



2023 ESG Report

Powering Progress Towards a Sustainable Future

An aerial photograph of an industrial facility, likely a power plant or refinery. In the foreground, there's a large, fenced-in area containing several white modular buildings arranged in rows. To the left of this area is a large electrical substation with numerous high-voltage power lines and transformers. The background shows a vast, flat landscape with some distant industrial structures and a body of water under a clear sky.

Land Acknowledgement

At Enfinite, we recognize that we operate on the traditional and ancestral territory of many different Indigenous Peoples of diverse cultures and heritage. It is with gratitude and respect that we thank the Peoples of Treaty 6, Treaty 7, Treaty 8, the Métis Nation of Alberta Districts 2 and 6, and the Métis Nation of British Columbia, Regions 4 and 7 for sharing their ancestral home, culture and teachings. We honor the original caretakers of the land who remind us of the ongoing histories that precede us. We recognize our shared responsibilities going forward to help bring everyone together on this journey of reconciliation.

About this Report

Enfinite's second ESG report reflects our performance from January 1, 2023, through December 31, 2023. This report underscores our business operations and management strategies that are in harmony with our commitment to bolstering our Environmental, Social, and Governance (ESG) goals. Additionally, it offers key insights into our performance in areas of utmost significance to both our company and our stakeholders.

ESG Framework

Enfinite responds annually to the Global Real Estate Sustainability Benchmark (GRESB) Infrastructure Assessment, utilizing it as a valuable tool to benchmark and assess our ESG policies and performance. The process involves a comprehensive review, enabling the identification of opportunities for improvement and initiatives to advance the ESG program. In 2024, Enfinite will begin steps to align our reporting with the International Financial Reporting Standards (IFRS). This alignment involves integrating ESG data with financial reporting, aiming to facilitate more informed investment and business decisions in the ever-evolving global landscape.



United Nations Sustainable Development Goals

As in our previous report, we identified the United Nations Sustainable Development Goals (UN SDGs) that we align with and refer to them throughout this report. The UN SDGs serve as a pressing call to action and a guiding framework for nations worldwide, aiming for a more prosperous and peaceful planet. Enfinite places a strong emphasis on the need to formulate strategies that address climate change, enhance education, reduce disparities, and foster economic growth, all contributing to the advancement of global sustainability and the establishment of ethical business practices. Given Enfinite's involvement in the power generation and energy storage sector, we have identified six UN SDGs that closely align with our sustainability priorities. These chosen areas of focus play a pivotal role in shaping our decision-making processes and work culture, and they are further elaborated on in our Governance section.



Materiality

The report emphasizes how the alignment of Enfinite's core values, thorough benchmarking practices, and adherence to government regulations and standards establish a pivotal foundation for defining and addressing material issues.

Our core values—safety, people, collaboration, innovation, integrity, and resilience—serve as guiding principles, shaping our approach to ESG concerns. This report illuminates how these core principles shape our company's decision-making and strategic direction, fostering sustainable practices and positive impacts on the environment and stakeholders. Furthermore, our participation in the GRESB benchmarking assessment enables us to evaluate our ESG performance against industry peers, identify material ESG factors, and identify opportunities for improvement tailored to our unique business context. Concurrently, compliance with government regulations and standards are paramount, not only for legal adherence but also for fostering transparency, managing risks effectively, and enhancing our overall sustainability efforts.

The creation of dedicated approaches to evaluate, manage and adjust our strategy for each material topic are the responsibility of the ESG committee and the CEO with oversight from the Board of Directors or ‘the Board.’

Defining our ESG Targets

Enfinite establishes ESG targets by carefully assessing our current performance and identifying areas for improvement. We engage with key stakeholders, consider industry standards, refer to our GRESB assessment and scoring, and align our targets with our broader sustainability agenda. These targets are specific, measurable, and time-bound, enabling us to track our progress and ensure continuous improvement in our ESG initiatives.



In 2023, Enfinite engaged in a range of activities that reinforced our commitment to ESG goals. In this report, you will find special spotlights that highlight these initiatives, denoted by a distinctive spotlight icon.



This report highlights initiatives and progress made towards our ESG objectives, guided by core values, and aligned with regulatory requirements, and industry benchmarks. Our targets encompass not only opportunities for improvement but also opportunities for maintaining a baseline of performance. Enfinite has set specific targets marked with a distinctive bullseye icon throughout the report.



Throughout our ESG report we provide impactful quantifying data providing concise and compelling metrics that underscore our commitment to transparency and sustainability. These quantifiable highlights serve as beacons, guiding stakeholders through the measurable strides we have taken in our environmental, social, and governance initiatives. These ‘light bulb moments’ are illuminated by a distinctive light bulb.



ESG Report Acronym Glossary

Enfinite's ESG Report Acronym Glossary is a dedicated resource to enhance your comprehension of the abbreviations and acronyms found throughout this report. As we strive for transparency and accountability in our business practices, this glossary serves as a valuable companion to our ESG report, offering concise definitions for the specific acronyms used within. Whether you're an investor, stakeholder, or sustainability enthusiast, this glossary aims to provide clarity, ensuring that you can navigate and fully understand the acronyms utilized throughout this report.

ACRONYM	DESCRIPTION	ACRONYM	DESCRIPTION
AB	Alberta	HSE	Health, Safety, & Environment
AED	Automated External Defibrillator	HSER	Health, Safety, Environment & Regulatory
AESO	Alberta Electricity System Operator	IS	Information Systems
AI	Artificial Intelligence	ISO	Independent System Operator
AQM	Alberta Greenhouse Gas Quantification Methodologies	IT	Information Technology
AUC	Alberta Utilities Commission	IAP2	International Association of Public Participation
BC	British Columbia	IFRS	International Financial Reporting Standards
BESS	Battery Energy Storage System	JHSC	Joint Health & Safety Committee
CanREA	Canadian Renewable Energy Association	KPI	Key Performance Indicators
CEO	Chief Executive Officer	LDES	Long Duration Energy Storage
DEI	Diversity, Equity, and Inclusion	LTIF	Lost Time Injury Frequency
EHRC	Electricity Human Resources Canada	MVAF	Motor Vehicle Accident Frequency
EMS	Environment Management System	MW	Megawatt
ERM	Enterprise Risk Management	MWh	Megawatt-Hour
ERP	Emergency Response Plan	OEM	Original Equipment Manufacturer
ES	Energy Storage	OHSMS	Occupational Health & Safety Management Systems
ESC	Energy Storage Canada	OT	Operation Technology
ESG	Environment, Social, & Governance	RFP	Request for Proposal
ESWG	Energy Storage (Tariff) Working Group	TD GIF	TD Greystone Infrastructure Fund
FEED	Front-End Engineering & Design	TDAM	TD Asset Management
GRESB	Global Real Estate Sustainability Benchmark	TRIF	Total Recordable Injury Frequency
GHG	Greenhouse Gas	UN SDGs	United Nations Sustainable Development Goals
HR	Human Resources	VP	Vice President



Leadership Message

We are thrilled to release our Second Annual ESG Report, a milestone that coincides with Enfinite's fifth year of operations. This report not only reflects our journey and growth but also highlights the integral role that ESG principles play in our vision for the future.

Over the past five years, Enfinite has evolved, adapted, and transformed and ESG has been at the core of our business philosophy. Our commitment to ESG has not only shaped our identity but has become a driving force behind our innovation and sustainable growth.

This report demonstrates our dedication to ESG principles and our ongoing efforts to embed them further within the fabric of Enfinite. It is a testament to our collective responsibility to build a business that is not only profitable but also environmentally responsible, socially conscious, and ethically sound. As we look ahead, we are determined to take our ESG commitment to new heights.

One significant development in 2023 was the formation of our ESG Committee. This group of dedicated professionals will guide our ESG strategy, ensuring that it remains aligned with our company's mission and values. They will also monitor our progress and hold us accountable for reaching our ESG goals.

In addition to this, we expanded our team with more employees taking on specific ESG roles. This expansion will empower us to leverage our collective skills and knowledge to create meaningful change.

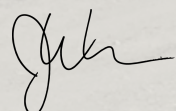
"It reflects our belief that ESG is not a standalone initiative but an integral part of every department's role."

This year's report includes important course-corrections. We recognize that the journey towards aligning our decisions and targets with ESG goals is ongoing. We are committed to learning from our past experiences, and continuously improving our ESG performance. We will remain transparent in sharing our progress and the challenges we overcome as part of our commitment to accountability and improvement.

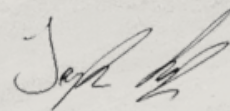
Our ESG journey has been pivotal to our success and will continue to be the bedrock of our sustainable future. Enfinite's commitment to ESG is not just a compliance measure; it reflects our dedication to making a positive impact on the world.

Together, we are powering progress to build a brighter, more sustainable future for Enfinite, our stakeholders, and the planet. Our journey has just begun, and we are excited about what we will achieve in the years to come.

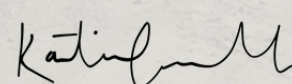
Jason White
Chief Executive Officer



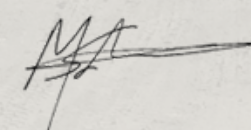
Taylor Smith
VP - Corporate Strategy



Katie Ewanchuk
VP - Finance



Mike Shoenenberger
VP - Engineering, Projects & Operations



Report Contents



Enfinite Overview 1

Who We Are
Spotlight: Defining our Compass
What We Do
Asset Technology Mix



Environmental Stewardship 7

Environmental Management System
Energy Use & Greenhouse Gas Emissions Management
Spotlight: Tree Planting
Waste Management
Water Resource Management
Noise Pollution Management
Light Pollution Management
Battery Lifecycle Management
Protecting Biodiversity and Natural Ecosystems



Creating a Resilient Corporate Culture 14

Diversity, Equity & Inclusion Commitment
DEI Snapshot
Spotlight: DEI Leadership Accord
Increasing Women in the Workplace
Human Rights
Employee Well-Being
Human Resources Program Updates
Employee Satisfaction and Engagement
Spotlight: People and Culture Committee



Building Meaningful Engagement 20

Community Engagement Snapshot
Spotlight: eReserve5 Community Engagement
Creating Meaningful Indigenous Engagement
Sustainable Procurement, Material Sourcing, & Supply Chain
Industry Engagement



Keeping Our Communities Safe 26

Commitment to a Safe Workplace
Health and Safety Snapshot
Spotlight: Joint Health & Safety Committee
Emergency Response Plan
Spotlight: ERP and Tabletop Exercise



Leading with Effective Governance 30

Governance Achievements
Governance Snapshot
Board of Directors
Corporate Governance Structure
Code of Conduct & Workplace Policies
Enterprise Risk Management
Climate Related Risk Management
Cybersecurity Snapshot
Cybersecurity Preparedness
ESG Oversight
GRESB Benchmark Report & Results
UN Sustainability Goals
Spotlight: Internal ESG Committee

Enfinite Overview

Enfinite has a culture that cares. We care about doing the right thing. We care about keeping our employees safe. We care about the communities where we own and operate assets. We care about the environment, and we care about Powering Progress towards a more sustainable future.

In this section:

- > Who We Are
- > Spotlight: Defining our Compass
- > What We Do
- > Asset Technology Mix

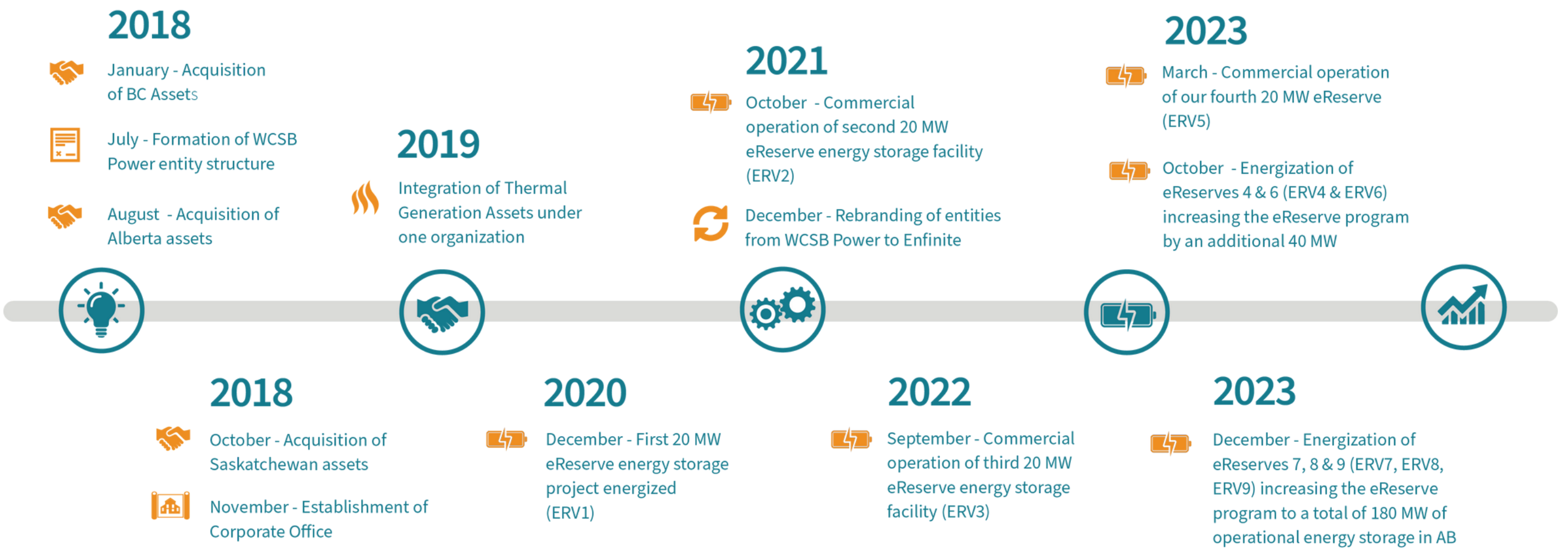


Who We Are

Enfinite is a leading power generation and energy storage owner and operator. We provide critical energy solutions that not only enhance but also seamlessly integrate with current energy infrastructure. We aspire to achieve a stable and sustainable power grid, ensuring we can all live our lives without disruption.

Founded in 2018 and headquartered in Calgary, Alberta, Enfinite operates throughout Alberta and British Columbia, contributing actively to developments across the country. Through innovation, collaboration, and steadfast integrity we power progress by delivering secure, reliable, and innovative energy solutions.

Central to Enfinite’s operations is our dedication to our people. Aligning with our core values of Safety, People, Collaboration, Innovation, Integrity, and Resilience, we cultivate an environment of cooperation and empowerment, fostering the sharing of knowledge and expertise. By elevating each other's experience and performance, Enfinite aims to collectively achieve our goals in shaping a sustainable energy future.





Spotlight: Defining our Compass

Enfinite recognized the need to further distinguish who we are in 2023 by determining our purpose, vision, and mission statements, as well as defining our core values. This exercise provided a comprehensive framework that aligns our company's values and identity with our ESG initiatives. This approach ensures that our ESG efforts are both meaningful and authentic, reinforcing our company's commitment to sustainable and responsible business practices. Defining our compass provides a clear sense of direction, helping our company identify the ESG issues that are most relevant to our industry, operations, and stakeholders. This ensures that our ESG efforts are tailored to our company's unique context and needs.

Purpose, Vision, and Mission

Purpose, Vision, and Mission define our overarching goals, long-term aspirations, and reason for existence. They provide a clear sense of direction and purpose for our sustainability efforts. This alignment ensures that our ESG efforts are not merely a response to external pressures but an authentic reflection of Enfinite's direction and commitment to responsible and ethical business practices.



Purpose

Provide powerful solutions with the capacity to change our energy future.



Vision

Empowering an innovative and resilient energy future for our communities.



Mission

Powering Progress with safe energy solutions to ensure reliable and sustainable electricity that energizes communities.

Core Values

Enfinite's core values inform our decision-making. They serve as the moral compass that guides our sustainability efforts, ensuring that these initiatives are rooted in the principles and beliefs that are integral to our identity. They drive our behavior and actions every day and dictate how we interact with our team, investors, partners, and larger community.



Safety

Safety drives our operations. We strive to maintain the highest standards to prevent injuries and protect the health and well-being of people.



People

Our greatest source of energy is people. Our inclusive culture is built on respect, where every individual's unique strengths are valued.



Collaboration

We leave our egos at the door and empower each other to achieve our common goals.



Innovation

We are problem-solvers and use technology to solve industry, project, and operational challenges.



Integrity

We do what we say we will and do what's right, honest, transparent, and ethical.



Resilience

We embrace challenges and view them as opportunities to do better.

What We Do

Enfinite integrates technical proficiency, strategic project design, and streamlined project coordination to construct and deploy large-scale Battery Energy Storage Systems (BESS) as part of our eReserve program. Additionally, we own and manage gas power generation plants. These dual facets of our operations bolster existing energy infrastructure. Through our extensive knowledge of the energy and power industries and our innovative capacity to identify both present and future market needs, we offer crucial solutions and tools to policymakers, regulators, and grid operators. Our aim is to facilitate the realization of a reliable and sustainable power grid.

Enfinite specializes in delivering versatile energy solutions that provide dependable, readily accessible, and sustainable power to the communities in which we operate, reside, and adventure. Adhering to our ‘develop, own, and operate’ model, we ensure that our projects not only maximize value within the system but also deploy resources responsibly and effectively. The longevity of value creation is a cornerstone of our projects, benefiting not only Enfinite but also our investors, partners, and communities. Enfinite's foundation of high-level technical expertise and operational excellence, combined with our innovative energy solutions, seamlessly integrates with existing infrastructure, facilitating a smooth transition toward a sustainable future.

Our collaborative teams identify current and future market requirements, highlighting our prowess as energy solution experts equipped with advanced technologies and a profound understanding of all facets of successful energy projects. From the initial stages of concept development to the final phases of commissioning and operation, our end-to-end proficiency enables us to evaluate proposed solutions, design functional and efficient alternatives, and subsequently construct, deploy, and operate responsive and dependable energy facilities.



Long-term Approach on Investing in Communities

Enfinite takes a holistic approach with investing in the communities we choose to build in. We have a responsibility throughout each phase of the project lifecycle to consider our actions and the potential social and environmental implications they may have on our surroundings.



Development and Engineering

At Enfinite, the journey begins with the generation of innovative ideas. Our collaborative teams work together to consider the technical, social, and environmental feasibility in our approach, focusing on the initial siting phase. This involves active engagement with landowners, collaboration with local government entities, and consultation with environmental experts to advance the siting selection. Following the completion of thorough due diligence, we leverage this data in the Front-End Engineering & Design (FEED) stage to fine-tune the facility according to the unique characteristics of the site and the specific conditions of the interconnected electrical system. This comprehensive approach is undertaken to ensure that, once operational, the asset can deliver maximum value to the system and deploy resources in a responsible and effective manner.



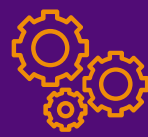
Financing

Our development projects are our commitment to establishing enduring relationships and making sustained investments in the communities where we choose to build. Our projects involve a blend of equity ownership or a combination of equity and long-term borrowing. Through this strategic approach, we aim to maximize our investment capital, ensuring ongoing capacity for substantial business growth.



Construction

Enfinite acknowledges the responsibility we bear throughout the project lifecycle to mitigate our impact on the communities where we operate, particularly during the construction phase. Throughout this stage, Enfinite focuses on optimizing land use to minimize disruption to the environment, biodiversity, and the daily lives of residents and businesses. All contractors engaged with Enfinite during construction are expected to meet all safety standards and follow our Environmental Protection Plans put in place. As part of our commitment to the communities in which we operate, we collaborate with the local community, making every effort to support and stimulate the local economy.



Operations

At Enfinite, we oversee our entire portfolio of assets, incorporating valuable insights gained throughout our evolution into the foremost battery energy storage operator in Canada. Our eReserve operations capitalize on fully remote operation and control which is facilitated by advanced communication networks. Our systems are fortified with state-of-the-art network security, enabled by asset-level Artificial Intelligence (AI) digital intrusion detection, ensuring the safety not only of our assets and the critical infrastructure they support but also that of the public. In a steadfast commitment to safety, our facilities are continuously monitored using advanced security and thermal imaging cameras, further enhancing the overall security measures in place.

Asset Technology Mix



Power Generation

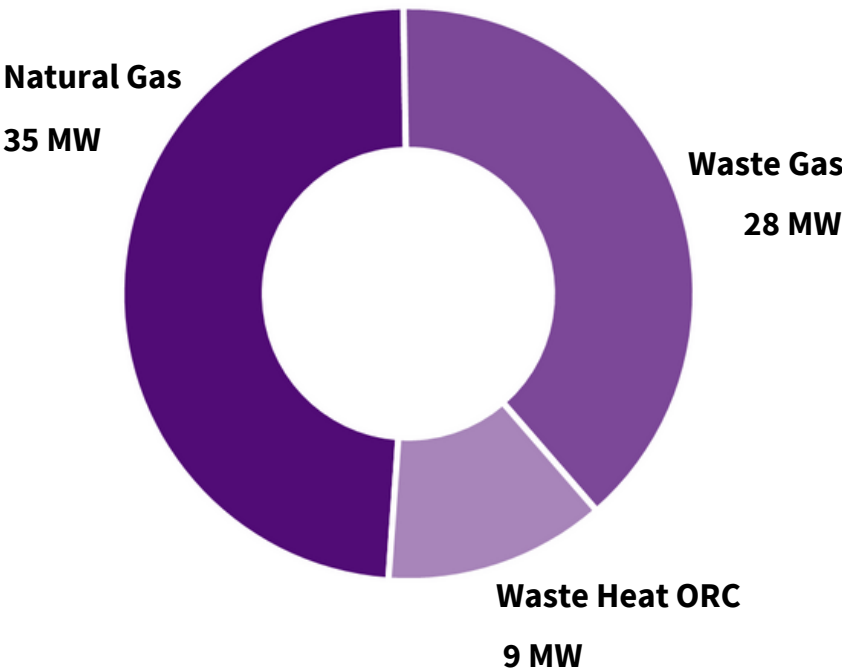
Our eight power generation facilities throughout western Canada generate 72 MW of power from produced gas, waste heat, and other sources.



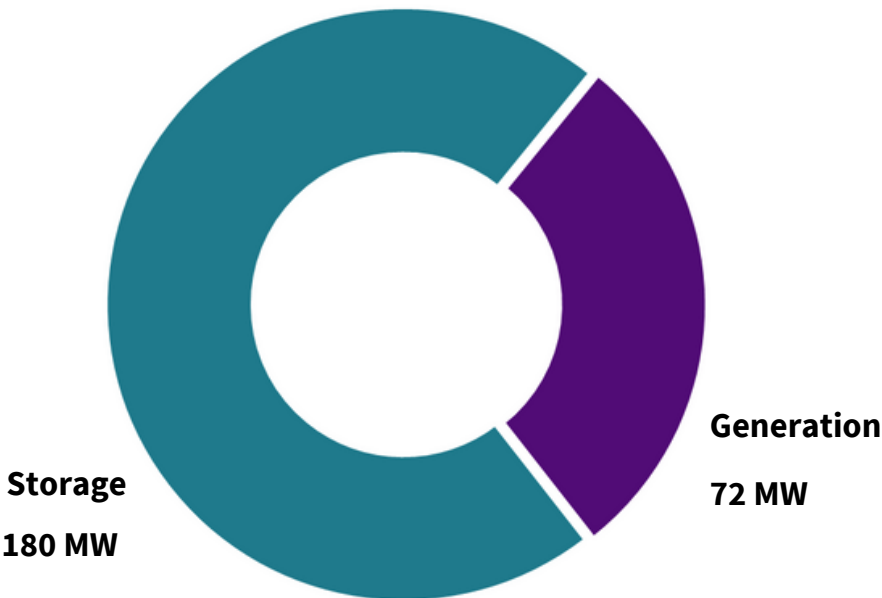
Energy Storage

At the end of 2023, our eReserve program had nine operational battery storage facilities within Alberta, using innovative technology capable of delivering 180 MW or storing 315 MWh of energy.

Generation by Source



Asset Mix



During peak times, our eReserve assets can provide support for approximately 426,000 homes for over an hour.¹



Footnote 1: Based on Statistics Canada published data for average household electricity consumption in Alberta. (<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=2510006001>)

Environmental Stewardship

Enfinite is an energy solutions company Powering Progress towards a more reliable and sustainable energy future every day.

In this section:

- Environmental Management System
- Energy Use & Greenhouse Gas Emissions Management
- Spotlight: Tree Planting
- Waste Management
- Water Resource Management
- Noise Pollution Management
- Light Pollution Management
- Battery Lifecycle Management
- Protecting Biodiversity & Natural Ecosystems



Environmental Stewardship Overview

Enfinite's Environmental Management Program stands as a cornerstone of our company's values and remains among our highest priorities. Recognizing our responsibility to tackle global challenges such as climate change and biodiversity impacts, we are proactively addressing these issues to not only navigate challenges but also to create opportunities for advancing environmental stewardship. Our commitment to conducting business in an environmentally responsible manner is evident through the implementation of policies, systems, and initiatives aimed at diminishing greenhouse gas emissions, minimizing waste, and optimizing resources to minimize our overall impact on the world.

By aligning our business practices with environmentally focused principles, Enfinite demonstrates a commitment to ecological preservation and positions ourself as a leader in the global drive towards a more sustainable future. Our dedication to environmental stewardship underscores our role as a responsible corporate citizen, contributing to the well-being of the planet and setting an example for others in the industry.












Environmental Management System

Enfinite's Environmental Management System (EMS) serves as a crucial framework, central to identifying compliance requirements and understanding key environmental impacts. This system not only outlines our commitment to environmental responsibility but also delineates the proactive measures taken to minimize these impacts. The EMS provides a comprehensive overview of our relevant environmental policies, standards, processes, and procedures, acting as a guiding structure for our organization's environmental initiatives. Enfinite documents, implements, and maintains our EMS in accordance with best practices, regulations, and select standards and continually improves the effectiveness of our system. By strategically addressing compliance and impact mitigation, the EMS underscores Enfinite's dedication to sustainable practices and positions us as a responsible steward of the environment. It establishes a roadmap for continuous improvement and adherence to the highest environmental standards, reflecting Enfinite's commitment to balancing business goals with ecological responsibility.

Standard Alignment Highlight

In 2024 Enfinite will take steps to be in alignment with ISO 14001:2015 - Environmental Management Systems. This standard will augment our commitment to environmental stewardship and sustainable business practices. It will help us manage environmental responsibilities systematically, leading to a sustainable and environmentally conscious approach to business.

2023 Environmental Snapshot

GENERATION & ERESERVE SUMMARY		
	2022	2023
 Electricity Delivered	355,688 MWh	317,659 MWh
 Electricity Consumption	3,244 MWh	6,988 MWh
 Scope 1 Emissions Intensity	0.62 TCO2e/MWh	0.60 TCO2e/MWh
 Scope 2 Emissions Intensity	4.1 TCO2e/GWh	8.6 TCO2e/GWh
 Scope 1 Emissions Absolute	222,792 TCO2e	191,881 TCO2e
 Scope 2 Emissions Absolute	1,460 TCO2e	2,727 TCO2e
 Fuel Consumption Intensity	10.5 GJ/MWh	9.91 GJ/MWh
 Fuel Consumption Absolute ²	3,734,724 GJ	3,147,476 GJ
 Water Consumption Intensity	0.06 m3/GWh	0.2 m3/GWh
 Water Consumption Absolute	21.0 m3	68.0 m3
 Non-Hazardous Garbage Removed ³	0.02 Tons	25.5 Tons



Environmental Targets



In 2024 and beyond we will continue to work towards and enable Net-Zero initiatives.



Improve water consumption intensity from 2023 baseline by 2030.



Reduce Scope 1 Emissions Intensity by 50% from 2021 baseline by 2030.

In 2024, Enfinite will work on streamlining programs through integrated software and procedures to ensure consistency in data management and reporting. This initiative aligns with our dedication to enhancing environmental performance by refining data collection and measurement techniques. We prioritize leveraging data to inform decision-making, monitor progress, and foster continuous improvement.

Footnote 2: 2023 Fuel Consumption is inclusive of the calculated Natural Gas consumption of 1,548,561 GJ and Waste Gas consumption of 1,598,915 GJ.

Footnote 3: Non-Hazardous Garbage removed for 2022 included only domestic waste from Enfinite’s headquarters. 2023 Non-Hazardous Garbage removed is inclusive of all our sites and our headquarters.

Energy Use & Greenhouse Gas Emissions Management

Enfinite is at the forefront of driving energy diversification, particularly through our innovative energy generation and storage operations. These endeavors represent a pivotal shift in the electricity system, moving towards more sustainable-conscious operations. Our assets contribute to increased capacity, enhanced reliability, and substantial fiscal and societal benefits.

As a leader in the energy transition, we are deeply committed to reducing our environmental impact. The unique nature of our business, involving electricity generation from waste heat and the operation of energy storage assets supporting non-emitting supply integration, significantly contributes to lowering the overall grid emissions intensity.

Enfinite's direct site emissions primarily result from converting waste gas, which would typically be flared, into usable electricity. Indirect emissions stem from on-site energy usage. These direct and indirect Greenhouse Gas (GHG) emissions are focal points as we work towards and enable Net-Zero initiatives. In 2024, we will further evaluate our scope 3 emissions that are indirectly linked to interactions with other businesses and our supply chain, originating from sources beyond our direct ownership or control. This ongoing assessment underscores our commitment to continual improvement in environmental performance.



Based on average household usage, our thermal generation and eReserve assets powered the equivalent of approximately 49,000 homes in 2023.⁴

Footnote 4: Based on Statistics Canada published data for average household electricity consumption in Alberta. (<https://www150.statcan.gc.ca/t1/tbl1/en/tv.action?pid=2510006001>)



Environmental Targets

In 2024 Enfinite is focused on enhancing our operational data and metrics. A key objective is to improve emissions reporting, aiming for greater accuracy in tracking environmental impact. Our organization is actively engaged in monitoring our emissions and is in the process of establishing targets to facilitate comprehensive tracking and assessment. The overarching goal is to advance sustainability efforts and contribute to a more environmentally conscious operational framework.

Standard Alignment Highlight

Enfinite is aligned with Alberta Greenhouse Gas Quantification Methodologies (AQM) and Greenhouse Gas Protocol for calculating our emissions.

AQM's are systematic frameworks aimed at measuring and evaluating greenhouse gas emissions from diverse sources. These methodologies employ standardized approaches and calculations to estimate emissions, facilitating the tracking of environmental impact and efforts to reduce carbon footprints. Specifically prescribed for facilities under the Technology Innovation and Emissions Reduction Regulation and the Specified Gas Reporting Regulation, these quantification methodologies ensure accuracy and consistency in reported data across all sectors.

GHG Protocol creates universally standardized frameworks for measuring and overseeing GHG emissions across private and public sector operations, value chains, and efforts aimed at reducing emissions. The global standard allows Enfinite to be measured consistently and compare against peers.



Spotlight: Tree Planting



4

Volunteers



20

Volunteer Hours



60

Trees planted by Enfinite



400+

Trees planted

On September 23, 2023, four members of our Enfinite team joined Tree Canada and other organizations and individuals at Rotary Park in Olds, Alberta to commemorate National Tree Day. This day is celebrated every September on the Wednesday of National Forest Week. It is a day for Canadians to come together in appreciation of trees, their natural beauty, and the many benefits they provide. With a community event like this, it fosters a sense of ownership and environmental stewardship.

This year, over 1,450 volunteers helped to plant more than 6,300 trees in 19 communities across Canada. Our Enfinite team contributed to planting over 400 trees in Rotary Park, a new park that would benefit from native trees. The new trees will supply vital cover and habitat for wildlife and improve habitat near a riverine (creek) area, helping to filter and purify storm water, hold, and improve the soil, and prevent erosion. As the trees grow, they will capture carbon and produce oxygen, absorb air pollution, and provide needed shade and scenery in the new park that everyone can enjoy.

Enfinite is proud to champion environmental causes like tree planting as it has so many positive impacts. Tree planting significantly contributes to sustainability across its lifecycle. Trees absorb carbon dioxide, enhance biodiversity, and improve air and water quality. As they mature, trees continue to sequester carbon, provide habitats for diverse species, and offer economic benefits through timber and other tree products like fruits. Their presence fosters community well-being, enhances soil health, and contributes to climate resilience. Beyond environmental benefits, tree planting initiatives create jobs, stimulate local economies, and raise awareness about environmental issues. The cumulative impact of trees underscores their vital role in promoting a more sustainable and resilient environment.

In 2024, our team is engaging with potential environmental protection partners and assessing opportunities for conscious collaborations on volunteer-based initiatives across all environmental focus areas.



Battery Lifecycle Management

Enfinite's BESS integrate large-scale rechargeable lithium-ion batteries, playing a pivotal role in storing energy to enhance grid stability, and minimizing the risk of power outages.

Our approach to battery lifecycle management prioritizes optimizing the healthy operation and maintenance of our assets, aiming to extend their lifespan and defer any end-of-life requirements. We implement a systematic process for monitoring and maintaining battery health and asset longevity, guided by a mandate that emphasizes optimization, reuse, or repurposing of the asset whenever feasible.

If an asset reaches its end of useful life, the final recourse involves recycling through an approved Original Equipment Manufacturer (OEM) facility. These authorized service centers guarantee that none of the decommissioned lithium-ion batteries end up in landfills; instead, they are 100% recycled. This approach adheres to the latest best practices, underscored by a trusted partnership with the OEM, solidifying our commitment to sustainable practices.

Enfinite is pursuing initiatives that will look at alternative recycling programs and developing second-life battery management that could see batteries continue into secondary forms of service. This approach will utilize existing batteries in suitable applications and prevent unnecessary manufacturing of new products as well as extend the usable life prior to recycling.

Waste Management

Enfinite is committed to minimizing the volume of waste we produce. At our headquarters, our property management company has implemented a robust recycling and composting program which diverts waste away from our landfills. This includes recycling of paper products, batteries, electronics, and composting of soft paper products and food. Enfinite's commitment expands this recycling program with the proper disposal and recycling of office supplies, as well as electrical and computer equipment.

In instances where waste is inevitably produced during our regular business activities, such as domestic waste and recyclables or the replacement of worn-out equipment, our team ensures that these materials are managed in a sustainable manner. We uphold environmentally responsible practices not only at our headquarters but also promote recycling and composting at all our remote operating facilities, particularly in areas where municipal services are not available.

In alignment with our commitment to environmental sustainability, Enfinite has launched a paper reduction initiative. Leveraging the tracking capabilities of our printers, we have implemented a system that monitors and reports paper usage across all departments. This data is seamlessly integrated into our Microsoft 365 suite, particularly PowerBI, enabling us to analyze usage patterns and identify areas for improvement. Our initiative includes awareness campaigns, encouraging digital documentation through SharePoint and Teams, and setting printer defaults to double-sided printing. These efforts are complemented by regular reviews and reports within PowerBI, fostering a culture of accountability and continuous improvement.



Noise Pollution Management

Noise, or sound, pollution poses an imperceptible risk threat that can have adverse effects on human health, wildlife, and overall environmental quality. Enfinite has collaborated closely with regulatory authorities to enhance their understanding of the unique attributes associated with utility-scale battery projects. All our operational facilities surpass the standards set by the Alberta Utilities Commission (AUC) Noise Control Rule 012.

The Rule 012 regulatory framework serves as a guiding principle influencing our development, construction, and operational strategies. Leveraging our extensive experience in this domain, we extend support to new municipalities unfamiliar with the characteristics of battery projects. During the site selection process, we actively engage with local communities and stakeholders to address and mitigate potential noise pollution concerns. This collaborative approach enables us to implement intelligent site layout and design and make informed choices regarding the technology employed in the operation of our sites.



Light Pollution Management

Enfinite acknowledges the detrimental effects that poorly executed, excessive, and unnecessary artificial light can have on environmental quality, including its role as a form of wasted energy that may disrupt individuals. When selecting communities for the construction of our eReserves, we carefully consider the potential impact of light pollution on our neighbors.

The operational requirements of our eReserves necessitate the use of spotlights to illuminate our sites during the night, raising the possibility of affecting neighboring landowners, biodiversity, and the ecosystem. To address this concern, we have collaborated with experts in industrial location lighting to meticulously design our sites. This ensures the proper execution of our lighting system, minimizing any adverse effects on our surroundings. When we identify concerns about excessive lighting that may impact neighboring areas, we address them by implementing solutions such as strategically planting trees. This helps to effectively mitigate the impact of the lighting and ensures a more balanced and considerate approach to environmental and community concerns.



Highlight: The Edison Building

Enfinite’s headquarters are located in The Edison building in downtown Calgary. Established as Calgary's unofficial technology hub, The Edison has swiftly become renowned for providing the city's most stylish workspaces. Elts contemporary design features a plethora of distinctive amenities which support mental and physical health, including a fitness center free for tenants, lounge, conference facilities, secure bike parking, dog park, golf simulator, and basketball court, plus a Safe Walk program.

Since its establishment in 1998, Aspen Properties has consistently embraced a philosophy centered on environmental conscientiousness, social responsibility, and ethical, equitable governance in the acquisition, repositioning, development, and management of downtown properties. This is evidenced in the programs they have established at their properties which align with our ESG program. This includes aligning with the GRESB benchmarking program, are a part of the BOMA BEST Building Certification Program and are BreatheScore Certified.



Water Resource Management

The nature of Enfinite’s operations, which involves thermal generation and energy storage, does not directly utilize or discharge water minimizing our use and impact on water resources. Our sustainable water practice commitment lies in ensuring the conservation and integrity of water resources in the areas where we operate, aligning with sustainable practices even in aspects not directly tied to our business processes.

Nevertheless, we recognize the need for water consumption related to domestic uses, specifically for our employees at two of our field operation sites and headquarters. To address this, we remain dedicated to identifying and implementing methods to minimize water consumption across the entirety of our company.



Environmental Targets

In 2024, our ESG Committee is dedicated to supporting our Water Resource Management Program by creating engaging training materials for employees on water conservation. This initiative aims to instill a culture of water efficiency within our organization, aligning with our environmental stewardship goals and broader corporate social responsibility efforts. By empowering employees with the necessary knowledge and tools, we seek to make a positive impact on water resource preservation, reduce our ecological footprint, and reinforce our dedication to sustainable business practices for the future.


Protecting Biodiversity and Natural Ecosystems

Enfinite is dedicated to making a positive environmental impact in our operations. Our commitment is reflected in the various programs and initiatives implemented to effectively manage and mitigate the risk of emissions and other potential negative impacts within the communities where we operate. From the development phase to construction and ongoing operations, our foremost priority is to reduce adverse environmental effects and safeguard the integrity of surrounding ecosystems.

We also recognize and respect the close historical ties to land that many Indigenous and other groups hold. Throughout all project phases, from development to operation, we prioritize the protection of these lands, ensuring responsible and sustainable development practices that honor the historical connections of local communities.



Within Alberta, Enfinite ensures our construction partners have policies and procedures in place that are compliant with Alberta Utilities Commission (AUC) Rule 007 and following their process to protect and mitigate risk to biodiversity and natural ecosystems.



Development

Prior to initiating a project, Enfinite conducts thorough reviews and assessments in collaboration with our environmental partner to evaluate the potential impact our projects may have on surrounding biodiversity and ecosystems. Our project teams are dedicated to completing comprehensive due diligence, ensuring that we move forward only when we have taken all necessary measures to protect the surrounding environment and minimize our overall impact.





Construction

The construction phase of our projects has the most immediate impact on the environment. Enfinite maintains construction monitoring plans and conducts impact assessments during this phase to proactively mitigate our effects. Additionally, we collaborate with regulators and other authorities to secure environmental permits, ensuring strict adherence to all environmental regulations and laws.





Operations

Enfinite actively monitors our operations to ensure efficient functioning and to mitigate environmental risks. Leveraging our internal systems, we have the capability to continuously monitor, track, and report on our environmental impacts, allowing us to make necessary adjustments to our operations. The operations team collaborates closely with regulators and other stakeholders to uphold transparency and compliance standards.

Creating a Resilient Corporate Culture

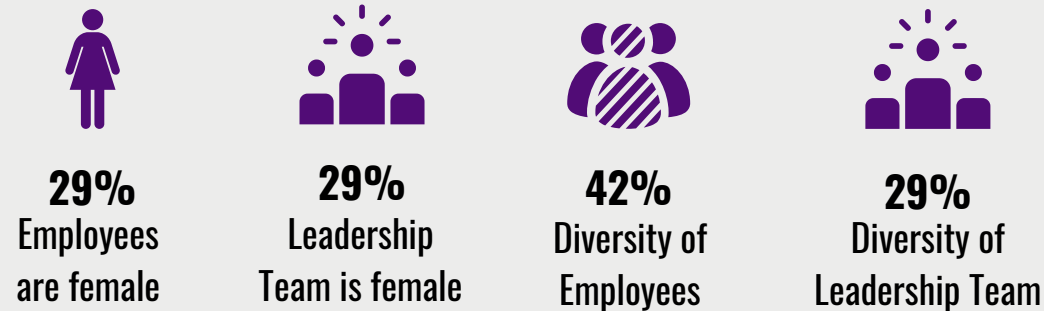
Our ultimate source of energy is people. We foster an inclusive culture founded on respect and support, where the distinct strengths of everyone are not only valued but celebrated in the workplace and leveraged to succeed together.

In this section:

- > Diversity, Equity & Inclusion Commitment
- > DEI Snapshot
- > Spotlight: DEI Leadership Accord
- > Increasing Women in the Workplace
- > Human Rights
- > Employee Well-Being
- > Human Resources Program Updates
- > Employee Satisfaction and Engagement
- > Spotlight: People & Culture Committee



2023 DEI Snapshot



2023 Human Capital Snapshot



Corporate Culture Targets

- **Continue** to build and support our culture of Diversity, Equity and Inclusion.
- **Maintain** a baseline of conducting 2 employee surveys with staff annually.
- **Encourage** a learning culture where employees dedicate 2% of their time to training and development.
- **Maintain** employee turnover to under 10%.
- **Increase** Employee Engagement Score to 75% in 2024 from 68% in 2023.

Diversity, Equity, & Inclusion Commitment

At Enfinite, we recognize that our people are our most powerful resource, and our ongoing success hinges on our ability to attract and retain a diverse and engaged workforce. This workforce must be equipped with evolving skills necessary to advance our business objectives. Aligned with our core values of safety, people, collaboration, innovation, integrity, and resilience, Enfinite is unwavering in our commitment to cultivating a workplace culture that places Diversity, Equity, and Inclusion (DEI) at the core of our identity.

Our commitment to DEI goes beyond mere rhetoric; it is deeply embedded in our values and vision. Enfinite recognizes that a diverse and inclusive environment is crucial for driving innovation and sustainable business success. To put our commitment into action, we have established core principles:

Diversity: Celebrating and valuing unique perspectives, backgrounds, and experiences to thrive in a dynamic global landscape.

Equity: Striving to create a fair and just workplace where equal opportunities for success and advancement are available to everyone, with a focus on identifying and eliminating barriers to professional growth.

Inclusion: Actively fostering an inclusive culture where every voice is heard, valued, and empowered, considering inclusion as an ongoing journey contributing to a collaborative and supportive workplace.

Enfinite demonstrates commitment with concrete actions, including equitable hiring practices, investing in education, and training programs, ensuring fair compensation, and continually refining inclusive policies. We emphasize accountability through regular progress measurements, soliciting employee feedback, and adapting strategies to address evolving challenges. Transparent communication about achievements and areas for improvement is crucial to Enfinite's dedication to continuous growth.

Ultimately, at Enfinite, the commitment to DEI is a shared responsibility. By embracing these principles, it not only strengthens our organization but also contributes to creating a more just and equitable society.



Highlight: DEI Training



In November 2023 Enfinite hosted company-wide DEI training on the topics of bias and inclusive language. The intent of the training was to foster a workplace culture that values and respects the unique perspectives of all individuals. It addressed unconscious biases that may impact decision-making and interactions, and participants learned to recognize and mitigate biases, promoting fair and inclusive practices.

The session also introduced inclusive language, emphasizing the importance of communication that embraces diversity and avoids unintentional exclusion. Through practical examples and discussions, participants gained insights into using language that promotes inclusivity and fosters a welcoming environment. Overall, the DEI training on bias and inclusive language contributed to building a more equitable workplace by empowering individuals to challenge biases and communicate in a way that respects the diverse identities and experiences of their colleagues.



Spotlight: DEI Leadership Accord

In April 2023, Enfinite publicly committed to fostering a diverse, inclusive, and equitable workplace by officially endorsing the Leadership Accord on DEI from Electricity Human Resources Canada (EHRC) as an Accord Signatory. This Accord represents a collective pledge from Canadian organizations to actively prioritize DEI in their policies, processes, and culture. By becoming a Signatory, organizations express a dedicated commitment to advancing diversity, particularly crucial in an industry with limited representation of equity-deserving groups. The initiative aims to create workplaces that prioritize equity, diversity, and inclusivity, fostering respectful and encouraging environments.

The EHRC Accord Signatory process involves declaration, implementation, and annual review, allowing organizations to assess and realign their DEI practices. Enfinite's initial assessment involved completing an annual survey, revealing our status as a 'Changemaker' in DEI practices — organizations with advanced approaches that act as catalysts for change and celebrate wins. These survey results serve as a baseline for further developing and setting DEI goals for 2024 and beyond, contributing to a more dynamic and forward-thinking electricity sector in Canada.



Increasing Women in the Workplace



Traditionally, our industry has been predominantly male, but a positive shift is underway to increase gender diversity. Ongoing initiatives aim to attract more women to the sector and offer them opportunities for growth and success. This transformation is driven by open conversations, attentive listening, and decisive actions.

In 2023 25% of our successful hires were women in both individual contributor and leadership roles. We intend to build upon this in 2024 and beyond.

Also in 2023, we proudly maintained our sponsorship of Women+Power, a community dedicated to women at all career levels within or connected to Alberta's power industry. Women+Power serves as a platform for women to connect, support, inspire, and acknowledge one another, empowering them to reach their full potential both professionally and personally. The community also recognizes the crucial role that men play in advocating for women in the power industry, encouraging their active participation in community initiatives for meaningful, transformative change.

Enfinite recognizes the significance of this community and is committed to continuing our support for Women+Power in the ongoing pursuit of a more diverse and inclusive industry.

Human Rights

In Canada and any prospective countries of operation, Enfinite upholds and honors the safeguarding of human rights, aligning with international declarations such as the Universal Declaration of Human Rights. We acknowledge that any form of slavery and trafficking constitutes a violation of fundamental human rights. While achieving our business objectives is crucial to our success, how we attain them is equally significant.

To uphold these principles, we have established a comprehensive set of internal policies, standards, and guidelines governing the conduct of our employees and business practices, as well as the selection of our suppliers. We not only comply with but often surpass all relevant labor laws and standards, addressing issues such as equal pay, working hours, and child labor.

Enfinite's Code of Conduct articulates our dedication to fostering a work environment devoid of any form of harassment or unlawful discrimination, ensuring that every employee, customer, client, independent contractor, and third party is treated with dignity and respect. Under the Enfinite Code of Conduct all employees are expected to evaluate business decisions and actions on behalf of our organization with consideration to the alignment with principles of rightness, legality, and fairness.



Employee Well-Being

At Enfinite, we recognize that the well-being of our employees is a cornerstone of our company's success. We understand that a healthy and positive workplace culture directly contributes to the overall satisfaction, productivity, and engagement of our team. Our commitment to employee well-being is not only a moral imperative but also a strategic investment in the long-term success of our organization.

By prioritizing employee well-being, we aim to create an environment that fosters personal and professional growth, enhances job satisfaction, and attracts and retains top talent. A focus on well-being contributes to increased productivity, creativity, and collaboration, creating a positive ripple effect throughout our company. We understand that our employees are our greatest asset, and their physical, mental, and emotional well-being is integral to achieving our business goals.

Employee Benefits and Performance Framework

Central to our commitment to Employee Well-Being we offering a competitive total compensation package to ensure all team members, whether onsite or remote, feel valued and motivated. Alongside competitive pay, our benefits program includes health and wellness spending, family assistance, time-off provisions, flexible work options, and mental health support.

Moreover, our Calgary, AB headquarters provides additional amenities focused on promoting employee safety, physical health, and mental well-being. These amenities comprise a safe walk program, a dog-friendly environment, a complimentary fitness center, a golf simulator, and an employee lounge for socializing or working over coffee. Furthermore, we extend nationwide health club discounts to all employees, regardless of their location, to encourage physical activity and well-being.

This holistic approach underscores our dedication to nurturing a work culture that recognizes performance while prioritizing the overall well-being of our team.

To further recognize and reward positive efforts and goal achievements, we conduct performance reviews on a quarterly and annual basis. Throughout these evaluations, we not only recognize individual contributions but also examine compensation packages, taking economic factors into account to ensure equity and competitiveness.

Human Resources: Structure, Governance, and Achievements

Enfinite's human resources governance structure includes a People and Culture Committee supported by a third-party HR consultant tasked with overseeing the HR strategy established by senior leadership. At the board level, the Compensation and HR Committee determines compensation, benefits, and broader HR policies. This structure ensures effective HR management aligned with company goals and values.

Throughout 2023 we moved forward with initiatives aimed at enhancing the overall employee experience. This included implementing a new HR system to enhance efficiency and offer improved assistance for our workforce. This system enhances various HR functions, making processes more accessible and user-friendly for employees across our organization.

Further to this, to provide clear guidelines and information for our employees, we updated our General Working Guidelines. This resource serves as a comprehensive guide to company policies, benefits, and expectations, fostering a transparent and informed work environment.

These updates underscore Enfinite's commitment to fostering a positive workplace culture, where employees are aided at every stage of their journey and equipped with the resources they need to thrive within our organization.



Employee Satisfaction and Engagement

Employee satisfaction surveys are crucial for Enfinite in understanding and addressing the needs of our team and inform our strategy to increase our employee satisfaction and engagement. These surveys aim to gather valuable insights directly from employees to assess their satisfaction, engagement, and overall well-being within our organization. By comprehensively understanding employee experiences, concerns, and suggestions, Enfinite can make informed decisions and implement strategic improvements to foster a positive and productive workplace culture.

Completing these surveys helps identify areas of strength and improvement within the workplace environment. Anonymous feedback allows employees to express opinions candidly, promoting a culture of openness and transparency that is crucial for building trust and boosting morale. The feedback loop from these surveys guides us in making data-driven adjustments to enhance employee satisfaction and retention.

In 2023, two employee surveys were completed with overall positive results. Concerns raised included the lack of communication on internal updates and Enfinite's strategic direction, leading to the initiation of townhalls and improvements in communication channels.



Employee Satisfaction and Engagement Targets

In 2023 our Employee Engagement score was 68%. For 2024 our target is to increase this score to 75%.

Also, recognizing the importance of effective internal communication, Enfinite will initiate the process of standardizing internal communication methods in 2024. This effort aims to ensure consistency and clarity in disseminating information across our organization, promoting a cohesive and well-informed team.



Spotlight: One Year of the People and Culture Committee



12
Committee
Meetings



100%
Meeting
Quorum



3
Team Building
Activities



1
Health & Fitness
Initiative



1
DEI
Training



2
Employee
Surveys



3
Charitable
Campaigns

Enfinite recognizes the significance of cultivating a positive and nurturing workplace culture that aligns with our core values of safety, people, collaboration, innovation, integrity, and resilience. To reinforce this commitment, the establishment of the People and Culture Internal Committee in 2023 signifies a dedicated effort to enhance the social and cultural well-being of employees. The committee strategically plans and implements initiatives to foster employee engagement, emphasizing inclusivity and diversity. This approach underscores the importance of Enfinite's core values in creating a vibrant workplace culture that nurtures employee well-being and contributes to overall organizational success.

Throughout 2023 we held twelve People and Culture Internal Committee meetings, with all meetings reaching quorum. Each meeting had an agenda which was focused on the following areas:

- Employee Satisfaction & Improvement
- DEI
- Team Building events
- Giving back to the community
- Health and Wellness
- Special events

Employee satisfaction is a priority for the People and Culture Committee. The results of our employee satisfaction surveys were reviewed by the committee and ideas were brought forth on how to make improvements and initiate plans to facilitate these improvements for 2024. Regular reviews and improvements like this ensure that the culture remains adaptive and aligned with evolving company objectives, promoting long-term organizational health and success.



Enfinite donated 100 socks through Mr. Nice Sock's donation initiative. This collaboration reciprocates sock donations for customized orders of socks. Our Enfinite team actively participated in selecting the charity to receive the sock donation, casting their votes in favor of the Women's Centre of Calgary.



Highlight: 5-Year Anniversary Event

In 2023, Enfinite marked a significant milestone, celebrating our fifth year of operations. The dedicated efforts of our People and Culture Internal Committee resulted in a successful and inclusive event. We flew our staff and shareholders in from across the country to enjoy the event with the rest of our team and our long-time partners, contractors, and vendors. The combination of healthy food, engaging activities, and the presence of our remarkable employees and partners made the celebration a resounding success and reflection of what Enfinite has accomplished. Anticipating future milestones, we look forward to gathering once again for our ten-year anniversary celebration.

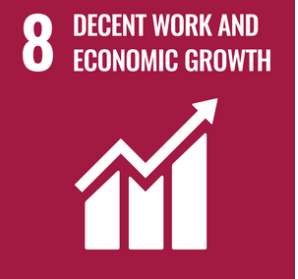


Building Meaningful Engagement

Community engagement is at the heart of our commitment to making a positive impact. We actively work with stakeholders in the communities where we build, fostering meaningful relationships and collaboration.

In this section:

- > Community Engagement Snapshot
- > Sustainable Procurement, Material Sourcing, & Supply Chain
- > Spotlight: eReserve5 Community Engagement
- > Creating Meaningful Indigenous Engagement
- > Industry Engagement



2023 Community Engagement Snapshot



Community Engagement Overview

Ensuring active involvement and collaboration with stakeholders and communities is fundamental to our mission. Enfinite is dedicated to fostering connections, gaining insights, and cultivating relationships with a diverse range of stakeholders. Our engagement extends to investors, employees, local communities, Indigenous groups, regulators, business partners, customers, and industry organizations. By maintaining a regular and purposeful dialogue, we enhance our understanding of the priorities within the communities where we operate and discover avenues for collaborative efforts that promote sustainable growth. Together, we enhance each other's experiences and performance, fostering a collective journey towards elevated success.

Community Engagement Approach

Enfinite views community engagement as a continuous and integral aspect of our operations, guided by our Stakeholder Engagement strategies and policies. Throughout our project lifecycles, from development and design to construction and operation, decisions are made through consultation and collaboration with our diverse stakeholders. Throughout these stages, we strive to establish enduring and mutually beneficial relationships founded on respect, transparency, and understanding, contributing to the development of resilient communities. Our actions are rooted in our values, standards, and organizational culture.

The foundation for building these robust relationships and communities lies in earning the trust of our stakeholders. This is achieved through effective communication, actively participating in various activities, and utilizing a variety of channels, including:

- Individual meetings and discussions
- Enfinite-hosted information sessions and open houses
- Direct letters, newsletters, and package mailouts
- Placements in local newspapers
- Attendance at local community meetings and events
- Mapping initiatives
- Project-specific websites
- Project emails (both individual and general)
- Project-specific phone lines with voicemail
- Individual phone numbers for Project Managers

By employing these channels, we aim to foster open communication and build a foundation of trust that enhances collaboration and strengthens the bonds within the communities we serve.

Standard Alignment Highlight

Enfinite demonstrates alignment with the principles of stakeholder engagement as outlined by the International Association of Public Participation (IAP2). We follow a structured approach that prioritizes inclusive and transparent communication, involving stakeholders in decision-making processes. Enfinite's commitment to the IAP2 framework ensures that it engages with diverse perspectives, incorporates community values, and fosters collaboration for well-informed and sustainable decisions. This alignment reflects Enfinite's dedication to building trust and accountability in our interactions with stakeholders.

Benefits of Building in Community

Enfinite is committed to cultivating enduring and advantageous relationships with local communities across the lifecycles of our projects. We actively engage with stakeholders, including nearby landowners, to ensure that our initiatives contribute to the well-being of the community for future generations. The benefits of our projects include:

Annual Property Tax Revenue: Our projects generate annual property tax revenue throughout their lifecycles, providing a sustainable source of income for local municipalities.

Economic Benefit for Local Landowners: Through long-term land leases or land purchase, we aim to provide local landowners with equitable value through these agreements, fostering economic stability.

Full-Time Employment Opportunities: The operation of our facilities and assets creates full-time employment opportunities within the community, contributing to local job markets.

Employment During Construction: The construction phase of our projects also generates employment opportunities, providing a boost to the local workforce during this phase.

Indirect Revenue through Local Services and Supplies: Our projects contribute to the local economy by utilizing local services and suppliers, creating indirect revenue streams for businesses in the community.

By incorporating these elements into our approach, we aim to ensure that our projects not only meet their operational goals but also actively contribute to the prosperity and sustainability of the communities in which they operate.

Community Investment

Enfinite collaborates closely with local stakeholders to discern programs, causes, and initiatives that carry significant positive impact on the community, aligning with our core giving priorities: environment, community building, and safety. In the year 2023, we extended support to four local organizations, channeling over \$15,000 into the communities where we operate. Looking ahead, we are adopting a more strategic approach to proactively engage with our local communities, focusing on investments in initiatives that foster their growth and prosperity.



Spotlight: eReserve5 Community Engagement

Enfinite places a strong emphasis on community engagement, particularly in regions where we operate multiple eReserve assets within Alberta near Wainwright, Hughenden, Czar, and Hardisty. Our commitment extends beyond operational considerations to actively support and enhance the well-being of these communities. Notably, we have demonstrated this commitment through various initiatives:

Philanthropic Contribution: Enfinite donated \$10,000 towards the upgrade of the Hughenden Hockey Arena ('The Hangar'). This funding will facilitate improvements to the Zamboni room and locker rooms, including the creation of a gender-neutral locker area, showcasing our dedication to community development and inclusivity.

Local Participation: Beyond consistent engagement throughout our project's lifecycles, two of our Enfinite employees actively participated in a fundraising dinner, fostering direct engagement with the local communities of Czar and Hughenden. This hands-on involvement reflects our commitment to understanding and supporting the unique needs of each community.

Community Visibility: Through our donation to the Hughenden arena, our Enfinite logo now graces the Hughenden Arena Hockey boards. This not only demonstrates our financial support but also reinforces our presence within the community, emphasizing a collaborative and nurturing partnership.

Event Sponsorship: Enfinite proudly served as the Diamond sponsor for the Czar Bullarama, the largest annual event in the area with attendance of over 3,500 people. This sponsorship underscores our commitment to being an integral part of community life, contributing to the success and vibrancy of local events.

Enfinite's multifaceted community engagement approach goes beyond monetary contributions, actively participating in local events, fostering inclusivity, and contributing to the overall well-being of the communities we serve. This comprehensive strategy aligns with our corporate values, emphasizing a genuine and lasting commitment to the prosperity of the areas in which we operate.



Creating Meaningful Indigenous Engagement



Enfinite actively embraces the Truth and Reconciliation Commission's call to action for corporate Canada. Our commitment is unwavering as we strive to nurture enduring and meaningful relationships with Indigenous peoples and businesses. Collaborating with our internal teams and community partners, Enfinite is dedicated to working with Indigenous communities to explore innovative avenues to determine respectful and effective ways in which affected communities can work with Enfinite to exchange information, contribute to overall project development as well as share in associated economic benefits.

Enfinite recognizes and respects the rights of Indigenous peoples whose traditional lands and territories are within, or near, our operational areas. Throughout the lifecycle of our operations, from project development to decommissioning, we aim to uphold relationships founded on continual communication, transparency, and respect. Enfinite is committed to cultivating partnerships with Indigenous Peoples, and we will persist in evaluating opportunities to collaboratively share information and explore potential economic benefits offered by our developments.

Throughout 2023, we maintained continuous engagement with various Indigenous Nations and bands in Alberta and Ontario to explore potential partnerships. While these collaborations did not materialize, we established a foundation with each group, setting the stage for potential future partnerships.



Indigenous Engagement Targets

In 2024, it is our goal to further build out our Indigenous Engagement strategy which will include annual Indigenous training for our development team. We will also host a baseline of one Indigenous-focused training company-wide to further our inclusive culture internally.

Commitment to Sustainable Procurement, Material Sourcing, and Supply Chain

Enfinite is dedicated to cultivating robust relationships with our vendors, partners, and contractors, aiming for a mutually beneficial relationship governed by a set of shared values that both parties are guided by. We believe that achieving this goal necessitates a shared understanding and a joint commitment to our collective impact on people, communities, and businesses.

As a developer and long-term owner-operator of energy generation and storage assets, we collaborate with vendors, suppliers, contractors, and partners across North America on an annual basis. These suppliers may change across projects and jurisdictions, but they remain an integral part in helping us do business.

In 2023 we defined ESG - specific contractor requirements to include in Request for Proposals (RFPs) to ensure our contractors are aligned with our ESG mandates. These requirements also align with our GRESB benchmarking and align with each aspect of environmental, social and governance.



Industry Engagement

As Enfinite pioneers the path toward energy diversification in the power industry, it is essential for us to actively collaborate with key stakeholders, including industry leaders, competitors, regulators, government officials, and industry groups. Through these strategic engagements, we harness collective expertise and insights, fostering influence and acquiring vital knowledge that propels the power industry into the future. Enfinite proudly aligns with leading industry organizations, such as Energy Storage Canada (ESC), Alberta Electrical System Operator (AESO), and the Canadian Renewable Energy Association (CanREA), demonstrating our commitment to advancing sustainable energy solutions.

Energy Storage Canada



ESC serves as the influential voice and central network for the energy storage industry in Canada. Devoted exclusively to fostering the growth and market development of the country's energy storage sector, ESC plays a pivotal role in expediting Canada's ongoing energy transition and Net-Zero objectives. Through dedicated efforts in advocacy, education, collaboration, and research, ESC strives to contribute to a more sustainable and resilient energy landscape.

Throughout 2023, Enfinite's CEO sat on the ESC Board of Directors and continues to be a member of the Leadership Council. The Board primarily oversees governance and operations while the Leadership Council charts the strategic and advocacy direction of ESC.

Enfinite actively contributed to ESC's governance, operations, and strategic direction through our representation on the Board and Leadership Council. This involvement goes beyond individual leadership, encompassing collaborative efforts to sustain and shape our organization. Within this framework, we engage with fellow industry leaders to collectively foster a vibrant energy storage sector in Canada.

As a member of the ESC Leadership Council, we actively collaborate to drive the energy storage agenda in Canada. Together, we focus on improving the efficiency and resilience of the country's energy systems, optimizing the performance of generation, transmission, and distribution assets. Our collective efforts aim to advance a more sustainable and affordable electricity grid. By leveraging the extensive ESC network, we gain access to decision-makers, valuable market intelligence, and regulatory insights. Our involvement also provides opportunities for research initiatives and contributes to shaping industry thought leadership. Through our affiliation with ESC, we stay at the forefront of developments in the energy storage sector, contributing to positive change in the Canadian energy landscape.



"Energy Storage Canada values Enfinite's impactful membership in 2023, as their active engagement and commitment to innovation significantly contribute to advancing the energy storage sector. We appreciate their dedication to shaping a sustainable and resilient energy future and look forward to continued collaboration."

- Justin Rangooni, Executive Director, ESC



Canadian Renewable Energy Association



CanREA spearheads the mission of 'Powering Canada's Journey to Net-Zero,' serving as the authoritative voice for wind energy, solar energy, and energy storage solutions that will drive Canada's energy evolution. Dedicated to creating the conditions for a modern and sustainable energy system, CanREA actively engages in stakeholder advocacy and public outreach.

As prominent energy storage owner and operator, Enfinite recognizes the importance of collaboration with the Canadian Renewable industry. Through our partnership with CanREA, we actively participate in policy development and advocacy initiatives. This collaboration enables us to access crucial industry news, data, and market updates, elevating our profile and facilitating engagement with industry leaders, regulators, and policymakers. In doing so, we contribute to leading the charge toward a Net-Zero future in Canada.



"Enfinite actively participated as a CanREA Gigawatt member in 2023, contributing invaluable expertise to knowledge-sharing and capacity building initiatives aimed at advancing renewable energy and energy-storage initiatives in Canadian electricity markets. Their enthusiastic sponsorship of CanREA Connects networking events nationwide exemplify a shared dedication of fostering collaboration and innovation. CanREA appreciates Enfinite's support in advancing our mission for a sustainable and thriving renewable energy landscape across the country."

- Vittoria Bellissimo, President & CEO, CanREA

AESO Energy Storage Tariff Working Group



In the Spring of 2023, the AESO formed a working group of industry stakeholders regarding advancing an Energy Storage (ES) Tariff Module. The purpose of this collaborative engagement was to reduce unnecessary barriers to development imposed by high fixed charging costs under the current rate and tariff structure. Through a targeted review of the current tariff, a dedicated tariff was designed. There were numerous hurdles to overcome to ensure any new tariff achieved stakeholder alignment without negatively impacting the rate payer.

Our Vice President (VP) - Engineering, Projects, & Operations was voted into the working group. Regular weekly meetings were held over a period of two months as the group worked through areas of disagreement. In the end a complex tariff structure was developed, and the broader group was unable to find agreement. The AESO closed the working group and is planning to refocus the initiative in early 2024 with a simplified design leveraging an existing structure. Enfinite has been engaged to support and provide targeted feedback.



Keeping our Communities Safe

Health and safety are paramount in our operations, driving our commitment to maintaining the highest standards. Our focus is on preventing injuries and safeguarding the health and well-being of our people. We aim to create a lasting positive impact on the environment, our workplace, and the communities where we are present.

In this section:

- > Commitment to a Safe Workplace
- > Health & Safety Snapshot
- > Spotlight: Joint Health & Safety Committee
- > Emergency Response Plan
- > Spotlight: ERP & Tabletop Exercise



Health and Safety Program Overview

Enfinite prioritizes safety and is a core value integral to our operations. We recognize that maintaining a safe working environment is paramount to the well-being of our employees, the protection of assets, and the overall success of our endeavors. Enfinite understands that a strong safety culture not only safeguards individuals but also enhances operational efficiency, minimizes risks, and fosters a positive workplace atmosphere.

Commitment to a Safe Workplace

In 2023, Enfinite reaffirmed our unwavering commitment to fostering a safe workplace through a series of proactive initiatives. Demonstrating a comprehensive approach to Health, Safety, and Environment (HSE) standards, we implemented key measures to ensure the well-being of our workforce and align our operations with sustainability goals.

To further enable our robust health and safety program we appointed a dedicated internal Health, Safety, Environment and Regulatory (HSER) manager. This strategic move underscored our commitment to prioritizing safety at a managerial level, ensuring that HSE considerations are integrated into decision-making processes across all facets of operations.

Recognizing the importance of collaborative efforts, Enfinite formed a Joint Health & Safety Committee (JHSC). This committee serves as a platform for employees to actively participate in shaping and enhancing safety protocols. By involving diverse perspectives and expertise, Enfinite strives to create a culture where safety is a collective responsibility.

In terms of communication, Enfinite adopted a multifaceted approach. Regular safety bulletins were disseminated to keep employees informed about the latest safety protocols, best practices, and incident updates. Additionally, we organized our first quarterly Town Hall which provided a forum for open dialogue and transparent communication about safety priorities and initiatives. The HSER manager also hosted Enfinite’s first quarterly office safety meeting at our headquarters. This provided the opportunity to further communicate Enfinite’s commitment to employee safety and ensure all office employees remain informed and aligned on current safety priorities.

Enfinite extended our safety focus to contractors by incorporating safety tracking requirements into Request for Proposals (RFPs). This proactive step ensures that external partners align with Enfinite's rigorous safety standards, fostering a cohesive and secure working ecosystem.

Furthermore, we integrated safety considerations into our annual performance reviews, linking them to ESG targets. By doing so, Enfinite not only holds itself accountable for safety goals but also integrates safety metrics into the broader framework of responsible corporate citizenship. These initiatives reflect Enfinite's dedication to creating a secure, collaborative, and responsible work environment.

2023 Health & Safety Snapshot

GENERATION & ERESERVE SUMMARY		
	2022	2023
Contractor Hours on Site	3320	11336
Safe Work Permits	209	556
Field Level Hazard Assessments (FLHA) Completed	174	353
Hazard ID's Completed	43	49
Near Misses / Incidents	16	19
ERP Training Completed	1	6
Fatalities	0	0
Lost Time Injuries Frequency (LTIF)	0	0
Total Recordable Injuries Frequency (TRIF)	0	0



In 2023 we identified additional health and safety metrics to track and report. In 2024 we will track and report on the following:

- Motor Vehicle Accident Frequency (MVAF)
- Health and Safety Training



Spotlight: Joint Health & Safety Committee



7
Committee
Meetings



100%
Meeting
Quorum

The formation of Enfinite's JHSC in 2023 stands as a pivotal step in fostering a safe and collaborative work environment. This committee serves as a testament to our commitment to prioritizing the well-being of our workforce and implementing proactive measures to ensure a safe workplace.

The Committee actively oversees, assesses, offers guidance, and provides recommendations on issues pertaining to the impact of our operations on the health and safety of employees engaged in work for or on behalf of Enfinite. Functioning within a governance framework, the Internal Committee adheres to our company's by-laws, strategic objectives, and any other pertinent terms of reference. Our responsibilities encompass monitoring, advising, and making recommendations to the Committee regarding:

- The establishment, maintenance, and periodic review of the corporation's strategies, goals, and policies concerning health, safety, and the environment
- Conducting due diligence in matters related to health, safety, and environmental considerations
- Ensuring the attainment of exemplary corporate performance in health, safety, and environmental matters
- Assessing operational short- and long-term key performance metrics
- Providing valuable insights and guidance to the Committee concerning extraordinary material operational events

The Committee plays a crucial role in guiding and advising Enfinite in alignment with our overarching goals, ensuring a proactive and vigilant approach to health and safety considerations in the corporation's operations.

Monthly JHSC meetings, further solidify the committee's role in promoting open communication about safety protocols and fostering a sense of collective responsibility among employees. These meetings serve as a platform for addressing safety concerns, sharing updates, and reinforcing the importance of adhering to established safety guidelines.

A cornerstone initiative of the JHSC is the implementation of a comprehensive training program for all office and field staff. This program equips employees with the necessary knowledge and skills to navigate potential hazards and respond effectively in emergency situations. By investing in training, Enfinite aims to empower our workforce with the tools needed to contribute actively to a culture of safety.

Enfinite improved emergency response capabilities at our headquarters by updating the first aid kit and ensuring its accessibility. The office map was also updated to provide clear guidance on emergency exits and evacuation routes. Our ability to respond to emergencies was further enhanced with the installation of a fire extinguisher and an Automated External Defibrillator (AED), both complemented by regular checks by assigned fire wardens to maintain equipment in optimal condition. Two designated fire wardens further strengthen Enfinite's preparedness for fire-related and emergency incidents.



In 2023 Enfinite identified opportunities for improvement to our health and safety program which will be implemented in 2024: This includes:

- Releasing our Health and Safety manual
- Releasing our company-wide health and safety training program

Standard Alignment Highlight

Enfinite's health and safety program is currently aligned with CSA Z1000-14 Occupational Health and Safety Management which defines the requirements for Occupational Health and Safety Management Systems (OHSMS). By aligning with this standard, it guides our organizations in establishing and maintaining effective health and safety practices in the workplace. Emphasizing a systematic approach, it covers hazard identification, risk assessment, and the implementation of preventive measures. Compliance with this standard demonstrates our commitment to creating a safe and healthy work environment, contributing to legal compliance and overall performance improvement.

To ensure our health and safety management systems are developed and implemented effectively for the energy sector, we utilize the Energy Safety Canada Introduction to Health and Safety Management Systems: Program Development Guideline. This resource assists organizations in developing effective programs that prioritize safety, align with industry standards, and meet regulatory requirements.



Emergency Response Plan

The Emergency Response Plan (ERP) is crucial for Enfinite to safeguard our employees, assets, and operations. The primary purpose is to ensure a swift and coordinated response to unforeseen events, including natural disasters or industrial accidents. The ERP involves risk assessment, resource allocation, and communication strategies tailored to our company's needs. By prioritizing ERP, Enfinite aims to protect lives, minimize disruptions, and enhance overall resilience. Compliance with regulations, ongoing training, and continuous improvement contribute to our ability to respond effectively to emergencies and maintain business continuity.



As an annual requirement, in 2024 we will be updating our Emergency Response Plans, and we will perform one significant ERP exercise that will encompass all our eReserve assets. We will also perform one company-wide Tabletop exercise ensuring all Enfinite staff participate.

One way Enfinite prepares for an emergency response is by performing tabletop exercises. This is a simulation conducted in a discussion-based format to evaluate and enhance an organization's response to various emergency scenarios.



Spotlight: ERP & Tabletop Exercise

Throughout the autumn of 2023, Enfinite conducted ERP's and tabletop exercises at all our generation facilities. A total of eight Enfinite personnel, including two assessment team members, were involved.

The purpose of the exercise was focused on testing how familiar field personnel are with using the ERP tools during a simulated emergency event at each facility. The exercise was designed to meet the following objectives:

- ERP familiarization
- Initial response
- Emergency levels determination
- Emergency Response Plan activation
- Public protection measures and requirements

Every site engaged in a drill responding to a simulated 'Emergency Event' triggered by smoke emanating from the generator building. A uniform scenario was presented across all locations, with every operator actively participating in the tabletop exercise at their respective sites. Two assessors posed questions intended to be addressed by each participant as they navigated through the ERP process. The exercise comprehensively assessed the outlined objectives.

The simulation proved to be successful, offering the HSER Manager valuable insights into both our strengths and areas for improvement in handling real emergencies. Key takeaways from the exercise involve:

- The operators' need for further training on the proper utilization of the ERP and expedited access to pertinent information.
- Implementing a condensed quick-reference ERP for emergency situations.
- Future tabletop exercises are to involve all operators simultaneously to facilitate more extensive discussions and knowledge sharing.

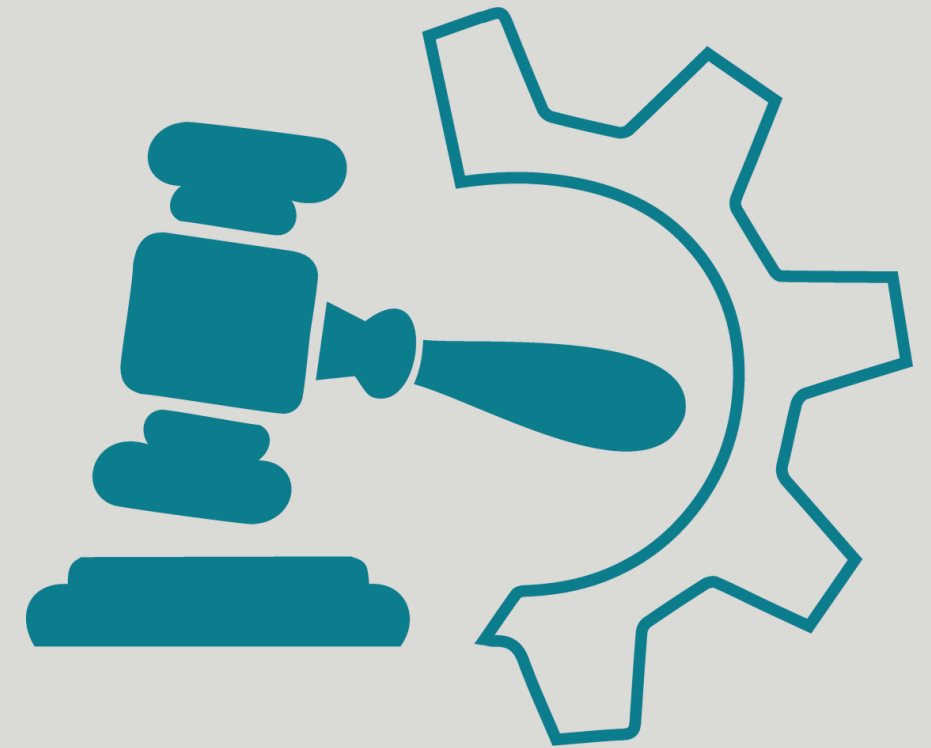
Enfinite plans to continue implementing the tabletop exercises across our business as a preventative measure to safeguard our people and values and intentionally practice preparedness.

Leading with Effective Governance

Effective governance sets the foundation for how we conduct ourselves. It influences how we operate, make choices, and navigate challenges, contributing to our overall success and positive impact on the business ecosystem.

In this section:

- > Governance Achievements
- > Governance Snapshot
- > Board of Directors
- > Corporate Governance Structure
- > Spotlight: Internal ESG Committee
- > Code of Conduct & Workplace Policies
- > Enterprise Risk Management
- > Climate Related Risk Management
- > Cybersecurity Snapshot
- > Cybersecurity Preparedness
- > ESG Oversight
- > GRESB Benchmark Report & Results
- > UN Sustainability Goals



Governance Overview





Enfinite recognizes the paramount importance of establishing and maintaining excellent corporate governance practices as the bedrock of our organizational structure. A robust governance framework not only ensures compliance with legal and regulatory requirements but also serves as a guiding force for ethical decision-making and responsible business conduct. By cultivating a solid foundation for governance, Enfinite lays the groundwork for transparency, accountability, and integrity within our company.

The significance of excellent corporate governance extends beyond mere compliance —it fosters investor confidence, attracts strategic partnerships, and enhances the overall reputation of our organization. Enfinite understands that effective governance is instrumental in navigating the complexities of our business landscape and mitigating risks. It provides a framework for aligning business objectives with the interests of stakeholders, including shareholders, employees, and the broader community.

Through a commitment to best practices in corporate governance, Enfinite not only safeguards our long-term sustainability but also positions ourself as a trustworthy and responsible entity in the eyes of the market. This commitment ensures that our business operates with the highest standards of professionalism, accountability, and transparency, contributing to our success and resilience in an ever-evolving business environment.

Highlight: Governance Achievements

In the course of 2023, Enfinite achieved significant milestones in our governance initiatives, showcasing a commitment to operational excellence and responsible business practices:

-  **Committee Meeting Adherence:** Enfinite successfully conducted 91% of our Internal Committee meetings as per the designated schedule, ensuring the presence of a quorum. This disciplined approach to committee engagements underscores our dedication to transparent and accountable decision-making processes.
-  **Strategic Vision and Planning:** The Board of Directors approved a new multi-year corporate strategy, providing a comprehensive roadmap for our organization. This strategic framework not only reflects Enfinite's adaptability to the dynamic business landscape but also underscores our commitment to long-term value creation and sustainable growth. Furthering our commitment to ESG, more than 30% of the key KPI's are focused on ESG related initiatives.
-  **ESG Integration:** Enfinite took substantial steps in formalizing and integrating Environmental, Social, and Governance considerations into our operations. We are currently in the process of developing a comprehensive philosophy document, highlighting our commitment to responsible and ethical business practices. This initiative reflects Enfinite's recognition of the importance of ESG factors in contemporary business management.
-  **Enterprise Risk Management:** Enfinite successfully rolled out an integrated Enterprise Risk Management program, demonstrating a proactive stance toward identifying, assessing, and treating risks. This program is designed to enhance our company's resilience in the face of uncertainties, ensuring a robust risk management framework across our operations.

These accomplishments underscore Enfinite's dedication to fostering a governance framework that prioritizes transparency, long-term strategic planning, ESG considerations, and effective risk management.



Looking ahead to 2024, Enfinite's Risk and Governance committee will complete a high-level audit of the Policy inventory to ensure they meet our evolving brand, culture, and strategy. This initiative will be used as a foundation to formalize our policy management program, which is a component of the Enfinite Compliance Management System. Further, Enfinite will implement phase 3 of the Risk Management program roll out and undertake general, incremental improvements. To measure the program, metrics will be established for the number of users and frequency of interaction, the timeliness of completing risk assessments and executing treatment plans. These initiatives and improvements have the goal of establishing the overall risk management performance score metric.

Governance Snapshot



4
Board Meetings
Held in 2023



100%
Board Meeting
Quorum

	FEMALE	MALE
Independent	0	1
Non-Independent	0	4
TOTAL	0	5



Governance Objectives



100%
Board Committee &
Internal Committee
Quorum

In 2023 we added our first independent board member and our goal is to add a second independent board member. We also aim to meet 100% Board Committee & Internal Committee quorum.

Board of Directors

The Board of Directors assumes a pivotal role in overseeing our business operations, with responsibilities encompassing:

- Strategic planning, including Environmental, Social, and Governance considerations
- Corporate planning
- Enterprise risk management, including cyber security
- Board and CEO succession planning
- Fostering shareholder engagement

This oversight is facilitated through three dedicated committees: Finance and Audit, Risk and Governance, and Development. These board-level committees are supported by our Internal Committees:

- ESG
- Joint Health and Safety
- Internal Risk and Governance
- People and Culture

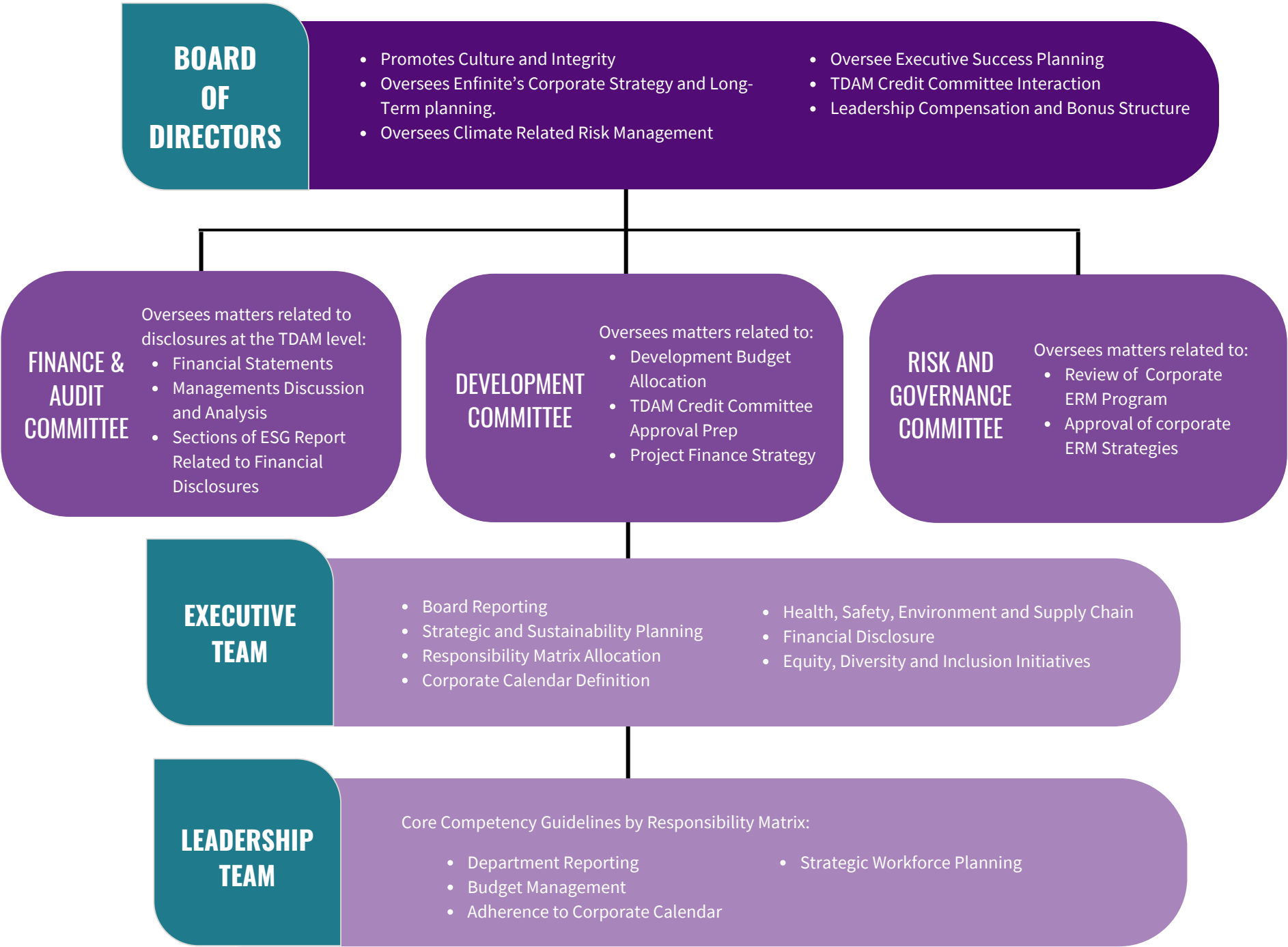
To uphold a standard of sound and effective governance, the Board has embraced rigorous corporate governance policies and practices. These measures are designed to promote ethical and effective business conduct, establishing a clear set of expectations and requirements to guide our operations.

Board of Directors Composition

Our Board leverages a diverse range of knowledge, expertise, and perspectives, contributing to effective management of our business, associated risks, and the sustained delivery of long-term value. As of December 31, 2023, the Board comprised of four non-independent directors and one independent board member.

Enfinite recognizes and embraces the inherent value and advantages of a diverse Board of Directors. The commitment extends to enhancing the Board with talented and dedicated individuals possessing a varied mix of expertise, experience, skills, and backgrounds. This commitment aligns with the Enfinite culture, constituting a vital element in fostering a competitive advantage. Enfinite acknowledges the intrinsic value of a diverse Board of Directors, understanding the benefits it brings in terms of varied expertise, experience, skills, and backgrounds. The commitment to enhancing the Board with talented individuals aligns with the Enfinite culture, seen as a crucial element in gaining a competitive advantage. Looking forward, Enfinite acknowledges the importance of further diversifying The Board to continue fostering an inclusive and innovative leadership team.

Corporate Governance Structure



Enfinite is a wholly owned subsidiary of TD Asset Management (TDAM)⁵ who are signatory to:



Footnote 5: TD Asset Management Inc. (“TDAM”), a wholly owned subsidiary of the Toronto Dominion Bank, acting as investment manager for and on behalf of TD Greystone Infrastructure Fund (Global Master) L.P.



Spotlight: ESG Internal Committee



**7
Committee
Meetings**



**100%
Meeting
Quorum**

The establishment of an ESG Internal Committee at Enfinite signifies a strategic and proactive approach towards responsible business practices. With the CEO serving as the chair and dedicated personnel overseeing each facet of ESG the Internal Committee ensures a comprehensive approach to sustainability and ethical considerations. The primary purpose of this committee is to provide dedicated oversight and strategic direction in the critical areas of environmental impact, social responsibility, and governance practices.

The importance of having formed the ESG Internal Committee lies in its ability to align our company's operations with ethical, environmental, and societal considerations. This strategic move not only underscores Enfinite's dedication to corporate responsibility but also establishes a framework for long-term value creation. The committee, led by the CEO, signifies top-level commitment and leadership involvement in shaping a corporate culture that prioritizes ESG principles. The inclusion of personnel dedicated to each ESG dimension brings specialized expertise to the committee. This ensures nuanced understanding and targeted action plans for environmental conservation, social responsibility, and governance enhancements. The focused approach enriches the effectiveness of ESG initiatives.

The ESG Internal Committee serves as a platform for engaging with stakeholders on crucial sustainability matters. By actively involving dedicated personnel in ESG, Enfinite strengthens our ability to communicate transparently with investors, partners, employees, and the broader community, building trust and fostering positive relationships.

Proactively addressing ESG considerations not only mitigates potential threats associated with environmental and social issues but also positions Enfinite to capitalize on emerging opportunities. Sustainable and responsible business practices can lead to enhanced brand reputation, improved investor confidence, and long-term value creation.

As global regulations increasingly emphasize ESG reporting and compliance, the ESG Internal Committee ensures that Enfinite stays ahead of evolving requirements. This proactive stance not only mitigates legal and regulatory risks but also positions us as a forward-thinking and responsible corporate entity.

The formation of the ESG Internal Committee reinforces Enfinite's dedication to sustainability, ethical conduct, and our role as a responsible corporate citizen. It establishes a structured mechanism for ongoing evaluation, improvement, and communication of our commitment to ESG principles, thereby enhancing our reputation, investor confidence, and overall resilience in the marketplace.

Code of Conduct & Workplace Policies

Enfinite recognizes the pivotal role of a robust Code of Conduct and workplace policies in shaping a culture of integrity, respect, and ethical behavior. These guiding principles are essential in fostering a work environment that values transparency, fairness, and compliance with legal and ethical standards. In 2023, Enfinite took a proactive approach by updating key policies and procedures, including the Employee Code of Conduct, General Working Guidelines, and Enfinite Corporate Policies.

The Employee Code of Conduct is the cornerstone, outlining the ethical expectations and standards that employees are expected to uphold. It provides a clear framework for behavior, promoting a culture of accountability and professionalism.

The General Working Guidelines offer comprehensive insights into day-to-day operational expectations, covering a range of aspects from communication practices to collaboration norms. These guidelines contribute to a harmonious and productive workplace environment.

Enfinite Corporate Policies underwent updates to ensure alignment with evolving industry practices and regulatory requirements. These policies encompass various facets, including governance, risk management, and compliance, providing a structured framework for conducting business ethically and responsibly.

The significance of these policies lies in their role as a safeguard, not only mitigating risks associated with legal and ethical compliance but also in building a workplace culture that values diversity, inclusion, and employee well-being. By reinforcing these policies, Enfinite demonstrates our commitment to upholding the highest standards of business conduct, fostering a positive work culture, and fortifying our reputation as a responsible corporate entity.

Enfinite's policies that guide employee conduct and corporate activities include:

- Alcohol and Drug Practice
- Code of Conduct
- Company Privacy
- Data Use and Security Policy
- Diversity, Equity, and Inclusion
- Employee Privacy
- Environmental Responsibility Policy
- Health and Safety Policy
- Mobile Devices
- Social Media
- Whistleblower Policy
- Workplace Violence and Harassment

Enterprise Risk Management

The formalization of Enfinite's Enterprise Risk Management (ERM) system serves a strategic purpose in enhancing our organization's ability to identify, assess, and proactively manage risks across our operations. The primary goal is to establish a systematic and comprehensive approach to risk, aligning business strategies with potential threats and opportunities.

The importance of a formalized ERM system for Enfinite lies in our capacity to strengthen resilience and protect our business interests. Our organization is better equipped to make informed decisions, mitigate potential negative impacts, and capitalize on strategic opportunities by systematically identifying and assessing risks. This proactive risk management approach contributes to the sustainability and long-term success of our business.

Furthermore, a formalized ERM system fosters a culture of risk-awareness and accountability throughout our organization. It integrates risk considerations into decision-making processes at all levels, promoting a more robust and adaptive business model. This, in turn, enhances Enfinite's ability to navigate uncertainties in the dynamic business environment.

The ERM system also plays a crucial role in satisfying regulatory requirements, ensuring compliance with industry standards, and safeguarding the interests of stakeholders, including investors, employees, and customers. Additionally, it contributes to the optimization of resource allocation by prioritizing and addressing risks that could have a significant impact on the achievement of organizational objectives.

The formalization of Enfinite's ERM system is not merely a risk mitigation strategy; it is a proactive and strategic imperative that aligns with our organization's commitment to sustained success, responsible business practices, and the protection of stakeholder interests.



Standards Alignment Target

In 2024, we continue our dedication to aligning with standards essential for guiding our risk management and compliance efforts. It is crucial to note that we are not currently seeking certification with these standards. These standards include:

- ISO 37301:2021 - Compliance management systems — Requirements with guidance for use
- ISO 9001:2015 - Quality management systems — Requirements
- ISO 55001:2014 - Asset management — Management systems — Requirements



Standard Alignment Highlight

ISO 31000 is a standard providing guidelines for effective risk management. Enfinite demonstrates alignment with this standard through the implementation of our ERM program. This involves systematically identifying, assessing, and managing risks across our organization. By adhering to ISO 31000 principles, Enfinite ensures a comprehensive and structured approach to risk management, fostering resilience and adaptability in the face of uncertainties. The alignment with ISO 31000 signifies Enfinite's commitment to international best practices for managing risks within our operations and decision-making processes.

Climate Related Risk Management

Enfinite is actively expanding our energy storage fleet throughout Canada, positioning energy storage as a fundamental element in the grid's progress towards Net-Zero. Energy Storage plays a pivotal role in achieving a Net-Zero electricity grid as it enables the integration of new generations technologies and increases system efficiency. As pioneers in energy storage in Canada, we not only ensure the resilience of our assets to climate-related risks but actively expedite the transition towards a Net-Zero future.

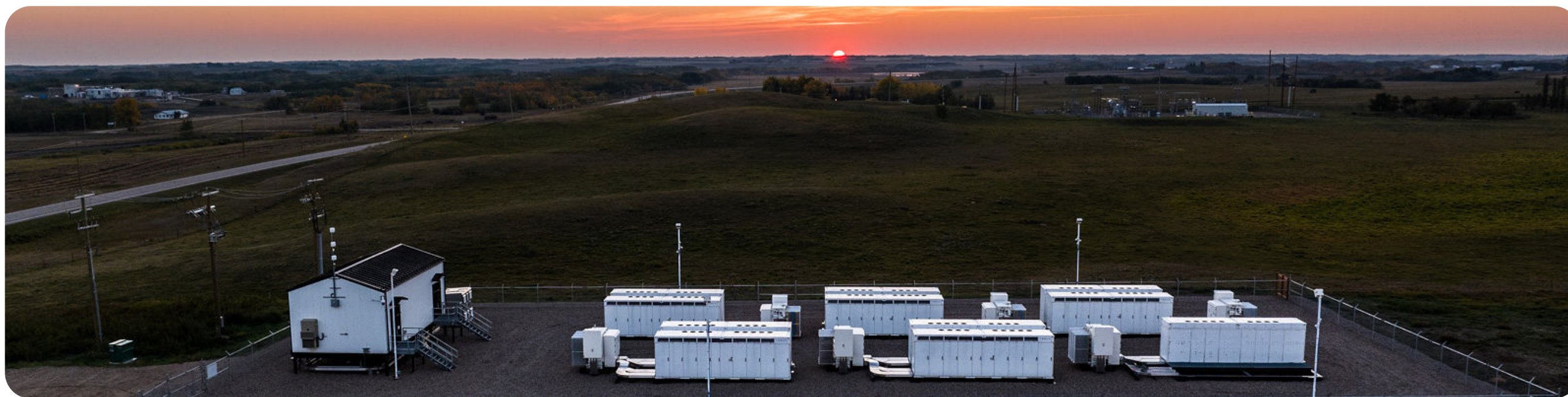
Recognizing the potential threats and opportunities of climate-related challenges associated with our operations, Enfinite adopts a proactive stance in managing and mitigating these risks. Our approach involves aligning with GRESB data and benchmarks specific to Climate-Related Risk Management. This framework guides our comprehensive Climate Related Risk Management program, influencing the decisions, actions, and policies we implement to support sustainability. Initiatives within this program encompass the utilization of an asset management system, the establishment of an ERP, and strategic investments in innovative technologies. Through these measures, Enfinite not only navigates climate-related resilience effectively but also contributes to advancing innovative solutions in the pursuit of a sustainable energy future.

In 2023 we completed a Climate-Related Risk & Opportunities workshop extending to employees across our business. This is a crucial step for organizations to assess, address, and disclose their strategies in managing climate-related risks. The workshop involved providing detailed insights into initiatives, policies, and actions taken to mitigate climate risks. By participating, companies demonstrate their commitment to transparency, responsible environmental practices, and contribute to industry benchmarks for climate resilience. This proactive engagement is essential in the broader context of sustainable business practices and aligning with global efforts to combat climate change. Our results from the survey were able to identify areas of changing risk, both in terms of threats and opportunities identified. The workshop facilitated in-depth discussions that led to knowledge sharing and assessment of risk across our business from a diverse working group of roles and perspectives. The results provide insight and are used to manage threats and optimize opportunities for Enfinite.

Key insights from the survey highlighted an escalating risk associated with policy and legal changes in the political environment, alongside adaptive measures to address physical risks affecting our business. The assessment of risks related to policy and legal matters aligned with the degree of uncertainty capable of influencing our corporate direction. Engaging in discussions with diverse perspectives across various roles within our company proved essential to gaining a comprehensive understanding of potential threats and exploring strategies to either mitigate their impact or transform them into opportunities for Enfinite.

The evaluation of physical risks focused on identifying potential threats to the safety of our physical assets. This exercise was valuable in recognizing ongoing efforts to safeguard our assets from physical risks within our control, such as site access and egress, as well as proactive measures like ERP practices. Implementing an effective risk response program emerged as a robust mitigation strategy to reduce threats to our people, communities, and assets. For instance, Enfinite's response to heightened risks from forest fires in Alberta involved real-time monitoring as part of our operations to remain proactive and prepared during high-risk dynamic events.

Enfinite recognizes the importance of an ongoing risk monitoring process and will continue to conduct this survey annually. This approach serves as a means to track changes and assess the impacts of climate-related risks on our people and business, demonstrating our commitment to proactive risk management.



Cyber Security Preparedness

As leaders in energy storage and grid-scale operations, we prioritize Information Technology (IT) and Operational Technology (OT) security. We're dedicated to safeguarding sensitive data and assets through robust systems, processes, and policies. Our focus includes continual improvement, central management enhancement, and data security measures. We aim to optimize efficiency and security through fully managed services and support tools for both infrastructure and end users. Employee training programs emphasize data privacy and cybersecurity, fostering a culture of vigilance and knowledge to ensure the secure functioning of our technologies.

OT Penetration Test

OT penetration testing (or pen testing) is integral to securing digital perimeters for remote, grid-connected entities as they defend against malicious intrusions. It is especially crucial given the direct impact security breaches have on stakeholders, including potential unauthorized access to partners and critical grid infrastructure. As Enfinite's battery assets are remote, the pen testing program is a critical component of operational confidence. Testing occurs on a bi-annual basis; the last tests were performed in 2022 with eReserve facilities 1-9 tests planned in 2024.

The confidential metrics collected during these evaluations contribute to an overall letter-grade assessment of digital infrastructure resilience, providing a comparable view of our organization's security readiness. Enfinite's proactive approach in OT pen testing demonstrates a dedication to staying ahead of threats, fortifying defenses, and safeguarding the security of stakeholders, partners, and critical grid components.

Tabletop ERP Training

Enfinite prioritizes ERP training for digital attacks as a vital aspect of its cybersecurity strategy. This training ensures that operations and head office staff are well-prepared to respond effectively to digital intrusions, aiming to turn potential vulnerabilities into proactive defenses. By emphasizing staff readiness, the initiative fosters a culture of cybersecurity awareness within the organization. Despite not completing the training in 2023, plans are underway to conduct it in the first half of 2024, demonstrating proactive measures against emerging cyber risks. Participation is monitored to ensure engagement, and logged hours serve as a metric of the organization's commitment to enhancing cybersecurity resilience.

Board of Directors Cybersecurity Focus

In 2023, Enfinite's Board of Directors had its first dedicated Cybersecurity spotlight focused on strategy and performance updates. This spotlight provided a comprehensive review of the current digital security landscape, identifying strengths and areas for improvement, while aligning the Board with ongoing security initiatives and future goals. This approach enhances the Board's confidence in cybersecurity measures and reinforces alignment with the broader organizational strategy. The Board spotlight reflects a commitment to awareness and alignment among key decision-makers, acknowledging the evolving nature of cyber risk. In 2024, security will be further emphasized within the board's Risk and Governance Committee.

2023 Cybersecurity Snapshot



Low

Network Security Risk Profile
(Excellent Rating)



1

Board Focused Cybersecurity
Training Session



Cybersecurity Targets



1

Cybersecurity-specific
session for the Board



Continue enhancing
employee awareness on
cybersecurity risks with on-
going cybersecurity training

To support our cybersecurity program, we have identified two standards that we will begin to align with in 2024. This includes ISO/IEC 27001:2022 - Information security, cybersecurity, and privacy protection — Information security management systems — Requirements and ISO-22301:2019 – Security and resilience – Business continuity managements systems – requirements.

ESG Oversight

Enfinite is dedicated to embodying sound business practices and achieving strong business performance, all while making a positive impact on the environment and society. Our commitment to this mission is evident in our daily efforts, where we implement robust ESG governance practices to mitigate risks through accountable leadership, effective oversight, and governance controls.

Since our inception, we have consistently taken proactive measures to enhance and refine our ESG initiatives and our governance. Embracing a continuous improvement mindset, we have adopted various resources and tools to sour ESG mandates. At present, the CEO holds the responsibility for managing and overseeing our ESG program. Collaborating closely with our Board of Directors, the ESG Internal Committee in collaboration with the CEO ensures informed decision-making and the implementation of rules, policies, and procedures to advance our ESG program.

GRESB Benchmark Report and Results



GRESB Infrastructure Benchmarking serves a critical role as a standardized framework for evaluating and comparing the environmental, social, and governance performance of infrastructure assets. The primary purpose is to provide investors, asset managers, and other stakeholders with a comprehensive understanding of the sustainability practices within the infrastructure sector. The benchmarking process allows for consistent measurement and comparison of ESG initiatives, enabling informed investment decisions and promoting transparency in the industry. Importantly, GRESB Infrastructure Benchmarking fosters a culture of continuous improvement by evolving the program over time and encouraging participants to adopt best practices, driving positive environmental and social impacts while enhancing the long-term resilience and value of infrastructure investments.

Our 2023 GRESB Infrastructure Benchmark Report rated and scored our ESG initiatives and compared our rating to our peer group, which may change year-to-year. Our overall participation and score improved significantly from 69 in 2022 to 83 in 2023. The score improvement is reflective of corrective actions that were put into place, including further alignment of our business operations with ESG practices in tandem with formalizing processes and documenting material risks to our organization. Moving forward we will continue to identify areas of opportunity to make improvements as it is our goal to be in the top 90 – 100% of participants for 2025.

UN Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) are a universal agenda aiming to address global challenges by 2030, including poverty eradication, environmental protection, and ensuring prosperity for all. Comprising 17 goals, they provide a shared roadmap for governments, businesses, and communities to collaborate in tackling pressing issues like climate change and inequality. The SDGs foster international cooperation towards a socially inclusive, environmentally resilient, and economically viable future for present and future generations. Below outlines the SDG's that Enfinite aligns with and further summarizes our efforts to achieving these goals.



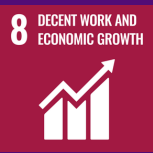
Achieve gender equality and empower all women and girls

Enfinite proactively seeks opportunities to champion and empower women within the electricity industry. One such opportunity is its membership with Women+Power. Recognizing the significance of gender equality in the workplace, we are committed to soliciting input from all stakeholders to foster an inclusive and equal workforce whenever possible.



Ensure access to affordable, reliable, sustainable and modern energy for all

As a leader in Energy Storage, Enfinite proactively champions energy storage as a non-wire solution that is cost-effective, reliable, and sustainable. We collaborate with regulatory agencies and system operators to identify more affordable and efficient solutions for rate payers.



Promote inclusive and sustainable economic growth, full and productive employment and decent work for all

Enfinite is dedicated to more than just investing in storage solutions; we prioritize the enduring, safe, and reliable operations of these assets within the communities where we operate, reside, and explore. Our commitment extends beyond initial investments to ensure sustained positive impacts on the local environment and the communities we engage with.



Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

Enfinite partners with industry leaders who share a commitment to advancing innovation within the power generation and storage sector. Our active involvement extends to Long Duration Energy Storage (LDES) technologies, celebrated for their innovative and sustainable features. This underscores our steadfast dedication to powering progress and fostering innovative technologies in the industry.



Ensure sustainable consumption and production patterns

Enfinite responsibly sources materials, including batteries and transformers, from ethical partners and vendors. Notably, our current batteries are 100% recyclable, underlining our commitment to sustainable and environmentally conscious practices in the procurement and lifecycle management of our equipment.



Take urgent action to combat climate change and its impacts

Energy storage plays a pivotal role in creating a more sustainable energy future. Serving as a fundamental component integrating with all energy sources, it is a key component in achieving the mandate of Net-Zero electricity by 2035.



Powering Progress Towards a Sustainable Future

www.enfinite.com

