



Indigenous Annual Report

2024



Rachelle Brockman. "Up North"
Inspired by Rachelle's childhood and the freedom she experienced exploring the lakes and forests of northern Saskatchewan.

TRADITIONAL TERRITORIAL LAND ACKNOWLEDGMENT.

Civeo acknowledges the traditional territories in which we operate, including lands which are now known as part of Treaty 6, 7, and 8 – the traditional and ancestral land of the Cree, Dene, Blackfoot, Saulteaux Nakota Sioux, Tsuu T’ina Nation, and Stoney Nakoda First Nation. We acknowledge that this territory is also part of the historical Northwest Métis Homeland. In addition, Civeo acknowledges the Indigenous lands on the unceded traditional territories on which we also operate.

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Cover Art:
Featured artist Rachelle Brockman shares her “Good Day Parfleche” piece, inspired by an exciting collaboration with fashion designer and artist, Lauren Good Day.

WELCOME TO CIVEO.

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 Canada 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 24,000 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.



MESSAGE FROM OUR PRESIDENT.



2024

saw a change in leadership at Civeo Canada, with my predecessor, Al Schoening, retiring. I was welcomed into the role of President for our Canadian operations in August and three months later, I was fortunate to be part of a team accepting an award from one of our great partners, Fort McMurray First Nation 468. I can't think of a more fitting way to recognize the results of Al's guidance and commitment to Indigenous economic reconciliation, putting policy into action with tremendous results.

I've been in the natural resources industry for many years and had been familiar with Civeo, and to some extent, its reputation for partnering with communities and Indigenous businesses. Since taking on this new role, I've come to learn the substance of Civeo's legacy in embracing Indigenous economic reconciliation, promoting Indigenous programs, and fostering constructive partnerships with Indigenous communities. I look forward to doing my part to contribute to this great legacy.

In this report, we share the policy commitments and program outcomes that provide meaningful progress along the pathway to Indigenous economic reconciliation. These outcomes require transparency, which we work towards with partners such as the Canadian Council for Indigenous Business. They require engagement and collaboration, which we participate in with events across western Canada. They require respect and celebration, such as marking important days of significance within the company and in our communities. They require full commitment and genuine effort over time to bring about change.

As we continue to engage with Indigenous communities and support initiatives that promote economic reconciliation, we will always strive to increase Indigenous participation in our supply chain, our workforce, and our business ventures.

I'd like to offer my thanks to Al for all he has done for Civeo and enshrining Indigenous partnership into our company spirit, to the teams at Civeo that support our Indigenous engagement and business collaboration efforts, and the partners that we work with.

I hope that this report serves to demonstrate the principles that underlie our commitment to collaboration and meaningful progress: transparency, respect, and mutually beneficial outcomes for business and community.

Sincerely,

A stylized, handwritten signature in black ink, appearing to read 'Andy Fraser'.

Andy Fraser
President, Civeo Canada

ARTIST SPOTLIGHT RACHELLE BROCKMAN.



As a celebration of Indigenous culture, we are proud to shine a light on the works of Saskatchewan-based artist Rachelle Brockman, which are showcased throughout this report.

Rachelle Brockman is a passionate artist, published illustrator, award-winning educator, volunteer, mother, partner, and entrepreneur. Of Métis and Irish descent, Rachelle learned to appreciate art and nature from her mother. Her wild ideas and curiosity are thanks to her adventurous father and the freedom she had growing up north of Prince Albert, Saskatchewan. Her deep desire to understand and connect with people and perspectives is a result of her diverse work and travel experiences.

“ I invite you to immerse yourself into each painting. Imagine the stories. Be filled with curiosity and wonder. Be connected to the land. Feel strength and beauty. And appreciate culture. Enjoy! ”

Civeo's Commitment to Artistic Integrity

Civeo is committed to supporting the artistic traditions of Indigenous Peoples while guarding against the historical exploitation of Indigenous art and culture. We have a duty to ensure that our presentation of Indigenous art in both digital and physical spaces respects the rights of the artist.

With this principle in mind, Civeo has collaborated with Rachelle Brockman to carefully consider the intent, application, and presentation of her works featured in this report. This collaboration ensures that Rachelle maintains complete intellectual property rights and creative control over her work.



Rachelle Brockman.
“To Everything There Is A Season I”
Inspired by the healing properties of the aspen forest.



OUR COMMITMENT TO INDIGENOUS PEOPLES.

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.

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 of 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.



Indigenous dancers.
2024 Indigenous Peoples Day at Civeo's Sitka Lodge.

PAIR GOLD CERTIFICATION.



PAIR GOLD PARTNERSHIP ACCREDITATION IN INDIGENOUS RELATIONS

In 2023, the Canadian Council for Indigenous Business (CCIB) recognized Civeo's commitment to the Indigenous community by renewing the company's Gold Level certification in its Partnership Accreditation in Indigenous Relations (PAIR) program.

The CCIB's mission is to foster sustainable relations between First Nations, Inuit, and Métis people, and the Canadian business community. Its PAIR initiative is an independent certification program designed to validate corporate performance in Indigenous relations for its participating members. Since the program's introduction in 2001, PAIR remains the premier corporate social responsibility program with an emphasis on Indigenous relations.

This certification underscores the focus Civeo has put into its progressive procurement practices, training and

recruitment programs, and ensuring an inclusive work culture. With our recertification, Civeo joins an exclusive group of only 23 organizations in Canada that have achieved Gold Level status, including notable brands such as Scotiabank, BMO, Suncor, and Hydro One.

Civeo's Gold Level PAIR certification status is noteworthy because it is validated by an unbiased, independent, third-party verification of the company's performance, and awarded by a jury comprised of Indigenous businesspeople. As described by the CCIB, the certification signals to communities that PAIR-status companies are:

- good business partners,
- great places to work, and
- committed to prosperity in Indigenous communities.

Maintaining Our Certification.

Civeo began its PAIR certification process in 2016, initially qualifying for Silver Level status, and then achieving Gold Level status in 2020. Despite having achieved certification, the path forward doesn't stop there.

In order to maintain our status, Civeo will participate in a comprehensive audit and review process with the CCIB every three years. This process is designed to ensure Civeo's ongoing commitment to the policies and practices

we have developed while building on the PAIR program objectives defined by the CCIB.

We are reminded of the many people, partners, and organizations who have come together to actively contribute their inspiration, leadership, and insight to further our commitment to the Indigenous community and economic reconciliation.

CCIB SUPPLY CHANGE.



**SUPPLY
CHANGE**

**Indigenous
Procurement
CHAMPION**

Indigenous Procurement Champion Designation

In 2024, the Canadian Council for Indigenous Business (CCIB) awarded Civeo with an Indigenous Procurement Champion designation. The designation is given to businesses that show leadership in enhancing Indigenous procurement outcomes by being active members of the CCIB's Supply Change™ program, joining the CCIB's Indigenous Procurement Marketplace, and committing to reporting annual Indigenous procurement expenditures.

CCIB's Supply Change™ program is designed to ensure that Indigenous businesses have equitable opportunities to participate in Canadian procurement. The program features an Indigenous procurement marketplace, the first directory in Canada to connect corporate buyers and Certified Indigenous Businesses (First Nations, Métis, and Inuit).

The Supply Change™ Champion designation reflects Civeo's ongoing commitment to doing business with Indigenous companies and building meaningful partnerships.

A Commitment to Collaboration

As described by the CCIB website, Champions set the standard for others, demonstrating that commitment to Indigenous procurement involves measurable actions and lasting impact.

Requirements for the designation:

- Be a member of CCIB
- Demonstrate commitment to enhancing Indigenous procurement outcomes by reporting annual Indigenous procurement spend and annual spend targets to CCIB's Supply Change division
- Recognize CCIB's Certified Indigenous Business (CIB) designation
- Provide the details of a member of your procurement team
- Commit to working with CCIB to enhance your Indigenous procurement outcomes (such as attending peer-to-peers meeting and providing opportunities on the marketplace newsfeed)





Rachelle Brockman. "Maskotew"
Inspired by the prairie skies at Rachelle's
favourite place, Wanuskewin.

ENGAGING INDIGENOUS BUSINESS.

A Principled Approach

The underlying principle of Civeo’s Indigenous Procurement Policy is to support the long-term economic interests of Indigenous Peoples. We do this by promoting the participation of qualified Indigenous businesses to work with us on capital projects and our ongoing operations.

In 2024, Civeo purchased over C\$31.3 million in goods and services from the Indigenous business community in Canada, adding to a **cumulative spend of over C\$329.7 million since 2017**.

Vendor Engagement

As part of our vendor engagement process, Civeo meets with community stakeholders including Indigenous-owned businesses, joint ventures, and economic development offices to offer information on available contract opportunities and benefit agreements. We then prequalify and award contracts to Indigenous businesses and PAIR-certified companies through competitive sourcing events for goods and services required for Civeo projects.

Indigenous Vendor Engagement by Procurement Category

Provided below is an overview of the percentage of contracts (by dollar value) awarded to Indigenous businesses for each of Civeo’s largest categories of operational procurement.

PROCUREMENT BY CATEGORY OF GOODS & SERVICES	
Category	2024
Water & Wastewater Hauling	42.5%
Security Services	16.6%
Snow Removal	3.9%
Staff Transportation	0.0%
Goods & Services	30.8%
Waste Management	6.1%

CIVEO'S
INDIGENOUS
BUSINESS
PROCUREMENT
SPEND

CAD \$31.3
MILLION
IN 2024

.....

CAD \$329.7
MILLION
SINCE 2017

VENDOR SPOTLIGHT.



McKay Métis Group & Civeo: 15 Years of Growth and Partnership

By guest contributor Crystal Young,
President & CEO, McKay Métis Group

McKay Métis Group (MMG) is a community-owned Indigenous enterprise that represents the “fire” built by the entrepreneurial spirit of the Fort McKay Métis Nation (FMMN) for its prosperity.

I joined MMG over nine years ago as Business Development & Partnership Manager and had the privilege of becoming President & CEO in 2020. Since then, our vision has been to grow the Nation’s business arm by engaging our people, partners, and clients in meaningful collaboration — to achieve collective prosperity, enrich the lives of all stakeholders, and advance sustainable economic empowerment for the Fort McKay Métis Nation.

Today, MMG operates as a diversified group of companies, including a self-perform division with more than 260 employees, and eight strategic partnerships delivering services across multiple industries.

Among our most impactful and enduring collaborations is our partnership with Civeo. Their belief in us helped create a foundation that allowed us to expand our services, develop our people, and create employment opportunities – many

of which were filled by members of our own Nation. What began over 15 years ago as a single bussing contract with PTI (now Civeo), has grown into year-round services such as road maintenance and snow removal provided through McKay Métis Contracting, and security services delivered through our division Garda North, in partnership with GardaWorld.

Civeo and MMG’s business relationship is a prime example of our vision of meaningful collaboration rooted in trust, respect, and mutual success. Civeo does not just hire Indigenous companies — they walk with us. They participate in our cultural events, support community initiatives, and seek ways to uplift our people. We see Civeo not just in our business, but in the heart of our community.

This is what economic reconciliation looks like: collaborative, authentic, and anchored in shared success.

At McKay Métis Group, we do not just look for clients, we seek long-term partnerships that generate collective prosperity. With Civeo, we have found exactly that. We are incredibly proud of everything we have built together and even more excited for what is still to come.

EMPLOYMENT & TRAINING.

Indigenous Employment Strategy Focus Areas

Civeo's Indigenous Employment Strategy focuses on three key activities:

1. **Community Outreach:** Generate awareness in the community for Civeo, our industry, and the careers that can be built within the occupations that support it.
2. **Proactive Recruitment:** Hold hiring fairs within the community, providing visibility and access to those who may not be able to travel to events being held in larger urban centres.
3. **Training and Development:** Partnering with government and industry to help those interested in culinary, hospitality, and water treatment trades to develop the skills they need to enter the workforce.

As a result of our ongoing commitment to the above-mentioned focus areas, we continue to grow our base of employees from the Indigenous community.

INDIGENOUS EMPLOYEES (with/without band affiliation)	
Role	As at Dec 31, 2024
Executives	11.1%
Senior Managers	8.3%
Admin	6.3%
Front Line	4.8%
% of Total Employees	5.3%

Cultural Awareness Initiatives

To further our commitment to ensuring an inclusive work culture, Civeo has developed and implemented several initiatives aimed at creating more awareness for Indigenous culture in the workplace.

Examples of these initiatives include:

- Indigenous Awareness courses to provide historic context, celebrate the community's contributions and heritage, and to discuss issues facing Indigenous Peoples.
- Establishment of Indigenous employee committees at various lodges to manage the implementation of programs, and to address emerging issues and concerns.
- Celebration of Canada's National Indigenous People's Day with activities across the organization.
- Observing and acknowledging Orange Shirt Day and the National Day for Truth and Reconciliation.

Indigenous Management Training Program

Civeo's Indigenous Management Training Program (IMTP) offers qualified candidates hands-on experience to acquire the principles of effective supervision, management, and customer service applied specifically to the hospitality industry. This field experience is combined with leadership training and increased levels of project and planning responsibilities. Once focused training has been completed, graduates from the program may move on to junior operational roles, junior management roles, or other functional positions in the organization.

EMPLOYEE SPOTLIGHT.

Civeo Indigenous Relations Team Member Spotlight

Meet James Norris and Ashley Hinton, two dedicated members of our Indigenous Relations team. James and Ashley have walked unique paths and work in different regions, but their goals are the same: engage with and value our partners and their communities. Together, James and Ashley are fostering business and community relationships in pursuit of mutually beneficial outcomes — and always showing that our Indigenous partners can count on us.



James Norris — Manager of Indigenous Relations

In his 37-year career, James has worked in government, private industry, and for First Nations in areas such as development of socioeconomic programs, consultation, and Indigenous public engagement. He joined Civeo in May 2023, in part due to how important indigeneity was to the organization.

"I'm at the point in my career where outcomes are what matter most. To see something we're working on come to fruition, or when our work leads to new ideas, growth, and opportunities, that's what drives me.

I grew up in-between two cultural worlds and it taught me to see both sides, to listen, hear, understand, and translate. It's what led me down the path of relations, mediation, and negotiations, as well as pursuing my master's degree in communications.

The better the relationship, the better the conversation — and the results."



Ashley Hinton — Manager, Client and Indigenous Relations

Ashley followed her radio career from Vancouver Island back to her hometown of Calgary. After 12 years in media, she launched a new career with Civeo in 2019 as Recreation and Community Outreach Manager, Indigenous Relations, a role that brought her back to the coast, in Kitimat, B.C.

"I had worked with the Indigenous community when I was a teenager, through the Tillicum Lelum Aboriginal Friendship Centre. When the opportunity arose to join Civeo and rediscover those experiences in a new career, and near to where I grew up, I jumped at the chance.

I was welcomed into the community and joined the Kitimat Chamber of Commerce as a Director, then Vice President, then President. That experience and the networks I built helped me grow into my current role.

Indigenous Relations is like any important relationship you have in your life. You're communicating, you're listening, you're being truthful, you're laughing together, you're succeeding together."



Indigenous drummer.
2024 Indigenous Peoples Day at Civeo's Sitka Lodge.

GUEST CONTRIBUTOR NIGINAN SHELTER.



Partnership in Action: Civeo's Support for an Indigenous-Led Emergency Shelter

By guest contributor Keri Cardinal,
CEO, NiGiNan Housing Ventures

In December 2023, the City of Edmonton was soon to dismantle multiple encampments that served as the homes for hundreds of unhoused people. Temperatures were dropping and many of the encampment inhabitants were the hardest to house: people who struggled with addiction, mental health, physical health and disabilities, and were averse to using the shelter system. They needed somewhere to go, somewhere to be safe when the tents and makeshift shelters that they called home would soon be gone.

Looking for innovative solutions, the City of Edmonton approached our organization, NiGiNan Housing Ventures, with the idea to provide temporary emergency shelters. As an Indigenous-led non-profit that provides long-term and short-term housing for people experiencing homelessness, we were eager to take on this responsibility. NiGiNan is committed to providing culturally safe spaces for those most in need, especially when that need is urgent.

The project required a rapid and coordinated effort, bringing together the City of Edmonton, the Government of Alberta, and key partners such as Epcor, Tru North Restoration, Krawford Construction Company Inc., Synchro Architecture Inc. — and Civeo to make the plan a reality.

With tight timelines and complex logistics, Civeo stepped forward as a critical partner, providing temporary modular infrastructure including dorms, bathrooms and a dining area, which had space to house 50 individuals with high-complex needs at our Pimatisiwin site. We had only contracted Civeo in early December; Civeo's experience in workforce

accommodations and approach to the urgency of the situation ensured that the site was functional, warm, and ready to support those transitioning out of homelessness. From the collective efforts of all involved, NiGiNan was able to provide safe, secure and supportive spaces to over 74 individuals in winter 2023/2024. That time also allowed us to find alternate housing options for each individual, whether across NiGiNan's housing sites or with other partners in Edmonton.

Civeo and NiGiNan's partnership continued as we expanded our services, including the launch of a fresh meal delivery service for another Indigenous-led initiative. Their expertise in large-scale meal preparation for remote camps provided valuable insights, strengthening our ability to deliver nutritious food to those who need it most.

Civeo also has donated hundreds of blankets for our organization to distribute directly to those in need and to other organizations. For unhoused people, blankets provide more than much-needed warmth. They give a sense of safety and security. They help people travel between locations, from shelter locations to support locations. They are life support luxury and something that we take for granted.

Our collaboration is a testament to what can be accomplished when industry and Indigenous-led organizations work together with urgency, respect, and a shared goal. We are grateful for Civeo's commitment to supporting Indigenous-led solutions and look forward to continuing this work to ensure safe, dignified housing for all.

ACTIVE IN THE COMMUNITY.

SUPPORT FOR TAWÂW PROGRAM RESIDENTS

Every year we feel privileged to be welcomed into the communities in which we work as we participate in events and ceremonies, celebrate festivals and days of significance, and support initiatives through donations of time, funds, or food.

For the residents of the Wood Buffalo Wellness Society's Tawâw program, food is integral to building a sense of belonging; it is what brings them together.

In 2024, Civeo was proud to contribute to the Tawâw program and to help people who needed it most receive nourishment for body and spirit.

There is Room for you Here

Tawâw is a Cree word meaning, "come in, you are welcome, there is room for you here." It is the apt name of an Indigenous-led housing program for the chronically houseless population in the Wood Buffalo Region around Fort McMurray.

Reliable shelter is a basic human need and for Tawâw's residents, individuals and families facing addiction, and homelessness, it is something they cannot get elsewhere. But food is what brings them together. The simple opportunity to eat together in a shared space can build bonds and connections that create safety, love, and community.

As the Tawâw program expanded and as construction for a new facility kitchen to provide on-site meals progressed, there was an opportunity for Civeo to help bridge the gap until the new kitchen was ready. Throughout 2024, we were honoured to provide food donations of hot dinners, fruit, cookies, and snacks that would feed 16 Tawâw residents each day.

Civeo is proud to be a small part of the great work of the Wood Buffalo Wellness Society and the Tawâw program and we look forward to continuing to support this wonderful organization in the future.

Indigenous community participation is a part of our company culture, and how we commit to strengthening relationships with our partners.
It's what we do.



AWARD WINNING PERFORMANCE.

Civeo Canada Receives Eagle Award From Fort McMurray First Nation

Civeo Canada is proud to have been presented with The Eagle Award by Fort McMurray 468 First Nation's (FMFN 468) Economic Development Corporation.

The Eagle Award recognizes organizations that have made significant contributions to the Fort McMurray First Nation community in areas such as leadership, innovation, and community service.

"We are so honoured to receive The Eagle Award, which signifies our great collaboration and relationship with Fort McMurray First Nation," said Andy Fraser, President, Civeo Canada, who was on-hand to accept the award. "This recognition is a testament to Civeo's efforts to ensure that our operations in traditional territories are built on mutually beneficial business and community relationships, and trusted partnership.

Fraser was joined at the FMFN 468 Economic Development Corporation's award ceremony by Kris Quinn, VP, Business Development, and Trevor Gladue, Senior Director, Indigenous Strategic Initiatives.

"We are very proud of this award as it takes its name from the most honoured of the seven sacred teachings: the eagle," Gladue said. "The sacred teachings are about how to live a healthy, full and balanced life and these lessons will always inform our relationships with our Indigenous partners."

About FMFN 468

Fort McMurray 468 First Nation is a Cree band located 38 kilometres from Fort McMurray, Alberta. The Nation signed adhesion to Treaty 8 in 1899. Fort McMurray 468 First Nation was a part of the same band as Fort McKay First Nation until separating in 1942. The Nation is made up of four reserves, approximately 31 km².

About FMFN 468 Economic Development Corporation

The FMFN 468 Economic Development Corporation, established in April 2022, is dedicated to managing business development opportunities and fostering industry partnerships for the Nation and the Fort McMurray First Nation Group of Companies. The organization plays a crucial role in generating revenue that supports various community programs, housing initiatives, and infrastructure projects, ensuring long-term benefits for the Nation and its members.



