



2022 Environmental, Social, and Governance (ESG) Report

PUBLISHED MAY 2023



A Note on Forward -looking Information

The Report, as well as other statements we make, contain “forward-looking statements” within the meaning of Canadian securities laws. Forward-looking information is frequently characterized by words such as “plan”, “project”, “intend”, “believe”, “anticipate”, “estimate” and other similar words, or statements that certain events or conditions “may” or “will” occur. Throughout this Report, the terms “we”, “us”, “our”, “Company”, and “Copperleaf” refer to Copperleaf® Technologies Inc. and its wholly owned subsidiaries.

The forward-looking statements in the Report include, but are not limited to, the following: statements relating to our goals, plans and projections with respect to sustainability and environmental matters; financial and performance targets and other forecasts or expectations regarding, or dependent on, our business outlook; growth for Copperleaf as a whole; forecasts or expectations regarding the energy transition and global climate change; improvements in operating procedures and technology; our business strategies and the strategies of our customers, including their respective ESG strategies; future global economic and geopolitical conditions; future liquidity; and future results of operations.

Although the Company’s management believes that the assumptions made and the expectations represented by such statements or information are reasonable, there can be no assurance that a forward-looking statement or information referenced herein will prove to be accurate. Forward-looking statements are based on the opinions and estimates of management at the date the statements are made and are subject to a variety of risks and uncertainties and other factors that could cause actual events or results to differ materially from those anticipated in the forward-looking statements.

Factors that could cause actual results to differ materially from those in forward-looking statements are described in the “Risk Factors” section of our 2022 Annual Information Form (“AIF”), as filed with securities regulators at [sedar.com](https://www.sedar.com) and available at investors.copperleaf.com. The list of “Risk Factors” set out in the AIF is not exhaustive of the factors that may affect any of our forward-looking information.

The Company undertakes no obligation to update forward-looking statements and information if circumstances or management’s estimates should change except as required by law. The reader is cautioned not to place undue reliance on forward-looking statements and information.



Click our logo on any page to return to table of contents

Table of Contents

About Our Report

- 4 Process and Scope
- 4 Reporting Standards

Our UNGC Commitment

Letter from CEO,
Paul Sakrzewski

About Copperleaf

- 7 Our Mission
- 7 Our Awards

ESG Strategy

- 11 ESG@Home
- 12 Our Client Impact

Governance

- 18 ESG Governance
- 22 Board Diversity and Competency
- 23 Anti-corruption and Ethics

Enterprise Risk Management

- 25 Our Approach
- 25 Copperleaf Value Framework
- 27 Climate-related Risks and Opportunities
- 29 Climate-related Initiatives

Digital Security

- 31 Cybersecurity
- 33 Digital Risk Management

Social

- 35 Our Value is in Our People
- 37 The Copperleaf Culture
- 38 Diversity, Equity & Inclusion

Stakeholder Engagement

- 41 Copperleaf Community
- 42 Copperleaf Labs
- 43 Copperleaf Partners
- 44 Our Local Communities

Environmental

- 47 Carbon Emissions

Appendix

- 50 Task Force on Climate-Related Financial Disclosures (TCFD)

➤ Looking Ahead





About Our Report

Process and Scope

We are pleased to present our inaugural annual Environmental, Social, and Governance (ESG) Report (the “Report”). The information covered in our Report relates to Copperleaf Technologies Inc. operations for the year ended December 31, 2022.

The Report summarizes our progress in 2022 in addressing the important ESG topics identified through stakeholder engagement. Our ESG Steering Committee followed a rigorous process in collecting and presenting the information in this Report. This report has been reviewed by Senior Management and our Board of Directors. All currency is in Canadian dollars unless otherwise stated.

Reporting Standards

This Report covers our responses to the recommendations in the Task Force on Climate-Related Financial Disclosures (TCFD) framework. We share our progress and plans to address climate change within the four pillars of the TCFD recommendations. Please see the [Appendix](#) for our specific responses.



The Financial Stability Board (FSB) created the TCFD to develop recommendations on the types of information that companies should disclose to support investors, lenders, and insurance underwriters in appropriately assessing and pricing a specific set of risks—risks related to climate change.”

TCFD
"About" Webpage



Our UNGC Commitment

We joined the United Nations Global Compact (UNGC) as a signatory to build on our commitment to our ESG goals, and to support the United Nations' aspirations of transforming our society and the environment through principled business.

As part of our commitment to the sustainability goals outlined by the UNGC, we will also be submitting our annual Communication on Progress (COP) by June 30, 2023. Our response will be published on the UNGC site and publicly available.



The UNGC understands that a sustainable future cannot be delivered by governments and non-profits alone, and that businesses must take a leading role in setting and aligning sustainability and financial targets for both the good of their businesses and our planet.”

PAUL SAKRZEWSKI
CEO, Copperleaf





Letter from CEO, Paul Sakrzewski

This report is the culmination of our efforts to date to address ESG opportunities for ourselves and our clients. In everything we do, we are guided by our vision to transform how the world sees value and our purpose to build a better world, one decision at a time.

Organizations are tasked to make progress on ESG goals, stretching their limited resources. We help our clients make the best decisions about how, when, and where to allocate these resources—to strike the right balance between optimizing business performance and making sustainable decisions for future generations.

We believe delivering high performance as an organization and driving sustainability go hand in hand. Copperleaf helps organizations define value in their own terms. This goes beyond just financial objectives, and includes risk management, service levels, key performance targets, and strategic objectives such as environmental targets—allowing organizations to consider the impact of all these factors when making decisions.

Setting our own commitments for how we operate is important to our business success and is sustained by our culture. Overall, we want to leave the world a better place than we found it through our solutions, and our actions inside and outside of work.

In 2022, we made tangible progress towards our own ESG commitments. Some of the highlights in our ESG journey include:

- *Appointing an official ESG Steering Committee to keep us on track and accountable for our plans and progress*
- *Evolving our Enterprise Risk Management program to better serve regulatory requirements, as well as market and client needs*
- *Enhancing our ESG solutions through product development, based on client and market insights*
- *Investing in diversity, equity, and inclusion initiatives to support the growth and development of our people and their well being*
- *Continuing to operate as a carbon neutral company through advocating for and improving our own sustainability first, before purchasing carbon offsets*

We unlock true value when we make decisions that consider the triple bottom line: people, planet, and profitability. Understanding value changes everything. It empowers us and our clients to make the right decisions with confidence.

We're excited to continue our ESG journey in 2023 with work underway to define our ESG metrics and targets, analyze different climate scenarios, and enhance our ESG data collection, among other initiatives. We're optimistic about the future as we continue to build a better world, one decision at a time.

Paul Sakrzewski
CEO, Copperleaf



About Copperleaf

Our Mission

Founded in 2000, Copperleaf has always been passionate about helping organizations that manage critical infrastructure improve their investment decision-making and planning processes.

We help the world's leading organizations decide where and when to invest in their businesses to maximize capital efficiency, meet performance targets, manage risk, and achieve their ESG and financial goals. This creates value by improving safety, reliability, profitability, sustainability, climate resilience, and social responsibility—allowing organizations to do the right things, at the right times, for the right reasons.

We're committed to providing extraordinary experiences—shaped by people who care deeply, products that deliver exceptional value, and partnerships that stand the test of time. We are inspired by our client's challenges and excited about our unique ability to help them make tangible progress towards their ESG goals. We are actively engaged with our Copperleaf community of clients and partners to continuously evolve and innovate together to create solutions that help build a better world, one decision at a time.

Our Awards

With an award-winning company culture, as well as industry recognition for our pace of growth and innovation, Copperleaf continues to strive for excellence in all areas to better serve our people, clients, and communities.

- *Top 100 Public Companies in BC (Business In Vancouver)*
- *Top 100 Tech Companies in BC (Business In Vancouver)*
- *Biggest Software Companies in BC (Business In Vancouver)*
- *BC's Top Employers*
- *BC's Top CEOs in the Analytics space (Best Startup, won for Judi Hess)*
- *BC's Top CEOs in the Infrastructure space (Best Startup, won for Judi Hess)*
- *Canada's Top Growing Companies (Globe & Mail)*
- *Canada's Top Small & Medium Employers*
- *Canada's Best Employers for Recent Graduates*
- *Canada's Most Admired Corporate Cultures*
- *The Americas' Fastest Growing Companies (Financial Times)*
- *Best Executive Award (Globe & Mail, won for Linda Lupini)*
- *Emerging Leader Award (RMEL, won for Garrett Sizer)*
- *Innovation Excellence Award—Category: Enterprise Carbon Management (won by our client Anglian Water for using Copperleaf's solutions, awarded by Verdantix)*
- *Innovation Champion (won by our client Alectra Utilities for Tom Wasik, VP Asset Management, awarded by Energy Central)*





ESG Strategy





ESG Strategy

Our ESG Strategy

Our ESG focus includes helping our clients make progress on their ESG goals, as well as making progress on our ESG@Home initiatives.

We crafted our ESG strategy through an iterative process that involved engagement with Senior Management, functional leaders, ESG subject matter experts, our Board of Directors, and investor relations. We're confident in the direction we've taken to ensure we continue delivering long-term value to both internal and external stakeholders.

ESG STRATEGY

Dimension	Copperleaf Pillar		Focus Area
Governance	Enterprise Integrity & Leadership	Our Solutions	Board Competency & Diversity
			Enterprise Risk Management
			Digital Security
Social	People, Culture & Community		Diversity, Equity & Inclusion
			Copperleaf Culture
			Copperleaf Community Engagement
Environmental	Environmental Stewardship		Carbon Emissions



ESG Strategy cont.

Organizations that manage critical infrastructure are being held accountable to deliver strong financial performance, while also allocating funds to demonstrate progress toward their ESG commitments. True value is unlocked when organizations can maximize their bottom line while also acting in the best interest of the public and the planet.

Setting serious commitments and reporting on how we operate is important to our business success and fueled by our culture. Through our ESG@Home initiative, we've established key focus areas to ensure we are making progress internally to deliver on our ESG objectives.

COPPERLEAF ESG PILLARS



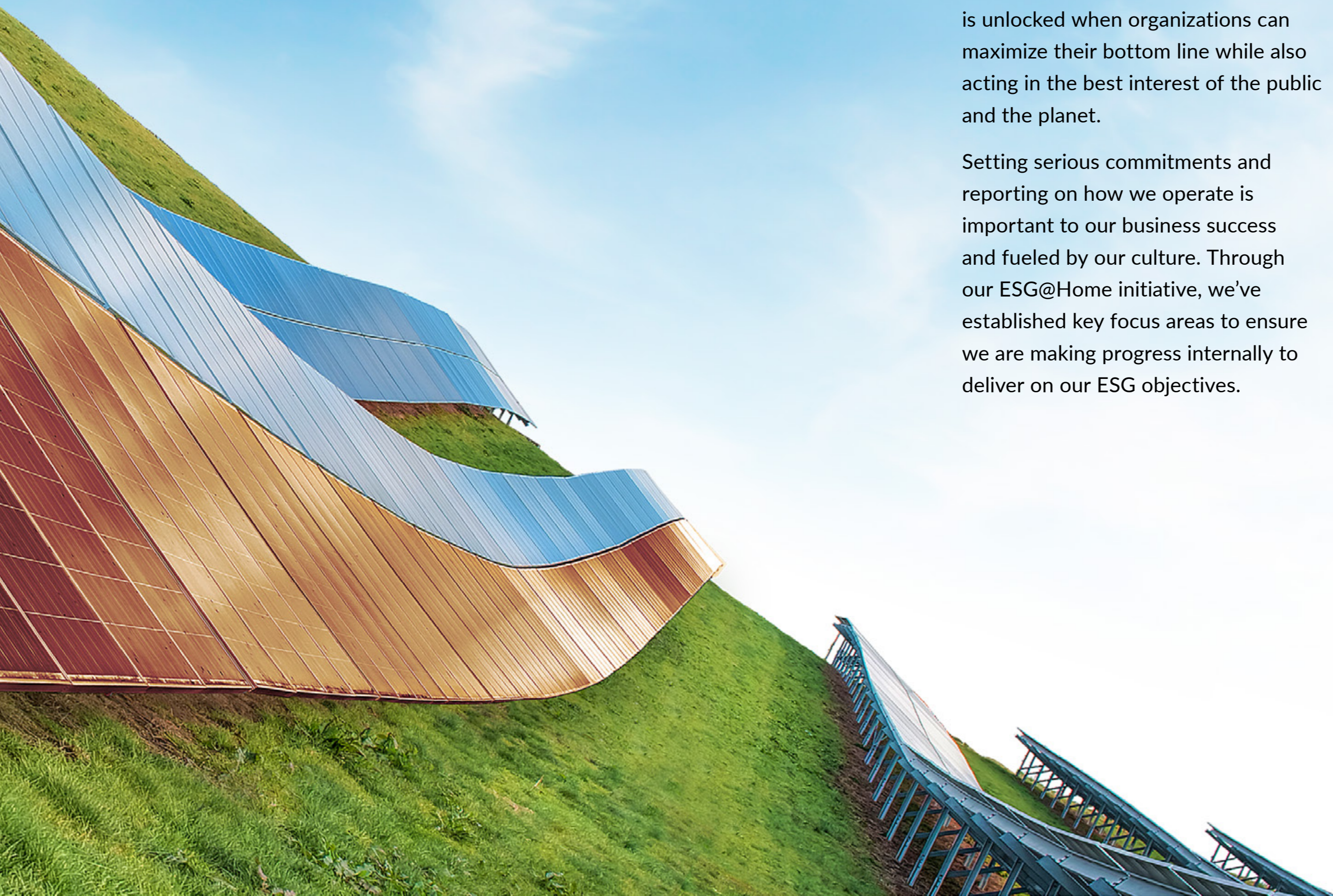
Enterprise Integrity & Leadership



People, Culture & Community



Environmental Stewardship





ESG Strategy cont.

ESG@Home



Within Copperleaf, our corporate governance sets the tone at the top—having the right leadership team is integral to ensuring we deliver on our objectives:

- Our **Board Competency and Diversity** is a priority, and we strive to have a highly skilled and diverse Board.
- We recognize effective **Enterprise Risk Management** allows us to balance innovation and opportunity with prudence and caution as we grow.
- **Digital security** is a crucial area of our Enterprise Risk Management plan, and we have complete commitment to ensuring our clients' data security and privacy.



We know people fuel our business—a high-performing team and active community engagement are key to executing our vision:

- We focus on building a work environment that is inclusive, that fosters **diversity and equity**, and is reinforced by our **Copperleaf culture**. We want our people to be purpose-driven and tied to the intrinsic value Copperleaf brings to the world.
- The **Copperleaf Community** spans multiple regions and industries with many different circumstances and challenges. We hold annual summits where the community comes together to network, learn, and share best practices, we support industry-based working groups where clients collaborate on finding solutions to shared problems. We also host Copperleaf Labs where clients engage with us on client-led innovation activities that provide value to the overall community.



While we naturally have limited direct carbon emissions from our operations, we recognize we can still make meaningful impact by being thoughtful about our activities and supply chain:

- In addition to purchasing **carbon offsets** for our unavoidable emissions, we also focus on collaborating with vendors that promote sustainable practices and care about the environment the same way we do.



Our culture embodies a commitment to doing what's right, and Copperleaf goes beyond that. We embrace ESG principles in our financial and operational decision-making processes.”

ZAHRA KOLIA
Vice President of Finance, Copperleaf





ESG Strategy cont.

Our Client Impact

Copperleaf's solutions help clients turn their aspirational ESG objectives into action by offering a practical way to incorporate ESG metrics into everyday decision-making—and identify optimal portfolios of projects to satisfy investors, regulators, and other stakeholders.

For all of us at Copperleaf, helping our clients deliver on their ESG commitments advances our own ESG commitments and fundamental purpose of building a better world, one decision at a time.



It's widely accepted now that there's a climate emergency. Our clients grapple with how to be good corporate citizens while continuing to meet demands with shrinking budgets."

DANIELLE CHANNING
Client Success Manager, Copperleaf APJ





ESG Strategy cont.

nationalgrid

National Grid

As one of the largest investor-owned energy companies in the US, National Grid provides high-voltage electric and natural gas transmission to approximately 20 million people in the northeastern US.

With rising modernization, resilience, and environmental demands on capital planning, including their goal to reach net zero by 2050 in the US, the circumstances were ripe for change. However, achieving a range of strategic outcomes at the lowest cost is challenging and time-consuming.

National Grid worked with Copperleaf and Boston Consulting Group (BCG) to transform its capital planning process and create a framework to evaluate projects on a common scale. National Grid expects to see financial, non-financial, and strategic benefits, including:

- 8% increase in CapEx efficiency for the same plan value, resulting in improved affordability for customers
- 10% reduction in planning time from creating, forecasting, and valuing projects on a single platform

- Improved grid reliability, resilience, and customer satisfaction
- Progress towards ESG targets
- Stronger relationships and trust with regulators because of more defensible plans

[Learn more in our blog post here](#)



Optimizing capital plans to achieve net zero as fast and cost-effectively as possible will be critical to National Grid’s success as a company. Copperleaf provides an ideal solution to help us do exactly that.”

LISA LAMBERT

Chief Technology & Innovation Officer, National Grid
Founder & President, National Grid Partners



ESG Strategy cont.



Anglian Water

Anglian Water is a water and water recycling company serving approximately 7 million people in England and Wales. Its service area has a long coastline and low rainfall in a low-lying region, which makes it critical for Anglian Water to have a strategy that can adapt to climate emergencies.

Together with Copperleaf, Anglian Water developed a value framework based on the six capitals of integrated reporting, encompassing both economic and ESG metrics, such as the number of agricultural or open areas affected by flooding.

The framework allows holistic evaluations of investment projects, and Copperleaf's data visualization capabilities help Anglian Water demonstrate progress against strategic objectives and ESG goals.

To date, Anglian Water has been able to more effectively:

- Reduce or avoid GHG emissions
- Use green electricity and invest in renewable energy systems
- Remove residual or unavoidable emissions through local natural sequestration measures and credible offset credits

Anglian Water also won an Innovation Excellence Award for Enterprise Carbon Management using Copperleaf. They were awarded by Verdantix, a leading independent research and advisory firm, for successfully implementing technologies that improve processes, management, and reporting.

[Learn more in our case study here](#)



Delivering low-carbon, low-cost solutions does not happen by chance. Having a single system where we can input the information required and then retrieve the data from one source in terms of carbon and cost has been an integral part of the success of our carbon journey.”

DAVID RILEY

Head of Carbon Neutrality, Anglian Water, UK





ESG Strategy cont.



Endeavour Energy

Endeavour Energy is an electric distribution company that builds, maintains, and operates a \$6.7 billion network servicing Australia. Endeavour provides safe, reliable, and affordable power to its 2.7 million customers, while reducing emissions and asset-related risks to minimize environmental impact.

Like many organizations facing constrained budgets and unstable commodity prices, along with rising demand for ESG and

sustainability accountability, Endeavour Energy recognized the need to transition from a spreadsheet-based process to a unified solution for enhanced asset investment planning.

To realize greater returns and benefits, Endeavour Energy adopted Copperleaf to help reimagine asset management and capital planning. Implementing the Copperleaf solutions suite helped Endeavour reduce risk and increase efficiency across many different areas:

- Increased budget through improved investment effectiveness
- Reduced risk by quantifying environmental, social, and safety impacts
- Enhanced sustainability strategy by accounting for ESG factors
- Saved thousands of hours by automating risk profile analysis
- Generated economic benefit for stakeholders by demonstrating continuous improvement

[Learn more in our case study here](#)



We assessed and incorporated factors that were not on our radar before, and translated these into value for our customers. One challenge of running a utilities business is understanding and quantifying the impact of your operations on the environment, and the impact of the downtime of your operations on the customer. With Copperleaf, we can take both into account.”

PETER LANGDON
Head of Asset Planning and Performance, Endeavour Energy, Australia





Governance



Governance

Our Board of Directors (the Board) ensures we have a clear focus on our company purpose:

**Building a better world,
one decision at a time.**

The Board provides oversight of our business and ensures we operate in the best interests of shareholders, employees, clients, and other stakeholders.

Our culture underpins the way we meet our objectives, and is backed by our Code of Business Conduct and Ethics. Our commitment to doing the right thing is also embedded in several supporting policies available on our [Governance Documents webpage](#).

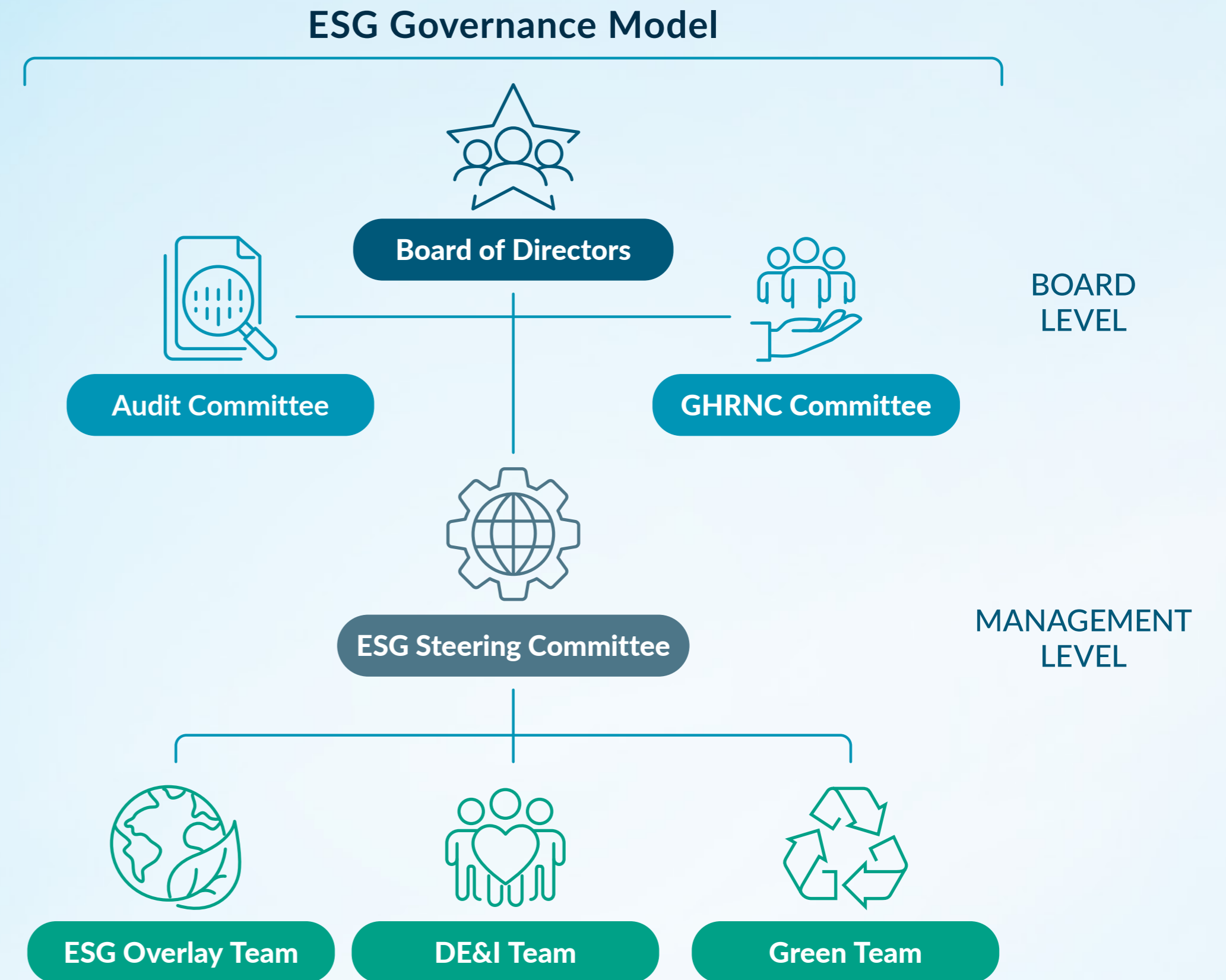


Governance

cont.

ESG Governance

We have formalized dedicated oversight for ESG issues at the Board and Management levels. This structure ensures we appropriately consider sustainability and equity in strategic and financial planning, and enable effective and efficient management of our business.





Governance

cont.



Board of Directors

Our commitment to ESG starts at the highest level, with the Board. The Board oversees the overall management and integration of ESG matters across the Company. This includes overseeing sustainability strategies and monitoring company practices related to our key ESG pillars:

- *Enterprise integrity and leadership*
- *People, culture, and community*
- *Environmental stewardship*

The Board ensures we operate as a sustainable business, optimizing financial returns while effectively managing risk.

As ESG is cross-functional and encompasses a wide range of subject matter, the Board delegates aspects of our ESG program to Committees of the Board and to Senior Management, who regularly report to the Board on our ESG progress.

Audit Committee

Our Audit Committee oversees enterprise risk management (ERM) and anti-corruption programs. They review our risk exposure and trends from all areas, including management's risk mitigation initiatives.

ERM at Copperleaf is evergreen and continues to evolve as management actively engages the Audit Committee on new developments in Copperleaf's risk landscape. The Committee receives quarterly ERM updates that include possible climate-related risks, digital security, and our business continuity and disaster recovery program.

GHRNC Committee

Oversight of governance-related ESG policies and programs is a responsibility within the charter of the Governance, Human Resources, Nomination and Compensation (GHRNC) Committee. The GHRNC Committee is responsible for monitoring diversity and competency initiatives at the Board level, leadership succession planning, as well as DE&I programs that encourage performance and align to stakeholder interests.



Governance

cont.



ESG Steering Committee

We have an ESG Steering Committee with executive representation from functions integral to our ESG program. The Committee is responsible for spearheading ESG strategies, including identifying our internal and external ESG focus areas, assessing our climate-related risks and opportunities, determining appropriate benchmarks, and preparing transparent ESG-related disclosures.

Members of the Committee include:

- *CEO, responsible for setting the tone and direction for ESG strategy and activities, and overseeing the alignment and coordination of cross-functional efforts*
- *CFO, responsible for ERM, including management of climate-related risks and opportunities, financial management and disclosures, and ESG reporting*
- *Global VP of Employee Experience (HR), responsible for initiatives related to recruitment and leadership diversity, talent management, pay and opportunity equity, and creating an inclusive environment*

- *VP, Product Development, responsible for our product suite and roadmap*
- *VP, Legal and Corporate Secretary, responsible for strategies related to effective corporate governance and our digital security practices*

The Committee also oversees other groups within our ESG governance structure, to ensure their activities align with our ESG strategy.

ESG Overlay Team

Copperleaf sees tremendous opportunities for our solutions to help our clients make sustainable decisions that meet their ESG goals. The ESG Overlay team sets, and is focused on, Copperleaf's strategy and targets for these client opportunities, which are reviewed by the ESG Steering Committee.

The team coordinates go-to-market initiatives to achieve our ESG opportunity targets, such as providing sales training and product demonstrations, creating client case studies, and supporting specific opportunities that include an ESG component.

Our ESG Overlay Team is an active advocate for sustainability and ESG in the markets and regions where we operate. They speak on panels about sustainable investing and [host webinars and discussions on environmental justice](#). We are vocal in the global ESG conversation, especially in the realm of environmentally sustainable, socially equitable, and transparent asset investment decision-making.



Governance

cont.

DE&I Committee

Copperleaf's DE&I Committee focuses on initiatives and programs that encourage psychological safety and DE&I in our workplace. The team regularly engages with employees on topics like cultural awareness, Black Lives Matter, Truth and Reconciliation with Indigenous peoples globally, neurodiversity, and mental health. The DE&I Committee works closely with our Employee Experience team to ensure our hiring and employment practices are fair and free from bias.

Green Team

The Green Team is an employee-founded group responsible for environmental initiatives at Copperleaf. The Team engages employees on environmental matters that are important to them, and motivates sponsorship of initiatives that support our ESG goals. The Team has rolled out carbon offset programs for our emissions and organized office recycling. The Team also recently led an initiative where [Copperleaf sponsored the planting of a tree](#) on behalf of each Copperleaf employee.



By incorporating environmental and social criteria into investment decision making, we're helping organizations build resilient, successful businesses that create long-term value for both people and the planet."

JOHN HARVEY
ESG Practice Lead, Copperleaf EMEA



Governance

cont.

Board Diversity and Competency

Having a highly qualified board with representation from different backgrounds is crucial to promoting good corporate governance. Each Copperleaf Board member has unique skills and experiences that inform their oversight and our strategic directives.

In 2021, our Board adopted a diversity policy to enable this commitment. Our Governance, Human Resources, Nomination and Compensation (GHRNC) Committee ensures diversity is a key consideration in nomination processes, and holds the Board accountable to balanced representation, including gender diversity.

Our Board also applies a formal skills matrix that identifies expected competencies, including experience and expertise in:

- strategic planning and policy development
- financial management
- risk and compliance
- leadership and executive management
- best practices in governance and ESG
- public company management
- the software industry

The matrix also includes personal attributes and behaviors required of Board members like critical and innovative thinking, as well as integrity and commitment to Copperleaf and our stakeholders' best interests.



Seeing the value of Diversity, Equity and Inclusion has been a huge part of what has brought Copperleaf success. I have also seen firsthand that the women in our organization are capable of doing anything.”

JUDI HESS
Vice Chair, Copperleaf Board



¹ This data is based on confidential self-identification information in jurisdictions where such information can be legally collected.



Governance

cont.



Anti-corruption and Ethics

The Board holds Copperleaf accountable for our activities and ensures we operate ethically and with integrity. Our Board and company culture set the tone for our people and operations, and guide the way we think, act, and interact.

We established policies and procedures to prevent, detect, and investigate corrupt practices in the organization. Our policies and training equip our people with clear guidance on how to handle ambiguous situations, such as conflicts of interest, gifts and entertainment, political contributions, and charitable donations. We continuously monitor our compliance, and require Senior Management to self-declare knowledge of any improper activities quarterly. Any instances identified are escalated to the Board.

An important part of our Anti-corruption and Ethics framework is our robust whistleblowing process that:

- Establishes a reporting channel for whistleblowers—managed by an independent third party
- Ensures prompt investigation into the incident
- Ensures corrective and preventative action to address the issue
- Ensures appropriate reporting and escalation within the company and externally
- Provides the whistleblower with confidentiality, protection, feedback, and updates throughout the process



ethics incidents
or non-compliance
investigations in 2022



Governance

Enterprise Risk Management



Governance

Enterprise Risk Management

Our Approach

We take a comprehensive approach to identify, assess, and manage risks that affect our business. In our ERM approach, climate change and other ESG-related issues are not viewed as separate risks, but rather those that manifest within our existing risk categories. Our ERM program involves a strategic and holistic approach toward risk, with the goal of positioning ourselves for long-term success. We also continue to find ways to use the Copperleaf Value Framework within our own ERM program, and one of our 2023 objectives is to actively increase its use cases.



At its core, our Enterprise Risk Management program balances opportunity with caution—positioning our business for long-term success.”

CHRIS ALLEN
Chief Financial Officer, Copperleaf

Copperleaf Value Framework

We help our clients manage risk through a holistic approach that integrates risk analysis into their decision-making process. The value-based decision-making component of our Copperleaf Value Framework involves identifying and quantifying risks associated with investment options, including the likelihood and potential impact of each risk.

This approach helps organizations make informed decisions and prioritize investments that are resilient to risk. Our solution enables our clients to consider both financial and non-financial risks, such as environmental and social risks, that are important to their decisions and plans.



Governance

Enterprise Risk Management cont.

Our ERM program is all-encompassing, and includes climate-related risk considerations. Our risk management team engages with leaders across the business to identify and refresh key risks on an ongoing basis.

During this process, we consider both transition and physical risks. The team applies an iterative process to engage stakeholders throughout the organization to develop and maintain a current and comprehensive risk register. Through this process we identify new or refresh existing risks within our key risk categories, namely:

- *Compliance*
- *Digital Security*
- *Disaster Recovery*
- *Financial*
- *Go-To-Market*
- *Intellectual Property*
- *Investor Relations*
- *People*
- *Product*

Our leaders review these risks through a likelihood (“rare” to “frequent”) versus impact (“inconsequential” to “catastrophic”) assessment to gauge the materiality of the risks. This assessment is plotted on a heatmap, after considering the mitigation initiatives we have adopted to respond to the risks. All risks, including climate-related risks, are assigned a dedicated owner responsible for managing the risk and deploying mitigation initiatives necessary to ensure risks are managed within our risk appetite.

The risk management team oversees this work and continually assesses whether the mitigation initiatives are sufficient or if there is need for further treatment. The ESG Steering Committee works closely with the risk management team to assess and address climate-related risks and opportunities, ensure effective mitigation strategies are in place, and make recommendations for improvements.

Quarterly, the Audit Committee receives risk updates that include possible climate-related risks, digital security, and our business continuity and disaster recovery program. Annually, the Audit Committee—and ultimately the Board—undertake a deeper review of our ERM program. Any significant off-cycle changes to our risk landscape are escalated to the Audit Committee immediately.



Governance

Enterprise Risk Management cont.

Climate-related Risks and Opportunities

Although not individually significant, and embedded within overarching risks, we identified several climate-related risks

and opportunities. The following are the most relevant within our enterprise risk landscape:

	Classification	Description	Time Horizon
Transition Risks	Policy & Legal	We may face rapidly evolving regulatory expectations in relation to climate disclosure, which could result in increased compliance costs and exposure to penalties in the event of non-compliance.	2-5 years
	Market	Market expectations for ESG enablement technologies could increase competition in the industry and, ultimately, constrain our revenue growth.	2-5 years
	Technology	Our investments in research and development may result in solutions that do not meet market needs, resulting in lower revenue than expected.	2-5 years
	Reputational		Our failure to deliver on climate commitments and external stakeholder expectations may adversely affect our reputation, stakeholder confidence, and access to capital.
		Our failure to meet evolving employee expectations as a purpose-driven and environmentally responsible company may adversely affect our culture and ability to retain or attract talent.	Within 1-2 years
Physical Risks	Acute	The increased severity and frequency of extreme weather events could result in disruptions to our operations and supply chain, increasing operating expenses or constraining our revenue growth.	5+ years
		The increased severity and frequency of extreme weather events may cause prospective or new clients to divert their resources to such events, prolonging our sale cycles and delaying implementations. This may ultimately constrain our revenue growth.	Within 1-2 years

Within 1-2 years
 2-5 years
 5+ years



Governance

Enterprise Risk Management cont.

	Classification	Description	Time Horizon
Opportunities	Products & Services	We can develop our product suite and capabilities that enable sustainable decision making and empower our clients to accelerate their climate action.	Within 1-2 years
	Markets	The significant ESG pressures on organizations allow us to access new markets.	Within 1-2 years
		The evolving demands for ESG reporting have created opportunities within our partner ecosystem. Partners, and prospective partners, have been actively developing practices to assist their clients with ESG enablement. Through our partnerships, we can position ourselves as the technology platform for successful ESG enablement.	Within 1-2 years
	Resilience	We can increase the resilience of our business by strengthening and positioning our Copperleaf brand in the market as essential to ESG enablement and successful sustainability programs at critical infrastructure companies.	2-5 years
Being a purpose-driven organization inherently creates resilience in our workforce. Aligning with employee values and career aspirations helps us attract and retain top talent.		Within 1-2 years	

■ Within 1-2 years
 ■ 2-5 years
 ■ 5+ years



We're thrilled to be in a position to make a profound impact as organizations continue to face increasing ESG pressures."

DAMIEN QUENTIN
ESG Lead, Americas, Copperleaf



Governance

Enterprise Risk Management cont.

Climate-related Initiatives

Our initiatives to manage climate-related risks and opportunities include active risk mitigation and proactive operational initiatives.

We recognize that growing our business sustainably is integral to our future success. After identifying both transition and physical risks that could impact our business, we've undertaken initiatives that mitigate these risks, with each initiative addressing one or more risks at once.

Thanks to global efforts toward sustainability, there has been a fundamental shift in how businesses must make decisions. This shift has created tailwinds for us, and we're actively positioning ourselves as the solution our clients need to support and enable their climate action.

Stakeholder Engagement

- Conducted regular client health snapshots and surveys to track and gather client perception of ESG
- Hosted Copperleaf Labs and Summits focused on using client input to improve our ability to create value, including value from our ESG capabilities
- Developed our partner ecosystem, enabling more insight into clients' AIPM and ESG needs

Brand Positioning

- Started initiatives that position Copperleaf as the best-in-class ESG solution
- Created strategies to build our ESG client base and actively benchmark our ESG-related pipeline growth
- Reducing deal delays with initiatives that enable faster sales cycles

Product Roadmap

- Invested heavily in R&D activities to maintain competitive advantage, including ESG solutions
- Assigned dedicated resources for client ESG success, through strategic road mapping of future capabilities and products

Resource Efficiency

- Reduced need for permanent office space by enabling remote work
- Increased travel efficiency by promoting remote sales and implementation activities
- Ensuring efficiency and alignment with our ESG goals in supply chain through a robust vendor management program

Reporting Transparency

- Established the ESG Steering Committee, responsible for ESG strategy, reporting, benchmarking, and risk management
- Committed to transparent reporting through voluntary disclosures under TCFD and UNGC



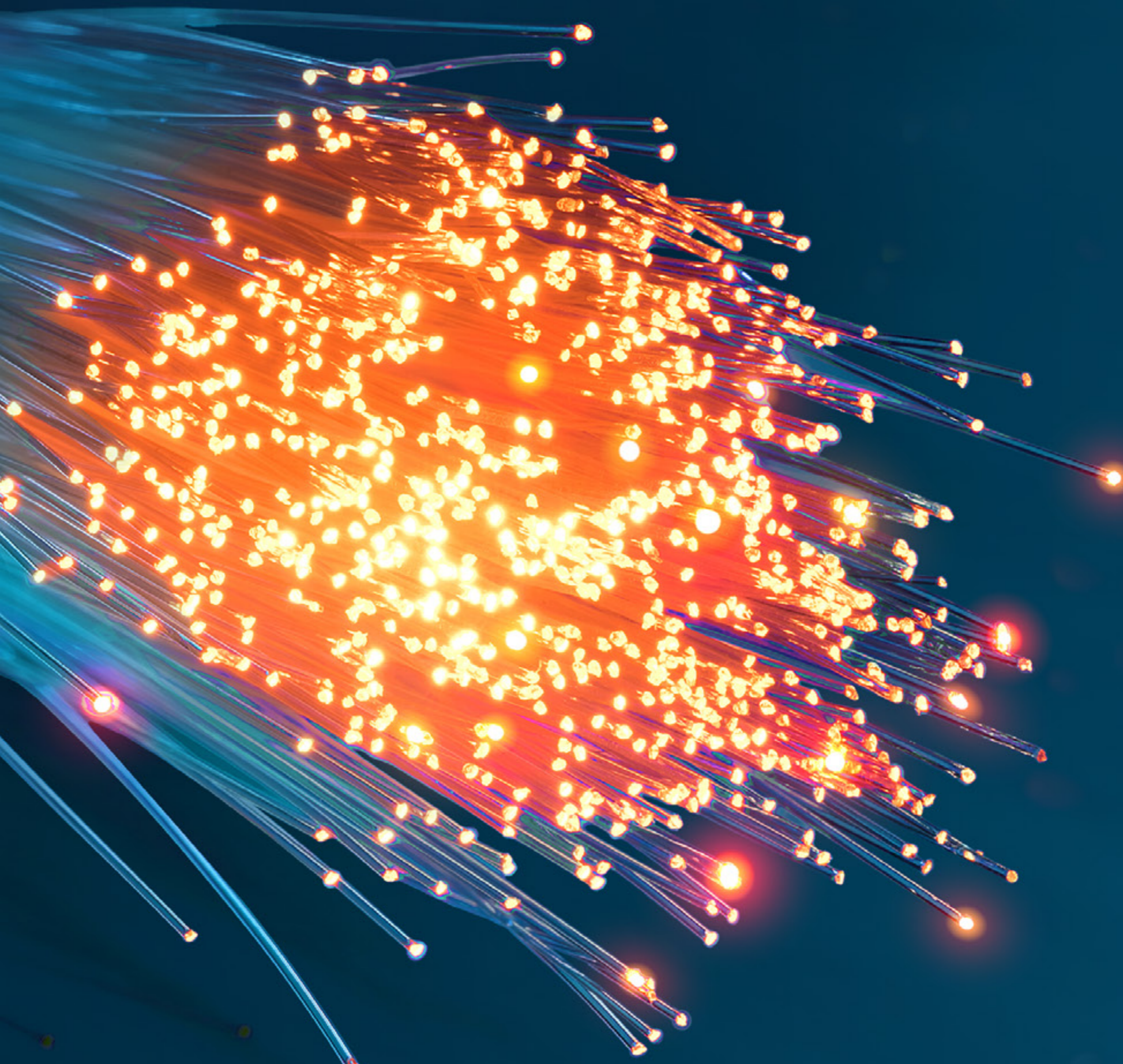
Governance

Digital Security



Governance

Digital Security



Cybersecurity

Cybersecurity is a key component of Copperleaf's ESG strategy, and a material risk in our ERM program. In recent years, the world has seen a surge in cyberattacks, particularly targeting critical infrastructure companies and their suppliers.

Cybersecurity is one of the governance factors that we, especially as a technology company, must account for and plan for meticulously. Ensuring operational resilience and flexibility is critical to adapting to the everchanging digital risk landscape.

We have a keen understanding that safeguarding our resilience not only contributes to our own security, but that of our clients' data and assets as well. Because Copperleaf supports the risk management and asset investment programs of our client organizations, our products and services have a key impact on their ability to develop and maintain the most effective cybersecurity governance programs.

This same priority exists for our clients, where effective cybersecurity governance—for themselves and for their vendors that provide digital solutions—is necessary for ensuring their critical infrastructure networks are resilient to cyber threats.

Due to Copperleaf's role in supporting critical infrastructure and the impact our clients have on environmental and social equity factors, the security of our products, services, and managed information assets can have impacts across other ESG considerations:



Environmental factors: The environmental impact of cyberattacks is often overlooked, but can be significant. A cyberattack can cause the release of hazardous materials, disrupt critical infrastructure, and cause physical damage.

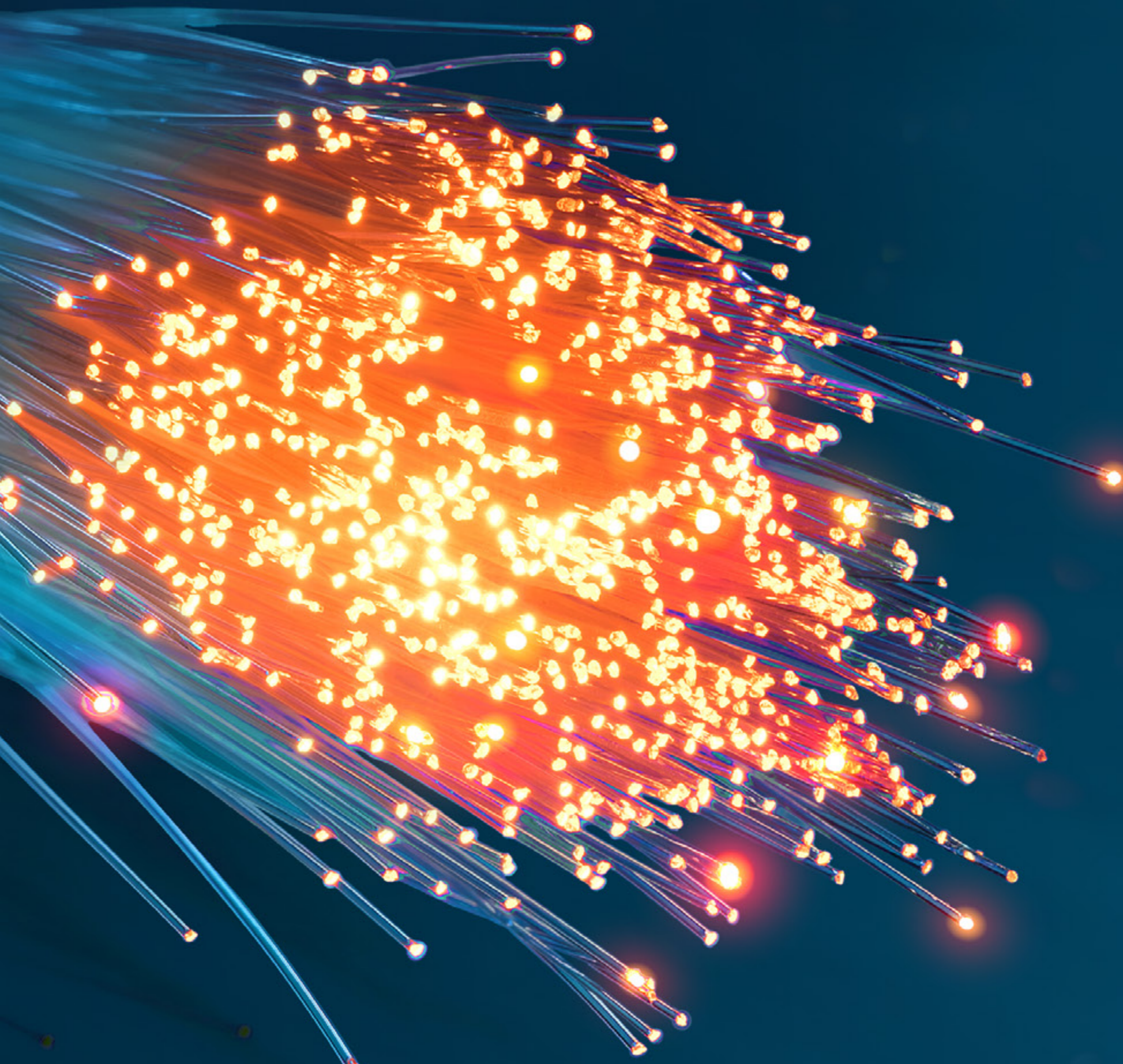


Social factors: Cybersecurity incidents can have far-reaching social consequences, including loss of data privacy, identity theft, and reputational damage. Incidents involving critical infrastructure can impact social justice and equity, particularly vulnerable populations.



Governance

Digital Security cont.



At Copperleaf, managing client data used within investment planning processes securely and responsibly is one of our most important responsibilities. Our experienced information security professionals provide oversight and management of our cybersecurity approach and processes. We use and are certified by industry standards such as those from the International Organization for Standardization (specifically ISO 27000) and Service Organization Control Type 2 (SOC 2) to align our cybersecurity activities with auditable best practices.

Addressing cybersecurity threats effectively and efficiently requires an independent team to ensure compliance across all Copperleaf business units. Our Information Security (IS) team works with our Technology Experience (IT) and Employee Experience (HR) teams to develop and implement policies and

protection for information systems and staff, and with the Product Development team to ensure we follow application security practices. These practices are aligned to client requirements, and we work directly with client cybersecurity teams and our Legal, Contracting, Sales, and Client Experience business units.

We maintain a culture of awareness throughout Copperleaf, requiring our staff, partners, and suppliers to comply with applicable industry and international standards for cybersecurity. Our employees must complete policy awareness and acknowledgement training and follow the appropriate processes. We use regular phishing simulations to measure staff ability to recognize and report phishing, and deliver regular updates and training on emerging threats and responsibilities.

“Advanced” BitSight Security Rating:



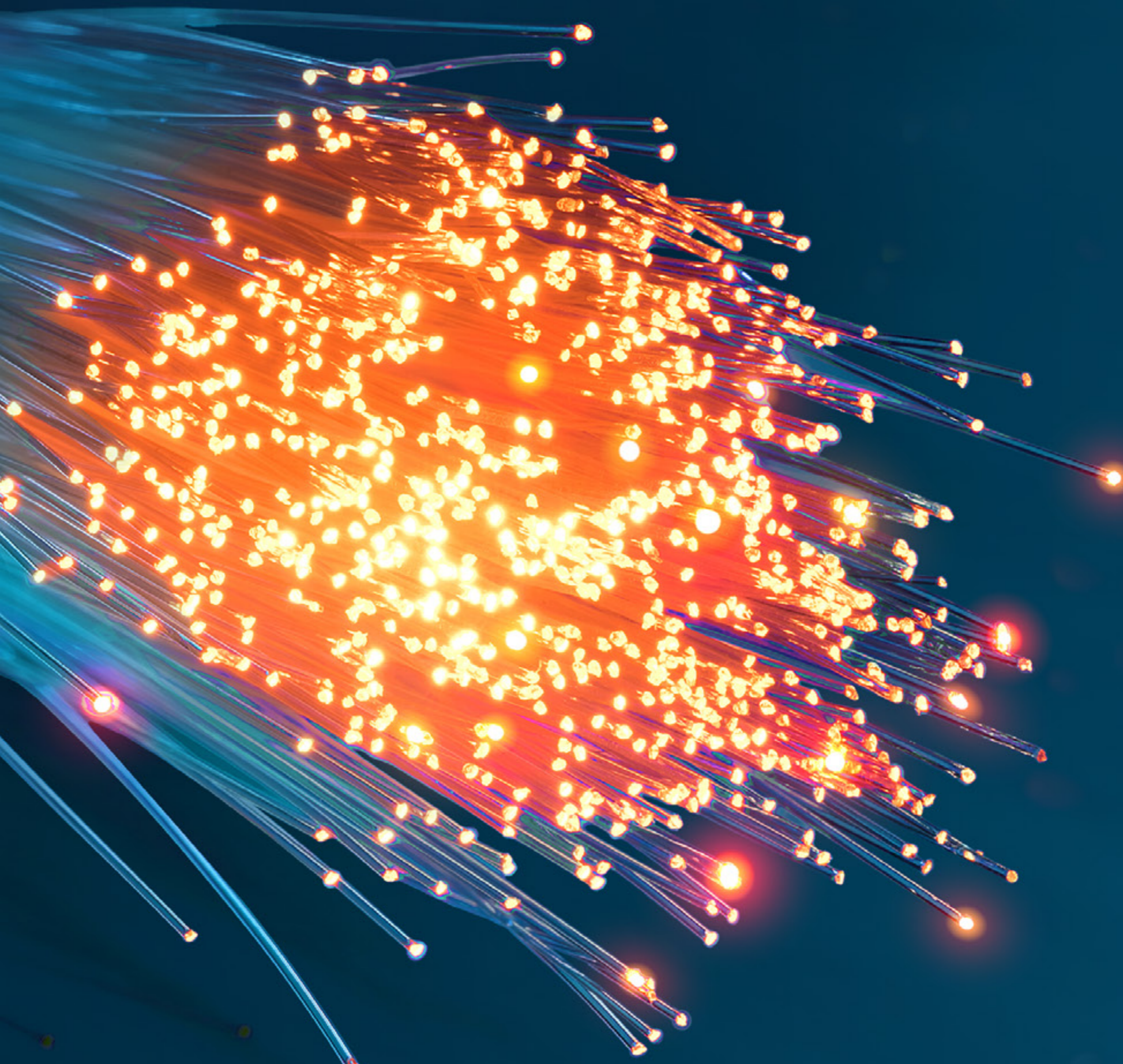
750

This means we're 50% less likely to encounter ransomware and data breach incidents than companies with a lower score.



Governance

Digital Security cont.



Digital Risk Management

Risk management is in Copperleaf's DNA. Our Information Security team uses formal risk identification and mitigation methodologies aligned with our focus on protecting client and Copperleaf data. As part of Copperleaf's Enterprise Risk Management (ERM) program, the Board regularly receives updates from Information Security leadership, reviews developments in the cybersecurity landscape, and evaluates initiatives being taken to protect the security and integrity of Copperleaf information and processes.

Copperleaf's market-leading technology and products are key to our competitive advantage in AIPM services. We protect

our intellectual property through a combination of patents, copyrights, trade secrets, and contractual provisions. Agreements with suppliers, clients, partners, employees, contractors, and other parties are reviewed by our Legal and Information Security teams to ensure appropriate protections for intellectual property. We continuously evaluate our cybersecurity posture to defend against external attacks that may seek to exfiltrate intellectual property.

Copperleaf is transparent with our clients, partners, and staff about how we handle personal information through contractual provisions, information handling policies, external audit reports, and a published Privacy Policy.

Copperleaf operates in many jurisdictions internationally, and complies with global laws and directives like Canada's Personal Information Protection and Electronic Documents Act (PIPEDA) and the European Union's General Data Protection Regulation (GDPR) through a set of privacy practices developed to meet our stringent commitments. Information is geographically controlled where needed to ensure personal information is not replicated outside authorized jurisdictions. Staff working with personal information receive training and support in maintaining privacy and confidentiality. We also use retention and disposal policies to ensure information no longer required is appropriately removed.



Dedicated Information Security team



Security awareness program



Transparent global information and privacy management



Annual ISO 27001 audit



Annual SOC 2 audit



Social



Social

Our Value is in Our People

We've always been clear about what we value—our people. Our people set Copperleaf apart, and our culture is why our people want to be part of what we're building.

We defined our culture together as a company, with every employee contributing to a refresh in 2021.

Our culture guides the way we think, act, and interact—all of us, all the time. It underpins everything we do and connects us to one another.

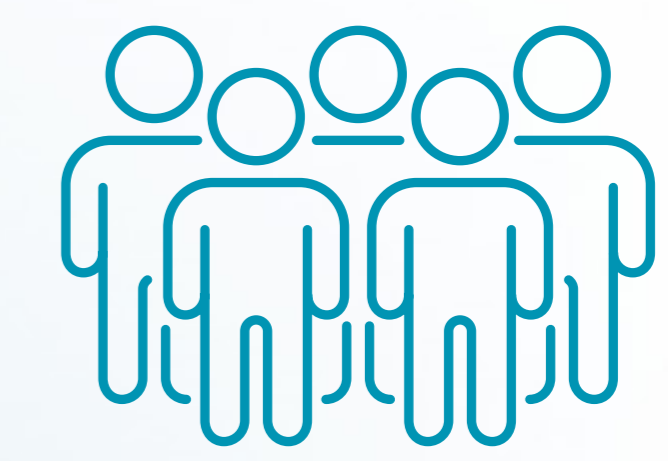
A value-based culture is what drives our people and innovation, and it comes through in the way we interact with the clients we work with and the communities we work in.

We see the true value of investing in our people in the ways they prefer to grow. With inclusive and flexible work arrangements, holistic wellbeing support, and professional development programs in place, our people can choose to live, work, and grow alongside the company in ways that fit their lifestyle and career journey.



We're committed to creating a truly diverse workforce—one that includes underrepresented groups, neurodiversity, and different life experiences. Dedication to true diversity inspires greater innovation, drives higher performance, and improves workplace culture. Most importantly, it's the right thing to do."

LINDA LUPINI
Global Vice President, Employee Experience, Copperleaf



\$202,679

spent on our people's learning and development in 2022

This will continue to be a focus in 2023, with additional budget allocated for advanced learning programs.



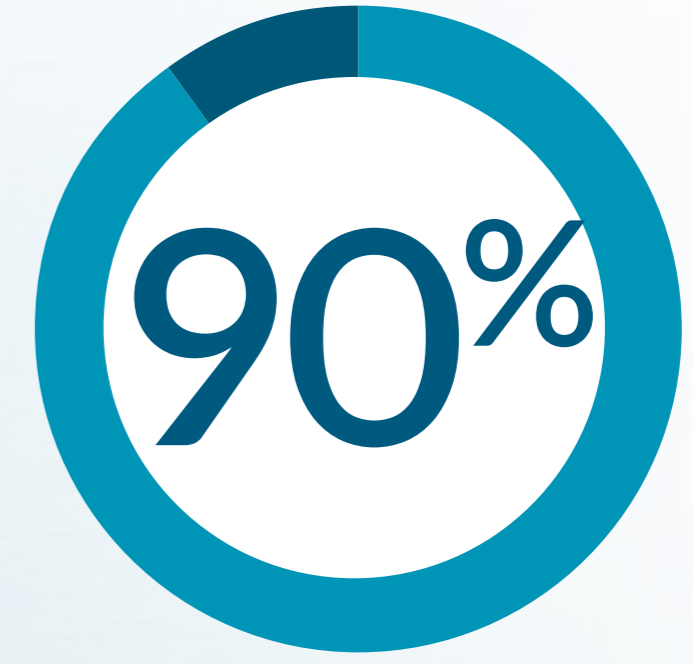
Social cont.

- Afrikaans
- Arabic
- Azerbaijani
- Bulgarian
- Cantonese
- Chinese
- Croatian
- Danish
- Dutch
- Korean
- Malay
- Mandarin Chinese
- Norwegian
- Polish
- Portuguese
- Punjabi
- Quebec French
- Romanian

44 Languages spoken¹



- English
- Esperanto
- French
- German
- Greek
- Hindi
- Hungarian
- Indonesian
- Italian
- Japanese
- Kazakh
- Russian
- Serbian
- Spanish
- Swedish
- Tagalog
- Tamil
- Turkish
- Ukrainian
- Urdu
- Vietnamese
- Welsh



of Copperleafers believe their team lead encourages diversity²

¹ This data is based on employee self-identification.
² Data collected through our annual employee survey in 2022, of which 74% of employees participated.





Social cont.

The Copperleaf Culture

At Copperleaf, we live our culture every day. Our culture drives the way we think, act, and interact.

We make a difference by **delivering exceptional value** and **providing extraordinary experiences** to our clients and each other. We're committed to **always improving** and our **agility** enables our innovation and creativity.

We are **open** and know how to listen, recognizing that this yields better results and more thoughtful solutions. Both results and **respect** are important to us, and even within the complexities we encounter every day, we find opportunities to **create joy**.



Deliver Exceptional Value



Provide Extraordinary Experiences



Be Open



Be Agile



Be Respectful



Create Joy



Always Improve



295

internal recognition stories shared by our people in 2022



One of my favourite things about working at Copperleaf is the people: my coworkers both inspire me and make me laugh every single day. They make it a joy to work here.”

RACHEL GRILLOT
Senior Solutions Consultant and Team Lead, Copperleaf





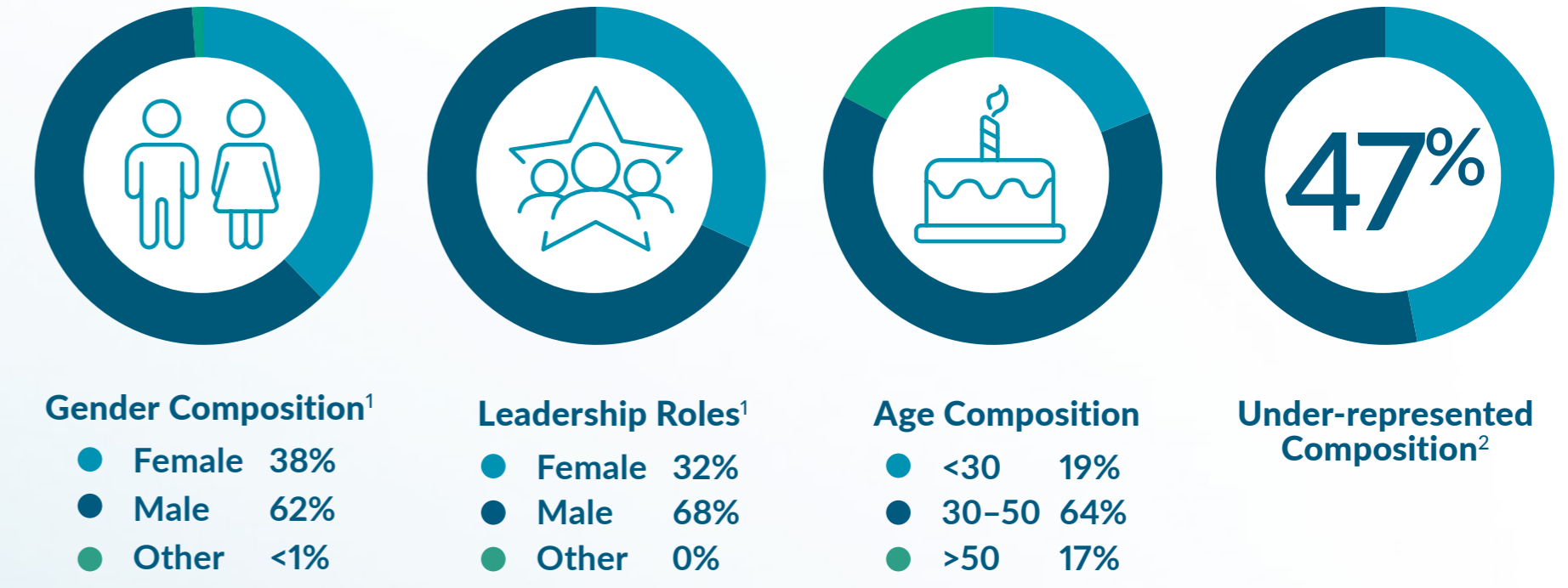
Social cont.

Diversity, Equity & Inclusion
Diversity, Equity & Inclusion (DE&I) are at the heart of our culture and play a vital role in our growth strategy and success. Our differences help us learn new things, question our biases, and look at challenges through others' perspectives. Nurturing an inclusive environment where employees at all levels feel respected, heard, and empowered is critical to our success. We know that greater diversity on our teams yields higher performance.

We believe we each have the power and responsibility to create change. That's why we actively encourage people to speak up about their beliefs, respectfully challenge ideas, and take initiative to do the right thing. We all contribute to DE&I progress, from our Board and leadership team, to our employee resource groups (ERGs), to our people across the globe.

Copperleaf is creating a workforce that reflects society's demographics—where everyone has a sense of belonging, and can maximize their own potential—to help Copperleaf and our clients build a better world, one decision at a time.

While our DE&I representation is good compared to the rest of our industry, we recognize we still have work to do in this area.



¹ This data is based on confidential self-identification information in jurisdictions where such information can be legally collected.

² This data was collected through a voluntary census, and may not be reflective of the full employee base. Some respondents may identify as being part of multiple groups.



Our Neurodiversity Group is a safe community for people to connect, learn, ask questions, and share information. Together, we advocate for and bring awareness to neurodiversity in the workplace.”

LUIZ LINS
Security DevOps Engineer, Copperleaf



Social cont.

Our DE&I Committee, our ERGs like the Women in Tech Committee and **Neurodiversity Group**, our industry peers, and community networks provide resources for our people to learn more about various DE&I topics. We also invite them to participate in awareness events like our 2022 National Truth & Reconciliation Day event, held in addition to our Canada-wide observance of the day.

Our company culture encourages us to always improve. While we're proud of how far we've come, we know there's still work to be done. We share and report on our DE&I progress as part of the social impact council with BC Technology Group, so we can have broader impact across the technology sector. The BC Technology Group also consolidates DE&I survey results from their members, so we can track our results against the technology sector every year. We also collaborate on larger initiatives, supporting social aid groups that assist families and communities.

Copperleaf advocates for gender parity by sharing the different perspectives and stories of both our clients and our people.

17

stories to date in our **"Asset Management is for Women Too"** blog series, featuring women in asset management making an impact in this field.



I strongly encourage women to seek out asset management as a career. This field allows visibility into all aspects of the business and increases your skillset and networking base."

DANIELLE JACKSON
Manager, Financial Analysis, Salt River Project (SRP)



Social

Stakeholder Engagement



Social

Stakeholder Engagement

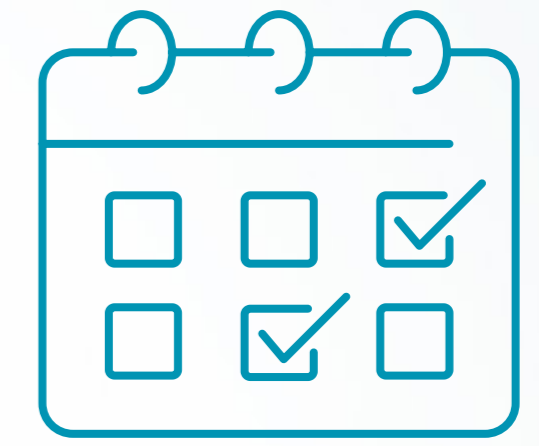
Copperleaf Community

The Copperleaf Community brings together clients, partners, and team members to learn from each other and share best practices to shape the future of decision making.

We collaborate extensively with our clients and forge strategic global partnerships to create smart solutions to pressing problems. We combine our clients' industry knowledge and expertise with our breadth and depth of experience in asset investment planning and management (AIPM) to transform how the world sees value.

As part of the Community's mandate to create opportunities to network, share, and learn, Copperleaf hosts many online and in-person events, including our global and regional Summits, and smaller AIPM Forums throughout the year.

We engage with our clients on a regular basis to share product updates, and receive feedback and input to help shape the future of our products. These touchpoints include regular product release webinars, and industry-based discussion groups, such as the Pipeline Investment Planning Excellence Sharing (PIPES) group, the Electric Discussion Group, and the UK & Ireland H₂O Community.



19

Copperleaf Community events held in 2022



There's no greater feeling than connecting members of the Community. When we come together to network, share, and learn, the insights help develop best practices, and guide the future of Copperleaf solutions."

XARA GOBHAI
Global Events & Community Engagement Manager, Copperleaf



Social

Stakeholder Engagement cont.

Copperleaf Labs

To truly transform how the world sees value and incorporates ESG in decision-making, Copperleaf relies on the insights and perspectives of our client community to continuously improve and enhance our solutions.

We care deeply about making a difference in the lives of those who choose our platform to help them make critical decisions. To that end, we developed the [Copperleaf Labs initiative](#) that allows clients to provide direct input on new features, functionality, and products in the Copperleaf suite.

With a goal of creating high-value solutions to real-world challenges, the Lab explores new and innovative product

ideas, iterative product enhancements, and product design refinements.

All clients are welcome and encouraged to join Labs sessions. More voices and recommendations lead to continuous improvements to our products and services, and help us create innovative solutions that deliver value to our clients.

Labs activities range in scope and duration from quick 30-minute overviews to ongoing projects lasting several weeks, along with group workshops, testing, and research sessions.



Our clients spent **333+** hours engaging in Copperleaf Labs activities in 2022 (approximately one hour of Lab activity per work day)



Copperleaf Labs is a powerful platform that allows us to work together with our clients to develop new solutions that drive business value while promoting sustainability and responsible practices."

DANILO PRATES
Director of Product Management, Data Analytics, Copperleaf



Social

Stakeholder Engagement cont.

Copperleaf Partners
Copperleaf partners with global consulting firms, leading technology providers, and regional implementation companies to deliver a world-class product, along with specialized AIPM consulting services, training and support, to meet unique client needs.

This international knowledge, experience, and resource network enables us to reach new markets, develop new solutions, and deliver the value our clients can ultimately unlock with Copperleaf.



61%
of our deals were influenced by our Partners in 2022



Value is central to everything we do. For our clients, that's value-based decision making to balance and trade off the many capital investment needs to address strategic goals—from safety, reliability, and affordability to sustainable growth, resilience, and equitability.”

DAWEN NOZDRYN-PLOTNICKI
Global Vice-President, Growth Office, Copperleaf

- accenture
- BLACK & VEATCH
- Capgemini
- CONCERT TECHNOLOGIES
- DETASAD
- ENGINEERED INTELLIGENCE
- esri
- IT Consol
- LUMENOR CONSULTING GROUP
- MCR
- minsoit
- MITSUBISHI ELECTRIC
- DTI
- pwc

SAP® Certified
Powered by SAP NetWeaver®



Social

Stakeholder Engagement cont.

Our Local Communities

Giving back to our local communities is an inherent part of our culture. Our **Random Acts of Delight (RAD) initiative** also allows our people to suggest and support causes close to our hearts.

In 2022, in addition to making a \$2,376 USD donation to **The Trevor Project**, the leading suicide prevention and mental health organization for LGBTQ young people, we also supported:



\$30,000+

raised in 2022 to help provide immediate and ongoing relief efforts for Ukraine



\$70,000+

donated to the Huntington Society of Canada since 2018 to support research, as several of our people are also gravely impacted by this disease



Social

Stakeholder Engagement cont.

Other community-minded initiatives where we donated time, funds, or hosted digital events like webinars include:



The funds raised by Copperleaf will support our trauma-informed programs and services that help empower immigrant and refugee women and their children as they settle into Canadian society.”

MARIAM BOUCHOUTROUCH
Executive Director, Pacific Immigrant Resources Society



Environmental



Environmental



Carbon Emissions

We focus on long-term sustainability in our journey to create positive change for our planet, with a strategic plan to evolve our business processes to better manage our supply chain, and offset any remaining carbon footprint by investing in green projects certified by **Gold Standard**.

We're proud to have continued to achieve carbon neutrality each year since we implemented our plan in 2020. Direct and indirect energy emissions (Scopes 1 and 2) make up <1% of our total emissions, while our other indirect emissions (Scope 3) comprise the overwhelming majority of our emissions. Our business travel and purchased goods and services are the main sources (85%) of our total emissions. Our 2022 emissions increased from 2021 due to company growth and increased business travel as COVID-19 restrictions eased.

To manage our emissions, we've undertaken initiatives to reduce our business travel through remote sales and implementation activities, enabling remote work to reduce our need for physical office spaces, and ensuring we only lease LEED-certified properties. Where our emissions

are unavoidable, we'll continue to apply our carbon offset program. To date, we've invested in several international green projects that offset 6,305 tons of carbon for our emissions, including Scope 3.

Looking forward, we plan to implement a vendor sustainability program that defines guidelines and criteria that we use to partner with and assess our vendors. Integrating sustainability principles into our vendor management program will help us collaborate with vendors, build a responsible business ecosystem, and ultimately reduce our emissions.

We recognize purchasing offsets is a last resort, and only one of many ways to manage carbon footprints. We plan to enhance our offset program in alignment with the Oxford Offsetting Principles for net-zero aligned offsetting.



Our Green Team is focused on understanding the environmental issues important to Copperleaf employees, and working collaboratively to enable meaningful climate action."

TAREEQ MANGALJI
Green Team member, Project Coordinator, Copperleaf



Environmental cont.

Our GHG Emissions

We continue to improve our carbon footprint analysis through better data collection. We also refined the scope of our calculations, and made retroactive offset purchases for previous years to maintain

our carbon neutrality. The table below shows our greenhouse gas (GHG) emissions determined using the Greenhouse Gas Protocol guidance between 2021 and 2022, before purchased offsets in renewable energy projects:

Scope	Description	Tons CO ₂ equivalent (tCO ₂ e)		As Percentage (%)	
		2022	2021	Change	
Scope 1		Negligible	Negligible	N/A	
	Total Scope 1	Negligible	Negligible		
Scope 2	Market-based electricity ¹	10	8	25%	
	Total Scope 2	10	8	25%	
Scope 3	Purchased goods & services	AWS cloud services ²	8	9	(11%)
		Oracle cloud storage ³	6	3	100%
		Other ⁴	1,422	1,177	21%
	Capital goods	Computer hardware ⁴	258	136	90%
	Business travel	Air travel ⁵	982	126	679%
		Car & rail ⁴	70	22	218%
		Hotel & meals ⁴	429	104	313%
Employee commuting	Remote work ⁶	229	182	26%	
	Total Scope 3	3,404	1,759	94%	
Total GHG Emissions		3,414	1,767	93%	

¹ Emissions estimated based on square footage of our controlled lease space and estimated usage with market-specific emission factors

² Emissions estimated using the [AWS Customer Carbon Footprint tool](#)

³ Emissions estimated using emission intensity values based on dollar spend from published Oracle guide

⁴ Emissions estimated based on dollar spend and an environmentally extended input-output (EEIO) factor for the category of purchase

⁵ Emissions estimated based on distance travelled using a flight emissions calculator

⁶ Emissions estimated based on basic energy use intensities





Appendix



Appendix

Task Force on Climate-Related Financial Disclosures (TCFD)

Throughout our ESG report, we addressed the requirements outlined in the TCFD framework. The information in this section expands upon the details in our report, or specifies where you can find the corresponding responses to each disclosure requirement.

	Disclosure	Response
Governance	Describe the board’s oversight of climate-related risks and opportunities.	Refer to page 18, ESG Governance .
	Describe management’s role in assessing and managing climate-related risks and opportunities.	Refer to page 18, ESG Governance , and page 20, ESG Steering Committee .
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Refer page 27, Climate-related Risks and Opportunities .
	Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning	Refer page 29, Climate-related Initiatives
	Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2-degree Celsius or lower scenario.	<p>We have not yet introduced significant climate-related scenario analysis into our business strategy and are initiating the first phase of climate-related scenario analysis to model and evaluate risks and opportunities in 2023. As a preliminary assessment, given the field in which Copperleaf specializes, the products and services we offer, and our resilient operational strategy, Copperleaf is well- positioned for several climate-related scenarios.</p> <p>In most scenarios, critical infrastructure providers will still need to operate and make planning decisions. Furthermore, climate mitigation and climate adaptation both involve major updates to critical infrastructure on a global scale.</p> <p>Given the overlap between these objectives and Copperleaf’s decision analytics solutions and asset investment planning services, Copperleaf will likely be able to continue working with critical infrastructure providers regardless of specific climate scenarios to provide value in a multitude of ways. Our solution also allows our clients to explore different climate scenarios with more rigor and detail, to become better prepared for the future. These factors give our business and those of our clients a very high degree of resilience to different climate scenarios, except for climate-related political tension or war that may impede our ability to conduct business.</p>



Appendix cont.

Task Force on Climate-Related Financial Disclosures (TCFD)

Throughout our ESG report, we addressed the requirements outlined in the TCFD framework. The information in this section expands upon the details in our report, or specifies where you can find the corresponding responses to each disclosure requirement.

	Disclosure	Response
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	Refer to page 24, Enterprise Risk Management .
	Describe the organization's processes for managing climate-related risks.	Refer to page 24, Enterprise Risk Management .
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Refer to page 24, Enterprise Risk Management .
Metrics & Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	We continue to work toward defining meaningful metrics and targets to help us measure our performance and review our progress toward our purpose of "Building a better world, one decision at a time". The ESG Steering Committee is working closely with Senior Management in 2023 to enhance this part of our ESG program.
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Currently, we measure our Scope 1, 2, and 3 GHG emissions annually. A key opportunity for us exists in our solution that enables ESG for our clients, and the increasing demand for sustainable decision making in new markets. We track the percentage of ESG-influenced deals in our pipeline.
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Refer to page 48, Our GHG Emissions .



Looking Ahead

Our Report covers the ESG progress we've made in 2022. This year, we'll continue to define and refine our ESG metrics and targets, perform climate scenario analyses, and enhance our ESG data collection and reporting to support better decision-making. We look forward to what we'll achieve together with—and for—our people, clients, and communities in 2023 and beyond.

As we grow in our journey, we'll continue to discover new ways of working and collaborating, pave new paths to success, reinforce our culture of inclusivity and belonging, and unlock new value for our community of clients and partners.

True to our cultural tenets, we'll continue striving to **always improve** how we **deliver exceptional value** and provide **extraordinary experiences** on our own ESG journey.

When we remain **agile** and **stay open** to diverse perspectives and insights, and show the utmost **respect** to people and planet, that's when we'll create more opportunities to **create joy** and realize new value together as we embark on the next steps to long-term sustainability.





Transforming how the world sees value



Copperleaf (TSX:CPLF) provides enterprise decision analytics software solutions to companies managing critical infrastructure. We leverage operational and financial data to empower our clients to make investment decisions that deliver the highest business value. What sets us apart is our commitment to providing extraordinary experiences, shaped by people who care deeply, products that deliver exceptional value, and partnerships that stand the test of time. Copperleaf is a patron of The Institute of Asset Management and actively participates in shaping the future of asset management standards, including ISO 55000. Headquartered in Vancouver, Canada, our solutions are distributed and supported by regional staff and partners worldwide. Together, we are transforming how the world sees value.

www.copperleaf.com | +1.604.639.9700
2920 Virtual Way, Suite 140, Vancouver, BC V5M 0C4 Canada

© 2023 Copperleaf Technologies Inc. COPPERLEAF is a registered trademark in Canada, the U.S., the E.U., and other countries. The COPPERLEAF logo is a registered trademark in Canada, the U.S., and the E.U. All rights reserved.