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2026 SUSTAINABILITY REPORT

Covering our 2025 reporting relating to our progress, actions, and transformations we've achieved so far in relation to the attainment of the Sustainable Development Goals

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Report at a Glance

2026 Sustainability Report |
April 28, 2026

Part 1: Understanding

Part 2: Sustainability

Part 3: Indigenous Prosperity

Part 4: People

Part 5: Governance

Acknowledgement and Resources

Contributors

Dr. Michael Wrinch

CHIEF EXECUTIVE OFFICER

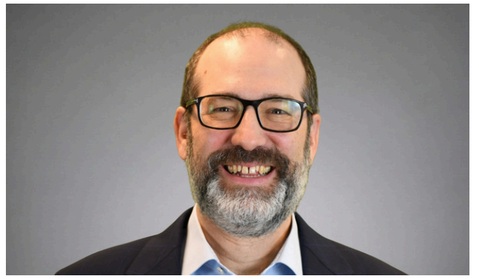
Message from the CEO

Cale Boudreau

MARKETING DIRECTOR

2026 Sustainability Report

Contributors



Dr. Andreas Huster

DIRECTOR OF ENGINEERING

Governance Impact

Ben Faulkner

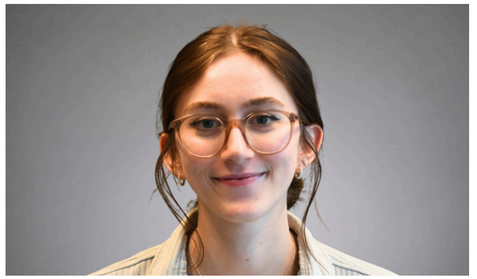
VP - TRANSPORTATION

Sustainability Impact

Bessie Bao

ACCOUNTANT

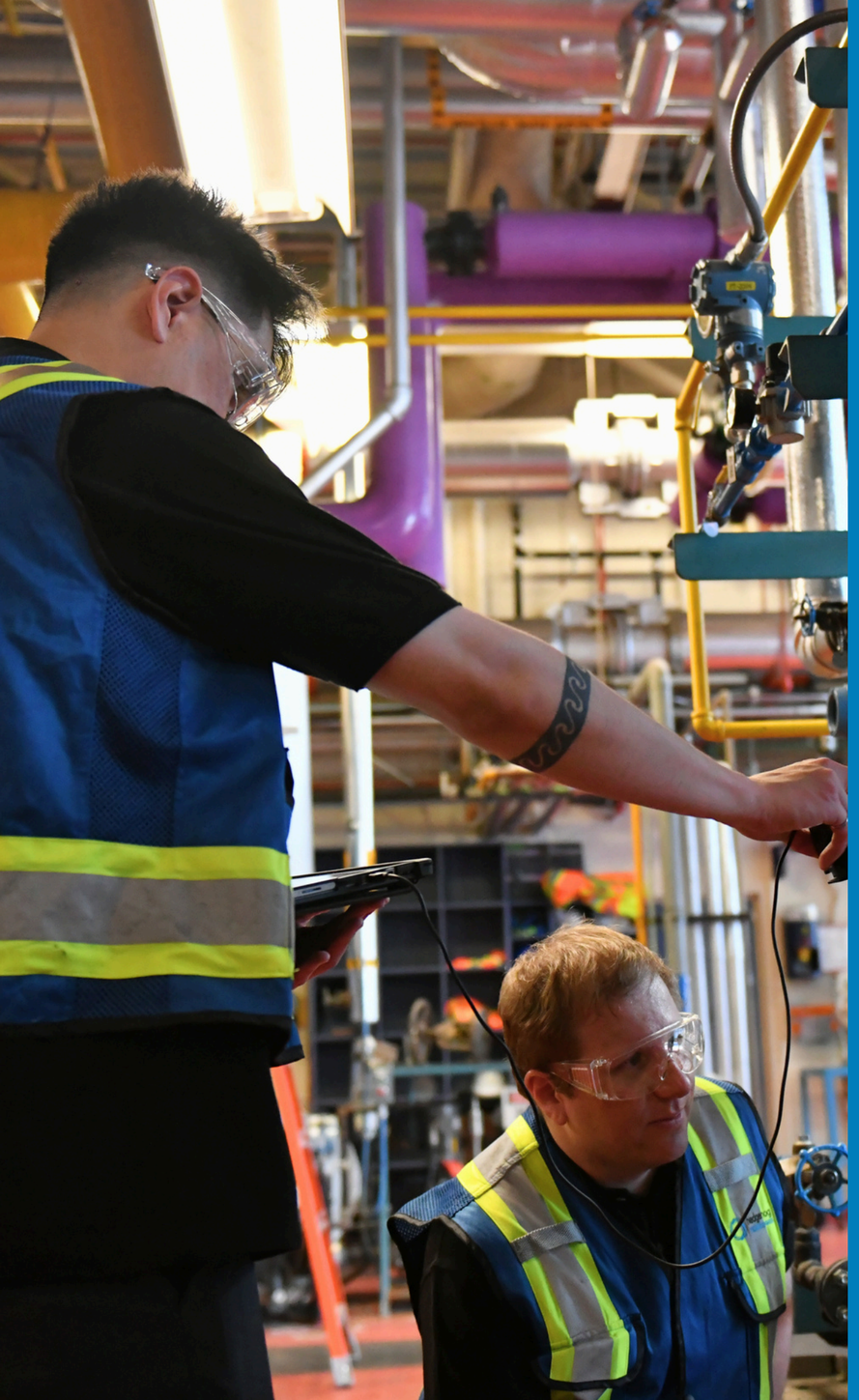
People Impact



Alia Gola

ELECTRICAL ENGINEER (EIT)

Indigenous Prosperity Impact



PART 1:

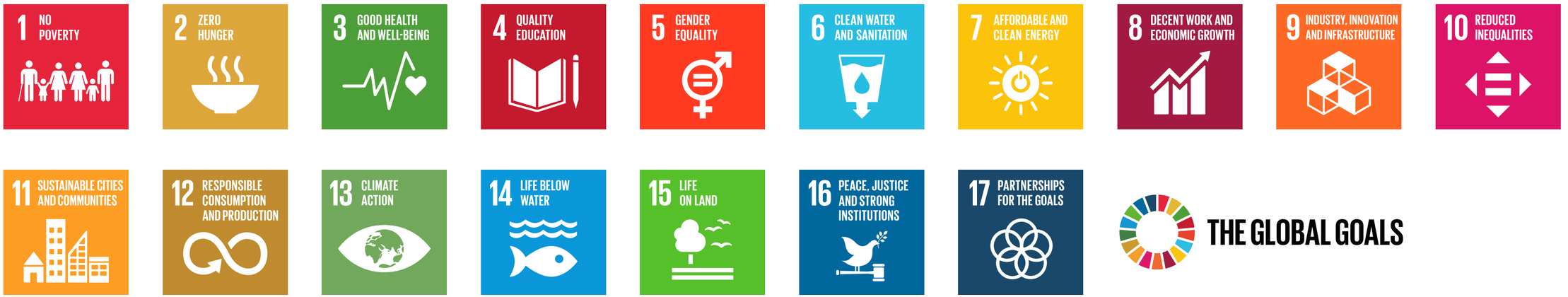
Understanding Sustainable Development Goals

The 17 Sustainable Development Goals

Hedgehog Technologies' Sustainability Report outlines our ongoing efforts to drive sustainability across our key stakeholders, including clients, team members, and the broader community.

This report is informed by both internal and external discussions with stakeholders and focuses on four key areas: Environmental Responsibility, Indigenous Prosperity, People, and Governance.

Covering the period from January 1 to December 31, this report serves as a benchmark for accountability as we track our progress toward these objectives. It will be published annually under the oversight of our Leadership Team and stakeholders.



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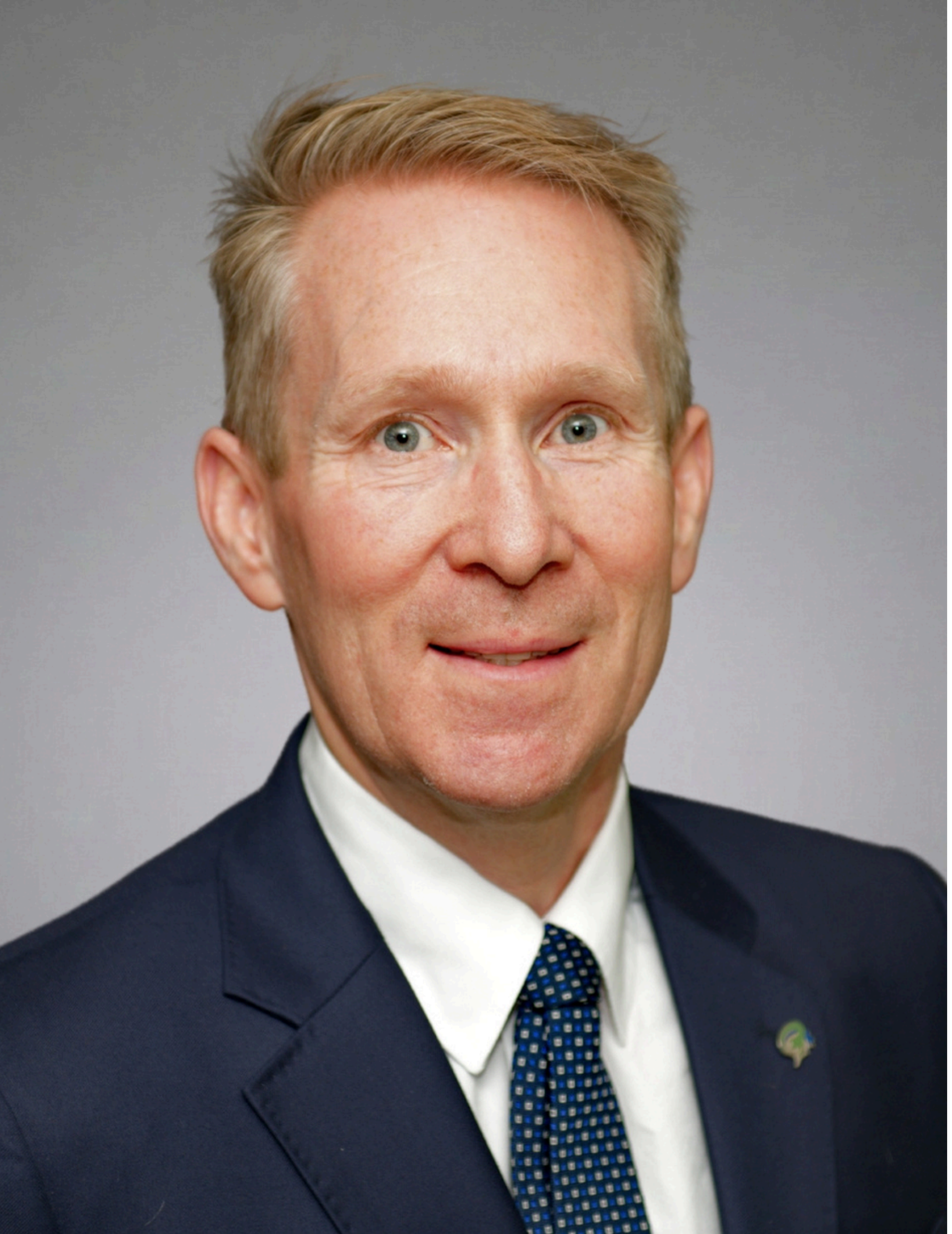
Target SDGs

We take ownership of our environmental impact. By operationalizing sustainability and prioritizing innovation, we drive meaningful action against climate change.

By harnessing innovations ranging from smart cities to renewable energy, we modernize infrastructure to ensure sustainability and long-term resilience.

Maximizing efficiency and minimizing impact, we develop clean energy solutions that bring power to underserved communities.



Dr. Michael Wrinch, CEO

Message from the CEO

Engineering is a profession in the service of humanity, and that conviction has guided Hedgehog Technologies since day one. As professional engineers, we are bound by our code of ethics to place public safety and welfare first. But as global citizens, our obligation goes further. In an era of climate change, energy transition, and rapid technological disruption, we believe it is our responsibility to use our technical expertise to deliberately and meaningfully serve a more sustainable world.

This report is our honest account of that effort, of what we've accomplished, where we're still learning, and what we're committing to next. From Indigenous clean energy partnerships to AI-assisted safety tools to the way we govern and grow our team, we do our best. Not because it is easy, but because it is the right thing to do. I am proud of the work captured in these pages, and grateful to the remarkable people who made it possible.

With Respect,

Dr. Michael Wrinch, P.Eng.

About Hedgehog Tech

Hedgehog Technologies is more than an award-winning consulting engineering firm; we are a catalyst for positive societal impact. Our commitment to infrastructure, safety, and innovation fuels our work as we modernize communities and protect the people who depend on our projects.

Our multidisciplinary team of engineers works collaboratively to bring client visions to life, always guided by a deep focus on sustainability. At Hedgehog, we are pushing the boundaries of complex engineering to make anything possible.

Our Mission: Practical solutions for complex problems.

Our Core Industries

Indigenous Energy

Partnering with Indigenous communities to co-develop clean energy projects that support energy sovereignty.

Amusement Rides

Delivering safe, high-performance ride systems through advanced controls, testing, and commissioning.

Utilities & Infrastructure

Supporting utilities with innovative engineering solutions that improve infrastructure resilience.

OSB & Wood

Modernizing OSB and wood processing facilities through automation, system integration, and electrical upgrades.

Product Development

Providing end-to-end product development, turning ideas into innovative, sustainable solutions.

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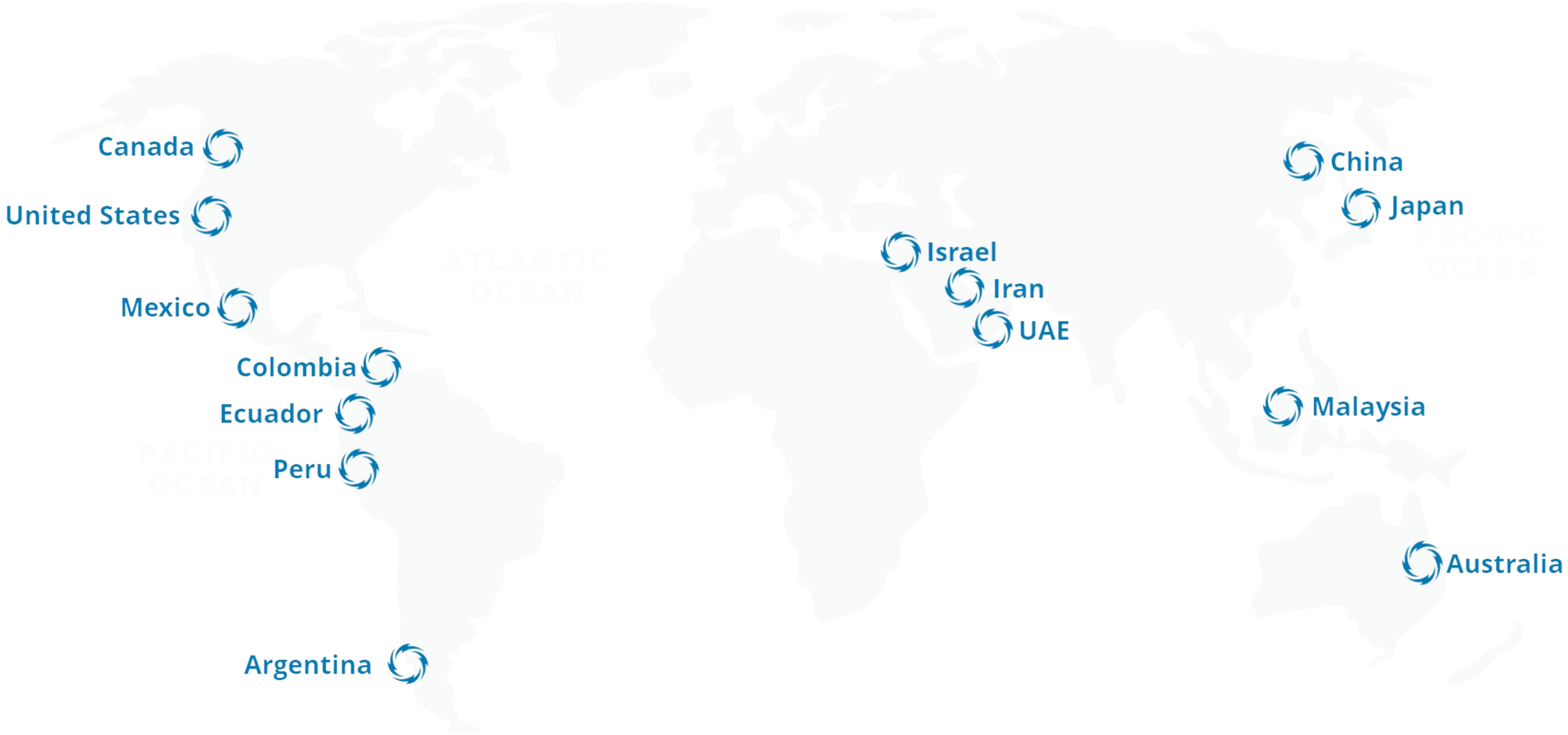
Global Map of Operations



Thought Leadership

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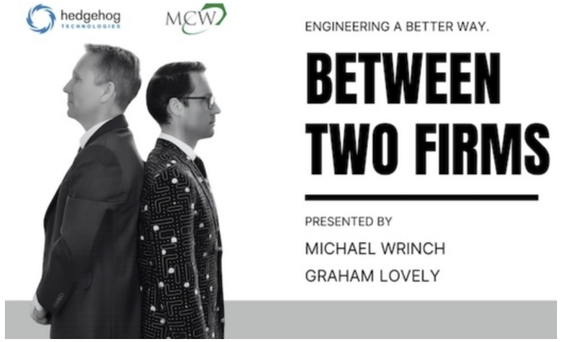
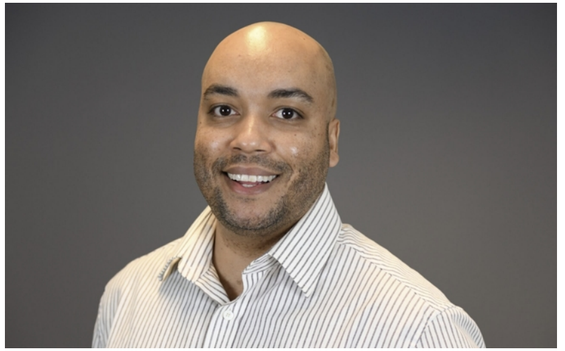


BETWEEN 2 FIRMS PODCAST

Michael Wrinch, CEO of Hedgehog Technologies, and Graham Lovely, partner at MCW Group, have launched 'Between Two Firms,' a new podcast that will discuss the challenges and opportunities today's engineers face.

Source: Canadian Consulting Engineer



UNGC OPEN HOUSE PANEL

Marketing Director, Cale Boudreau, recently participated in the UN Global Compact Open House Virtual Panel—a dynamic discussion focused on sustainability, corporate responsibility, and innovation.

Source: YouTube

DIGITAL DIALOGUES EP. 1

Michael Wrinch, cEO of Hedgehog Technologies, shares insights fresh from the 2025 Renewables in Remote Communities Conference.

Source: LinkedIn

Sustainability

We foster a culture of environmental responsibility, empowering people to embrace sustainable practices. Every action reflects our commitment to a cleaner, more resilient future driven by innovation and technology.

Improving Lab Safety Using AI Inspections

Partnering with the British Columbia Institute of Technology (BCIT), Hedgehog Technologies introduced a digital-first approach to modernizing campus safety inspections.

The development of SafeLens AI—an app that scans equipment to generate automated reports—enabled the systematic review of over 100 labs across the campus. This innovation replaces manual workflows with a streamlined safety process, significantly enhancing data accuracy and operational efficiency for the school.

By integrating AI-driven tools into infrastructure management, Hedgehog Technologies helps educational institutions modernize their safety standards and achieve lasting operational excellence.

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Ben Faulkner, VP - Transportation

SUSTAINABILITY IMPACT

We believe that truly sustainable transit is about more than just efficiency—it's about moving people with a clear purpose for the future. This year, we took a major step forward by joining the Canadian Urban Transit Research & Innovation Consortium (CUTRIC). By diving into their collaborative research and technical planning events, we are sharpening our ability to deliver the safe, low-carbon engineering solutions that Canada's infrastructure needs right now. It is incredibly rewarding to be part of a community that shares our obsession with electrified, energy-efficient transportation.

To keep that momentum going, we've also officially opened the doors to our new office in Toronto. This move is a big milestone for us, as it puts us right in the heart of the Canadian market where we can be more hands-on than ever. This new home base allows us to work more closely with our partners to push the boundaries of what's possible in sustainable rail, ensuring that green technology becomes the backbone of how we travel between cities.

Metrics

By quantifying our transition to renewable energy and the efficiency of our microgrid deployments, we provide a transparent look at how we are reducing environmental impact while scaling the clean energy solutions of the future.

Revenue from Sustainable Projects (%)

55%

Microgrid Project Power Generation (GWh)

2.1 GWh (annual)

Team Working Hybrid or Remote (%)

100%

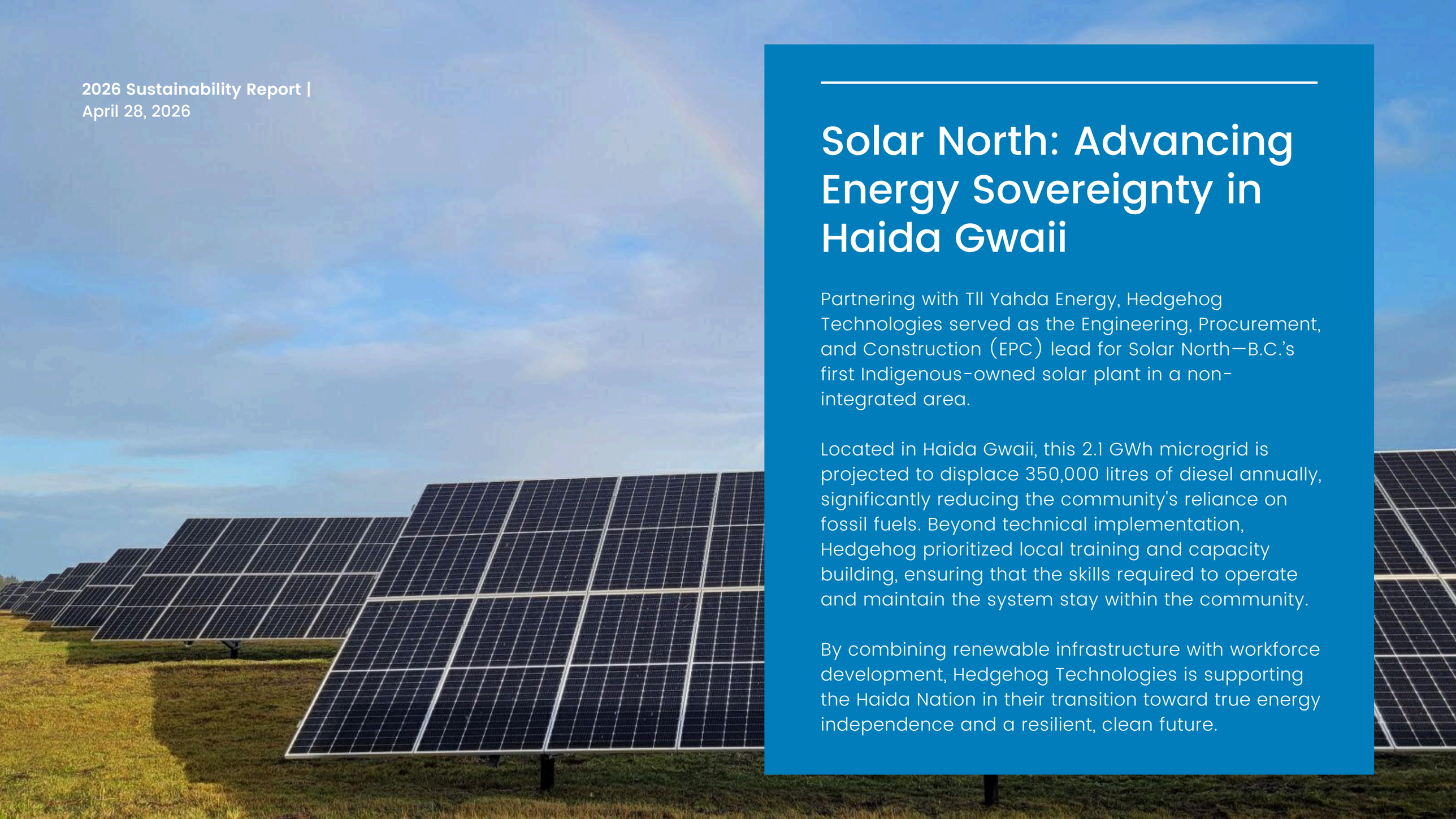
Joining CUTRIC to Drive Sustainable Engineering Solutions

Hedgehog Technologies joined the Canadian Urban Transit Research & Innovation Consortium (CUTRIC), strengthening our commitment to advancing sustainable, electrified, and low-carbon transportation systems across Canada.

Through this membership, we are engaging in collaborative research, technical planning events, and sector-wide knowledge sharing that supports our ongoing efforts to deliver safe, innovative, and energy-efficient engineering solutions.

Indigenous Prosperity

Hedgehog reduces its environmental impact through renewable energy, efficiency measures, and sustainable infrastructure with remote Indigenous communities. We promote environmental responsibility and encourage sustainable practices grounded in respect for the land and local traditions.



Solar North: Advancing Energy Sovereignty in Haida Gwaii

Partnering with Tll Yahda Energy, Hedgehog Technologies served as the Engineering, Procurement, and Construction (EPC) lead for Solar North—B.C.'s first Indigenous-owned solar plant in a non-integrated area.

Located in Haida Gwaii, this 2.1 GWh microgrid is projected to displace 350,000 litres of diesel annually, significantly reducing the community's reliance on fossil fuels. Beyond technical implementation, Hedgehog prioritized local training and capacity building, ensuring that the skills required to operate and maintain the system stay within the community.

By combining renewable infrastructure with workforce development, Hedgehog Technologies is supporting the Haida Nation in their transition toward true energy independence and a resilient, clean future.

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Alia Gola, Electrical Engineer (EIT)

INDIGENOUS PROSPERITY IMPACT

In 2025, we achieved a major milestone with the completion of a 2.1 GWh solar farm in partnership with Tll Yahda Energy, the collaboration between Old Massett Village Council, Skidegate Band Council, and the Council of Haida Nation. This achievement is the product of years of hard work and effort from everyone involved, and is a significant step forward for energy sovereignty in the region.

Similar efforts are underway in Fort Severn, where we worked to ensure the ongoing reliability of an existing solar farm during our 2025 site visit. Through continued solar maintenance training and ongoing conversations in the community, we are empowering community members with the skills needed for ongoing system maintenance and ownership. This is something we plan to continue as we prepare to expand renewable assets in the community in order to continue improving energy access and equity in remote areas.

Metrics

Meaningful partnership is built on consistent, active engagement. These figures quantify our reach across Indigenous territories and our dedication to reciprocal learning. By prioritizing community-led dialogue and technical workshops, we ensure our projects are grounded in local values and developed through a process of mutual respect and shared goals.

Indigenous Trainees Supported (#)

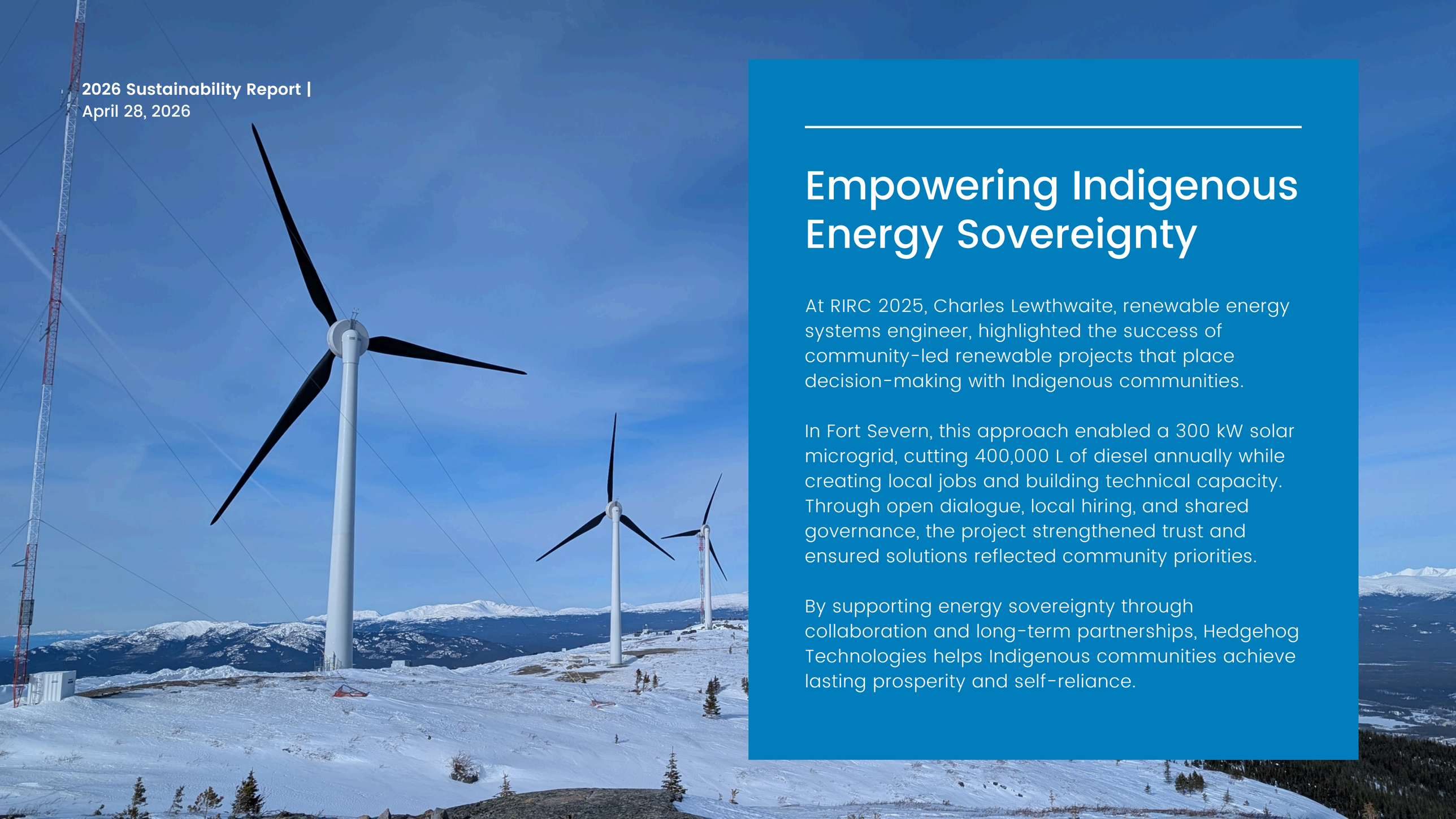
10

Indigenous Communities Engaged (#)

5

Knowledge Transfer Sessions (#)

15



Empowering Indigenous Energy Sovereignty

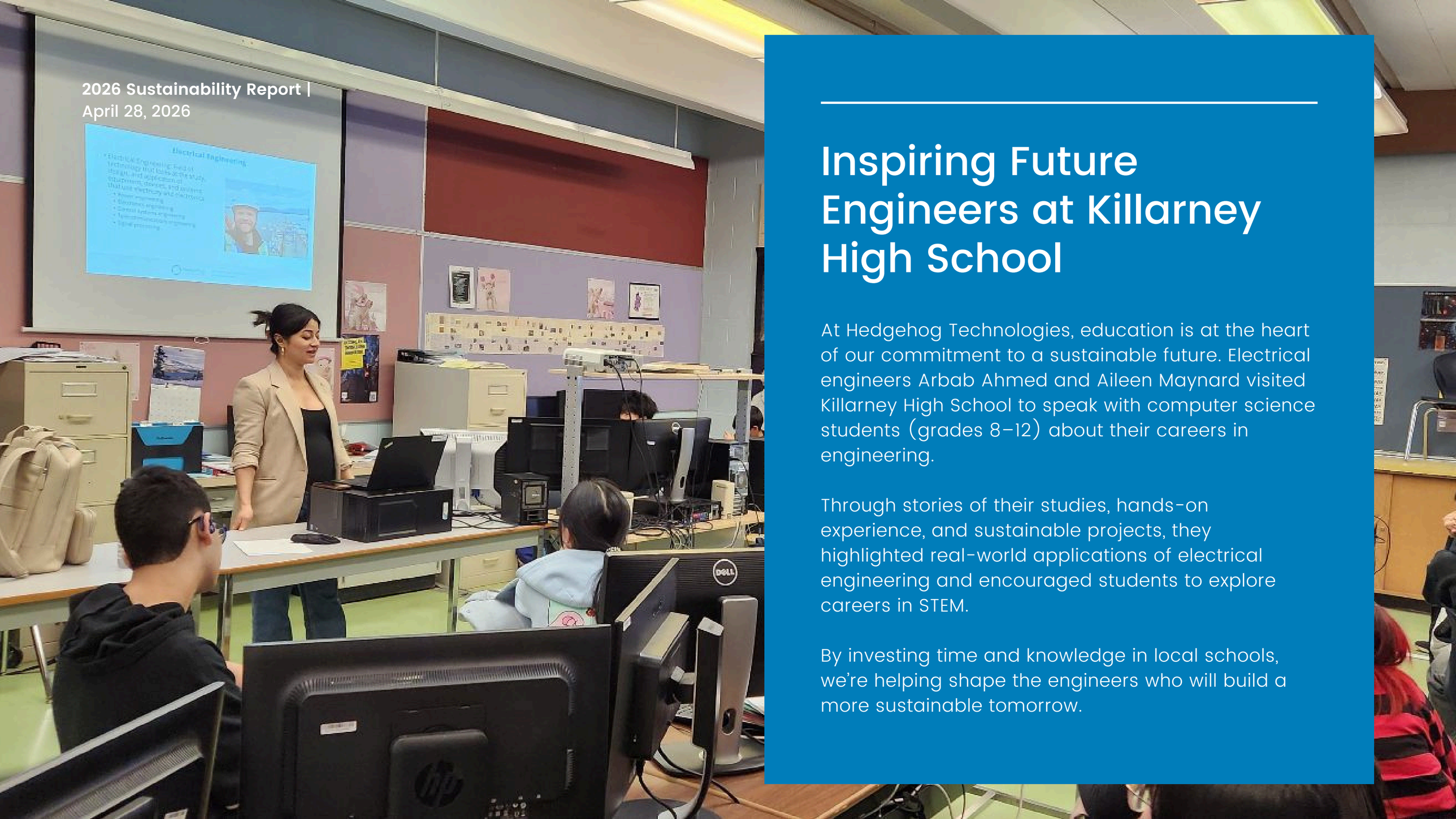
At RIRC 2025, Charles Lewthwaite, renewable energy systems engineer, highlighted the success of community-led renewable projects that place decision-making with Indigenous communities.

In Fort Severn, this approach enabled a 300 kW solar microgrid, cutting 400,000 L of diesel annually while creating local jobs and building technical capacity. Through open dialogue, local hiring, and shared governance, the project strengthened trust and ensured solutions reflected community priorities.

By supporting energy sovereignty through collaboration and long-term partnerships, Hedgehog Technologies helps Indigenous communities achieve lasting prosperity and self-reliance.

People

We drive innovation early through job shadowing and school presentations, giving students hands-on experience. Many later join our team to help drive cutting-edge, sustainable solutions.



Inspiring Future Engineers at Killarney High School

At Hedgehog Technologies, education is at the heart of our commitment to a sustainable future. Electrical engineers Arbab Ahmed and Aileen Maynard visited Killarney High School to speak with computer science students (grades 8–12) about their careers in engineering.

Through stories of their studies, hands-on experience, and sustainable projects, they highlighted real-world applications of electrical engineering and encouraged students to explore careers in STEM.

By investing time and knowledge in local schools, we're helping shape the engineers who will build a more sustainable tomorrow.

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Bessie Bao, Accountant

PEOPLE IMPACT

At Hedgehog Technologies, our people truly make the difference. As a person of color within the group, I'm especially proud of the diversity that shapes our team and the inclusive culture we continue to build together. This year, we were excited to welcome new talent to the team, bringing fresh perspectives and experiences that make us even stronger.

We've continued creating an environment where different voices are valued, and one of the highlights of our year has been our monthly cultural spotlight. Team members from a variety of backgrounds take turns sharing traditional dishes and stories from their heritage, giving all of us the opportunity to learn from one another. It's a simple but powerful way to build understanding, celebrate who we are, and foster a more connected workplace.

Metrics

A sustainable future is built by a safe and inclusive workforce. We track our zero-incident safety record and team diversity to ensure our workplace reflects our core values of equity and protection. Continuous policy updates ensure our benefits and internal structures evolve alongside the needs of our people, fostering a culture where everyone belongs.

Policies or Benefits Updated (#)

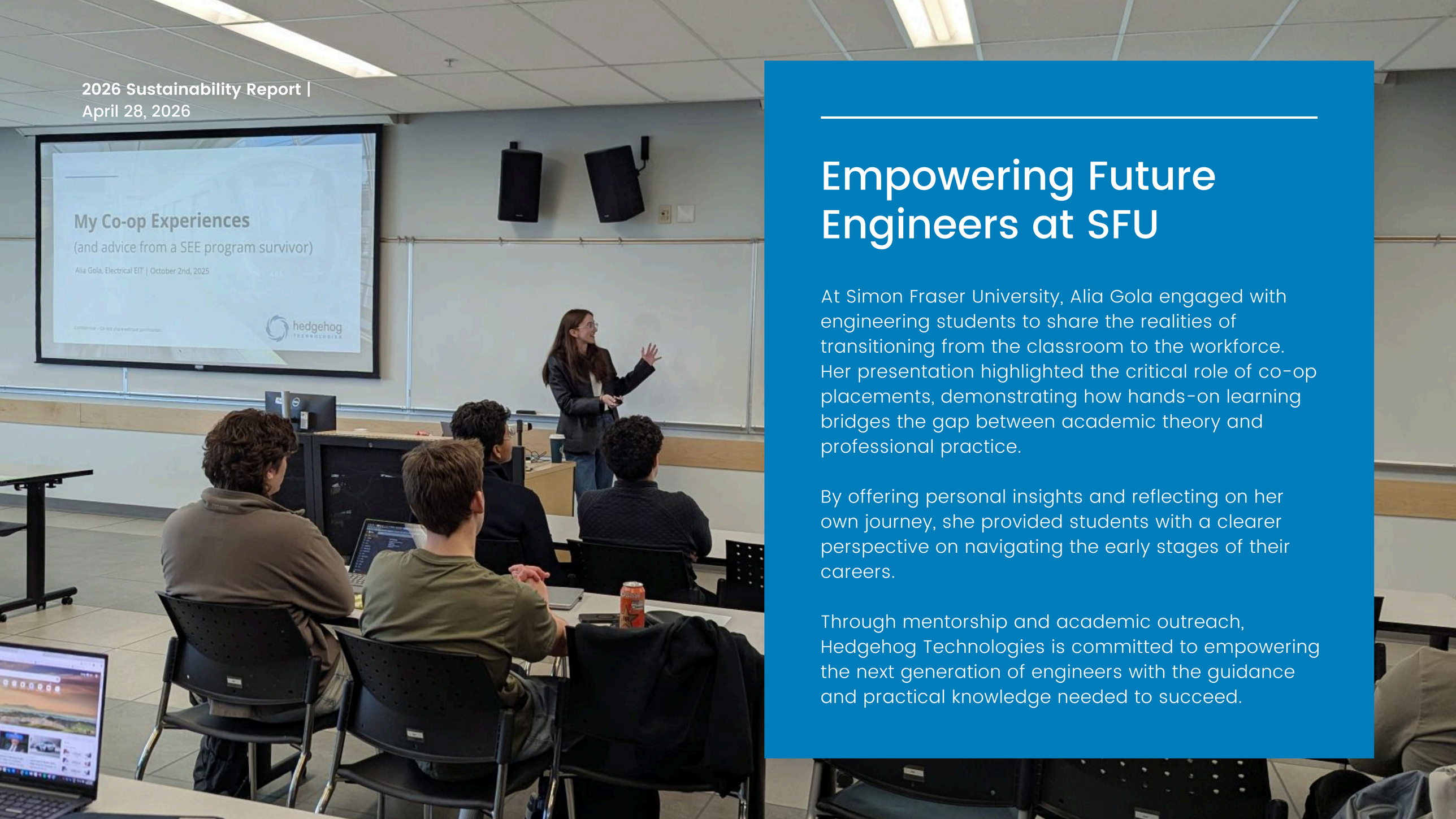
2

Total Recordable Incident Rate (#)

0

Diverse or Underrepresented Team Composition (%)

43%

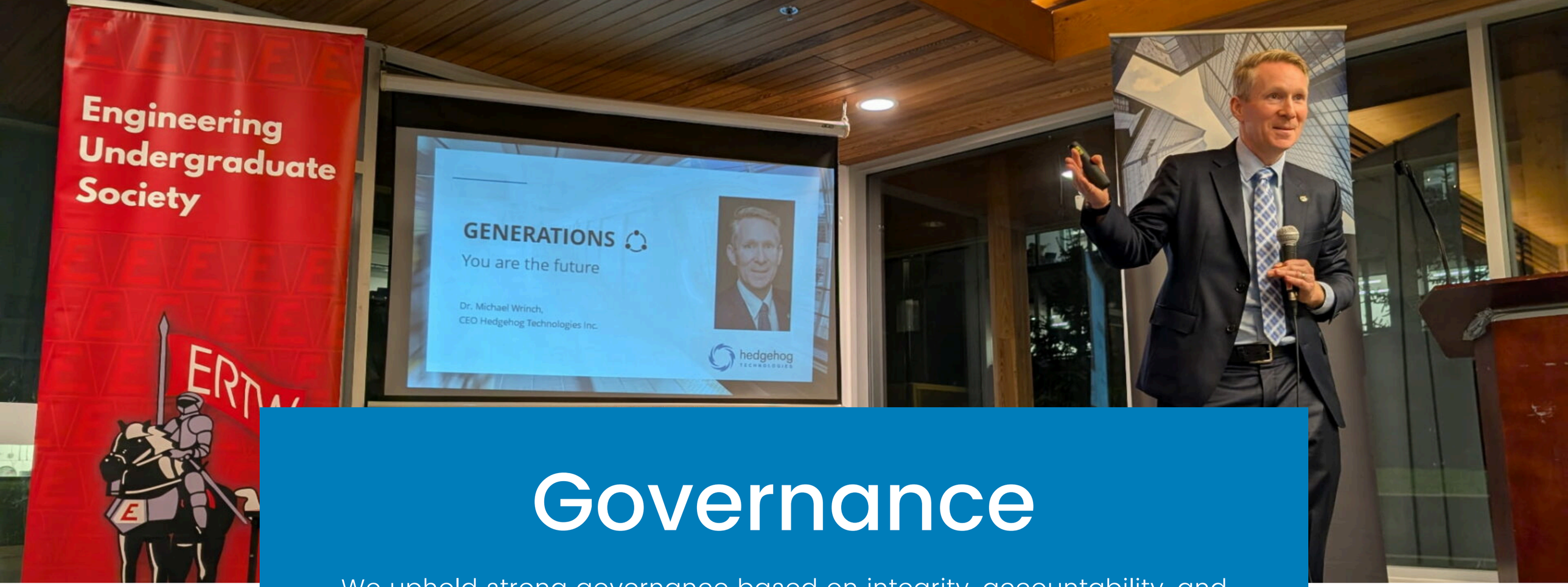


Empowering Future Engineers at SFU

At Simon Fraser University, Alia Gola engaged with engineering students to share the realities of transitioning from the classroom to the workforce. Her presentation highlighted the critical role of co-op placements, demonstrating how hands-on learning bridges the gap between academic theory and professional practice.

By offering personal insights and reflecting on her own journey, she provided students with a clearer perspective on navigating the early stages of their careers.

Through mentorship and academic outreach, Hedgehog Technologies is committed to empowering the next generation of engineers with the guidance and practical knowledge needed to succeed.



Governance

We uphold strong governance based on integrity, accountability, and continuous improvement. Our engagement with Engineers Canada and other regulators ensures ethical practice, public safety, and environmental stewardship at the highest industry standards.

Strengthening Governance Through Toronto Expansion

Hedgehog Technologies has expanded to Toronto, Ontario, reinforcing our commitment to strong governance and sustainable growth.

Led by Ben Faulkner, VP - Transportation, the new office at 200 Bay St. enhances our ability to deliver safe, efficient, and accountable engineering solutions. Ben's expertise in rail and public transit supports collaboration with municipalities and industry partners to advance resilient infrastructure.

This expansion strengthens our leadership framework, ensuring transparent, responsible decision-making as we grow across Canada.

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Andreas Huster, Director of Engineering

GOVERNANCE IMPACT

Our work with committees like ASTM F24 and partners such as ACEC-BC shows our values in action. From shaping policy to collaborating on standards, we bring clarity and a pioneering mindset to every discussion.

Through ACEC-BC, we've advanced small firm governance and championed inclusive, people-centered approaches to regulation and talent development. Our holistic focus ensures technical, human, and environmental factors are always considered.

We're proud of team members who engage in professional governance—not for recognition, but because it matters. They mentor, shape ethical policy, and contribute to standards with humility and persistence, reflecting the culture we've built.

Metrics

Integrity is the foundation of every project we undertake. These metrics reflect our unwavering commitment to ethical leadership and total regulatory compliance. By maintaining a record of zero ethical breaches while actively shaping industry standards, we ensure that our growth remains responsible, transparent, and beyond reproach.

Industry Associations Engaged (#)

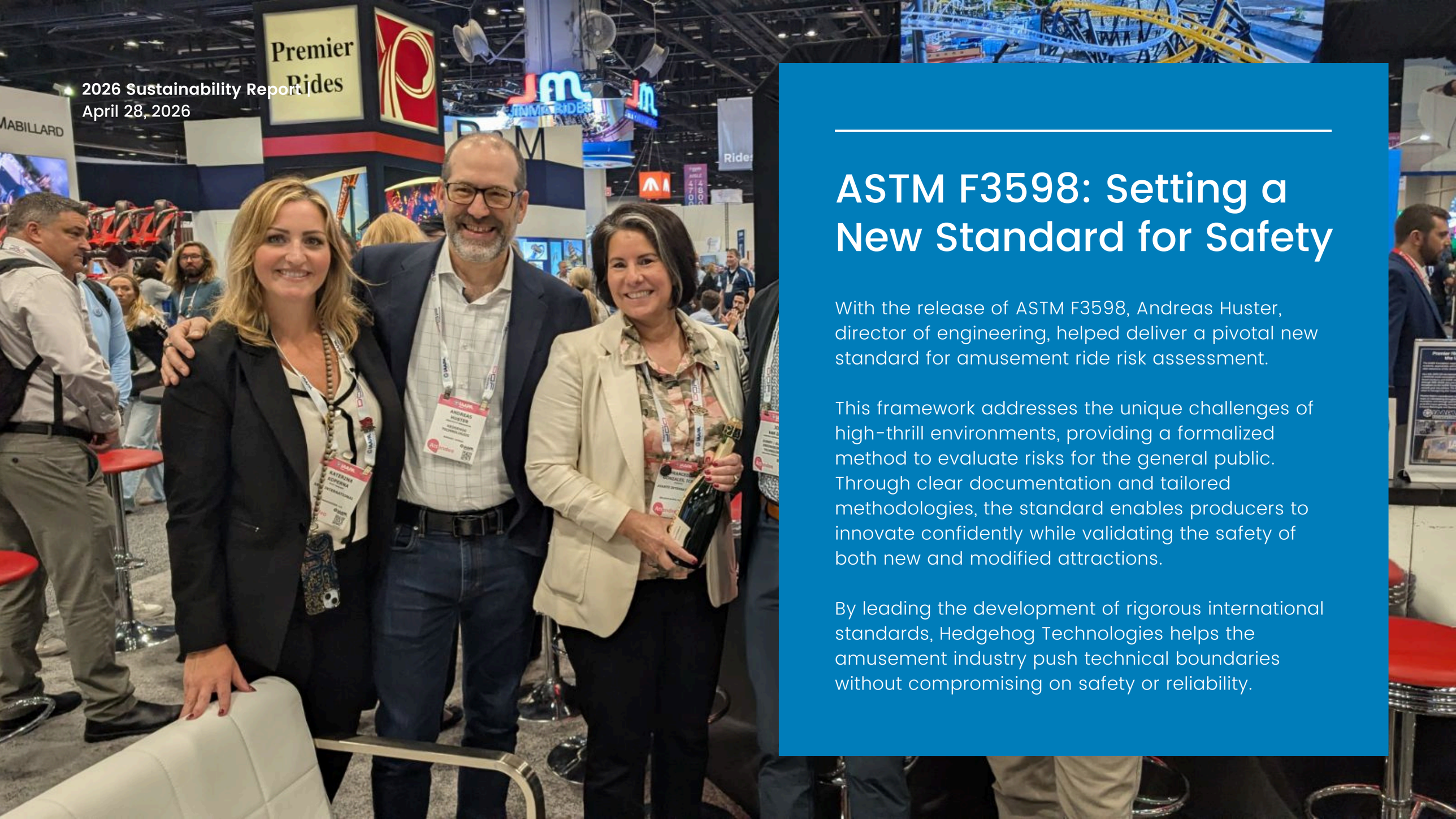
9

Media/Thought Leadership Activities (#)

30

Ethical Breaches or Compliance Violations (#)

0

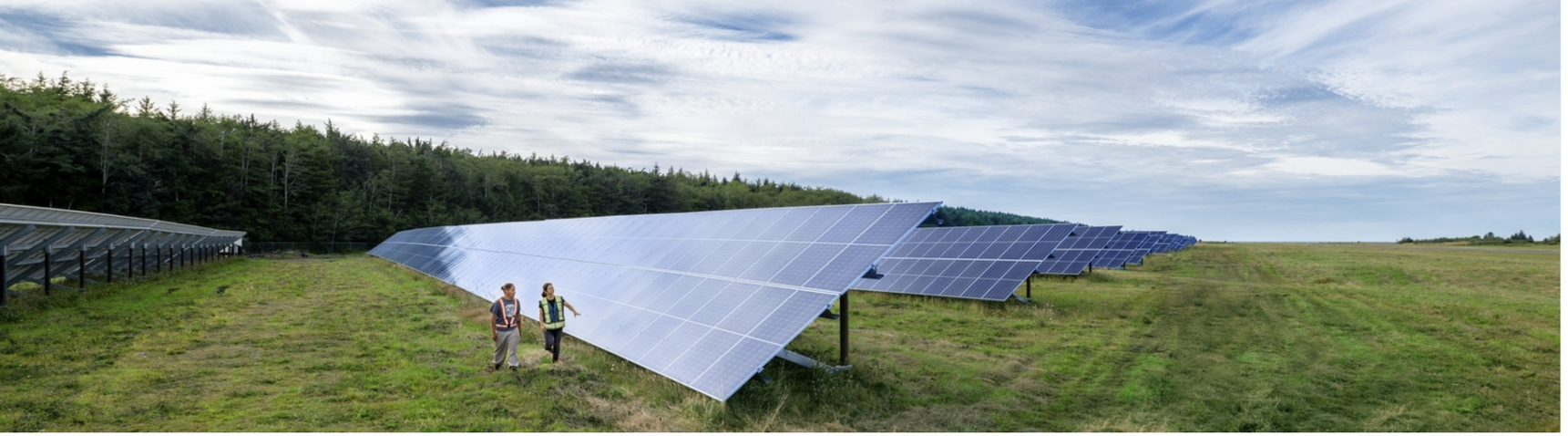


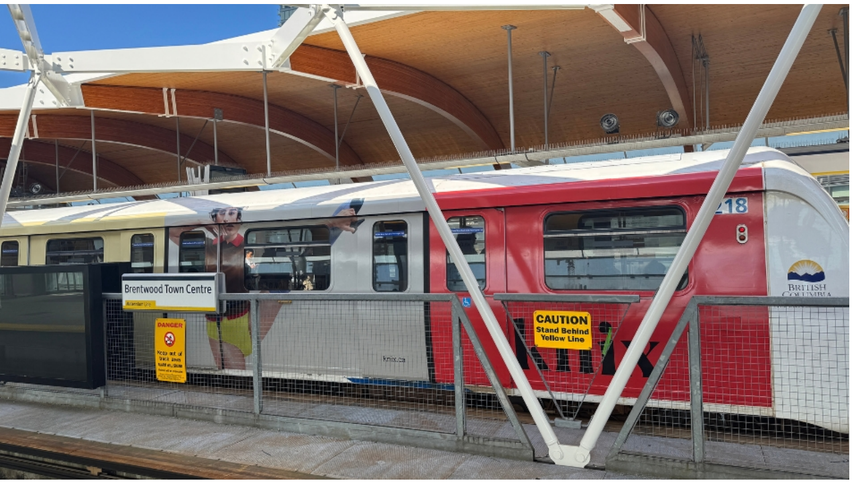
ASTM F3598: Setting a New Standard for Safety

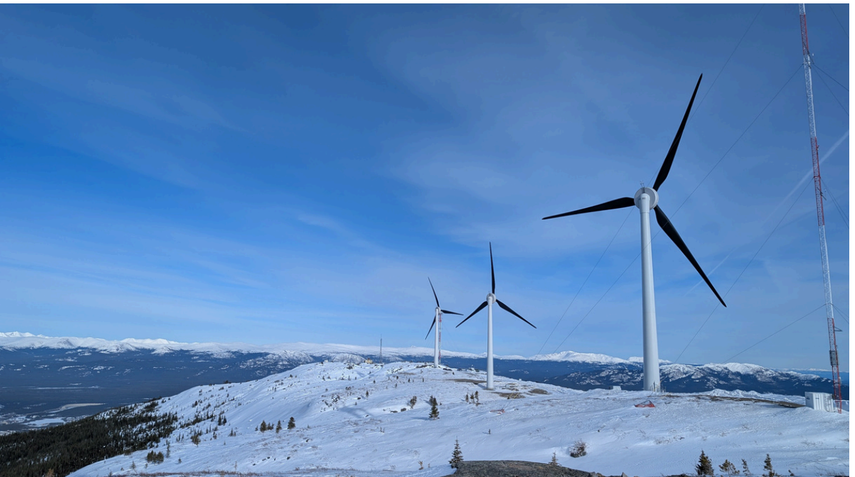
With the release of ASTM F3598, Andreas Huster, director of engineering, helped deliver a pivotal new standard for amusement ride risk assessment.

This framework addresses the unique challenges of high-thrill environments, providing a formalized method to evaluate risks for the general public. Through clear documentation and tailored methodologies, the standard enables producers to innovate confidently while validating the safety of both new and modified attractions.

By leading the development of rigorous international standards, Hedgehog Technologies helps the amusement industry push technical boundaries without compromising on safety or reliability.







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Thank you for your time!

Contact us if there are any questions.

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