



// CIVEO AT A GLANCE  
**WORKFORCE  
LODGING & HOSPITALITY**



# Stay Well. Work Well.

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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.

**Established in 1977**, Civeo has grown to become one of the world's largest integrated providers of workforce accommodations, offering a full suite of hospitality services including lodging, food services, housekeeping, site utilities, and property maintenance. Our extensive experience comes from owning and operating over 26,000 rooms in Canada, Australia, and the US, in addition to the properties entrusted to us by our clients.

Our belief is that a well-rested employee with a balanced lifestyle will be more productive at work – making Civeo a key partner in the success of our customers' operations.





Our workforce lodging provides the labour infrastructure required for the development of natural resource projects in remote locations.

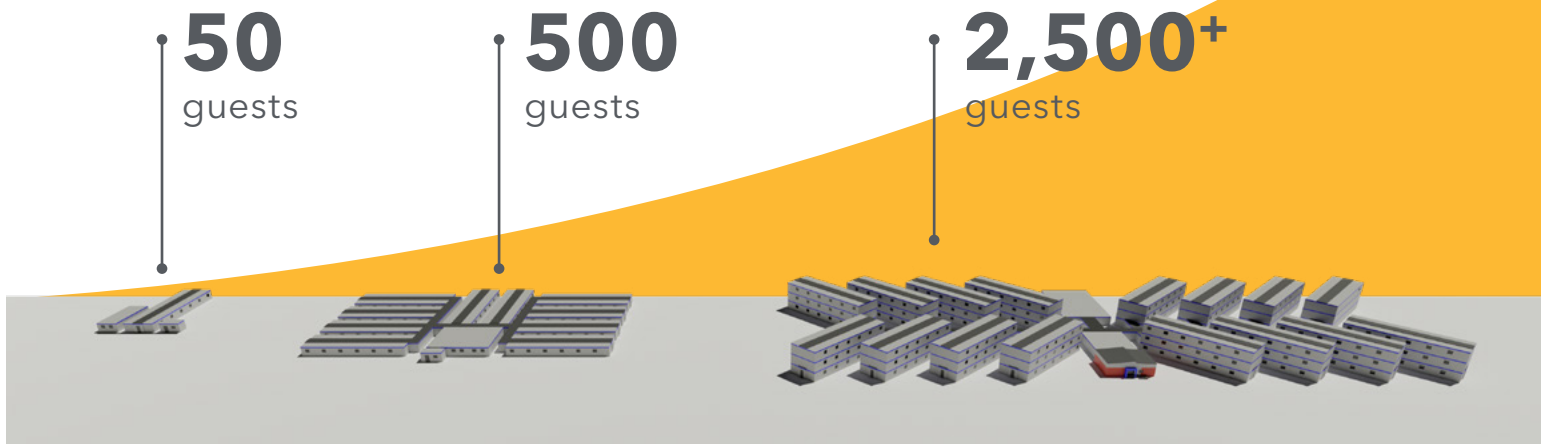
# Remote. Possibilities.

- Lodging for 1,200 people
- Catering & housekeeping services
- Lifestyle amenities to attract and retain a productive workforce

By their nature, large-scale natural resource projects require a significant labour force working away from home, often in some of the most logistically remote locations on the planet.

Civeo's mix of accommodations and hospitality services can scale as projects move through the resource exploration, site construction, operations, and decommissioning life cycle.

## MODULAR, SCALABLE, RELOCATABLE FACILITY CONFIGURATIONS



**From 50 people to 2,500 and beyond**, we have lodging solutions to meet the evolving needs of your project and your workforce.

### Ready to Mobilize

Civeo maintains an active fleet of modular facilities ready to be deployed as you need them, with complexed configurations that can include:

- Dormitories
- Kitchen/dining facilities
- Fitness and recreation centres
- Admin/office space

### Associated Facility & Infrastructure Services

- Site Grading & Preparation
- Module Transport & Installation
- Power Generation
- Water & Wastewater Management
- Communications Infrastructure
- Preventative Maintenance Services





## GUEST SERVICES & AMENITIES

### Exceptional Hospitality. Unparalleled Comfort.

Civeo's hospitality teams ensure that when the workday is complete, your people return to a clean and comfortable space to rest, recharge, and connect with others.

Standard amenities across each of our properties provide a consistent guest experience, including:

- Private guest suites with housekeeping service
- Catered dining rooms serving three meals daily
- Pick-and-pack lunch room for take-away meals
- Fitness and recreation facilities
- Games rooms
- WIFI Internet
- Guest laundry
- Convenience stores
- Luggage hoteling

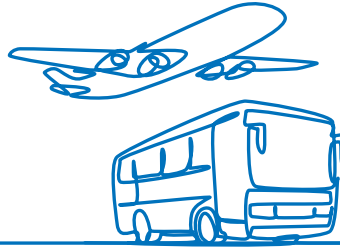




## Remarkable Guest Experiences

Working away from home in remote regions can be challenging. Every interaction we have with our guests is designed to make a meaningful difference in the lives of the people we serve.

### It's What We Do.



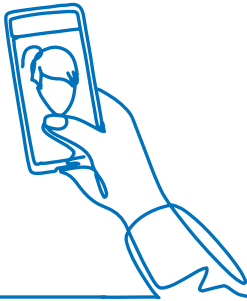
#### Travel

Travel assistance for flights, ground transportation, and room bookings in one consolidated itinerary.



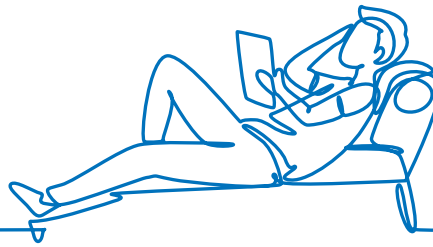
#### Welcome

A warm check-in upon arrival gets guests situated with a host of amenities to enjoy during their stay.



#### Connect

Digital connections bridge the distance between those we serve and the people they care for most.



#### Rest

A clean, comfortable, quiet space to rest and relax after a productive day on the job.



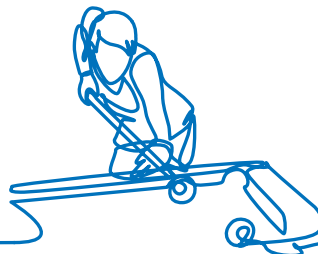
#### Nourish

Culinary delight in every meal served with fresh, nutrient-rich dishes to fuel your day



#### Exercise

Maintaining an active routine contributes to a balanced lifestyle while working remotely.



#### Play

Spaces to gather, socialize, and have fun create a friendly sense of community for guests.



**Results in a more productive, balanced workforce.**



Commercial laundry facility. Fort MacKay, AB

## LAUNDRY SERVICES

Civeo's state-of-the-art laundry facilities provide fast, reliable service, computerized tracking systems, and operate with the environment in mind.

### Sustainable BluOx™ Technology

Using BluOx™ Laundry technology, our cleaning process uses elevated concentrations of oxidized water to significantly decrease the amount of chemicals, detergents, and hot water used when compared to traditional laundry cycles.

### Key Benefits

- Eliminates all microbiological activity
- Extends linen life by up to 20%
- Fresher smelling, whiter, and brighter linens
- Shorter drying times

Our facilities have the capacity to process 1.4 million pounds of laundry per month. The process is also highly automated with programmable folding stations, significantly decreasing human contact and the potential for contamination.

## WATER AND WASTEWATER MANAGEMENT

When operating in remote locations away from urban utilities, water and wastewater management are a critical component of safe, healthy, and sustainable facility operations.

Whether your project site has a population of 50 or 5,000, our modular and scalable water and wastewater treatment solutions can be customized to safely and responsibly manage the volumes required.

We manage everything from plant installations to ongoing operations, testing, and preventative maintenance.

### Our services include:

- Sewage collection systems and treatment plants
- Potable water treatment systems
- Water distribution systems
- Permit administration
- Certified operators



## FEATURED PROJECTS & OPERATIONS

Civeo serves natural resource projects in some of the world's most active oil and gas, met coal, iron ore, and precious metals producing regions in Canada, Australia, and the United States. Provided below are a few representative examples of projects past and present.



### OIL SANDS LODGE NETWORK

*Fort McMurray, Alberta*

Civeo owns and operates a network of **15 lodge properties** supporting the oil and gas extraction and production projects in the region. Collectively, these properties have the capacity to serve more than **18,500 workers** travelling from across Canada to build and operate these projects.



### DIAVIK DIAMOND MINE

*Lac de Gras, Northwest Territories*

In a joint venture with the Yellowknives Dene First Nation, Civeo provided accommodations and catering services for nearly **1,200 workers** at the peak of the site's construction.



### BRUCE JACK MINE

*Northwestern British Columbia*

Located on a glacier in northern BC at an elevation of 4,765 feet, Civeo was contracted to design, manufacture, install, and operate permanent lodging to accommodate the mine site's **330 workers**.



### BOWEN BASIN MINING VILLAGE NETWORK

*Queensland, Australia*

Civeo owns and operates a network of five resort-style workforce accommodation villages conveniently located close to major Bowen Basin mining projects. Collectively, these properties serve **5,594 guests** working in the region.



As many of Civeo's projects in Canada operate in traditional territories, **we work closely with Indigenous communities** to explore mutually beneficial investment, employment, and business opportunities.

## PAIR GOLD CERTIFICATION

The Canadian Council for Indigenous Business (CCIB) has recognized Civeo's commitment to the Aboriginal community by bestowing the company with a Gold Level certification in the Partnership Accreditation in Indigenous Relations (PAIR) program.

The certification underscores the focus Civeo has put into its progressive procurement practices, training and recruitment programs, and ensuring an inclusive work culture. As described by the CCIB, the certification signals to communities, industry, and governments that Civeo is:

- A good business partner,
- A great place to work, and
- Committed to prosperity in Indigenous communities.



**PAIR GOLD**  
PARTNERSHIP ACCREDITATION  
IN INDIGENOUS RELATIONS

## COMMITMENT TO INDIGENOUS ECONOMIC RECONCILIATION

Civeo's commitment to Indigenous Peoples is guided by the following principles:

1. Civeo believes in the inherent rights of all Indigenous Peoples to maintain social, cultural, and spiritual identities; exercise jurisdiction over traditional lands; pursue sustainable economic prosperity.
2. Civeo will purposefully inform and educate employees, customers, suppliers, and community stakeholders of the rights of self-determination of Indigenous Peoples as declared in the United Nations Declaration on the Rights of Indigenous Peoples.
3. Civeo acknowledges the reliance of its business on the consent of, and partnership with, Indigenous Peoples.
4. Civeo is committed to the principles of the Canadian Council for Indigenous Business (CCIB) Partnership Accreditation in Indigenous Relations (PAIR) program and to:
  - Reach and maintain 10% of its Canadian workforce from Indigenous communities.
  - Develop and maintain meaningful business partnerships where revenues and profits are shared.
  - Create opportunities, expand capacity, and build partnerships with Indigenous-owned businesses.
  - Make sustainable and meaningful contributions to communities and programs to support education and scholarship opportunities for the next generation of Indigenous leaders.

Through this commitment, civeo will adhere to the highest standards of ethical business practices and open and transparent operations with the goal of unlocking opportunities for both civeo and Indigenous Peoples.

## COMMITMENT BY THE NUMBERS

**\$298  
MILLION**

Procurement Spend  
with Indigenous  
Businesses Since 2017

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**9**

Community  
Partnerships

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**5.2%**

Employees who  
Identify as Indigenous

