



**Kambo**<sup>®</sup>  
energy group



Kambo Energy Group

# Annual Report 2025





## Land Acknowledgment

We honour the rich histories, cultures, and traditions of all the Indigenous communities across Turtle Island, on whose lands we gather, and whose stories, insights, perspectives, and partnerships deepen our impact.

We are grateful to the First Peoples who have stewarded these lands since time immemorial and continue to protect the land, water, and communities where we live and work.

# Kambo Energy Group advances equitable access to energy, transportation, and housing programs through scalable, community-led models.

## We do this by:

- ✓ Partnering with utilities, governments, Indigenous and Tribal Nations across North America.
- ✓ Designing and delivering award-winning programs and approaches co-created with historically underserved populations.
- ✓ Centering community priorities by hiring locally, empowering stakeholders, and amplifying lived experience.

In addition to Custom Client Solutions, Kambo delivers three in-house programs: Empower Me, Community Power, and the Home Upgrades Program.



Empower Me delivers multilingual education, support, and coaching services to ensure underrepresented communities have access to energy, climate, and home retrofit programs.

[Visit Website](#)



Community Power supports Indigenous and Tribal Nations to build, renovate, and improve community housing.

[Visit Website](#)

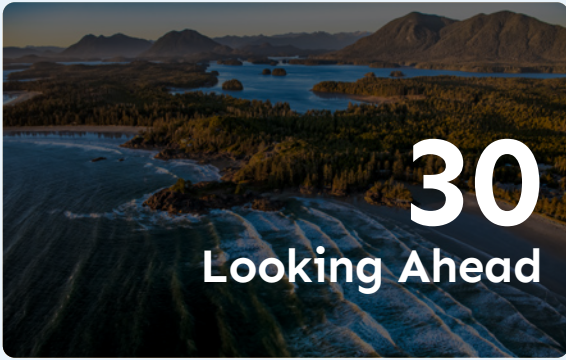


Home Upgrades Program provides fully subsidized energy retrofits to improve affordability for households living in energy poverty.

[Visit Website](#)

Visit [kambo.com](https://kambo.com).

# Inside This Report





# Thank You From Karim & Yasmin

Following a milestone year in 2024, 2025 marked a year of momentum for Kambo. We entered new regions, grew our team, and deepened trusted partnerships to ensure long-underserved communities are prioritized in energy and climate programming. Our work remains rooted in equity and shaped by local leadership, ensuring impactful energy and housing solutions are co-developed with communities and reflect their priorities.

Collaborating with utilities, governments, Indigenous and Tribal Nations, and community partners, our momentum brought us to Ontario, California, and New Brunswick for the first time. We launched community-led initiatives in Ontario and California, supporting vulnerable and hard-to-reach households and small businesses with accessible energy solutions. We worked with new partners in New Brunswick and continued partnering in Saskatchewan to develop equity-driven program and policy strategies. Drawing on 16 years of experience, we advanced a growing body of policy and planning recommendations, applying on-the-ground insights to help partners design more inclusive, effective energy programs.

Across our active program areas in British Columbia, Alberta, Manitoba, and Washington, we continued to strengthen regional collaborations that help communities drive practical energy solutions. Our Community Power team spent more than 1,500 hours in Indigenous communities across 10 Nations, assessing and renovating hundreds of homes. Through a new partnership with the City of Calgary,

the Home Upgrades Program continued to provide fully subsidized energy retrofits to Albertans living in energy poverty. Empower Me delivered more than 250 workshops, bringing the total number of households supported by our award-winning energy outreach and engagement program to 105,000.

This impact is made possible by our passionate team, and we were proud to welcome 19 new Cambodians in 2025, including 7 new Energy Mentors and 3 new Business Energy Advisors.

*We have always believed our greatest strength is our people, and investing in people who are hired from the communities we serve ensures our expertise is grounded in lived experience, local knowledge, and trusted relationships.*

As we scale, we measure success not only by programs delivered, but by stronger communities and lasting improvements in people's lives. None of this happens without the communities who trust us, the partners who believe in this work, and the team who shows up every day. Your trust and leadership shaped 2025 and inspire everything we do going into 2026 and beyond.

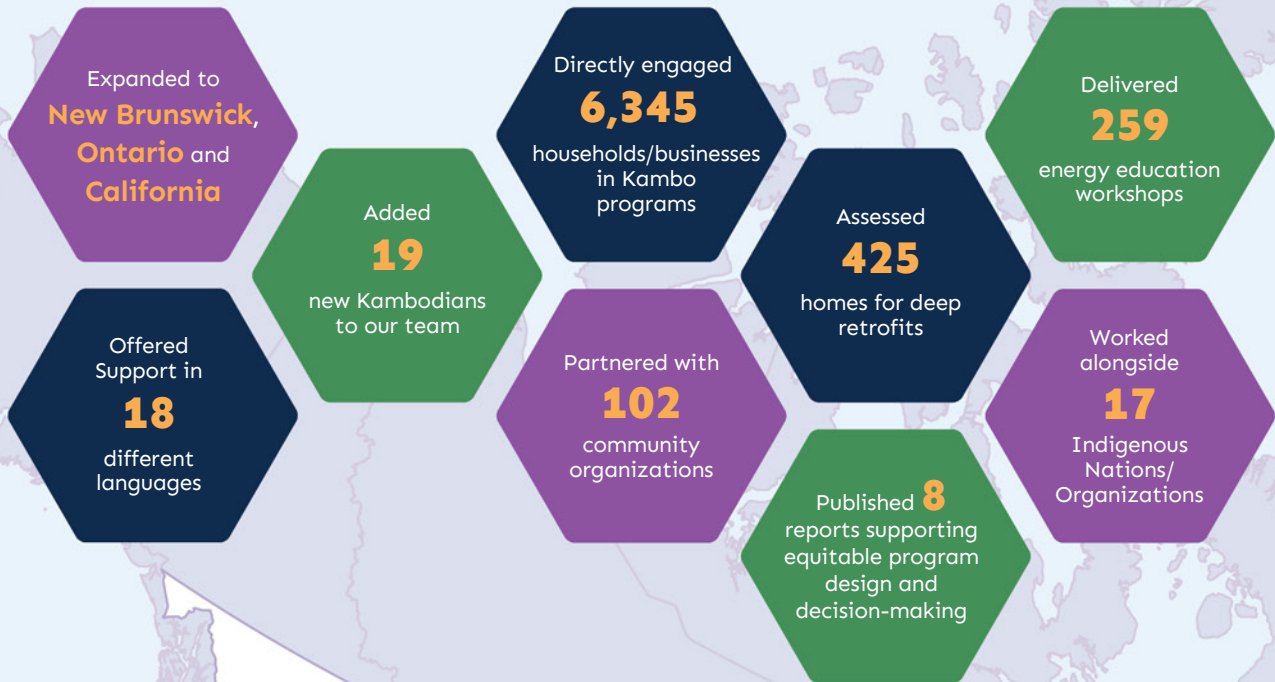
Sincerely,

**Karim Abraham, CEO**

**Yasmin Abraham, President**

# Powering Our Work in 2025

To our partners and funders who support this work: thank you for your commitment and trust. Your investment enables us to work alongside communities in ways that are responsive, locally grounded, and focused on long-term impact. At a time when the need for accessible and equitable energy solutions continues to grow, your partnership makes it possible for Kambo to grow in response. We value this collaboration deeply and look forward to continuing this work together.



# Kambo Custom Solutions

VISION

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Community-driven solutions shape an equitable energy future

# About Kambo Custom Solutions

Kambo Custom Solutions is our project-based work, designed to help partners advance equitable energy, housing, and climate initiatives through tailored, community-informed approaches. Building on over 16 years of on-the-ground expertise, we apply proven methods from our experience to deliver in-community projects, actionable research, frameworks, and strategies grounded in lived experience. Our approach links community-based delivery with strategic insight to inform solutions that work in practice and at scale.

Our work spans five core capabilities: 1) **Equitable Program Design & Delivery**, 2) **Relationship-Driven Outreach & Engagement**, 3) **Integrated Research & Impact Analysis**, 4) **End-to-End Project Delivery**, and 5) **Collaborative Program Design & Development**.

In 2025, we launched 2 boots-on-the-ground projects in Metro Vancouver and Southern California and produced 7 research reports (with 6 featured here) equipping utilities and municipalities with actionable, community-informed strategies to advance equitable climate and energy solutions.



## Impact in Action

Advancing Equitable Clean  
Mobility for Urban Indigenous  
Residents in Vancouver



# Clean Mobility Project



In 2025, Kambo Energy Group partnered with Create Climate Equity to deliver the Clean Mobility Project with the BC Indigenous Housing Society and Aboriginal Housing Management Association. Building on community-led engagement from 2024, the project improves access to sustainable transportation for low-income and urban Indigenous community members in Vancouver through hands-on EV education, a resident-led EV ride-share, Ride & Drive Days, and subsidized public transit to support affordability and access.

Through information booths, workshops sessions, and on-site support, the Clean Mobility team built rapport with Indigenous and low-income residents across two social housing buildings to raise interest in the pilot and engage program participants. A full roll-out of the free transit stream took place, including Compass Card distribution and active transit use by residents, while collaborative planning began for the implementation of the EV stream in 2026.

With delivery support from Modo, TransLink, and the Fraser Basin Council, the Clean Mobility Project represents a step forward in building cleaner, fairer transportation systems. Visit [cleanmobility.ca](https://cleanmobility.ca) to learn more.

*“The Clean Mobility Project demonstrates how innovative, community-led approaches can raise awareness of clean transportation options for everyone.”*

**THE HONOURABLE TIM HODGSON**

Minister of Energy and Natural Resources | Government of Canada



**90+** resident outreach conversations

**312** free transit trips (December 2025)

**\$2,900** saved on transit by participants

## FUNDING PARTNERS:



Natural Resources  
Canada

Ressources naturelles  
Canada



# Energy Efficiency for Small Businesses

Drawing on lessons from our Empower Me and Community Power models, Kambo led community-based outreach and enrollment in support of the SoCalREN (Southern California Regional Energy Network) Commercial program, which helps small businesses reduce energy use, lower costs, and strengthen local economies across Southern California.

In collaboration with Willdan, Kambo delivered a locally grounded engagement strategy across Riverside and San Bernardino, two of California's largest counties, connecting business owners with no-cost energy efficiency services.

We hired and trained three Business Energy Advisors (BEAs) from the communities they serve to strengthen trusted, on-the-ground engagement. Through in-person outreach and hands-on enrollment support, our BEAs helped small business owners navigate eligibility requirements and access energy efficiency assessments and direct-install upgrades that reduced operating costs.

Outreach prioritized businesses that often face barriers to participation, including those owned by Tribes and Tribal members, helping rebuild relationships and create pathways to program benefits.

*"Kambo has been essential in helping us connect with and enroll small businesses in hard-to-reach communities. Their commitment to equity and access aligns perfectly with our mission."*

**ROSIE KANG**  
Vice President | Willdan

**100+** businesses engaged across **11** cities

**37** confirmed enrollments in **4** months

Early-stage outreach with **5** Tribes and partner organizations

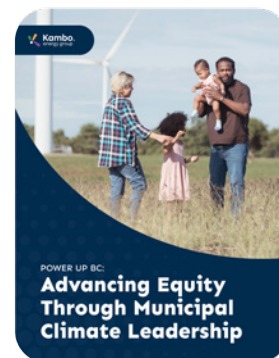
## FUNDING PARTNERS:



## Power Up BC: Advancing Equity Through Municipal Climate Leadership



With support from BC Hydro, Kambo partnered with the Cities of Kamloops, Surrey, and Metro Vancouver to produce the Power Up BC report, examining how municipalities can embed equity into local climate action. Drawing on interviews with municipal staff from six B.C. jurisdictions and case studies from across North America, the research offers practical guidance to help local governments design climate and energy programs that better reach underserved communities.



## Clean Fuel Standard Equity Report

### Seattle City Light

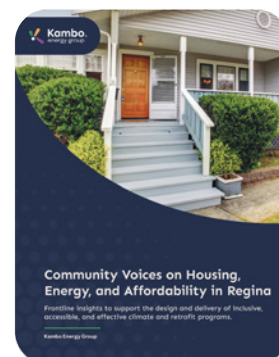


Kambo partnered with Seattle City Light to advance a more equitable approach to implementing Washington State’s Clean Fuel Standard. Through research on leading North American programs and analysis of Seattle City Light’s engagement practices, we developed a framework and practical recommendations to embed co-creation, transparency, and long-term community partnerships into program design. The work helps ensure clean transportation revenues are directed toward projects that reduce pollution, expand access to clean mobility, and deliver meaningful benefits for overburdened communities.

## Community Voices on Housing, Energy and Affordability in Regina



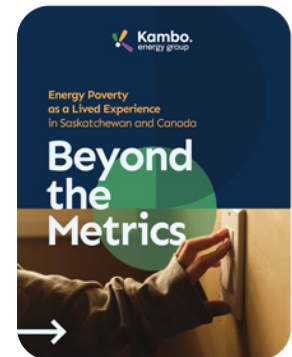
Through community engagement and frontline research, Kambo partnered with the City of Regina to surface lived-experience insights on housing, energy, and affordability. Engaging 300+ residents and community organizations, the project highlighted barriers such as eviction risk, language access, and rising utility costs faced by overburdened households in Regina. These insights informed recommendations to help the City design more inclusive climate and energy programs grounded in trusted community partnerships and culturally responsive outreach.



## Beyond the Metrics: Energy Poverty as a Lived Experience in Saskatchewan and Canada



Kambo led a research initiative for SaskPower that combined Statistics Canada analysis with community-based insights to deepen understanding of energy poverty in Saskatchewan. Drawing on interviews with nine frontline organizations in Regina and Saskatoon, Kambo examined how energy poverty intersects with housing instability, health risks, and financial insecurity. The work produced actionable recommendations to help SaskPower design more inclusive, accessible programs while highlighting critical gaps and priorities for future research and engagement.



## An Advanced DSM™ Framework for New Brunswick

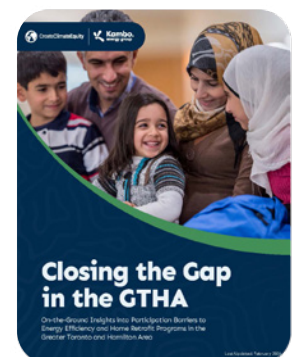


Over 2025 and continuing into 2026, Kambo collaborated with partners to support the development of a clear, actionable roadmap for more equitable and scalable demand-side management (DSM) programs for an east coast utility in Canada. Through this work, our team is collaborating on the development of a DSM planning and implementation framework that embeds equity across outreach, program design, implementation, and evaluation. By translating lived experience and qualitative insights into practical guidance, the project seeks to ensure that all customers can access the benefits of DSM programming.

## Closing the Gap in the GTHA: On-the-Ground Insights into Participation Barriers to Energy Efficiency / Home Retrofit Programs



With support from the Toronto Atmospheric Fund and the Peter Gilgan Foundation, Kambo partnered with Create Climate Equity to explore how energy efficiency and home retrofit programs can better reach immigrant and newcomer communities across the Greater Toronto and Hamilton Area (GTHA). Through listening sessions with 14 community-based organizations that collectively reach nearly 350,000 GTHA residents every year, Kambo identified key barriers, including language, trust, and digital access, and highlighted community-informed solutions to ensure energy programs are accessible, inclusive, and impactful.



Empower Me.

📍 Burnaby, British Columbia



Empowering  
To Make In

power Me  
Workshop Series

Workshops

Energy Savings workshop

Baking Safe at home

EV 101

# Empower Me

## VISION

Underrepresented communities are empowered to make informed choices about energy and their homes



Empower Me.

# About Empower Me

Empower Me® is Kambo's signature community-led outreach and engagement program, designed to increase participation in energy and climate initiatives among traditionally underserved communities. Established in 2012, Empower Me delivers in-language education, trusted guidance, and concierge services to help households navigate energy bills, rebates, and upgrades. Through a relationship-based community-driven model, Empower Me hires and trains trusted messengers and works with local partners to deliver workshops, one-on-one concierge support, and culturally relevant programming in 18 languages. Grounded in long-standing relationships with community organizations and cultural networks, the program reaches households often excluded from conventional outreach approaches.

Since launching, Empower Me has delivered nearly 1,500 workshops and supported more than 105,000 households across Canada and the United States.

In 2025, Empower Me was active in 4 regions: British Columbia, Alberta, Washington, and Ontario.



## Impact in Action

Peggy's Empower Me Story:  
Outreach enables in-language  
retrofit application support



# Empower Me British Columbia

Empower Me in British Columbia experienced significant growth and deepened community impact this year. The program earned strong community endorsement from trusted partners and expanded its network by welcoming six new community partners, bringing the total to 150 across B.C.

A key milestone was the delivery of 105 workshops in 2025, including a major expansion to 24 seniors-focused workshops, up from three in 2024, reflecting the growing demand and strengthened partnerships with seniors-serving groups in immigrant-serving organizations. This expansion significantly broadened reach to priority populations.

The program worked directly with over 2,000 households, a 33% increase from its typical annual average of 1,500 and reflecting deeper, more meaningful community impact.

*"I return to Empower Me because the clients consistently provide very positive feedback. The workshops are led by professional speakers who share informative content with patience and clarity. The facilitators follow up and maintain connections with the clients, which makes the experience supportive and impactful."*

**SUMMER ZHANG**  
Program Officer | S.U.C.C.E.S.S.

**\* Multilingual support in: Arabic, Cantonese, English, Hindi, Japanese, Mandarin, Punjabi, Tagalog, Taiwanese, Turkish, Ukrainian, Vietnamese**

**105** workshops delivered

**2,000+** households reached

Support offered in **12** languages



## FUNDING PARTNERS:





# Empower Me Alberta

In 2025, Empower Me in Alberta focused on expanding reach through stronger collaboration and increased accessibility. The program built on established relationships while welcoming new community partners, bringing the provincial total of partnerships to 31 and enabling delivery in more communities across the province.

A major achievement was delivering over 113 workshops alongside the introduction of sessions in French, Ukrainian, and Vietnamese to better serve diverse multilingual communities in Alberta. As part of the City of Calgary's Home Upgrades Program delivered by Kambo Energy Group, Empower Me Alberta also provided energy efficiency education for income-qualified households across Calgary.

Together, these efforts improved access to practical energy-saving information and supported participants in making informed, confident decisions.

**\* Multilingual support in: Arabic, Cantonese, English, Farsi, French, Mandarin, Punjabi, Spanish, Ukrainian, Vietnamese**

*"Thank you so much for the information you provided. It was incredibly helpful for our participants to learn about energy savings, and the presentation was well-received."*

**LUCY NATANA**

Settlement Counsellor | Calgary Immigrant Women's Association

**113** workshops delivered

**1,757** households reached

Support offered in **10** languages



## FUNDING PARTNERS:

utilitiesconsumer  
advocate





# Empower Me Washington

2025 marked Empower Me’s first full year of programming in Seattle, with a complete team in place and expanded language capacity to better reflect the communities served. The program met its annual performance metrics while strengthening relationships with community-based organizations despite increasing pressures on these groups, many of which will continue into 2026.

Amid shifting federal incentives and evolving energy programs, the team stayed responsive and well-informed, ensuring participants received accurate, up-to-date guidance on available resources. Workshops held in partnership with libraries, senior centers, and housing providers created opportunities for real-time support, including information about Transportation Electrification (TE) initiatives, bill navigation and enrollment in the Utility Discount Program, while expanding access to new audiences and deepening trust across communities.

**\* Multilingual support in: English, Mandarin, Somali, Spanish, Vietnamese**

*“Our partnership with Kambo Energy Group through Empower Me has reshaped how we engage communities. Their approach builds trust, centers lived experience, and connects residents to energy and transportation electrification programs in ways that are accessible and relevant. Together, we’re shaping more inclusive, community-informed solutions for the future.”*

**ANGELA SONG**

Transportation Electrification Portfolio Manager | Seattle City Light

**39** workshops delivered

**408** households reached

Support offered in **5** languages



**FUNDING PARTNER:**



# Empower Me Ontario

In 2025, Kambo launched Empower Me in Ontario, marking an important step toward expanding access to energy education across the Greater Toronto and Hamilton Area.

The launch was grounded in the development of the *Closing the Gap in the GTHA* report (see page 13), which informed the program's early engagement and outreach approach in the region. Insights from this work helped shape the delivery of our first Empower Me workshop, hosted in partnership with IMPACT Lab at the University of Toronto.

Alongside this milestone, we built a strong and growing network of community partners eager to collaborate, recruited three energy mentors, and engaged 12 households through the delivery of two preliminary workshops.

This foundational work positioned the program to deliver a series of culturally relevant workshops in eight languages and setting the stage for continued growth in 2026.

 **Multilingual support in: Arabic, English, Hindi, Portuguese, Punjabi, Spanish, Turkish, Urdu**

*"We thought it was an excellent session, packed with lots of tips and practical insights on home energy saving, especially going by the positive comments made by participants during and after the session."*

**EMMANUEL TAIWO**

Doctoral Researcher at the IMPACT Lab | University of Toronto

Engaged **20** community partners

Hired **3** new Energy Mentors

Support offered in **8** languages



## FUNDING PARTNERS:



# Community Power

VISION

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Every Indigenous home is safe, healthy, comfortable and energy efficient



Community  
Power

# About Community Power

Community Power partners with Indigenous communities and organizations to support the development of safe, healthy, comfortable, and energy-efficient homes. Working with more than 70 Nations to date, Community Power provides a comprehensive suite of services, including housing and energy assessments, multi-year housing upgrade planning, project budgeting and capital resourcing, and construction management. The team supports communities in navigating complex funding processes, building local capacity, and translating Nation-directed housing priorities into actionable, community-led projects.

Since 2009, Community Power has completed thousands of housing assessments, designed hundreds of programs and projects, and supported the implementation of more than \$25 million in impactful upgrades and new home builds.

In 2025, we worked alongside 10 Nations; 4 of these partnerships are highlighted in the following pages.



## Impact in Action

Health starts at home:  
Overcoming Indigenous housing  
challenges



# Housing Condition Assessment Project with the Métis Urban Housing Corporation



In 2025, Community Power (CP) launched its largest Alberta project to date, in partnership with the Métis Urban Housing Corporation (MUHC). Through this initiative, the team is conducting comprehensive housing condition assessments across MUHC's portfolio to better understand the current state, lifespan, and performance of 510 homes in 13 towns and cities across Alberta.

Going beyond basic inspections, Community Power developed a customized home assessment approach tailored specifically to MUHC's needs, ensuring that all building condition data, from structural components to energy systems, can be seamlessly integrated into their asset management database. Using a proprietary digital assessment tool that captures over 500 data points per home, the project generates detailed insights into housing conditions, energy performance, and implementation costing to support their long-term infrastructure decision making.

This practical approach equips MUHC with the evidence needed to plan proactively, prioritize repairs, address health and safety risks, and accurately budget for future maintenance. It also identifies opportunities to incorporate energy efficiency and greenhouse gas (GHG) reduction measures across their housing stock. The resulting analysis supports long-term capital planning while helping MUHC advance its goals for safer, healthier, and more sustainable homes for Métis families across the province.

*Creating a clear, data-driven picture of housing conditions, this project strengthens long-term planning, improves tenant health and safety, and supports more sustainable housing outcomes for Métis communities across Alberta.*



**120** homes assessed in 2025

Target is **510** assessed homes across **13** communities



## Lytton First Nation Multi-Year Housing Upgrade Plan



Following the 2021 wildfire, Lytton First Nation has been rebuilding under sustained pressure, balancing recovery with ongoing housing challenges. In 2025, Community Power partnered with the Nation to clearly define housing needs and bring structure to how priorities are identified and addressed. Our team completed 40 detailed home and energy assessments, engaging over 120 community members, and secured funding to assess an additional 150 homes in 2026. This work identified clear upgrade priorities and energy savings opportunities averaging 19.8 GJ per home, while creating a reliable foundation for planning and decision-making.



## Takla Nation Construction Partnership Services



Community Power has partnered with Takla Nation for over six years to move housing delivery from reactive and fragmented to structured and consistent. What began as an effort to understand housing conditions has evolved into a long-term system for planning, funding, and execution. Together, this work has improved 30% of existing homes and increased housing capacity by 25%, while strengthening the Nation’s ability to deliver consistent, accountable projects over time.

In 2025, this partnership advanced another phase of repairs and upgrades across 18 homes, delivering \$2.9 million in deficiencies repairs and energy improvements that make homes safer, healthier, and more affordable to operate. The momentum in Takla reflects a shift from planning to sustained delivery—where priorities are clear, work is sequenced, and progress is consistently achieved.



## Nadleh Whut’en First Nation Multi-Year Housing Upgrade Plan



Community Power is working with Nadleh Whut’en First Nation to develop a Multi-Year Housing Upgrade Plan for 40 homes, building on a relationship developed over several years.

The work focuses on creating a clear understanding of housing conditions and establishing a structured approach to addressing them. It includes comprehensive housing and energy assessments, detailed home reports, and a community-wide upgrade strategy that reflects the Nation’s priorities.

Community Power is also working with the Nation to secure funding that allows priority repairs and upgrades to move ahead under a plan the Nation can manage and sustain. This work is creating the conditions for consistent, forward progress toward the Nation’s housing and energy priorities.



# Home Upgrades Program

VISION

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Home energy bills are one less burden for lower income households



Home Upgrades  
Program

# About Home Upgrades Program

The Home Upgrades Program (HUP) is Kambo's made-in-Alberta initiative designed to reduce energy poverty by delivering free, energy-efficient retrofits to income-qualified households. First launched in 2018 and expanded in subsequent phases, HUP is the first program of its kind in Alberta to remove financial, technical, and social barriers to home energy upgrades. Through a community-based people-first approach, the HUP team provides comprehensive support including home energy assessments, fully subsidized upgrades, energy- and water-saving kits, and multilingual education to help households understand and manage their utility use and bills.

To date, HUP has directly supported more than 800 households with no-cost upgrades and provided energy education to over 3,000 individuals across Alberta.

In 2025, we wrapped up a three-year collaboration with a cross-sector coalition of partners and relaunched a redesigned version of HUP in partnership with the City of Calgary.



## Impact in Action

Nora's Home Upgrades Story:  
Free retrofits bring comfort to  
Calgary parent's home



# Home Upgrades Program: 2023-2025

In April 2025, the Home Upgrades Program concluded a three-year delivery phase across Alberta, marking a significant milestone in advancing equitable energy efficiency programming. Delivered through a partnership between Alberta Ecotrust Foundation and Kambo Energy Group with support from a collaboration of funders, the program was designed to reduce energy poverty by improving affordability, comfort, and safety for income-qualified households.

HUP provided fully subsidized home upgrades and energy education to households in the participating communities of Edmonton, Calgary, Canmore, Pincher Creek, and St. Albert. Upgrades were tailored to each home and included measures such as insulation, air sealing, furnace replacements, and energy-saving devices. A turnkey delivery model ensured participants faced no upfront costs or administrative burden, with the program coordinating all aspects of delivery.

By the time the program wrapped, it had already begun transforming lives. It delivered an average of 765 GJ in lifetime energy savings and reduced emissions by 40 tCO<sub>2</sub>e per household. It also saved participants approximately \$5,496 in lifetime energy costs, while improving comfort, safety, and affordability and easing the financial and emotional strain of maintaining aging homes.

*"Cannot say 'thank you' enough to express my gratitude... Being a single mom and already working two jobs, I still would never be able to find money to replace my old furnace. This program is such a blessing... You make such a difference in people's lives."*

**KARLA**

HUP Participant | Edmonton

Upgraded **303** homes across Alberta

Supported **747** household members

Saved participants **\$5,496** in lifetime energy costs



## FUNDING PARTNERS:



# Home Upgrades Program: City of Calgary

The Home Upgrades Program was redesigned in partnership with the City of Calgary to better align with local priorities and respond to community needs. The updated program launched in May 2025 with three integrated program streams working together to support households at different stages of engagement.

The Home Upgrades stream provides fully subsidized energy and water saving improvements for households that meet specific income qualifications. Applicants qualify for upgrades ranging from high-efficiency furnaces and toilets, to insulation, windows and more.

Multilingual workshops, delivered through Empower Me, are open to everyone. These interactive sessions offer accessible energy and water education, helping participants better understand their utility bills, home systems, and how to reduce their consumption (and their bills). Participants attending in person receive Grab 'n' Go bags containing basic items that support immediate energy and water savings.

RetroKits are mailed directly to income-qualifying homes, supplying simple DIY tools like LED bulbs, smart power bars, and water-saving devices.

By the end of December 2025, the program was already reaching hundreds of Calgary households, helping homeowners and renters access practical upgrades, lower energy costs, and improve comfort and safety in their homes. Strong demand across all three streams highlights the need for this type of program and signals HUP's growing, city-wide impact as it continues delivering results for Calgary residents into 2026.

## FUNDING PARTNER:



*"Working with Kambo Energy Group on the Home Upgrade Program has been a highly collaborative and impactful experience. Their team brings strong coordination, responsiveness, and a clear commitment to supporting all Calgarians. Together, we've been able to deliver meaningful energy and water savings while building trust and engagement within the community."*

### BRITTANY TRAN

Corporate Environmental Specialist  
The City of Calgary



Received **440** applications eligible for home upgrades

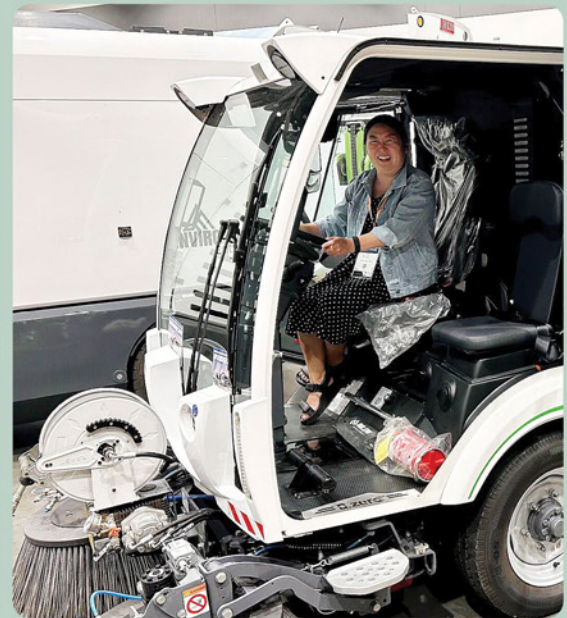
Delivered **32** workshops to **623** participants

**441** RetroKits + **302** Grab 'n' Go bags distributed

# Connecting Across the Sector

In 2025, Kambo hit the road to connect with peers and partners across the continent, attending 25 conferences in 17 cities across North America. Our team delivered 18 speaking engagements, bringing frontline insights and community-driven perspectives to keynotes, panels, and sector conversations.

These opportunities created space to exchange ideas, strengthen partnerships, and share lessons from our work in communities, shaping more equitable climate and energy solutions.





# Thank You to Our Communities

To the communities we have the privilege to work alongside: thank you for your trust. Thank you for welcoming us into your homes, your gatherings, and your spaces. We are continually honored to partner with community-based organizations across all the regions we serve, and deeply grateful for the knowledge, perspectives, and experiences you share with us.

This year, we have seen heightened levels of systemic discrimination and violence impacting underserved communities across Canada and the United States. At a time when many are navigating increased uncertainty and deepening inequities and harm, we are especially grateful for your openness, leadership, and resilience. Your trust makes this work both meaningful and possible. We do not take it lightly. It is a responsibility we carry with care as we remain committed to showing up, listening, and working in ways that reflect your priorities and strengths.

**Clockwise from top on opposite page:** Yasmin Abraham, President and Co-Founder at SwitchON in Toronto, ON; Karim Abraham, CEO and Co-Founder (right) at the AESP Annual Conference in Phoenix, AZ; Hana Gregory, Senior Program and Partnership Development Manager, at the Green Transportation Summit and Expo (GTSE) in Tacoma, WA; Members of the Kambo team at the Renewables in Remote Communities conference in Whitehorse, YK; Tim McCormick, Senior Manager of Partnerships & Project Design (right), at the 2025 Alberta Energy Efficiency and Innovation Summit in Edmonton, AB.



# Looking Ahead

In the year ahead, we will continue to prioritize relationship-building while deepening our impact across Canada and the United States.

We see growing opportunities to collaborate with new and existing partners on targeted initiatives that advance more equitable program design and delivery. Building on Kambo's 16 years of experience working with underserved communities, we will continue to apply our on-the-ground insights to shape programs and approaches that are more inclusive, accessible, and impactful.

As demand for energy equity work grows, our focus is on expanding our impact while maintaining the relationships that make it possible. By strengthening partnerships and expanding where we work, Kambo is positioned to support more households, businesses, and communities, advancing equitable access to a more sustainable future.



