

Appendix “C”

HAMILTON ENTERPRISES HOLDING CORPORATION

NOMINATING COMMITTEE RECOMMENDATION – JULIA KAMULA

May 8, 2025

**Hamilton Enterprises Holding Corporation
Nominating Committee Recommendation Report – 062325 - B**

re: Private Director Nomination for re-appointment to Board of Hamilton Enterprises Holding Corporation

Background:

The Board of Directors of Hamilton Enterprises Holding Corporation (“HEHCo”) is comprised of six (6) private Directors and the Mayor’s surrogate for a total composition of seven (7) board members.

On June 17, 2022, the Shareholders resolved that Julia Kamula be appointed as Director of HEHCo for a 3-year term, expiring June 30, 2025. Ms. Kamula is an accomplished corporate director with more than 30 years of experience in Canada’s print and digital publishing, distribution and print manufacturing industries. She holds the ICD.D designation and has served as Chair of the Board for Hamilton Health Sciences, in addition to holding several other directorships where she is widely recognized for her governance expertise and strategic leadership across diverse sectors. Ms. Kamula currently chairs the Human Resources & Governance (HR/G) Committee for HEHCo.

As the term for Julia Kamula is expiring on June 30, 2025, the Nominating Committee of HEHCo seeks a reappointment for a three-year term.

Recommendation:

Inasmuch as Ms. Kamula has previously gone through the approval process of HEHCo, under the Shareholder’s Direction given to HEHCo by the City of Hamilton (the “City”) pursuant to 4.07 and 4.08 of the Unanimous Shareholders Declaration, dated June 6, 2018, it is recommended by the HEHCo Nominating Committee and the HEHCo Board of Directors the City’s approval for the reappointment of Ms. Kamula for a three-year term as private director of the HEHCo Board. Please find attached as Appendix a) a current bio for Ms. Kamula.

Attachments:

Appendix a) Biography of Ms. Julia Kamula

Biography – Ms. Julia Kamula

Julia Kamula, ICD.D, is an accomplished corporate director and former senior media executive with over 30 years of leadership experience in Canada's print and digital publishing, distribution, and print manufacturing industries. She has held senior executive roles at some of the country's largest media organizations, most recently serving as **Senior Vice President at TC Media – Transcontinental Inc.** Prior to that, she was **Executive Vice President of Operations at Sun Media – Quebecor Inc.**, a role she assumed following Sun Media's acquisition of Osprey Media, where she held the position of **Senior Vice President of Operations**.

Ms. Kamula brings a strong governance background and boardroom acumen, having served on large, complex boards across the education, healthcare, and media sectors. With an **ICD.D** designation from the **Institute of Corporate Directors**, she currently **serves on the Boards of Hamilton Enterprises Corporation, Hamilton Utilities Corporation** and the **Hamilton Health Sciences Research Institute**. She is the current **Chair of the Human Resources and Governance (HRG) Committee** of Hamilton Enterprises Holding Corporation.

Ms. Kamula's previous board experience includes a **nine-year tenure on the Board of Hamilton Health Sciences**, where she served most recently as **Board Chair**. She has also held directorships with **News Media Canada**, the **Atlantic Free Daily Newspaper Group**, **Brock University**, and **Niagara College Canada**, contributing to strategic planning, stakeholder engagement, and organizational transformation across diverse sectors.

A long-time resident of **downtown Hamilton**, Ms. Kamula is a committed advocate for community development and a proud supporter of the city she calls home.