



DATA CENTER CONSTRUCTION

WORKFORCE LODGING & HOSPITALITY



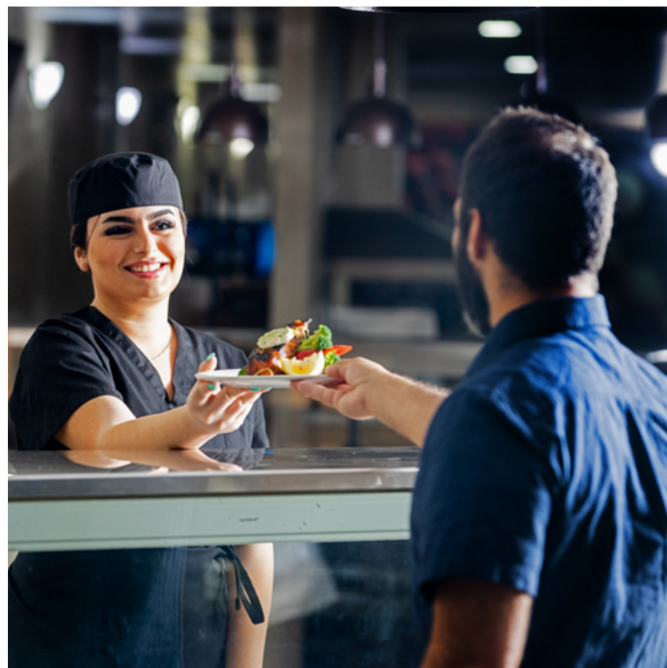
Stay Well. Work Well.

Civeo (NYSE: CVEO) is a workforce accommodations specialist dedicated to helping people maintain healthy, productive, and connected lives while living and working away from home.

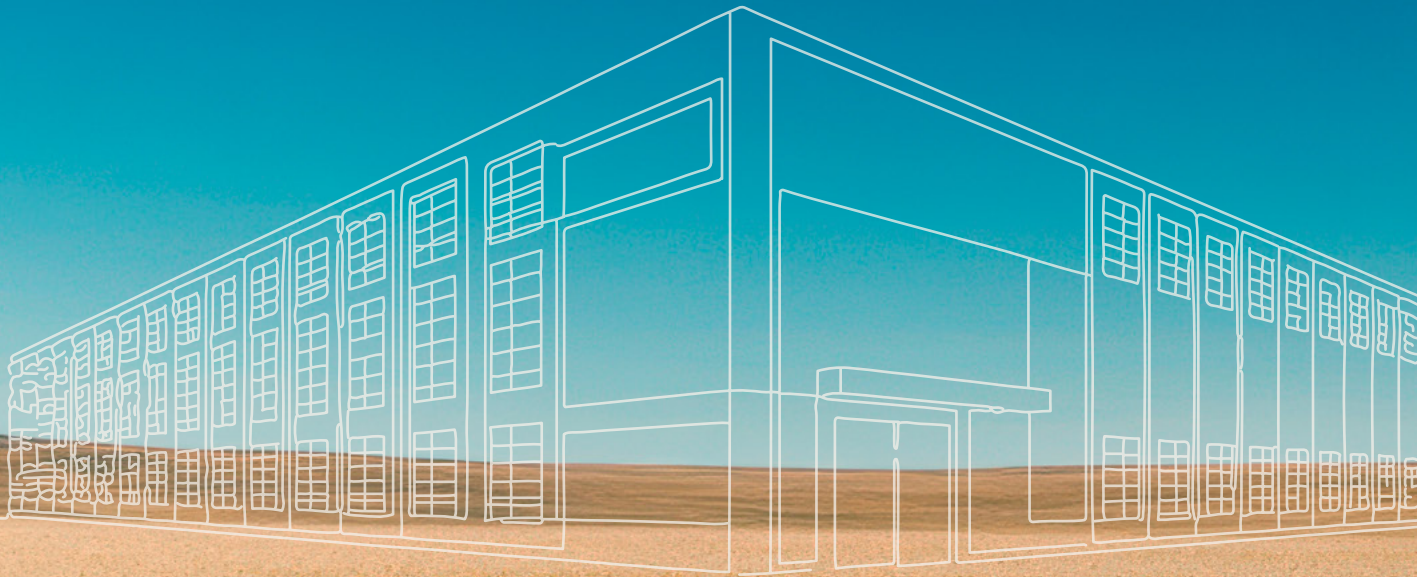
Civeo is one of the world's largest integrated providers of workforce accommodations, offering a full suite of hospitality services including lodging, food services, housekeeping, site utilities, and property maintenance. Our extensive experience comes from owning and operating over 26,000 rooms in the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

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





Remote. Possibilities.





Workforce Lodging for Data Center Construction in Rural and Remote Areas

With unprecedented demand for distributed computing infrastructure to support modern digital services, data center construction is on the rise. For projects located in rural or logistically remote locations, you face unique risks that can impact your ability to contain costs, achieve construction milestones, and attract labor.

Civeo helps you manage these risks to realize the possibilities of your project. It's what we do.

Budget-Friendly Mix of Service Options Contains Costs

Choose the right mix of facilities and hospitality options that balance project economics — all at a lower cost than offering worker per diems.

Rapid Deployment Keeps You on Schedule

Access Civeo's active fleet of ready-to-deploy modular facilities, ensuring worker accommodations will be in place and operating when you need them, where you need them.

Lifestyle Amenities Attract Labor to your Project Site

Attract skilled tradespeople in an increasingly competitive labor market by providing the lifestyle amenities that workers seek when considering working away from home.

Modular Facilities



Civeo's workforce lodging provides the labor infrastructure required for the development of major projects in logistically remote locations.

MOBILE, SCALABLE, RELOCATABLE FACILITY CONFIGURATIONS

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



Ready to Mobilize

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

- Worker accommodations
- Kitchen/dining facilities
- Fitness and recreation centers
- Lobbies and receptions spaces
- Admin/office space

Associated Facility & Infrastructure Services

- Site grading and preparation
- Module transport and installation
- Power generation
- Water and wastewater management
- Communications infrastructure
- Preventative maintenance services

Temporary Footprint by Design

Engineered for quick installation, removal, and relocation, Civeo's mix of modular mobile facilities and utility infrastructure is ideally suited for projects requiring short-term temporary accommodations for its workforce.

When your project is done, we remove all structures and utilities, restoring the site to its former state.

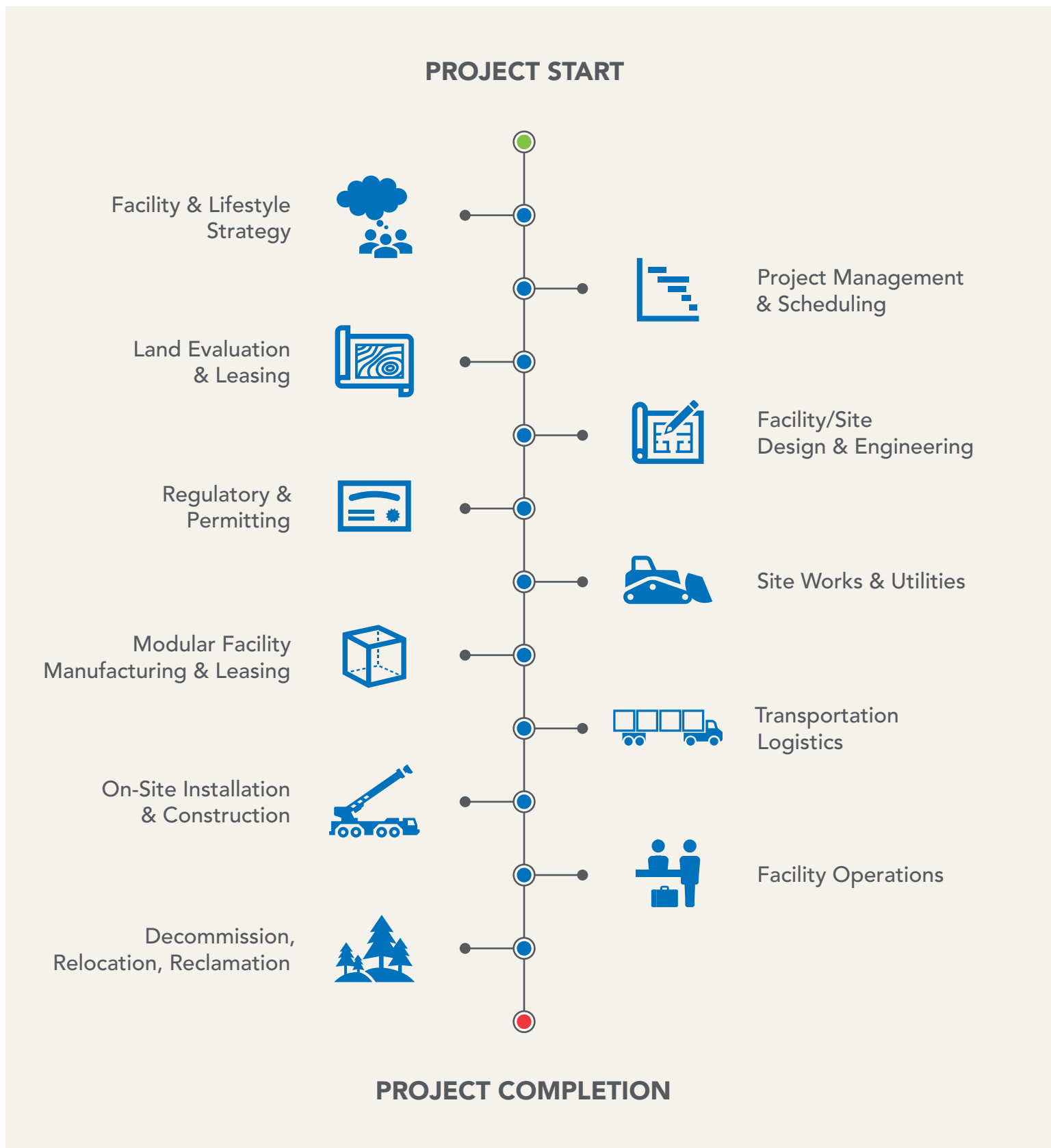


**Plan.
Execute.
Operate.**



Civeo has the unique ability to manage every stage of the lodging project lifecycle under a single, fully-turnkey contract.

SERVICES AND SUPPORT THROUGHOUT THE LODGING LIFECYCLE



Food Services



Reaching far beyond simple cafeteria-style food, we have carefully honed our dining experience, offering fresh, nutritionally-packed ingredients in dishes that are tailored to individual preferences and dietary requirements.

CULINARY DELIGHT WITH EVERY MEAL SERVED

Variety Tailored to Your Needs

Our menu cycles are regularly refreshed by our in-house development chefs. Whether it's an omelet station in the morning or wok station in the evening, we have a range of options available to sustain guest interest and avoid menu fatigue.

Our certified chefs who develop and oversee our menus and food service operations can address any culturally diverse, religious, medical, and lifestyle-specific requirements of your workforce.

Consistency

Our extensive recipe management database ensures consistent quality, portion size, and presentation for every dish we serve.

Food Safety

We serve millions of meals every year, and with that comes tremendous responsibility and care. Quality and food safety are ensured through Civeo's use of government-approved suppliers, staff training, stringent procedures, and our integration of Hazard Analysis Critical Control Point (HACCP) systems (the United Nations' international standard for food safety).



{EDI}™ MEAL ORDERING SYSTEM

À la Carte Cook-to-Order Dining

Gone are the days of typical, bland meals, limited selection, and long cafeteria lineups.

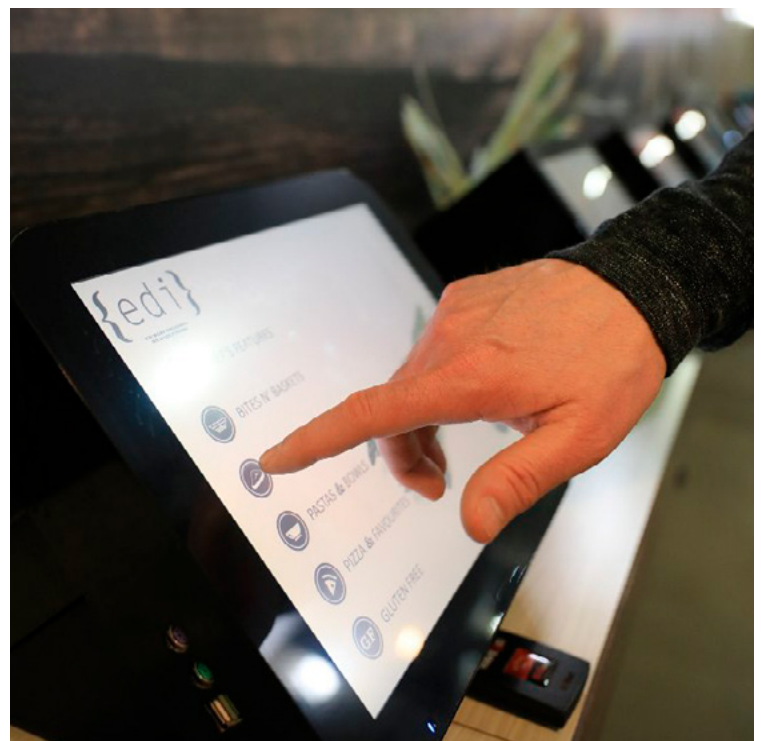
As an optional extension to our food services offering, Civeo's proprietary {edi}™ (ed-ee) digital self-serve kiosks allow guests to conveniently order their meal from our personalized cook-to-order touchscreens.

{edi} touchscreens are fully customizable for our clients and can be tailored to suit varying schedules or guest dietary needs.

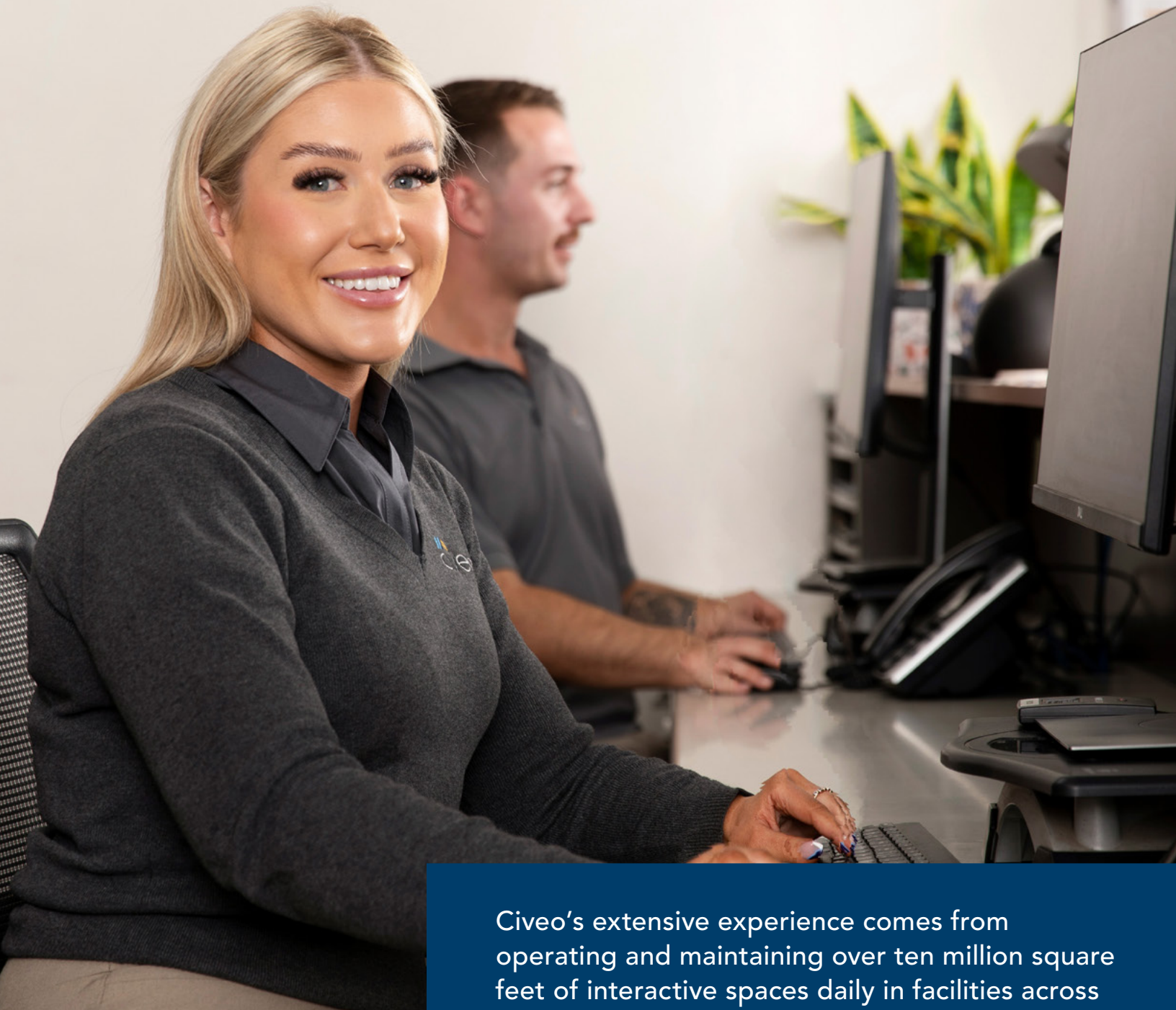
As with all of Civeo's food services, {edi} can make allowances for cultural, medical, and lifestyle dietary requirements.

{edi} enhances the guest dining experience by offering:

- Reduced lineups and wait times
- Personalized, à la carte restaurant-style menu options
- Quick and convenient self-serve touchscreen ordering
- Freshly prepared, made-to-order dishes, hot and ready at your convenience



Facility Operations



Civeo's extensive experience comes from operating and maintaining over ten million square feet of interactive spaces daily in facilities across the United States, Canada, and Australia.

MENU OF FACILITY MANAGEMENT SUPPORT SERVICES



Catering & Food Services

- Ready-Made Lunch Pre-Orders
- Nutrition Labeling Program
- Food Safety Management System



Housekeeping & Janitorial

- Guest Rooms & Common Areas
- Flexible Cleaning Frequencies
- Integration with Housing Management System



Facility Maintenance

- Preventative Maintenance
- Warranty Services
- Snow Removal/Landscaping
- MOBI™ Maintenance App



Reservations & Room Management

- 24/7 Live Agents
- Online Booking Requests
- PMS Integration
- Client Coordinator Access



Travel Logistics

- 24/7 Travel Support Services
- Air & Ground Logistics
- Real-Time Tracking & Reporting
- Passenger Manifest Balancing



Front Desk Reception

- 24/7 Guest Services
- Check-in/out Agents
- Check-in/out Self-Serve Kiosks
- Guest Welcome Guide



Laundry Operations

- Commercial Laundry
- Linen Inspection and Replacement
- Guest Laundry Services



Water & Wastewater Management

- Operations & Maintenance
- Treatment Plants
- Testing & Monitoring
- Store & Haul



Security/Surveillance

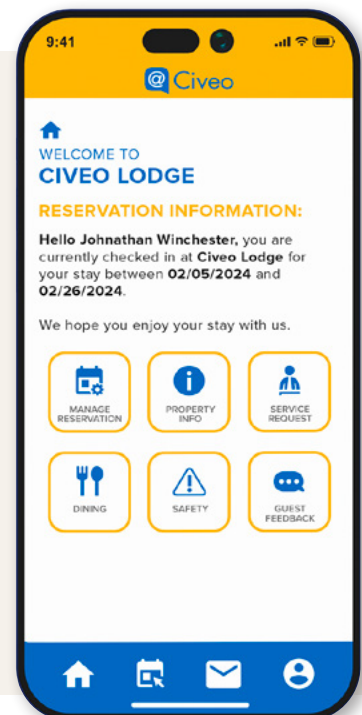
- Cloud-Based Surveillance
- On-Site Analytics
- Heat Mapping & Activity Patterns
- Motion Search

@CIVEO GUEST APP

Plan your Stay. Plan your Day.

Guests staying at a Civeo-owned or operated property can enhance their guest experience by downloading the @Civeo Guest App before their visit.

- Manage your reservations.
- Complete check-in forms before your arrival.
- View flight and bus schedules.
- View property information including facility maps, service and amenity overviews, and service hours.
- View daily menu updates and nutritional information.
- Submit housekeeping and maintenance requests.
- Connect with Guest Services for support.
- Receive guest notifications including service updates, safety bulletins, and emergency alerts.





Guest Experience & Lifestyle Amenities

Exceptional Hospitality. Unparalleled Comfort.

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

Civeo's lifestyle amenities provide a consistent guest experience with options that include:

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





Remarkable Guest Experiences

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

It's What We Do.



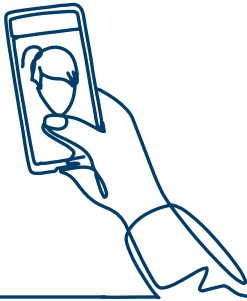
Travel

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



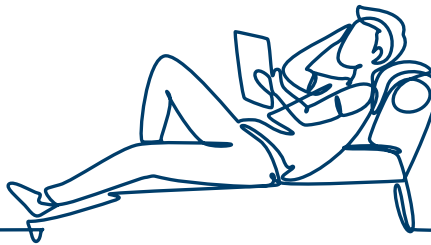
Welcome

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



Connect

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



Rest

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



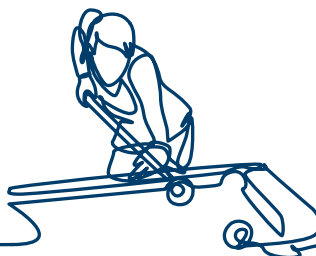
Nourish

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



Exercise

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



Play

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



Results in a more productive, balanced workforce.



Per Diem

**Can it negatively
impact your project?**

PER DIEM RISK COMPARISON

Offering a per diem or living out allowance (LOA) can be a viable option for short, transactional projects where few skilled workers are required. But when your project schedule depends on access to a sizeable workforce traveling into a logistically remote or rural region while ensuring your people are rested and ready for a productive day on the job site, a per diem program can have its shortcomings.

Let's compare the options.

	Per Diem Option	Civeo Lodging Solution
Location	Lodging limited to the nearest populated area, potentially increasing road traffic and commute times.	Lodging installed on or near the project site, minimizing traffic volume and commute times.
Availability	Lodging supply is unpredictable due to volatility of regional demand over time.	Lodging capacity is guaranteed and scalable to labor needs over time.
Price	Hotel rate volatility causes cost uncertainty.	Term-based contracts lock in room rates for cost certainty.
Lifestyle	Unpredictable based on how a worker chooses to spend their per diem.	Curated lifestyle amenities establish a standard that can assist in recruitment/retention efforts.
Safety & Security	Commute-related traffic volume negatively impacts road safety. Also difficult to enforce worker well-being policies off-site.	Reduced road travel risk for employees. Consistent lodge rules and security support worker well-being.
Productivity	Inability to confirm access to services supporting the physical and mental endurance required to perform optimally.	Workers access amenities that optimize sleep, nutrition, and mental health to sustain safety and productivity at the job site.
Consistency	Inability to ensure a baseline standard of living for workers.	Ensures workforce experiences the same standard of lodging and lifestyle amenities.
Worker Convenience	Stresses related to managing travel, lodging, and lifestyle arrangements on their own.	Peace of mind that all travel, lodging, and lifestyle arrangements are managed on their behalf.



Attract Labor

People make projects go. Those who excel at attracting skilled labor to logistically remote project sites recognize the value in offering the services and amenities that support their workers' physical and mental well-being.

In today's competitive labor market, tradespeople have choices, and they are increasingly prioritizing opportunities that offer competitive pay and a high quality of life while on the job.

A poor labor accommodations strategy can lead to job dissatisfaction, decreased productivity, and higher turnover rates resulting in increased costs and unnecessary project delays.

Civeo can be your competitive advantage when it comes to attracting and retaining people for your project.



De-Risk Schedules

Tailor a comprehensive workforce accommodations strategy to mitigate the risks that threaten key project milestones.

Labor & Productivity

Labor shortages are a direct threat to productivity and project schedules. By providing a compelling lifestyle for people working away from home, project owners can significantly enhance their ability to attract and retain skilled tradespeople in an increasingly competitive labor market.

Asset Availability & Timely Deployment

Civeo maintains an active fleet of modular facilities ready to be deployed as you need them. Facility and hospitality services can be scaled up and down to synchronize with your project schedule, guaranteeing the availability of lodging and lifestyle amenities to support the workforce you require keeping pace with key construction milestones.

Regulatory Hurdles

Leverage Civeo's experience navigating the regulatory environment throughout the planning, consultation, land leasing, and permitting process. Gain the confidence and support of applicable levels of government by demonstrating that your labor strategy includes a thoughtful and defensible plan for how you will accommodate a temporary influx of people into the region while offsetting the potential strain on residents, businesses, and local infrastructure.







Contain Costs

Value-engineer your accommodations scope to align with budget objectives.

Civeo offers a variety of “scope and scale” options to align your cost objectives with the living arrangements you feel will be compelling to the people you are trying to attract to your project. When these two sides of the equation resolve, everything is in balance.

Our Operations team will work with you to tailor a facilities and service offering that fits the economics of your project.

Here are some of the options we can explore together.

Facility Specification Considerations

- Room types and configurations
- Common area amenity scope
- Technology and communications scope
- Phasing of deployment and installation

Service Level Considerations

- Food and beverage scope
- Frequency of cleaning schedules
- Guest services scope
- Site security scope

Let's Connect.

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