



2025 Sustainability Report

When safety matters, we're ready.



Table of Contents

Introduction	2
Table of Contents	3
A Letter from Brad Clark, CEO	4
About Total Safety	6
About this Report	10
2025 Highlights	11
Double Materiality Assessment	14
Sustainability Governance	14
United Nations Sustainable Development Goals	16
Environmental	18
Climate Management	19
Waste	22
Social	24
Health and Safety	25
Workforce Management	28
Training and Education	32
Governance	34
Responsible Procurement	35
Regulatory Compliance	38
Planned Initiatives	40
Appendix	41
International Sustainability Standards Board Climate-Related Disclosure (IFRS S2) Index	41
VSME Disclosure Index	43

A Letter from Brad Clark, CEO

At Total Safety, our purpose has always been clear: to protect the wellbeing of workers worldwide. For nearly three decades, we have invested in our people, our operations, and the communities where we live and work, guided by the belief that safety, sustainability, and long-term business success are inseparable.

In 2025, that belief continued to shape our strategy and actions. From advancing workforce development and strengthening our safety culture to enhancing transparency around our environmental and social impacts, we made important progress toward building a more resilient, responsible organization. We took a meaningful step forward by completing our first double materiality assessment, deepening our understanding of how our operations impact people and the environment, as well as how sustainability-related risks and opportunities influence our long-term performance. This work helps us focus our efforts where they matter most to our employees, customers, and other stakeholders.

This year also marked a pivotal moment for Total Safety with the combination of our Industrial Fire and Safety Division and Dooley Tackaberry. By bringing together more than 140 years of combined experience, we are creating a global leader in industrial fire safety, ensuring our customers have access to the most comprehensive, end-to-end safety solutions on the market. This integration strengthens our ability to protect workers, safeguard critical infrastructure, and reduce risk across high-hazard environments worldwide.

Our commitment to sustainability is reinforced by our progress in strengthening governance and accountability across the organization. Sustainability remains a priority at the highest levels of management, supported by a shared governance model that integrates responsibility for environmental stewardship, workforce development, and ethical business practices across our operations. Recognition, including a CDP 'C' (Awareness) score and completion of the EcoVadis assessment, reflects growing transparency and maturity in our approach, while industry safety awards continue to affirm the dedication of our teams to protecting lives every day.

Looking ahead, we remain focused on continuous improvement. We will continue to invest in our people, leverage technology and data to enhance safety outcomes, and work closely with customers and partners to advance safer, more sustainable operations across the value chain. As expectations from regulators, customers, and communities continue to evolve, Total Safety is committed to meeting those expectations with integrity, accountability, and action.

I am proud of the progress we have made and grateful to our employees, customers, and partners for their trust and collaboration. Together, we will continue to strengthen our impact—protecting workers, supporting communities, and building a safer, more sustainable future for our business and the world around us.

Brad Clark

Chief Executive Officer, Total Safety

“I am proud of the progress we have made and grateful to our employees, customers, and partners for their trust and collaboration. Together, we will continue to strengthen our impact—protecting workers, supporting communities, and building a safer, more sustainable future for our business and the world around us.”



Brad Clark
Chief Executive Officer

About Total Safety

When it comes to dangerous or hazardous conditions, no matter what industry you are in or where you are in the world, Total Safety is the company you can count on to keep your employees, neighbors, and the environment safe. Total Safety U.S. Inc. ("Total Safety," "we," "our") is a privately held provider of integrated industrial safety services, protecting people and supporting safe operations since our founding in 1994.

Headquartered in Houston, Texas, we operate across more than 20 countries through a global network of over 200 locations, supported by over 3,000 people worldwide. Originally formed to serve the oil and gas industry, we have expanded through organic growth and more than 30 strategic acquisitions to build one of the world's most comprehensive industrial safety platforms. Our scale and geographic reach enable us to support customers consistently across regions while remaining responsive to local regulations, operating conditions, and site-specific risks.

Customers rely on Total Safety to support safe, reliable operations in some of the world's most demanding industrial environments. We deliver integrated safety solutions across the full lifecycle of hazardous operations by combining safety equipment, technology, and on-site services. Working closely with manufacturers, technology providers, and service partners, we support customers through product distribution, equipment rental, system integration, and on-site safety services—helping embed safety into day-to-day operations rather than treating it as a standalone requirement.

Industries we serve include:

- Upstream Oil & Gas
- Refining, Midstream, and Petrochemical
- Utilities and power generation
- Manufacturing and industrial operations
- Transportation and automotive
- Mining
- Aerospace
- Construction

Our services and solutions include:

- Safety equipment and technology, including gas detection and respiratory protection
- Industrial safety services and on-site safety personnel
- Training, compliance, and permitting support
- Emergency response, rescue, and medical services
- Industrial hygiene
- Fire protection services
- Centralized Confined Space Monitoring technologies

Our Brand Promise

To deliver unmatched mitigation of risk and operating cost reductions without compromise through our scalable, fit-for-purpose solutions to hazardous environment challenges.

Our Vision

To be acknowledged as the leader in ensuring the safe Wellbeing of Workers Worldwide (W3)SM in a broad range of hazardous environments.

Our Mission

Our mission is to protect lives and the facilities where people work by delivering integrated compliance solutions that ensure the Wellbeing of Workers Worldwide (W3)SM. We will surpass our customers' expectations for Environmental, Health, and Safety (EHS) performance.



to ensure the Wellbeing of Workers Worldwide

Our Values



People

People are our most valuable asset. We invest in, develop, and mentor our team, building strong relationships through respect, inclusion, and care for one another. We value diverse perspectives, listen actively, and lead with empathy. Through a culture of servant leadership, we support one another and enable our people to do their best work.



Accountability, Responsibility, & Empowerment

We hold ourselves accountable to one another, our customers, and our shareholders. We foster a culture of responsibility and empowerment by delegating with trust, setting clear expectations, measuring performance, and recognizing results. By listening and ensuring every voice is heard, we encourage ownership and shared success across the organization.



Safety & Wellbeing

Safety is a way of life at Total Safety—not just how we work, but how we live. We practice behavior-based safety, adhere to established policies and procedures, and empower every employee with stop-work authority. Through visible leadership engagement and a continuous focus on incident prevention, we work each day toward our goal of zero incidents.



Honesty, Transparency & Integrity

We are committed to honest, transparent, and open communication across all aspects of our business. We treat customers, contractors, and third-party partners with respect and act with integrity in every interaction. We strive to be trustworthy in both word and action—doing the right thing, even when no one is watching.



Our Memberships and Certifications

Total Safety maintains active memberships in key industry associations including:



The American Fuels and Petrochemical Manufacturers Association (AFPM)

where we have received 78 AFPM Safety Performance Awards over five years



The Industrial Safety Training Council (ISTC)

earning six Safety Training Achievement Awards, including 2022 awards for sustained performance



OSHA Voluntary Protection Programs (VPP)

achieving Star Site status, the highest level of VPP recognition

We also hold professional certifications, including:

OSHA VPP Star Site Recognition

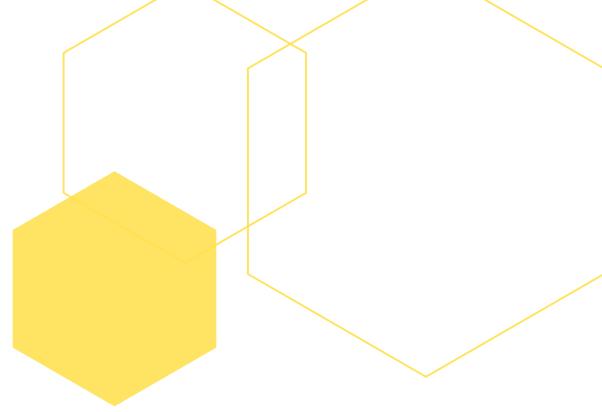
with 19 Star of Excellence Awards

VCA-ISO compliance

with Health, Safety, and Environmental (HSE) and Quality Management System standards

SCC compliance

with HSE Management System standards



About this Report

Total Safety U.S. Inc. is pleased to present our 2025 Sustainability Report, reflecting our continued commitment to transparency, accountability, and responsible business practices. This report outlines our sustainability approach, activities, impacts, and performance across our global operations and builds on the foundation established in our inaugural sustainability report. Unless otherwise noted, this report covers the period from January 1 to December 31, 2025, and includes Total Safety U.S. Inc. and our consolidated subsidiaries operating across more than 200 locations in over 20 countries.

We prepared this report with reference to leading sustainability reporting frameworks, including the International Sustainability Standards Board (ISSB) IFRS S2 (Climate-related Disclosures) standards, as well as the European Union's Voluntary Sustainability Reporting Standard for non-listed SMEs (VSME). The VSME disclosures have been prepared on an individual basis using the Basic Module only. No material information has been omitted on the basis of sensitivity or confidentiality.

This report also highlights our contributions to the United Nations Sustainable Development Goals (SDGs) and serves as our annual Communication on Progress (COP) for the United Nations Global Compact, reaffirming our commitment to the ten principles on human rights, labor, the environment, and anti-corruption.

As part of our ongoing commitment to responsible business practices and transparency, we look forward to continuing this reporting on an annual basis.

We welcome feedback and questions about this report and our sustainability performance. Please direct inquiries to:

Sustainability Reporting Team

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This report is available for download at www.totalsafety.com

2025 Highlights

Company Milestones

Total Safety and Dooley Tackaberry Combine to Create a Global Leader in Industrial Fire Safety

Total Safety's Industrial Fire and Safety Division joined forces with Dooley Tackaberry, bringing together more than 140 years of combined experience to create a global leader in industrial fire safety solutions. By integrating in-plant inspection, testing, repair, installation, and system engineering under one platform, the combined organization ensures customers have access to the most comprehensive, end-to-end industrial fire safety solutions on the market, strengthening protection of workers, assets, and operations across high-hazard environments.



First Double Materiality Assessment Completed

Total Safety completed our first double materiality assessment, marking a key milestone in the evolution of its sustainability program. The assessment identified and prioritized the environmental, social, and governance topics most relevant to Total Safety's impacts, risks, and opportunities, strengthening the foundation for informed decision-making and long-term strategy. This effort reflects growing maturity in integrating sustainability into enterprise risk management and business planning.

2025 Highlights

Awards and Recognitions



Completed CDP for Environmental Transparency

Total Safety received a 'C' (Awareness) score from CDP, reflecting growing transparency around environmental impacts, risks, and opportunities. This score signals improved visibility into climate- and environment-related risks, strengthening the foundation for informed risk management, regulatory readiness, and more resilient long-term planning.



EcoVadis Commitment

Total Safety completed the EcoVadis assessment in 2025, demonstrating our progress in establishing sustainability policies, disclosures, and management practices. The assessment reflects advancement across Environment, Labor & Human Rights, Ethics, and Sustainable Procurement, and demonstrates alignment with customer and supply-chain expectations for responsible business practices, which supports continuous improvement and stronger sustainability performance over time.



Recognized for Workforce Development Excellence

Total Safety received an Award of Merit from the Greater Baton Rouge Industry Alliance Workforce Development Awards. The recognition reflects strong collaboration across Operations, HR, and HSE to create meaningful career pathways and advancement opportunities for employees.



Industry-Leading Safety Performance Recognized Across Multiple Organizations

Total Safety received widespread industry recognition for excellence in worker health and safety across operations and regions. Together, these honors reflect strong safety leadership, disciplined execution, and a deeply embedded safety culture focused on preventing incidents and protecting workers in high-hazard environments.

Best in Class Safety Award Safety Excellence Awards <i>hosted by the Health and Safety Council and Industry Business Roundtable</i>	18 Safety Excellence Awards <i>American Fuel & Petrochemical Manufacturers Safety Conference</i>
Five Injury-Free Awards <i>Gulf Coast Safety Council</i>	Three Safety Excellence Awards <i>Gulf Coast Safety Council</i>
First Place, Safety Award Technical Support (Large) <i>Greater Baton Rouge Industry Alliance Safety Excellence Awards</i>	Safety Recognition for Construction Project Excellence <i>Northwest Indiana Business Roundtable Safety Awards</i>

Double Materiality Assessment

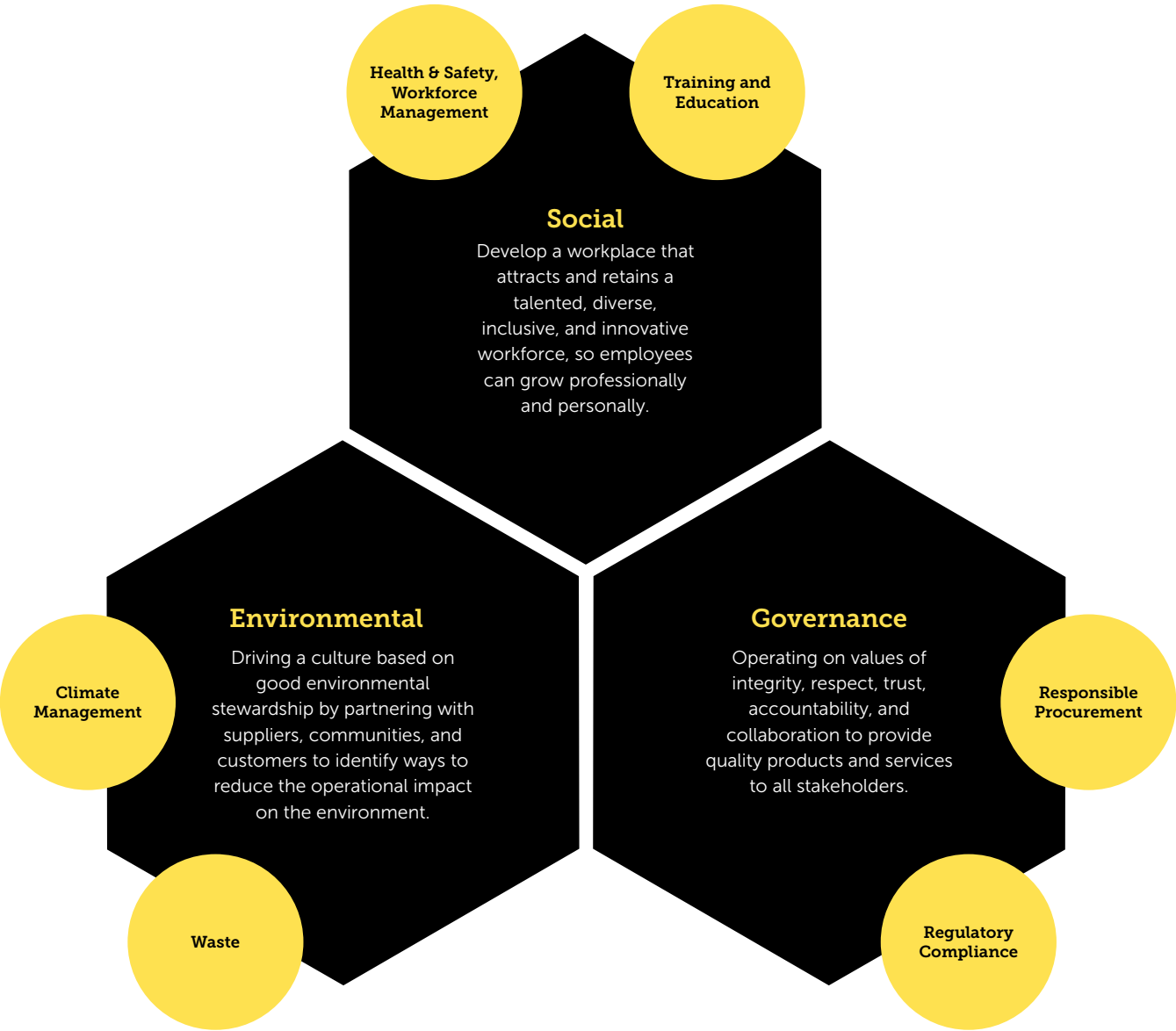
Total Safety completed our inaugural double materiality assessment in 2025, informed by the European Sustainability Reporting Standards (ESRS) guidance on double materiality, to identify the sustainability topics most relevant to our business and stakeholders. We worked with an independent sustainability consulting firm to identify actual and potential positive and negative impacts, as well as financially material risks and opportunities.

Impacts, risks, and opportunities were identified through a combination of desktop research on industry peers, customers, and regulatory trends, as well as interviews with enterprise leadership and functional leaders across key areas of the business, including finance, legal and compliance, global supply chain, operations, business development, and safety leadership. This approach helped ensure the assessment reflected both strategic priorities and operational realities.

The assessment considered Total Safety’s direct operations and broader value chain and evaluated topics across short-, medium-, and long-term time horizons. Sustainability impacts were assessed based on severity—considering scale, scope, and reversibility—as well as likelihood. Risks and opportunities were evaluated based on potential financial exposure, such as cost impacts or revenue implications, and the likelihood of occurrence. Topics that exceeded Total Safety’s defined materiality thresholds were deemed material.

The resulting material topics represent sustainability-related issues that are impact material, financially material, or both:

- Environment: Climate Management, Waste
- Social: Health and Safety, Workforce Management, Training and Education
- Governance: Responsible Procurement, Regulatory Compliance



Sustainability Governance

At Total Safety, responsibility for sustainability is coordinated through a cross-functional Sustainability Leadership Team, composed of senior leaders representing the business functions primarily responsible for sustainability-related activities across the organization. This includes Health, Safety, Environment, Quality, and Training (HSEQT), Human Resources, Operations, Sourcing, Sales & Service, and Information Technology. The Sustainability Leadership Team collaborates to support integrating sustainability considerations into business operations and company culture.

Total Safety is committed to strengthening our sustainability governance approach over time. As sustainability processes continue to develop, the Sustainability Leadership Team is expected to support the identification, assessment, and management of material sustainability- and climate-related risks and opportunities. Any identified material sustainability or climate-related risks and opportunities will be incorporated into Total Safety’s existing processes for assessing and managing business risks and opportunities. As part of this ongoing effort, Total Safety will provide updates in future reporting cycles on how material sustainability- and climate-related risks and opportunities are incorporated into Board oversight processes.

The United Nations (UN) Sustainable Development Goals (SDGs), which comprise 17 interconnected goals, are a universal blueprint adopted by all UN Member States in 2015 to address global challenges and achieve a better, more sustainable future for all by 2030. While these goals were originally developed for governments, they provide a powerful framework for businesses to align their strategies with global priorities and contribute to meaningful, lasting impact. The SDGs and corresponding targets outlined in this section reflect the areas where Total Safety is currently making contributions.

Goal 3: Good Health and Well-being

Material Topic(s): Health and Safety, Workforce Management

Target 3.8: Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all

Target 3.9: By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water, and soil pollution and contamination



Total Safety advances SDG Target 3.9 through our core business of protecting workers in high-risk industrial environments—including oil and gas, petrochemical, refining, mining, utilities, and manufacturing—by delivering critical health and safety services such as real-time gas detection and monitoring, industrial hygiene and exposure assessments, respiratory protection and breathing air systems, confined space monitoring, and emergency response. These services help prevent, identify, and respond to hazardous exposures from toxic gases, vapors, dusts, and other harmful substances, contributing to the reduction of deaths and illnesses related to hazardous chemicals and environmental contamination. We also advance Target 3.8 by supporting access to health services within our workforce through employee benefits such as medical, dental, life, and disability coverage, helping employees access essential care. For more information, see the [Workforce Management](#) section.

Goal 4: Quality Education

Material Topic(s): Training and Education

Target 4.4: By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs, and entrepreneurship

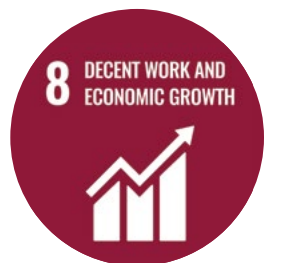


Total Safety advances SDG Target 4.4 by investing in workforce development to ensure employees have the technical and vocational skills needed for safe operations and long-term career growth. We support skill development through structured training and mentorship programs that build leadership capabilities. In addition, we offer tuition reimbursement and support for professional certifications, helping employees expand their technical expertise and pursue continued education. These efforts equip our workforce with relevant skills for employment and career progression. For more information, see the [Training and Education](#) section.

Goal 8: Decent Work and Economic Growth

Material Topic(s): Health and Safety, Responsible Procurement

Target 8.8: Protect labor rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment



Total Safety advances SDG Target 8.8 by promoting safe, secure working environments across the high-risk industries we serve, with our services designed to reduce occupational hazards and protect worker health and safety. Beyond our direct operations, we extend this commitment to our supply chain through our Supplier Risk Monitoring Policy, which evaluates suppliers based on operational and sustainability-related risks, including labor and human rights considerations. We leverage third-party assessments such as EcoVadis and CDP and engage with suppliers as needed to support responsible practices and continuous improvement.

Goal 12: Responsible Consumption and Production

Material Topic(s): Health and Safety, Regulatory Compliance

Target 12.4[†]: By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment



Total Safety advances SDG Target 12.4 by supporting the safe and responsible management of hazardous materials across their lifecycle through our services and operational practices. Our work includes monitoring and managing chemical exposures, supporting proper handling and storage practices, and helping clients comply with applicable environmental and safety regulations. Through these efforts, we help minimize the release of harmful substances into the air, water, and soil and reduce the potential impacts of hazardous materials on human health and the environment.

[†] Target 12.4 contains an original UN milestone year of 2020. As the target is considered not fully achieved globally, progress continues to be monitored by the UN through SDG Indicators 12.4.1 and 12.4.2.



Environmental

MATERIAL TOPICS: CLIMATE MANAGEMENT, WASTE

Total Safety is committed to minimizing environmental impacts associated with our operations while supporting the wellbeing of workers, customers, and the communities in which we operate. This commitment is articulated in the company's Environmental Policy, which establishes expectations for regulatory compliance, consideration of environmental impacts across operations, and continuous improvement in areas such as waste, energy, water, and resource use. These commitments are operationalized through our ISO 14001–certified Environmental Management System (EMS) at select sites. This certification provides a structured framework for managing environmental risks and impacts, supporting compliance, and driving ongoing improvement. Environmental oversight is led by our Health, Safety, Environment, Quality, and Training (HSEQT) teams, with senior leadership engagement through the Sustainability Leadership Team to guide sustainability initiatives and ensure environmental considerations are embedded across operations and strategic planning processes.

Climate Management

As climate change continues to shape the global business environment, Total Safety recognizes the importance of managing our greenhouse gas (GHG) emissions and evaluating climate-related risks and opportunities that may affect our operations and long-term objectives. We are committed to strengthening transparency around emissions and enhancing our understanding of physical and transition-related impacts to support informed decision-making and business resilience.

Management Approach

Climate-related Risk and Opportunity Management

Total Safety recognizes the importance of understanding and preparing for climate-related risks and opportunities that may affect our operations, financial performance, and long-term strategic objectives. In 2025, we conducted a structured climate-related risk assessment aligned with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

The assessment evaluated acute and chronic physical risks (e.g., extreme weather, heat, flooding) as well as transition risks (policy and legal, technology, market, and reputation). Risks and opportunities were analyzed across short-, medium-, and long-term horizons, and their potential financial implications and impact on long-term business resilience were assessed under multiple climate scenarios.

Based on this analysis, no climate-related risks were identified as material for Total Safety at this time; however, the assessment identified a material opportunity to expand low-emission safety solutions and apply our core safety expertise to emerging low-carbon and climate-aligned sectors, including electric vehicle (EV) and related energy transition industries. As industries evolve in response to climate change, Total Safety is committed to helping carry out this transition safely, responsibly, and with the highest standards of worker protection.

We will periodically reassess climate-related risks and opportunities and continue to integrate with our governance and enterprise risk management processes to strengthen resilience, support our customers, and position the business for long-term value creation in a changing climate.

Greenhouse Gas Emissions

In 2023, Total Safety launched a five-year initiative to modernize our delivery and service vehicle fleet. Although fleet-related emissions increased in 2025 in line with expanded operational demand, this initiative is expected to improve average fuel economy over time by replacing older vehicles with more fuel-efficient models, helping to reduce emissions intensity as our fleet continues to grow.

GHG-related disclosures remain an evolving area of focus. Total Safety will continue to evaluate opportunities to strengthen emissions data collection and reporting practices, while also identifying practical ways to improve efficiency and manage emissions across our operations over time.



Metrics

In 2025, Total Safety’s GHG emissions profile reflects both improvements in data quality and changes associated with ongoing operational growth. During the year, we enhanced our data collection processes by increasing the use of actual consumption data and reducing reliance on estimates for electricity and natural gas. As a result, the decrease in Scope 2 emissions primarily reflects improved data accuracy rather than a reduction in underlying energy-related emissions. These enhancements strengthen our ability to more accurately track and understand emissions associated with energy use.

Overall, our 2025 emissions profile is influenced by continued business growth. Scope 1 emissions increased roughly 7% compared to 2024, driven largely by higher fuel use in our fleet to support expanded operations. Similarly, Scope 3 emissions increased by about 3% over 2024, primarily due to higher activity and spend across key categories such as purchased goods and services, downstream transportation and distribution, and employee commuting. These trends are consistent with increased operational demand and highlight the connection between growth and emissions across our value chain.

As we continue to grow, we remain focused on improving emissions visibility and management, with an emphasis on balancing operational requirements with our long-term sustainability objectives.

Total GHG Emissions		
Metric (tCO ₂ e)	2024	2025
Scope 1 total emissions	9,002	9,661
Scope 2 total emissions (location-based)	5,691	2,358
Scope 2 total emissions (market-based)	6,517	2,469
Scope 3 total emissions	118,409	121,467

Scope 3 Emissions Breakdown		
Metric (tCO ₂ e)	2024	2025
Purchased goods and services	95,939	96,678
Capital goods	2,605	2,592
Fuel-and-energy-related activities	3,730	2,837
Upstream transportation & distribution	1,131	1,396
Waste generated in operations	790	298
Business travel (including hotel stay)	3,881	3,962
Employee commuting	6,437	7,559
Downstream transportation & distribution	3,896	6,145
Total	118,409	121,467

Waste

As a company that manages large volumes of equipment, materials, and inventory, we aim to minimize waste and operate as efficiently as possible. Strengthening waste management practices supports more efficient use of materials and helps align with customer waste-reduction and circularity objectives.

Management Approach

Expectations related to waste reduction, proper handling, and regulatory compliance are established through the company’s Environmental Policy and General Waste Management Strategy, which provide a consistent framework for managing waste across owned and operated locations. Our approach emphasizes waste minimization, including reducing waste generation at the source, promoting reuse and recycling, and ensuring proper segregation of waste streams. We also support employee training and operational controls to reinforce responsible waste handling and pollution prevention across our activities.

To reduce waste at the source, Total Safety implements proactive equipment and fleet maintenance practices. Preventative maintenance programs, including routine inspections and adherence to manufacturer-recommended service schedules, along with the use of a centralized fleet management program, help extend asset life and reduce the need for premature replacement, thereby reducing waste.

Where waste cannot be avoided, Total Safety applies a waste minimization approach aligned with the Reduce, Reuse, Recycle hierarchy, with implementation currently established at select locations and continuing to expand across the organization. These efforts are supported through partnerships with specialized recycling providers, enabling responsible management of materials such as paper and electronic waste.

In 2025, select locations recycled over 7,700 pounds (~3.9 tons) of paper through secure document destruction and recycling services, which equates to saving approximately 70 trees and nearly 27,000 gallons of water. In addition, approximately 5,000 pounds (~2.5 tons) of electronic waste were recycled through certified e-waste programs, supporting the recovery and reuse of valuable materials, including metals. These initiatives help divert waste from landfill while advancing resource recovery and responsible end-of-life management.

Metrics

Total Safety does not currently have standardized, company-wide processes in place to measure total waste generated or waste diversion. As a result, comprehensive waste metrics are not yet available. Initial tracking efforts at select locations provide limited visibility into certain waste streams, but these data are not representative of overall operations.

We recognize the importance of improving waste data collection to better understand our environmental impact and inform future waste reduction efforts. Moving forward, we will evaluate opportunities to enhance data availability and consistency across our operations, with the goal of strengthening waste-related disclosures over time.

Waste Diversion at Select Locations		
Waste Stream	2024	2025
Paper waste diverted from landfill	21,010 lbs (10.5 tons)	104,867 lbs (52.43 tons)
Electronic waste diverted from landfill	4,714 lbs (2.36 tons)	5,067 lbs (2.53 tons)

Note: Data reflects select locations and is not representative of company-wide waste generation or diversion. 2025 paper waste diversion data reflects the Pasadena and Fairfield facilities. 2025 electronic waste diversion data reflects the Pasadena, TX facility only. 2024 data reflects the Pasadena, TX facility and additional U.S. locations where recycling certificates were available.

In 2025, select locations recycled enough paper to equal saving approximately **70 trees and nearly 27,000 gallons of water.**

Approximately **5,000 pounds (~2.5 tons) of electronic waste** were recycled through certified e-waste programs



Social

MATERIAL TOPICS: HEALTH AND SAFETY, WORKFORCE MANAGEMENT, TRAINING AND EDUCATION

At Total Safety, social responsibility reflects our commitment to protecting people, strengthening our workforce, and upholding high standards of conduct across our operations. Our employees, customers, and the communities in which we operate are central to our success, and we are dedicated to fostering safe, respectful, and supportive environments where individuals can perform at their best and grow professionally. These priorities are guided by formal policies and supported through cross-functional leadership, including our Human Resources and Health, Safety, Environment, Quality, and Training (HSEQT) functions. Through structured safety programs, workforce management practices, and continuous training and development initiatives, we embed social considerations into daily operations and long-term planning—strengthening resilience, building trust, and supporting sustainable business performance.

Health and Safety

Promoting the wellbeing of workers worldwide is the core of Total Safety’s mission and the foundation of our business. The safety of our employees, customers, and the communities in which we operate is our north star — rooted in a simple principle: every worker deserves the peace of mind of returning home safely at the end of each day. In high-hazard environments, safety is not only a responsibility; it is the measure of our operational excellence and the trust our customers place in us.

Management Approach

Health and safety are a core component of our management approach, guided by our formal Health and Safety Policy and supported by a structured management system aligned with industry best practices. Our Saudi Arabia operations maintain ISO 45001 certification, reflecting our commitment to internationally recognized occupational health and safety standards. Our approach emphasizes continual improvement, regulatory compliance, proactive risk management, emergency preparedness, employee engagement, and the tracking of both leading and lagging indicators to drive performance. Oversight is led by our Health, Safety, Environmental, Quality, and Training (HSEQT) function, with leadership accountability embedded throughout operational management.

Our health and safety framework is supported by a range of structured programs designed to prevent incidents, manage risk, and prepare for emergencies, such as:



Hazard Communication Program
Ensures proper chemical inventory management, Safety Data Sheet (SDS) availability, labeling, and employee training regarding chemical hazards.



Emergency Response and Control Program
Requires written Emergency Response/Site Safety Plans at each location, regular drills, defined roles (e.g., Emergency Coordinator, Muster Wardens), and annual evacuation participation for all employees



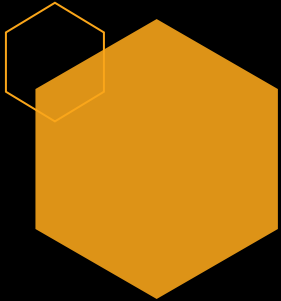
Hearing Conservation Program
Implements processes to minimize occupational noise exposure and prevent noise-induced hearing loss.



Customer Equipment Safety and Training
Supports safe service delivery by ensuring all equipment rentals are accompanied by operating instructions and, where applicable, product demonstrations or training to promote safe use by customers.



Industrial Hygiene Program
Identifies, evaluates, and controls workplace exposures to protect employee health.



Safety Culture

As part of our commitment to continual improvement, we use the CultureSight Assessment tool from ISNetworld to identify strengths and opportunities for improvement. This assessment provides an objective evaluation of our safety culture maturity across key dimensions, including leadership commitment, employee engagement, accountability, communication, and hazard recognition. By gathering structured feedback from employees across the organization, the assessment helps us benchmark performance, measure year-over-year progress, and prioritize targeted actions to strengthen safety practices.

In December 2025, results from 680 respondents indicated a strong and stable safety culture, with an overall maturity score of 82 out of 100. The assessment identified key strengths in hazard awareness and in reporting and investigation practices, reflecting a high level of employee engagement in recognizing and addressing risks. Results also demonstrated that employees feel empowered to stop work when safety concerns arise and that safety is prioritized over productivity, both of which are critical indicators of a mature and proactive safety culture.



Loss Prevention System

As part of our commitment to preventing incidents before they occur, Total Safety is implementing Loss Prevention System Plus (LPS+), a globally recognized system designed to strengthen hazard identification, risk anticipation, and human performance across operations. LPS+ reinforces our safety culture by embedding structured job planning, behavioral safety principles, and proactive risk controls into daily work processes, helping reduce the likelihood of injuries and process safety events.

In addition to advancing personnel and process safety, LPS+ supports broader operational performance by reducing unplanned losses related to reliability, quality, regulatory compliance, environmental protection, and operational efficiency. In 2025, 2,300 employees were trained in LPS+ principles. Through LPS+, we continue to strengthen a prevention-focused culture that supports both safety excellence and disciplined operational execution.

Metrics

Total Safety’s 2025 results reflect a strong, consistent safety culture, supported by sustained employee engagement and ongoing focus on continuous improvement. Safety culture maturity results (measured through the CultureSight Assessment) remained stable for the second consecutive year, demonstrating resilience through organizational change while also highlighting an opportunity to advance to the next phase of improvement.

This consistency is reflected in our overall safety performance. Over the past five years, we have achieved steady improvement in key safety metrics, culminating in only one recordable incident in 2025. We also met our Total Recordable Incident Rate (TRIR) target of 0.15, reinforcing the effectiveness of our safety programs, controls, and workforce engagement.

While encouraged by this progress, we remain committed to continuous improvement and focused on our goal of zero incidents, continuing to strengthen our approach to safety across all operations.

Safety Culture Maturity			
Metric	2023	2024	2025
Safety Culture Maturity Rating ¹	81	82	82

¹Safety Culture Maturity scores are derived from the ISNetworld CultureSight Assessment, an employee-based survey tool that evaluates organizational safety culture across multiple dimensions. Results are expressed on a scale of 0 to 100, with higher scores indicating a stronger, more mature safety culture.

Workforce Health and Safety Performance					
Metric	2025				
# of recordable work-related accidents	1				
# of work-related fatalities	0				
Metric	2021	2022	2023	2024	2025
Total Recordable Incident Rate (TRIR) ¹	0.21	0.21	0.14	0.14	0.03
Experience Modification Rate (EMR) ²	0.81	0.78	0.70	0.65	0.73

¹TRIR represents the number of OSHA-recordable workplace injuries and illnesses per 100 full-time employees over a given period. It is calculated as: (Total Recordable Incidents x 200,000) ÷ Total Hours Worked, where 200,000 represents the standard hours worked by 100 employees in a year.

²EMR is a metric used in workers’ compensation insurance to assess a company’s historical loss experience compared to industry averages. An EMR of 1.0 represents average risk; a value below 1.0 indicates better-than-average safety performance, while a value above 1.0 indicates higher-than-average risk.

Customer Health and Safety	
Metric	2025
Percent of equipment rentals that offer equipment safety instructions to customers	100%

Workforce Management

At Total Safety, our people are the foundation of everything we do. The expertise, integrity, and commitment of our workforce enable us to deliver critical safety solutions in demanding environments and uphold our mission to ensure the wellbeing of workers worldwide. We are committed to attracting and retaining talented individuals, fostering a culture of engagement and continuous development, and supporting employee wellbeing so that our teams can thrive personally and professionally while driving long-term value for our customers and stakeholders.

Management Approach

Workforce management is supported by policies and governance frameworks, reinforced by operational leadership and Human Resources oversight. Central to this framework is the Employee Handbook, which establishes expectations related to employment practices, workplace conduct, equal employment opportunity, benefits, and compliance with applicable labor laws.

Complementing the Handbook, Total Safety maintains a standalone global Respect and Responsibility Policy that specifically addresses workplace behavior and culture. This policy prohibits unlawful discrimination, harassment, and retaliation; applies to all employees worldwide; and outlines both individual and leadership responsibilities for maintaining a professional and respectful work environment. It also provides clear procedures for reporting concerns, including the option to escalate through Human Resources or the Ethics Line.



Employee Benefits and Wellbeing

To support the health, financial security, and work-life balance of our workforce, we provide eligible employees with access to benefits, including:

- 

Medical, dental, and vision insurance
- 

Employee Assistance Program (EAP)
- 

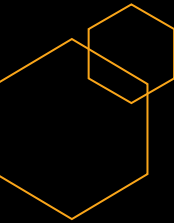
Short-term and long-term disability insurance
- 

Paid Time Off (PTO)
- 

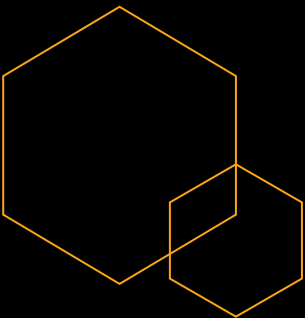
401(k) retirement savings plan
- 

Life and Accidental Death & Dismemberment (AD&D) insurance
- 

Leave policies, including family and medical leave, military leave, and bereavement leave



We remain committed to maintaining competitive benefits and supportive workplace policies that enable employees to manage both professional and personal responsibilities.



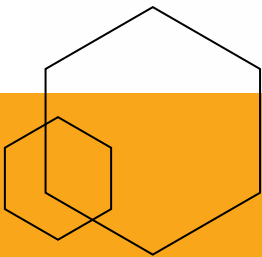
Employee Engagement

Employee engagement is supported through opportunities for professional growth and community involvement. Employees are encouraged to participate in training and development programs (described in the [Training and Education](#) section of this report) and to engage in volunteer activities supporting nonprofit and community organizations. Total Safety also promotes engagement and recognition through a monthly global employee newsletter, which highlights company updates and celebrates employees across the organization. The newsletter features years-of-service milestones and recognition of core values, acknowledging individuals who demonstrate behaviors aligned with the company’s values and contribute positively to the workplace culture.

To better understand employee experience and engagement, we conducted employee satisfaction surveys in 2025. The results highlighted several organizational strengths, including strong teamwork and collaboration, employee confidence in the company’s long-term success, and recognition of senior leadership for modeling the organization’s core values.

Total Safety is using this feedback to inform leadership actions and continuous improvement efforts. In response, we are launching annual recognition programs to celebrate employees who go above and beyond in supporting operational excellence, safety, and teamwork. We are also increasing staffing in targeted areas to support workload balance and employee wellbeing, and we have conducted a review of key roles and responsibilities across the organization to ensure alignment as the company continues to grow.

We will continue evaluating our organizational structure and engagement initiatives to support employee success and strengthen our workplace culture.



Metrics

Workforce Demographics – North America (2025)		
Category		% of Workforce
Total Employees		100%
Employment Type	Full-Time	72%
	Temporary/Part-Time	28%
Gender	Male	67%
	Female	33%

Workforce Demographics – by Country (2025)	
Country	# of Employees
United States	2,254
Canada	76
Europe	602
Middle East and Africa	425

Workforce Benefits and Labor Relations (2025)	
Metric	2025 Result
Eligible employees covered by healthcare plan	70%
Employees covered by collective bargaining agreements	18%

Workforce Stability	
Metric	2025 Result
Employee turnover rate	32.3%

Note: Turnover rates reflect the nature of field-based and project-driven operations in certain segments of the business.

Training and Education

At Total Safety, the safety and effectiveness of our operations depend on the skills, knowledge, and preparedness of our workforce. Given the critical nature of the environments in which we operate, training employees to perform their responsibilities safely and competently is fundamental to our business. Beyond role-specific requirements, we are equally committed to supporting employees’ professional growth and providing development opportunities that enable long-term career advancement within the organization.

Management Approach

Our commitment to training and education is guided by a formal Training Policy that establishes expectations for workforce development across the organization. Training at Total Safety is approached as a continuous process that includes on-the-job training, toolbox meetings, mentoring, and classroom and/or online learning management systems. Supervisors are responsible for ensuring employees receive adequate training to support operational needs and have equitable access to additional development opportunities. The Training Department, in collaboration with management, sets training policies, procedures, goals, and expectations, and supports the development of programs and identification of appropriate learning resources.

In 2025, Total Safety employees completed 14,547 hours of documented training, reflecting our ongoing investment in workforce capability and operational excellence. During the year, we also migrated to a new training platform through the Health and Safety Council, consolidating employee training and client site readiness processes into a unified system to improve efficiency, consistency, and access to learning resources across the organization.

Employee development is supported through structured feedback and performance processes designed to reinforce continuous learning. In accordance with company policy, new hires participate in an informal review with their manager within the first 90 days to support onboarding, integration, and early development. In addition, management and leadership-level employees participate in 360-degree reviews, which incorporate feedback from multiple colleagues to help identify strengths, areas for development, and opportunities for growth. Together, these processes support ongoing development and help strengthen leadership capabilities across the organization.

In 2025, Total Safety partnered with the **U.S. Army Partnership for Your Success** (PaYS) Program

Award of Merit
from the Greater Baton Rouge Industry Alliance Workforce Development Awards

Up to **\$2,500 per year** for eligible tuition reimbursement

To further support career development, Total Safety maintains a formal mentorship program that strengthens leadership capabilities and prepares emerging managers for future responsibilities. The program pairs developing leaders with senior mentors within a structured framework that emphasizes clear goal setting, resource alignment, defined actions, and measurable timelines. In 2025, our program included 10 mentors and 10 mentees, and participants reported positive experiences and meaningful professional development. Total Safety also supports regional development initiatives, such as the “Young Talents” program launched in Germany, which provides emerging specialists and leaders with structured development opportunities and personalized growth pathways.

In addition, we support employees in maintaining professional and technical certifications aligned with our mission to ensure the wellbeing of workers worldwide and offer tuition reimbursement of up to \$2,500 per year for eligible full-time employees pursuing approved educational programs.

As a result of these efforts, Total Safety received an Award of Merit from the Greater Baton Rouge Industry Alliance Workforce Development Awards. This distinction reflects strong cross-functional collaboration among Operations, Human Resources, and HSEQT to expand career pathways and professional advancement opportunities.

Supporting Veteran Career Transitions

In 2025, Total Safety partnered with the U.S. Army Partnership for Your Success (PaYS) Program, reinforcing our commitment to supporting service members as they transition to civilian careers. Through this partnership, Total Safety pledges to provide career opportunities to U.S. Army Soldiers following their military service.

The PaYS Program connects Soldiers with participating employers who value the leadership, discipline, and problem-solving skills developed through military service. By joining this initiative, Total Safety aims to expand career pathways for veterans while strengthening our workforce with individuals who share our commitment to safety, service, and operational excellence.

Metrics

Workforce Training		
Metric	2025	
Total Training Hours	14,547 hours	
Average Hours of Training per Employee	6.7 hours	

Performance Management		
Metric	2024	2025
Percent of Full-Time Employees Receiving Performance Reviews	79%	25% ¹

¹ The change in performance review coverage is primarily attributable to the temporary and project-based nature of portions of Total Safety’s workforce. Higher levels of workforce mobility and shorter assignment durations can make it challenging to consistently administer formal performance reviews across all employees.



Governance

**MATERIAL TOPICS: RESPONSIBLE PROCUREMENT,
REGULATORY COMPLIANCE**

At Total Safety, strong governance practices are fundamental to maintaining trust, ensuring accountability, and supporting responsible business conduct across our operations. Our approach to governance is centered on upholding regulatory compliance and promoting responsible procurement practices, reflecting our commitment to ethical operations and effective risk management. These priorities are guided by formal policies, including our Code of Conduct and Supplier Risk Monitoring Policy, and are supported through cross-functional oversight involving Legal, Compliance, Procurement, and HSEQT teams. Through structured processes to monitor regulatory requirements, evaluate supplier risks, and address emerging issues, we embed governance considerations into daily operations and decision-making—supporting compliance, strengthening supply chain integrity, and reinforcing long-term business resilience.

Responsible Procurement

Total Safety recognizes that our environmental and social impacts extend beyond our direct operations and into our supply chain. We are committed to promoting responsible sourcing practices that prioritize safe working conditions, ethical labor standards, and sound environmental management among our suppliers.

Management Approach

Total Safety is committed to conducting procurement activities in a responsible, ethical, and sustainable manner. Our approach to responsible procurement is guided by our Sustainable Procurement Policy, which establishes the standards and practices governing supplier engagement across the organization. This policy aligns procurement decisions with internationally recognized frameworks, including the Ten Principles of the United Nations Global Compact, and promotes ethical sourcing, transparency, and continuous improvement throughout our supply chain.

Suppliers are expected to operate in accordance with Total Safety's Supplier Code of Conduct, which outlines expectations related to human rights, labor standards, environmental stewardship, and ethical business practices. These expectations include prohibiting forced and child labor, maintaining safe and respectful workplaces, complying with environmental regulations, and preventing corruption or unethical conduct. Suppliers are required to acknowledge these expectations prior to engagement and are encouraged to extend similar standards to their own subcontractors and business partners.

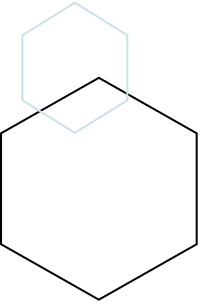
Implementation of responsible procurement practices is led by the Procurement Department, with oversight from the Sustainability Leadership Team to support alignment with international standards and the company's broader sustainability commitments. Employees involved in international transactions and supplier oversight receive periodic training on topics such as export compliance, Office of Foreign Assets Control (OFAC) regulations, and the Foreign Corrupt Practices Act (FCPA), helping to ensure that international activities are conducted in alignment with applicable regulations and our ethical standards.

Supplier Risk Management and Due Diligence

Total Safety maintains processes to monitor and manage sustainability-related risks within our supply chain. Under the Supplier Risk Monitoring Policy, suppliers are evaluated through a structured review process that considers both operational and sustainability-related risk factors. As part of supplier onboarding, all new suppliers undergo due diligence screening, including sanctions and watchlist checks conducted through a third-party provider, as well as internal review of ownership and senior management.

Supplier assessments incorporate criteria such as industry exposure, geographic risk, and supplier concentration, alongside sustainability indicators including public sustainability reporting and third-party assessments. For suppliers entering into longer-term partnerships or agency relationships, additional due diligence is conducted through targeted questionnaires.

For key suppliers, Total Safety may also review publicly available sustainability information and third-party sustainability ratings, using tools such as EcoVadis and CDP, which assess performance across environmental, labor and human rights, ethics, and sustainable procurement practices. Where potential concerns are identified, the company may engage directly with suppliers to better understand their practices and identify opportunities for improvement. This risk monitoring process is reviewed annually to ensure emerging risks are identified and appropriately addressed.



Total Safety maintains a commitment to **inclusive economic development.**

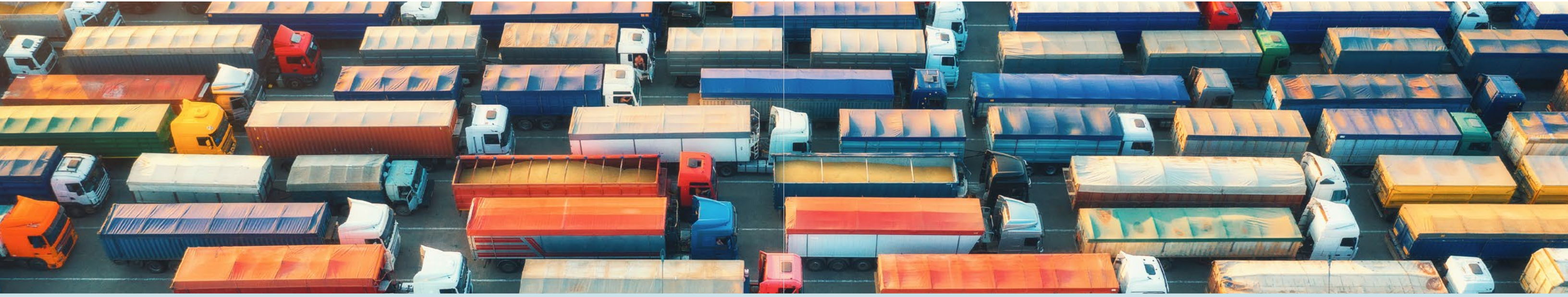
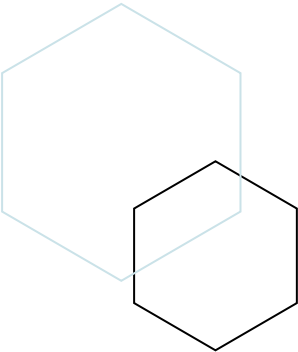
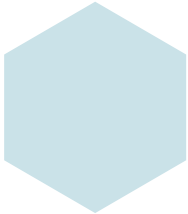
Supporting Inclusive and Sustainable Supply Chains

Total Safety also seeks to create positive economic and environmental impacts through procurement activities. The company encourages the inclusion of small and medium-sized enterprises (SMEs) and diverse suppliers, including women-owned, veteran-owned, and minority-owned businesses, as part of its commitment to inclusive economic development. In addition, the company promotes local sourcing where practical, which can help strengthen community resilience while reducing transportation-related environmental impacts.

Through these policies and practices, Total Safety aims to build strong partnerships with suppliers who share our commitment to safety, integrity, and responsible business practices while supporting the long-term sustainability of our operations and the communities we serve.

Metrics

Supplier Screening	
Metric	2025
Percentage of new suppliers screened through due diligence processes	100%





Regulatory Compliance

Operating in highly regulated industries requires disciplined execution and unwavering accountability. For Total Safety, regulatory compliance is embedded in how we work—every permit reviewed, every inspection performed, and every decision made in the field. Maintaining compliance protects workers, safeguards the environment, and preserves the trust placed in us by customers operating in complex industrial environments.

Management Approach

Compliance at Total Safety is a shared responsibility embedded in our operations. From day one, employees are introduced to compliance expectations through onboarding that covers the Employee Handbook, Code of Ethics and Business Conduct, anti-corruption standards, and applicable safety and workplace requirements. These expectations establish clear standards for lawful, ethical, and responsible conduct across our organization.

Our compliance framework is reinforced through leadership accountability, formal policies addressing ethical conduct, conflicts of interest, data protection, and adherence to applicable labor, safety, and environmental laws, as well as defined reporting mechanisms that allow concerns to be raised through supervisory channels or an independent Ethics Line. Employees are expected to comply with all relevant federal, state, local, and international regulations governing workplace safety, environmental protection, employment practices, and operational conduct. If concerns arise, employees are encouraged to report misconduct or wrongdoing related to discrimination, harassment, embezzlement or fraud, conflicts of interest, bribery, or other violations of law or company policy to the Ethics Line.

Operational safety training further supports regulatory compliance in the high-risk environments where we work. Through structured safety programs and defined work practices, regulatory requirements are translated into consistent field-level execution.

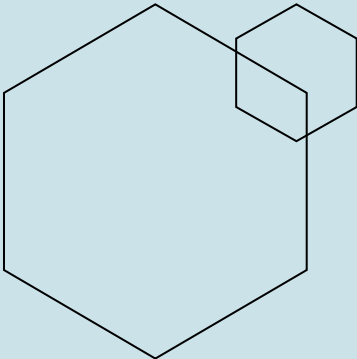
Regulatory expertise is also central to our service offering. Total Safety supports customers through inspections, audits, industrial hygiene and exposure-assessment programs, and regulatory guidance designed to help them meet applicable workplace safety and environmental requirements. Clients may engage us to support audit readiness, conduct gap analyses, perform onsite safety and environmental inspections, and assist with corrective-action implementation in complex operating environments.

By maintaining disciplined internal compliance practices while supporting customers in navigating regulatory obligations, Total Safety reinforces a culture of integrity, operational rigor, and shared accountability across the industries we serve.

Metrics

Data Security Compliance	
Metric	2025
Percent of employees trained on information security	98%
Number of confirmed IT security cases	0

Business Ethics Compliance	
Metric	2025
Number of whistleblower cases reported	0
Number of confirmed corruption cases	0
Total fines incurred for the violation of anti-corruption and anti-bribery laws	\$0





Planned Initiatives

In 2024, Total Safety established a sustainability framework that provides a structured foundation across key focus areas, including climate, people, responsible consumption, and safety. These pillars reflect areas where we believe we can have the greatest impact, including reducing our environmental footprint, supporting employee wellbeing and inclusion, promoting responsible sourcing practices, and strengthening safety performance and operational efficiency.

As the organization continues to evolve, we are working to further define how this framework will be integrated into our operations, including clarifying internal ownership and aligning priorities across functions. This framework serves as a reference point to guide future sustainability efforts, and we expect to revisit and refine our approach as our sustainability program continues to mature.

Appendix

International Sustainability Standards Board Climate-Related Disclosure (IFRS S2) Index

Governance	
Disclosure Description	Page/Response
Disclose information about the governance processes, controls, and procedures an entity uses to monitor, manage, and oversee climate-related risks and opportunities.	See Sustainability Governance , pg. 14 Climate-related governance is coordinated through a cross-functional Sustainability Leadership Team. Management supports the identification and management of climate-related risks and opportunities which are intended to be integrated into enterprise risk management processes as they evolve. Board-level oversight is not yet formally established and is expected to be developed in future reporting cycles.
Strategy	
Disclosure Description	Page/Response
<i>Climate-related risks and opportunities</i> Disclose the climate-related risks and opportunities that could reasonably be expected to affect the entity's prospects.	See Climate-related Risk and Opportunity Management , pg. 19 Physical and transition risks were assessed across multiple time horizons. No risks were identified as material. A material opportunity was identified related to supporting low-carbon and energy transition sectors.
<i>Business model and value chain</i> Disclose the current and anticipated effects of climate-related risks and opportunities on the entity's business model and value chain.	See Climate-related Risk and Opportunity Management , pg. 19 Opportunities are associated with Total Safety's service offerings and customer base, particularly in supporting low-carbon and energy transition sectors.
<i>Strategy and decision-making</i> Disclose the effects of climate-related risks and opportunities on its strategy and decision-making."	As no material climate-related risks have been identified, climate considerations are not yet fully integrated into strategy and decision-making. The Company will continue to monitor climate-related risks and opportunities and integrate them into strategic planning as appropriate.
<i>Financial position, financial performance, and cash flows</i> Disclose the effects of climate-related risks and opportunities on the entity's financial position, financial performance, and cash flows for the reporting period (current financial effects) and the anticipated effects.	No material climate-related financial impacts have been identified for the reporting period. A potential revenue opportunity related to access to new markets in energy transition sectors has been identified and is considered scenario-based.
<i>Climate resilience</i> Disclose the resilience of the entity's strategy and business model to climate-related changes, developments, and uncertainties, taking into consideration the entity's identified climate-related risks and opportunities.	While no material climate-related risks were identified, our climate risk assessment supports our understanding of potential exposures under different climate scenarios. We have not established a formal resilience strategy at this time and will continue to monitor and reassess resilience as needed, as conditions evolve.

Risk Management	
Disclosure Description	Page/Response
Disclose the entity's processes to identify, assess, prioritize, and monitor climate-related risks and opportunities, including whether and how those processes are integrated into and inform the entity's overall risk management process.	Total Safety conducted a structured climate risk assessment in 2025, aligned with TCFD recommendations, to identify and evaluate physical and transition risks and opportunities. Integration of climate-related risks into the Company's overall risk management processes is in progress and not yet fully implemented. The Company intends to reassess risks periodically and provide updates in future reporting cycles.
Metrics and Targets	
Disclosure Description	Page/Response
Disclose an entity's progress in measuring, monitoring, and managing its significant climate-related risks and opportunities, including progress towards the targets it has set and any targets it is required to meet by law or regulation.	Total Safety monitors climate-related risks and opportunities using a combination of financial, operational, regulatory, and stakeholder-informed metrics. Key metrics include financial impacts (e.g., revenues, costs, and EBITDA), regulatory developments, customer and supplier expectations, and operational indicators such as weather-related disruptions and supply chain impacts. These inputs support ongoing evaluation of climate-related risks and opportunities and inform business resilience planning. Total Safety has not yet established formal climate-related targets and therefore does not currently report progress against such targets.
<i>Climate-related metrics</i> Disclose information relevant to cross-industry metric categories, including greenhouse gases, climate-related risks (transition and physical) and opportunities, capital deployment, internal carbon prices, and remuneration.	See Greenhouse Gas Emissions , pg. 20, for Scope 1, 2, and 3 emissions disclosures.
<i>Climate-related targets</i> Disclose the quantitative and qualitative climate-related targets an entity has set to monitor progress towards achieving its strategic goals, and any targets it is required to meet by law or regulation, including any greenhouse gas emissions targets.	Total Safety has not yet set formal climate-related targets or goals. Current efforts are focused on assessing risks, opportunities, and baseline performance. As data availability improves and Total Safety's climate strategy matures, targets will be considered in alignment with stakeholder expectations and emerging disclosure requirements.
Disclose information about an entity's approach to setting and reviewing each target, and how it monitors progress against each target.	Total Safety does not have climate-related targets at this time.
Disclose information about an entity's performance against each climate-related target and an analysis of trends or changes in the entity's performance.	Total Safety does not have climate-related targets at this time.

VSME Disclosure Index

Basic Module Disclosures		
Disclosure Description		Page/Response
B1	Basis for preparation	See About this Report , pg. 10
B2	Practices, policies and future initiatives for transitioning towards a more sustainable economy	The Company's sustainability practices and policies are integrated throughout this report, including within the Environmental, Social, and Governance sections, where management approaches and related policies are described. For future initiatives, see Planned Initiatives , pg. 40
B3	Energy and greenhouse gas emissions	See Greenhouse Gas Emissions , pg. 20
B4	Pollution of air, water, and soil	N/A - Not material due to minimal impact.
B5	Biodiversity	N/A - Not material due to minimal impact.
B6	Water	N/A - Not material due to minimal impact.
B7	Resource use, circular economy and waste management	See Waste , pg. 22
B8	Workforce – General characteristics	See Workforce Management , pg. 28
B9	Workforce – Health and safety	See Health and Safety , pg. 25
B10	Workforce – Remuneration, collective bargaining and training	See Workforce Management , pg. 28, and Training and Education , pg. 32
B11	Convictions and fines for corruption and bribery	See Regulatory Compliance , pg. 38

