

2021

Sustainability Report



amp.energy

...forging
a new path
to a greener,
cleaner
energy
future

Kotogawa,
Japan

2021 Sustainability Report

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Introduction





100%
Renewable Energy Portfolio

48%
2021 Workforce Growth

7GW
Built or under contract

800 MW / 1600 MWh
Battery Storage Project in Scotland - largest in Europe

Zero
High-risk accidents in 2021

'Deal of the Year'
Awarded North America Portfolio 'Deal of the Year'
by Proximo Infra

Carbon Neutral
for scope 1 and scope 2 emissions

Gold Certification
Awarded gold certification in the UMass
Pollinator-Friendly Solar PV Certification
Program.

+3500
Projects to date



Dave Rogers Founder and CEO

It has been an exciting thirteen-year journey for Amp, but nothing has been more energizing than the last year. Since our beginnings as a small solar developer in Ontario in 2009, we have grown into a world-class, multi-technology global developer at scale, combining flexible renewable assets with our disruptive digital energy platform. The energy transition is evolving at a rapid pace, driven by digitalization and artificial intelligence, the core architecture behind Amp X, in conjunction with solar, wind, storage, and green hydrogen globally.

Participating in the 2021 COP26 climate summit reinforced our vision and focus on accelerating the energy transition. The team left the event with a renewed belief that we play an integral part in achieving the aggressive net-zero targets established by over 70 countries.

Internally, we've sharpened our environmental and social focus to strengthen the local communities where we operate. We've also reinforced our commitment to good corporate governance by announcing a Global ESG Committee that will provide valuable guidance and accountability throughout our expanding business activities. Externally, Amp lives at the critical intersection of energy and sustainability. Across our core markets, we continually strive to be a catalyst for change, helping corporations and grid operators navigate towards a net-zero future.

Solving some of the most critical problems of our time is, understandably, not without its challenges. Therefore, we must continue being agile, flexible, and willing to make bold decisions that inspire others. In the last year, we've announced several landmark projects that will profoundly impact markets around the world. With our renewable energy portfolio rapidly increasing in scale, we still believe that our people will always be our most valuable asset. We are committed to hiring the right fit for our culture, and putting rigor in our governance and company structure as our team continues to grow.

I believe that with the right people, culture, and vision, a sustainable future is well within our reach. For everyone here at Amp Energy, that's a future we can all be proud of.

Dave Rogers,
Amp Founder & CEO

About Amp

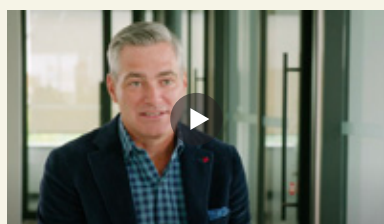


VISION

Creating a Global Energy Transition Supermajor

MISSION

Reimagining the future of energy through technology enabled solutions at scale



Values at Amp

VALUES

Measured Disruptor

We pick our battles. Having in-depth market experience gives us an understanding of which risks to take, because we recognize that in order to reach our vision, we must be brave and take risks.

Passionate Innovator

Forging new paths, turning the norm on its head and reimagining the future is how we are driving the Energy Transition forward. Our focus on a clean energy future ignites our passion and enables innovation.

Relentless Mindset

Dogged determination is at the core of our culture. We have a big vision and our people are going to be how we succeed. Focused, unwavering, and with a relentless pursuit to make change.

Solutions-Oriented

Our global team leverages curiosity and collaboration to deliver change. With a focus on creative problem solving, our diversity of experience, skill set, background, and thought makes our One Amp team unstoppable on our path to Energy Transition.

Culture at **Amp**

At Amp, we work hard to foster a dynamic and entrepreneurial culture that unites us in creating a more sustainable future. We understand the energy transition is complex and multi-faceted, and therefore we strive to be passionate innovators that set new standards across our fast-changing markets. As a global company with a local focus, we are flexible, agile, and continually seek to create new value for our customers, partners, and stakeholders.

From our leadership team to our newest employees, everyone at Amp is united in our mission and empowered to make a difference. Our open and collaborative working environments comprise a diverse range of backgrounds and skills that allow us to continually learn, inspire, and grow.

We will continue hiring and developing great staff who embody our pioneering mindset and share our passion for global decarbonization.



“ We are proud to be building an energy transition supermajor where people can **build rewarding careers** while creating **a better world for future generations.** ”

Culture at Amp

People of **Amp**



Paul Ezekiel Co-founder and Chief Investment Officer

As a veteran of the global energy industry, Paul has been instrumental in fostering Amp's passionate and forward-thinking culture. Under his guidance, our collective mindset is one of a focused disruptor, calculated risk taker and continually looking to innovate and embracing rapid changes in fast-moving energy markets globally. Paul's vision helps us think beyond renewable generation and take a holistic approach that encompasses the entire global energy transition.

Working in open and collaborative environments, we inspire each other to be confident, bold, and willing to lead by example. Incorporating ESG in the investment process helps us better plan for the future and help be a catalyst to enable that future.

QUOTE:

“**Amp** will continue being a **passionate innovator**, so that we're not merely reacting to what's going on around us, but **shaping** and ultimately **leading** the market.”

Message from the **Head of ESG**

Olta Cibuku Head of ESG



At Amp, we've built an incredible team of ESG pioneers that are passionate about the energy transition and creating a better world for future generations. We continually seek to inspire and empower our people to make Amp a leading corporate citizen that embodies integrity, fairness, innovation, and social equity. Working together, we want to help our partner communities globally change for the better and ultimately make a positive and lasting impact on the world.

This year, we've intensified our focus on corporate governance, building new systems and infrastructure to implement ESG throughout the organization. As part of this focus, we have established board-assigned ESG responsibility, set up a Global ESG Committee, and introduced a number of policies and procedures to ensure Amp and its partners adhere to the highest social, ethical, and environmental standards. In addition, we have started introducing ESG into our asset development and investment processes, which will continue throughout the year with more updates to come.

Before joining Amp, I spent six years working with governments to develop and implement legislation compliant with the Sustainable Development Goals (SDGs). At the time, the main barriers were institutions and corporations putting financial returns at the forefront of their decision-making matrixes.

Today, it's inspiring to see how dramatically things have changed. Companies like Amp are proudly leading the way in the fight against climate change and helping to create a more equitable world. Due to the nature of our business, we are also working with a growing number of partners and organizations to develop effective net-zero roadmaps, and continually empowering our people to amplify our global impact. Perhaps most importantly, our united vision inspires us to pursue these goals not because we have to, but because we know it is the right thing to do.

Our Memberships / Partnerships



Task Force for Climate Related
Financial Disclosures



Equal by 30



Sustainability Accounting
Standards Board



BlackNorth Initiative



Japan Climate Leaders' Partnership

Kotogawa, Japan

Environmental Responsibility





Environmental Materiality Mix (following SASB guidelines):

- Climate Change
- Greening the Grid
- Sustainable Development
- Environment Preservation and Biodiversity

Sustainable Development Goals (SDG's):



Environmental leadership at Amp

At Amp, we are driven to create a future where clean energy, business growth, and the environment can all move forward together. We believe innovation will continue to be a powerful catalyst for change in the global push towards a net-zero future. By promoting the most advanced technological solutions, we can improve our own performance while inspiring and leading corporations, grid operators, and even entire energy markets along the critical path to decarbonization.

In addition to generating clean energy, we also strive to be stewards of the environment that enrich natural habitats and create more resilient ecosystems. To achieve this goal, we partner with community stakeholders to establish biodiversity programs and seek advice from local experts to ensure our projects meet the highest sustainability standards.

Over the last year, we have launched a number of science-based initiatives, such as introducing pollinator fields to enhance wildlife and biodiversity and dual-use agriculture to combine sheep grazing with renewable energy production. In Massachusetts, United States where we have co-developed pollinator fields at multiple sites, we were proud to receive gold certification in the UMass Pollinator-Friendly Solar PV Certification Program.

Our role as the developer, owner, and operator of assets reaffirms our long-term commitment to our projects and their surrounding communities. With our passionate and solution-focused mindset, we will continue to create localized solutions and set new benchmarks in corporate and environmental responsibility.

Climate Change

2021 Goal: Build a Resilient Organization to Climate Change

Status: Underway

At Amp, we understand that climate change and global warming are some of the most critical challenges of our time. For this reason, our core focus has always been to develop technology-enabled renewable energy assets that support tomorrow's low-carbon economies.

We believe being a responsible company is necessary to make a meaningful contribution to climate change mitigation. Therefore, in 2020, Amp became a signatory to the Taskforce for Climate-Related Financial Disclosures (TCFD) and began implementing the framework across our operations and assets under management. One of our initial actions has been establishing board-assigned ESG responsibilities to improve the transparency and consistency of our approach in line with TCFD's recommendations.

In 2021, we identified climate-related scenarios for analysis and began preliminary research into physical and transitional risks. These efforts will help us more effectively incorporate climate-related risks and opportunities into our strategic planning. They will also inform our enterprise risk management matrix and governance policies to ensure climate protection remains an intrinsic element of our investment, development, operations, and asset management.



People of Amp



Irene Di Martino Executive Vice President of Amp, Head of Amp X

Department:
Executive Leadership team

As Head of Amp X, our disruptive AI-drive digital energy platform, Irene brings wide-ranging experience and perspectives from her 20+ years in the energy industry. She believes Amp’s vision to reimagine the energy ecosystem and its commitment to ESG principles were critical to Amp X’s formation and early success. “Many companies have focused only on renewable generation, but Amp’s early recognition that digital technologies and automation will maximize the impact and integration of renewable energy has put us well ahead of the curve.”

Amp X is beginning deployments of its Smart Transformers later this year, which will help network operators reduce constraints and integrate larger volumes of clean energy. In 2021, Irene’s team also started a real-world trial of “ALICE,” a behind-the-meter digital energy assistant that enables autonomous participation in energy markets and provision of additional grid stability by distributed energy assets. “The energy transition will only be sustainable if it is affordable. Amp X can help consumers manage the risks and costs of the transition while also reducing the network-related costs of integrating renewable energy into the grid,” she said.

Irene was also invited to speak at the Flex Education online panel during the COP26 climate summit. Amp X was the youngest company represented, a testament to the immediate impact it has made in the digital energy space. “We have assembled a hugely talented team with an exceptional range of experience and expertise, enabling us to identify attractive markets, opportunities, and projects, and then make progress very quickly.”

Another of Irene’s key ESG focuses has been supporting her growing team amid a global pandemic. Amp X started in 2019, just six months before the first global lockdowns. Despite having colleagues in multiple countries, Irene and her team have worked together to maintain business and social continuity with home office arrangements, online team social events and get-togethers, and participating in the Amp Health & Wellbeing program. “The challenges of the pandemic have helped us develop an even stronger collaborative culture, where geographically diverse teams work together to achieve some amazing results.”

QUOTE:

“I’ve worked on some of the most carbon intensive power stations on the planet, so ESG issues are especially important to me. I’m proud of the team we’ve built at Amp X, and I’m committed to ensuring their health, wellbeing, and development as we work towards a clean energy future.”

Case Study: ALICE

Digitalizing energy to create smarter and more efficient homes

The UK has an ambitious net-zero target in place, requiring an intense focus on energy efficiency and a swift transition to low-carbon energy and transport. Many consumers are already taking the lead, with rising numbers of heat pump and solar system installations, combined with electric vehicles (EVs) gaining rapid momentum. However, while these and other measures are critical for reducing emissions, they can also lead to grid imbalances that drive the need for greater network flexibility and deeper insights into user behavior.

To address these challenges, we created Amp X, our AI-powered digital energy platform that contributes to both the decarbonization and decentralization of the electricity grid. In 2021, Amp X developed a Living Lab trial with the Energy Systems Catapult, a not-for-profit organization enabling UK residents to use and assess emerging technologies in their own homes.

For this trial, Amp X launched a new in-home system called ALICE: Agent for Lifestyle-Based Intelligent Control of Energy. The software-based platform allowed users to automate and optimize their electricity use and significantly reduce costs and CO2 emissions without any disruptions to their daily lives.

ALICE uses a combination of machine learning, advanced data analytics, “Internet of Things” technology, and hardware control systems to unlock new levels of behind-the-meter flexibility. Following a simple installation and setup, the ALICE platform delivers a range of unique benefits:

- **Smart scheduling**

ALICE can autonomously schedule and optimize household loads such as washing machines, tumble dryers, dishwashers, thermostats, and EV chargers.

- **Demand-side management**

Its AI-powered data engine can make autonomous demand-side-response decisions based on real-time electricity market signals, including requests from grid operators for extra flexibility to manage constraints.

- **Learning from user behavior**

The platform automatically learns users’ preferences to help reduce costs and emissions without disrupting their day-to-day lives.

During the trial, participants were able to access all of ALICE’s features and controls via a simple smartphone app. They could also review their electricity consumption and costs, discover the best times to run appliances, and track their financial and environmental savings.

ALICE's success by the numbers

The Living Lab trial allowed Amp X to showcase its unique benefits in a diverse, real-world environment. Here are some of ALICE's key achievements:

46
households

300+
EV smart charges

3700+
dishwasher and
washing machine
scheduled cycles

~25%
average monthly
cost savings (total)

~33%
average monthly cost
savings (EV charging)

The live trial also collected valuable data and user feedback, allowing the Amp X team to refine ALICE's performance and interfaces while gaining valuable insights into consumer behavior.

Amp X: shaping tomorrow's flexible energy networks

Alice

During this successful Living Lab trial, Amp X demonstrated the many ways it is working to decarbonize and democratize the electricity grid.

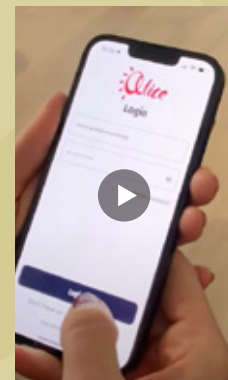
In the future, the ALICE platform will facilitate a transactive electricity grid, in which homes can become direct participants in the electricity market. This evolution will enable users to access cheaper electricity, receive payments for being flexible with their consumption, and sell power back to the grid from solar arrays, home battery systems, and electric vehicles.

By helping users optimize their energy consumption and participate in the market, Amp X is shaping tomorrow's cleaner, greener, and more interactive power networks.

QUOTE:

"With Amp X, our ultimate goal is to **deliver an inclusive, future-proof, and fully transactive electricity grid.**"

Dr. Irene Di Martino, head of Amp X



Alice Demo

Greening the grid

2021 Goal: 100% RE portfolio

Status: Achieved

Impact Metrics*

CO₂ avoid from the grid in 2021

227,771
MTCO₂e

213.3MW

Total deployed

This is equivalent to

25,738,125.86

Gallons of gasoline consumed

523,873.36

Barrels of oil consumed

48,971

Vehicles driven in one year

28,699.15

Homes powered in one year

Earlier this year, we were proud to announce one of the biggest projects in Amp's history: the Scottish Green Battery Complex (SGBC).

Set for launch in April 2024, the portfolio comprises two 400 MW / 800 MWh grid-connected batteries with 1,600 MWh of total energy storage, located approximately 50 km outside of Glasgow and Edinburgh.

Case Study: Battery Storage in the UK

Unlocking the UK's incredible offshore wind potential

Our announcement of the SGBC came shortly after Scotwind approved 25 GW of new offshore wind licenses for 17 projects. Amp's two batteries will capture large volumes of this clean energy in the UK's north and help transport it to the major load centers in the south, notably London. Large-scale energy storage projects such as these are critical steps in the UK's journey to reduce emissions by 78% by 2035 (compared to 1990 levels) and achieve net-zero emissions by 2050.

The UK government has already closed the majority of its coal-fired power stations and plans to exit coal entirely by October 2024, just a few months after Amp's batteries are set to come online. The SGBC will enable up to 1,750 GWh of additional clean electricity per year, equivalent to the output of a 500 MW offshore wind farm.

Future-proofing the grid for the age of renewables

The SGBC will help modernize the UK's electricity network at a fraction of the cost of traditional infrastructure and transmission upgrades.

The project will utilize Amp X technology, our proprietary grid-edge digital energy platform, to maintain optimum performance and efficiency. The AI-powered software will autonomously dispatch battery power to the national grid based on real-time market signals, helping to provide greener and cheaper electricity for consumers.

"While these batteries will be very useful for storing and dispatching clean energy, it's actually their system security and resiliency aspects that will ultimately provide the greatest value," said Paul Ezekiel, Amp's Co-Founder and Chief Investment Officer.

Each energy storage facility will be accompanied by state-of-the-art hardware:

- **Grid-forming inverters**

Specialized technology that provides critical grid stabilization and power management services, enabling higher levels of renewable energy generation.

- **Synchronous condensers**

Large rotating machines that mimic the inertia traditionally supplied by coal and gas power stations, increasing the overall system strength.

By unlocking more renewable generation, the SGBC will also help to boost the UK's energy security and reduce its reliance on gas imports, a topic highlighted by the recent Ukrainian conflict. UK electricity bills have skyrocketed in recent times, amplifying calls for more localized renewable generation paired with large-scale energy storage.

Sustainable Development

2021 Goal: Be Carbon Neutral for Scope 1 and 2 emissions

Status: Achieved

- **156 Tonne CO₂e**
Scope 1 CO₂e Emissions
- **311 Tonne CO₂e**
Pachama Offsets
- **155 Tonne CO₂e**
Scope 2 CO₂e Emissions

At Amp, even though clean energy generation is at the heart of our business, we understand we can always do more to minimize our climate impact. Despite our rapid growth in recent years, we are proud to have remained carbon-neutral through our focus on innovation, efficiency, and expanding range of carbon-reduction initiatives.

In 2021, we moved our Toronto Headquarters to a more energy-efficient building. We also implemented hotel-style staff accommodation to reduce the space required by our operations and eliminate redundancies by 40%. To address our direct transport emissions, 60% of Amp owned vehicles are now electric vehicles (EVs). We plan to continue investing in EVs and charging infrastructure as our fleet continues to grow.

For our indirect Scope 2 emissions, we are seeking to reduce our impact by purchasing renewable energy. We are currently assessing options across our operational markets and will provide updates in the future.

To measure and address our broader organizational footprint, we are also expanding our Scope 3 emissions reductions beyond abatement calculations. Working with our procurement team, we are developing mechanisms to calculate our Scope 3 emissions and have engaged with corporate travel to measure our flight and commute emissions. We are still assessing the depth and complexity of our Scope 3 emissions calculations and will provide updates in our next sustainability report.



Case Study: Nemiah Valley

In partnership with the Xeni Gwet'in First Nations band Government, Amp has delivered a remote solar and battery micro-grid to boost energy security and protect the natural environment.

In British Columbia's Nemiah Valley, 100 km from the nearest electricity grid, Amp has deployed a renewable energy micro-grid for the Xeni Gwet'in First Nation, a remote community of 74 residences. The project features a 250 kWp solar array and a 1,000 kWh energy storage facility, supported by a software control layer to enhance the system's efficiency and overall reliability. The micro-grid began full operation in May 2022.

Delivering clean, reliable, and sustainable electricity

- **Fossil fuel displacement:**

the micro-grid now supplies more than 60% of the community's total energy, which it has traditionally sourced from a fleet of diesel generators powered by trucked-in fuel. We estimate the project will reduce diesel consumption by more than 33,000 liters per year and prevent 4,200 tons of CO₂-equivalent emissions.

- **Reliable and affordable clean energy:**

the partnership has made the community less reliant on fossil fuels, improved self-sufficiency, and reduced energy costs while improving local air and water quality. With no moving parts, noise, or pollutants, the renewable energy system operates in harmony with the valley's pristine natural beauty.

Empowering indigenous communities with renewable energy

Jimmy Lulua, Chief of the Xeni Gwet'in First Nations Government, believes the micro-grid will become a benchmark for other indigenous communities around the world. "Clean energy is something that we've always promoted, and in being able to take care of our land and take care of our aboriginal rights, clean energy is a piece of this puzzle. We'll continue on this road to better our lives for indigenous people, and we want to be the model that people look at."

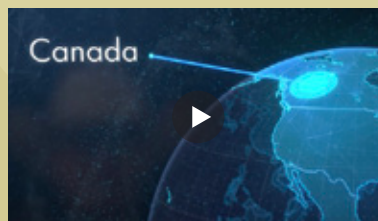
At Amp, we are proud to support the Xeni Gwet'in First Nations Government and its mission to be more self-sufficient while helping to preserve the Nemiah Valley. This micro-grid demonstrates that renewable energy can work hand-in-hand with people and nature to change lives for the better. With reduced living costs, lower emissions, and more reliable electricity, this partnership project will help the Xeni Gwet'in First Nations community remain economically and environmentally sustainable for many generations to come.



QUOTE:

"For our community not to run on diesel, in a way that brings equality; everyone will have power, everyone will have running water, and also looking at the directives of our community to be **self-sufficient.**"

Jimmy Lulua, Chief of the Xeni Gwet'in First Nations Government



Delivering a Microgrid for the Xeni Gwet'in First Nation, 100km from the nearest electricity grid

Environment Preservation and Biodiversity

2021 Goal: Policies to reduce personal and organizational environmental footprints.

Status: Achieved

Working with local communities and learning from our global stakeholders have always been rewarding aspects of our renewable development work. In addition to being a leader in the energy transition, we also embrace opportunities to integrate environmental and sustainability standards into each new project. Over the last year, we have completed a range of biodiversity initiatives such as pollinator fields, bee colonies, native vegetation, and dual-use agriculture combining sheep grazing with solar PV generation. In recognition of our efforts incorporating pollinator fields at our solar sites in Massachusetts, Amp received gold certification in the UMass Pollinator-Friendly Solar PV Certification Program. The approval acknowledges our contributions to enhancing biodiversity and adherence to best management practices.

Along with the Amp GHG Guidelines we use to track and minimize our operational footprint, we are currently creating a global Amp Development Standard. The standard will ensure we maintain high-quality projects, service the needs of our local communities and surrounding environments, and maintain a consistent approach and execution in our target markets worldwide. To support these efforts, we also use the Integrated Biodiversity Assessment Tool (IBAT), considered the most authoritative data tool of its kind, to inform our decisions and reduce our environmental impact.

No matter how advanced our technological solutions may become, creating rewarding community partnerships will always be critical to Amp's long-term success. As the developer, owner, and operator of our renewable energy projects, we are committed to setting new standards in sustainable development while building stronger and healthier communities around the world.

People of Amp



Camille Littlefield Manager of Interconnection and Design

Department: Development Team

Working across the US, Camille’s development team puts considerable thought and effort into how it can deliver benefits to local communities and protect each site’s natural heritage. In the early stages of development, state managers host engagement meetings to understand and address any concerns from adjacent neighbors and the community at large. “Communicating our ESG commitments to stakeholders is essential because there can be a lot of misinformation about solar development, fueled by resistance to change or simply fear of the unknown,” Camille said.

One of the most common questions raised is how Amp’s project will impact biodiversity, and Camille says residents are often pleasantly surprised by the answers. “Most people know that our projects reduce greenhouse gas emissions by replacing fossil fuels, but many are very happy to learn they can also have a positive impact on local plants and wildlife.”

Camille is encouraged by the growing awareness for societal and environmental issues around the US and the rise of organized grassroots movements. “I think people are motivated more than ever before to be included and involved in creating positive change, and not just stand by while decisions are made on their behalf.” She believes Amp’s focus on ESG principles helps her team more easily engage with community stakeholders, understand their concerns, build relationships, and ultimately create new champions of renewable energy.

QUOTE:

“Working at Amp, I’m proud to be shaping how renewable energy development strengthens local communities and natural ecosystems, particularly in areas that can really **benefit from greater habitat diversity.**”

Social Responsibility





Environmental Materiality Mix (following SASB guidelines):

- Focus on Employee Health and Safety
- Prioritize employee wellbeing and development
- Fostering Diversity and Inclusion
- Stakeholder Inclusion to foster cooperation and expedite the transition to renewable energy

Sustainable Development Goals (SDG's):



Social Responsibility at Amp

At Amp, our people have always been the engine that powers our business forward. Therefore, we continuously strive to foster a dynamic, inspiring, and safe environment that creates equal growth and development opportunities for everyone. With a diverse and inclusive workforce, we continually help each other to learn and improve as we drive our target markets towards net-zero emissions.

As a socially responsible company, we also work to ensure our renewable energy projects add significant long-term value to their host communities. We aim for every development to generate quality employment, create new educational opportunities, and help the region embrace the benefits of a low-carbon economy. As part of our structured approach, we engage with local communities at the very early stages of development, work to understand their history, needs, and goals, and then make meaningful contributions as a valued partner.

Our social commitment also means the health and safety of our employees, partners, and stakeholders is one of our highest priorities. As a result, we are proud to report that in 2021 we recorded zero major accidents throughout our global construction and operations. We will intensify our safety focus as our workforce grows and enhance Amp's reputation as one of renewable energy's most socially responsible companies.

People of **Amp**

Catherine Brown VP, Global Marketing & Communications

Department:
Marketing & Communication



QUOTE:
“With the **Amp Women’s Network**, we’re building a real community that helps all of us to grow professionally and personally. It’s where we can tell stories, share laughs, create new connections, and confide our struggles in a safe and inclusive space.”

As president of the Amp Women’s Network, Catherine is proud of her contributions to promoting diversity and equity throughout the organization. While now in a leadership position as Amp’s VP of Global Marketing and Communications, Catherine says she had to learn to overcome the self-doubt that shadowed her early career. “I used to think my thoughts and ideas were wrong because they often diverged from the dominant male voices in the room. But now, I understand that thinking differently is actually my superpower.”

Catherine is encouraged by the growing collective of strong women at Amp, each contributing to the company’s everyday success and shaping a culture where everyone has an equal seat at the table. “I’ve seen first-hand what happens when historically quieter voices have a chance to be heard. A diversity of backgrounds, thoughts, approaches, and experiences creates a more collaborative environment that ultimately delivers stronger results.”

Since joining Amp in 2021, Catherine has helped the Amp Women’s Network grow from strength to strength. She has introduced multiple new engagement channels, including education sessions, guest speakers, coffee meetups, and “fireside” chat sessions, bringing together women from a variety of industries and backgrounds. To support inclusion, the network also hosts its session materials and educational tools online so members have easy access and can share their thoughts and ideas. This year, Catherine and the network will collect feedback to measure engagement, shape new content and events, and continue expanding this incredible collective of women at Amp.

Health and Safety

2021 goal: Zero major accidents across our operations
Status: Achieved

At Amp, the health and safety of our employees has always been our highest priority. We reinforce this commitment at the corporate level through our Global Health and Safety Policy and our Accident Prevention Program. Without exception, we are committed to ensuring every Amp employee, contractor, and partner has a secure working environment and returns home safely each day.

Since 2012, we have launched a Joint Health and Safety Committee (JHSC), which tracks and documents all health and safety matters, meets quarterly to discuss recent developments, and reports any actions to Amp's Executive Team. To maintain the highest standards across our operations, the JHSC has two certified co-chair members who undertake regular training to ensure currency and maintain their certification.

Amp's 2021 health and safety record at a glance:

Zero

major incidents recorded

Zero

Total Recordable Incident Rate (TRIR) during our construction, operations, and maintenance

Zero

worker compensation claims

Zero

Days Away, Restricted, or Transferred (DART) recorded

Prioritize employee wellbeing and development

2021 Goal: prioritize employee health, wellbeing, and development

Status: On-going

The global pandemic has presented many different challenges, but also valuable opportunities for us to create a more resilient and efficient organization. As a result, throughout 2021, we continued to prioritize working flexibility, mental health, and overall employee wellbeing. To encourage our staff's career growth and development opportunities, our HR team created an official goal-setting process and began conducting annual performance appraisals. We support physical and mental wellbeing by providing a USD \$100 monthly Health and Wellness Benefit and making upgrades to our employees' benefits packages, including additional personal days and a Healthcare Spending Account (HCSA) in the amount of \$500 annually for Canadian staff. In the US we transitioned benefits to Hub International, adding a comprehensive plan including medical, dental, vision, and voluntary benefits (critical illness, hospital indemnity & accident) with 100% employer covered life/disability options for HSA/FSA and legal/ID protection.

Across our operations, we also launched several initiatives to minimize business disruptions and increase office space utilization without compromising employee health. These included standardizing our protocols for office visits and travel and establishing an online booking platform that allows staff to make hotel-style desk and room reservations.

Amp's 2021 wellbeing and development highlights at a glance:

- Maintained full-time remote working throughout 2021
- Employees received a CAD \$100 monthly Health and Wellness Benefit to support their physical, mental, and general wellbeing
- Conducted quarterly virtual town hall meetings in all jurisdictions to provide corporate updates
- Introduced Canadian sick and personal days (five of each)

Case Study: Women's Network

Founded in 2020, the Amp Women's Network is a community that supports and encourages women to become leaders in renewable energy.

As a rapidly growing business in the energy transition space, Amp has always supported a diverse, equal, and inclusive workforce. We reinforced this commitment in 2020 by creating the Amp Women's Network, a community that helps members embrace new opportunities, take the lead in company initiatives, and build strong connections with other female professionals.

Exciting opportunities in 2021 and beyond

In 2021, the network supported enrollment in various professional networking organizations and contracted three leadership trainings delivered in Q1 of 2022 by external consultants and professional coaches.

The network established a new leadership committee in early 2022 and has since launched several unique events and networking opportunities. The group now holds hour-long coffee chats once a month and in the second half of 2022, the network will also launch a fireside chat series, highlighting inspirational women from various industries and backgrounds that are blazing new trails forward.

Amp's growing community of incredible women

The Amp Women's Network has had a remarkable impact in a short time, helping women throughout the company support each other while driving their own personal development.

"As we continue our high growth on a global scale, it is important we create and maintain a supportive, caring, and open-minded community. Women empowerment has, and always will, rank very high on our list of sustainable development goals," said Dave Rogers, Amp's Founder and CEO.

With various new events and programs in the pipeline, we're excited to witness the continuing growth of this network in 2022 and beyond. We look forward to providing more updates in our next sustainability report.

Fostering Diversity and Inclusion

2021 Goal: Equal by 30

Status: On-going

In 2021, we reinforced our commitment to a fair and equitable workforce by rolling out our Diversity and Inclusion policy and our Safe and Inclusive Workplace policy. Following Amp's previous commitments to Equal by 30 and the BlackNorth Initiative (BNI), our Human Resources department participated in BNI roundtables and attended a workshop for the BNI Racial Playbook. We are proud to be building a diverse and equal organization with policies and initiatives focusing on the following key areas:

- **Recruitment**

Curating teams with varying cultural, linguistic, and national backgrounds provides valuable knowledge and insights into our complex international markets. In addition, we frequently evaluate Amp's open positions to ensure equity and market competitiveness, combined with outreach programs to identify and recruit talented individuals from under-represented backgrounds.

- **Career Development and Promotion**

We reward excellence and offer all promotions based on merit. The structured goal setting and evaluation process, recently established by our HR team, enables leaders to ensure all Amp employees are treated fairly and evaluated objectively.

- **Employee Support**

We provide a safe and inclusive environment for all employees, including: Flexible working time and home office arrangements

- Employee education assistance
- Employee networks and support groups, including the Amp Women's Network
- Open communication at all levels of the organization

- **Equity and Anti-Discrimination**

We recognize there are distinct demographic groups that have long been disadvantaged and that racism, sexism, ageism, and other forms of discrimination are problems for our organization and society as a whole. Therefore, Amp is committed to tackling cultural stereotypes both within and outside our organization.

At Amp, we believe diversity makes us more creative, flexible, and productive and allows us to more effectively meet the expectations of our customers, stakeholders, and employees.

People of Amp

Victoria Corbalan Talent Acquisition Specialist

Department: Human Resources



QUOTE:

“I thrive in an environment where I get to **work with people from a diverse range of backgrounds united in the same values and culture.** And I’m proud to say that’s exactly what we’re building here at Amp.”

As an integral member of Amp’s talent acquisition team, Victoria helps to identify and recruit tomorrow’s renewable energy leaders. She believes Amp’s strong ESG principles are critical for attracting candidates seeking to create a greener and fairer planet. “Many of today’s applicants want to join companies dedicated to improving society and contributing to a better future. Our ESG focus supports my work as a talent acquisition specialist by broadening the talent pool and helping me build more diverse and creative teams.”

With Amp’s business involving many different internal and external relationships, Victoria says promoting social empowerment through diversity, equity, and inclusion is key to sustaining long-term success. “Each new market and project is a chance to build strong community ties and improve our reputation around the world. We’re heavily focused on increasing employee engagement and keeping equity top of mind across all our global sites.”

Overall, Victoria appreciates Amp’s commitment to fostering a safe and inclusive working environment where people from all backgrounds can build rewarding careers. “As an immigrant myself, it’s very important for me to look around and feel that I’m part of a diverse team. Working for a leader that values my international work experience and education gives me a real sense of purpose and belonging, which hasn’t always been the case at other companies.”

Stakeholder Inclusion to foster cooperation and expedite the transition to renewable energy

Community engagement

As a leading clean energy developer, we are actively involved in each community long before we ever commence work on site. We understand that despite the growth of renewables, residents and local stakeholders still have many questions and concerns when a new project is planned in their region. Therefore, we adopt a structured engagement strategy to understand each area's unique history, environmental considerations, and future aspirations. This approach enables us to foster strong community support, streamline and enhance our development work, and make meaningful contributions that benefit the region for years to come.

Through shared values and mutual respect, we collaborate with our partners and communities to reduce carbon emissions and build more sustainable energy networks. As the developer, owner, and operator of each project, Amp strives to become a valued community member that makes long-lasting contributions to a brighter future.

Investing in the communities where we operate

At Amp, we believe the value of our renewable energy assets should also extend far beyond the clean electricity they generate. Therefore, we strive to make each project an ecosystem that enriches the local community with meaningful employment, social and educational opportunities, higher tax revenues, and a sustainable pathway to a low-carbon economy.

To achieve these goals, our teams of passionate and creative individuals form rewarding partnerships with a diverse range of community stakeholders. Working together, we apply our existing knowledge and experience while gaining valuable insights that help to elevate our ongoing developments around the world.

We are also committed to volunteering our time and resources to social and environmental causes in the areas where we work. These include developing pollinator fields and wildlife projects, launching new educational initiatives, and donating to charities and organizations providing vital social services. Through these actions and commitments, we aspire to be a model corporate citizen that drives social, environmental, and economic progress through the power of renewable energy.

People of Amp

Katsumasa Mizugaki Senior Project Manager

Department: Project Development,
Amp Japan



QUOTE:
“I want to **leave a better society for my children and the next generations.** To reverse global warming, we must commit to renewable energy and make ESG principles common values throughout the world.”

Katsumasa is a senior member of Amp’s Japanese development team. Over the last year, he has observed Japan’s accelerating push towards corporate decarbonization, fueled by the COP26 summit and growing consumer demands for clean energy. Katsumasa believes his team’s ESG-driven approach and technological expertise have established Amp as one of Japan’s leading corporate PPA providers. “Focusing on ESG is essential for managing business risks and creating new opportunities. Companies like Amp that embrace strong ESG policies will ultimately gain the support of investors, governments, and consumers.”

Amp has also joined the Japan Climate Leadership Partnership (JCLP), comprising over 200 companies working to limit global warming through carbon-reduction initiatives. Katsumasa’s team is now part of a collaborative network that shares knowledge and develops energy solutions needed to achieve Japan’s 2050 net-zero target.

In his role as a renewable project developer, Katsumasa says part of Amp’s success stems from its community-focused approach. “We feel a deep responsibility to improve living environments, so it’s essential to have close relationships with local stakeholders and maintain communication to address any concerns.” Within Amp’s ESG commitments, Katsumasa and his team have launched various social initiatives, including providing wells and water facilities to conserve drinking water, disaster prevention facilities to reduce flood risks, and sponsorships for local soccer clubs.

Ultimately, Katsumasa believes supporting Japan’s energy transition is a pathway to a brighter future.

Case Study: 2021 Amp Corporate Donations

At Amp, we have always strived to give back to the local communities where we operate. In 2020, we formally launched a donations initiative in Ontario, Canada and in 2021, we expanded this initiative globally.

For a growing number of people, times are tougher than ever. Factors such as the COVID-19 pandemic, climate change, and rising living costs have increased the pressures on households and communities all over the world. Therefore, we are committed to supporting terrific organizations that provide help and assistance to those in need.

In 2021, we donated \$40,000 CAD globally to charities addressing food scarcity, homelessness, and other vital community services. Here is a summary of the charity organizations we supported throughout the year:

Second Harvest (Toronto)

Amp's donation: **\$10,000 CAD**

Second Harvest is one of Canada's leading food rescue charities. It works to provide quality food to those in need while reducing the growing environmental impacts of food waste. "Once again, I am so moved by the generosity of the AMP team and want to share my heartfelt appreciation for your continued support in Second Harvest and our mission to provide good, surplus food to communities that need it across Canada." - Rachel Clasadonte, Second Harvest Toronto

Second Harvest (Japan)

Amp's donation: **\$2,500 CAD**

Second Harvest is Japan's first food bank and runs on generous donations from farmers, manufacturers, retailers, and individuals. The organization distributes food to welfare agencies, orphanages, women's shelters, homeless and low-income people, and many others in need.

Fred Victor (Toronto)

Amp's donation: **\$5,000 CAD**

Fred Victor is on a mission to improve the lives of homeless and low-income people all over Toronto. The charity supports more than 3,000 community members every day through its range of housing, health, and income support services.

FareShare (Scotland)

Amp's donation: **\$2,500 CAD**

FareShare is the UK's longest-running food redistribution charity. For over 25 years, it has collected and donated more than 131 million meals to 10,000 charities and community groups throughout the UK.

Spanish Federation of Food Banks (Spain)

Amp's donation: **\$2,500 CAD**

The Spanish Federation of Food Banks is a non-profit organization collecting food that would normally go to waste and redistributing it to people in need.

Feeding America (US)

Amp's donation: **\$2,500 CAD**

Feeding America is the US's largest hunger-relief network. It has been helping people for more than 40 years through its national collective of 200 food banks and 60,000 food pantries and meal programs. "I can't thank you enough for the incredible generosity you showed with your gift to Feeding America today. The donation you just made will help us provide 19490 meals to families in need." - Elizabeth Nielsen, Feeding America

Czech Federation of Food Banks (Czech Republic)

Amp's donation: **\$2,500**

The Czech Federation of Food Banks fights against daily hunger and food waste. It collects unwanted food and distributes it to a network of partners and charitable organizations. To date, it has saved over 7,000 tons of food and provided meals to more than 160,000 people.

OzHarvest (Australia)

Amp's donation: **\$2,500 CAD**

OzHarvest is one of Australia's leading food rescue organizations. Since 2004, the charity has delivered almost 200 million meals to support those in need and runs nutritional education programs around the country. "Food insecurity in Australia is not going away anytime soon. Thanks to your support, we can get much-needed food on the table for families struggling to make ends meet, and provide food relief to over 1,500 charities supporting vulnerable Aussies every day." - Katie Martin, OZ Harvest

Amp's support for Covenant House (Canada)

As a company headquartered in Toronto, we also work to help those in our surrounding area. In 2021, we raised \$18,000 CAD through Amp's donation-matching initiative to support Covenant House's #Isleepoutfor campaign. Covenant House is Canada's largest not-for-profit organization helping homeless, trafficked, or at-risk youth. Over the last 40 years, the charity has supported more than 100,000 people through generous donations from organizations and individuals.

At Amp, we are proud to support such worthy charities that change the lives of some of the most vulnerable and deserving people in our communities. We are looking to expand our donations initiative in 2022, and will provide further details in our next sustainability report.

Governance





Governance Materiality Matrix:

- Conduct business to the highest ethical levels
- Integrate and disclose climate change related risks and opportunities
- ESG in the investment process

Sustainable Development Goals (SDG's):



ESG Governance Leadership at Amp

In 2021, Amp strengthened its dedication to responsible corporate governance through several new ESG-focused policies and initiatives. A key highlight included founding board-assigned ESG responsibility to enhance transparency and accountability throughout our organization. We also made significant progress in forming a Global ESG Committee that will assist the board in developing new ESG strategies and overseeing their effective implementation.

In addition, we have expanded our ESG focus across Amp's key departments, including Procurement, Tax, Compliance, Accounting, and Investments. We have further solidified these efforts by launching several new policies, such as incorporating ESG into our company procurement process and committing to ESG-based corporate donations in our markets around the world.

To improve transparency, we have also increased the scope of our reporting to Amp's investors and the Global Real Estate Sustainability Benchmark (GRESB), an industry-led organization that provides transparent ESG data to financial markets. Our commitment to responsible corporate governance demonstrates that business growth and environmental conservation can move forward together. We believe these and other efforts will bolster our reputation and help Amp set new sustainability and social benchmarks in the renewable energy sector.

People of **Amp**



Shawn Wilson Chief Financial Officer

As the leader of Amp’s Finance, Tax, Human Resources and IT teams, Shawn’s role has key intersections with all aspects of ESG. “ESG-related factors influence virtually all areas of the business, and using governance models based on transparency, sustainability, and efficiency ensures we are operating in a responsible way,” says Shawn.

When viewing ESG in a financial context, Shawn believes the ethical, social and cultural aspects are some of the most important features. As a leader in the organization, Shawn understands that he must lead by example and establish a strong foundation of governance to support the accelerated growth of the organization. “My team and I have put a very strong focus on internal accountability, and I believe that promoting a culture of being open and accountable, especially as our company keeps growing, will be key to our long-term success.” This year, Shawn’s team is rolling out awareness training sessions focusing on the four core pillars of governance: transparency, sustainability, efficiency, and accountability. He believes the hallmark of good working culture is where each person understands they can make a difference.



QUOTE:

“Accountability and transparency in reporting back ESG progress to the Amp’s board is a critical step to **establish Amp as a leader in the space.**”

Conduct business to the highest ethical levels

2021 Goal: Conduct Business to the highest ethical levels

Status: On-going

As a leader in the energy transition, we are committed to maintaining and promoting ethical business conduct throughout our global operations. In 2021, we strengthened this commitment by incorporating ESG into our procurement processes and making our business transactions more transparent and sustainable. We have also established board-assigned ESG responsibility to improve accountability and awareness while reaffirming our ESG commitments to all employees and partners.

With the board's support and oversight, we are now working more efficiently to expand and strengthen our existing policies:

1. Anti-Bribery & Corruption (ABC) Protocols

We do not tolerate bribery or corruption in any form and will not knowingly conduct business with companies engaged in such practices. Our investment process requires all reasonable commercial efforts to obtain warranties from material project counterparties that neither they nor their affiliates have ever been charged under Anti-Bribery or Anti-Terrorism Laws. Prior to investing, Amp requires background checks on material counterparties and will not complete investments if these checks raise any red flags or material issues.

2. Regulatory & Legal Compliance

Working with top-tier law firms and other advisors ensures our projects and investments are compliant with all relevant regulatory and legal requirements. Investment Committee approval requires that all definitive documents be reviewed and signed off by counsel. Key provisions within an approval framework for EPC contracts ensures that contractors are also fully compliant with all environmental, health and safety, and other applicable laws and regulations.

3. Customer Privacy and Data Security

In cooperation with third-party providers, we have established an information security program to protect the confidentiality and privacy of our assets and customers in compliance with all laws and requirements in the jurisdictions where we operate.

Case Study: Global Committee

With the announcement of a dedicated Global ESG Committee, Amp is further establishing itself as a social and environmental leader in the global energy transition.

Over the past few years, environmental, social, and governance (ESG) management has become a critical topic throughout the renewable energy sector. Business models are rapidly evolving, climate change and COVID-19 continue to disrupt supply chains, and green technologies are becoming commonplace in the public sphere. In addition, investors are increasingly considering ESG factors when seeking to identify material risks and new growth opportunities.

As part of our growing commitment to sustainable development, in 2021, Amp announced the establishment of a Global ESG Committee. It will assist the Board of Directors in fulfilling its oversight responsibilities in critical areas throughout the company, including environmental protection, health and safety, corporate social responsibility, sustainability, philanthropy, corporate governance, diversity and inclusion, community issues, political contributions, and lobbying.

Amp's support for Covenant House (Canada)

The Global ESG Committee will comprise leaders from key departments, including Human Resources, Marketing, Operations, Asset Management, and Finance and Investments. Amp's Global ESG Committee reaffirms our commitment to driving social and environmental change through responsible corporate governance. We look forward to providing updates during the year and in our next sustainability report.

Integrate and disclose climate change related risks and opportunities

2021 Goal: Integrate and disclose climate change related risks and opportunities

Status: On-going

The increasing global focus on sustainability means climate risks are now also investment risks that need to be carefully tracked, priced, assessed, and evaluated. In response, we have intensified our focus on integrating and disclosing climate-related risks and opportunities at Amp's corporate strategic planning, asset development, and underwriting levels. We have also identified the pivotal climate scenarios we need to address and analyze and are now evaluating how to most effectively apply them in our specific industry contexts.

Further to these measures, we are also in the process of expanding our risk registry and management to include specific climate-related risks. This measure will help us develop effective mitigation strategies and provide more accurate information to investors, business partners, and stakeholders. We are still in the early stages of these initiatives and will provide updates following the establishment of Amp's Global ESG Committee.

People of Amp



Michelle Atwell VP Global Tax

Department: Tax

For Michelle, a company's tax performance now extends beyond mere compliance; it also represents its commitment to social responsibility and standing as a corporate citizen. In 2022, Michelle's team aims to enhance Amp's Tax Control Framework, including a Global Tax Policy and Tax Key Success Factor, that more closely includes and promotes ESG factors in Amp's tax considerations. As part of developing this framework, Michelle's team emphasizes factors such as the global effective tax rate, which helps measure ESG considerations and build these metrics into Amp's key success factors.

Michelle says one of the areas Amp's tax division is most passionate about is communication. "We have an unofficial 'receipts or it didn't happen' policy, as well as what I like to call a continuous communication policy," she said. "For each team member to achieve their goals, such as attending a leadership conference or automating an existing process, they must summarize what they did and communicate it many times for it to be effective." Michelle's policy reinforces the vital need for her team to relay clear information that considers its format, timing, content, and audience.

In a similar vein, Michelle says developing and implementing a new tax policy requires the same emphasis on clear communication. "Due to the nature of Amp's business, there is already a significant buy-in to social responsibility. Therefore, we are looking to crystallize the tax policy that is inherent in Amp's DNA and communicate that to the outside world."

QUOTE:

"Part of our ESG approach in tax is looking at how the company is **socially responsible**. Does it have **transparent tax planning**, and does it pay its fair share of tax around the world? These are **key elements of good corporate citizenship**."

ESG in the investment process

In 2021, we integrated several new ESG initiatives into our investment process:

- Amp established the business case to add sustainability as one of our core investment screening criteria.
- We held internal sessions covering ESG and climate-related issues with our investment team staff. The aim was to expand their knowledge and expertise and help integrate ESG factors into our investment process more effectively.
- Amp officially included ESG in its company investment memo to reinforce its standing as a responsible corporate citizen. This update follows incorporating ESG into our due diligence process.
- We are in the advanced stages of establishing a Global ESG Committee that will assist and advise the Board of Directors in a wide range of ESG-related areas. We will provide further updates in our next sustainability report.
- We report quarterly and annually to our investors regarding the ESG performance of their investments, in addition to reporting to the Global Real Estate Sustainability Benchmark (GRESB).

Case Study: ESG in the procurement process

In 2021, Amp launched a new company-wide procurement policy that integrates ESG standards into all of our purchasing decisions and acquired services.

Our new ESG procurement policy aims to promote and uphold ESG principles that ultimately make our operations more responsible and sustainable. It will help to ensure we comply with applicable laws and regulations, promote ethical social, economic, and environmental practices, and evaluate ESG criteria using the Supplier Risk Assessments we conduct during our procurement processes.

We have based our new procurement policy on five main principles:

1. Ethical conduct:

Our Code of Conduct promotes integrity, honesty, and ethical behavior throughout our procurement processes.

2. Strict standards and controls:

We have established rigorous selection criteria for purchasing and contracting equipment, materials, works, and services.

3. Added value:

We ensure our purchasing decisions benefit Amp by finding an equal balance between technical suitability, quality, and price, while also considering the supplier's ESG performance.

4. Supplier relationships:

We conduct transparent supplier selection processes that are objective, ethical, and ensure employees are professional and impartial.

5. Compliance:

We expect our suppliers to comply with all contractual conditions and applicable laws and regulations.

Promoting ESG throughout our supply chain

The ESG procurement policy also aims to improve our suppliers' performance and sustainability by encouraging them to implement the same standards in their own operations. To ensure ESG considerations remain central to our procurement processes, we have also created a questionnaire that will be included in Amp's proposals and completed by all prospective suppliers and contractors.

Amp's new procurement policy reinforces our commitment to ESG principles and responsible business governance. We are confident it will also encourage our suppliers and partners to assess their own operations and supply chains, leading to changes that ultimately benefit people, society, and the environment.

In conclusion

There are still many challenges ahead in creating a low-carbon future, but Amp is proud to be a positive catalyst for change in the global energy transition. Whether it is our work with organizations, utilities, and governments to develop net-zero roadmaps, or our commitment to enhancing environmental sustainability across our operations, we are determined to set new standards that others seek to follow.

Our solid foundation of ESG principles inspires us to create rewarding community partnerships and stronger natural ecosystems as we develop our renewable energy projects. By carefully aligning our work and operations with the UN Sustainable Development Goals, we will continually seek to improve and be environmentally conscious in our mission to build an energy transition supermajor.

With our passionate and entrepreneurial culture, we are empowering our people to forge new paths and become leaders in the global energy transition. Together, we are proud to be creating a cleaner and brighter future for the next generation and beyond.

One York Project,
Canada



2021
Sustainability Report

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