per day that would otherwise go to waste is used to irrigate our grounds through this system.

We remain committed to examining all aspects of our operations to uncover further opportunities for minimizing local water usage, facilitating continuous improvements throughout the lifespan of our facilities.



Letter from
our CEO

About Civeo

ESG at Civeo

**Environmental
Stewardship**

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements

civeo.com

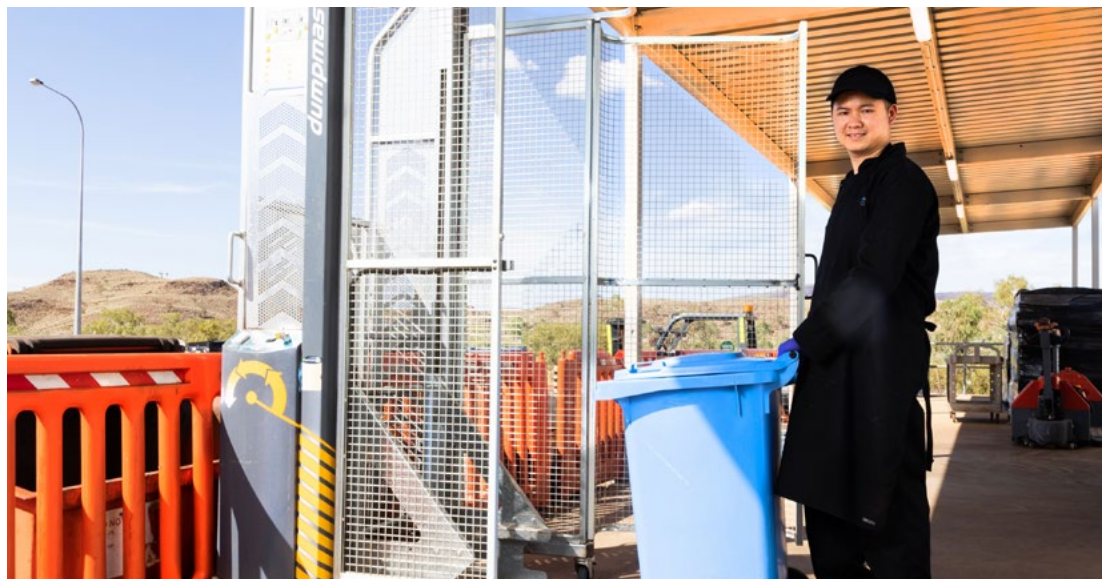
2022 ESG REPORT

WASTE MINIMIZATION

Every Civeo facility is required to comply with our comprehensive waste management program, encompassing various waste materials such as liquid, biomedical, metal, organic, and other solid waste. Our waste reduction objectives involve decreasing waste generation, reusing or recycling waste materials, collecting recyclable containers, donating to communities, and disposing of non-recyclable waste in an environmentally responsible manner. Our facilities do not generate any hazardous waste as a part of daily operations.

We are currently exploring ways to better manage waste at our facilities. For example, we are in the process of determining the feasibility of using composters or digesters to manage organic waste and we plan to install a sewage dewatering plant at Coppabella Village in Australia that will eliminate the need for transportation of liquid waste in trucks. Single-use plastics have been eliminated from use in 16 of our owned and/or operated villages in Australia and we are working to eliminate them in all Australian villages by 2025. In 2022, we eliminated plastic bags, straws, cutlery, plates, and bowls in all Australian villages and in 2023, we aim to eliminate all plastic lunch containers.

In Canada, we have installed dewatering infrastructure at our wastewater treatment plant, which has significantly improved our waste management practices. We are also taking proactive steps towards reducing our use of single-use plastics. At our Sitka facility in British Columbia, we are actively engaged in sorting recyclable and compostable materials to reduce the amount of solid waste that goes to landfill. By adopting such measures, we have successfully reduced our landfill waste by over 50 percent since May 2022.



SPOTLIGHT //////////////////////////////////////

Containers for Change

In Australia, Civeo participates in Containers for Change, a recycling program aimed at reducing plastic waste while also creating job opportunities and supporting local communities. Through the program, Civeo collects and returns eligible containers, each of which is worth 10 cents that can be refunded or donated. Civeo donates the money to local organizations and charities chosen by each village. To date, the program has been implemented in four of Civeo's Queensland villages.

Launched in May 2022, the Containers for Change program at Civeo has achieved remarkable success, recycling over 100,000 containers and raising more than \$10,000 AUD. These funds have been distributed among four diverse local organizations – a mental health charity, a school, a volunteer fire brigade, and a Scouts group. The program not only helps to minimize plastic waste but also fosters community engagement and support for various local causes, showcasing Civeo's commitment to both environmental sustainability and social responsibility.



Letter from
our CEO

About Civeo

ESG at Civeo

**Environmental
Stewardship**

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements

civeo.com

2022 ESG REPORT

AIR EMISSIONS MANAGEMENT

Civeo products and processes do not generate any significant air emissions such as nitrogen oxide (NOx), sulfur oxide (SOx), particulate matter (PM), hazardous air pollutants (HAPs), or volatile organic compounds (VOCs). Most facilities are connected to the power grid and electricity is the main source of our emissions. Diesel power generators are used primarily for backup power, are operated based on manufacturers' specifications, and are regularly serviced by qualified vendors to ensure they meet air emission standards.

We are actively engaged in quantifying our Scope 1 and Scope 2 greenhouse gas emissions and are undergoing third-party verification of our emissions measurement processes and results, with plans to disclose them in the future, including as and to the extent required by applicable law.

ENERGY REDUCTION

Civeo is exploring various avenues to decrease energy consumption across our facilities. Our efforts concentrate on enhancing lighting efficiency, minimizing heating requirements, optimizing energy utilization in buildings, and implementing innovative approaches to manage energy consumption in inactive areas.

SPOTLIGHT //////////////////////////////////////

Cold Shutting Dorms in Canada

Civeo's commitment to reducing energy consumption extends to the implementation of strategic measures in our Canadian facilities during the winter season. One such initiative is the "cold shutting" of dormitories when they are not in use. This approach involves temporarily suspending the heating systems in vacant dorms, significantly lowering energy usage, minimizing the environmental impact of our operations, increasing operational efficiency, and saving money. By carefully monitoring occupancy and adjusting heating systems accordingly, Civeo demonstrates its dedication to sustainable practices and responsible resource management.



LAND STEWARDSHIP

At the core of our land stewardship strategy is the reclamation of retired government and privately-owned land on which our facilities have previously operated. Our approach involves meticulous inspection of vegetative growth. We promote natural regeneration through construction and reclamation efforts and when conditions require it, we actively participate in the regeneration of both herbaceous and woody vegetation. This process helps restore biodiversity and promotes the ecological balance of the disturbed land.

By adhering to industry best practices, we ensure the effective reclamation of land once our operations have concluded. Through our responsible land management approach, we not only strive to minimize the environmental impact of our activities but also contribute to the long-term sustainability and conservation of natural resources.

WILDLIFE MANAGEMENT

Owing to the secluded nature of numerous Civeo facilities, we have developed a wildlife management strategy focused on minimizing interactions with wildlife through proactive measures. Our objective is to prevent harm or damage to wildlife, thereby safeguarding the diversity of wildlife populations in the areas where we conduct our operations.



Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements

civeo.com

2022 ESG REPORT

Social Responsibility

Caring for people is what we do.

Providing a safe work environment, developing a talented and diverse workforce, and seeking meaningful engagement in our communities are just some of the policy commitments that guide our daily interactions with the people we serve.

↓33%

Globally, we have reduced our Total Recordable Incident Rate (TRIR) by nearly 33 percent since 2017.



In Australia, our Respect@Civeo program, and in Canada, our Respect at Work program, provide comprehensive frameworks to promote a safe, inclusive, and respectful work environment for all employees.



Just as we treat our guests as family, local communities are our neighbors. We are strong believers in collaborating with, and being part of, our communities.

SPOTLIGHTS INSIDE

Women of Civeo

Fostering the growth and development of women at Civeo leads to a more dynamic and inclusive workplace culture.

[Learn more »](#)



Supporting Mental Health in Australia

To address the critical issue of mental health, we provide resources and support to our employees.

[Learn more »](#)



Improving Safety in Canada

Our recent kitchen remodel focused on improving the safety and well-being of our employees.

[Learn more »](#)

Partners in Workforce Lodging and Hospitality

We partner with the Fort McKay First Nation in Canada to provide unparalleled hospitality to guests.

[Learn more »](#)



Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements

civeo.com

2022 ESG REPORT

People and Culture

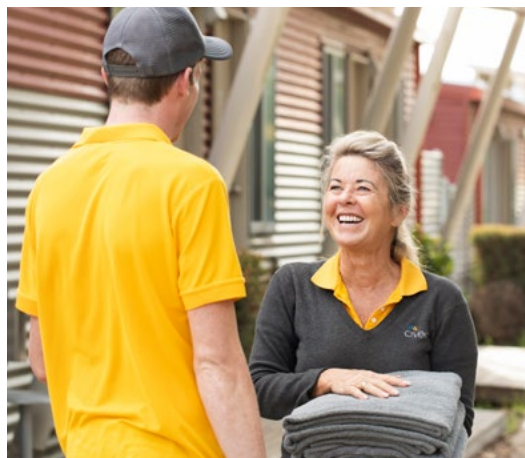
Our business is about caring for our guests, so we start by caring for each other. We foster a work environment where all employees are inspired to contribute, develop, and excel. Our global team comprises a dynamic blend of both new and seasoned professionals occupying an array of positions, reflecting the rich diversity of our workforce.

DIVERSITY AND INCLUSION

We acknowledge the significance of a diverse workforce composed of individuals from various backgrounds, experiences, and perspectives. Civeo's management team, supported and overseen by our Board of Directors, actively advances diversity and inclusion initiatives throughout the business, including collaborations with our Indigenous partners. For more information about our Indigenous community partnerships and initiatives, see page 17.

As outlined in our Equal Employment Opportunity and Anti-Discrimination Policy, Civeo promotes an inclusive workplace where differences, including sex, gender identity, age, ethnic background, disability, and religious or political beliefs, are accepted and valued. Our employment decisions are merit-based, considering only the skills, experience, qualifications, abilities, aptitudes, and performance of the individuals concerned.

Civeo's Human Resources Department has initiated a data-gathering effort aimed at obtaining a comprehensive understanding of the demographic composition of our workforce. This data will include self-reported information on gender identity, ethnicity, and physical abilities of employees across all departments and levels.

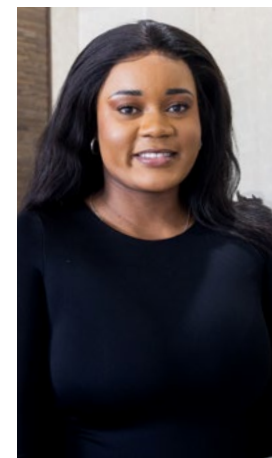


Collected by our new Human Capital Management system, the results will enable us to identify gaps and areas of improvement as we aim to create a more inclusive work environment where all employees feel valued and supported.

We are committed to fostering gender diversity and are actively encouraging the inclusion of more women in our workforce, particularly in senior management roles. We also recognize the significance of our employees' religious beliefs, and we are committed to providing appropriate accommodations, including dedicated prayer rooms, to help everyone practice their religion comfortably and without hindrance.

LEARNING AND DEVELOPMENT

At Civeo, we recognize that investing in our employees is fundamental to our success. We prioritize the development of our workforce's technical and managerial competencies, with an emphasis on safety, customer service, and leadership development. Our learning and development program encompasses a range



of learning modalities, including e-learning modules, in-person training sessions, nationally certified programs, and licensed training provided by external partners.

We also offer a mentor program to facilitate knowledge sharing, offer guidance, exchange experiences, and foster mutually beneficial professional development relationships among our employees. For emerging leaders, we provide access to external one-on-one coaching programs. Additionally, we provide education assistance to our employees, delivering financial support for job-related training and educational programs to help employees enhance their skills and advance their careers.

Through our robust learning and development initiatives, we aim to empower our employees to grow and thrive, supporting our broader commitment to sustainability, social responsibility, and ethical business practices.

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

Social
Responsibility

Corporate
Governance

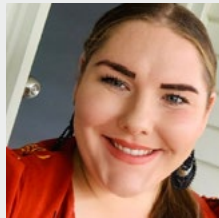
Forward-Looking
Statements

civeo.com

Women of Civeo – Training, Educational Support, and Career Development

The women who work at Civeo are an integral part of our diverse and talented team, bringing a wide range of skills, experiences, and perspectives to the workplace. Through our training, development, and educational assistance program, we provide opportunities for mentorship, skills and knowledge enhancement, training, and networking, helping our female employees advance their careers. We believe that fostering the growth and development of women within our organization is not only the right thing to do but also makes good business sense, leading to a more dynamic and inclusive workplace culture.

The stories of the three women below exemplify Civeo’s dedication to nurturing talent and providing opportunities for growth and development. We are proud of their achievements and grateful for their contributions to the company, as we are for all our employees.



Tamika Ammer

Tamika’s journey with Civeo began as a housekeeper at Dysart in Australia. In 2014, she was accepted into Civeo’s prestigious 18-month Manager in Training Program, which aims to equip participants with the skills and knowledge required to become the “village managers of the future”. The program provided Tamika with a comprehensive understanding of many aspects of the business, including the North America operations team. After the program, Tamika joined the relief team and played an instrumental role in launching Relief Village Manager positions in Queensland and New South Wales. She was recently promoted to a Project Coordinator with the asset facility management team.

“Throughout my Civeo career, I have been fortunate to receive continuous support, training, and mentoring. My advice to young women is to be prepared to grow from your experiences. You do have a voice, you are equal, you are enough, and there are women who will support you.”

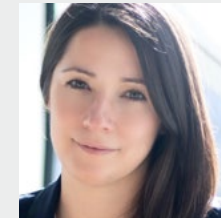


Jessica Boot

Jessica joined Civeo in February 2022 as a Relief Administrator Supervisor and has since been promoted to Assistant Village Manager at one of our largest sites in Western Australia. Her managers supported her growth and development, and on-site training equipped her with valuable skills and experience to contribute meaningfully to the company’s success. Collaboration, one of Civeo’s core values, has been instrumental in Jessica’s development journey, and she is committed to providing her team with similar opportunities for growth and development.

Jessica’s advice for those who want to follow in her path:

“Set goals for yourself and focus on them, accept nothing short of reaching them. Some days will be easy and others not as much, but if you stay focused and determined to achieve those goals you might surprise yourself.”



Ashley Carpenter

Ashley’s tenure at Civeo North America spans nearly a decade, starting as a Bid Manager and rising to a Senior Operations Manager in Canada. Her innate curiosity and desire to understand her successes and challenges led her to enroll in the Haskayne Accelerated MBA program at the University of Calgary with support from Civeo’s educational assistance program. As Civeo seeks innovative ways to grow and adapt as a business, Ashley believes that pursuing an MBA has allowed her to drive positive change for Civeo.

“Civeo’s educational assistance program has been invaluable in easing the financial stress of pursuing higher education. In addition, our leadership team has been remarkably accommodating, allowing me to fulfill my responsibilities as a parent, employee, and student despite the challenges of attending weekday classes and traveling.”

EMPLOYEE ENGAGEMENT AND RECRUITMENT

At Civeo, we recognize that employee engagement is critical to maintaining a dynamic and productive workforce.

Holding regular in-person town hall meetings, which resumed in 2022, is an essential aspect of Civeo's commitment to open communication and transparency, enabling us to engage with employees, exchange ideas, and discuss company updates and initiatives. To continuously improve the employee experience, we are in the process of developing an employee satisfaction survey to gain insights into employee needs, concerns, and overall job satisfaction. We will use the results of the survey to identify areas for improvement and develop targeted action plans.

Our commitment to employee engagement extends to our recruitment process, which emphasizes finding candidates who align with our company's values and have a passion for their work. We attend various career days and tradeshows to identify top talent and demonstrate our support for local communities.

For instance, in 2022, Civeo staff from Middlemount Village in Australia participated in the "My Brilliant Future Day" event at Middlemount Community School. During the event, students from Year 7 to Year 12 learned about the diverse job opportunities available at Civeo, from apprenticeships to housekeeping roles.

We believe that engaging with local communities in this way not only supports our recruitment efforts but also helps inspire the next generation of talent, fostering a culture of learning and development in the communities where we operate.

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

**Social
Responsibility**

Corporate
Governance

Forward-Looking
Statements

civeo.com

SPOTLIGHT



R U OK?™
A conversation could change a life.

Supporting Mental Health in Australia

With one in five Australians experiencing mental health issues, we recognize the importance of addressing this critical issue and providing resources and support to our employees. In September 2022, Civeo Australia recognized R U OK? Day, a national day of action that aims to start conversations and promote connection between individuals to help prevent suicide. This day provided an opportunity for our employees to stop, take stock, and ask one another the important question: "Are you ok?" In addition, in October 2022, our Australian villages recognized Mental Health Month to raise awareness and promote resources and support available to our employees. We aim to reduce the stigma surrounding mental health issues and encourage our employees to seek help when they need it.

MENTAL HEALTH SUPPORT

We prioritize the mental health and well-being of our employees, providing a range of resources and support. To this end, we have mental health first aid trainers who work with our leaders to identify indicators of mental health stress and provide guidance on how to support employees who may be struggling. We also provide direct mental health assistance to employees, offering information and resources on a variety of health topics and issues through our monthly mental health publication, *Civeo Connected*.

"As a champion for mental health awareness, I know that education is key to overcoming the stigma of mental health disorders. I am proud to teach Mental Health First Aid Certification classes to our employees. The overwhelmingly positive feedback I receive validates how important and relevant this information is to our employees."

Connie MacEachern

Civeo Manager, Occupational Health

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements



SAFE AND RESPECTFUL WORKPLACES

We firmly believe that all employees deserve to feel respected and valued at Civeo, and we are dedicated to fostering a culture of respect across our organization while equipping our employees with the necessary tools and resources to address any arising issues. In Australia, our Respect@Civeo program, and in Canada, our Respect at Work program, provide comprehensive frameworks to promote a safe, inclusive, and respectful work environment for all employees. These programs comprise workshops, focus meetings, online training, and communication efforts aimed at educating our staff on Civeo's expectations regarding issues such as bullying, discrimination, workplace de-escalation, and harassment, including sexual harassment. Additionally, in Australia, we have initiated a campaign promoting these principles with clients and introduced bystander training that encourages individuals to speak up when they see something wrong.



Safety

Safety is a foundational pillar of Civeo's corporate culture. Our safety mandate is established by our Board of Directors, led by our senior management team, and executed daily by our frontline hospitality workers. Our commitment to safeguarding employees, contractors, and guests is demonstrated through our employee-named **Making Zero Count** initiative, which emphasizes the importance of eliminating harm and focuses on the processes required to achieve exceptional performance. We follow a safety management system and rigorously track, measure, and manage our performance.

SAFETY PERFORMANCE

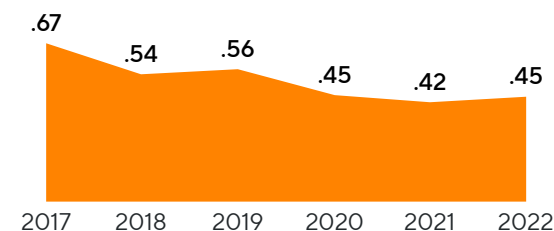
The way we measure our safety performance annually is by using the 'Certificate of Recognition' program supported by provincial governments in Canada and through ISO audits in Australia. All ISO Certifications for our Australian operations were retained during 2022. Globally, we have reduced our Total Recordable Incident Rate (TRIR) by nearly 33 percent since 2017.

TRAINING AND CONTINUOUS IMPROVEMENT

At Civeo, we prioritize safety in our daily operations and are committed to equipping our employees with the necessary skills and knowledge to work safely. Our teams receive training, coaching, and mentoring to perform their tasks in a safe manner, and we provide standard work instructions, which our employees are trained to follow to reduce the risk of injuries. We understand the importance of ergonomics considerations, particularly for manual jobs that can put a strain on the body. Our standard work instructions include guidance on proper lifting techniques, optimal working postures, and more. For example, we recommend that employees take frequent breaks and stretch to relieve muscle tension and avoid repetitive motions that can cause strain injuries.

2017-2022 Global TRIR Performance

Incident rate



TRIR is the total number of recordable incidents x 200,000/total number of hours worked in a year.

Our 2022 global TRIR of 0.45 is significantly lower than the hotel industry average of 3.9.

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

**Social
Responsibility**

Corporate
Governance

Forward-Looking
Statements

civeo.com

2022 ESG REPORT

SPOTLIGHT



Improving Safety in Canada

Recently, Civeo Canada undertook a kitchen remodeling project at one of our lodges, with a strong focus on safety and comfort for employees working in the kitchen. The project included a thorough consideration of ergonomic factors to design the kitchen to support optimal working postures and reduce the risk of musculoskeletal injuries. The remodeling also addressed drainage issues to prevent slips and falls caused by wet floors. Overall, the remodeled kitchen demonstrates Civeo's commitment to promoting the safety and well-being of our employees by providing a safe and comfortable working environment.

We continually improve our safety procedures with the help of external consultants specializing in areas such as occupational therapy, hygiene, kinesiology, and training and competency. Despite a temporary pause due to the pandemic, in 2022, Civeo Australia successfully reinstated a Safety Leadership Training program for frontline leaders. Since the program's reinstatement, more than 70 managers and supervisors have completed the training, with the remainder scheduled to complete the training by the end of 2023. In Canada, the Safety Leadership program has also resumed, with the goal of all leaders completing the training by the end of 2023. By providing our leaders with comprehensive safety training, we are working to equip them with the knowledge and skills needed to identify and mitigate potential hazards, promote a safe working environment, and foster a culture of safety across the organization.

To further enhance safety, we conduct competency assessments for our operational staff and monthly reviews with department leaders to discuss trends in incidents and identify areas for improvement. We also prioritize behavior-based

observations and encourage proactive measures to foster a culture of vigilance and responsibility among employees.

In the event of an incident, we conduct thorough investigations to identify root causes, implement corrective actions, and promote continuous improvement in workplace safety practices. Our unwavering commitment to safety helps us maintain the highest standards in all our operations.

DRIVER SAFETY

We have implemented several measures to keep our employees safe while driving. In both Canada and Australia, we are focused on journey management planning, which is a set process for planning and undertaking road transport journeys in compliance with health and safety requirements, with the goal of arriving safely.

In Canada, an employee traveling from Calgary to Edmonton during the winter season must fly unless they have received an exemption from the safety department, which confirms that road and weather conditions are safe and expected to remain safe during the duration of the drive.

Company vehicles are monitored to help ensure that drivers are following the rules, any violations are investigated, and consequences are applied. Through our in-vehicle monitoring systems, an alarm is activated if a driver exceeds the speed limit, and they are given 20 seconds to slow down.

FOOD SAFETY

At Civeo, food safety is a top priority, and we follow comprehensive, internationally-recognized food safety control standards at every facility. Our chefs prioritize health and wellness, providing meals that are labeled with detailed allergen information and are personalized for guests with food allergies. We conduct monthly food safety audits, and the results are reported to our Board of Directors. Additionally, we have a Food Safety Advisory Committee with representatives from each of our operating regions who routinely meet to advance our best practices. In Australia, our Civeo-owned villages have earned the ISO 22000 Food Safety Management System certification.

"At Civeo, our commitment to food safety is unwavering, and we continually strive to improve our practices to provide the highest quality food service for our guests. Our food safety programs are recognized as industry-leading by both clients and government agencies, and we work tirelessly to maintain this reputation."

Al Barrett

Civeo Executive General Manager, HSQE

Safety continued...

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

**Social
Responsibility**

Corporate
Governance

Forward-Looking
Statements



In 2022, we continued to implement several measures to maintain our high food safety standards, including transitioning to digital temperature monitoring for our refrigerators and freezers in Australia. This system alerts us immediately if something goes out of specification, allowing us to take corrective action promptly. Additionally, we have comprehensive systems in place to quickly respond to any potential quality control issues with the food we serve.

EMERGENCY PREPAREDNESS AND CRISIS RESPONSE

We prioritize the safety and well-being of our employees and guests by maintaining a robust emergency preparedness and crisis response program. We evaluate risks related to natural disasters and climate change for each of our facilities and have developed emergency preparedness and response plans aligned with internationally recognized programs, such as the Incident Command System. Our plans address preventative measures, such as increased fire guards and robust building designs, and we proactively prepare worksites ahead of possible emergencies. These plans are regularly reviewed by management to promote proper implementation. Building on our **Making Zero Count** principles, we have invested in a formal Crisis Management Program that includes interdependent systems, processes, and tools ready to be deployed in response to crisis events if and when they occur.

Community Partnerships

Just as we treat our guests as family, local communities are our neighbors. We are strong believers in collaborating with, and being part of, our communities. Our grant programs and partnerships with local communities aim to foster a community spirit and promote economic growth and sustainable development.

Working with our local partners, we identify the unique needs of each community and the best ways we can provide support that will have a positive and lasting impact. Our community focus includes a variety of key partnerships with stakeholders. We provide food and accommodation donations, and sponsor a diverse range of organizations, events, and activities. Recipients

include health partnerships, education, local sports teams, recreational activities, community groups and events, and more.

SUPPLY CHAIN

By working collaboratively with communities, we aim to create sustainable and mutually beneficial relationships that drive growth and prosperity for all. We prioritize the employment of local individuals, provide training opportunities to help build and develop local talent, and source goods and services from local suppliers whenever possible. For example, in 2022, we identified an opportunity to partner with a locally owned coffee roaster in Canada to source coffee for several of our lodges. This decision not only enabled us to offer our guests high-quality coffee but also helps reduce our carbon footprint through reduced transportation costs, supports a local business, and contributes to the growth of the local economy.

2022 Local Spending

Australia (Australian dollars, in millions)

New South Wales	\$	3
Queensland	\$	47
South Australia	\$	4
Western Australia	\$	78

Canada (Canadian dollars, in millions)

Alberta	\$	165
British Columbia	\$	21

Community Partnerships *continued...*

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

**Social
Responsibility**

Corporate
Governance

Forward-Looking
Statements

civeo.com



CANADA

Civeo takes pride in its community partnerships across Canada, collaborating with various organizations and communities to build long-term relationships and promote sustainable development. Through these partnerships, Civeo aims to create value for its stakeholders, while also contributing to the well-being and prosperity of the communities where it operates.

Edmonton Food Bank

Civeo's commitment to feeding people extends beyond our day-to-day operations, as demonstrated by the recent volunteer effort organized by our Edmonton office in support of the Edmonton Food Bank, which is dedicated to empowering individuals struggling with food insecurity and poverty. In addition to donating 108 kilograms of food items, Civeo's volunteers spent an afternoon at the charity's downtown Edmonton location sorting, repackaging, and assembling food



hampers. Through its many volunteers, donors, and partner organizations, Edmonton's Food Bank has made a significant impact on the community, supporting over 25,000 people every month across 68 depots in the region. For more information, visit: www.edmontonsfoodbank.com.

Holiday Giving

For the 2022 holiday season in Canada, Civeo focused on supporting women's emergency shelters, donating to Calgary Women's Emergency Shelter and the WIN House in Edmonton. The Calgary Women's Shelter is focused on ending family violence and abuse in the lives of women, children, youth, and men. Since 1974, the shelter has helped more than 260,000 people build safe lives and healthy relationships. The WIN House has served Edmonton and the surrounding area for over five decades. They provide a safe place and emergency services for women and children fleeing domestic abuse.

AUSTRALIA

Encompassing the wide range of Civeo's support within our local communities in Australia, Civeo's community program, Connect, includes grants and sponsorships for schools and educational institutions, small businesses, local charities, community events, sporting teams, and more. In 2022, this included piloting a small business grant program which brought a local barber into our Queensland villages to provide free haircuts for guests and staff.

Food for Thought

Civeo supports the Food for Thought program that provides breakfast and lunch to vulnerable youth in Moranbah and Coppabella. The program aims to improve the health, learning, and participation outcomes of the identified students. Civeo contributes to the program by providing fruits that are included in the breakfast and lunch-boxes for over 50 students daily. By supporting the Food for Thought program, Civeo is helping provide youth in the community with access to nutritional food.

Community Health Partnership

Civeo recognizes the challenges of accessing healthcare in regional areas of Australia and has been working for several years with the Moranbah Community Health Partnership to address this issue. We offer discounted rooms to health professionals visiting the region and reserve two rooms every night for their use. All proceeds from these visits are donated to the Moranbah Community Health Partnership to support regional healthcare needs. This initiative reflects our ongoing commitment to supporting the well-being of the communities where we operate.

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

**Social
Responsibility**

Corporate
Governance

Forward-Looking
Statements

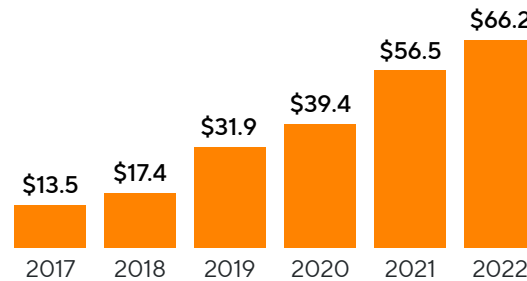


Indigenous Community Relationships and Partnerships

As many of Civeo's projects in Canada and Australia operate in traditional territories, we work closely with Indigenous communities to actively explore mutually beneficial investment, employment, and business opportunities through open and transparent dialogue and guided by the spirit of consent. We hold ourselves to the highest standards of ethical business practices and seek to align our policies and programs with the aspirations of our partner communities to achieve sustainable economic development, preserve their cultural and spiritual identities, and maintain jurisdiction over their traditional lands.

Our ability to cultivate and strengthen relationships with Indigenous communities is vital to the success of our business. As with any relationship, we understand that trust is earned over time through our actions, and we prioritize active collaboration between our community partners, Indigenous businesses, our clients, and our people to foster strong relationships based on mutual respect and understanding.

Annual Indigenous Business Community Spend
Canada (Canadian dollars, in millions)



Indigenous business community spend is included in local supplier spend in the chart on page 15.

SUPPORTING INDIGENOUS BUSINESSES

Civeo's Indigenous Procurement Policy promotes the participation of qualified Indigenous businesses in our capital projects and ongoing operations. Our approach supports the long-term economic interests of Indigenous Peoples, fosters economic growth, and strengthens our relationships with Indigenous communities. By prioritizing the participation of Indigenous businesses, we can promote self-determination and deliver high-quality goods and services to our clients while building meaningful and sustainable partnerships.



For more information about our Indigenous community partnerships and initiatives in Canada, see our 2022 Indigenous Relations Report.

INDIGENOUS EMPLOYMENT AND CAREER DEVELOPMENT

We prioritize participation in community-based recruitment and training programs in areas where we operate near Indigenous territories. Our Indigenous employment strategy focuses on community outreach, proactive recruitment, and training and development to generate awareness of our industry, provide access to hiring events, and help interested individuals develop the skills needed to enter the workforce.

In Canada, we are committed to expanding our Indigenous workforce to 10 percent. For 2022, our Canadian Indigenous workforce remained flat at 7 percent, excluding corporate staff, despite challenging market conditions that resulted in reduced hiring in the region. Approximately 6 percent of our total 2022 new hires in Canada were of Indigenous background. In Australia, our focused recruitment efforts resulted in an increase of our Indigenous employment in 2022 to 4.8 percent, compared to 1.8 percent in 2021.

"I talk often about the benefits that Haisla Nation has been able to establish with Civeo and its Sitka Lodge property, and I have seen the positive outcomes firsthand."

Civeo continues to support our community's vision of prosperity for our people with jobs, procurement contracts and revenue support."

Crystal Smith

Elected Chief Councillor, Haisla Nation

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

**Social
Responsibility**

Corporate
Governance

Forward-Looking
Statements

civeo.com

Indigenous Community Relationships & Partnerships *continued...*

CANADA

Civeo's commitment to supporting Indigenous communities in Canada is guided by a set of principles that prioritize building sustainable partnerships, promoting economic development, and respecting the unique cultural identities and aspirations of Indigenous Peoples.

In recognition of our commitment to the Indigenous community in Canada, we have been awarded a Gold Level certification in the Progressive Aboriginal Relations (PAR) program by the Canadian Council for Aboriginal Business (CCAB), an independent verification program designed to validate corporate performance in Indigenous relations for its participating members. The certification reflects Civeo's focus on progressive procurement practices, training and recruitment programs, and promoting an inclusive work culture.



To that end, we have implemented various initiatives to raise awareness of Indigenous culture, including Indigenous awareness courses, employee committees, and participation in national events like Canada's National Indigenous People's Day and Orange Shirt Day. Additionally, we offer an Indigenous Management Training Program, a mentorship initiative that provides hands-on experience and leadership training in hospitality management. This program reflects our ongoing commitment to promoting career development and opportunities for Indigenous employees at Civeo.

SPOTLIGHT //////////////////////////////////////

Partners in Workforce Lodging and Hospitality

Established in 2016, Dene Koe is a joint venture between Civeo and Fort McKay First Nation (FMFN). This partnership combines FMFN's relationship-driven approach to business with Civeo's regional industry expertise to provide unparalleled hospitality to guests. Dene Koe engages with industry and community stakeholders to offer dependable, high-quality workforce lodging, catering, and logistics services to Alberta's oil sands clients while also investing in the sustainability of the local community.



"Dene Koe has garnered a reputation for providing exceptional, safe, and reliable lodging services to its clients in the Wood Buffalo region of Canada. Not only is Dene Koe an important revenue source for the community but Civeo is a trusted business partner that shares Fort McKay's values of increasing Indigenous employment and retention, promoting culture within the community, and implementing strong corporate governance. Fort McKay community members have become accustomed to seeing Civeo representatives sponsoring or volunteering at community cultural events and Fort McKay is proud of the many benefits Dene Koe has brought to the community."

Chief Raymond Powder
Fort McKay First Nation

Civeo proudly served as the title sponsor for the Participants Village at the Arctic Winter Games, an international biennial celebration of circum-polar sports and culture held in the Wood Buffalo region of Alberta, Canada. The event, which lasts for a week, showcases the region and its culture through the spirit of sport. In collaboration with the Arctic Winter Games Host Society, Civeo

transformed its Athabasca Lodge into the official Participants Village, where we hosted around 2,100 athletes, coaches, mission staff, and officials from eight contingents, including Alaska, Greenland, Northern Alberta, Northwest Territories, Nunavik, Nunavut, Yukon, and the Sampi region of northern Finland, Norway, and Sweden.

Indigenous Community Relationships & Partnerships *continued...*

AUSTRALIA

In Australia, Civeo has a long and proud history of developing meaningful partnerships with Aboriginal and Torres Strait Islander peoples, organizations, and businesses, particularly in the communities in which we operate. Civeo's Reconciliation Action Plan (RAP) was launched in 2022, expressing concrete commitments toward advancing reconciliation between Indigenous Australian people and the broader Australian community. Civeo is a proud and active participant in this process and has made progress towards our commitments. We believe that reconciliation is vital to the futures our communities envision for themselves and we aim to help make those futures a reality.

Our Australian business also supports various unincorporated joint venture partnerships with Indigenous landowners in Western Australia. Under these agreements, we strive to develop the business capacity, project management skills, and expertise of the Indigenous joint venture members and provide local employment opportunities and training. Additionally, the joint venture agreements have a mix of incentive payments via milestone and profit share arrangements.

Civeo's commitment to supporting Indigenous communities has led to increased engagement with young Indigenous men through our Clontarf Foundation Partnership. As a result of support like ours, the inaugural graduating class of Year 12 students from the newly opened academy in Mackay recently graduated. We have actively participated in providing ongoing employment opportunities for these students following graduation.

As part of our commitment to reconciliation, Civeo is proud to partner with Two Little Sisters, a local Indigenous business that recently launched their Kunzea Pain Relief Cream at National Aborigines and Islanders Day Observance Committee (NAIDOC) Week celebrations in our Western Australia villages. Two Little Sisters incorporates native ingredients into their products, allowing them to stay connected to their Miriuwung culture and community. These products are now available at select Civeo sites, and we look forward to continuing to promote local Indigenous businesses through our retail partnerships.

Additionally, Elders from First Nation group the Barada Barna were able to attend a special weekend celebrating their culture and history, thanks to monetary and material support provided by Civeo. The celebration was held close to Civeo's Coppabella Village, providing an opportunity for Elders to share their traditions. Civeo donated food and money for shirts to help acknowledge the significance of the gathering. Through these initiatives, Civeo continues to prioritize building strong relationships with Indigenous communities and supporting their cultural and economic development.



Civeo donates accommodation for the dancers who attend and perform at the NAIDOC Week community events in the Bowen Basin, Queensland.

SPOTLIGHT



The painting depicts the sites or camps located on country – the country which the ancestors of the artist, Elaine Chambers, called home.

Elaine Chambers Artwork

Elaine Chambers, a successful artist and business owner, comes from a family of artists who were removed from their homeland three generations ago. Raised in Cherbourg before relocating to Brisbane, she pursued her dream of becoming an artist after school and has been working in graphic design and printing since 1988. Her company, Cultural Edge Designs, produces Aboriginal artwork using the latest digital design techniques in combination with her traditional art skills, and her work has been featured in corporate Reconciliation Action Plans, including Civeo's, sports teams' Indigenous Round jerseys, and public murals. Elaine is a PANPA Award Winner and the 2015 National NAIDOC Poster Competition winner, and she takes great pride in sharing her family's art and culture with the community.

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements

civeo.com

2022 ESG REPORT



During 2022, we engaged with shareholders representing over 61 percent of our outstanding shares regarding Civeo's operations, financial results, strategy, and executive compensation matters.



At Civeo, we take a proactive approach to risk management through the execution of our Enterprise Risk Management (ERM) process.



In 2022, we conducted a cyber breach simulation exercise focused on incident management and communication processes with the assistance of a third-party cybersecurity consultant.

Corporate Governance

At Civeo, we prioritize good corporate governance and seek to uphold the highest standards of professional and personal conduct.

We believe this approach fosters an environment that is conducive to long-term investments and promotes sustainable economic growth. To promote ethical conduct at all levels, we have Corporate Governance Guidelines and a Code of Business Conduct and Ethics that outline our expectations for officers, directors, and employees as well as a Financial Code of Ethics for Senior Officers.

LINKS

Corporate Guidelines & Policies

- Corporate Governance Guidelines
- Executive Stock Ownership Guidelines
- Non-Employee Director Stock Ownership Guidelines
- Corporate Code of Business Conduct and Ethics
- Financial Code of Ethics For Senior Officers
- Policy for Employee Complaint and Reporting Procedures For Accounting and Compliance Matters
- Conflict Minerals Policy
- Health Safety & Environment Policy
- Human Rights Policy

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

Social
Responsibility

**Corporate
Governance**

Forward-Looking
Statements

BOARD OF DIRECTORS

Civeo's Board of Directors is responsible for overseeing the company's strategic direction, managing risks, and helping the company operate in the best interests of our stakeholders. Additionally, the Board appoints and monitors the performance of the executive management team, approves major financial transactions, and provides guidance on, or approves, as applicable, directly or via committees, matters such as executive compensation and corporate social responsibility. The Board of Directors upholds high standards of ethical conduct, transparency, and accountability.

Civeo's Board of Directors is composed of accomplished individuals with a wide range of skills and experience. Their collective business acumen, combined with their diverse backgrounds, allows them to provide informed guidance and strategic oversight to the company. Their knowledge of the industry, the company's operations, and the competitive landscape positions them well to continue creating long-term value for our stakeholders.

Our Board of Directors currently has four standing committees, each of which is composed of Board members with relevant skills and experience. Each committee has a charter that outlines its purpose, composition, responsibilities, and reporting requirements.

- Audit Committee
- Compensation Committee
- ESG and Nominating Committee
- Finance and Investment Committee

"Risk is an inherent aspect of business operations, and we believe in taking a proactive approach to risk management. The Board of Directors assumes responsibility for overseeing the risk management process. We integrate risk management into our decision-making process at all levels to help us achieve our strategic objectives while protecting the interests of our stakeholders and driving long-term value creation."

Richard Navarre

Civeo Board of Directors, Chair

For information about the Board's oversight of our ESG efforts and initiatives, see page 4. For director biographies, committee responsibilities, policies and processes, performance evaluations, succession planning and more, see our 2023 Proxy Statement.

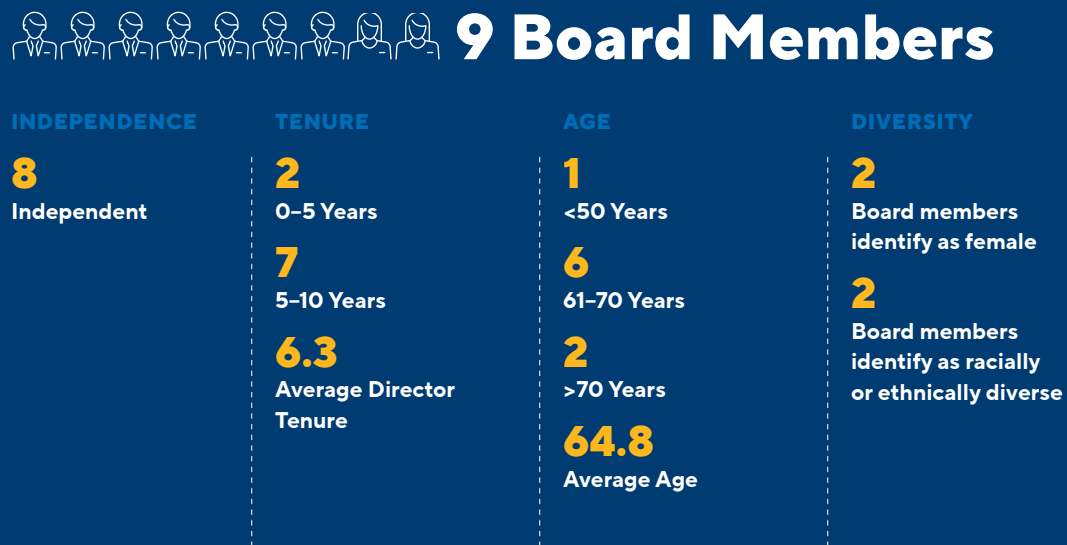
ENTERPRISE RISK MANAGEMENT

At Civeo, we take a proactive approach to risk management through the execution of our Enterprise Risk Management (ERM) process. Oversight of the ERM process is carried out by our Board of Directors, while managers and employees assume responsibility for managing risks on a day-to-day basis. Every year, management conducts a comprehensive global risk assessment to identify and evaluate potential risks, including their likelihood, nature, materiality, and expected timing of impact. We use this process to develop strategies that help mitigate the risks and manage them effectively.

We have carefully assessed the risks associated with natural disasters and climate change across all our facilities. For each site, we have developed and implemented emergency preparedness and response plans that align with internationally recognized standards. These plans, which are reviewed regularly and revised as needed, are specifically designed to address potential crises, including natural disasters such as cyclones, hurricanes, and wildfires. Additionally, we have taken proactive measures to prevent and mitigate the impacts of such events.

For more information about our emergency preparedness and crisis response efforts, see page 15. For more information about our ERM process and general risk oversight at Civeo, including a table outlining risk management responsibilities by group, see our 2023 Proxy Statement.

BOARD OF DIRECTORS SNAPSHOT (As of March 2023)



BOARD OF DIRECTORS SKILLS & EXPERIENCE (As of March 2023)



EXECUTIVE COMPENSATION

We are committed to upholding strong governance standards in all areas of our business, including executive compensation. Our executive compensation governance framework is built around a highly qualified Board Compensation Committee, a clearly defined decision-making framework and appropriate delegation of authority, and comprehensive compensation policies. We believe that our robust governance framework promotes an executive compensation program that is transparent, fair, and effectively aligns the interests of our management with the interests of our shareholders. For more information about our executive compensation, see our 2023 Proxy Statement.

SHAREHOLDER ENGAGEMENT

We maintain a continuous dialogue with analysts and institutional investors throughout the year to exchange information and insights on our performance. This involves active participation in various formal events, such as investor conferences, as well as group and individual meetings. We actively seek feedback on our performance, and we use this feedback to inform our decision-making and enhance our communication with investors. Our goal is to maintain transparency and openness with the investment community, building long-term relationships based on trust and mutual understanding.

During 2022, we engaged with shareholders representing over 61 percent of our outstanding shares regarding Civeo's operations, financial results, strategy, and executive compensation matters. For more information regarding our shareholder engagement, see our 2023 Proxy Statement.

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements

civeo.com

2022 ESG REPORT



CYBERSECURITY

In today's digitally connected world, cybersecurity risks impact all our stakeholders, and cybersecurity is an essential element of our corporate governance. We continuously monitor and evaluate our cybersecurity risks, enhancing our security measures and adapting our capabilities against cyber threats to improve the resilience of our business operations.

In 2022, we conducted a cyber breach simulation exercise focused on incident management and communication processes with the assistance of a third-party cybersecurity consultant. Civeo business functions, executive management, and members of the Board of Directors participated. The goal was to identify opportunities for improved efficiency, coordination, and alignment.

The Audit Committee of our Board of Directors oversees technology and cybersecurity risks. Multiple times per year, Civeo's executive management team meets with the Audit Committee

"At Civeo, cybersecurity is not just a discipline practiced by specialized resources within our IT team. We emphasize cybersecurity across the organization from supply chain practices through to general training received by a majority of our systems users and specialized training for those more likely to be targeted. We utilize a variety of defenses, including artificial intelligence (AI) driven defensive systems, to supplement best practices within the organization, and an outsourced security operations center to supplement our own monitoring capabilities. In addition, Civeo utilizes third party experts to validate our defensive systems, communications, and training framework to maintain and constantly improve upon our ability to protect both our sensitive data and that of our clients and guests."

Bryan Gerard

Vice President, Business Process Improvement and CIO

to discuss cybersecurity risks, review quarterly cyber metrics, and oversee progress against our annual action plans. The Board of Directors reviews our cybersecurity risk posture, strategy, and execution.

Safeguarding our Digital Assets

We utilize recognized industry technologies and practices to safeguard our digital assets. Key program measures include:

- Maintaining an experienced staff of cybersecurity professionals
- Assessing risk periodically through independent and self-assessments focused on the evaluation of the design and operating effectiveness of controls
- Assessing our controls on a weekly, monthly, and quarterly basis as part of an ongoing compliance program
- Utilizing outside experts in key technology areas including the security operations center and penetration testing services

- Practicing business resilience plans in the event of a cyber breach that impacts our critical assets
- Requiring all employees to participate in mandatory cyber awareness training programs that include cybersecurity fundamentals, phishing campaigns, and payment card security

Data Privacy

We respect privacy and comply with relevant laws in the collection, use, and protection of personal information in connection with our business. We deploy controls that address the data privacy protection principles and specific requirements of legislation in the jurisdictions for which we operate. We collect and process personal information only when needed, and only for legitimate business purposes.



Forward-Looking Statements

Letter from
our CEO

About Civeo

ESG at Civeo

Environmental
Stewardship

Social
Responsibility

Corporate
Governance

Forward-Looking
Statements

The foregoing contains forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements are those that do not state historical facts and are, therefore, inherently subject to risks and uncertainties. The forward-looking statements herein, including statements regarding our plan, initiatives, projections, goals, commitments, expectations, or prospects, are based on then current expectations and entail various risks and uncertainties that could cause actual results to differ materially from those expressed or implied by these forward-looking statements. Such risks and uncertainties include, among other things, risks associated with the general nature of the accommodations industry, risks associated with the level of supply and demand for oil, coal, iron ore and other minerals, including the level of activity, spending and developments in the Canadian oil sands, the level of demand for coal and other natural resources from, and investments and opportunities in, Australia, and fluctuations or sharp declines in the current and

future prices of oil, natural gas, coal, iron ore and other minerals, risks associated with failure by our customers to reach positive final investment decisions on, or otherwise not complete, projects with respect to which we have been awarded contracts, which may cause those customers to terminate or postpone contracts, risks associated with currency exchange rates, risks associated with the company's ability to integrate acquisitions, risks associated with the development of new projects, including whether such projects will continue in the future, risks associated with the trading price of the company's common shares, availability and cost of capital, risks associated with our ability to remain in compliance with our financial covenants in our debt agreements, risks associated with general global economic conditions, global weather conditions, natural disasters and security threats and changes to government and environmental regulations, including climate change, risks associated with global health concerns and pandemics, including the risk that room occupancy may decline if our customers are limited or restricted in the availability of

personnel who may become ill or be subjected to quarantine, and other factors discussed in the "Management's Discussion and Analysis of Financial Condition and Results of Operations" and "Risk Factors" sections of Civeo's annual report on Form 10-K for the year ended December 31, 2022 and other reports the company may file from time to time with the U.S. Securities and Exchange Commission. Each forward-looking statement contained herein speaks only as of the date of this report. Except as required by law, Civeo expressly disclaims any intention or obligation to revise or update any forward-looking statements, whether as a result of new information, future events or otherwise. The standards of measurement and performance contained in the report are developing and based on assumptions, and no assurance can be given that any plan, initiative, projection, goal, commitment, expectation or prospect set forth in this report can or will be achieved. Website references throughout this document are provided for convenience only, and the content on the referenced websites is not incorporated by reference into this document.