



## 2023 Annual Employment Metrics

*September 17, 2024*

This document was updated on September 11, 2024 and September 17, 2024 with adjusted calculations based on new information regarding technical training hours and regarding diversity calculations.

Employment			
Metric	2023	2022	2021
Employees	17	18	16

Employee turnover			
Metric	2023	2022	2021
Male turnover rate	17%	9%	10%
Female turnover rate	0%	0%	0%
Total turnover rate	11%	6%	6%

Diversity			
Metric	2023	2022	2021
Total female employment	6	6	6
Total female employment (as % of total employment)	35%	33%	38%
% female of total management or higher positions	25%	25% <sup>1</sup>	27%
% female of total executive positions	25%	25% <sup>1</sup>	0%
% racially diverse of total employment	6%	6%	0%

<sup>1</sup>Updated in 2024 with calculations

Labor Relations			
Metric	2023	2022	2021
% of staff covered by collective bargaining agreements	0%	0%	0%
% of staff with right to form collective agreements	100%	100%	100%
Strikes or lockouts	0	0	0
Human rights violations (#)	0	0	0

Employment by age			
Metric	2023	2022	2021
<30	1	1	0
30-50	11	13	12
50+	5	4	4

New Employee Hires			
Metric	2023	2022	2021
<b>New female hires</b>			
<30 years of age	0	0	0
30-50 years of age	0	0	1
50+ years of age	0	0	0
<b>New male hires</b>			
<30 years of age	0	1	0
30-50 years of age	0	1	1
50+ years of age	0	0	0
Racially diverse	0	1	0

Training			
Metric	2023	2022	2021
<b>Hours per employee (average)</b>			
Professional Development - Technical	94.4	15.5	not measured
Hours per female employee (average)	64.5	not measured	not measured
Hours per male employee (average)	104.4	not measured	not measured
Finance and Safety	15	23	not measured
Hours per female employee (average)	15	23	not measured
Hours per male employee (average)	15	23	not measured
Cybersecurity	3.5	3	not measured
Hours per female employee (average)	3.5	3	not measured
Hours per male employee (average)	3.5	3	not measured

Compliance breaches			
Metric	2023	2022	2021
Cybersecurity breaches	0	0	0
Whistleblower complaints	0	0	0
Environmental fines, penalties, litigation or settlements	0	0	0
Anti-corruption policy violations	0	0	0

<b>Injury Statistics</b>			
<b>Metric</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Fatalities	0	0	0
Lost-time injuries	0	0	0
Total recordable injuries	0	0	0
Near misses	0	0	0

<b>Safety Indicators</b>			
<b>Metric</b>	<b>2023</b>	<b>2022</b>	<b>2021</b>
Fatality rate	0	0	0
LTIFR <sup>[1]</sup>	0	0	0
TRIFR <sup>[2]</sup>	0	0	0
AIFR <sup>[3]</sup>	0	0	0
NMIFR <sup>[4]</sup>	0	0	0

<sup>[1]</sup> Lost-time injury frequency rate

<sup>[2]</sup> Total recordable injury frequency rate

<sup>[3]</sup> All-injury injury frequency rate

<sup>[4]</sup> Near-miss injury frequency rate