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This Sustainability Report outlines our approach to achieving our goals, acknowledging our contributions, and addressing our challenges for the fiscal year from January 2024 through December 2024. Prepared in alignment with the core requirements of the Global Reporting Initiative (GRI), it reflects our ongoing commitment to transparency, accountability, and responsiveness to our stakeholders. Through this report, we aim to demonstrate how our business creates value from social, environmental, and economic perspectives — and how we continue to advance through sustainable practices.



A Message From The President

As we reflect on 2024, it is clear that Ketek continues to evolve, adapt, and lead with innovation and responsibility. Our commitment to sustainability remains at the forefront of everything we do, ensuring that our operations not only support the industries we serve but also contribute positively to the environment and the communities in which we operate.



Over the years, we have expanded our technological capabilities, integrating smarter, more efficient solutions across our products and services. Our SmartTek remote monitoring systems have significantly improved for optimized energy consumption, reduced emissions, and enhanced operational efficiency. We have strengthened our environmental stewardship by refining waste management processes, improving water conservation efforts, and minimizing our carbon footprint through data-driven decision-making.

Beyond technology, our people remain the foundation of Ketek's success. We continue to invest in training, safety, and collaboration ensuring that every team member is equipped with the tools and knowledge to drive sustainable progress. From our Fabrication and Power Services divisions to our growing partnerships with Indigenous communities, we have built a culture where innovation and responsibility go hand in hand.

As we enter 2025, we do so with a renewed commitment to sustainability, efficiency, and growth. The challenges ahead will require adaptability and ingenuity, but with the strength of our team and the trust of our partners, Ketek will continue to set the standard for responsible, results-driven solutions.

Brad Abel

President & Director



[VISION]

To be a team that provides industry leading service for excellent value.



SAUTCOMES

Environmental Services-Theory of Change

Vision

Our vision is to build a sustainable future by operating with integrity, where environmental protection, people support, and community strength are central to our purpose. Sustainability goals and actions guide our business decisions, aligning with the economic pillars of sustainability to drive performance, strengthen client and stakeholder connections, and ensure long-term value. We are committed to delivering industry-leading services that are safe, sustainable, and technically precise.

Impact

Ketek advances industrial performance by embedding sustainability, safety, and technical excellence into every aspect of our operations—driving innovation, reducing environmental impact, and contributing to a healthier environment while delivering high-quality, reliable solutions.



"Meeting the needs of today without compromising the ability of future generations to meet their needs."

- Gro Harlem Brundtland

Long-Term Outcomes

- Resilient, prosperous communities empowered by Ketek's presence and partnerships.
- · Clients and communities benefit from services that are safe, sustainable, and technically advanced.

Intermediate Outcomes

- Adoption of sustainable technologies and operational best practices.
- Clients experience seamless integration of safety, sustainability, and precision in service delivery.

Short-Term Outcomes

- Internal policies align with ESG (Environmental, Social, and Governance) commitments.
- Service frameworks designed with sustainability, safety, and precision as core pillars.



Corporate Overview



HEAD OFFICE (OPERATIONS CENTRE)

20204 110 Avenue NW, Edmonton AB, T5S 1X8 1-855-447-5050 780-447-5050

FORT MCMURRAY

3001 Snow Eagle Drive Fort McMurray AB T9H 0J4 1-855-447-5050 780-714-5059

GRANDE PRAIRIE

65021 Highway 43, Grande Prairie AB T8V 3R5 1-855-447-5050 780-539-5025

FORT NELSON

4801 - 46 Avenue Fort Nelson BC V0C 1R0 1-855-447-5050 250-774-6618

FORT ST. JOHN

6707 87a Ave. Fort St. John BC V1J 0B4 1-855-447-5050 250-785-3685

SALE OFFICES:

Calgary, AB Saskatoon, SK 1-855-447-5050

DEPOTS:

Whitehorse, YK Agassiz / Chilliwack, BC 1-855-447-5050

Services Provided by KETEK



History



Ketek Industries was founded with a single piece of equipment





KETEK GROUP

Management merges the four companies to become Ketek Group

1979

1984

1992

2002

2011



Ketek acquires Westland Incinerators, an international supplier of incineration equipment and environmental consulting





Ketek acquires Groundwater Control Systems, a groundwater management service





Ketek incorporates Alltek Loss Prevention, a safety training and consulting specialist



YEARS IN BUSINESS 1979-2024

2024

Results Driven.

Ketek is a leading supplier of services and rental equipment in Western Canada

For 45 years, we have provided rental equipment and services to oil and gas, mining, municipal, and other industrial clients. Through our talented and dedicated employees we strive to meet the highest business, environmental, and community standards. Ketek's true value comes from its ability to draw on many strengths – engineering, manufacturing, transportation, and its vast rental fleet just to start – to support its expertise in the field. We solve the real-world challenges faced by our clients, from start to finish.



Ketek's Sister Companies



Ketek Infinity is a partnership between Ketek Group and Infinity Métis Corporation to work in the Regional Municipality of Wood Buffalo and surrounding area.



With engineered solutions, patented technologies, and operational experience, Claytek meets a variety of fluid treatment, pipeline, and tunnel construction needs including related sludge/slurry and wastewater requirements.



AltRoot diverts municipal organic waste from landfills and quickly turns it into nutrient-rich, environmentally friendly compost.



Serving Fort McMurray and the Wood Buffalo region, Compass Towing provides reliable towing and roadside services.



Ketek Logistics has the fleet, the people, the systems and the determination to offer safe, responsive service. Ketek's fleet includes lowboys, flatbeds, winch, picker and bed trucks, hotshots, pilot trucks, and more.



Ketek has partnered with Kisik, a majority-Aboriginal-owned business headquartered in Edmonton. Kisik provides services to the oil and gas, construction, and municipal sectors.



Saluma Nunavut provides waste management and water management services in the Northwest Territories and Nunavut.





CUSTOMER FOCUS:

This principle emphasizes understanding and meeting the needs and expectations of customers, ensuring their satisfaction is at the heart of business decisions and processes.

CONTINUAL IMPROVEMENT:

A commitment to regularly enhancing processes, products, and services through incremental changes and innovations. Fostering a culture that embraces ongoing refinement.

TRAINING AND DEVELOPMENT:

Providing employees with the necessary skills and knowledge through ongoing education and training programs to enhance their capabilities and performance.

COMPLIANCE & STANDARDS:

Adhering to relevant regulations, industry standards, and best practices to ensure quality and ethical operations throughout the organization.

CLIENT, SAFETY & QUALITY FIRST CLIENT, SAFETY & QUALITY FIRST CLIENT, SAFETY & QUALITY FIRST CLIENT, SAFETY & STANDARDS & STANDARDS & STANDARDS & STANDARDS & STAFE ENGAGEMENT STAFF ENGAGEMENT • STAFF ENGAGEMENT

RISK MANAGEMENT:

Identifying, assessing, and mitigating potential risks to quality and operational integrity ensuring proactive measures are in place to address challenges.

ISO 9001: 2015

Ketek Group, a solutions provider for the oil and gas industry can enhance its sustainability efforts by aligning its operations with ISO 9001:2015 standards. ISO 9001 focuses on a quality management system (QMS) that encourages continuous improvement, customer satisfaction, and resource optimization.

COMMUNICATION:

Ensuring clear and transparent exchange of information related to quality initiatives and performance, fostering an environment of trust and collaboration.

STAFF ENGAGEMENT:

Actively involving employees in decision-making and improvement processes, fostering a sense of ownership and commitment to quality outcomes.

LEADERSHIP:

Demonstrating commitment to quality at all levels of management. Inspiring and guiding teams to prioritize and achieve quality objectives.

PARTNERSHIPS & RELATIONSHIP MANAGEMENT:

Building and maintaining strong relationships with suppliers, partners, and stakeholders to enhance collaboration and achieve mutual quality goals.

PROCESS APPROACH & EVIDENCE-BASED DECISION MAKING:

Managing activities and resources as interconnected processes to enhance efficiency and effectiveness ensuring consistent quality outcomes. Utilizing data and factual information to inform decisions and drive improvements ensuring that actions are grounded in reliable evidence.

Ketek stands ready to support climate resilience in Western Canada through the rapid deployment of equipment from all branches in the event of emergencies such as wildfires, floods, or other community-threatening events. On every project, we uphold incident-free performance by applying environmental risk mitigation practices aligned with our Loss Prevention Program (LPP).



Climate Resilience

Ketek expects each and every one of its employees, from senior management through to our many experienced field personnel, to contribute to the company's climate resilience.



Reduce the environmental footprint of Ketek's operations



Conserve water resources in project execution



Reduce air emissions from equipment



Protect biodiversity in project execution



Develop the technical capacity for emergency response with first reponders



Power Services

Power Services is an integral part of Ketek's sustainability efforts. By continuously integrating innovative technologies, we optimize energy efficiency and minimize environmental impact ensuring smarter and more responsible power solutions. One of the key ways we achieve this is through SmartTek, Ketek's advanced platform for remote monitoring and automation. Real-time tracking is crucial for optimizing equipment performance, allowing precise control of rental fleet equipment such as generators and pumps. By leveraging data-driven insights we actively reduce fuel consumption, emissions, and equipment downtime. Designed for intelligent energy management, SmartTek features automated start-stop functionality ensuring equipment runs only when needed—preventing unnecessary idling and lowering overall carbon output. Combined with the expertise of our Power Services team, this technology enhances operational efficiency, extends equipment lifespan, and minimizes waste and maintenance costs benefiting both our clients and the environment.

With remote monitoring capabilities, Ketek significantly reduces the need for site visits cutting fuel use, emissions, and operational costs. Diagnosing issues remotely and adjusting equipment settings in real time not only enhances efficiency but also minimizes unnecessary travel. The SmartTek platform goes beyond monitoring by detecting potential pressure failures in equipment before any environmental spills occur. By proactively identifying and addressing risks, we enhance environmental protection and reduce the impact of equipment failures. At Ketek, sustainability is more than an initiative-it is a responsibility we proudly uphold. Our commitment to smart energy management is embedded in our culture, helping clients surpass environmental targets while ensuring seamless operations. By continuously refining and expanding these technologies, Ketek remains an industry leader in innovation, efficiency, and environmental responsibility.



GHG and Energy Efficiency

On projects, we maintain incident-free performance by applying environmental risk mitigation consistent with our LPP. Ketek targets greenhouse gases (GHG) reductions through operational equipment efficiencies to achieve lower emission outcomes (Tier 4 generators, LED lighting, and SmartTEK remote control of equipment). The Tier 4 generators have the potential to virtually eliminate particulate emissions and nitrogen oxide emissions.

Ketek is strengthening its greenhouse gas (GHG) and energy conservation services to facilitate reduction in these emissions through clean technology and community-based infrastructure plans.

Ketek continually upgrades its equipment to reduce fuel consumption, lower GHG emissions, and minimize operational costs.



10,000 tCO₂e ANNUAL DIRECT GHG EMISSIONS

Average annual Ketek direct GHG emissions are well below the reporting threshold in Alberta of 10,000 tCO2e per year. These emissions are from natural gas, electricity, and fuel consumption for our trucks servicing clients.

Waste Management Solutions

Solid Waste Management

Effective solid waste management is a fundamental pillar of sustainability ensuring responsible waste disposal, resource conservation, and environmental protection. By integrating waste reduction, recycling, composting, and advanced disposal methods sustainable waste strategies help minimize environmental impact while promoting a circular economy.

Ketek is at the forefront of developing innovative waste management solutions. In partnership with the Alberta Research Council, we have designed Cyclonator Incinerators—a patented thermal oxidizer technology offering effective solid waste disposal options in locations across Canada. These systems have consistently provided environmentally responsible waste management solutions for our clients.

Beyond incineration Ketek Group's sister company, Altroot, processes municipal solid waste into CCME Grade A compost under a service agreement with the Westlock Regional Waste Management Commission. Through a collaborative study with the University of Alberta and Gateway Research Organization, this compost is utilized in regenerative farming demonstrating our commitment to sustainable agriculture.

Expanding our scope, Ketek has also established a distributorship for Brome Compost equipment, specializing in advanced composting solutions. Our team of engineers, technicians, and specialists continuously seek new technologies and advancements to enhance waste management, reduce pollution, and optimize resource utilization—always with the goal of protecting our environment for future generations.

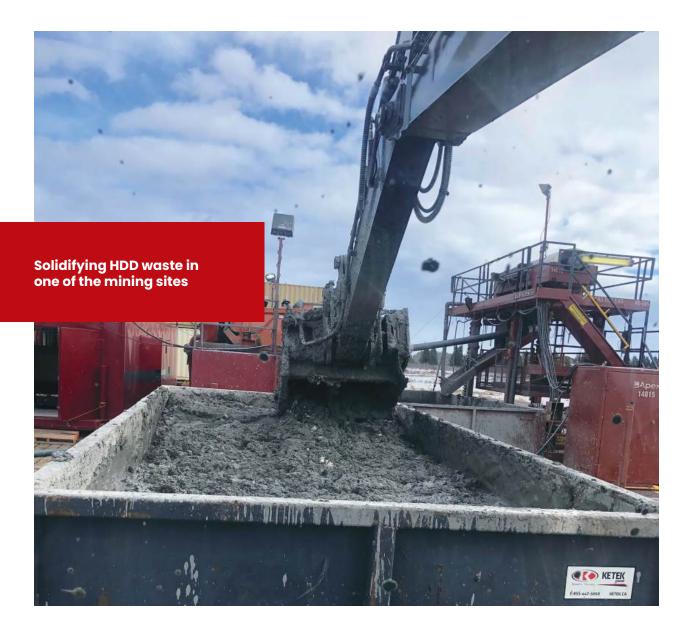
At Ketek, we remain dedicated to innovation and sustainability, ensuring our solutions not only meet but exceed environmental standards while supporting our clients' diverse waste management needs.





Water Treatment

Our business is primarily focused on the movement of water, and ensuring that it is returned to the surrounding landscape in pristine condition is a top priority. Through our partnership with our sister company, Claytek, we assure that any water we handle is thoroughly purified of contaminants and pollutants, contributing to a cleaner and healthier community for everyone. Our solutions offer simple, cost-effective alternatives to the hauling of wastewater off-site. We can meet the strictest of discharge criteria. We help you manage your industrial waste streams, improving your economic, operational, and environmental performance. Solidified waste can be disposed of at a landfill. This is cheaper than the alternative liquid removal and disposal.



Trans Mountain Expansion



Claytek provided in-situ water treatment solutions in British Columbia, tailoring their methods to address specific contamination challenges. Depending on the water's composition, they employed a range of techniques such as:

HYDROCARBONS:

GAC, Organic Clay, Oxidants

TURBIDITY:

Settling Tanks, Filter Pots, Flocculants

DISSOLVED METALS:

Oxidants, Green Sand, Coagulants

Calgary International Airport

Reduce sulphides from YYC airport water for discharge to fish-bearing stream. We utilized a clay floc for initial treatment and Ketek's OZTEK technology for secondary treatment and polish.







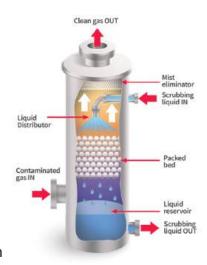
Water treated using OZTEK_™ (Ozone technology)

Air Pollution Control

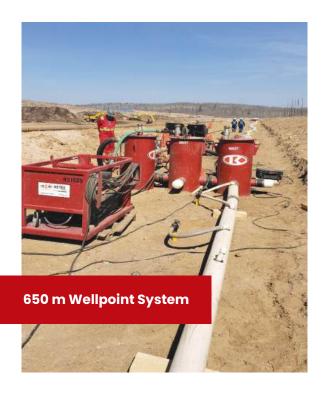
Ketek Group is committed to continuously improving our equipment to achieve lower emissions and enhanced environmental performance. For clients with specific waste streams or regulatory requirements our Controlled Air Incinerators can be customized with advanced Air Pollution Control Devices (APCDs) including either wet or dry scrubbers.

Given the demands of the Canadian environment dry scrubbers with baghouse filtration are often the preferred choice due to their efficiency and lower maintenance requirements. These systems effectively capture and neutralize harmful pollutants, such as acidic gases, particulate matter, and heavy metals ensuring compliance with stringent air quality regulations.

APCDs are particularly critical for municipal solid waste incineration where stack testing and emissions monitoring are required on an ongoing basis. By integrating advanced pollution control technology Ketek continues to provide sustainable, regulatory-compliant solutions that minimize environmental impact while meeting the evolving needs of our clients.







Tailings Management

Ketek also contribute to tailings management efforts assisting Imperial Oil in developing and implementing strategies to safely handle and dispose of tailings generated during the mining process.

Ketek assisted in ensuring compliance with environmental regulations and standards helping to minimize the project's impact on the surrounding environment and communities. To prevent the release of tailings water into the environment seepage intersection wells are utilized as a line of defense creating an enclosed perimeter to contain any potential seepage.

Well Pointing System:

This system was crucial for maintaining environmental integrity and ensuring compliance with regulatory standards for tailings management, highlighting the importance of proactive measures in environmental protection within mining operations.



Preservation of Aquatic Life

Ketek proudly manufactures high-quality fish screens in-house, ensuring they are 100% Canadian-made and built to withstand real-world environmental conditions. Our designs are informed by extensive field experience, allowing us to develop reliable and efficient solutions for fish protection. A fish screen is placed at a water diversion to protect juvenile fish from entering irrigation channels. They are specifically designed to reduce fish mortality and stranding. Fish screening provides a unique opportunity to increase survival of ESA-listed fish species while allowing irrigators to withdraw water.





Fisheries and Oceans Canada

We also offer custom fabrication, tailoring fish screens to meet specific client requirements while adhering to the Department of Fisheries and Oceans (DFO) Code of Practice. Whether utilizing our proven designs or manufacturing to precise client specifications, Ketek remains committed to delivering durable, compliant, and effective fish screening solutions.



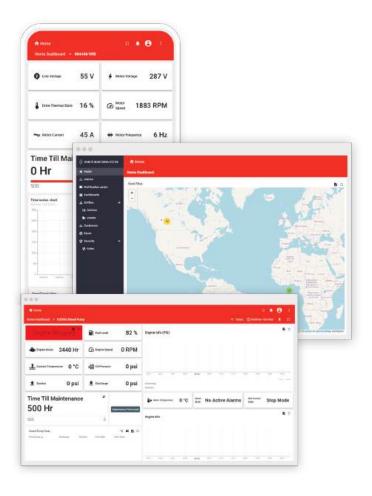
Technology and Innovation

Ketek integrates smart monitoring technologies, such as IoT devices, to track water usage, waste management, and energy consumption in real time.



With Ketek's SmartTEK suite of technologies, you can use data to your advantage. With a Programmable Logic Controller (PLC), we can program SmartTEK to perform just about any way you want.





Automation and Control

- Pump Automation
- Process Automation
- Junction Boxes
- Electrical Racks
- Protection & Control Panels
- Field Panels
- SCADA Panels
- Mimic Panels
- PLC Control Panels
- VFD Panels
- Marshalling Panels
- Explosion Proof Panels
- Electrical Buildings
- DCS Marshalling Cabinets
- Control Consoles

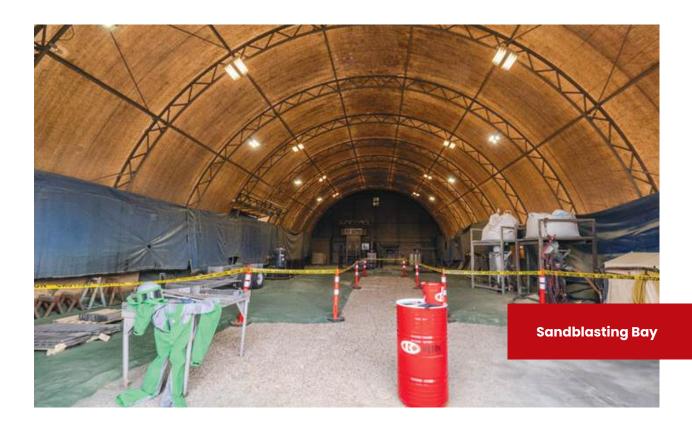
Research And Development

At Ketek, our team of experts is constantly exploring innovative advancements through research and development. We are focused on discovering solutions that enhance sustainability, improve efficiency, and reduce environmental impact. By continually pursuing new ideas and technologies, we uphold our commitment to progress and contribute to a cleaner, more responsible future.



Environmental Considerations

Ketek operates a 5,000 sq. ft. blast bay where we use Green Diamond Abrasive Grits — high-efficiency materials produced by selective screening of nickel slag. These grits are ideal for removing mill scale, rust, and existing coatings from steel and other metals in preparation for fabrication or painting. Importantly, Green Diamond contains no free silica, helping to protect both human health and the environment.





Green Diamond is the most costeffective, best profiling, consistent, and environmentally friendly abrasive blast media in the industry.



Report on Society

435 EMPLOYEES AT DEC. 31, 2024

66% MEN

34% WOMEN



Employees

The employees at Ketek are our most valuable resource. We encourage openness, idea-sharing, and the celebration of the diverse cultures and perspectives that move our business forward as "One Ketek." We are committed to supporting our people and the clients we serve — and we believe every employee should feel that same pride and sense of purpose. Our diverse Team Ketek workforce operates under the guiding principle of fairness and inclusion. Our HR philosophy fosters professional growth through apprenticeships and career experience programs, empowering employees to build their skills and grow with the company.

Health and Safety

At Ketek, safety is not merely a set of rules it is the very fabric of our organization.

At Ketek, we recognize that the well-being of our employees — our most valuable asset — is essential to our operational success and long-term sustainability. Our health and safety management system is a comprehensive, evolving framework designed to ensure every team member can work with confidence and peace of mind.

Ketek has proven their commitment to safety by participating in regular safety audits and maintaining a COR certification for over 20 years.



Target Zero: Our Loss Prevention Program emphasizes the recording of leading indicators to highlight the type of incidents that could result in an injury and raises awareness of the risks faced by our employees.

Hazard Management

Our hazard management approach is built upon a foundation of proactive diligence, where each potential threat is not merely identified but is meticulously assessed and controlled. With a keen eye for detail we implement a spectrum of preventative measures from advanced engineering controls to comprehensive safety protocols. To this end we remain committed to staying at the forefront of industry best practices and regulatory standards, embracing innovation and fostering an environment where the health and safety of our employees is never compromised. Together we work hand in hand safeguarding both our immediate surroundings and our collective future.

Training

Ketek Training is dedicated to fostering a sustainable future by providing industry-leading training solutions. Our experienced team of professionals delivers high-quality training programs, prioritizing safety, efficiency, and environmental responsibility.

A TOTAL OF

326

EXTERNAL
COMPANIES
HAVE RECEIVED
TRAINING FROM
KETEK GROUP INC.







Ketek offers both in-house and on-site training

Local Community









At Ketek, we take immense pride in our roots within the vibrant communities of Alberta, where our journey began and continues to flourish. We are deeply committed to fostering meaningful connections with those around us, believing that the strength of our community is intricately tied to the success and values that guide our operations. We proudly invest in local causes, educational initiatives, and charitable organizations all while championing the very values that have been passed down through generations.













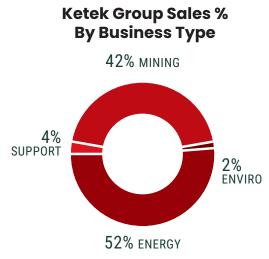




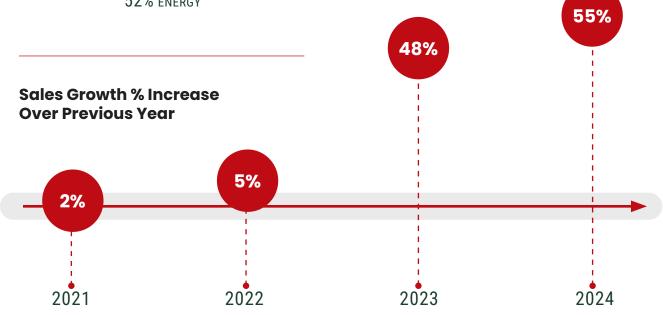
Ketek Group Inc. prides itself on being "Results Driven". At Ketek, we take pride in delivering exceptional value to our clients – not by being the lowest-cost option, but by being the most reliable and capable partner. Our strength lies in managing complex, large-scale projects from engineering through to installation, backed by decades of expertise. Just as importantly, we are committed to ensuring our smaller rental and service clients receive the same dedication and respect as our largest customers. This client-first approach reflects who we are as a company – proud, dependable, and deeply invested in the success of everyone we work with.



400+ EMPLOYEES



Ketek's Financial performance from 2021 through to 2024 illustrates the success and dedication of or employees to ensuring quality product manufacturing and distribution of different services to all our clients



Awards And Recognitions

Ketek Recognized for Support of Canada's Reserve Forces



Ketek Group was honored to receive the Canadian Forces Liaison Council (CFLC) Award, recognizing our ongoing support for Canada's Reserve Forces. In addition, representatives from the South Alberta Light Horse (SALH) regiment presented Regimental Coins to Ketek leadership in appreciation of our collaboration and contributions. This distinction highlights Ketek's commitment to fostering strong relationships with the military community and supporting reservists in their service.



ISO 9001 focuses on a quality management system (QMS) that encourages continuous improvement, customer satisfaction, and resource optimization. By integrating sustainability into QMS Ketek can improve operational efficiency, reduce environmental impact, and strengthen its market position.



The CWB Group certifies companies, inspection organizations, inspectors, and welding consumables through a review and qualification process to ensure that they meet the requirements for a variety of product and safety codes. Ketek has been certified with CWB certification of CSA W47.1.



Ketek maintains a Certificate of Recognition (COR Certificate), which is awarded by the Province of Alberta to employers who develop health and safety programs that meet established standards.



Our certification recognizes Ketek Group Inc. as a member of Alberta Safety Council in good standing.



Ketek's fabrication team can make just about anything, from the simplest of truck boxes to multi-million-dollar design and build units that meet any client requirements.



The Association of Professional Engineers and Geoscientists of Alberta (APEGA) regulates the practices of engineering and geoscience in Alberta on behalf of the Government of Alberta through the Engineering and Geoscience Professions Act and Ketek is a member of APEGA in good standing.



Canadian Land Reclamation Association (CLRA). A non-profit organization that seeks to advance the practice of reclamation and remediation of environmentally disturbed lands and waterways.



The Edmonton Construction Association (ECA) was incorporated in 1931 and is today the largest Non-Profit Construction Association serving the Commercial, Institutional, and Industrial Construction Industry in Western Canada.



(AWWOA) The Alberta Water and Wastewater Operators Association (est. 1976) is a member-run source for expert information and training designed for Alberta's 2,700 utility system operators.



ECO Canada acts as the steward for the Canadian environmental workforce across all industries. Ketek has been recognized as its member in good standing.



The Alberta Onsite Wastewater Management Association (AOWMA) is the provincial non-profit organization established to educate, train, and certify industry professionals. Ketek has been recognized as a member in good standing.



As a solutions-oriented organization they work in Canada and around the world to develop standards that address real needs such as enhancing public safety and health, advancing the quality of life, helping to preserve the environment, and facilitating trade.





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