



2025 ESG REPORT  
**METERGY GROUP**

## EXECUTIVE SUMMARY

Metergy is pleased to share our fourth annual Environmental, Social, and Governance (ESG) Report. Over the past three years, our data collection and reporting efforts have provided greater insight into Metergy's ESG impact within our supply chain and our organization.

In 2025, we improved the scope, consistency, and quality of information used to assess our ESG impact. These efforts support clearer insights and stronger accountability as these ESG impacts continue to inform how we operate, measure progress, and engage teams across the organization.



### **Delivering on our commitment to environmentally conscious growth, in 2025 we:**

- Completed a Scope 3 inventory assessment and re-scoped our office energy emissions to align with GHG Protocol and Science-Based Targets Initiative (SBTi) best practices.
- Assessed alternative approaches to calculating our Scope 4 emissions (emissions related to energy savings by our customers), and identified opportunities to close gaps in our current data collection.
- Expanded sustainability and community involvement initiatives across all our office locations.
- Offset all our offices' electricity and natural gas emissions, as well as fleet vehicle emissions, through purchasing carbon offsets from verified projects.
- Continued to reduce waste by optimizing package design, recycling scrap metal and e-waste, and minimizing paper use.
- Incorporated sustainable practices into the planning and development of our future office moves in Toronto and Philadelphia.
- Embedded ESG principles into recruitment and onboarding.

### **Using the results of our analysis, we have identified the following potential future actions:**

- Collect more Scope 3 data identified in the Scope 3 inventory assessment, consistent data on distance travelled by personal vehicles, and total spent on pre-assembled meters.
- Add a Health and Wellness education program to the Wellness Month initiative and track participation rates.
- Implement strategies to improve Metergy's physical asset resilience against increased climate-related risks, such as flooding and power outages, referencing the Task Force on Climate-Related Financial Disclosures framework.
- Close gaps in ESG reporting data collection. Currently, we collect more data in Toronto than in the other offices; we want to address this. For example, in Philadelphia, track and collect fuel use for all fleet vehicles, rather than estimating fuel use based on distance driven.

# TABLE OF CONTENTS

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|                                                     |           |                                                |           |
|-----------------------------------------------------|-----------|------------------------------------------------|-----------|
| <b>Executive Summary .....</b>                      | <b>1</b>  | <b>4.0 Social Impact.....</b>                  | <b>21</b> |
| <b>1.0 Introduction .....</b>                       | <b>3</b>  | 4.1 Team Growth & Development .....            | 22        |
| 1.1 The Purpose of This Report.....                 | 4         | 4.2 Equal Opportunity & Diversity.....         | 27        |
| 1.2 A Message from the CEO .....                    | 5         | 4.3 Community Involvement.....                 | 30        |
| 1.3 The Company .....                               | 6         | 4.4 Health & Safety.....                       | 31        |
| <b>2.0 Metergy's Approach to ESG .....</b>          | <b>8</b>  | 4.5 Future Social Impact Considerations.....   | 32        |
| 2.1 Concious Decision-Making.....                   | 9         | <b>5.0 Governance.....</b>                     | <b>33</b> |
| 2.2 Team Engagement & Empowerment .....             | 10        | 5.1 Sustainability Governanace Structure ..... | 34        |
| 2.3 Confirming our ESG Metrics .....                | 11        | 5.2 Ethics & Compliance.....                   | 38        |
| 2.4 ESG Reporting Frameworks & Commitments .....    | 12        | 5.3 Risk Management.....                       | 39        |
| <b>3.0 Environmental Impact .....</b>               | <b>13</b> | 5.4 Future Impact Considerations .....         | 40        |
| 3.1 Greenhouse Gas Emissions.....                   | 14        | <b>6.0 Concluding Remarks.....</b>             | <b>41</b> |
| 3.2 Waste .....                                     | 19        | 6.1 A Few Final Words.....                     | 42        |
| 3.3 Future Environmental Impact Considerations..... | 20        | <b>7.0 Appendices .....</b>                    | <b>43</b> |

# 1.0 Introduction



## THE PURPOSE OF THIS REPORT

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This fourth annual Metergy ESG Report presents the progress achieved and lessons learned in 2025 on our ESG initiatives. We continue to use our ESG reporting to foster transparency, accountability, and trust among our stakeholders.

Building on the foundation established in prior years, we have made continued improvements in the scope, consistency, and quality of our ESG data. More robust processes and expanded data collection strengthen our ability to assess performance, track progress over time, and inform decision-making aligned with our Vision, Mission, and Values.

Please contact [esg@metergysolutions.com](mailto:esg@metergysolutions.com) with any questions related to this report.



## A MESSAGE FROM THE PRESIDENT & CEO

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2025 was another successful year for Metergy. Despite market headwinds in Canada, we had terrific growth across North America, a record volume of new submeter installations, and exceeded our earnings targets.

As our business grows, we enable and drive customer utility consumption reductions, creating positive impact. On top of this, we continued to improve our sustainability efforts internally, as captured in this report. As part of our efforts, we updated our Scope 3 tracking and improved year-over-year comparability so leaders and teams can act with greater confidence and accountability.

Our Sustainability Teams continue to play an important role in advancing environmental and social initiatives within individual offices. Our team members constantly rise to the challenge of doing more good and are the foundation of everything we achieve together as a team; it's a continual source of inspiration.

Looking ahead, we will continue prioritizing disciplined measurement, values-aligned growth, and practical execution to create long-term value for clients, customers, team members, and the communities where we work and live.

**Adrien Deveau**  
President & CEO



## THE COMPANY

### LOCATIONS

#### OTTAWA, ONTARIO

Design, assembly, and testing of electric submeters

#### TORONTO, ONTARIO

Metergy Head Office

#### NEW YORK CITY, NEW YORK

Metergy Regional Office

#### PHILADELPHIA, PENNSYLVANIA

Metergy Regional Office

### WHAT WE DO

- Provide turnkey electricity, water, thermal energy, and gas submetering-as-a-service for multi-unit residential developers and property managers. This work includes submeter supply, installation, commissioning, reading, sealing and reverification, and tenant billing (which may include allocation of utilities, billing and/or collection activities).
- Develop bespoke submetering solutions for commercial and retail properties.
- Design and manufacture electric submeters.

### OUR VISION, MISSION, AND VALUES

#### VISION

Transform submetering, billing, and utility management across North America.

#### MISSION

Provide building owners and occupants with accurate and reliable utility consumption data through *market-leading expertise in turnkey submetering* and billing, while *fostering a workplace with inspired team members* empowered to do more good.

#### VALUES

**Passionate:** Committed to the success and reputation of our team and our clients.

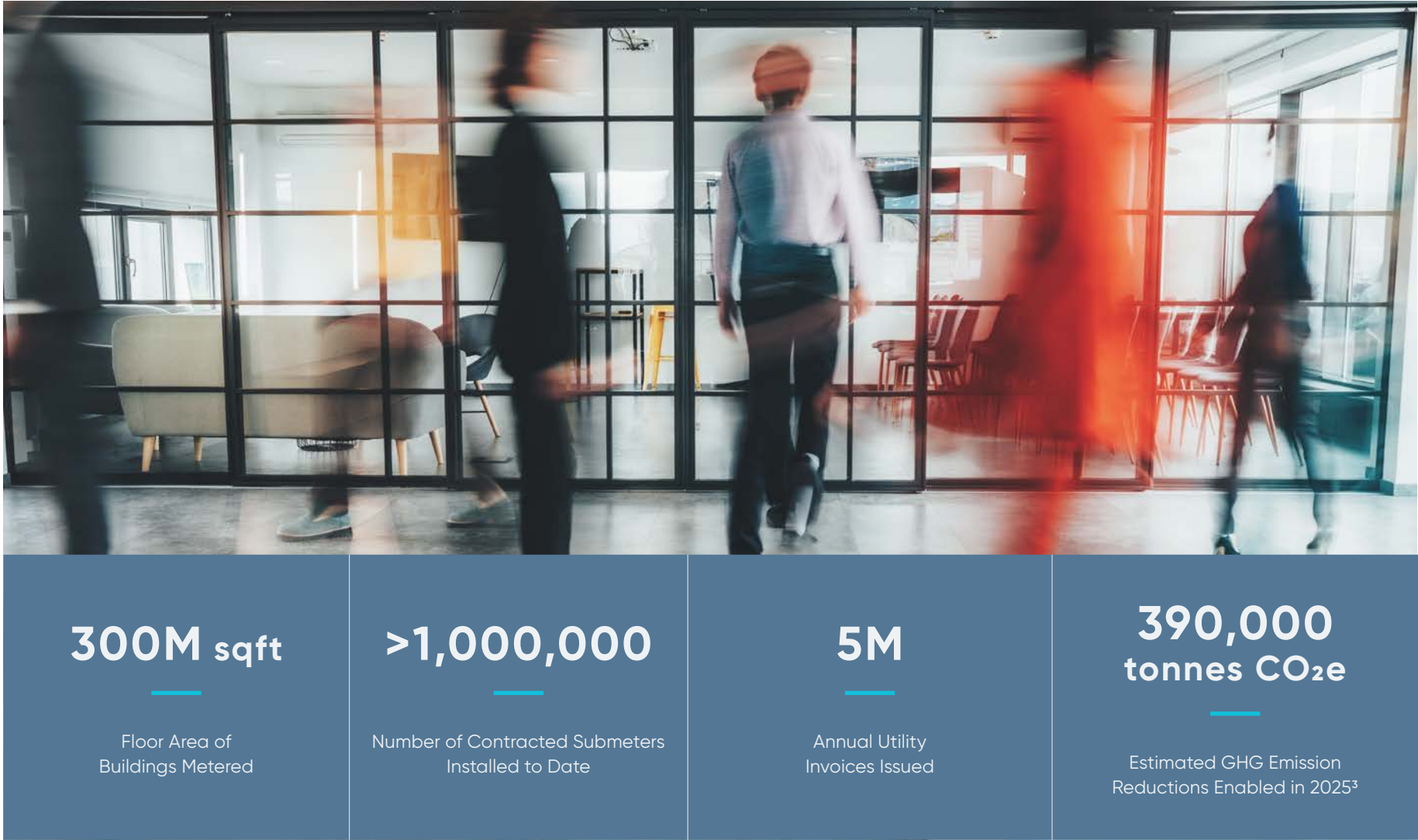
**Positive:** Consistently foster and nurture personal relationships from a win-win perspective of trust.

**Precise:** Reliably and accurately deliver on commitments.

### CORPORATE OWNERSHIP

Metergy is a portfolio company of Brookfield Infrastructure Partners LP.<sup>2</sup>

2025 IMPACT AT A GLANCE



<sup>3</sup> Estimates have been extrapolated based on the report "Evaluation of the Impact of Sub-Metering on Multi-Residential Electricity Consumption and the Potential Economic and Environmental Impact on Ontario" by Navigant Consulting, January, 2016. Enabled emission reductions and utility savings in this report refers to the reductions in GHG emissions and cost savings on utilities that our clients can attribute to their carbon accounting efforts through using our metering solutions.

# 2.0 Metergy's Approach to ESG



## CONSCIOUS DECISION-MAKING

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We continue to use our ESG reporting process beyond simply publishing this document. Conscious decision-making means we use the ESG reporting process to develop clearer priorities, stronger accountability, and better operational choices. In 2025, this showed up most clearly in how we strengthened our underlying data and methods. This work included:

- Preparing a Scope 3 emissions inventory to identify the categories most relevant to our operations;
- Revisiting emissions classifications to align with our level of operational control; and
- Investigating changes to our Scope 4 calculation approach while preserving transparency about how we estimate these avoided emissions enabled by our services.

In practice, conscious decision-making is supported by consistent governance, risk management, and defined processes that guide choices as we grow. We continue to evaluate decisions across the organization to align with our Mission, Vision, and Values. As examples, we:

- Use a structured acquisition decision-making process and consider ESG factors during due diligence and integration planning.
- Operate with clear governance and roles across our Executive Leadership Team, our Sustainability Committee, and Regional Teams.
- Manage priority risks through company-wide cybersecurity and ABC (anti-corruption and bribery) policies and trainings that reinforce reporting and safe practices.

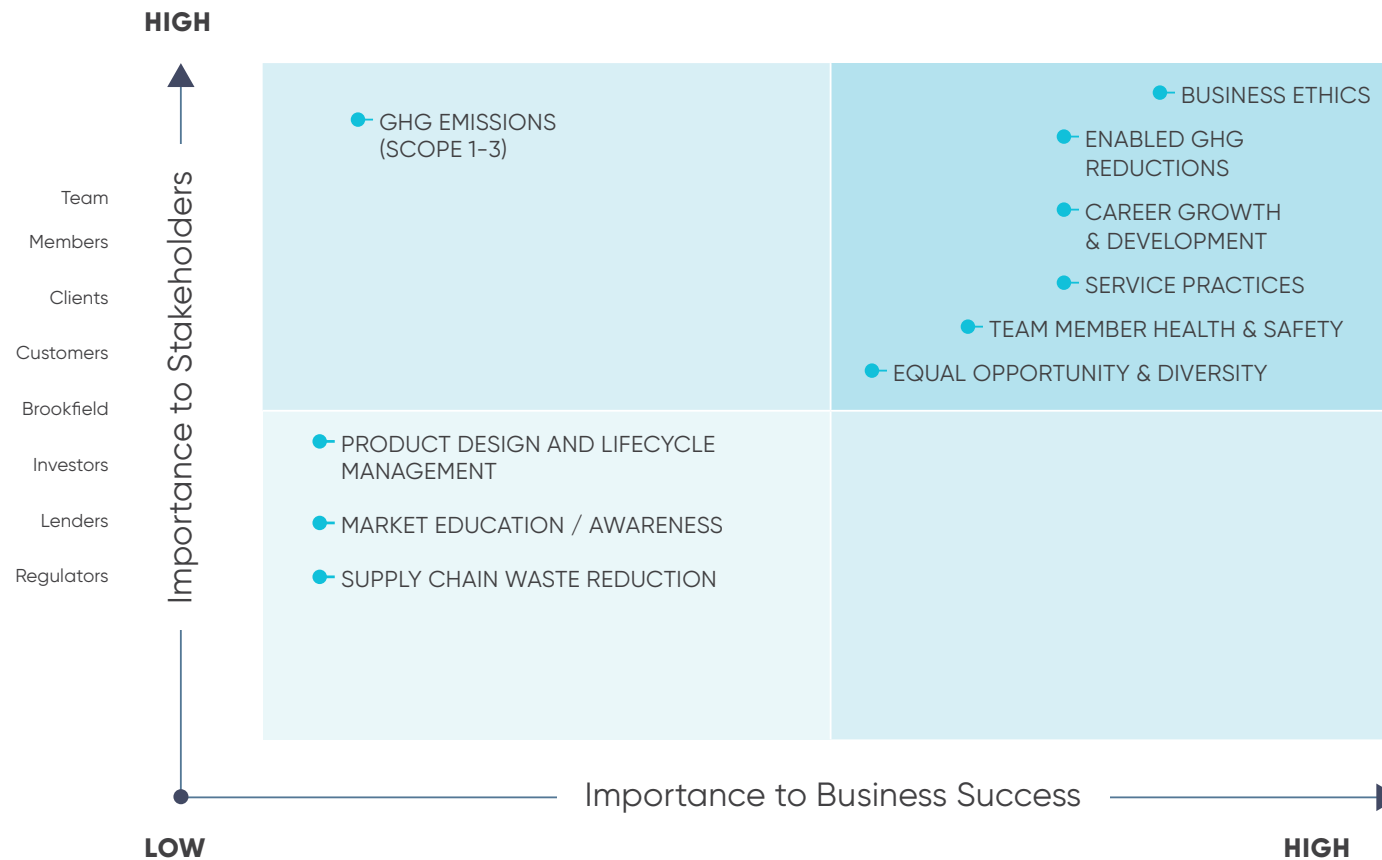
## TEAM ENGAGEMENT & EMPOWERMENT

Team engagement remains core to Metergy's ESG progress. In 2025, our Sustainability Teams maintained strong participation as overall team size increased by >50%. This sustained engagement reflects a shared commitment to embed ESG considerations into day-to-day decision-making across regions and functions.

Throughout the year, teams completed initiatives that advanced environmental and social outcomes. We shared stories of these initiatives from each of our locations in quarterly e-blasts from our President, each one ending with a call-to-action for team members interested in participating to reach out to their respective office team leaders for more information. Showcasing our team's successes and opportunities to contribute is a fundamental part of our engagement approach; in this way, team members can self-select for projects they are passionate about. We believe this results in greater adoption and impact than if we assigned projects top-down.

## CONFIRMING OUR ESG METRICS

The issues most important to our stakeholders and our business success remain the same as our previous reporting year. These are illustrated in the following materiality assessment matrix:



The subsequent sections of this report outline our approach to selecting and reporting on metrics associated with these issues.



## ESG REPORTING FRAMEWORKS & COMMITMENTS

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This report was prepared using the categories from the Global Reporting Initiative (GRI) that best relate to our materiality assessment. More details on how this report aligns with the GRI framework are provided in **Appendix 1**.

As we continue to develop our ESG program and as global ESG standards evolve, future reports may incorporate additional frameworks and disclosures.

# 3.0 Environmental Impact

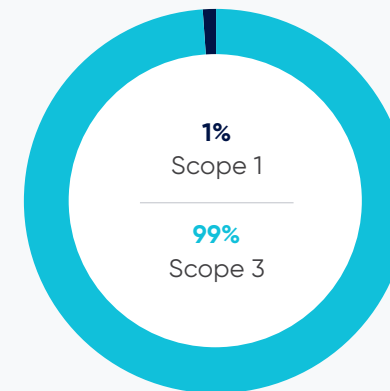


## GREENHOUSE GAS EMISSIONS

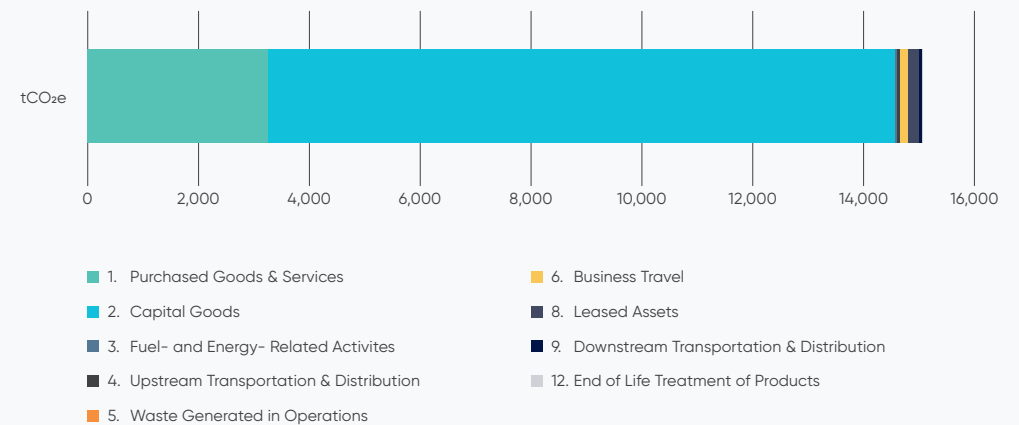
In prior ESG reports, we identified opportunities to improve our greenhouse gas reporting alignment with industry standards<sup>4</sup> and data quality, particularly for Scope 3 and Scope 4 emissions. In 2025, we conducted a Scope 3 Emissions Inventory. During this exercise, we identified the emissions categories most relevant to our operations, defined priority activities to track, and clarified the underlying data requirements for each activity. This highlighted several opportunities to improve the accuracy, consistency, and transparency of our Scope 3 emissions data.

We also revisited how certain emissions are classified. Utility consumption associated with our leased office spaces was previously reported as Scope 1 and Scope 2. Consistent with GHG Protocol and our level of operational control (we rent our office spaces in buildings owned by others), we now report these emissions within Scope 3. Prior-year data presented in this report has been adjusted to reflect this revised approach.

### METERGY'S 2025 EMISSIONS BREAKDOWN



### SCOPE 3 tCO<sub>2</sub>e, BY SOURCE



<sup>4</sup> Primarily, these are GHG Protocol's Corporate Standard; GHG Protocol's Corporate Value-Chain (Scope 3) Standard; GHG Protocol's Product Life Cycle Accounting and Reporting Standard; and SBTi's The Corporate Net-Zero Standard.

RESULTS



SCOPES 1 & 2

Our Scope 1 and 2 emissions are those that are emitted by our owned/ controlled equipment or directly purchased energy; these are limited to Company-owned vehicle fuel use.

Fleet vehicles comprise cars and pickup trucks that Metergy Technicians use when driving to complete work at client properties. We continue to review opportunities to reduce fleet emissions, and have considered electrification of our fleet, which may become feasible as we renew our fleet vehicles.

SCOPE 3 EMISSIONS

Scope 3 emissions are from supply chain activities outside of our direct control that are required to operate the organization, including purchased supplies; transportation; waste disposal; and natural gas, electricity, and district hot and cold water consumed at our office locations (since we lease our space).

This year, we expanded Scope 3 reporting by introducing new data across several priority categories, as identified in the previous ESG report.

Of the 15 Scope 3 categories defined by the GHG Protocol, we now report on 11 categories that are most relevant to our operations and where we have sufficient data to support meaningful emissions.

These categories are listed below, with highlighted categories identifying those which are newly tracked for 2025:

| Upstream                                | Downstream                            |
|-----------------------------------------|---------------------------------------|
| 1. Purchased Goods and Services         | 9. Transportation & Distribution      |
| 2. Capital Goods                        | 11. Use of Sold Products              |
| 3. Fuel- and Energy- Related Activities | 12. End of Life Treatment of Products |
| 4. Transportation & Distribution        |                                       |
| 5. Waste Generated in Operations        |                                       |
| 6. Business Travel                      |                                       |
| 7. Employee Commuting                   |                                       |
| 8. Leased Assets                        |                                       |

Our Scope 3 emissions are calculated using a combination of cost-based estimates, operational data, and prorated utility consumption based on our occupied floor area. The detailed breakdown of our Scope 3 emissions across these categories is in the Appendix.

The following table summarizes Scope 3 emissions associated with Category 8 (Upstream Leased Assets), which reflect energy consumption from our office spaces. We track this category separately due to our comparatively higher level of influence over leased asset performance compared to other Scope 3 sources. The data is monitored year over year to support targeted reduction strategies. While this table focuses on utility consumption, it forms part of our broader Scope 3 inventory, which includes both activity-based and cost-based categories presented in the figure above.

| YEAR-OVER-YEAR<br>COMPARISON                                              | 2022      | 2023      | 2024      | 2025      |
|---------------------------------------------------------------------------|-----------|-----------|-----------|-----------|
| Category 8: Total Energy Consumption (ekWh) <sup>5</sup>                  | 1,465,000 | 1,557,000 | 1,647,000 | 1,306,000 |
| Category 8: Emissions from Utility Consumption (tonnes CO <sub>2</sub> e) | 170       | 140       | 140       | 185       |
| Tonnes CO <sub>2</sub> e/FTE <sup>6</sup>                                 | 0.7       | 0.4       | 0.7       | 0.4       |

Because a significant proportion of these emissions are estimates, and we have not yet standardized the metrics included each year, we do not compare year-over-year emissions, nor have we set a target.

<sup>5</sup> Includes purchased natural gas, electricity, and district hot and cold water. Refer to the Appendix for complete consumption broken down by utility.

<sup>6</sup> FTE stands for Full-Time Equivalent, a metric that standardizes the total number of hours worked by all team members (both full-time and part-time) into an equivalent number of full-time hours. A detailed explanation of how FTE is calculated can be found in Section 4.1.

SCOPE 4 EMISSIONS

Our business inherently generates energy savings realized by our customers, reducing what are known as Scope 4 emissions. These energy (and therefore carbon emissions) savings arise because when customers pay for their own utility consumption (as opposed to flat monthly utility payments or utility payments included in their rent), they are incentivized to use less energy and water through lower monthly utility bill payments. While Scope 4 emissions are not recognized in reporting programs, they form an important part of our ESG story because these avoided emissions are significantly larger than those we directly control, generate a positive impact on the environment, and result from our products and services.

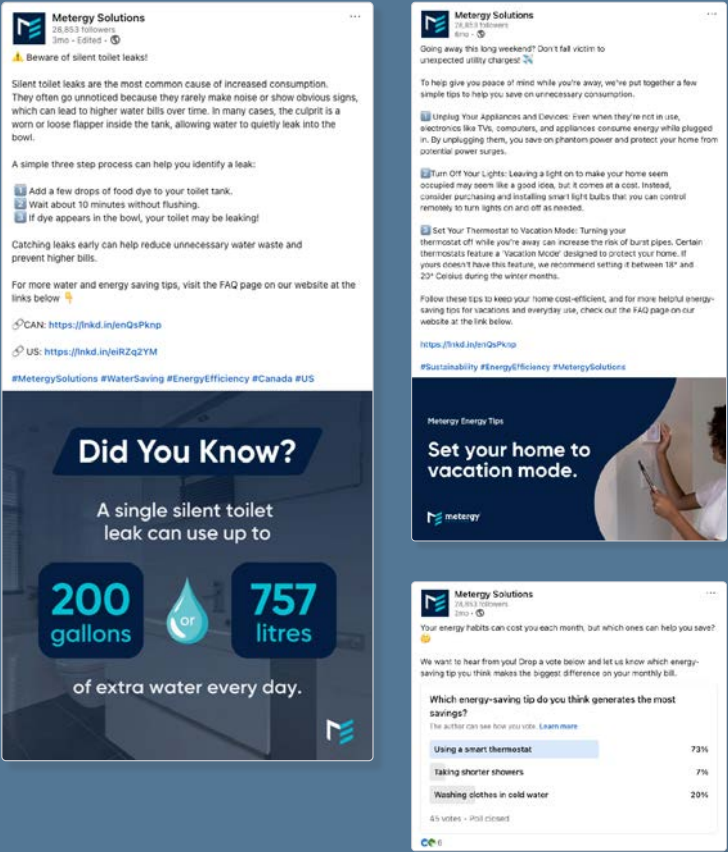
In 2025 we undertook an initiative identified in previous years' reports to evaluate whether we should make changes to our Scope 4 methodology. During this process, we identified that our previous methodology was over-estimating our emissions. We have corrected this for 2025 and now our estimated Scope 4 emissions are slightly lower than previous years, despite having more installed meters (and therefore a greater floor area metered). We are continuing to investigate opportunities to improve our Scope 4 estimation approach and will provide updates in next year's report.

| YEAR-OVER-YEAR COMPARISON | 2022                        | 2023                         | 2024                         | 2025                         |
|---------------------------|-----------------------------|------------------------------|------------------------------|------------------------------|
| Estimated GHG Emissions   |                             |                              |                              |                              |
| Reductions Enabled        | 30,000 mt CO <sub>2</sub> e | 220,000 mt CO <sub>2</sub> e | 400,000 mt CO <sub>2</sub> e | 390,000 mt CO <sub>2</sub> e |
| Among Consumers           |                             |                              |                              |                              |

TORONTO SUSTAINABILITY TEAM ACTIVITY:

We promoted energy savings through customer communications, including sharing the ESG report, energy-saving tips via social media, and QR codes to sign-up for e-billing.

In addition, we share and celebrate the positive environmental impacts we're making across the company (e.g. Scope 4 emissions reductions or purchasing carbon offsets) and encourage team members to learn more about how to make a positive environmental impact (e.g. through participation in an Earth Day Climate Quiz).



## CASE STUDY

### INTENTIONALLY OFFSETTING OUR CARBON

In 2025, we again worked with Bonneville Environmental Foundation to select high-quality products to help offset our carbon emissions from our operations.

We purchased and retired carbon credits to offset all emissions generated from utility consumption in our offices, and fleet vehicle fuel use in 2025. These credits combine a diverse portfolio of projects, including forest-protection, landfill-gas, and refrigerant. Each project is independently measured, verified, and retired for our exclusive use.

The projects we've funded (via purchasing carbon credits) help mitigate emissions and we view them as a bridge, not a finish line. Reducing the emissions we generate through our operations remains our priority. Each year, we review our progress, look for more opportunities, and adjust our approach accordingly.



### METHODOLOGY

Our annual GHG emissions and energy consumption are collected and reported to Brookfield, using their ESG KPI reporting approach.

Scope 1 emissions (which are from company-owned fleet vehicle fuel consumption) are calculated using the total volume of fuel consumed by our fleet in Toronto and estimated from the distance travelled by vehicles in Philadelphia.

We have no Scope 2 emissions.

Scope 3 emissions presented in this report include the energy (natural gas and electricity) consumed by heating/cooling equipment serving our office

locations (prorated based on total building use and Metergy-occupied floor area where applicable). They also include emissions from company air travel and distance travelled by personal vehicles for work-related purposes, excluding commuting to the office. We collected this data through our expense management tool. Emissions from purchased goods and services and other material categories have also been included (see Appendix for the full list); these emissions are approximations based on emissions factors mapped to the relevant categories in the US Environmentally Extended Input-Output (US EEIO) database, the US EPA, and OpenIO Canada.

Scope 1, 2, and 3 emissions factors are provided by Brookfield using their ESG KPI reporting template.

Scope 4 avoided emissions are estimated based on a study prepared by Navigant Consulting (now Guidehouse) that found electricity submetering reduces each residential unit's electricity consumption by approximately 40%. In this report, enabled emission reductions and utility savings refer to GHG emission reductions and utility cost savings achieved through our customers' use of our metering services. The percentage reductions reported are consistent with the consumption trends we internally observe in our data.

WASTE

RESULTS

3.3 Tonnes

Landfill Waste Generated

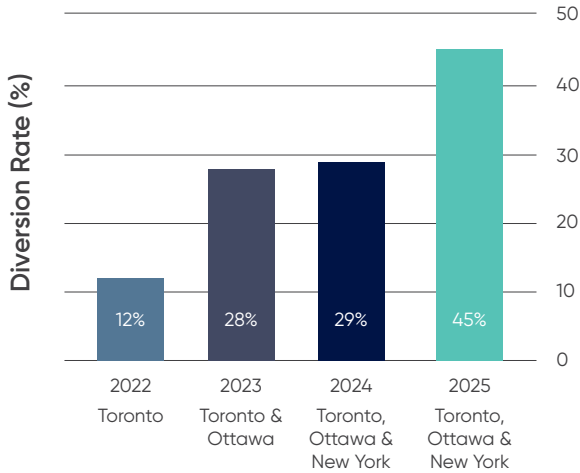
1.5 Tonnes

Waste Recycled

31%

Diversion Rate

Waste reduction remains a priority for our Regional Sustainability Teams. As we do not collect Metergy-specific waste data, our waste generation and diversion are approximated from data provided by our office landlords for their buildings.



METHODOLOGY

We received total building waste and recycling data from the office property managers at three (3) of our office locations. For this report, we approximated our waste as:

$$\left[ \frac{\text{Total Building Recycling}}{\text{Total Building Recycling} + \text{Total Building Waste}} \right] \times \% \text{ GFA Occupied by Metergy}$$

In 2025, our Regional Sustainability Teams implemented the following initiatives to reduce waste generation and increase diversion:

Toronto:

- Reduced meter packaging by reducing our box sizes to decrease the shipping volume.
- Improved forecasting led to reduced excess returns and consolidated shipments to project sites.
- Implemented scrap metal recycling.
- Launched an eco-friendly packaging pilot using sustainable packing materials.
- Implemented QR codes that facilitated customers to sign-up for e-billing.
- Transitioned to a paperless inspection checklist in our warehouse.
- Digitized field meter sealing process.

Ottawa:

- Eliminated packaged snacks in kitchens and meeting rooms.
- Reduced single-use meter packaging and reduced packaging size, material use, and cost with improved package design.
- Minimized paper usage and printouts by providing customers with a QR code rather than sending them printed instruction manuals, saving an estimated 59,000 sheets of paper.
- Implemented "Just Good Compost" program in collaboration with the Town of Carleton Place.

New York:

- Held a large electronic device recycling initiative that diverted approximately 600 kg of waste.



## FUTURE ENVIRONMENTAL IMPACT CONSIDERATIONS

We will continue investigating the following future impact considerations:

- Review the submetering proposal presented by Toronto's Regional Sustainability Team and consider implementing it to improve visibility into our office energy consumption.
- Track percentage of products purchased that were screened based on environmental criteria.
- Collect additional Scope 3 data identified in our Scope 3 Inventory, including energy consumed by submeters, consistent data on distance travelled by personal vehicles, and total spent on pre-assembled meters purchased.

# 4.0 Social Impact



## TEAM GROWTH & DEVELOPMENT

In 2025, we continued to grow through net new hires across our existing locations.

### RESULTS

| YEAR | Full time equivalent team members |
|------|-----------------------------------|
| 2022 | 250                               |
| 2023 | 352                               |
| 2024 | 441                               |
| 2025 | 485                               |

# 70%

2025 Average % Completion of Career Coaching Milestones



### METHODOLOGY

The Full-Time Equivalent (FTE) was calculated as:

[Total Hours Worked by all Team Members] / [Total Number of Full-Time Working Hours in the Year]

## RECRUITMENT AND ONBOARDING

We continue to embed ESG principles within our recruitment and onboarding processes to attract candidates who are aligned with our ESG goals:

- Our Annual ESG Report is centrally featured on our website, so potential candidates see this as a priority before they apply.
- Our Mission is included in our job postings, and our Vision, Mission, and Values are presented within our onboarding procedures for new team members.

## COMPANY ACQUISITION

We continue to take a holistic approach to ESG when assessing any potential acquisition opportunities, and the following are codified in our acquisition decision-making process:

- **Environmental** impact is inherent in our business, particularly through our focus on energy management or related industries, aiming to enhance utility measurement and energy efficiency. We continue to embed environmental considerations in our decision-making process by evaluating potential acquisitions against our metrics and approach to environmental stewardship.
- **Social** factors impacting team members are assessed during due diligence, such as employee benefits, health and safety, diversity initiatives, and community engagement. Ensuring a positive impact on team welfare, morale, and long-term career growth opportunities is central to our integration strategy.
- **Governance** factors such as policies, compliance-related training, and ethical business conduct are fundamental considerations, ensuring alignment with our core values and commitment to supporting team member growth and development. Strong governance practices ensure a stable foundation for our team's growth and development within the broader organization.

Post-acquisition, we implement a tailored integration plan that addresses any material ESG-related gaps impacting team members. By fostering a supportive and inclusive workplace culture post-acquisition, we empower team members to thrive and contribute meaningfully.



## TEAM MEMBER DEVELOPMENT

We support our team members' long-term success through various development initiatives, actively seeking opportunities for their professional growth and development.

**Career Coaching:** In 2024, we overhauled the career coaching program, which we continued to evolve in 2025. The Career Coaching Program offers team members an opportunity for self-reflection and self-assessment, followed by meaningful discussions with their respective managers to receive valuable feedback that supports their long-term development and growth.

Participation this year was lower than in 2024. This was due to:

- Program rollout coincided with a busy period for the company, leaving reduced time for individuals to complete the process.
- This being the first time such a process was initiated at the Philadelphia office.

We are working on more clearly communicating the value of the process to help increase participation going forward.

- **Development & Training:** We provide training on a variety of topics, tailored to function and career stage. This includes manager and leadership training, TELUS Health webinar on managing anxiety, cross-office "Knowledge Bites" sessions targeted to increase collaboration and knowledge sharing between departments and compliance training on anti-bribery and corruption, cybersecurity, privacy, accessibility and other essential topics. In addition, we provide job-specific technical training and workshops.

Team members in customer and client-facing roles are also enrolled in CSPN's Certified Client Service Specialist (CCSS®) certification, tailored specifically for our organization. We also support team members' personal and professional growth by offering education assistance and professional association membership reimbursement.

- **Team Building:** Monthly business updates from the Metergy executive leadership team, along with monthly and quarterly business reviews and town halls, keep our team informed about operational highlights, growth initiatives, and special projects. Our Social Committees across each office continued to organize events and activities to bring team members together for both recreation and relationship-building. These events remain a critical component of maintaining a positive and inclusive work culture.

### Examples of our 2025 events include:

- DIY Ice-cream day; All company team building at Timber Creek; Spring waffle brunch in the office; Saint Patrick's Day celebration at a local pub; Valentine's day celebration in the office; Bowling at local bowling alley; Axe Throwing; Paintball; New product launch party; Summer barbeques; Halloween parties in each office; Holiday parties for each office, held in various locations;
- Women in Leadership panel - Women leaders across the organization sat on a panel sharing their leadership journey and answering questions.
- Women in leadership event - Guest speaker Beverly King, who shared practical ways to recognize the signs of positive mental health and apply effective coping strategies tailored to women's unique challenges.



## TEAM ENGAGEMENT

We prioritize meaningful team engagement to enhance retention, motivation, and overall well-being of our team members. Our approach includes maintaining open communication channels through direct engagement and annual engagement surveys. All team members who have been with Metergy for over three months are invited to participate anonymously in our annual engagement survey.

We continued to use the Great Place to Work® survey as our primary engagement tool. We are proud to share that 94% of our team members responded to the survey, and as a result of their feedback Metergy achieved Great Place to Work Certification.

The results of the survey demonstrate the success of last year's Career Coaching process. Team members reported improved access to training and professional development, a stronger sense that their work makes a difference, and facilities that better support a positive working environment. Survey results also showed greater confidence in Metergy's ability to adapt to change.

Year-over-year improvements were most pronounced in areas directly supported by the Career Coaching process, including perceptions of adaptability, access to professional development, and sense of purpose at work. Team members also reported stronger alignment between their roles, the work environment, and Metergy's broader objectives, reinforcing the value of continued investment in structured career development and engagement.

We are committed to building a workplace where our people thrive and grow and while we are proud and excited to have achieved this certification, we view it as an opportunity to identify areas for continuous improvement. We share the survey results

with Metergy's leadership team as well as company-wide through a town hall. Team leads also share and review team-specific results with their individual teams. From this we develop collective and individual team action plans to reinforce the things we're doing well, and address areas for improvement.

In 2025, Metergy took a top-down approach to reviewing and acting on annual engagement survey results. The process began with executive-level analysis, followed by department and office-level reviews, and concluded with team-level discussions and action planning.

At the executive level, key metrics and overall favourability trends were reviewed against historical results and industry benchmarks to identify meaningful insights and discussion topics. Following this review, our CEO shared top-line results and key themes with all team members during a company-wide town hall.

After the town hall, the People & Organization team facilitated office and department-level reviews with the respective leadership teams. These sessions explored localized trends, gaps, and areas of significance across teams and demographic segments, such as age, gender, position type, and leadership level. The primary goal of these sessions was to understand what the survey data was telling us and identify opportunities to strengthen the team member experience while addressing areas for improvement.

Insights from these discussions were then shared with people leaders, who engaged their teams in dialogue, alignment, and action planning. Each manager committed to one or two high-priority focus areas within their direct control that could have a meaningful impact on engagement.

These focus areas varied by team and included improving communication, strengthening team pride, deepening team members' connection to their work, fostering a stronger coaching culture, and creating more meaningful and frequent opportunities to recognize and celebrate achievements.

In 2025, we held two virtual and one in-person town halls in each office, where we covered various topics including presenting our business plan, discussing engagement survey results, reviewing successes and challenges we're facing together as a team, and live Q&A sessions.

Our President issues a monthly company-wide email newsletter that highlights operational updates, strategic initiatives, and recent wins across teams and offices. These messages aim to improve transparency around business operations, celebrate achievements, and keep everyone aligned on business priorities.

Team-led engagement initiatives continued to connect sustainability, wellness, and community involvement across our offices. In Toronto, team members participated in an Earth Day climate quiz, with 70% of participants achieving an 80% or better score. Toronto also hosted a "Day of Walking" step challenge as part of Metergy's Wellness Month, encouraging physical activity and healthy living. In New York, the team launched an office book library, which continues to grow and promote sharing and reuse. In Philadelphia, team members organized an Earth Day office park clean-up and established a community garden that was tended throughout the season, with surplus produce donated to a local food bank. These initiatives reflect continued team engagement and support well-being, environmental stewardship, and community connection.

## CASE STUDY

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Our Toronto and Philadelphia sustainability teams collaborated to promote the reuse of books through a shared book library. The Toronto library is located in the mailroom with dedicated fiction and non-fiction sections. It was seeded by Sustainability Team members and expanded through employee donations. The initiative encourages resource sharing and reuse, reducing consumption while fostering a collaborative culture. Early engagement included positive feedback and interest in a future book club, demonstrating strong potential for continued participation and growth. This shared effort reinforces intentional growth and collaboration between our geographically separated team members.

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## BENEFITS AND WELLNESS

At Metergy, we prioritize the health and well-being of our team members across all offices by offering a comprehensive benefits package. This includes health and dental coverage, life and disability insurance, retirement savings plans, flexible work options, and a robust employee wellness program. We also invest in personal and professional growth through education assistance and reimbursement for professional association memberships.

# EQUAL OPPORTUNITY & DIVERSITY

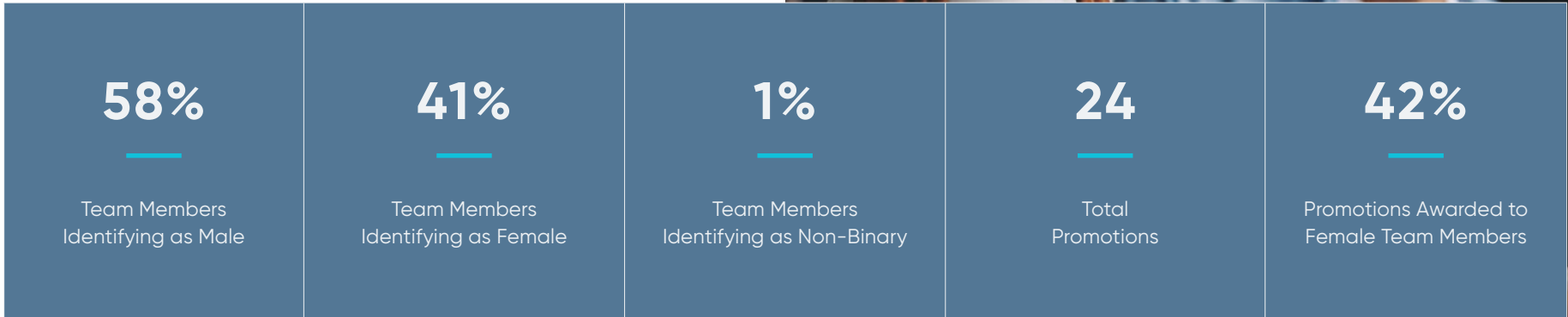
We believe that our success is strengthened by the diversity of perspectives, background, and skills within our team. This requires that we maintain an inclusive environment where each of our team members feel a sense of belonging and mutual trust.

We remain committed to providing a positive work environment grounded in meritocracy, valuing diversity, and upholding a zero-tolerance policy for workplace discrimination, violence, or harassment.

While there are many characteristics we can use to monitor diversity and equal opportunity, we currently report on the overall team and promotions awarded based on gender distribution. This is the first report where team members have self-identified as non-binary, representing a new tracked category.



## RESULTS

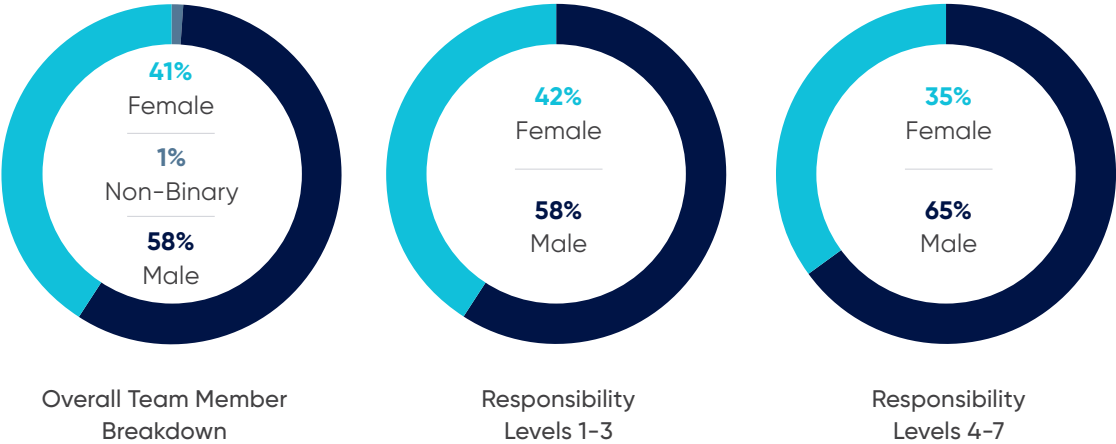


OVERALL TEAM MEMBERS & RESPONSIBILITY LEVELS BREAKDOWN

Metergy roles/positions are mapped to one of seven Responsibility Levels as outlined below:

| LEVEL | POSITION TYPE                   |
|-------|---------------------------------|
| 1     | Administrator, CSR, Coordinator |
| 2     | Supervisor, Analyst, Specialist |
| 3     | Manager, Senior Analyst         |
| 4     | Senior Manager                  |
| 5     | Director                        |
| 6     | Vice President                  |
| 7     | Executive Leadership            |

Our male-to-female gender distribution across the organization remained consistent with 2024. The ratio across Levels 1-3 (individual contributor positions) aligns with this overall ratio. At Levels 4-7 (management and leadership positions) the distribution is weighted slightly towards males compared to the overall company average. This is illustrated in the following graphs:



Metergy promotions awarded to female team members in 2025.

42%

We will continue to review our recruitment and promotion practices to ensure a focus on the following (which aligns with Brookfield’s approach):

- Ensuring diverse representation in our talent pool, including two key components: (i) how our internal and external recruitment teams search for, evaluate and select candidates, and (ii) how we develop team members through our Career Coaching Program, stretch roles and exposure to prepare them for promotions;
- Applying objective evaluation criteria so that all candidates and team members are evaluated consistently and fairly; and
- Focusing on having diverse representation on the hiring and promotional decision-making teams to help reduce bias and support inclusivity.



## PAY EQUITY

We believe in fair and equitable compensation practices. We are committed to ensuring that appropriate processes are in place to uphold this principle in compensation practices. This applies to team members in the same office location performing similar duties with similar skills, effort, and responsibility under comparable working conditions.

In such cases, our pay equity philosophy mandates equal pay regardless of gender or status within a protected class, except when pay differentials are based on factors such as seniority, merit, or past work experience, ensuring fairness across our team.

## CASE STUDY



Our 2025 annual team engagement survey included questions to help us understand how team members across different ages, ethnicities, genders, and sexual orientations perceive fairness, inclusion, and opportunities for growth and development.

The survey results indicate improvement of fair treatment related to sexual orientation and gender, alongside consistently high results for race and age.

| SURVEY STATEMENT                                | 2022 | 2023 |
|-------------------------------------------------|------|------|
| Treated fairly regardless of sexual orientation | 94%  | 96%  |
| Treated fairly regardless of race               | 94%  | 94%  |
| Treated fairly regardless of gender             | 93%  | 94%  |
| Treated fairly regardless of age                | 90%  | 90%  |

These results reflect our continued commitment to building an environment where every team member feels valued, seen, and supported. While we're proud of these numbers, we also recognize that equity and inclusion require ongoing effort. These insights will help guide our future initiatives, inform our leadership development, and ensure we continue to foster a fair and inclusive workplace.

## COMMUNITY INVOLVEMENT

Metergy team members are provided with paid time off to volunteer both on an individual and team basis for a number of volunteer opportunities. We continued our ongoing partnerships with WoodGreen Community Service (WoodGreen) and Food Bank of York Region to support the well-being of vulnerable individuals within our Toronto office community and beyond.

We also organized food, toy, and clothing drives at our Toronto, New York, and Ottawa offices.

### CASE STUDY

In our 2024 ESG Report, we identified expanding community involvement initiatives beyond our Toronto office as a priority area for improvement. In 2025, we focused on enabling and tracking locally driven actions across all regional offices, building on the strong foundation established by our Toronto team.

Throughout the year, our teams in Ottawa, New York, and Philadelphia organized activities that reflected local priorities. Examples include clothing, food, and toy drives, electronic waste recycling, park clean-ups, and community gardening efforts that supported local food banks. Teams also advanced initiatives focused on waste reduction, paperless processes, reuse of materials, and employee well-being, demonstrating how community engagement can be integrated into everyday operations.

We continue to look for opportunities to support the communities in which we work and live, and this will remain a focus for team building initiatives in future years.



Hours spent volunteering

# 0.22hr/FTE

**96 backpacks** with essential supplies delivered to children in need via WoodGreen.

**96 holiday** kits delivered to children in need via WoodGreen.

**3 boxes + 2 bags** donated in New York office clothing drive.

**10 food boxes** delivered for a Thanksgiving food drive (New York) + 500lbs of food for a local food bank (Philadelphia).

**Run for the Stripes** charity walk and run.

**Earth Day** garbage clean-up.



### METHODOLOGY

We chose to measure our community involvement impact based on hours spent volunteering and financial contributions, matching the data reported in our Inaugural ESG Report. We also track the number of individuals who benefit directly from our donations to WoodGreen through the number of products delivered by this organization. We cannot accurately quantify the number of people who benefit from our financial contributions to the Food Bank of York Region or WoodGreen.

The data is obtained from our charitable partners following our donations.

**Hours spent volunteering per FTE was calculated as:**

$$\frac{[\text{Total Number of Volunteer Hours}]}{[\text{Total FTE}]}$$

## HEALTH & SAFETY

### RESULTS

0%

Hours lost due to workplace  
related injury or illness

83%

Team Members Taking  
All Vacation Hours

2hrs/FTE

Total Training Provided  
(100% Completion)

## CASE STUDY

In 2024, we identified the opportunity to enhance our existing employee benefits package with a health and wellness education program. In 2025, we started with a dedicated Wellness Month, which included a team step challenge, lunchtime group walks, a healthy eating potluck, a guided meditation session, and a confidence and calm mindset talk.

The health and safety of our team members is a priority at Metergy. Hours lost due to injury or illness are an important indicator of the effectiveness of our health and safety policies, which address both mental and physical health. This metric is reported to Brookfield quarterly, and we participate in quarterly calls with Brookfield and other portfolio companies to discuss health and safety best practices and lessons learned, continuously working to improve safety performance. We also track vacation time to ensure our team members take breaks and maintain a healthy work-life balance.

We have comprehensive health and safety policies in place, supported by a mandatory training program for all team members, as required by law. Training topics include general health and safety, chemical safety, environmental health, personal and environmental protection, and vehicle safety.

Field-based workers receive additional training in the Workplace Hazardous Materials Information System (WHMIS), fall arrest, and first aid. In the United States, field workers also are required to complete OSHA-30 and Site Safety Training (SST) to ensure compliance with local regulations. Warehouse and lab workers receive WHMIS and first aid training.

Our 2025 annual engagement survey continues to reaffirm our dedication to team safety, with 97% of team members agreeing Metergy is a physically safe space to work.

We have a target of zero serious safety incidents. This commitment is reflected in our 0% of hours lost due to workplace-related injury or illness, underscoring the effectiveness of our health and safety policies.

## FUTURE SOCIAL IMPACT CONSIDERATIONS

We made significant progress on the social impact priorities from our 2024 report. Looking ahead, the following items remain under consideration for 2026 and beyond:

- Build on the Wellness Month initiative to develop a Health and Wellness education program and track participation rates.
- Implement the Monthly “Mindful Sustainability” team engagement program with monthly themes and activities at our Ottawa office.



# 5.0 Governance



# SUSTAINABILITY GOVERNANCE STRUCTURE

## RESULTS

In 2025 we hired a Vice President ESG and Engineering to provide additional executive focus for our ESG efforts including leading our annual ESG reporting, guiding our internal sustainability teams, and identifying / implementing opportunities to further enhance Metergy's sustainability value proposition for our clients and customers.

Our Regional Sustainability Teams continue to increase their impact with new team members joining, and identifying and implementing initiatives (as described in Sections 3.1 Greenhouse Gas Emissions and 3.2 Waste).

% of FTE Engaged in ESG Initiatives

11%



## 2025 SUSTAINABILITY COMMITTEE MEMBERS



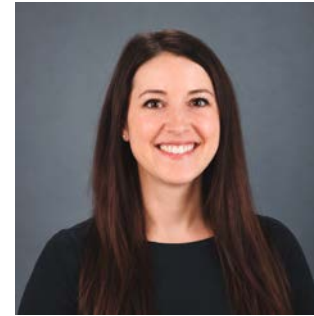
**Conan O'Connor**  
VP ESG & Engineering



**Adrien Deveau**  
President & CEO



**Christine Jubian**  
Senior Legal Counsel



**Sarah Penney**  
Senior Manager, Product Implementation,  
Sales Enablement  
Sustainability Committee Lead

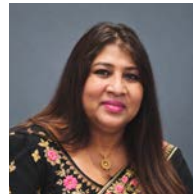
## OUR 2025 REGIONAL SUSTAINABILITY TEAM MEMBERS | TORONTO &amp; OTTAWA



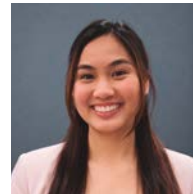
**Daniel Jung**  
Director – Custom  
Solutions & Commercial  
Services



**Imran Yussuff**  
Senior Manager,  
Technology Execution  
& Planning



**Marina Selvaratnam**  
Senior Analyst –  
Accounting



**Isabella Novaes**  
Billing Analyst



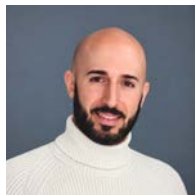
**Jenan Krishnananda**  
Manager – Customer Care



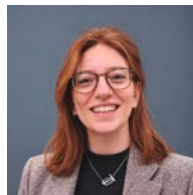
**Karen Baksh**  
Analyst – Credit & Debt  
Management



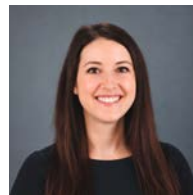
**Ellie Sak**  
Manager – Customer  
Experience



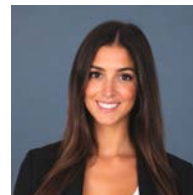
**Marshall (Mehrddad)  
Momena**  
Project Manager –  
Commercial Services



**Sofya Dallakyan**  
Project Manager –  
Engineering



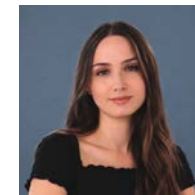
**Sarah Penney**  
Senior Manager, Product  
Implementation



**Christine Jubian**  
Senior Legal Counsel



**Rajat Majumdar**  
Senior Manager –  
Procurement & Logistics

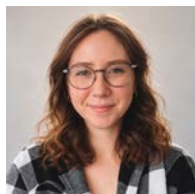
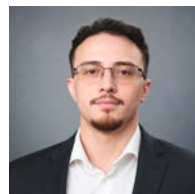
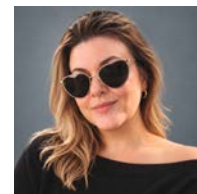


**Alexa Davidan**  
Meter Specialist

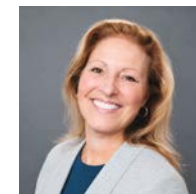
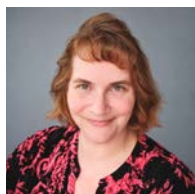
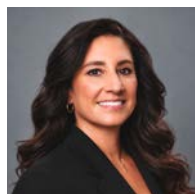
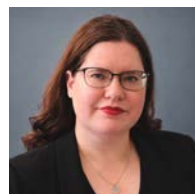
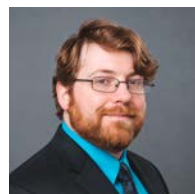


**Kim Balazsi**  
Customer Service/  
Accounts Receivable  
Coordinator

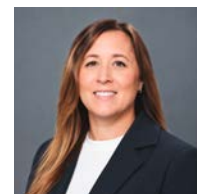
## OUR 2025 REGIONAL SUSTAINABILITY TEAM MEMBERS | PHILADELPHIA

**Shealyn Stude**Service Department –  
Junior Project Manager**Daniel Sohns**Helpdesk Manager –  
Billing Technical Support**Nitharul Bhuiyan**Billing Technical Support  
Coordinator**Alessandro Ramola**Service Department –  
Junior Project Manager**Julianna Beauvais**Executive Assistant and  
Office Manager**Brahim Essaouabi**

IT – AMR/IT Support

**Jade Burkhardt**Office Production  
Administrative Asst**Marie Smoyer**Rates Department – Utility  
Consulting Specialist**Kimberly Painter**Office Production – Key  
Account Billing Manager**Theresa Connolly**Office Production –  
Account Representative**Daniel Gribbin**

Project Manager – Internal

**Kira Luff**Office Production –  
Account Representative

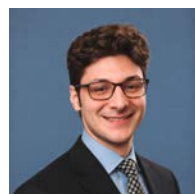
## OUR 2025 REGIONAL SUSTAINABILITY TEAM MEMBERS | NEW YORK

**Haiqun Lu**

Director, Operations

**Lelet Quevada**

Material Controls Manager

**Jonathan Goren**Team Lead – US Customer  
Operations

## CASE STUDY

### VISION, MISSION AND VALUES IN OUR GOVERNANCE WORKFLOWS

A future initiative identified in the 2024 report was to develop a process to consistently embed our Vision, Mission, and Values into our Governance and decision-making workflows. We have made the following progress in 2025:

Metergy's onboarding experience is designed to provide a comprehensive, consistent, and meaningful introduction for all new hires, regardless of location. The company's Vision, Mission, and Values are intentionally embedded throughout the program and reinforced through multiple touchpoints. On day one, new hires attend a Welcome to Metergy session that includes a dedicated overview of the purpose, origins, and practical application of the Vision, Mission, and Values. This is reinforced in Metergy 101, held within the first two months of a new hire joining and led by the CEO and VP, People & Organization, which covers what we do, the value we deliver, and how we work together as an organization. The themes are revisited again at a new hire breakfast hosted by the Executive Team within the first three months and are continually reflected in company events, meetings, and internal communications.

Metergy maintains several team member recognition and appreciation programs, including the P3 Awards, a quarterly peer recognition program that celebrates team members who exemplify the company's Values of Passionate, Positive, and Precise. Peers submit nominations each quarter, which are reviewed by location-based selection committees, with winners announced company-wide. Award recipients receive a gift in recognition of their contributions.

Metergy also offers a career coaching program that encourages team members to step away from day-to-day work to engage in meaningful growth and development conversations. As part of the program, team members complete a career coaching form in partnership with their manager, which includes self-reflection on how they demonstrate the company's Values in their daily work. Team members are expected to incorporate peer feedback into this reflection.

## ETHICS & COMPLIANCE

### RESULTS

**4.2hr/FTE**

Total ABC Training Provided  
(100% Completion)

Ethical business practices and team member behaviour are non-negotiable requirements at Metergy. In 2025, we continued to mandate annual ABC training for all team members as well as targeted ABC training sessions for key individuals in accounting, finance, legal, and those dealing with public officials or third parties on a regular basis to support compliance.



### HUMAN RIGHTS AND MODERN SLAVERY

We continued to apply our approach to identifying, mitigating, and managing risks related to modern slavery within our operations and supply chain. These practices reflect our ongoing commitment to upholding human rights and ethical standards across all aspects of our business, including:

- A Human Rights and Anti-Modern Slavery Policy that codifies our approach to respecting fundamental human rights and our efforts to identify and prevent human rights violations within our business and supply chain.
- A Vendor Code of Conduct that clearly communicates our expectations for ethical business conduct, labour practices, and respect for human rights among all suppliers and third-party service providers.
- A Supplier Risk Assessment Questionnaire to enhance visibility into our supply chain and assess the level of modern slavery risk in our operations. This questionnaire was distributed to select, existing vendors based on geographic and sector-based risk assessments.

These initiatives are in addition to Metergy's Anti-Bribery and Corruption (ABC) Policy, Code of Business Conduct and Ethics and Positive Work Environment Policy. Our Board of Directors reviews these policies annually to consider any necessary changes in standards and practices. Team members also have access to an anonymous and confidential whistleblower hotline that is managed by an independent third party.

## RISK MANAGEMENT

### RESULTS

**1.75hrs/FTE**

Total Cybersecurity Training Provided  
**(100% Completion)**

As a data-driven company, one of the primary risks to Metergy's business is cybersecurity. We have a company-wide policy in place that covers passwords, anti-virus software, IT administration, third-party access, and mobile device security.

Through Metergy's Cybersecurity Awareness Training Program, team members learn to identify, report, and mitigate risks such as phishing and malware, and understand best practices for securing networks and data. To reinforce these practices, IT regularly conducts phishing simulation campaigns to ensure compliance with cybersecurity policies and to encourage prompt reporting of suspicious emails.



## FUTURE IMPACT CONSIDERATIONS

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The following items remain as future considerations to be addressed:

- Strategies to improve Metergy's physical assets' resilience against increased climate-related risks, such as flooding and power outages, referencing the Task Force on Climate-Related Financial Disclosures framework.
- Implementing a risk assessment procedure to evaluate suppliers' risk of child and forced labour, IT security, bribery and corruption, and ESG practices.



## 6.0 Concluding Remarks



## A FEW FINAL WORDS

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Our ESG program continues to support Metergy's growth while strengthening alignment with our Mission and Values. In 2022, we focused on establishing a baseline by identifying what data we could collect and where gaps existed. In 2023, we used those insights to embed ESG considerations into our day-to-day operations. By 2024, we further integrated ESG into decision-making and increased engagement across the organization. In 2025, our focus shifted to successfully improving the scope, consistency, and quality of our ESG data, enabling more informed decisions.

With a focus on consistency and data quality, we strengthened several key areas of our ESG reporting. In parallel, we successfully implemented several actions identified in the 2024 report, reinforcing continuity across reporting cycles.

We continue to see the value of sustained team engagement and career coaching in supporting our ESG objectives. As our data quality increases, we are better positioned to identify future opportunities and continue building momentum as our ESG program evolves.



7.0

## Appendices



## REPORTING DETAILS

Contact person (if there are any questions regarding this report):

**CONAN O'CONNOR**  
[esg@metergysolutions.com](mailto:esg@metergysolutions.com)

### 2025 ESG DATA

| ENVIRONMENT                                       | 2022 | 2023  | 2024   | 2025   |
|---------------------------------------------------|------|-------|--------|--------|
| <b>Scope 1 &amp; 2 Emissions</b>                  |      |       |        |        |
| Scope 1 and 2 GHG Emissions (mtCO <sub>2</sub> e) | 35   | 9     | 112    | 39     |
| Scope 1 GHG Emissions                             | 35   | 9     | 112    | 39     |
| Scope 2 GHG Emissions                             | 0    | 0     | 0      | 0      |
| <b>Scope 3 Emissions</b>                          |      |       |        |        |
| Scope 3 GHG Emissions (mtCO <sub>2</sub> e)       | 134  | 5,707 | 15,200 | 15,052 |
| 1. Purchased Goods and Services                   | -    | 1,440 | 3,620  | 3,252  |
| 2. Capital Goods                                  | -    | 2,316 | 10,080 | 11,312 |
| 3. Fuel- and Energy- Related Activities           | -    | 18    | 82     | 32     |
| 4. Upstream Transportation & Distribution         | -    | 177   | 120    | 57     |
| 5. Waste Generated in Operations                  | -    | -     | -      | 1.5    |
| 6. Business Travel                                | -    | -     | -      | 148    |
| Air Travel                                        | -    | 43    | 97     | 106    |
| Personal Vehicle Use                              | -    | 73    | 72     | 42     |
| 7. Employee Commuting                             |      |       |        | N/A    |
| 8. Leased Assets                                  |      |       |        | 185    |
| Electricity Consumption                           | 63   | 52    | 116    | 115    |
| Natural Gas Consumption                           | 71   | 84    | 80     | 70     |
| 9. Downstream Transportation & Distribution       |      | 1,640 | 1,140  | 69     |
| 11: Use of Sold Products                          |      |       |        | N/A    |
| 12: End of Life Treatment of Products             |      | 0.2   | -      | 1.6    |

## 2025 ESG DATA

| ENVIRONMENT                                    | 2022        | 2023          | 2024          | 2025          |
|------------------------------------------------|-------------|---------------|---------------|---------------|
| <b>Travel and Transportation Data</b>          |             |               |               |               |
| Distance Travelled by Air (km)                 | –           | 396,000       | 630,000       | 1,010,000     |
| Distance Travelled by Personal Vehicles (km)   | 112,500     | 290,300       | 290,000       | 167,000       |
| <b>Scope 4 Emissions (Consumed by Clients)</b> |             |               |               |               |
| Electricity (kWh)                              | 909,629,500 | 1,699,786,000 | 2,352,210,000 | 3,236,225,607 |
| Natural Gas (m <sup>3</sup> )                  | 2,288,000   | 2,814,000     | 3,475,000     | 15,018,711    |
| Water (m <sup>3</sup> )                        | 2,073,000   | 3,141,000     | 4,812,000     | 28,507,161    |
| Emissions Avoided (mtCO <sub>2</sub> )         | 30,000      | 220,000       | 398,000       | 390,000       |
| <b>Energy &amp; Water Consumption</b>          |             |               |               |               |
| Total Energy Consumption (ekWh)                | 1,465,000   | 1,557,000     | 1,647,000     | 1,306,000     |
| Electricity (kWh)                              | 1,080,000   | 1,156,000     | 1,265,000     | 805,000       |
| District Chilled Water (Ton-Hr)                | 118,000     | 130,000       | 115,000       | 50,400        |
| Natural Gas (m <sup>3</sup> )                  | 36,000      | 37,500        | 35,750        | 13,000        |
| District Hot Water (GJ)                        | 1,089       | 1,054         | 970           | 650           |
| Water (m <sup>3</sup> )                        | 1,025       | 1,365         | 1,720         | 1,628         |
| <b>Waste</b>                                   |             |               |               |               |
| Landfill Waste Generated (Tonnes) <sup>1</sup> | 1.7         | 4.6           | 5.0           | 3.3           |
| Waste Recycled (Tonnes) <sup>1</sup>           | 0.2         | 1.3           | 2.0           | 1.5           |

<sup>1</sup> 2022 Waste data includes Toronto only. 2023 data Includes Toronto and Ottawa. 2024 data includes Toronto, Ottawa, & New York. 2025 data includes Toronto & Ottawa only.

## 2025 ESG DATA

| SOCIAL                                    | 2022 | 2023 | 2024 | 2025 |
|-------------------------------------------|------|------|------|------|
| <b>Team</b>                               |      |      |      |      |
| Total Number of Team Members              | 245  | 346  | 440  | 485  |
| FTEs                                      | 250  | 352  | 441  | 485  |
| Number of Male Team Members               | 135  | 206  | 260  | 281  |
| Number of Female Team Members             | 110  | 146  | 180  | 197  |
| Number of Non Binary Team Members         | -    | -    | -    | 7    |
| Total Promotions                          | -    | 15   | 20   | 24   |
| Promotions to Male Team Members           | -    | 10   | 12   | 14   |
| Promotions to Female Team Members         | -    | 5    | 8    | 10   |
| Net Team Member Growth                    | 76   | 90   | 76   | 69   |
| Team Members Gained                       | 120  | 162  | 180  | 188  |
| Team Members Lost                         | 44   | 72   | 104  | 119  |
| Team Member Growth                        | 42%  | 35%  | 17%  | 10%  |
| Females on the Leadership Team (%)        | 47%  | 50%  | 35%  | 38%  |
| <b>Community Engagement</b>               |      |      |      |      |
| Work Hours Spent Volunteering             | 150  | 339  | 350  | 82   |
| Work Hours Spent Volunteering (Hours/FTE) | 0.60 | 0.96 | 0.78 | 0.22 |
| Number of backpacks (Woodgreen)           | 72   | 72   | 72   | 96   |
| Number of holiday kits (Woodgreen)        | 80   | 96   | 96   | 96   |
| Number of bed kits (SCAW)                 | 217  | 130  | 130  | 0    |

<sup>1</sup> 2022 Waste data includes Toronto only. 2023 data Includes Toronto and Ottawa. 2024 data includes Toronto, Ottawa, & New York. 2025 data includes Toronto & Ottawa only.

## 2025 ESG DATA

| <b>SOCIAL</b>                                               | <b>2022</b> | <b>2023</b> | <b>2024</b> | <b>2024</b> |
|-------------------------------------------------------------|-------------|-------------|-------------|-------------|
| <b>Health and Safety</b>                                    |             |             |             |             |
| Hours Lost Due to Workplace Related Injury or Illness       | 300         | 0           | 0           | 0           |
| % of Hours Lost Due to Workplace Related Injury or Illness  | 0.07%       | 0.00%       | 0.00%       | 0.00%       |
| Team Participation in Healthy Workplace Strategies (%)      | 100%        | 100%        | 100%        | 100%        |
| Total Health and Safety Training Hours Provided             | 250         | 1276        | 950         | 970         |
| Total Health and Safety Training Hours Provided (Hours/FTE) | 1.0         | 3.6         | 2.2         | 2.0         |
| Health and Safety Training Completion Rate                  | 100%        | 100%        | 100%        | 100%        |
| Team Members Taking All Vacation Hours (%)                  | 95%         | 92%         | 85%         | 83%         |
| <b>GOVERNANCE</b>                                           |             |             |             |             |
| <b>Sustainability Governance Structure</b>                  |             |             |             |             |
| Members of the Sustainability Committee                     | 25          | 21          | 28          | 33          |
| Volunteers with Woodgreen Initiatives                       | 17          | 42          | 15          | 19          |
| Team Members Engaged in ESG Initiatives (% of FTE)          | 15%         | 18%         | 10%         | 11%         |
| <b>Ethics</b>                                               |             |             |             |             |
| Total Training Hours Provided on Ethics Policies            | 7,830       | 280         | 1,870       | 2,024       |
| Total ABC Training Hours Provided (Hours/FTE)               | 31.3        | 0.80        | 4.2         | 4.2         |
| <b>Risk Management</b>                                      |             |             |             |             |
| Total Cybersecurity Training Hours Provided                 | 500         | 670         | 320         | 850         |
| Total Cybersecurity Training Hours Provided (Hours/FTE)     | 2.00        | 1.90        | 0.73        | 1.75        |
| Total Cybersecurity Training Completion Rate                | -           | 100%        | 100%        | 100%        |

<sup>1</sup> 2022 Waste data includes Toronto only. 2023 data Includes Toronto and Ottawa. 2024 data includes Toronto, Ottawa, & New York. 2025 data includes Toronto & Ottawa only.

## GRI Context Index

| DISCLOSURE                   | DESCRIPTION                                              | LOCATION/RESPONSE                                             |
|------------------------------|----------------------------------------------------------|---------------------------------------------------------------|
| GRI 102: General Disclosures |                                                          |                                                               |
| Organizational Profile       |                                                          |                                                               |
| 102-1                        | Name of the organization                                 | Metergy Group Inc.                                            |
| 102-2                        | Activities, brands, products, and services               | 1.0 Introduction                                              |
| 102-3                        | Location of headquarters                                 | Toronto, Ontario, Canada                                      |
| 102-4                        | Location of operations                                   | United States and Canada                                      |
| 102-5                        | Ownership and legal form                                 | 1.3 The Company                                               |
| 102-6                        | Markets served                                           | 1.3 The Company                                               |
| 102-7                        | Scale of the organization                                | 1.3 The Company                                               |
| 102-8                        | Information on employees and other workers               | 4.0 Social Impact                                             |
| 102-9                        | Supply chain                                             | Information unavailable / incomplete                          |
| 102-10                       | Significant changes to the organization and supply chain | 1.3 The Company, 5.2 Ethics, Compliance & 5.3 Risk Management |
| 102-11                       | Precautionary principle or approach                      | 5.2 Ethics, Compliance & 5.3 Risk Management                  |
| 102-12                       | External initiatives                                     | 4.0 Social Impact                                             |
| 102-13                       | Memberships of associations                              | Not Material                                                  |
| Strategy                     |                                                          |                                                               |
| 102-14                       | Statement from senior decision-maker                     | 1.2 Message from the President & CEO                          |
| 102-15                       | Key impacts, risks and opportunities                     | 2.0 Metergy's Approach to ESG                                 |
| Ethics and Integrity         |                                                          |                                                               |
| 102-16                       | Values, principles, standards and norms of behavior      | 5.2 Ethics, Compliance & 5.3 Risk Management                  |
| 102-17                       | Mechanisms for advice and concerns about ethics          | Code of Business Conduct and Ethics                           |
| Governance Structure         |                                                          |                                                               |
| 102-18                       | Governance structure                                     | 1.3 The Company                                               |

## GRI Context Index

| DISCLOSURE                   | DESCRIPTION                                                | LOCATION/RESPONSE                                                                                                                   |
|------------------------------|------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|
| GRI 102: General Disclosures |                                                            |                                                                                                                                     |
| Stakeholder Engagement       |                                                            |                                                                                                                                     |
| 102-40                       | List of stakeholder groups                                 | 2.0 Metergy's Approach to ESG                                                                                                       |
| 102-41                       | Collective bargaining agreements                           | Not Material                                                                                                                        |
| 102-42                       | Identifying and selecting stakeholders                     | 2.0 Metergy's Approach to ESG                                                                                                       |
| 102-43                       | Approach to stakeholder engagement                         | 2.0 Metergy's Approach to ESG                                                                                                       |
| 102-44                       | Key topics and concerns raised                             | 2.0 Metergy's Approach to ESG                                                                                                       |
| Reporting Practices          |                                                            |                                                                                                                                     |
| 102-45                       | Entities included in the consolidated financial statements | Confidentiality Constraints                                                                                                         |
| 102-46                       | Defining report content and topic Boundaries               | 2.0 Metergy's Approach to ESG                                                                                                       |
| 102-47                       | List of material topics                                    | 2.0 Metergy's Approach to ESG                                                                                                       |
| 102-48                       | Restatements of information                                | Not Material                                                                                                                        |
| 102-49                       | Changes in reporting                                       | 2.1 Conscious Decision-Making                                                                                                       |
| 102-50                       | Reporting period                                           | January-December 2025                                                                                                               |
| 102-51                       | Date of most recent report                                 | 2024                                                                                                                                |
| 102-52                       | Reporting cycle                                            | Annual                                                                                                                              |
| 102-53                       | Contact point for questions regarding the report           | esg@metergysolutions.com                                                                                                            |
| 102-54                       | Claims of reporting in accordance with the                 | This report has been prepared making reference to GRI Standards: Core option. Future reports will consider full GRI implementation. |
| 102-55                       | GRI content index                                          | This table represents the GRI index.                                                                                                |
| 102-56                       | Policy/practice for external assurance                     | N/A – Not Pursued                                                                                                                   |

## GRI Context Index

| DISCLOSURE                         | DESCRIPTION                                                                    | LOCATION/RESPONSE                       |
|------------------------------------|--------------------------------------------------------------------------------|-----------------------------------------|
| GRI 200: Economic Disclosures      |                                                                                |                                         |
| Economic Performance               |                                                                                |                                         |
| 103-1                              | Explanation of the material topic and its Boundary                             | Confidentiality constraints             |
| 103-2                              | The management approach and its components                                     | Confidentiality constraints             |
| 103-3                              | Evaluation of the management approach                                          | Confidentiality constraints             |
| 201-1                              | Direct economic value generated and distributed                                | Confidentiality constraints             |
| 201-2                              | Financial implications and other risks and opportunities due to climate change | Information unavailable / incomplete    |
| Anti-corruption                    |                                                                                |                                         |
| 103-1                              | Explanation of the material topic and its Boundary                             | Anti-Bribery and Corruption Policy      |
| 103-2                              | The management approach and its components                                     | Anti-Bribery and Corruption Policy      |
| 103-3                              | Evaluation of the management approach                                          | Anti-Bribery and Corruption Policy      |
| 205-2                              | Communication and training about anti-corruption policies and procedures       | Anti-Bribery and Corruption Policy      |
| GRI 300: Environmental Disclosures |                                                                                |                                         |
| Emissions                          |                                                                                |                                         |
| 103-1                              | Explanation of the material topic and its Boundary                             | 3.0 Environmental Impact                |
| 103-2                              | The management approach and its components                                     | 3.0 Environmental Impact                |
| 103-3                              | Evaluation of the management approach                                          | 3.0 Environmental Impact                |
| 305-1                              | Direct (Scope 1) GHG emissions                                                 | 3.0 Environmental Impact, 2025 ESG Data |
| 305-2                              | Energy indirect (Scope 2) GHG emissions                                        | 3.0 Environmental Impact, 2025 ESG Data |
| 305-3                              | Reduction of GHG emissions                                                     | 3.0 Environmental Impact, 2025 ESG Data |

## GRI Context Index

| DISCLOSURE                     | DESCRIPTION                                                                                                   | LOCATION/RESPONSE        |
|--------------------------------|---------------------------------------------------------------------------------------------------------------|--------------------------|
| GRI 400: Social Disclosures    |                                                                                                               |                          |
| Employment                     |                                                                                                               |                          |
| 103-1                          | Explanation of the material topic and its Boundary                                                            | 4.0 Social Impact        |
| 103-2                          | The management approach and its components                                                                    | 4.0 Social Impact        |
| 103-3                          | Evaluation of the management approach                                                                         | 4.0 Social Impact        |
| Occupational Health and Safety |                                                                                                               |                          |
| 103-1                          | Explanation of the material topic and its Boundary                                                            | 4.4 Health and Safety    |
| 103-2                          | The management approach and its components                                                                    | 4.4 Health and Safety    |
| 103-3                          | Evaluation of the management approach                                                                         | 4.4 Health and Safety    |
| 403-1                          | Occupational health and safety management system                                                              | Health and Safety Policy |
| 403-2                          | Hazard identification, risk assessment and incident investigation                                             | Health and Safety Policy |
| 403-3                          | Occupational health services                                                                                  | Health and Safety Policy |
| 403-4                          | Worker participation, consultation and communication on occupational health and safety                        | 4.4 Health and Safety    |
| 403-5                          | Worker training on occupational health and safety                                                             | 4.4 Health and Safety    |
| 403-6                          | Promotion of worker health                                                                                    | 4.4 Health and Safety    |
| 403-7                          | Prevention and mitigation of occupational health and safety impacts directly linked by business relationships | Health and Safety Policy |
| 403-8                          | Workers covered by an occupational health and safety management system                                        | Not material             |

## GRI Context Index

| DISCLOSURE                      | DESCRIPTION                                                               | LOCATION/RESPONSE                   |
|---------------------------------|---------------------------------------------------------------------------|-------------------------------------|
| GRI 400: Social Disclosures     |                                                                           |                                     |
| Training and Education          |                                                                           |                                     |
| 103-1                           | Explanation of the material topic and its Boundary                        | 4.1 Team Growth & Development       |
| 103-2                           | The management approach and its components                                | 4.1 Team Growth & Development       |
| 103-3                           | Evaluation of the management approach                                     | 4.1 Team Growth & Development       |
| 404-2                           | Programs for upgrading employee skills and transition assistance programs | 4.1 Team Growth & Development       |
| Diversity and Equal Opportunity |                                                                           |                                     |
| 103-1                           | Explanation of the material topic and its Boundary                        | 4.2 Diversity and Equal Opportunity |
| 103-2                           | The management approach and its components                                | 4.2 Diversity and Equal Opportunity |
| 103-3                           | Evaluation of the management approach                                     | 4.2 Diversity and Equal Opportunity |
| 405-1                           | Diversity of governance bodies and employees                              | 4.2 Diversity and Equal Opportunity |
| Human Rights Assessment         |                                                                           |                                     |
| 103-1                           | Explanation of the material topic and its Boundary                        | Code of Business Conduct and Ethics |
| 103-2                           | The management approach and its components                                | Code of Business Conduct and Ethics |
| 103-3                           | Evaluation of the management approach                                     | Code of Business Conduct and Ethics |
| 412-2                           | Employee training on human rights policies or procedures                  | Code of Business Conduct and Ethics |
| Customer Privacy                |                                                                           |                                     |
| 103-1                           | Explanation of the material topic and its Boundary                        | Code of Business Conduct and Ethics |
| 103-2                           | The management approach and its components                                | Code of Business Conduct and Ethics |
| 103-3                           | Evaluation of the management approach                                     | Code of Business Conduct and Ethics |