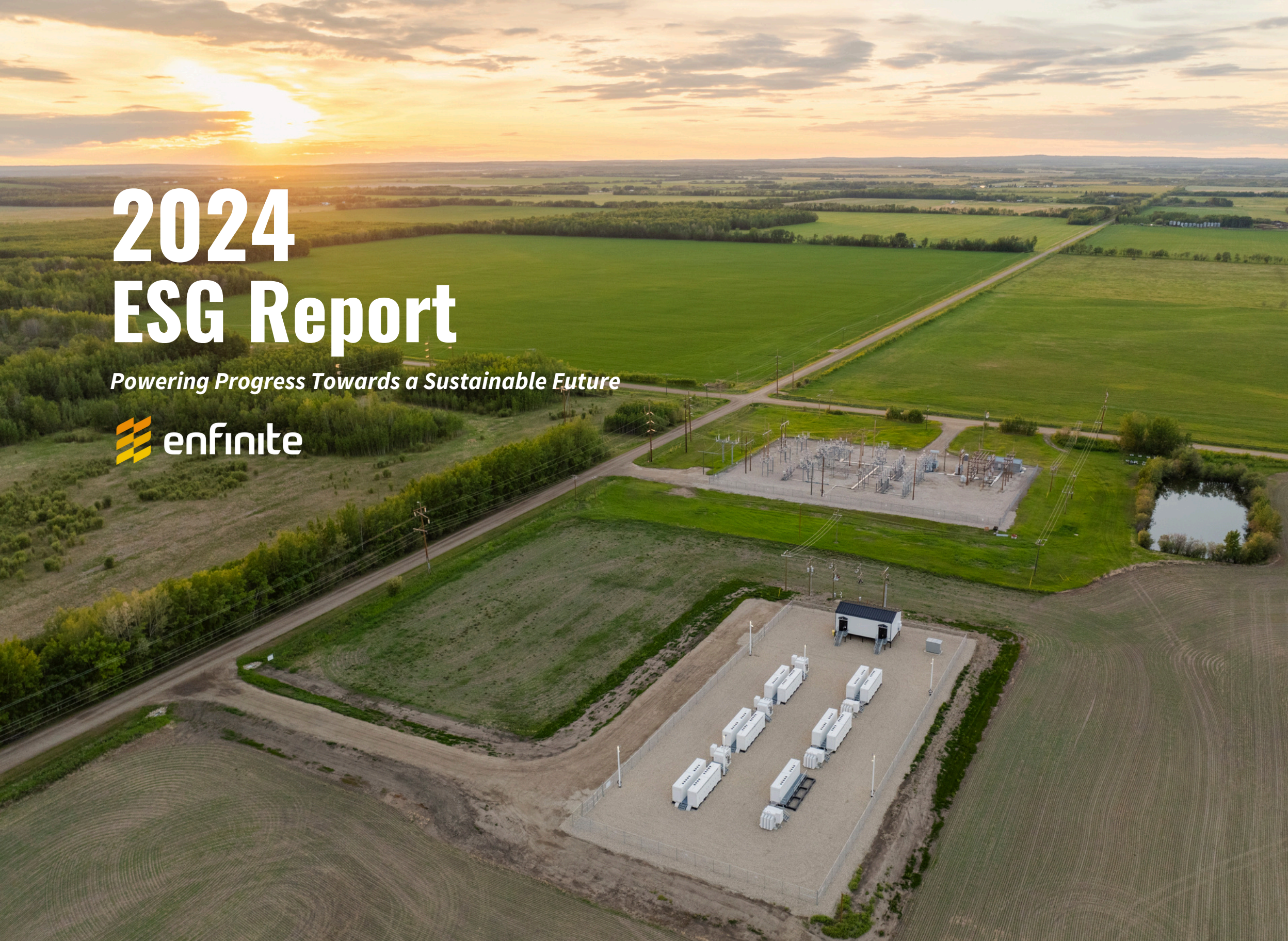


2024 ESG Report

Powering Progress Towards a Sustainable Future





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 honour 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 2024 ESG report highlights our performance from January 1 to December 31, 2024, showcasing our commitment to advancing Environmental, Social, and Governance (ESG) goals. The report provides insights into key areas that matter most to our business and stakeholders, reflecting our aligned operations and management strategies.

ESG Framework

Enfinite participates annually in the GRESB Infrastructure Assessment to benchmark and enhance our ESG performance, identifying opportunities for improvement. This process, combined with regulatory compliance, ensures transparency, risk management, and sustainability. Guided by our core values, we address material ESG issues, influencing decision-making, which fosters sustainable practices. In 2024, we aligned ESG reporting with Sustainability Accounting Standards Board (SASB) disclosures, promoting industry best practices. Our ESG taskforce, CEO, and The Board oversee the evaluation and adjustment of strategies for each material topic.

All financial figures are reported in Canadian dollars, and this report has not undergone external assurance.

ESG Report Guides

Appendix A includes a glossary to clarify the abbreviations used throughout this report, ensuring clear understanding and ease of reference for readers. Below are icons that are utilized throughout the report to highlight important sustainability data or initiatives.



Spotlights

The spotlight icon emphasizes larger initiatives, serving as a mini case study to showcase our ESG efforts.



Highlights

Snapshots of our key metrics and notable initiatives are highlighted with a lightning icon.



Light Bulb Moments

Quantifying metrics are marked by a light bulb icon, showcasing the impact our operations have on our communities.



Targets

Our ESG goals are marked with a bullseye icon, reflecting our commitment to advancing our sustainability efforts.

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Who We Are

Enfinite is a leading owner and operator of power generation and energy storage solutions, focused on integrating with existing infrastructure to support a stable, sustainable power grid. Founded in 2018 and headquartered in Calgary, we specialize in large-scale Battery Energy Storage Facilities (BESF) and gas power generation. Our "develop, own, and operate" model ensures responsible resource use and long-term value. Guided by core values of Safety, People, Collaboration, Innovation, Integrity, and Resilience, we deliver innovative energy solutions that are Powering Progress towards a sustainable future.



Safety



People



Collaboration



Innovation



Integrity

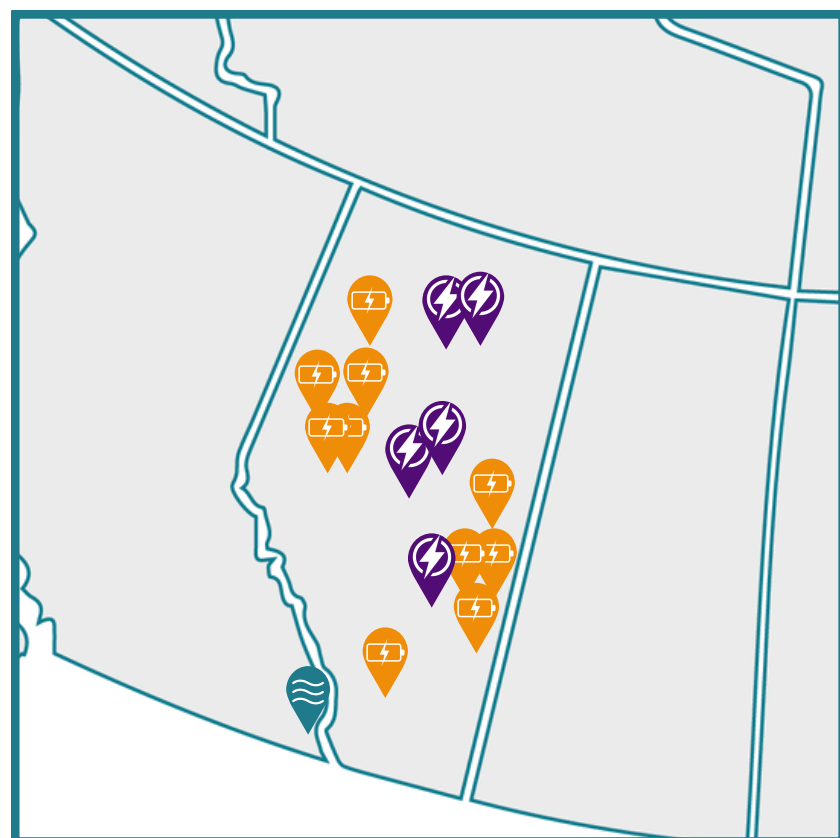


Resilience

N
▲

Purpose

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

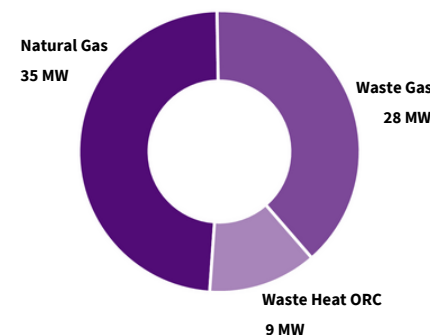


Operations and Technology Mix

Asset Mix



Generation by Source



Gas Generation



Waste Heat to Power



Battery Energy Storage Facilities



In 2023, our eReserve storage assets supported the grid during peak stress, providing enough power for approximately 208 average households. By 2024, this contribution nearly tripled, powering the equivalent of 764 homes and showcasing the growing impact energy storage solutions have during critical societal needs.¹

Footnote 1: Based on Statistics Canada published data for average household electricity consumption in Alberta. (<https://www150.statcan.gc.ca/t1/tb1/en/tv.action?pid=2510006001>)



We are proud to present our third annual ESG Report, marking six years of operations at Enfinite. This report underscores our growth and the pivotal role ESG principles have played in shaping our vision for the future.

This report highlights our progress in integrating ESG into every aspect of our operations and our commitment to building a business that is profitable, environmentally responsible, socially conscious, and ethically sound.

As we reflect on 2024, we are incredibly proud of the progress we have made as a company and, most importantly, of the people who have driven our success. This year presented challenges, but through the dedication, resilience, and expertise of our operations team, we continued to deliver reliable, sustainable energy when it mattered most.

At the heart of our success is a commitment to operational excellence. Throughout the year, our teams worked tirelessly to maintain and optimize our assets, ensuring reliability even in the face of difficult conditions. From executing critical infrastructure upgrades to implementing enhanced safety and efficiency measures, their efforts have strengthened our ability to provide secure and sustainable energy for the markets we serve. Their adaptability and problem-solving mindset exemplify the best of who we are as a company.

Our focus on ESG principles continues to guide our business strategy. In 2024, we deepened our commitment to safety, environmental responsibility, and strong governance, ensuring that our operations not only meet, but exceed industry standards. We advanced key sustainability initiatives, reinforced our safety culture, and strengthened the systems and processes that support long-term operational resilience. These efforts are not just about compliance—they are about building a responsible and forward-thinking organization that delivers value for our employees, stakeholders, and the broader energy sector.

Looking ahead, we will continue to invest in our people and our operations. Our ability to grow and lead in a rapidly evolving industry is driven by the talent and dedication of our team. By fostering a culture of collaboration, innovation, and continuous improvement, we are positioning ourselves for long-term success while ensuring we remain a trusted partner in Canada’s energy transition.

To our employees - especially our operations teams - thank you for your hard work and commitment. Your efforts power more than just our facilities; they power progress, sustainability, and a brighter future for all.

As we look to the future, we remain focused on elevating our ESG efforts, with our dedicated team at the heart of everything we achieve.

Jason White
Chief Executive Officer

Taylor Smith
VP - Corporate Strategy

Katie Ewanchuk
VP - Finance

Mike Schoenenberger
VP - Development & Markets

Lindsey Hinthner
VP - Projects & Operations



Enfinite is an innovative energy solutions company Powering Progress toward a sustainable and reliable energy future. Through cutting-edge technology and a commitment to driving positive environmental impact, we're transforming the energy landscape.

Environmental Stewardship

At Enfinite, we recognize our responsibility to address global challenges like climate change and biodiversity loss. We are actively working to reduce our environmental impact through policies and initiatives focused on lowering GHG emissions, minimizing waste, and optimizing resource use. By aligning our business practices with environmental stewardship, we minimize ecological impact from operations and position ourselves as leaders in the push for a sustainable future.



2024 Highlights



Scope 1 Emissions

Scope 1 (Absolute) emissions have seen a significant decrease since 2022, with a 37% reduction compared to 2024 and a 27% decrease from 2023 to 2024.



Waste Gas Heat Production

From 2023 to 2024 we have increased our electricity output through waste heat to power generation by 15%, delivering more emissions-free energy to the grid.



Sustainability Taskforce

Implementing the Sustainability Taskforce for 2025 will drive progress toward reducing emissions intensity by focusing on operations and evaluating projects through a sustainability lens.



Environmental Targets



For 2025 and beyond we will continue to work towards and enable Net Zero initiatives.



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

See Appendix C for the Environmental Performance data.



Energy Management and Emissions Impact

Our Scope 1 emissions intensity continues to improve year over year, thanks to increased energy delivery from our BESF assets and a portfolio transition toward cleaner generation. Energy storage commonly displaces more carbon-intensive generation during times of increased electricity demands, which typically coincide with lower renewable generation. While our Scope 2 emissions are expected to rise as we commission more BESF facilities to meet the growing demand for sustainable energy storage, the overall impact will contribute to a net reduction in emissions by offsetting more carbon-intensive sources during times of peak demand.

In 2025 and beyond, we will continue to work towards and enable Net Zero initiatives, focusing on these trends to drive a cleaner, more sustainable energy future.



Based on average household usage, our thermal generation and eReserve assets powered the equivalent of approximately 38,108 homes in 2024. ²



Spotlight: Enfinite Plants for the Future



18
Volunteers



72
Volunteer Hours



40
Trees planted by Enfinite

In June 2024, Enfinite hosted our first tree planting event at Ed Eggerer Athletic Park, coordinated by Tree Canada in cooperation with the City of Airdrie, Alberta. Twelve Enfinite team members and six from Maskwa Environmental participated. We learned proper tree planting techniques and the benefits of planting trees, and together, we planted 40 trees.



Enfinite recognizes the vital environmental benefits of tree planting in supporting a healthier planet and strengthening team connections. We are committed to hosting an annual tree planting event to contribute to environmental sustainability and foster a sense of community.

Footnote 2: 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>)



People power Enfinite's success. We nurture an inclusive and supportive culture where individual strengths are recognized, celebrated, and combined to achieve collective goals, fostering resilience and adaptability to drive long-term success.



2024 Highlights

Diversity, Equity and Inclusion

33%

of employees are female

43%

of leadership are female

33%

diversity of employees

Human Capital

7.3%

employee turnover

1.5%

time dedicated to employee development

1

employee survey completed



Corporate Culture Targets

- Strengthen and nurture our culture of DEI to ensure an inclusive workplace for all.
- Conduct at least one employee survey annually to gather insights and foster open communication.
- Promote a learning culture by encouraging employees to dedicate 2% (40 hours) of their time to training and professional growth.
- Keep employee turnover below 10% to maintain a stable and engaged workforce.

See Appendix C for Social Impact data.

Fostering an Inclusive and Equitable Workplace



At Enfinite, our success depends on building a diverse, skilled, and engaged workforce. Guided by our core values, we prioritize Diversity, Equity, and Inclusion (DEI) as a key part of our culture and strategy.

As a signatory to the EHRC DEI Accord, we commit to fostering an inclusive and equitable workplace, with structured goals and accountability. We cultivate a culture that drives innovation, attracts diverse talent, and strengthens our reputation as an equitable, forward-thinking organization.

Elevating Employee Health and Wellness

Enfinite recognizes that employee well-being is fundamental to our success. As a growing company, we continually strive to enhance our employees' experience, creating a healthy workplace culture that boosts employee satisfaction, productivity, and engagement. By investing in overall well-being, we drive growth, retention, and innovation. We believe that supporting our employees' health - physically, mentally, and emotionally—is key to achieving our goals.



Our 2024 Employee Engagement Score rose to 69%, marking an improvement from 2023. Looking ahead to 2025, our goal is to achieve a score of 75%.

Enhancing Employee Benefits and Performance

Our commitment to Employee Well-Being includes a competitive compensation package designed to value and motivate all team members, both onsite and remote. In addition to competitive pay, our benefits program offers health and wellness spending, family assistance, time-off, flexible work options, and mental health support.

To acknowledge and reward strong performance and progress toward goals, we conduct quarterly and annual performance reviews. These evaluations recognize individual efforts and assess compensation packages, considering economic factors to maintain equity and competitiveness.

In 2025, Enfinite will be focused on enhancing employee health and wellness through the following initiatives:



- **Updated Performance Review Framework:** Updating the performance review process to better support employee development.
- **Refresh Onboarding/Offboarding Procedure:** Implementing revised procedures by Q1 2025 to improve employee experience from start to finish.
- **Improved Timesheet Process:** Streamlining the timesheet process for greater efficiency and accuracy.
- **Policy and Document Gap Identification:** Reviewing and addressing gaps in policies and documents to ensure alignment with employee needs and company goals.

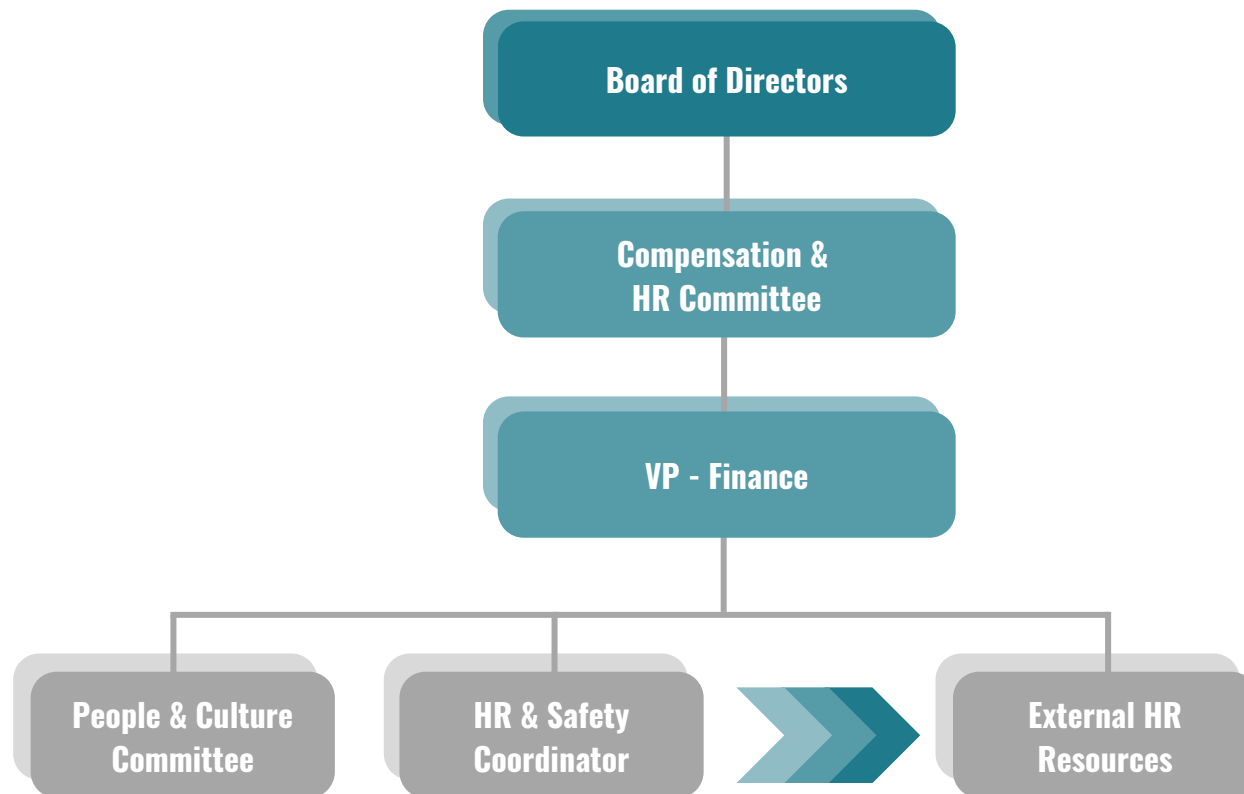




Human Resources Structure and Governance

With Enfinite's team continuing to grow, we recognized the need for additional support for our employees. To address this, we hired a Human Resources and Safety Coordinator. This role works in conjunction with our People and Culture Committee, supported by a third-party HR consultant to oversee the HR strategy set by senior leadership.

At the board level, the Compensation and Human Resources Committee is responsible for overseeing and determining compensation structures, employee benefits, and broader HR policies. This includes ensuring alignment with organizational goals, fostering a competitive and equitable workplace, and supporting the company's overall talent strategy.



In 2024, Enfinite created a flexible statutory holiday calendar, effective January 1, 2025, allowing employees to observe holidays meaningful to them. This initiative supports our commitment to DEI by fostering an inclusive workplace where all employees feel respected and supported.



Enfinite welcomed two interns from the University of Calgary's Engineering program in 2024, further enhancing our diverse team. This initiative reflects our commitment to supporting and mentoring the next generation of talent, providing valuable hands-on experience to help shape the future of the power industry.



Enfinite submitted its first annual Forced Labour and Child Labour Report by the May 31, 2024, deadline, now available in the ESG Reporting section of our website. While reporting is now a requirement, we previously identified the risks of forced and child labour in our operations and have worked with our vendors to implement processes aimed at preventing and mitigating these risks. The report outlines these measures, underscoring our longstanding commitment to ethical business practices. Enfinite will continue to report on this annually.



In 2024, the Enfinite team embraced two engaging company-wide fitness challenges. In February, our first challenge combined physical activity with mindfulness and mental health activities, fostering holistic well-being. In September, our step challenge sparked friendly competition and camaraderie as team members vied to rack up the most steps, promoting health and teamwork. Both events brought us together in fun, active ways.



Community engagement is central to our commitment to creating a positive impact. We actively collaborate with local stakeholders throughout our project lifecycles, building meaningful relationships and partnerships.



Community Engagement and Impact

Enfinite prioritizes community engagement as a core part of our operations, guided by our Stakeholder Engagement strategies and best practices like IAP2. We build lasting, mutually beneficial relationships through consultation and collaboration, focusing on transparency and respect. Our engagement includes meetings, open houses, newsletters, and attendance at local events to foster open communication and trust.

We are also committed to creating lasting positive impacts in the communities we serve. Our projects generate sustainable income for local municipalities, provide economic support to landowners, create employment opportunities, and boost local services.

Enfinite also collaborates with local stakeholders to support impactful community initiatives, aligned with our giving priorities: environment, community building, and safety. In 2024, we contributed \$15,563 to local organizations. Local organizations we supported through charitable and/or volunteer initiatives include:

- Sexsmith Rainiers Seniors Baseball team
- St. Mary's School Microsociety
- Sexsmith Curling Club
- Canadian Blood Services
- Tree Canada
- EHRC Bright Futures Camp
- Adopt-A-Family through the Kinette Club of Calgary
- Peace River Wahoos Swim Club
- Making Changes Association (Calgary)
- Ride for Cancer



2024 Highlights

Community Impact

750 Community Engagement Hours	10 Community Organizations Supported
418 Volunteer Hours	\$22,563 Community Investment

See Appendix C for Social Impact data.

Indigenous Engagement and Impact

Enfinite is committed to the Truth and Reconciliation Commission's call to action, prioritizing strong, respectful relationships with Indigenous peoples and businesses. We work closely with internal teams and community partners to explore meaningful collaboration with Indigenous communities, ensuring they are informed and can contribute to project development, while sharing in the economic benefits. We recognize and respect the rights of Indigenous peoples in areas where we operate, and aim to maintain transparent, respectful communication throughout our projects, from development to decommissioning. Enfinite is dedicated to fostering long-term partnerships with Indigenous communities and exploring new opportunities for mutual economic and cultural benefit.



Spotlight: EHRC Bright Futures Camps



Enfinite was proud to support EHRC's Bright Futures Camp as a Silver Sponsor at the East Prairie Metis Settlement in August. This inspiring science camp welcomed 21 Indigenous youth, ages 9-13, introducing them to careers in the electricity sector through hands-on STEM activities. Community members expressed gratitude for the camp's presence, especially given the limited programming since the previous year's devastating forest fire. Engaging with such enthusiastic young minds reminds us of the importance of fostering the next generation of innovators in energy.

Industry Engagement



Enfinite is committed to driving energy diversification and providing reliable energy by collaborating with key stakeholders, including industry leaders, regulators, and government officials. Through these partnerships, we gain valuable insights and influence that shape the future of the power industry. In 2024 we proudly aligned with organizations like Energy Storage Canada (ESC), the Canadian Renewable Energy Association (CanREA), and Women+Power. We also identified the need to be more involved with the emerging market in B.C. and joined the Clean Energy Association of British Columbia (CEBC) reinforcing our commitment to a more reliable and sustainable energy future.






At the heart of everything we do, health and safety come first. As a core value, safety is central to every aspect of our work, ensuring that our team remains healthy and safe, and our communities thrive now and into the future.

Our Commitment to Health and Safety


Enfinite prioritizes safety, led by our HSER Manager and supported by a proactive Joint Health and Safety Committee (JHSC). We adhere to CSA Z1000-14 and Energy Safety Canada's guidelines, emphasizing collaboration in health and safety practices. In 2024, we enhanced our Health and Safety Manual and launched a company-wide safety training program. Additionally, we maintain regular safety communications, integrate contractor safety tracking in RFPs, and conduct performance reviews with ESG-aligned safety targets, fostering a strong, proactive safety culture.


Emergency Response Preparedness


Enfinite's ERP is essential to protecting our people, assets, operations, and the communities we operate in. Designed to address natural disasters and industrial incidents, the ERP ensures a swift, coordinated response through risk assessment, resource allocation, and effective communication. By prioritizing preparedness, compliance, ongoing training, and continuous improvement, we safeguard lives, minimize disruptions, and strengthen resilience while ensuring business continuity.


 **Spotlight: ERP and Tabletop Exercises**


In 2024, Enfinite conducted Emergency Response Plan (ERP) exercises at our Peace River Complex, Crowsnest Facility, and headquarters. These drills, simulating fire-related evacuation scenarios, tested decision-making, resource allocation, and communication strategies. The exercises revealed effective teamwork and ERP implementation, while identifying areas for improvement, including adherence to the risk classification matrix and staff training on communication roles. These efforts reflect Enfinite's commitment to enhancing emergency response capabilities and ensuring safety for our operations and surrounding communities.

 Enfinite is committed to safety and proactive preparedness. We will conduct up to three ERP exercises annually, with increasingly intensive drills and integrating different scenarios each year to enhance our emergency response capabilities.


2024 Highlights


Enhanced and released an updated version of our comprehensive Health & Safety Manual.


Launched company-wide safety training program.


Performed 3 Emergency Preparedness Exercises.

See Appendix C for Safety data.





Effective governance defines how we operate, make decisions, and address challenges, laying the foundation for our success and positive impact on the business ecosystem.



2024 Highlights



In 2024, our ESG Committee transitioned to an ESG Taskforce, consisting of three representatives focused on ESG areas. The Taskforce builds on the ESG strategy and processes established by the Committee, advancing efforts through effective management, reporting, and benchmarking.



Enfinite established the Compensation and Human Resources Committee in 2024 to oversee compensation policies, manage senior management succession planning, and guide the overall human capital strategy.



Enfinite's Board of Directors welcomed their first female board member which makes up 25% of our Board of Directors.

See Appendix C for Governance data.

Management of Change Process

Enfinite successfully rolled out its new MOC process ahead of schedule in 2024. Testing during ongoing risk management projects yielded positive results, and the process was integrated smoothly with independent use observed. Although some deviations occurred, reminders about the new process helped maintain proper engagement. The process will continue to be refined based on further feedback.

Compliance Management System

In 2024, Enfinite advanced the implementation of our CMS, establishing a framework to manage regulatory compliance across operations. We aligned compliance processes with industry standards and integrated controls to prepare for the full CMS rollout in Q1 2025. The system will streamline monitoring and reporting, enhance accountability, ensuring adherence to regulatory requirements and supporting our commitment to ethical practices and operational excellence.



Enfinite aims to finalize and deploy our Quality Management System (QMS) in 2025, ensuring consistent quality, improved efficiency, and compliance with industry standards. The system will be integrated across all departments, reinforcing our commitment to continuous improvement and operational excellence.

ESG Oversight

Enfinite is committed to strong business performance and positive environmental and societal impact. We uphold robust ESG governance practices to manage risks through accountable leadership, effective oversight, and controls. Since our inception, we have continuously refined our ESG initiatives. The CEO oversees the program, working closely with The Board and ESG Taskforce to ensure informed decision-making and the implementation of policies and procedures that advance our ESG goals.

GRESB Data and Benchmarks



Our GRESB score increased from 83 to 92 in 2024, reflecting substantial improvements in our ESG practices. Key contributors include insights gained from developing our GRESB Knowledge Management System, aligning our sector classification to Diversified for a more accurate representation of our business, and advancing our risk management capabilities. Through targeted risk management initiatives and assessments, we strengthened our approach to identifying and mitigating risks, further solidifying our ESG performance. Moving forward, we will focus on maintaining the score while pursuing improvement opportunities aligned with business objectives.

SASB Disclosures



Enfinite aligns with SASB Disclosures to enhance ESG reporting, ensuring transparency, comparability, and reliability. This supports our commitment to sustainability, responsible business practices, and continuous improvement in environmental, social, and governance performance.



Our goal for 2025 is to implement our Policy Management Program to streamline and enhance the management, implementation, and compliance of company policies across Enfinite.





Board of Governance and Committees Overview

The Board of Directors guides Enfinite’s strategy and operations with a strong focus on ESG-driven strategic planning, aligning corporate goals with operational excellence, managing risks (including cybersecurity), ensuring leadership transitions, and engaging with shareholders. It oversees four key committees—Finance and Audit, Risk and Governance, Development, and the newly formed Compensation and Human Resources—as well as internal committees such as Joint Health and Safety and People and Culture. Committed to strong governance, the Board upholds policies that promote ethical, transparent, and effective decision-making across the organization.

Board Composition and Diversity

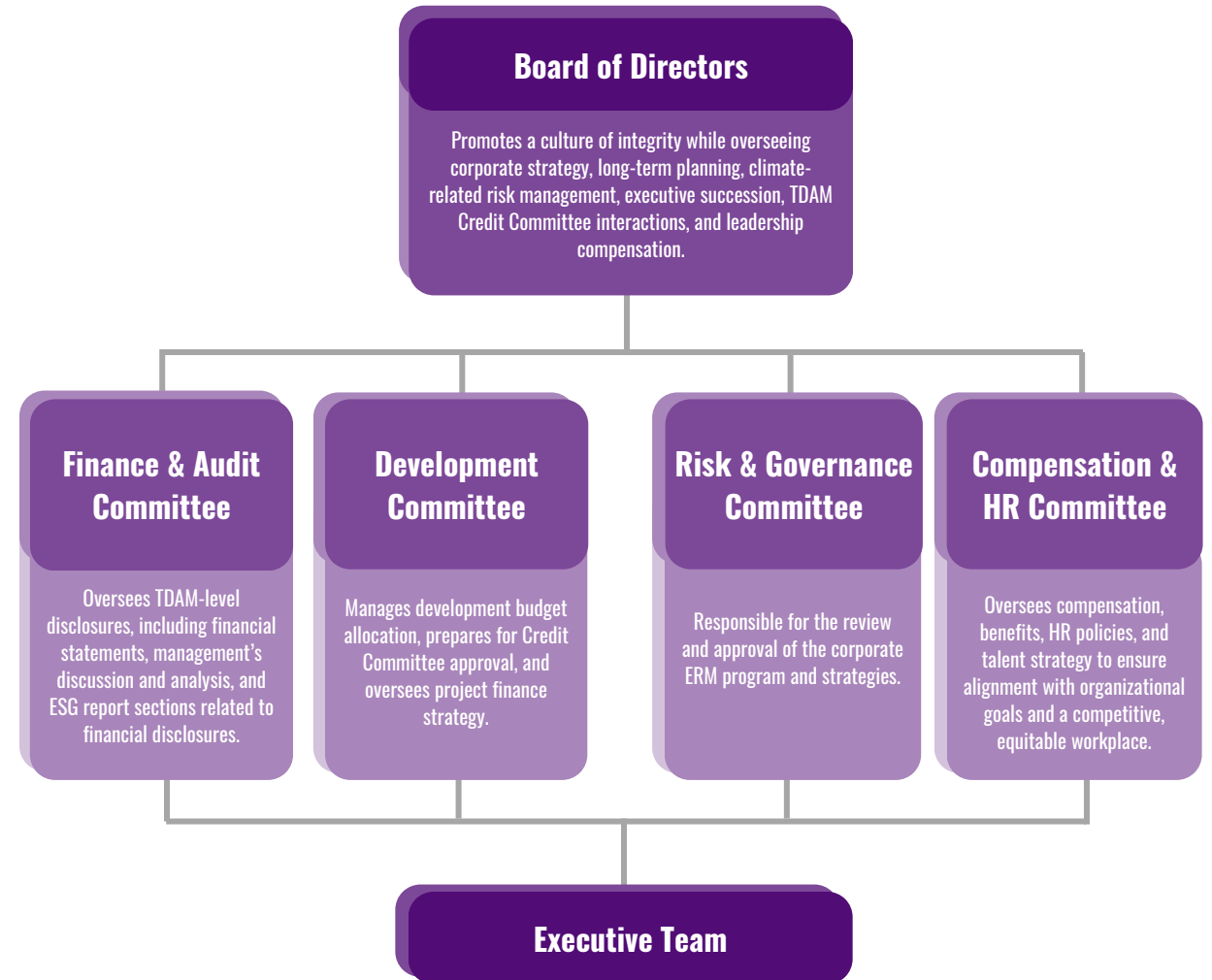
As of December 31, 2024, Enfinite's Board comprises a diverse mix of knowledge and expertise, ensuring effective management and long-term value delivery. The Board includes one non-independent female member, two non-independent male members, and one independent male member. Enfinite is committed to further diversifying the Board, bringing in individuals with diverse skills and backgrounds to strengthen our leadership team and foster innovation.



Enfinite is a wholly owned subsidiary of TD Asset Management (TDAM)³ who are signatory to:



Corporate Governance Structure



Footnote 3: 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) SCSp.

ESG Report Abreviation Glossary

Enfinite's ESG Report Abreviation Glossary offers clear definitions for abbreviations used in the report, enhancing transparency and accountability. It's a valuable resource for investors, stakeholders, and sustainability enthusiasts to easily navigate and understand key terms.

Abbreviation	Description	Abbreviation	Description
AB	Alberta	HSE	Health, Safety, & Environment
BC	British Columbia	HSER	Health, Safety, Environment & Regulatory
BESF	Battery Energy Storage Facility	IAP2	International Association of Public Participation
CanREA	Canadian Renewable Energy Association	JHSC	Joint Health & Safety Committee
CEBC	Clean Energy Association of British Columbia	LTIF	Lost Time Injury Frequency
CEO	Chief Executive Officer	MOC	Management of Change
CMS	Compliance Management System	MVAF	Motor Vehicle Accident Frequency
DEI	Diversity, Equity, and Inclusion	MW	Megawatt
EHRC	Electricity Human Resources Canada	MWh	Megawatt-Hour
EMS	Environment Management System	ORC	Organic Rankine Cycle
ERM	Enterprise Risk Management	QMS	Quality Management System
ERP	Emergency Response Plan	RFP	Request for Proposal
ESC	Energy Storage Canada	SASB	Sustainability Accounting Standards Board
ESG	Environment, Social, & Governance	TDAM	Toronto Dominion Asset Management
GHG	Greenhouse Gas	TRIF	Total Recordable Injury Frequency
GRESB	Global Real Estate Sustainability Benchmark	UN SDGs	United Nations Sustainable Development Goals
HR	Human Resources	VP	Vice President




United Nations Sustainable Development Goals

The UN Sustainable Development Goals (SDGs) represent a global agenda aimed at tackling challenges such as poverty, inequality, and climate change by 2030. Enfinite is aligned with key SDGs, working collaboratively toward a sustainable, inclusive, and prosperous future. Below is a summary of the SDGs we support and the actions we're taking to help achieve them.

5

GENDER
EQUALITY



Target 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.


Enfinite's 2024 Performance:

- Ensures women's full and effective participation and equal opportunities for leadership at all levels of decision-making within the company.
- Committed to fostering an inclusive culture that empowers women to take on leadership roles, contributing to a more diverse and equitable workforce in the energy sector.

Page 5 - Fostering an Inclusive and Equitable Workplace
Page 5 and 7 - Empowering Female Leadership
Page 5 - Fostering Employee Engagement and Satisfaction
Page 10 - Board Composition and Diversity

7

AFFORDABLE AND
CLEAN ENERGY



Target 7.1 By 2030, ensure universal access to affordable, reliable and modern energy services.


Enfinite's 2024 Performance:

- Provides affordable, reliable, and modern energy solutions through leadership in energy storage and sustainable power generation.
- Innovative projects, such as waste-to-power technologies, aim to enhance energy access, reduce costs, and contribute to a more sustainable and equitable energy future for all.
- Works closely with regulatory agencies and system operators, striving to develop innovative, affordable energy services that benefit all ratepayers.

Page 2 - Operations and Technology Mix
Page 7 - Industry Engagement

8

DECENT WORK AND
ECONOMIC GROWTH



Target 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value.

Enfinite's 2024 Performance:

- Ensuring full and productive employment, fair treatment, and decent work for all individuals.
- Equal Employment Opportunities: Provide full and productive employment opportunities for women, men, youth, and individuals with disabilities.
- Diverse Workforce: Prioritize diversity and inclusion, ensuring equal pay for equal work across all roles.
- Inclusive Work Culture: Committed to creating a supportive environment where all employees can thrive and grow professionally.

Page 5 - Fostering an Inclusive and Equitable Workplace
Page 5 and 6 - People and Culture Committee
Page 5 - Enhancing Employee Benefits and Performance

Target 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking, and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers; and by 2025 end child labour in all its forms.

Enfinite's 2024 Performance:

- Dedicated to contributing to a world free from exploitation and injustice with ethical labour practices across operations.
- Zero Tolerance for Forced Labour and Human Trafficking: We uphold human rights in all aspects of our supply chain and workforce management.
- Child Labour Elimination: We are committed to eliminating child labor in all its forms, ensuring a safe and supportive work environment.
- Ethical Partnerships: We collaborate with partners who share our commitment to human dignity, promoting fair and just employment standards.

Page 6 - Highlight Release of Inaugural Forced Labour and Child Labour Report which upholds human rights and ethical Standards as well as ethical procurement and material sourcing.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Target 9.1 Develop quality, reliable, sustainable, and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all.

Enfinite's 2024 Performance:

- Committed to advancing resilient energy solutions that drive economic development and improve well-being.
- Developing Sustainable Infrastructure: Energy Storage facilities enhance grid reliability, integrating renewable energy to ensure a stable, sustainable power supply.
- Supporting Regional Growth: Operations across Alberta and BC bolster local economies and energy systems.
- Fostering Accessibility: By enabling efficient energy distribution, promote equitable access to affordable, clean power.
- Committed to collaborating with local communities, including Indigenous Peoples, to deliver economic benefits, drive innovation in power solutions, and support sustainable development.

Page 2 - Operations and Technology Mix
 Page 7 - Community Engagement and Impact
 Page 7 - Indigenous Engagement and Impact
 Page 7 - Industry Engagement

Target 9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities.

Enfinite's 2024 Performance:

- Efficiency: Energy Storage facilities reduce waste and integrate renewable energy.
- Clean Technology: Waste Heat and Waste Gas to Power systems that lower emissions and repurpose industrial by-products.
- Modernization: Investing in innovative technologies to advance a low-carbon future.

Page 2 - Operations and Technology Mix
 Page 4 - Energy Management and Emissions Impact

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



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

Enfinite's 2024 Performance:

- Prioritizing the responsible management of industrial by-products and reducing harmful emissions.
- Converting Waste Gas: Transforming industrial by-products into electricity, reducing flaring and emissions.
- Innovative Solutions: Integrating clean technologies such as batteries for energy storage to minimize industrial impact.

Page 2 - Operations and Technology Mix
 Page 4 - Energy Management and Emissions Impact



Environmental Performance									
	2024	2024 Q4	2024 Q3	2024 Q2	2024 Q1	2023	2022		
	Indicated Unit	Indicated Unit	Indicated Unit	Indicated Unit	Indicated Unit	Indicated Unit	Indicated Unit	GRI Disclosure	SASB Disclosure
Net Thermal Energy Generation									
Net production – natural gas [MWh]	54,473	18,191	7,784	11,291	17,207	125,024	-	-	IF-EU-000.D
	23%	28%	14%	20%	27%	40%	-	-	-
Net production – waste gas [MWh]	146,542	36,036	36,576	35,551	38,379	156,110	-	-	IF-EU-000.D
	61%	55%	67%	62%	59%	49%	-	-	-
Net production – waste heat [MWh]	40,676	11,101	10,105	10,234	9,236	35,178	-	-	IF-EU-000.D
	17%	17%	19%	18%	14%	11%	-	-	-
Net Storage									
Net Consumption [MWh]	18,537	4,510	4,327	4,497	5,202	6,955	3,244	-	IF-EU-000.E
Net Discharge [MWh]	4,946	691	1,494	1,398	1,363	1,347	-	-	IF-EU-000.D
Environment									
Energy consumption – natural gas [GJ]	679,195	232,702	90,910	142,476	213,107	1,548,561	-	305-1	-
Energy consumption – waste gas [GJ]	1,490,803	342,770	388,776	368,787	390,470	1,598,915	-	305-4	-
Energy intensity [GJ/MWh]	8.8	8.72	8.57	8.74	9.12	9.91	10.5	-	-
Scope 1 absolute [TCO2e]	140,005	36,226	31,997	33,349	38,433	191,881	222,792	-	IF-EU-110a.1
Scope 1 intensity [TCO2e/MWh]	0.57	0.55	0.57	0.57	0.58	0.6	0.62	302-1	-
Scope 2 absolute [TCO2e]	6,117	1,488	1,428	1,484	1,717	2,727	1,460	302-1	-
Scope 2 intensity [TCO2e/MWh]	0.025	0.023	0.026	0.025	0.026	0.009	0.004	305-4	-
Annually Reported									
Air emissions – NOx [t]	-	-	-	-	-	0.271	0.318	305-7	IF-EU-120a.1
Air emissions – SO2 [t]	-	-	-	-	-	0.094	0.073	305-7	IF-EU-120a.1
Air emissions – PM10 [t]	-	-	-	-	-	0.002	0.002	305-7	IF-EU-120a.1



Impact Areas							
	2024	2024 Q4	2024 Q3	2024 Q2	2024 Q1	2023	2022
	Indicated Unit	Indicated Unit	Indicated Unit	Indicated Unit	Indicated Unit	Indicated Unit	Indicated Unit
Environment							
Homes powered equivalence	38,108	10,201	8,646	9,035	10,226	49,082	-
Community							
Community investment dollars [CAD]	22,563	2313	1000	13,250	6,000	16,000	153,350
Community engagement [hrs]	750	91	17	197	446	539	280
Local partnerships	0	0	0	0	0	5	-
Community organizations supported	10	2	2	5	1	4	-
Industry organizations supported	4	4	4	4	4	4	4
Employee volunteering [hrs]	418	196	97	123	2	185	-
Charitable campaigns	4	1	1	2	0	3	-
Charitable campaigns [CAD]	15,563	2313	0	13,250	0	15,500	-
Safety							
Contractors on site [hrs]	8093	3027	1550	2093	1423	11336	3320
Safe Work Permits	429	77	100	167	85	556	209
FLHAs	298	12	25	113	148	353	174
Hazard IDs	25	13	4	4	4	43	49
Near Misses/Incidents	25	11	1	4	9	19	16
ERP Training Completed	3	1	1	1	0	6	1
Fatalities	0	0	0	0	0	0	0
Lost Time Injury Frequency (LTIF)	0	0	0	0	0	0	0
Total Recordable Injury Frequency (TRIF)	0	0	0	0	0	0	0
Motor Vehicle Accident Frequency (MVAF)	0	0	0	0	0	-	-
Training and Certificates Completed	551	162	172	142	75	-	-



Targets			
	2024 Target	2024 Performance	2023 Performance
	Indicated Unit	Indicated Unit	Indicated Unit
Social			
Employee Personal Development	2% (40 hours)	1.5%	1%
Employee Turnover	Under 10%	7.3%	9.5%
Employee Surveys Completed	2	1	2
Employee Engagement Metric	75%	69%	68%
Governance			
Committee Meeting Frequency	100%	100%	100%
Committee Meeting Attendance	100%	100%	100%
Board of Directors – Independent Members	33%	25%	20%
Board of Directors – Gender Diversity (% of Female Representation)	30% by 2030	25%	0%



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