A Message from the Chief Executive Officer

It has been yet another year of uncertainty and adjustment for the Haltech team and its clients. I am proud to report, however, that as in previous years, this community has responded to the challenges and found new ways to innovate and capture opportunities—and there was never a dull moment doing so as we:

• Wrapped up the third cohort of the “Beyond Boundaries” program, continuing to level the playing field for innovative women entrepreneurs.
• Pushed forward with our focus on diversity, equity and inclusion.
• Deepened and expanded partnerships with organizations that bring support and benefits to the client base we serve; Brock University and Wilfrid Laurier University are just two of many examples of new relationships that will benefit our clients’ progress.
• Forged new partnerships in support of a clean and green recovery in Ontario by working with our fellow regional innovation centers (RICs) on the recently launched “i.d.e.a. Fund”.
• Opened Halton’s doors to those from the region and beyond. After a year in the making, we embarked on a new relationship with LatAm StartUps. We are so excited to be helping innovative companies make this region their home by connecting them with local talent and entrepreneurs who share their passion for innovation.

Throughout the year, clients have shared with us their stories of small gains and big wins, as well as setbacks and resets. Through it all, it has been our honour to listen, support, and celebrate these journeys. They never cease to amaze us.

Thank you to the Haltech staff, our amazing group of mentors and advisors, our sponsors, partner RICs, and community partners for your ongoing support, ideas, hard work, and commitment. While we can never be a hundred percent certain about what the year to come has in store for us, if there is one thing of which I can be sure, it is that we have the right team to tackle whatever comes our way.

Sincerely,

Chief Executive Officer,
Haltech Regional Innovation Centre

Shann McGrail
Chief Executive Officer, Haltech

A Message from the Chair of the Board of Directors

I am honored to have had the opportunity once again to work with this amazing community over the past year. While the world slowly recovered from the impacts of Omicron and allowed us all to creep towards “business as usual”, the only “usual” for me was the privilege of witnessing the ideas, talent, and dedication that Haltech has brought to clients to further drive economic impact and opportunities in the Halton Region.

Halton is home to Canada’s fastest growing and best places to live in communities. This makes our region a great place for bringing innovations to life. None of that would be possible, however, without partnership and collaboration. Speaking of partnership, congratulations to our colleagues at TechPlace and Burlington Economic Development for five years of providing a place, space, and support for innovation to thrive. We look forward to many more years of working together, transforming innovation into action.

I would like to thank all the partners, sponsors, and community members who support our clients on their entrepreneurial journeys. I would also like to thank the talented and dedicated Haltech board members who give freely of their time, expertise, and connections to guide and shape our organization. Haltech simply could not work without you. Whatever the year ahead holds, I know that we can count on this community to pull together and make success a reality.

Jaime Barron
Chair of the Board, Haltech

Jaime Barron
Chair of the Board, Haltech

Shann McGrail
Chief Executive Officer, Haltech

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Sincerely,

Chief Executive Officer,
Haltech Regional Innovation Centre
Haltech by the Numbers

866
Total Advisor Hours

97
Total Events Hosted

1,511
Total Event Attendees

By Sector

- Digital Media & ICT 42%
- Life Science & Advanced Health 15%
- Financial Services 10%
- Education 9%
- Advanced Materials & Manufacturing 9%
- Other 15%

By Location

- Oakville 26%
- Burlington 19%
- Toronto 12%
- Milton 9%
- Hamilton 7%
- Mississauga 7%
- Halton Hills 1%
- Other 13%

By Stage

- 40% Validation
- 16% Discovery
- 19% Scale
- 12% Idea
- 12% Efficiency

By Founder Type

- 43% Women Founders
- 22% Youth Founders
- 10% Social Innovation

Year in Review

I would like to thank you for supporting AI Materia throughout the year. I am very grateful for all the opportunities you provided us to connect, learn and grow, to access mentorship from experienced mentors, and for inviting us to professional events, Advanced Design and Manufacturing Expo, Equation angels, and the Hi5 Pitch competition. At AI Materia, we very much appreciate your support and look forward to our continued collaborations with Haltech.”

- MARYAM EMAMI, FOUNDER AND CEO OF AI MATERIA

All figures are from the 2021/2022 Fiscal Year (April 1, 2021 – March 31, 2022)
Diversity and Inclusion

Haltech’s continued commitment to diversity, equity and inclusion

Diversity, equity and inclusion continues to be an important piece of Haltech’s client care and programming strategy. As our Diversity and Inclusion Committee brings forward new ideas, we’re working together to create a more equitable and diverse economic recovery.

Here’s a taste of the latest initiatives happening at Haltech:

- **ZERO - TOLERANCE DISCRIMINATION POLICY**

  Tackling discrimination starts with our core policies.

- **WOMEN ENTREPRENEURS**

  Offering programming for women entrepreneurs fosters equitable growth in Halton’s tech sector.

- **50/30 CHALLENGE**

  Gender parity within our board and minimum 30% representation of under represented groups.

- **RECONCILIATION, EQUITY AND ANTI-RACISM TRAINING**

  Staff, Board and Committees receive training courtesy of Oakville Community Foundation.

- **LAND ACKNOWLEDGMENTS**

  Honouring the indigenous peoples who have lived and worked on this land historically and presently.

- **FOSTERING DIVERSE TALENT**

  Our boutique style client care strategy treats clients like people. We strive for equitable opportunities for growth.

Notable Events and Programs

**HERhalton Women’s Day Social**

- 120 Attendees

HERhalton is an annual International Women’s Day social which brings together women entrepreneurs and champions from across Halton. Attendees support and empower one another through respectful and honest discussions, collaboration, and networking opportunities.

**Hi5 Pitch Competition**

- 57 Attendees

This yearly pitch competition provides our most innovative clients with a fantastic opportunity to generate awareness of their company by pitching to a panel of industry professionals and gaining exposure to industry partners and investors.

**Beyond Boundaries Cohort 3**

- 17 Registrations

Beyond Boundaries is a 10 week virtual accelerator program in Halton Region aimed to advance women’s economic empowerment. Our objective is to support women identifying entrepreneurs to grow, scale-up their business and reach global markets.

**10th Anniversary of Innovation & Growth**

- 79 Attendees

In August 2021, entrepreneurs and innovation enthusiasts from across Halton joined us to celebrate Haltech’s 10th Anniversary of Innovation & Growth. This virtual event welcomed brilliant minds to mix and mingle with our incredible Clients, Board Members, Chief Executive Officer, Advisors and Staff.
Women Entrepreneurs at Haltech

- **2015**: Haltech’s client base was 91% men and 9% women
- **2020-2022**: Haltech’s client base was 57% men and 43% women

Our Programs for Women Founders

**Beyond Boundaries**
Haltech’s accelerator program for woman identifying entrepreneurs to help them grow, scale-up and reach global markets.

**Roadmap To MVP**
A combination of content sessions and mentoring that help women starting tech companies deepen their technology skills and launch their Minimum Viable Product.

The Impact of Beyond Boundaries

**Beyond Boundaries Metrics**

- **$543,000**
  Investments into women focused programming
- **160+** Companies impacted
- **400+** Advisory hours
- **322** Education hours
- **495** HERhalton attendees 2019-2022

**Women Founders Impact 2019-2022**

**2019**
- 54 New businesses started
- 125 Women-founded companies
- 110 Jobs created / maintained
- 102 Strengthened skills

**2022**
- 70 Grew existing businesses
- 59 Engaged in underrepresented sectors
- 47 Companies expanded internationally
Tell us a bit about you

To start off, we first asked Rebecca who she is and to share a bit about her background: “Hi, my name is Rebecca Featherstone, and I’m the Founder and CEO of Musicology, my background is a music teacher and I have a BA in music.” We followed up by asking her about her company and when it was founded: “Musicology was founded in 2020 and is umbrellaed under my music school, Featherstone Music, which was founded in 2008.”

What services and mentorship have helped you most?

Furthermore, she tied her next answer to our question of what services were quite helpful to her start-up. She shared: “The services that Haltech offers that I found the most helpful are definitely the Beyond Boundaries Program. That was fantastic. It was so well organized. I learned things that I didn’t even think that I needed to know.”

She continued by saying: “I love that I can just contact anybody here and they will refer me to somebody. I’ve needed somebody to help me with my CanExport application; Haltech referred me. Someone for FedDev; Haltech referred me.

Tell us a bit about you

Elizabeth started by sharing a bit about herself and her background: “My son was diagnosed at seven with Asperger’s Syndrome, which is a high functioning form of autism. When he turned 18 and we were trying to look for jobs there were very little resources.” As a result, she saw an opportunity to create a solution not only for her son, but for all Canadian job-seekers with autism spectrum disorder.

What services and mentorship have helped you most?

Plouffe shared that she had applied for and got into the Launchpad program for TechPlace and saw Beyond Boundaries happening face to face, so when it became available online, she jumped at the chance to leverage the expertise being offered. She went on to say that her and her business partner Paulette Goddard signed up for Roadmap to MVP with Reema Duggal: “Roadmap to MVP was fantastic because it helped Paulette to understand more of the strategy conversations we were having around scaling, collaboration and partnership development. Both programs filled knowledge gaps for us and just streamlined communication.”

What would you tell other entrepreneurs who are thinking of joining Haltech?

To end off the interview we asked her what she would tell others entrepreneurs thinking of joining Haltech. She shared: “Haltech provides a huge amount of networking opportunity, smaller events, workshops you can attend. Use one of those workshop opportunities, the networking opportunities, there’s so much that Haltech puts on. You will find a skill gap that you have, that you will get benefit out of.”

“You will have a collision at one of those events if you put yourself in a position to go. Haltech will have something that works for you. You need to believe in what you’re doing to get through those moments where you need somebody like Shann to say, hang on.”
Tell us a bit about you
To start off the interview we wanted Lee to tell us a bit about herself and the mission behind Social Robots. The Founder and President of Social Robots shared: “The company was founded in the fall of 2019. We offer robot helpers to engage and entertain older adults and staff in retirement homes and long-term care facilities. The mission of Social Robots is to help reduce social isolation, loneliness and boredom for older adults.”

What services and mentorship have helped you most?
To bounce off the last question we continued by asking her about the services she’s taken advantage of: “I have participated in so many activities at Haltech. Both formal educational activities, and networking activities, and especially at the start of COVID, it was incredibly valuable how quickly they switched to doing virtual networking and activities. She continued by saying: “that was a huge benefit to me because I was literally just at a point of gaining momentum and starting a pilot study. If I hadn’t been part of Haltech at that point, I’m sure I would have dropped the whole thing.”

Quick Facts

<table>
<thead>
<tr>
<th>Founder</th>
<th>Lee St James</th>
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<tbody>
<tr>
<td>Founded</td>
<td>2019</td>
</tr>
<tr>
<td>Joined Haltech</td>
<td>2020</td>
</tr>
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What would you tell other entrepreneurs who are thinking of joining Haltech?
Lee shared that entrepreneurs thinking of joining should “go with an open mind and really be engaged and part of the community. Listening is so important and really understanding. I remember I got a piece of advice early on that this was going to take at least three years and I had to be patient and careful and I was like ‘Three years! I can’t afford that.’ And I’m so glad I have it because it’s been really important.”

New & Notable Clients

Nova
Nova is a professional workspace for collaboration. We help teams who work on complex multi-stakeholder projects collaborate effectively. Our online workspace is a productivity platform that helps teams collaborate without the chaos. We break down complex projects into digestible milestones and steps - to improve clarity, hit project deadlines, and boost collaboration in one place.

EarthOne
Take the guesswork out of plants - EarthOne Plant Monitors guarantee an improvement in yield, foliage and flowering. EarthOne provides science based plant care to enthusiasts that want to take their plant game to the next level.

BackedbyBees
Natural craft mead, raw unpasteurized honey and whole local foods are our specialty. We brew sustainable alcohol by fermenting honey, we keep bees, we grow and curate real food for your table from your community of local makers. Come explore new tastes and find where you belong around Nature’s table.
Haltech’s Board of Directors

Jamie Barron
Chair Board of Directors, Haltech
Partner, Technology & Life Sciences—BDO Canada
Director & Treasurer, Interactive Canada

Allison Christilaw
Vice Chair, Haltech
Principal, Ozone Advisory Group Inc. Consultant, Calebco
Chair, Board of Directors, Meta Materials Inc.

Marybeth Edge
Chair of the Diversity Equity and Inclusion Committee,
Board Member, Haltech

Stephanie Mazhari
Co-Chair, Diversity Equity and Inclusion Committee,
Board Member, Haltech

Sarah Romanuck
Board Member, Haltech
Director, Southwestern Ontario & GTA—RBCx

Cameron Hay
Chair, Strategic Oversight Committee
Board Member, Haltech
Co-Founder & CEO, Dispatch Integration

Amy Leask
Board Member, Haltech
Founder, RedT Media
Co-Founder/Co-Owner, Enable Education

Evangeline Chima
Board Member, Haltech
Founder & Executive Director, Black Mentorship Inc (BMI)

Steven Leach
Board Member, Haltech
Owner, Ridout & Maybee LLP

Jim Wilson
Board Member, Haltech
Senior Vice President, Occupier Services, Lennard

Daniel Kube
Board Member, Haltech
CEO, servicePath

Haltech would like to thank Lucie Lalumiere and Anthony Khoraych for their years of service and valuable contributions to the board.

A special call out to our advisors and mentors. You make all the difference in the journey of the Haltech clients. Thank you for your knowledge, dedication, support and excellence.

Funded by the Government of Ontario, Regional Innovation Centres (RICs) help Ontario-based innovators and entrepreneurs clear commercialization hurdles — accelerating the growth of companies so that they can compete and succeed globally and create high quality jobs in our province.