



2024 CORPORATE RESPONSIBILITY REPORT

A Message from Our President and CEO



This marks the inaugural edition of our Corporate Responsibility Report, reflecting our commitment to the triple bottom line, which balances Economic, Social, and Environmental responsibilities. As an organization we are dedicated to upholding values, policies, and practices that drive positive impact for all our stakeholders, including partners, vendors, clients, employees, shareholders, and the communities we serve.

In this inaugural report, we introduce our Sustainability Policy, showcasing key initiatives and sharing recent accomplishments. Our policy establishes clear expectations for employees, directors, contractors, and partners. Over the coming years, we will set meaningful sustainability goals, develop measurable progress indicators, and maintain transparency through on-going reporting. We are committed to continually evaluating and enhancing our strategies to ensure they remain effective and impactful.

I encourage open communication and welcome any feedback to help us to uphold our values.

Jeffrey Cowan, P.Eng
President & CEO



Sustainability Policy

APPLICABILITY

The principles of this policy apply to all directors, officers and employees of Hamilton Community Enterprises (HCE). As well, it applies to all working for and or representing the organization.

PURPOSE

The purpose of this policy is to establish and communicate the guiding principles and values in which the organization will act and conduct business to achieve its long-term vision and mission.

VISION

Our vision is to be a leading provider of innovative energy and telecommunication solutions, empowering communities to achieve sustainability, resilience, and technological advancement. We see a future where our integrated services drive the creation of smarter outcomes.

MISSION

HCE is where energy innovation meets digital excellence re-imagining how Internet and energy technologies are delivered to create new possibilities.



Our Commitments

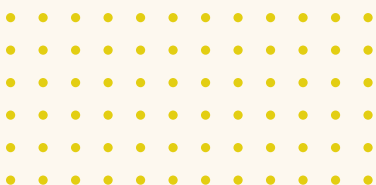
ENVIRONMENTAL RESPONSIBILITY

We are committed to serving our customers' energy and telecommunications needs by delivering exceptional value, while actively promoting sustainability and reducing our environmental footprint. We commit to:

- ▶ Supporting the use of renewable energy sources and energy efficient technologies
- ▶ Optimizing office heating and cooling systems, and encouraging sustainable transportation for employees
- ▶ Conserving natural resources and minimizing waste through eco-friendly technology and recycling practices
- ▶ Engaging in responsible sourcing practices and promoting the use of eco-friendly materials



**We are committed
to meeting
our customers
energy and
telecommunications
needs...**



SOCIAL RESPONSIBILITY

We recognize the importance of social responsibility in fostering positive relationships with our employees, customers, communities in which we operate, as well as other stakeholders. We commit to:

- ▶ Providing a safe and inclusive workplace that values all employees
- ▶ Empowering staff with the resources they need to make responsible decisions regarding sustainability in the workplace.
- ▶ Upholding human rights and fair labour practices
- ▶ Contributing to the wellbeing of the communities in which we operate
- ▶ Promoting diversity, equity and inclusion within our organization

As a member of the community, we will:

CONDUCT

transparent, inclusive
and respectful
business activities
with our customers and
stakeholders

ENCOURAGE

and recognize the
efforts of our
employees, subsidiaries
and partners for their
sustainable, proactive
innovations

WORK

with our stakeholders and
community partners to
foster the sustainability
and resilience of our
region by providing them
with innovative solutions
through thought leadership

PARTICIPATE

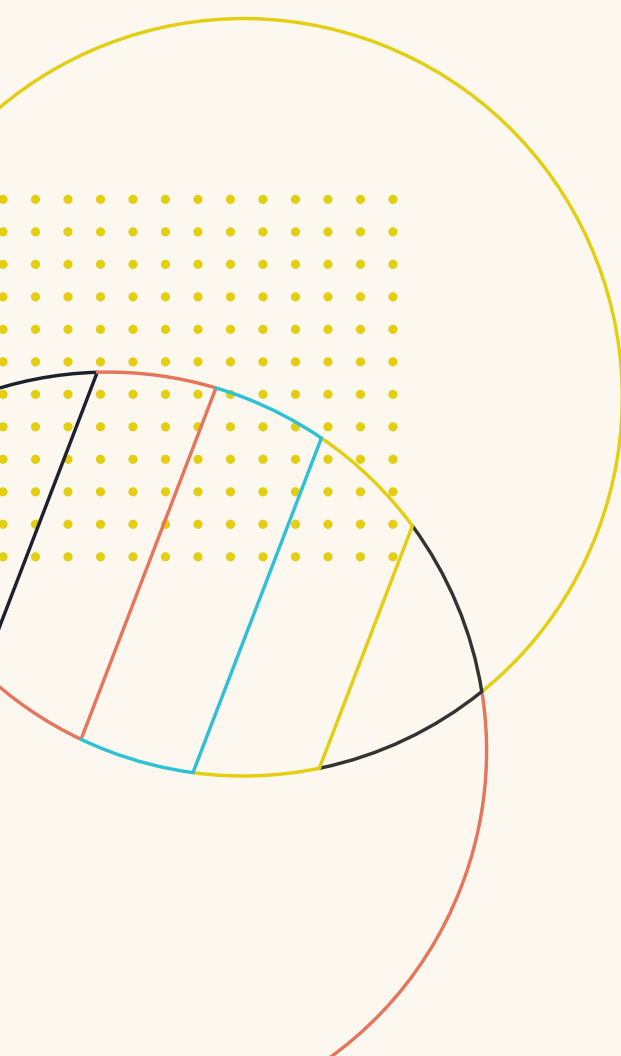
in the social
and institutional
development of the
communities in which
we operate



GOVERNANCE & ETHICAL PRACTICES

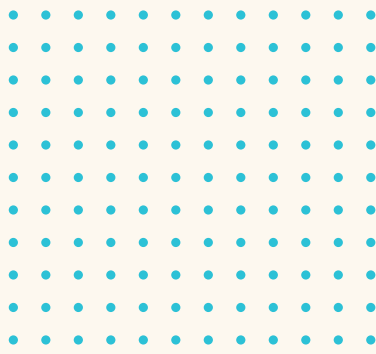
We are committed to maintaining the highest standards of corporate governance. We commit to:

- ▶ Ensuring transparency and accountability in our business operations
- ▶ Upholding ethical business practices
- ▶ Ensuring a strong and independent Board of Directors to oversee the company's strategic direction
- ▶ Regularly reviewing and updating our governance policies and procedures to align with best practices



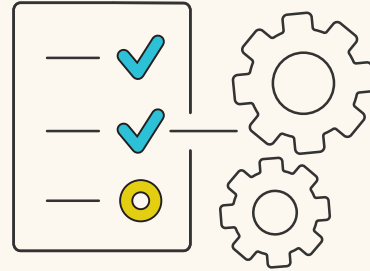
As an organization, we are committed to creating lasting value for our stakeholders by delivering triple bottom-line returns; focusing on economic, social, and environmental benefits.

HCE is committed to continuous innovation and improvement across all areas of our business to better serve our community and contribute to a more sustainable, connected future.



COMPLIANCE

Hamilton Community Enterprises will comply with all relevant environmental, social and governance guidelines in the jurisdictions where we operate. We will strive to exceed compliance requirements and continuously improve our performance.



POLICY REVIEW & UPDATES

The Sustainability Policy will be reviewed annually by HCE's Human Resource and Governance Committee, and be updated to reflect changes in our business and the communities we serve.

From Policy to Action

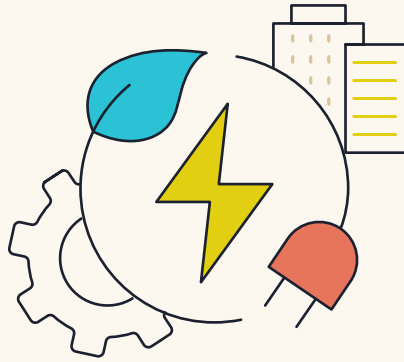
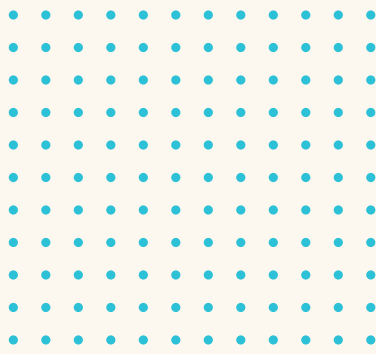
HEALTH, SAFETY & ENVIRONMENTAL PERFORMANCE



CARBON REDUCTION & RENEWABLE ENERGY INITIATIVES

Since 2015, HCE has actively worked to reduce its carbon footprint by investing in renewable energy. Some examples include:

- ▶ Development of 3.7MW of Solar Photovoltaic (PV) energy capacity in Hamilton and surrounding areas
- ▶ Implementation of the Three C's Pathway (Conserve, Connect, Convert) to reduce emissions from district energy and co-generation assets
- ▶ Transformation of our 3.5MW co-generation system into a high-efficiency demand management peak shaver, achieving an impressive 30% reduction in greenhouse gas emissions



HCE is
also a champion of
building
digitization...

HCE is also a champion of building digitization, which drives the reduction of greenhouse gas emissions in urban areas. Our efforts include:



Demonstrating

a strong commitment to sustainability, HCE provides complimentary energy consulting to the Art Gallery of Hamilton, supporting a \$1.3M grant application for impactful sustainability retrofits.



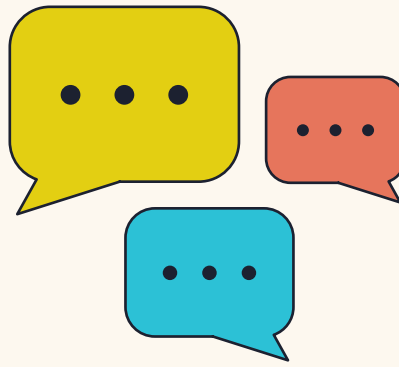
Collaborating

with Slate Asset Management to facilitate a long term renewable energy strategy that will support the redevelopment of the former Stelco lands.



Leading

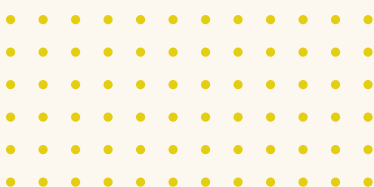
a groundbreaking large-scale initiative to capture residual heat from Hamilton's Bayfront Industrial Area, paving the way for a transformative low carbon district energy system with the potential to eliminate carbon emissions equivalent to 44,000 homes.



SOCIAL IMPACT INITIATIVES

HCE is deeply involved in community engagement and educational partnerships, including:

- ▶ **McMaster Institute of Energy Studies (MIES):** Supporting energy research projects, co-presenting at international conferences, as well as being a proud supporter of McMaster Energy Week.
- ▶ **Hamilton Oshawa Port Authority Cleanup:** HCE joined over 100 volunteers at the Hamilton Oshawa Port Authority's "Team Up to Clean Up" event.
- ▶ **PIVOT TECH Conference:** HCE is a promoter of sustainable development, and is a proud contributor to the annual PIVOT TECH Conference. PIVOT, is a Hamilton-based event focused on accelerating the adoption of clean technologies across critical sectors such as energy, buildings, and manufacturing. In 2024, HCE shaped and delivered impactful content, leading featured presentations on thermal networks, integrated energy planning, and grid-interactive efficient buildings. HCE participation and support fosters community-driven climate solutions.
- ▶ HCE is actively bridging the digital divide. In collaboration with the City of Hamilton, HCE is expanding public Wi-Fi in parks and transit locations across Hamilton, enabling tens of thousands of connections each month through reliable Internet access, helping create a more connected, inclusive community.



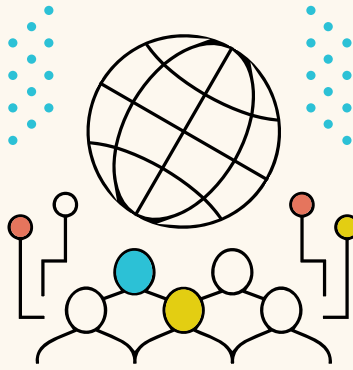


GOVERNANCE & POLICY DEVELOPMENT

In 2024, HCE management and the Board of Directors introduced a comprehensive Sustainability Policy that sets clear expectations for employees, contractors, partners, and directors. Committed to the highest standards of corporate governance, HCE ensures transparency and accountability across all operations. A strong and independent Board provides strategic oversight, with governance policies regularly reviewed and updated to reflect industry best practices.



HCE is committed to maintaining the highest standards of corporate governance.



Looking Ahead

HCE remains committed to driving sustainable growth, fostering innovation, and delivering value to our stakeholders. With a focus on continuous improvement, we will:

- ▶ Seek innovative solutions that deliver upon HCE's mission and vision
- ▶ Expand partnerships to support renewable energy and emission reduction efforts
- ▶ Strengthen community and industry collaboration to advance sustainability



We look forward to building on our progress and sharing our journey.

HCE.net

