

## ESG Report

Solas Energy® Consulting (Solas Energy) provides comprehensive strategy and consulting services for renewable energy solutions throughout the U.S. and Canada. Our expertise spans development and management of utility and commercial projects involving wind, solar, biomass, hydropower, geothermal, hydrogen, energy storage, grid modernization, and electric vehicles (EV). With over 20 years of experience in project development, commercial structuring, construction management, operations management, and climate change advisory services, Solas Energy provides its clients with the depth and perspective required to navigate the complex issues associated with renewable energy project development and climate change policy. An independent, woman-owned business, Solas Energy leads the way in helping companies and organizations achieve a sustainable, low-carbon future.

With a focus on climate change, sustainability and renewable energy, Solas Energy has delivered consulting and commercial support to over 500 projects surpassing 78 GW of capacity across North America and Europe. We are committed to helping our clients and stakeholders advance their individual paths in sustainability and the transition to a low-carbon economy. Our foundation is based on Innovation, Trust and Comprehensive work as we strive to create long-term value for our customers. Sustainability is at the heart of everything we do at Solas Energy – reducing our carbon footprint, educating our employees, customers and communities where we work, promoting diversity and inclusion in our workforce, maintaining health and safety best practices, and guiding our actions with the highest ethical standards. Our Environmental, Social and Governance (ESG) plan builds on the foundation and heart of Solas Energy.



Sustainability is at the heart of everything we do at Solas Energy Consulting



 <p>1,200,000 Tonnes CO<sub>2</sub>e Offsets Commoditized</p>	 <p>5,000 Megatonnes CO<sub>2</sub>e Reductions Quantified for Emerging Technologies by 2035</p>	 <p>10+ years GHG Validation Experience</p>	 <p>Advised GHG Policy Evolution Since 2009</p>
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International Organization for Standardization (ISO) 14064-Part II



## Environmental

Solas Energy has significant experience with advising clients on emission reductions and management of climate risks including greenhouse gas (GHG) quantification and offset registry, development of corporate sustainability programs, and environmental evaluations for projects. Solas leverages its expertise to advise investors in ESG practices and GHG processes, technologies and markets:

As a company, our Environmental goals are focused on three key areas:

- Reducing our carbon footprint;
- Engaging with key stakeholders including businesses, communities, First Nations and governments in management of environmental impacts;
- Contributing to the development of educational programs on climate change management and sustainability.

### Reducing our Carbon Footprint

Solas Energy has developed a GHG monitoring, measurement and management program for the company's Scope 1 (direct emissions from operations), Scope 2 (energy purchases) and Scope 3 (indirect emissions including business travel) GHG emissions. For example, GHG emissions from Solas Energy's Canadian business decreased from 12.6 tonnes in 2019 to 5.8 tonnes in 2020. The decrease from 2019 to 2020 was largely due to a stoppage in business travel due to COVID-19 travel restrictions. During the same period, commuting employees experienced a significant reduction in GHG emissions, which was largely offset by an increase in emissions related to working from home. Solas Energy has committed to reducing its overall GHG emissions and to purchasing offsets in order to reach net zero emissions by 2030. (See graphs on next page).

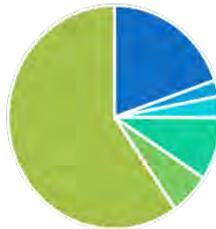
### Engaging with Stakeholders on Environmental Impacts and Climate Change

With a thorough understanding of environmental regulations, Solas Energy engages with businesses, communities, industry organizations, First Nations, and governments on project-related environmental impacts, as well as climate change challenges and opportunities. We proactively work to influence climate change policy and ensure that our projects meet environmental regulations in all markets to protect the environment. Our team includes environmental engineers who specialize in solutions to protect the health of humans and nature's beneficial ecosystems, and work to improve the quality of the environment.

### Developing Educational Programs on Climate Change Management and Sustainability

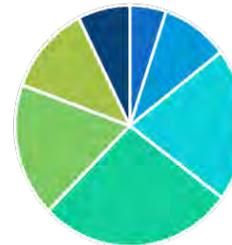
Solas Energy values education and programs to support sustainability. With its significant experience in GHG emissions management and climate change issues, Solas Energy has developed a free educational program, "People for Energy and Environmental Literacy", targeting students in grades K-12. The curriculum focuses on climate change, renewable energy, and other sustainability topics, and provides educators with the tools needed to effectively incorporate sustainability into the teaching environment.

**2019**  
Solas Canada Footprint

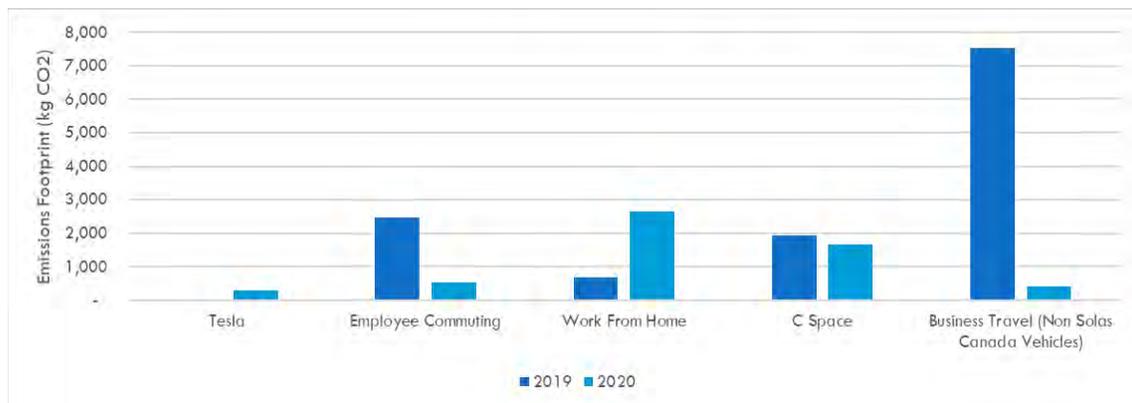


- Employee Commuting
- Electricity (WFH)
- Heating (WFH)
- Electricity (CS)
- Heating (CS)

**2020**  
Solas Canada Footprint



- Tesla
- Electricity (WFH)
- Electricity (CS)
- Business Travel (Non Solas Canada Vehicles)
- Employee Commuting
- Heating (WFH)
- Heating (CS)



## Social

Working with diverse customers across diverse geographies and complex business climates, Solas has developed a loyal customer base, significant stakeholder relationships and strong team. Our core values of Integrity, High-Performance and Innovation guide us as we strive to deliver long-term value for our customers. Our Social goals are focused on four key areas:

- Influencing policy for social benefit;
- Maintaining health and safety of employees, contractors and customers;
- Empowering a high-performance team;
- Promoting a diverse and inclusive team.

### Influencing Policy for Social Benefit

Solas Energy is highly involved in various industry associations including the Canadian Renewable Energy Association (“CanREA”) and the American Wind Energy Association (“AWEA”) where we work with stakeholders to influence policies for social benefit. Over the past 10 years we have completed studies on feasibility and adoption of renewable energy, impact of policies, and recommended regulatory changes to encourage responsible adoption of clean energy. Solas Energy is a trusted, independent advisor to several regulatory bodies. Solas Energy team members have served on national committees and other advisory panels providing input on policy decisions affecting energy and environment.

### Maintaining Health and Safety

The health and safety of our employees, contractors and customers is paramount to everything we do. Solas Energy values and promotes the health and well-being of its employees and contractors at work and at home. For example, the Healthy Lifestyle program provides employees up to \$250 annually to participate in health and wellness programs. Solas reviews and recommends improvements to safety issues on a weekly basis at its construction management and operations management job sites. Solas has a high safety track record, and targets zero safety incidents on an annual basis.

### Empowering a High-Performance Team

Guided by the core values of Integrity, High-Performance and Innovation, Solas Energy has a culture that attracts and retains high-performing employees who value innovation, collaboration, problem solving of complex issues, and sustainability. Solas Energy believes in employee engagement and empowerment, which is balanced with employee volunteering and focus on sustainability. For example, we provide opportunities for employees to volunteer with registered non-profit community organizations working in the fields of sustainability, climate change, and renewable energy. For employees who choose to volunteer, Solas Energy sponsors up to 10 hours of volunteer service per year.



“I buy once and reuse as much as possible.”

- Logan B., Project Engineer



### Promoting a Diverse and Inclusive Team

Solas Energy believes that diversity and inclusion are essential to the ongoing success of the company through improved employee engagement and business performance. A diverse and inclusive workforce, which reflects the communities where we work and operate, provides diverse thought, capabilities and collaboration. Solas values its diverse, high-performance team and provides equal employment opportunities to all employees and applicants for employment without regard to race, color, ancestry, national origin, gender, sexual orientation, marital status, religion, age, disability, gender identity, results of genetic testing, service in the military, or hair style.





## Governance

Solas Energy believes in high ethical standards, transparency, and continuous improvement in corporate governance to ensure competitiveness and sustainability of our business.

### Ethical Standards

Solas Energy adheres to the highest level of ethical standards in all that we do. With our ethics policies, confidentiality and focus on quality work, we have developed significant trust with our long-term customers and various stakeholders.

### Transparency

We take pride in the open and transparent work environment at Solas Energy. Decisions are made in a collaborative manner where feedback from our team is valued, promoted and respected.

### Continuous Improvement

Solas Energy believes in the criticality of continuous improvement in all that we do. For example, Solas conducts post project improvement reviews regularly to assess procedures and policy effectiveness. We have a commitment to understanding leading edge technologies and their impact in the market. Internal lunch and learn opportunities leverage knowledge among the Solas Energy team.



## United Nations Sustainable Development Goals

Solas Energy supports the United Nations' Sustainable Development Goals ("SDGs"), which are a call to action to end poverty and promote prosperity while protecting the planet. Over the past few years Solas Energy has worked with various stakeholders to identify which of the 17 SDGs are most relevant to our business and where we can make the greatest contributions.

- Achieve gender equality and empower all women and girls (5)
- Ensure access to affordable, reliable, sustainable and clean energy for all (7)
- Promote sustainable cities and communities (11)
- Take urgent action to combat climate changes and all its impacts (13)

