Sustainability and ESG Report 2026

2025 Reporting Period

Message from the CEO

The past year was one of the most significant in Solas Energy's history.

As our industry continues to evolve, so too does our company. In 2025, Solas Energy began a new chapter independently serving clients across Canada and the U.S. and continuing to support select International projects directly, following the separation of our long-standing U.S. collaborative working relationship. Strategic transitions of this nature are never simple. They require careful decision-making, disciplined execution, and a clear understanding of who you are as an organization.

Throughout that transition, one principle remained constant: integrity.

We made decisions based on the long-term interests of our clients, employees, and partners. We remained focused on delivering high-quality technical work, honouring our commitments, and supporting projects that contribute meaningfully to the energy transition.

The experience reinforced an important lesson. Resilience is not measured when circumstances are easy. It is demonstrated when organizations face uncertainty with transparency, accountability, and purpose.

During the year, we continued to expand our work in renewable energy, energy storage, hydrogen, climate advisory, Indigenous partnerships, and electricity market transformation. We also strengthened our internal governance, continued investing in our people, supported future industry leaders through education and mentorship, and maintained our commitment to achieving net-zero emissions by measuring, reducing, and offsetting our operational footprint.

Like many organizations, our greenhouse gas emissions increased during the year due to increased business travel as we supported clients across Canada. Rather than overlook this reality, we believe it is important to report it transparently. Sustainability requires honest measurement, informed decisions, and continuous improvement—not perfection.

Looking ahead, we remain optimistic.

The global energy transition continues to accelerate, bringing both opportunity and complexity. Solas Energy is committed to helping clients navigate that complexity with practical engineering, sound commercial advice, and thoughtful stakeholder engagement.

We will continue to measure our success not only by the projects we deliver, but by the trust we earn, the relationships we build, and the positive contribution we make to the communities and energy systems we serve.

Thank you to our employees, clients, Indigenous partners, suppliers, and industry colleagues for your continued confidence in Solas Energy.

Paula McGarrigle, P.Eng., MBA
President & Chief Executive Officer
Solas Energy Consulting Inc.

2026 Sustainability and ESG Report

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SOLAS ENERGY®

Innovative | Comprehensive | Trusted

Solas Energy® is a leader in providing comprehensive strategy and consulting services for renewable energy solutions to support the energy transition throughout North America and Europe. Our expertise spans the development, management, and advisory support of utility-scale and commercial projects across wind, solar, energy storage, grid modernization, hydrogen, biomass, clean fuels, and electric vehicle infrastructure.

Since 2009, Solas Energy has partnered with clients to navigate the realities and risks of the global energy transition through project development, construction management, and climate change advisory services, supporting more than 64 GW of renewable energy projects across diverse markets. We provide the technical expertise and disciplined oversight needed to manage the complex engineering, financing, contracting, operational, and regulatory challenges associated with large-scale renewable energy development, while helping clients strengthen project resilience, improve decision-making, and adapt to evolving market and policy conditions. Through transparent engagement and practical climate advisory services, Solas Energy continues to support companies and organizations in advancing measurable progress towards a more sustainable and lower-carbon future.

Women-Owned Enterprise Established in 2009

64 GW+

Renewable Energy Project Experience

680+

Projects Consulted Globally

Solas Energy is an Innovative, Comprehensive, and Trusted client partner.

17+ Years of Leadership in Renewable Energy

At Solas Energy, we believe sustainability is built on resilience, and resilience begins with honesty. The energy landscape is shifting rapidly — shaped by market volatility, evolving regulation, supply chain pressures, cyber risk, and the accelerating demands of the energy transition. Our approach to ESG starts with naming these realities clearly and assessing what matters most to our business, our stakeholders, and the communities we serve. Through disciplined materiality and risk evaluation, we continue to identify where uncertainty exists, where expectations are changing, and where we must adapt. Honest resilience means acknowledging challenges directly while taking practical, measurable action to strengthen our operations and position the company for long-term stability.

That resilience is built through the strength of our operations and the integrity of our governance. Across our business, we are focused on reliability, safety, and disciplined execution — ensuring our systems, infrastructure, and decision-making processes remain robust in a rapidly evolving environment.

Honest Resilience

1. **Name reality**
   Proactively identify changes in industry conditions, assess risk and opportunity, and build action plans to test solutions.
2. **Build strength**
   Prioritize safety, reliability, and performance via strong governance and informed decision-making.
3. **Deliver trust**
   Engage collaboratively with stakeholders, establish measurable commitments, and openly report on progress towards those commitments.

We continue to invest in processes and tools that support accountability and informed decision-making at every level of the organization. By embedding risk awareness and operational discipline into our daily practices, we aim to create durable value while protecting the people, assets, and partnerships that sustain our business.

Ultimately, resilience is measured by trust. We recognize that earning and maintaining our stakeholder trust and acceptance requires transparency, consistency, and accountability. At Solas Energy, we are committed to supporting our employees, engaging openly with communities and partners, and reporting candidly on our progress — including where we are advancing and where improvement is still required.

We continue to align measurable ESG commitments with clear performance targets, enabling stakeholders to assess our progress with confidence. Through open communication and responsible action, we are working to build lasting trust and contribute positively to the communities and energy systems we serve.

- 2009 — Solas Energy founded
- 2010 — First recorded solar, hydro, and biomass assignments
- 2011 — First OPP and OPR; first energy storage work
- 2012
- 2013 — First recorded lithium-ion BESS assignments
- 2014
- 2015 — Climate-policy contribution and solar growth
- 2016
- 2017 — Cumulative project experience exceeded 30 GW
- 2018 — Moved to cSPACE and expanded into hydrogen
- 2019 — Established corporate GHG baseline
- 2020 — Set net-zero target; OPR total exceeded 1 million tCO_2e
- 2021 — Published our first Sustainability and ESG Report
- 2022 — Cumulative project experience exceeded 40 GW
- 2023 — Formalized net-zero governance and expanded BESS experience
- 2024 — Solar experience exceeded 10 GW
- 2025 — Certified as a women-owned business enterprise
- Project experience exceeded 50 GW
- 2026

What Matters Most to Solas Energy

Sustainability is central to how Solas Energy advises clients, manages its operations, and supports the energy transition. We are committed to reducing our carbon footprint; educating our employees, customers, and the 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.

Supporting future industry leaders through educational initiatives in clean technology is one of the ways Solas Energy works to advance the sustainability of coming generations.

In 2025, Solas Energy proudly sponsored student clubs at the University of Alberta and the University of British Columbia, where students design zero-emission vehicles.

We are committed to continuing our leadership of the energy transition in Canada and around the world. Just like the students we support, at Solas Energy, we are continually learning and expanding our technical expertise. This constant learning ensures we can provide innovative, trusted advice in both well-established and emerging sustainable energy technologies. Solas Energy is ready and equipped to support efforts in fleet decarbonization, electric vehicle infrastructure, hydrogen refuelling, clean fuel regulation advisory services and more.

Environmental

Solas Energy celebrates over 17 years of expertise in guiding clients on emission reductions and climate change mitigation, including greenhouse gas (GHG) quantification. We advise investors on sustainability practices and GHG processes, leveraging our extensive knowledge in environmental evaluation to drive positive impact.

3,000,000 Tonnes CO_2e Offsets Commoditized

5,000 Megatonnes CO_2e Reductions Quantified for Emerging Technologies by 2035

Life Cycle Assessment (LCA) Expertise

17+ Years Experience Advising on GHG Policy and Regulatory Opportunities

International Organization for Standardization (ISO) 14064-2

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

Reducing our carbon footprint; 1

Engaging with key stakeholders, communities, and governments in the management of environmental impacts; 2

Contributing to the development of educational programs on climate change and sustainability. 3

1. Reducing our Carbon Footprint

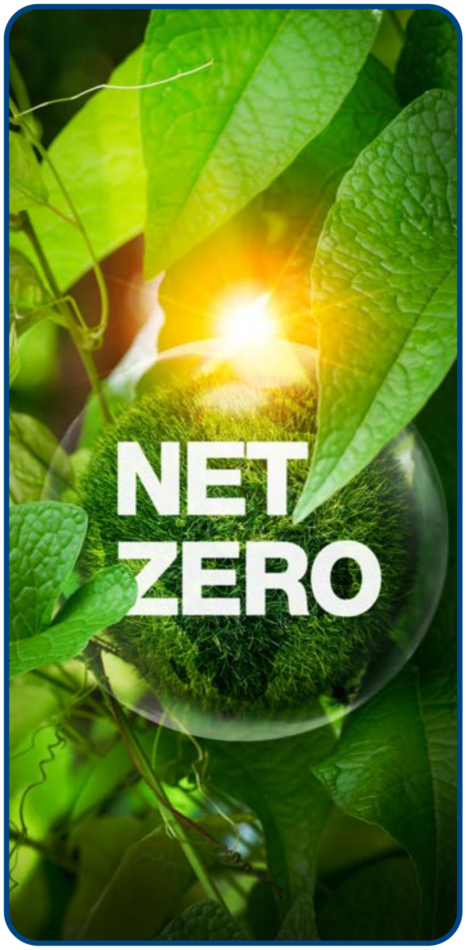
We have developed a comprehensive corporate GHG emissions monitoring, measurement, and management program encompassing Scope 1 (direct emissions from operations), Scope 2 (energy purchases), and Scope 3 (indirect emissions such as business travel) emissions. Drawing from our extensive experience in GHG emissions management, we assist clients in developing their monitoring, measurement, and management strategies. Moreover, we actively utilize our expertise to enhance understanding and management of GHG emissions associated with our clients' operations.

Solas Energy's business covers a broad range of services, from commercial advisory services to development, construction management, and operations management. Throughout 2025, we continued to support clients across renewable energy, energy storage, hydrogen, ESG, clean fuels, and zero-emission vehicle mobility advisory services.

The emissions results presented in this section reflect Solas Energy Consulting Inc.'s Canadian operations only. In 2025, total gross Scope 1, 2, and 3 emissions for Canadian operations were 16,714 kg CO_2e, compared with 11,048 kg CO_2e in the restated 2024 results. The increase was primarily driven by higher Scope 3 emissions from business travel.

Scope 1 emissions remained at 0 kg CO_2e. Scope 2 emissions were 2,226 kg CO_2e, and Scope 3 emissions were 14,488 kg CO_2e, making Scope 3 the largest source of emissions for Canadian operations. Scope 3 emissions accounted for approximately 87% of the 2025 Canadian footprint.

Although total gross emissions increased in 2025, Solas Energy Consulting Inc. continued to implement its Net-Zero Policy through emissions monitoring, travel and procurement decisions, flexible work options, employee education, and the use of carbon offsets for residual emissions. To address our 2025 Canadian footprint, Solas Energy Consulting Inc. has purchased and retired 17 tonnes CO_2e of offsets, covering the measured Canadian Scope 1, 2, and 3 emissions of 16.714 tonnes CO_2e.



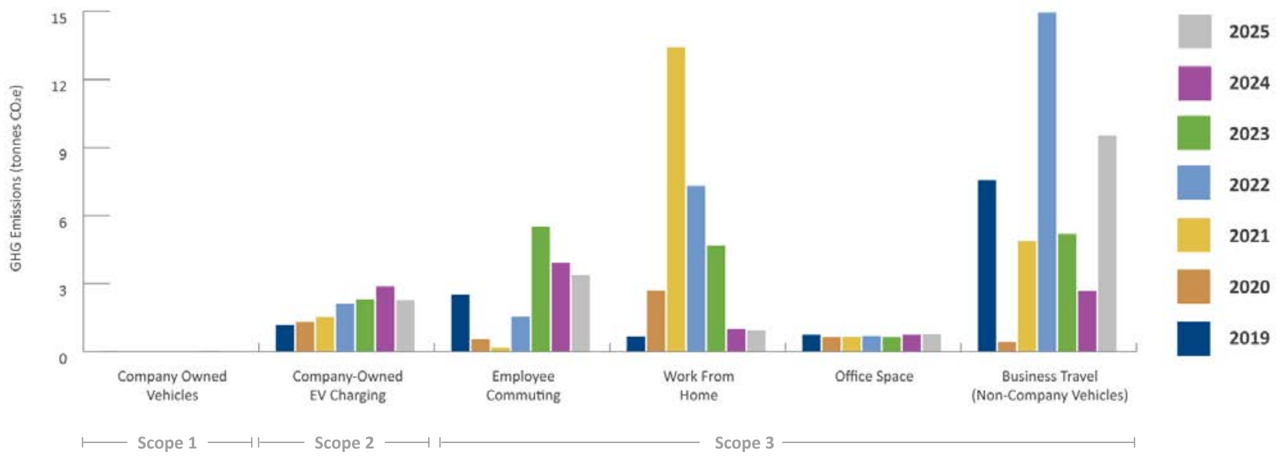
Our Scope 3 emissions were primarily attributed to business travel and employee commuting. In 2025, business travel was the largest Scope 3 source, increasing to 9,495 kg CO_2e. This increase was the primary driver of the year-over-year increase in total gross emissions. Employee commuting emissions decreased to 3,358 kg CO_2e, reflecting the continued use of flexible work arrangements, public and active transportation, and lower-emission commuting choices. In 2025, the team member with the longest commute purchased a plug-in hybrid electric vehicle, reducing emissions associated with that commute by more than 50%.

Emissions associated with remote work remained a key source of Scope 3 emissions for Canadian operations. As part of our strategy to reduce commuting-related impacts, we continue to support hybrid and remote work options. Many employees have solar PV systems installed at home or choose electricity providers that offer renewable energy options, which helps reduce emissions from home-based work.

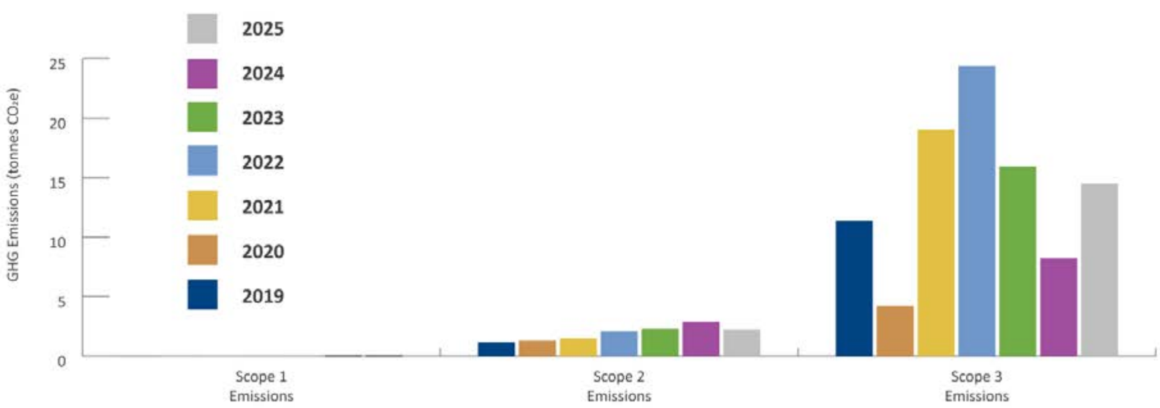
We are taking proactive steps to reduce emissions, including employee education to raise awareness of biofuels, reducing idling, and promoting environmentally responsible driving practices.

GHG emissions reporting continues to evolve as best practices are refined through international standards. Solas Energy Consulting Inc. updated its reporting methodology in 2024 and continued to use that methodology in 2025. Accordingly, the 2025 results are directly comparable to the restated 2024 results. Comparisons to years before 2024 should be interpreted with consideration of the 2024 methodology updates.

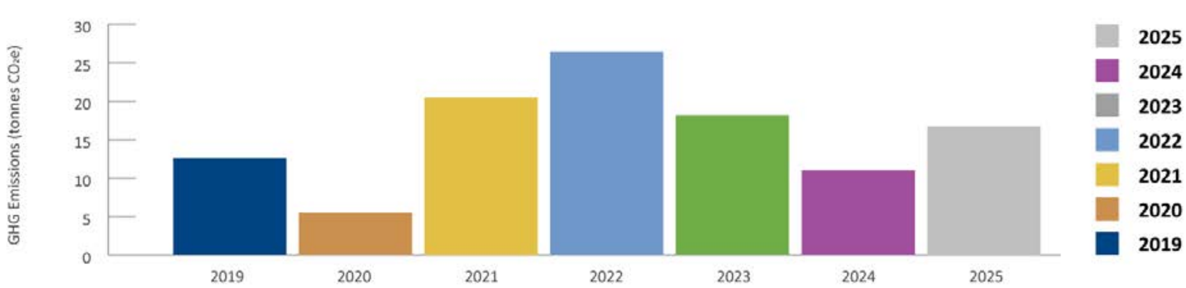
Solas Energy GHG Emissions (tonnes CO_2e): 2019 - 2025 by Category



Solas Energy GHG Emissions (tonnes CO_2e): 2019 - 2025 by Scope



Solas Energy Overall GHG Emissions (tonnes CO_2e): 2019 - 2025



Our Carbon Footprint Commitment:

We are committed to reducing our carbon footprint to achieve net-zero emissions by the end of 2026.

In 2020, we set a goal to achieve net-zero emissions, using 2019 as our GHG emissions baseline year. We adopted a formal Net-Zero Policy in 2023, which also includes a plan for monitoring our GHG emissions reduction performance and identifying additional opportunities to reduce our GHG emissions. This is supported by a green procurement policy as well. We continue to evaluate energy efficiency programs and the purchase of carbon offsets as part of our net-zero strategy. Through these measures, we have achieved our net-zero target every year since 2019.

Since Solas Energy Consulting Inc. began reporting emissions, the highest operational emissions were measured in 2022. By 2024, Canadian operational emissions had decreased materially from 2022 levels. In 2025, total gross emissions for Canadian operations increased year over year, primarily due to higher Scope 3 emissions from business travel. To address residual 2025 Canadian emissions, Solas Energy Consulting Inc. purchased and retired carbon offsets, covering the measured 2025 Canadian Scope 1, 2, and 3 emissions, in alignment with our Net-Zero Policy.

2. Engaging Stakeholders on Environmental Impacts and Climate Risk.

Solas Energy works with businesses, communities, industry organizations, and governments to address project-related environmental impacts, including consultation with Indigenous Nations, Utilities, Goverment, Municipalities, and Investors. WIth a disciplined understanding of environmental regulations and evolving climate risks, we identify impacts and opportunities to support a more resilient energy future.

We proactively engage in climate change policy discussions and apply practical oversight to help projects meet environmental requirements in the markets we serve. Our work reflects changing regulatory requirements, stakeholder expectations, and the need for credible emissions management.

Our multidisciplinary team of engineers and environmental specialists supports ecosystem protection, strengthens environmental performance, and delivers transparent, practical solutions that contribute to long-term sustainability and community trust.

3. Developing Educational Programs on Climate Change Management and Sustainability

In 2025, Solas Energy Consulting Inc. supported environmental education outside the organization through climate literacy programming, student mentorship, and presentations on renewable energy career pathways.

Solas Energy Consulting Inc. continued to support PEEL, People for Energy and Environmental Literacy. Through this support, the PEEL curriculum continues to be available free of charge to educators and students at www.teachpeel.ca. The curriculum provides climate literacy lessons for students in Grades 3-12.

Solas Energy Consulting Inc. also presented at universities, technical colleges, and high schools on career opportunities in renewable energy. In addition, we sponsored two university engineering clubs dedicated to designing and building zero-emission vehicles: the EcoCar team at the University of Alberta and the Supermileage team at the University of British Columbia. Solas Energy Consulting Inc. provided funding and guidance to support students advancing applied learning and innovation in clean transportation.

Social

Working with diverse customers across many geographies and complex business climates, Solas Energy Consulting Inc. has developed a loyal customer base, significant stakeholder relationships, and a 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 three key areas:

1. Maintaining the health and safety of employees, contractors, and customers;
2. Empowering a high-performance team;
3. Promoting a diverse and inclusive team.

1. Maintaining the Health and Safety of Employees, Contractors, and Customers

The health, safety, and well-being of our employees, contractors, and customers remain fundamental to how Solas Energy operates and builds long-term resilience. We are committed to maintaining a safe, reliable, and supportive workplace through strong operational practices, clear accountability, and programs that help our people adapt to evolving professional and personal demands. Initiatives such as our hybrid office model, comprehensive employer-paid benefits, and flexible health and wellness spending accounts are designed to support employee well-being while strengthening organizational resilience, fostering trust, and helping our teams perform safely and effectively over the long term.

We are proud to have maintained a record of zero reported recordable workplace safety incidents during our 17 years in operation.

2. Empowering a High-Performance Team

Solas Energy's culture is grounded in integrity, performance, and innovation, a foundation for the resilience required to navigate a rapidly evolving energy landscape. We attract and retain experienced, technically strong professionals who are motivated by collaboration, technical excellence, and solving complex sustainability and energy transition challenges. Across our organization, through training and process, we foster a culture of engagement, continuous learning, and empowered decision-making. Solas Energy employees are encouraged to contribute ideas, strengthen operational performance, and support long-term sustainable growth.

3. Promoting a Diverse and Inclusive Team

We believe diverse perspectives and inclusive leadership strengthen our ability to innovate, adapt, and deliver resilient outcomes for our clients and communities. Solas Energy is committed to fostering a respectful and inclusive workplace where employees feel valued, supported, and empowered to contribute fully. By promoting diversity, equity, and inclusion across our teams and professional networks, we aim to strengthen collaboration, encourage broader perspectives in decision-making, and help build a more equitable and sustainable energy future.

Our commitment to resilience extends beyond our operations and into the communities and industries we serve. Through our employee volunteer program, Solas Energy supports team members who dedicate their time and expertise to registered non-profit organizations focused on sustainability, climate action, renewable energy, and STEM education by sponsoring up to 20 hours of volunteer service annually. Solas Energy employees also serve as industry leaders, board members, mentors, and community advocates, helping to build trust, strengthen industry collaboration, and inspire the next generation of renewable energy and sustainability professionals.

Governance Through Accountability

At Solas Energy, strong governance is the foundation of resilient decision-making. As an independent engineering and advisory firm, we recognize that the trust placed in us by our clients, partners, employees, and communities depends on our ability to act with integrity, maintain professional independence, and consistently deliver high-quality work.

Our governance framework integrates ethical leadership, risk management, quality assurance, and accountability into our daily operations. Rather than treating governance as a compliance exercise, we embed it within every stage of project delivery and corporate decision-making.

Governance Highlights 2025

Performance Indicator	2025 Result
Recordable safety incidents	0
Ethics complaints (Solas Energy Canada customers and stakeholders)	0
Annual ESG performance review completed	✓
Employee satisfaction target achieved	✓
Customer satisfaction target achieved	✓
DEIJ training completed	✓
Cybersecurity and information system practices maintained	✓
Continuous policy and process improvements implemented	✓

1. Leadership and Accountability

The President & Chief Executive Officer is accountable for the strategic direction of the company, corporate governance, ESG performance, financial stewardship, quality management, and professional practice. Operational leaders are responsible for implementing company policies, managing project risks, supporting employee development, and ensuring work is delivered safely, ethically, and to the highest professional standards.

2. Managing Risk Responsibly

We proactively identify and manage risks that could affect our employees, clients, projects, and business. Our enterprise risk management approach considers health and safety, professional liability, cybersecurity, information security, regulatory compliance, financial performance, business continuity, and strategic market risks. Risk assessments are integrated into project planning, corporate decision-making, and continuous improvement activities.

3. Ethics, Independence, and Professional Practice

Integrity is fundamental to our business. Employees are expected to conduct themselves in accordance with our Code of Ethics, maintain confidentiality, disclose actual or potential conflicts of interest, and exercise independent professional judgment. We foster a workplace where concerns relating to ethics, safety, discrimination, or regulatory compliance can be raised without fear of retaliation and are addressed promptly and respectfully.

4. Continuous Improvement

Governance at Solas Energy is strengthened through regular policy reviews, client feedback, technical peer reviews, post-project lessons learned, employee training, and ongoing performance measurement. These processes enable us to continuously improve the quality of our services, strengthen organizational resilience, and adapt to the evolving needs of the energy transition.

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.

Solas Energy has identified which of the 17 SDGs are most relevant to our business and where we can make the greatest contributions.

We continue to evaluate SDGs on an annual basis.

Solas Energy is committed to the following SDGs:

3 – Foster good health and well-being.
4 – Foster quality education with regard to renewable energy.
5 – Achieve gender equality and empower all women and girls.
7 – Ensure access to affordable, reliable, sustainable and clean energy for all.
11 – Promote sustainable cities and communities.
13 – Take urgent action to combat climate change and all its impacts.
17 – Partner with organizations to achieve our goals.

ESG Performance Monitoring, Measurement and Reporting

Environmental

KPI	Description	Results
1	**Carbon Emissions:** **Reduce our carbon emissions to achieve net-zero emissions by EOY 2026.**	**2025:** The 2025 KPI results and greenhouse gas emissions figures presented in this section relate to Solas Energy Consulting Inc.'s Canadian operations only. They do not include emissions, staffing, customer satisfaction, or other operational data from the company's former U.S. collaborative partner. On September 2, 2025, Solas Energy Consulting Inc. announced its formal separation from its U.S. collaborative partner. Following this separation, Solas Energy Consulting Inc., headquartered in Calgary, Alberta, refocused its growth strategy on opportunities in Canada and international markets while maintaining the ability to directly serve U.S. clients from its Canadian headquarters. Accordingly, the 2025 KPI results in this report should be interpreted as results for Solas Energy Consulting Inc.'s Canadian organization and operations. In 2025, Solas Energy's total gross emissions increased compared to 2024, due to increased business travel. Scope 1 emissions remained at the 2024 level of 0 kg CO_2e. Scope 2 emissions remained similar to 2024. The increase was primarily driven by higher Scope 3 emissions from business travel, for which emissions increased from 2,630 kg CO_2e in 2024 to 9,495 kg CO_2e in 2025, due to the higher number of flights required for business activities in 2025. Despite the increase in total gross emissions, Solas Energy reduced employee commuting emissions by approximately 14%. In 2025, the team member with the longest commute purchased a plug-in hybrid electric vehicle, reducing commuting-related emissions of that team member by more than 50%. Solas Energy also continued to support emissions reduction through flexible work options, employee education, procurement considerations, and travel-planning decisions. To address residual 2025 emissions from Canadian operations, Solas Energy purchased and retired 17 tonnes CO_2e of high-quality carbon offsets, covering the total measured 2025 Scope 1, 2, and 3 emissions of 16.714 tonnes CO_2e. **2026 Goals:** In 2026, we will continue to integrate GHG considerations into our business travel decisions and procurement practices, with a focus on minimizing emissions wherever possible. Emissions that cannot be eliminated will be offset, in accordance with our Net-Zero Policy. We will also deepen employee engagement in implementing our Net-Zero Policy across the organization and provide ongoing education to support the adoption of sustainable practices both at work and at home.

ESG Performance Monitoring, Measurement and Reporting

	KPI	Description	Results
Environmental	2	**Policy:** **Each calendar year, participate in at least two activities that promote climate change action.**	**2025:** Throughout 2025, Solas Energy participated in activities to engage policymakers and advance renewable energy at the provincial and federal levels. This included regularly participating and providing recommendations to industry associations focused on climate change policy advocacy across Canada. Our public-facing activities included sponsoring an action-oriented workshop at the annual Solar Show offered by Solar Alberta. In addition to these, Solas Energy team members contributed to climate action in their own ways. This included using personal time to volunteer, supporting the fundraising efforts of a local non-profit organization working to grow renewable energy adoption, and educating visitors at a local conservation area about the effects of climate change and encouraging individual action to mitigate it. **2026 Goals:** Solas Energy will continue to actively engage with policymakers at both provincial and federal levels to advance renewable energy. We will leverage our networks to identify and contribute to initiatives where our expertise and support can add value. In addition, we will encourage and promote employee participation in climate action initiatives through our paid volunteer program, reinforcing our commitment to meaningful, hands-on engagement in the energy transition.
Environmental	3	**Education:** **Participate in environmental education by developing, contributing to, or delivering educational programs outside our organization at least once per year.**	**2025:** At the post-secondary level, we promoted the opportunity and value of pursuing a career in renewable energy. We continue to support emerging talent by providing co-op terms for university programs. In 2025, we hosted two co-op students. Solas Energy also provided mentorship and funding to student clubs at the University of British Columbia and the University of Alberta focused on electric and hydrogen-fueled vehicles. **2026 Goals:** We will continue to support employee volunteers for the PEEL educational program. In 2026, we will update Lesson 13, Stabilization Wedges. At the university level, we will continue supporting university co-op students and seek innovative ways to provide mentorship while promoting opportunities within the renewable energy industry. We will also continue to support student clubs focused on clean, battery powered vehicle technology.
Social	4	**Safety:** **Preserve record of zero recordable safety incidents in the workplace.**	**2025:** We preserved our zero recordable safety incident record in the workplace. **2026 Goals:** We will maintain zero recordable safety incidents in the workplace.

ESG Performance Monitoring, Measurement and Reporting

Social

KPI	Description	Results
5	**Health & Well-being:** **Create a workplace environment focused on health and well-being of all employees.**	**2025:** In 2025, Solas Energy integrated previous training into policy and process to support employee wellness. Three employees were certified or re-certified in first aid. We continue to regularly monitor the environmental and ergonomic conditions of our workplaces. We also worked to ensure that employees have access to nutritious foods and hydration throughout the day by providing healthy snacks. We continue to offer hybrid work for employees based in our Calgary office, allowing them to balance personal and work needs more easily. These practices lay the foundation for health and wellness in the workplace. **2026 Goals:** We will continue to provide a workplace environment focused on the health and well-being of all employees.
6	**Employee Satisfaction:** **Seek annual feedback on Solas Energy – Canada employee satisfaction and maintain an employee satisfaction rating of at least 80%.**	**2025:** Solas Energy achieved its goal and maintained an employee satisfaction rating of at least 80%. Employee satisfaction is measured through an anonymous survey, enabling year-over-year comparison of results. **2026 Goals:** We will administer two surveys each year to measure employee satisfaction and evaluate other strategic areas for the business. We will maintain an employee satisfaction rating of at least 80%.

ESG Performance Monitoring, Measurement and Reporting

	KPI	Description	Results
Social	7	**Gender Balance:** **Maintain gender balance of at least 50% female employees.**	**2025:** We maintained a gender balance of at least 50% female employees for all levels of our Canadian organization. The senior level of our organization was 100% female in 2025. Monitoring the gender balance of our team helps ensure that Solas Energy provides opportunities for qualified female candidates. In 2025, Solas Energy became certified by the Women's Business Enterprise Council (WBE) as a women's business enterprise. Achieving certification allows us to publicize the role of women as business owners, thought leaders and technical experts in the renewable energy industry. Women remain underrepresented in the renewable energy industry; monitoring the gender balance of our team and maintaining WBE certification are two ways Solas Energy supports female participation in the field. **2026 Goals:** We will continue to monitor gender balance within our Canadian organization and maintain a balance of at least 50% female employees. We will continue to participate in activities to support gender balance in our industry. We will maintain the WBE certification of Solas Energy.
Social	8	**Diversity, Equity, Inclusion, and Justice (DEIJ):** **Complete DEIJ training for Solas Energy – Canada employees each year.**	**2025:** To reinforce our commitment to DEIJ principles, Solas Energy employees completed the Four Seasons of Reconciliation training made available from the First Nations University through Business Development Canada. This work included completing online modules individually, as well as self-reflection and group discussion. In addition, Solas Energy suggested resources and activities for employees to engage in the National Day of Truth and Reconciliation. **2026 Goals:** We will continue our focus on building understanding and skills to meaningfully include and collaborate with all people we work with. In 2026, we commit to providing training that will support our team in understanding and implementing practices that reflect DEIJ principles. Respect in the Workplace and Four Seasons of Reconciliation training will be incorporated into onboarding processes for all team members. In addition, we will include training focused on helping our team to effectively collaborate with Indigenous clients, employees, and stakeholders, fostering meaningful partnerships and engagement.
Governance	9	**Ethical Standards:** **Preserve record of zero complaints on ethical standards from Solas Energy – Canada customers and stakeholders.**	**2025:** We received no complaints regarding ethical standards in 2025. We provided all employees with training on Solas Energy's ethical standards and added additional ethics documentation to our Employee Handbook. **2026 Goals:** We will maintain a record of zero complaints on ethical standards from customers and stakeholders.

ESG Performance Monitoring, Measurement and Reporting

Governance

KPI	Description	Results
10	**Customer Satisfaction:** **Seek annual feedback on our customer satisfaction and maintain a rating of 80% for Solas Energy – Canada clients.**	**2025:** We evaluated our clients' level of satisfaction through online surveys, periodic check-ins, and in-person interviews. In 2025, we met our goal of maintaining a customer satisfaction rating of 80%. **2026 Goals:** We will continue to survey clients throughout a project lifespan as well at the end of a project or year. We will work to maintain a client satisfaction rating of at least 90% which is an appropriate stretch goal based on prior performance and continued focus on client service.
11	**Professional Development:** **Provide Solas Energy – Canada employees continual learning opportunities through cross-training and formal professional development.**	**2025:** Solas Energy continued our practice of providing regular training from senior team leaders to develop collaboration, management, and leadership skills across the team. This included training in conflict resolution, project management and planning, technical expertise, and more. Cross-training included mentoring new employees and co-op students, and supporting existing employees in learning new roles. Many of our employees participated in and provided training at industry conferences. Some employees also pursued postgraduate degrees throughout 2025, with workplace flexibility given to support their academic endeavours. **2026 Goals:** We will continue to provide employees with learning and professional development opportunities through cross-training and formal professional development.

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2026

Sustainability and ESG Report

Digital Version