

2022 ESG REPORT



Power to Change THE FUTURE™

bluearthrenewables.com



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ABOUT US

BluEarth Renewables Inc. ("BluEarth" or the "Company") is a leading, independent, power producer that acquires, develops, builds, owns and operates wind, hydro, solar and storage facilities across North America.

About This Report

This is BluEarth's second report, which highlights our achievements and progress made toward our environmental, social and governance (ESG) targets. In 2021, BluEarth completed a materiality assessment and our ESG targets were informed by these results.

Frameworks Used

Our report is informed by the Sustainability Accounting Standards Board (SASB) guidance on issues most material to our business as well as the United Nations Sustainable Development Goals (SDGs). As we continue to grow, we look forward to growing our ESG reporting as well.

The information contained in this report covers the activities of the Company from January 1, 2022 to December 31, 2022 (unless otherwise noted) – namely the operation of our wind, hydro and solar facilities. It reflects the activities of BluEarth Renewables Inc. and BluEarth Renewables US LLC, and their subsidiaries, and excludes the activities of any of our partners, contractors and suppliers.

Operational results reflect gross totals, at 100% of the project or facility.

All financial figures in this report are in Canadian dollars. We have not obtained external assurance for this report. Any comments can be sent to communications@bluearth.ca.

Our Purpose

WE BRING TOGETHER EXTRAORDINARY PEOPLE
WITH THE *Power to Change* THE FUTURE™

Our Values

BE *Passionate*
We have an inner fire to do **great work** and leave the world a **better place**.

be Agile
We keep pace with the now and next and **adapting to change** runs through our veins.

BE PROUD
We go the **extra mile** because we are **PROUD** of our business and a job well done.

be **Humble**
We believe putting our ego aside and **working together** **builds community** & forges strong relationships.

Be Persistent
We never give up and **thrive on challenges** that would unnerve others.

2022 HIGHLIGHTS

Over **1** GW_{AC}
(gross) in operation, under construction
and contracted pre-construction

Over **7** GW
in development

131
full-time employees

8 Eco-Logo
Certified Facilities

165,000
homes powered

Based on BluEarth's entire operating portfolio of 513 MWAC and calculated using the average household consumption for the province or state where each facility is located.

923,172
metric tonnes of CO₂ offset by
our renewable energy generation

Based on the annual gross generation across all BluEarth operating facilities of 1,302,659,000 kWh and calculated using the United States Environmental Protection Agency Greenhouse Gas Equivalencies Calculator at <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

93%
of revenue from long-term,
fixed-price contracts



LETTER FROM OUR PRESIDENT & CEO

BluEarth was founded as a company committed to generating 100% renewable energy. And 13 years later, our focus has not changed. We continue to add more renewable energy to the grid, providing clean, reliable and affordable power to change the future.

2022 has been a year of tremendous growth and momentum for BluEarth Renewables. We continued to grow our development pipeline, our operations fleet, and our team.

This year our development pipeline grew from 2 GW to over 5 GW of high-quality projects that are actively being advanced. And with this growth, our footprint expanded into new locations including Colorado, New Mexico, Missouri, Pennsylvania, and Texas. This has positioned BluEarth to continue to execute on our ambitious growth plans.

In 2022, BluEarth signed our largest power purchase agreement (PPA) to date with PacifiCorp, a Berkshire Hathaway subsidiary, on the 280 MW Two Rivers Wind Project in Wyoming. After four years of development, this PPA is a testament to the strong reputation we've built and our ability to develop and build projects at scale. BluEarth also partnered with Clearway Energy Group for the development, construction, and operation of the Two Rivers and Lucky Star Wind Projects.

Our portfolio also grew in our home province of Alberta. In June, we signed a PPA with the City of Edmonton for our 50 MW Wheatcrest Solar Project, which broke ground in late 2022. And, our team continued construction on our 145 MW Hand Hills Wind Facility in Alberta, which achieved commercial operations in May 2023. Together, these projects will generate enough clean, renewable energy for more than 80,000 Alberta homes.

The BluEarth team continued to power our success in 2022. This year we added new team members and new employee programs to ensure a strong and engaged workforce. Through flexible working programs, an emphasis on mental health, and new opportunities to give back to the community, we continue to deliver on our purpose of bringing together extraordinary people with the power to change the future.

We are proud to deliver BluEarth's second annual ESG Report. This report summarizes our progress in 2022 to continue to deliver results in support of our four priorities: building a resilient team and culture, nurturing strong relationships, furthering environmental stewardship, and leading with strong governance.

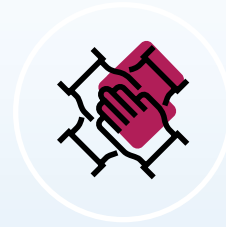
We believe the generation of clean, affordable electricity is critical to supporting the energy transition. As a leading renewable energy company, we look forward to continuing to live out our values as we power a cleaner and greener future for our generation, and generations to come.

Grant Arnold



ESG AT BLUEARTH

By the very nature of our business, we have a deep-rooted commitment to make the world a better place – for our generation and generations to come. Our ESG performance is centered around four key priorities, and we are committed to continually improving this program.



Building a Resilient Team & Culture



Nurturing Strong Relationships



Furthering Environmental Stewardship



Leading with Strong Governance

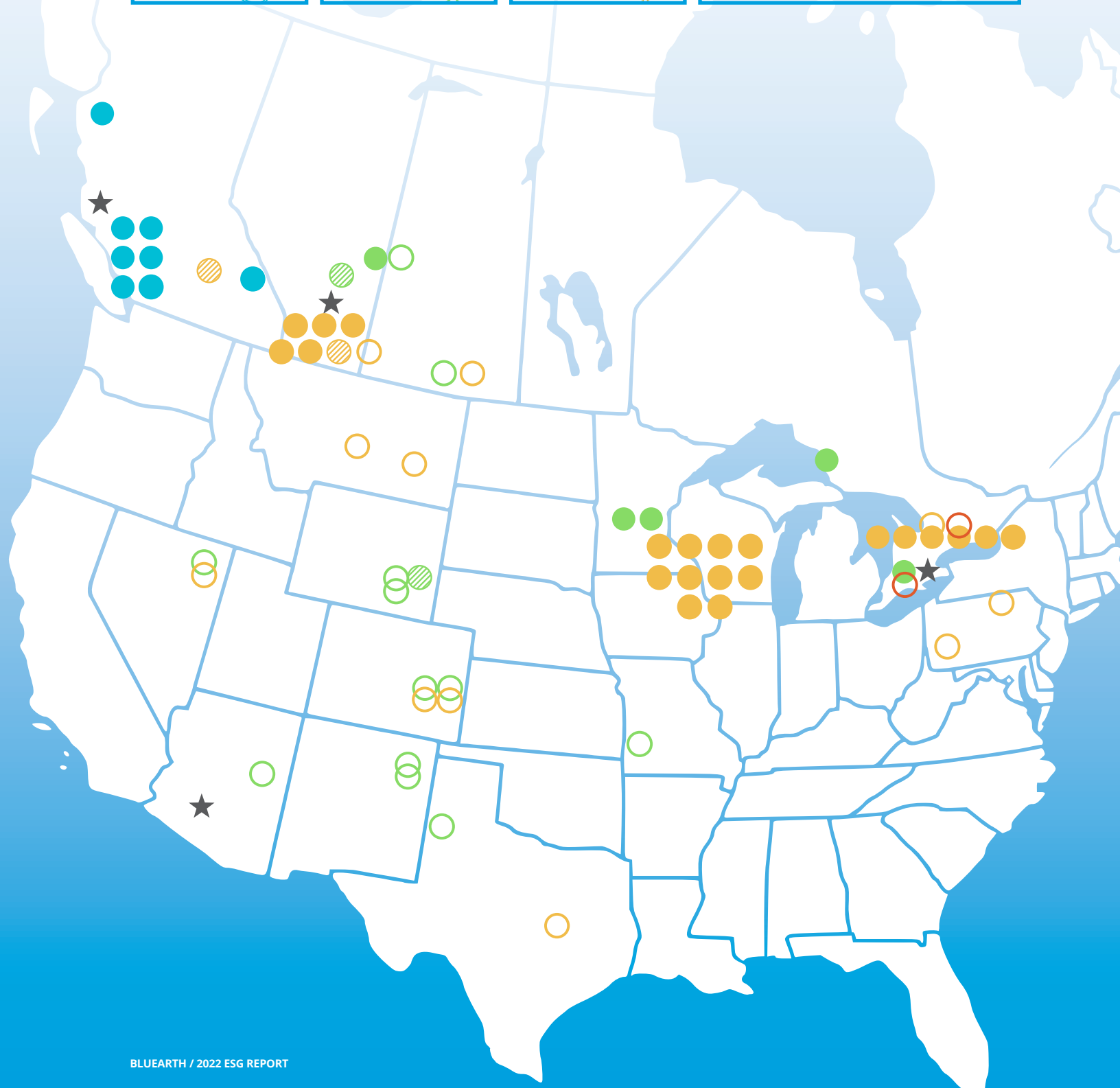
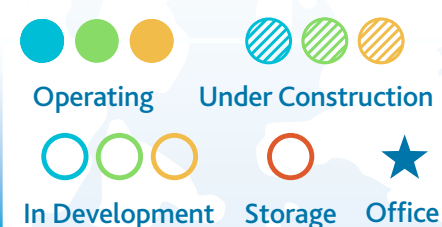


Our Portfolio

131 MW
HYDRO
in Operation
(GROSS)

160 MW
WIND
in Operation
(GROSS)

234 MW
SOLAR
in Operation
(GROSS)



Our Operating Portfolio

(as at December 31)

FACILITY	COD	CAPACITY GROSS MW(AC)	ECONOMIC INTEREST	CAPACITY NET MW(AC)
OPERATING HYDRO				
Narrows Inlet	2019	33.0	78%	25.7
Culliton Creek	2016	15.0	100%	15.0
Dasque Middle	2015	20.0	100%	20.0
Cranberry Creek ¹	2015	11.5	100%	11.5
Clowhom	2010	22.0	100%	22.0
Tyson Creek	2009	9.3	100%	9.3
Furry Creek	2004	10.4	99%	10.3
McNair Creek	2004	9.8	100%	9.8
TOTAL		131.0		123.6
OPERATING WIND				
Bull Creek	2016	29.2	100%	29.2
Bow Lake	2015	58.3	50%	29.2
St. Columban	2015	33.0	100%	33.0
Adams	2011	19.8	80%	15.8
Danielson	2011	19.8	80%	15.8
TOTAL		160.1		123.0
OPERATING SOLAR				
Burdett	2021	20.0	100%	20.0
Yellow Lake	2021	19.0	100%	19.0
Hays	2021	23.0	50%	11.5
Jenner	2021	23.0	50%	11.5
Suffield	2020	23.0	100%	23.0
Butter	2019	23.0	100%	23.0
Loyalist	2019	54.0	50%	27.0
LunarLight	2015	10.0	100%	10.0
Solar Spirit	2015	10.0	100%	10.0
SparkleLight	2014	10.0	100%	10.0
GoodLight	2014	10.0	100%	10.0
Little Creek	2014	8.5	100%	8.5
TOTAL		233.5		183.5
CONSTRUCTION WIND				
Hand Hills ²		145.0	100%	145.0
Two Rivers		280.0	50%	140.0
TOTAL		425.0		285.0
SOLAR CONSTRUCTION				
Wheatcrest		50.0	100%	50.0
quA-ymn		15.0	50%	7.5
TOTAL		65.0		57.5
OPERATING AND CONSTRUCTION PORTFOLIO TOTAL		1014.6		772.6

¹ The Cranberry Creek Hydro Facility Acquisition closed on December 9, 2022.

² The Hand Hills Wind Facility achieved commercial operations with the AESO on July 10, 2023.

BUILDING A RESILIENT TEAM & CULTURE

Our team takes pride in everything we do, and we love to succeed together. We invest in our people, so they are equipped to fulfill their role and responsibilities. From providing a competitive rewards and benefits program, to flexible time working models and training and development opportunities to help employees stay on top of their game.

We bring together extraordinary people with the power to change the future. This is why we exist. It's what drives us and keeps us excited about what we do every day.



(AS OF DECEMBER 31)	2022			2021			2020		
BY COUNTRY	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL	FEMALE	MALE	TOTAL
Canada	38	84	122	37	72	109	38	66	104
United States	1	11	12	1	12	13	1	8	9
BY EMPLOYMENT TYPE									
Full Time	38	93	131	36	84	120	37	74	111
Part Time	1	2	3	2	0	2	2	0	2
TOTAL	39	95	134	38	84	122	39	74	113

Rewards

Providing competitive compensation is important to ensure our team feels valued, motivated and recognized for their contributions. That's why we have a thoughtful and competitive compensation philosophy that is applied consistently across our organization.

Through our rewards model, we aim to recognize, reward and align employees to our corporate goals and performance.

In addition to competitive compensation, our rewards program includes a comprehensive benefits package, retirement savings matching program, health and wellness spending account, employee and family assistance program, time-off, leaves of absence, flexible work and volunteer programs.

Health & Wellness

BluEarth's health and wellness programs provide several tools and resources for employees, including a wellness committee that sponsors and promotes health information seminars, group fitness programs and other important health and wellbeing initiatives.

Our disability management program provides employees who are unable to work due to illness or injury with short and long-term disability support and may include appropriate modifications to their work. Support is also available to employees managing an illness or injury while continuing to work.



Mental Health

We are committed to ensuring a psychologically safe and healthy workplace, where the mental health of all employees is a top priority.

In 2022, we continued to prioritize the mental health of our employees and added new programs and resources to support our team. We introduced mental health training available to all employees and leaders through the Mental Health Commission of Canada, called The Working Mind. This program seeks to change Canadians' behaviours and attitudes toward people living with mental illness, helping to ensure people are treated fairly and as full citizens with opportunities to contribute to society like anyone else.

We also continue to utilize the Canadian Mental Health Association's Not Myself Today program for all employees, which focuses on building greater awareness, reducing stigma and fostering a safe and supportive workplace culture. Through our employee ambassador group, we provided lunch and learn sessions, hosted mental health campaigns, and ensured team members had access to the necessary resources to support their mental health.

We added **FIVE** personal days off every year for employees

Provided our third annual paid **MENTAL HEALTH DAY OFF**

Introduced **FLEXIBLE WORK PROGRAM** to allow eligible employees to work up to eight weeks remotely each year

We introduced the Mental Health Commission of Canada's **THE WORKING MIND** training for all leaders and employees



Flexible Work Programs

In 2022, as part of our commitment to providing a flexible work environment that promotes a healthy work-life balance, we introduced new flexible working policies for employees.

Our new Remote Work Program gives eligible employees the option to work up to eight weeks remotely every year, including various approved countries. This program comes in addition to our Hybrid program introduced in 2021, which allows employees to work two designated days remotely every week, if preferred. These programs are offered to all employees with leader approval, except for those where the nature of their work can't be completed remotely.

Time-Off

We believe that time away from work to rest and recharge is an integral component to our team at BluEarth and promotes the well-being of all employees. In addition to generous vacation entitlements, we introduced five personal days each year, which can be used at the employee's discretion.

Employee & Family Assistance Program

A healthy team starts at home, and we're committed to ensuring the support and resources are in place for not only our employees, but also their families. In 2022, we introduced a new employee and family assistance program, Inkblot. Through Inkblot, every employee and their dependents receive five hours of individual counseling and five hours of couples counseling for each situation, in addition to BluEarth's health plan coverage.

Employee Feedback

Since 2019, our team has completed the annual Kincentric culture and employee engagement survey which seeks feedback from employees in four key areas: employee engagement, agility, leadership and talent focus.

In 2019 and 2020, BluEarth Renewables was recognized as a Best Employer Canada as part of Kincentric's Best Employers global certification, a program that measures and recognizes leading employers who capture the full power of their people to drive results and create a sustainable competitive advantage.

<p>84% RESPONSE RATE to our annual employee feedback survey</p>	<p>We launched a new interactive, social intranet site to increase company interconnectedness and support A THRIVING CULTURE</p>	<p>We provide weekly updates from our CEO, bi-weekly all team calls, quarterly town hall meetings and an ANNUAL THREE-DAY CORPORATE RETREAT to increase knowledge sharing and encourage employee feedback</p>
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Diversity, Equity & Inclusion

We recognize that a talented, diverse workforce is a key competitive advantage. Our success reflects the value and skills of our people, and BluEarth is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion.

We believe in treating all people with respect and dignity. At BluEarth, we strive to create a safe workplace and foster a supportive and understanding environment in which all individuals realize their maximum potential, regardless of their differences. As part of this commitment, BluEarth continues to be an employer partner with the Canadian Centre for Diversity and Inclusion (CCDI).

Additional activities also included:

- Posting recruitment opportunities in local Indigenous communities.
- Investing in onboarding new employees and helping them to:
 - Become productive and be successful in their role as soon as possible.
 - Feel valued and part of the team and organization.
 - Have a positive first experience, influencing their long-term decision to stay.
 - Increase opportunities for education on topics related to inclusion, equity and respect.
 - Ensure flexible work options.
 - Understand our Diversity, Equity and Inclusion goals.



<p>36% of our management positions are held by women</p>	<p>29% of our employees are women</p>	<p>All employees complete a comprehensive RESPECT IN THE WORKPLACE TRAINING PROGRAM every two years, aimed at preventing bullying, abuse, harassment and discrimination</p>
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Learning & Development

No matter where an employee is on their career path, we offer opportunities for personal and professional growth and development. We provide a foundation for continuous learning in a culture of respect, transparency, competition and fun.

BluEarth is committed to supporting the ongoing development of our employees through internal in-role development opportunities, formal training and development offered internally or externally, conferences and other learning events relevant to our business and/or our industry. Additionally, we have an apprenticeship program which aims to support employees in a technical trades program.

Ongoing formal and
**SELF-LED TRAINING
AND TOOLS**

offered to support continuous learning and development for all employees

Up to **100%** of tuition reimbursement for continuing education related to an employee's current or future position

Our **APPRENTICESHIP PROGRAM** provides a valuable and effective way for employees to gain skills, knowledge, and experience in a particular trade

Health & Safety

Safety never takes a backseat, and contributing to a healthy and safe work environment is the responsibility of every employee. We're committed to providing employees and contractors with a safe and healthy work environment and ensuring that our offices, construction sites and operating facilities meet or exceed safety standards.

We all have a legislated duty and feel a personal responsibility to take reasonable care of our own health and safety, the environment around us and the health and safety of others. We have health and safety manuals, policies, practices, guidelines and training programs in place to ensure a safe and healthy work environment for all employees, regardless of location.

ALL EMPLOYEES	2022	2021	2020
Total Recordable Injury Frequency (TRIF)	0.00	1.70	2.74
Lost Time Injury Frequency (LTIF)	0.00	0.85	0.00

168
monthly site inspections completed

21
formal site safety inspections

Over **350**
weekly site safety meetings

7 site audits completed with a health and safety management system score of 90%

Nearly **600**
positive safety observations tracked



Emergency Response Plan

Our Emergency Response Plan (ERP) outlines the appropriate steps to take in the event of an emergency, in order to respond to the situation. BluEarth has developed a Corporate ERP as well as site specific ERPs to ensure we are prepared in the event of an emergency. In addition, all related field and office employees have completed Incident Command System I-100 training and participated in at least two annual company-wide tabletop training exercises.

2
corporate emergency response plan drills completed

8
facility-level emergency response plan drills completed

SAFETY FOCUSED LEARNING MANAGEMENT SYSTEM

We're committed to ensuring the continuous improvement of our health and safety training program and providing our team with the training and resources to complete every job safely.

In 2022, we developed a new training and learning management system to improve both the delivery of safety training and the tracking of all progress.

This implementation included:



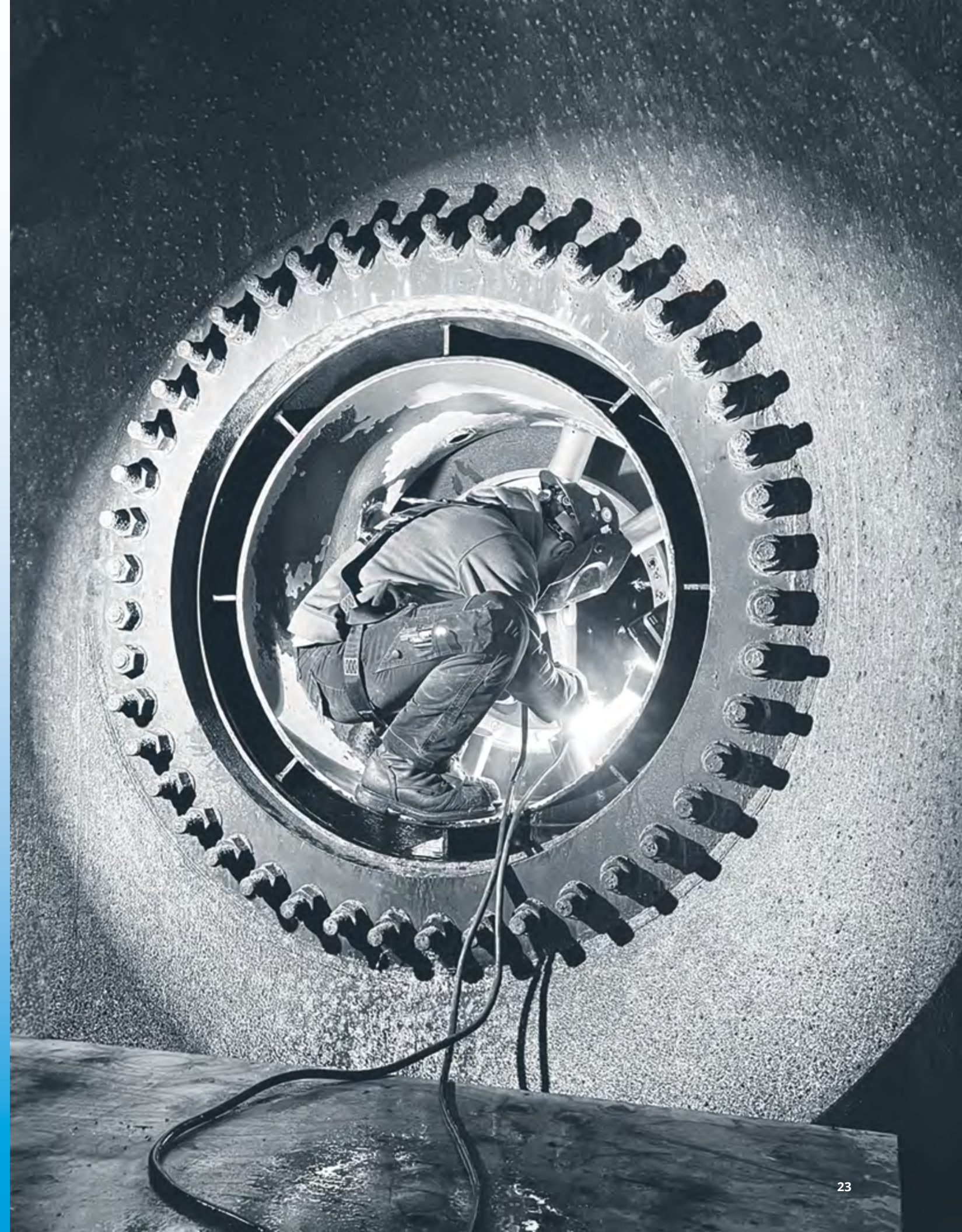
Training matrixes for every role and technology based on the hazard identifications for the job.



Increased in-person training for high-risk activities.



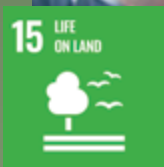
Implementation of a new online program to ensure better alignment between training delivered and work completed.



NURTURING STRONG RELATIONSHIPS

Leaving a legacy and making a difference in the communities where we live, work and operate rests at the very heart of our company.

This is our responsibility, and we work hard to uphold this commitment by working in close consultation with every community that hosts a project or facility.



Our Approach to Community Engagement

For BluEarth, community engagement is an ongoing activity. In the planning and design of all our projects, we make decisions based on consultation and collaboration with all our stakeholders. From the early siting of a project, through the regulatory process and construction and into operations, we work to forge long-term relationships and help build strong communities.

We do this by communicating regularly with project communities through a variety of mediums including:

- Newsletter mailouts
- Community meetings and open houses
- One-on-one meetings
- Attending local meetings and events
- Project-specific web pages
- Dedicated project liaison

Community Benefits

During the development, construction and operation of all projects, BluEarth seeks to build long-term relationships with the local community. We work closely with local stakeholders to ensure projects bring benefit to the community for decades to come.

Project benefits include:

- Employment during construction
- Full-time employment related to the operation and maintenance of the facility
- Dedicated project-fund to ensure direct benefit to the local community
- Indirect revenue in the form of local services and supplies
- Annual property tax revenue for the life of the project
- Stable income to local farmers and landowners from land agreements

Community Investment

We work in close consultation with local stakeholders to identify programs, causes and initiatives that have the greatest impact on the community, and that align with our three giving priorities:

Environment

For us, a focus on the environment just makes sense. We're passionate about initiatives that help protect the environment and reduce our footprint.

Community Building

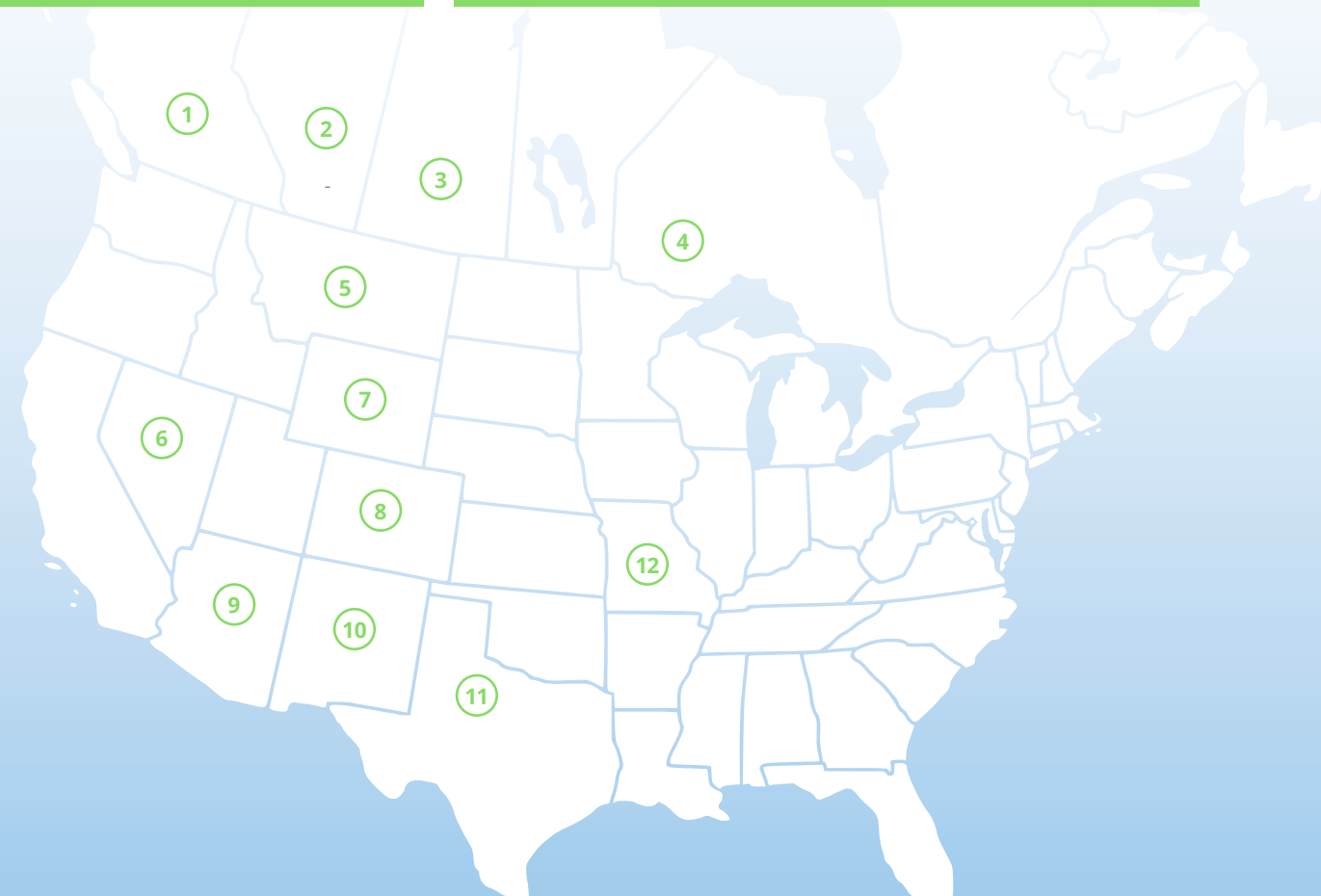
We are active in communities across Canada and the United States – large and small. We want these communities to be stronger and thrive because we're there.

Education

Where we can help educate others on renewable energy, we're interested. We also have a scholarship program to support the next generation of leaders and professionals.

In 2022, we were proud to support over **40 CHARITIES** across our portfolio

We invested approximately **\$130,000** in support of the local communities where we live, work and operate



Some of the organizations we supported in 2022 included:

1 BRITISH COLUMBIA
Shames Mountain Co-Op
Secret Santa Sechelt
Sunshine Coast Food Bank
Pender Harbour Ocean Discovery Centre (Pods)

2 ALBERTA
Cactus Country Early Childhood Centre
Hays School
Grow Calgary
HALO Air Ambulance
Hand Hills Lake Stampede
Hanna Food Bank

3 SASKATCHEWAN
Macklin & District Food Bank
Denzil & District Recreation Board
Nature Conservancy of Canada

4 ONTARIO
Quinte Conservation
Gleaners Food Bank
Beaverton Lions Club
Community Foundation for Lennox & Addington
United Way for Kawartha Lakes
Sandy Pines Wildlife Centre

5 MONTANA
Central Montana Community Cupboard

6 NEVADA
Elko School Science Fair

7 WYOMING
Food Bank of Wyoming

8 COLORADO
Food Bank of the Rockies

9 ARIZONA
Heber-Overgaard Community Food Bank

10 NEW MEXICO
The Food Depot
Helping Hands in Hardin

11 TEXAS
Fairfield Library Association

12 MISSOURI
Lockwood Chamber of Commerce

GROW CALGARY VOLUNTEERING



We want the community to be stronger, because we're there. In 2022, our Calgary team spent a day volunteering with Grow Calgary to support their farm operations, and BluEarth made a donation as part of our BluGiving Community Investment Program.

Grow Calgary is a local non-profit organization run by volunteers that grows fresh produce for social agencies in Calgary. Grow Calgary supports those that are vulnerable and living in poverty, to ensure consistent access to healthy, local food – and they operate a rescue farm for animals that need a new home.

Volunteer Program

We encourage employees to make a direct impact in their communities through volunteerism. In addition to BluEarth volunteering initiatives, in 2022 we introduced a program which allows every employee to spend up to two paid days annually volunteering in their community.

Through this program, our team supported a variety of local organizations including Brown Bagging 4 Kids, The Mustard Seed, Elementary school classroom support and several others.



Scholarship Program

Our scholarship program is designed to support, educate and inspire the next generation of leaders and professionals who have the power to change the future. In addition to financial support, this scholarship program offers a unique opportunity for recipients to be paired with a BluEarth learning partner for the academic year to provide support and mentorship, while learning more about renewable energy.

We provide three scholarship opportunities for aspiring leaders to achieve their education goals:

Indigenous Peoples

We are committed to building mutually beneficial relationships with Canada's Indigenous communities. As part of this commitment, we award scholarships to Indigenous students to help develop their skills and knowledge in the renewable energy sector.

Community Leaders

Building strong communities relies on many people. This scholarship is awarded to students who demonstrate a commitment to giving back to their community and making the world a better place for their generation and generations to come.

Renewable Energy Trades

We are committed to helping grow the renewable energy sector and supporting the skilled workers who will lead the way. This scholarship is awarded to students enrolled in a renewable energy trades program.



Indigenous Relations

BluEarth believes deeply in developing renewable energy projects in partnership with Indigenous Peoples in a way that balances social value, environmental protection and the principles of shared revenue. We have great respect for the traditions and knowledge of Indigenous Peoples, as well as the value their involvement adds to projects.

BluEarth is a proud partner with Indigenous communities on many of our renewable energy facilities. These include:

- Bow Lake Wind Facility / Batchewana First Nation of Ojibways
- Clowhom Hydro Facility / shíshálh Nation
- Culliton Creek Hydro Facility / Squamish Nation
- Dasque-Middle Hydro Facility / Kitselas First Nation, Metlakatla First Nation, Lax Kw'alaams Band
- Furry Creek Hydro Facility / Squamish Nation
- Hays Solar Facility / Conklin Métis Local 193
- Jenner Solar Facility / Conklin Métis Local 193
- Loyalist Solar Facility / Mohawks of the Bay of Quinte
- McNair Creek Hydro Facility / Squamish Nation
- Narrows Inlet Hydro Facilities / shíshálh Nation
- Tyson Hydro Facility /shíshálh Nation

As part of our partnership with Indigenous Peoples, we are proud to offer several First Nation scholarships and bursaries for members of the Nations, as well as community investment support for local initiatives.



71%

of our 2022/23 scholarship recipients were women

We provided **7** scholarships as part of our 2022/23 program

Since our scholarship program began in 2014, BluEarth has

AWARDED NEARLY \$95,000

to post-secondary students in Canada

We also provided the **FOURTH ANNUAL SCHOLARSHIP** to a Grade 12 Student of the Atwater Cosmos Grove City School in Minnesota, USA on behalf of our local Adams & Danielson Wind Facilities

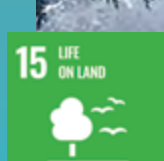
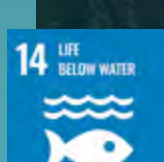
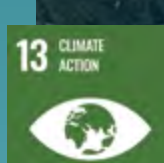
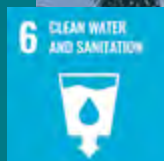
We have **PARTNERSHIPS** with 8 different **INDIGENOUS COMMUNITIES**

Over **\$30,000** contributed towards education and training in First Nation partner communities

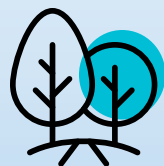
We observe the National Day for Truth and Reconciliation on September 30 as a statutory holiday, as we endeavour to learn, reflect and honour Indigenous Peoples across this land – an important step in the reconciliation process

FURTHERING ENVIRONMENTAL STEWARDSHIP

We are an energy company committed to making a difference in the world by bringing more renewable energy to the power grid every day.



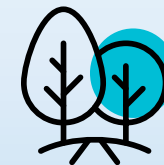
A SUSTAINABLE APPROACH TO VEGETATION MANAGEMENT



For the third year, our Operations team has continued to utilize sheep as a sustainable approach to vegetation management. In total, we had a flock of over 1,700 sheep spread across eight operating solar facilities in 2022. The sheep support our vegetation management and help to control noxious weed growth without the use of herbicides, while also reducing the amount of non-renewable fuel consumption.



HOSTING HONEYBEES



After a successful pilot program in 2021, our SparkleLight Solar Facility in Ontario continued to host honeybees in 2022. This facility features a mix of clover, wildflower and weeds as groundcover, which the honeybees forage and pollinate.



Protecting Biodiversity and Natural Ecosystems

We are proud to have a positive impact on the surrounding environment through the generation of clean renewable energy electricity, with no direct emissions. And, where the potential for environmental impacts related to the construction and operations of our projects do exist, we have several programs and people in place around the clock to manage potential incidents and ensure little to no environmental risk.

Project Development

We complete initial screening for environmental constraints and sensitivities, and we undertake several assessments to understand what impacts our projects may have (if any) on biodiversity and natural ecosystems. Projects do not proceed without high confidence that potential impacts to biodiversity can be avoided or mitigated through monitoring and adaptive management.

Construction

We work closely with local regulators and authorities to obtain all environmental permits and ensure all necessary construction monitoring plans are in place, including multi-year pre-construction studies and impact assessments.

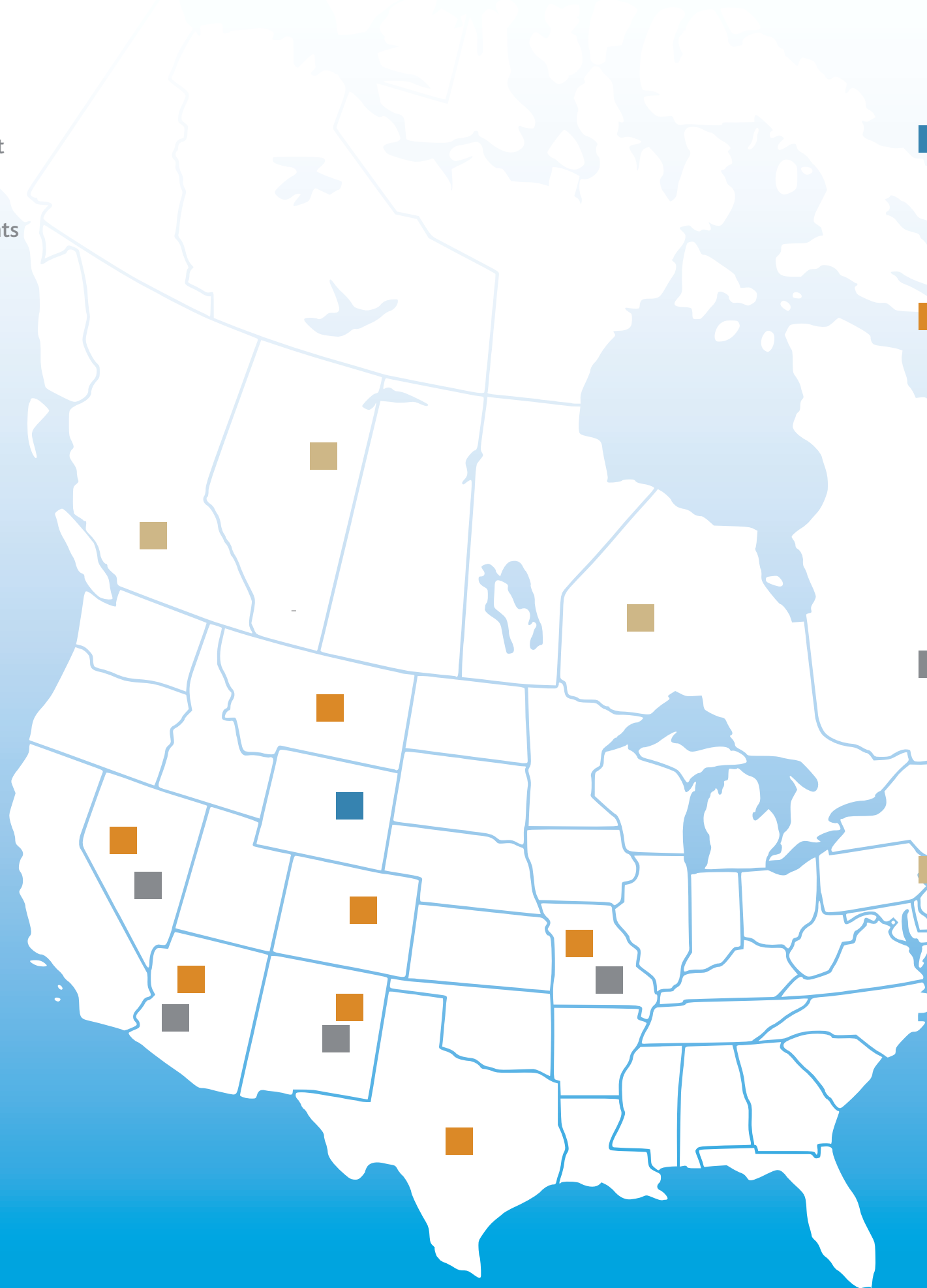
Decommissioning and Reclamation

We include reclamation and decommissioning requirements in all our landowner agreements and BluEarth is committed to decommissioning project components and reclaiming and restoring any disturbed areas at the end of the project life.

Operations

Our team works diligently to ensure operational monitoring plans are in place and to provide open communication and transparency with regulators. We retain experts to conduct monitoring, compliance and reporting of all environmental commitments, and track completion using our internal tracking systems.

Over **\$1,300,000** spent on environmental monitoring across our operating portfolio in 2022



RECENT EXAMPLES INCLUDE:

WYOMING

We have completed multiple years of data collection and published an Environmental Assessment in support of right-of-way applications and permit applications.

MONTANA, COLORADO, NEW MEXICO, TEXAS, ARIZONA, NEVADA AND MISSOURI

We completed environmental screening and engaged with regulatory agencies and stakeholders to identify areas of potential environmental concern, and commenced environmental studies to ensure we are properly identifying issues that require mitigation or approvals related to proposed project activities.

ARIZONA, NEW MEXICO, MISSOURI AND NEVADA

We are currently undertaking environmental studies to identify critical species and habitats that need to be considered during project design, construction, and operation.

ONTARIO, BRITISH COLUMBIA AND ALBERTA

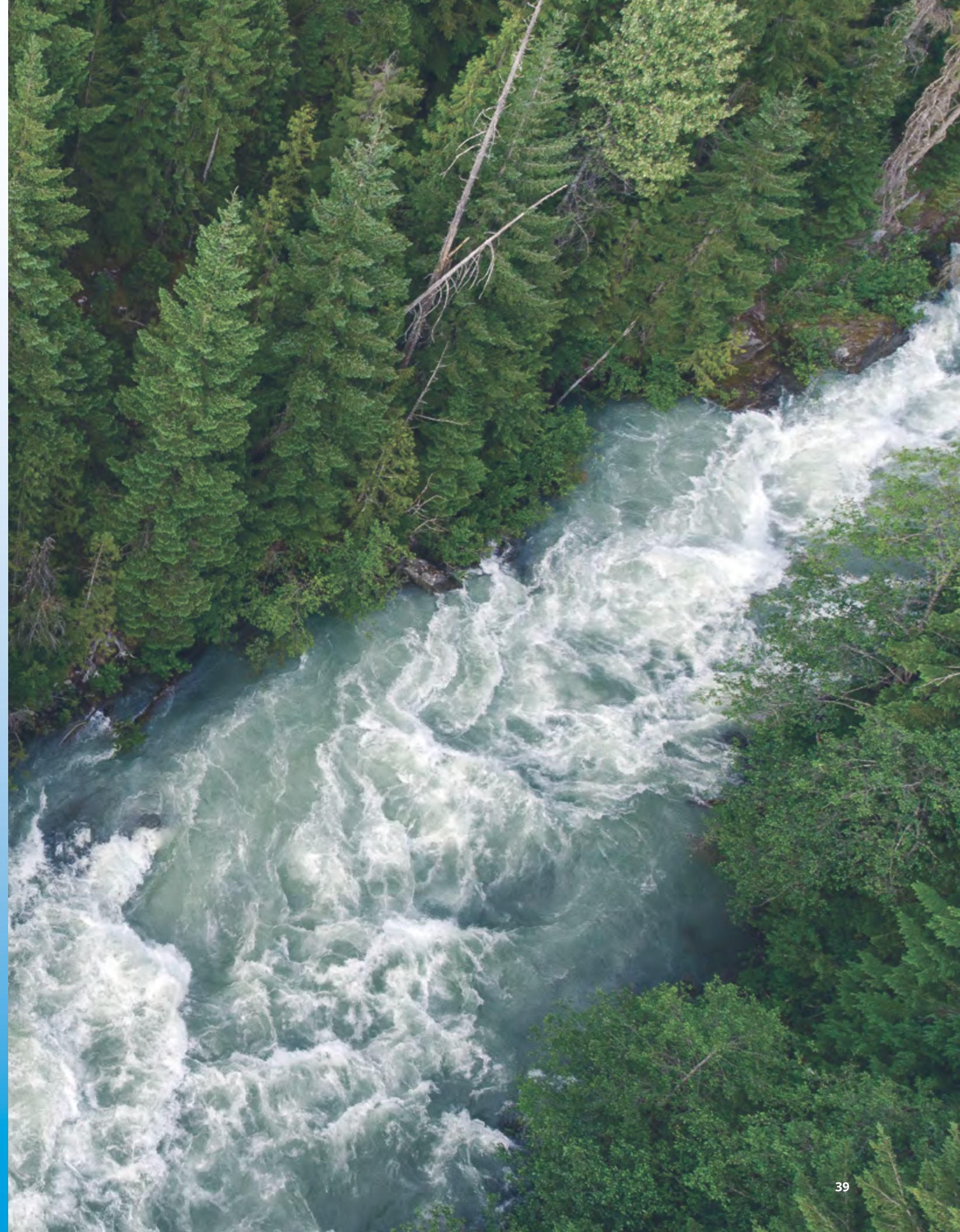
At our operating facilities, post-construction monitoring programs confirm pre-development assessments and the success of mitigation measures. These included:

- Bat monitoring at our St. Columban Wind Facility.
- Blanding's turtle and bird monitoring at the Loyalist Solar Facility, and the establishment of habitat compensation lands for the life of the facility for grassland bird species.
- Water temperature and water quality monitoring, stream channel morphology, fish community monitoring, offset channel habitat monitoring, and species at risk monitoring at our Narrows Inlet Hydro Facility.

LOGGERHEAD SHRIKE SPECIES CONSERVATION PLANNING



Our team works closely with environmental experts to ensure our operations have a limited impact on the surrounding environment and ecosystem. In 2022, we were proud to be a program partner and sponsor of Wildlife Preservation Canada's Loggerhead Shrike Species Conservation Planning Program in Ontario.



Our Carbon Footprint

We're excited to be part of an industry that is transitioning the world to a low carbon future. The nature of our business, generating electricity through renewable wind, solar, and hydro resources, means our greenhouse gas (GHG) emissions are quite low. The small carbon generation from our activities such as vehicle transportation and electricity use at office locations is less than 0.2% of the emissions avoided by the renewable energy we generate.

GREENHOUSE GAS EMISSIONS	2021 METRIC TONNES CO ₂ , (tCO ₂ e)	2021 ¹ METRIC TONNES CO ₂ , (tCO ₂ e)
Scope 1 – Direct (Fuel consumption)	1,207.3	1,001.1
Scope 2 – Indirect (Electricity consumption) ¹	717.2	668.1 ²
TOTAL	1,924.5	1,669.2

¹ Reported data for 2021 has been updated due to the incorrect emissions factor previously being used.

² Internal consumption estimates were required for some operating facilities where tracked amounts were not directly available.

EMISSIONS AVOIDED	2022 ¹ METRIC TONNES	2021 ² METRIC TONNES	2020 ³ METRIC TONNES
Avoided Emissions (CO ₂ equivalent)	923,172	856,636	807,423

Avoided emissions have been calculated using the United States Environmental Protection Agency Greenhouse Gas Equivalencies Calculator at <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

¹ Based on the 2022 annual gross generation across all BluEarth operating facilities of 1,302,659,000 kWh

² Based on the 2021 annual gross generation across all BluEarth operating facilities of 1,208,772,853 kWh

³ Based on the 2020 annual gross generation across all BluEarth operating facilities of 1,139,330,000 kWh

Waste Management

Our team is committed to reducing the amount of waste generated and at all of our office facilities we have robust recycling and compost programs in place to divert items from the landfill. And, because diverting waste from the landfill and encouraging responsible consumption is very important to our employees, our offices also have employee-led initiatives in place including an in-house office supplies recycling program, Styrofoam recycling program (where not accepted by the municipality), computer equipment recycling and clothing and toy drives to encourage reuse of textiles and goods. In addition, to reduce waste and single-use plastics, BluEarth provides several options to employees including re-usable bags, insulated travel coffee mugs and insulated water bottles.

Our facilities do not generate waste as a result of the electricity generation process; however, where waste is generated through typical course of business (i.e., Domestic waste and recyclables, replaced/worn equipment, used oil recycling) our team ensures these are managed in a sustainable manner. We also encourage recycling at all of our remote operating facilities, where municipal services do not exist. All hydro facility operators conduct their own recycling programs by storing and transporting all recyclables out of their remote facilities and depositing them in the municipality's local recycling facility.

CASE STUDY

EARTH DAY CLEAN-UP



We're committed to investing in our planet and that through many small actions, we can make a big difference. On Earth Day, our team organized a clean-up around our head office, collecting 37 pounds of garbage.



CELEBRATING GROUND-BREAKING AT THE HAND HILLS WIND FACILITY



In June 2022, our team celebrated ground-breaking at the Hand Hills Wind Facility in Alberta, joined by The Honourable Dale Nally, Associate Minister of Natural Gas and Electricity, and representatives from Starland County.

The Project, located northeast of Drumheller, Alberta, is expected to reach commercial operation in early 2023.

The electricity and associated emission offsets from 100 MW of the Project's capacity will be sold to Shell Energy North America (Canada), Inc. in support of its target to be a net-zero emissions energy business by 2050.

BluEarth has been developing the Project since it was acquired in 2012 and will be the long-term operators of the facility.

Project Highlights

- Will generate enough clean, renewable energy for approximately 68,000 homes annually
- Represents an investment in Alberta of over \$250 million
- Provide over 175 jobs during peak construction
- Indirect revenue to the local municipality in the form of local services and supplies
- Significant and stable long-term property tax revenue over the life of operations





LEED Certified Head Office

In 2017, we moved into a new office location in Calgary, Alberta, which holds a LEED Gold Certification. We completed a custom build-out of our floor, which included recyclable carpet tiles, high-efficiency appliances and flexible workspaces. We also built a locker room and private shower facilities to support biking to the office and exercising, consistent with our environmental and wellness values.

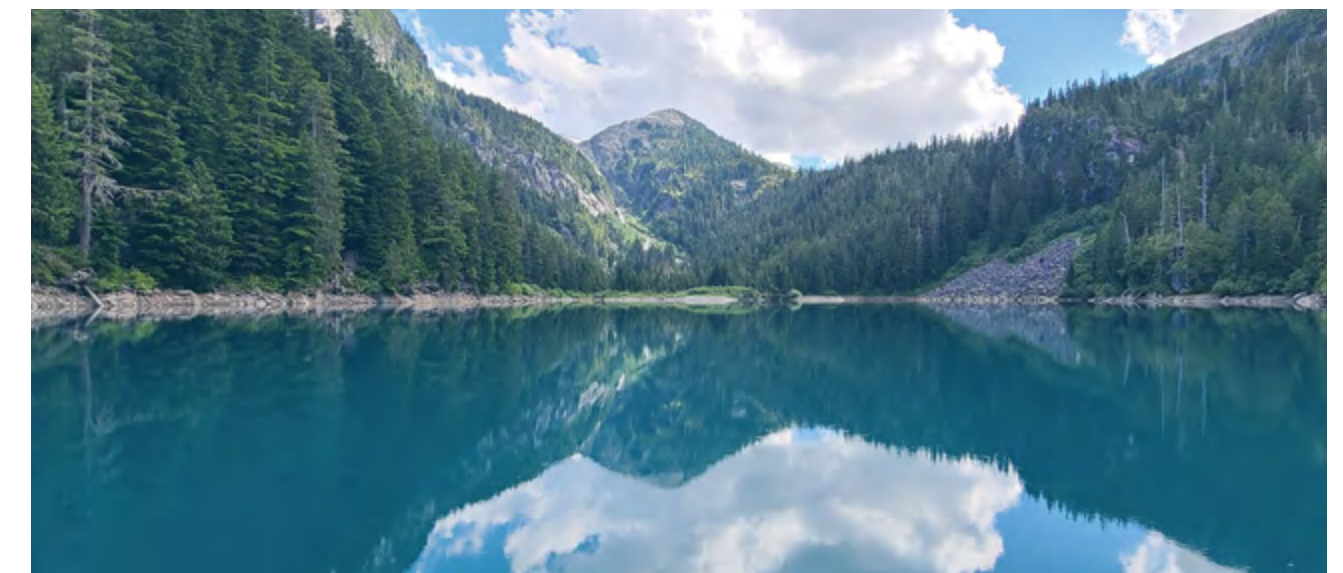
Our sustainability efforts in this build-out were recognized at the Healthcare of Ontario Office Properties LEAP (Leadership in Environmental Advancement Program) Awards, where BluEarth received the Tenant Leader Award.

Management of Climate Related Risk

BluEarth has a robust risk management process which includes managing climate-related physical risks that our facilities are exposed to. We have invested in an asset management program, emergency response plan, business continuity action plans, and a comprehensive insurance program. We regularly investigate technology improvements, require equipment specifications that address local climatic conditions, include climate events in our facility designs for hail and wind test results, and contemplate climate-related risks in site design, such as flood mitigation.

Specific tools BluEarth has implemented to mitigate climate-related risks include:

- Blade Management Standard that includes monitoring and an inspection program post lightning strike or other adverse weather events.
- Solar wind stow program for sites utilizing tracker technology to automatically stow panels at pre-programmed wind speeds.
- Weather monitoring in our 24/7/365 remote operations centre (BEROC) and operations to ensure proactive planning for icing events, storms and lightning.
- Vegetation and danger-tree management, and fire break maintenance for wildfire risk.
- Geofencing and berming to address rockfall risk for hydro operations.



Water Use

Operating in harmony with the surrounding environment is a priority at BluEarth, and we take extra care to ensure the integrity of the water resources where we operate.

Water consumption at BluEarth's facilities and offices is very limited and is primarily related to domestic uses for employees.

The nature of our business, renewable electricity generation, does not require water consumption. For our wind and solar operations, water consumption is not required to generate power and our facilities do not require site irrigation or panel washing. Our run-of-river hydro operations use water to power the hydro turbines, but this is a temporary diversion only and all water is returned to the stream or river.

	2022	2021
Total water withdrawn ¹	1061m ³	802m ³
Total water consumed	1061m ³	802m ³
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations ²	0	0

¹ Does not include water temporarily diverted for run-of-river hydro operations that is returned to the stream or river after.

² As defined in SASB reporting framework.

LEADING WITH STRONG GOVERNANCE

Our strong governance sets the foundation for our company and provides the guidance for how every member of BluEarth must conduct themselves.

BluEarth Renewables Inc. and BluEarth Renewables US LLC are 100% owned by entities managed by DIF Capital Partners.



Board of Directors

Our Board of Directors provides oversight into the operations of our business, with a focus on areas including strategic planning, people and culture, financial matters and internal controls, corporate governance, facility operations, health and safety, and environment.

Two committees provide ancillary advice and recommendations to the Board of Directors.

Audit Committee

Oversees financial reporting, accounting systems and internal control over financial reporting; maintains a relationship with the external auditor; oversees debt compliance and liquidity matters; and reviews and assesses any complaints regarding auditing matters.

Human Resources and Compensation Committee

Oversees the compensation policies and practices; supervises the succession planning process for the senior management team; and oversees the overall strategy with respect to human capital management.

Board Composition

	FEMALE	MALE
Independent ¹	1	5
Non-Independent ²	0	1
TOTAL	1	6

¹ The Board has defined an independent director as a director who is independent of management. The three DIF nominee directors are considered independent.

² There is one non-independent member, the President & CEO of BluEarth.

Board Diversity

We recognize the value and benefits that diversity brings to our Board of Directors and we are committed to maintaining a Board comprised of talented and dedicated directors with a mix of expertise, experience, skills and backgrounds. This mix collectively represented on our Board is intended to reflect the diverse nature of the business environment in which BluEarth operates.

Board Skills Matrix

The Board uses a skills matrix to identify the key skills and areas of strength which are important to oversee our business, guide management and help manage risk.

The matrix is reviewed annually and used by the Board as a tool to review the appropriateness of the composition of the Board, to identify skill gaps and to review potential new candidates for appointment to the Board.

Orientation and Continuing Education

New directors attend orientation and training sessions provided by various members of senior management to ensure that each member has a sufficient understanding of our business and the role of the Board and individual directors.

Board members are also provided with tools and resources to keep them informed of changes and trends impacting BluEarth and our business.

Code of Conduct & Workplace Policies

Ethical workplace practices are fundamental to how we do business. As a North American company, we take great care to apply consistent standards so that our activities are conducted in a safe, ethical and fair manner.

We have adopted a Code of Business Conduct (the Code) for the purpose of fostering a climate of ethical conduct. The Code helps define our values and expectations and serves as a guide for our workplace actions. All employees are accountable for applying the Code in all workplace situations.

To ensure all employees are familiar with the Code and other BluEarth policies, BluEarth has annual Code and Policy Awareness training, including cybersecurity training.

We have numerous policies that guide employee conduct and corporate activities, which include:

- Anti-Bribery and Anti-Corruption Policy
- Alcohol and Drug Practice
- Board Diversity and Composition Policy
- Code of Business Conduct
- Computer Use and Security Policy
- Diversity, Equity, and Inclusion Policy
- Employee Privacy Policy
- Environmental Policy
- Health and Safety Policy
- Lobbying Policy
- Media Policy
- Mobile Device Policy
- Privacy Policy
- Responsible Procurement Policy
- Social Media Policy
- Whistleblower Policy
- Workplace Violence and Harassment Policy

100%

compliance with annual code of conduct and policy training and sign off

9

Board of Directors meetings held in 2022 with a 92% attendance rate

CONTINUING EDUCATION FOR ALL DIRECTORS

on topics related to corporate governance matters, ESG reporting and North American renewable energy markets

BOARD SKILLS MATRIX NOW INCLUDES ESG EXPERIENCE

Enterprise Risk Management

BluEarth has an enterprise risk management (ERM) process designed to identify potential risks that could adversely affect the organization and manage these within our risk appetite.

We engage individuals from all functional groups across the organization on ERM, working to identify new, emerging and changing risks, coupled with Executive Team engagement and oversight. Our team maintains a risk register which includes treatment plans for risks that require mitigation to keep it within our risk appetite. The ERM process includes a review of our top identified risks by our Executive Team and the Board.

Whistleblowing Policy

BluEarth has a 24/7 confidential whistleblower hotline. We encourage employees to report any action or event that they feel is improper, unlawful, dangerous, or harmful to the public interest, including financial or ethical misconduct or violations of the Code or other BluEarth policies, without fear of retaliation or a negative impact on their employment status at BluEarth.

Responsible Procurement

We are committed to the promotion and integration of human rights considerations in all aspects of our business activities, and our team is accountable to uphold this commitment. We strongly believe in the elimination of all forms of child labour, forced or compulsory labour, human trafficking and slavery. Accordingly, we take steps to ensure that they do not exist in our operations and supply chain, including, when entering into a contract for the supply of goods or services:

- Conducting appropriate due diligence on our business partners and understanding their policies and procedures with respect to child labour, forced or compulsory labour, human trafficking and slavery in their operations and supply chains; and/or
- Seeking appropriate written contractual terms, including supply chain representations and warranties where necessary.

Cyber Security

The use of technology is a core component of how we do business, and we have systems, processes, and policies in place to ensure the availability, security and safeguarding of sensitive BluEarth and stakeholder data. Guided by the National Institute of Standards and Technology (NIST) Cybersecurity Framework and factors contained in the regulatory obligations contained in NERC CIP (Critical Infrastructure Protection), we assess and manage our cyber-threat risks through technologies, processes, and practices protecting our facilities, networks, computers, applications, and data from unauthorized access or damage.

Critical to our security are safe practices by our team. As a result, we schedule regular



training for all employees to increase awareness and understanding of digital security best practices for safeguarding our systems and information and to consistently exercise these security practices. Along with training, we complete regular phishing tests to maintain our cyber awareness.

With threats and technology changing rapidly, we have implemented a two-year technology roadmap that is reviewed quarterly to ensure that our strategy and plans are effective and relevant. Our cyber security governance ensures that our security model aligns with business objectives, complies with government or industry regulations, and achieves the goals that leadership has set out for managing security and risk.

ZERO

cyber threat incidents

CYBER-AWARENESS

training completed by all employees

IMPLEMENTED BIOMETRIC LOG-IN PROCEDURE

for remote connections

Completed **14** phishing simulations exercises with < 4% click-rate

IMPLEMENTED APPLICATION WHITELISTING across the organization

SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB)

Our report is developed in alignment with the Sustainability Accounting Standards Board (SASB) based on the industry metrics which are most material to our business. We have responded to SASB metrics with a focus on three industries:

- Electric Utilities & Power Generators
- Solar Technology & Project Developers
- Wind Technology & Project Developers

This is BluEarth's second year reporting under the SASB framework.



Electric Utilities & Power Generators

METRIC	2022 PERFORMANCE	CODE	REPORT REFERENCE
GREENHOUSE GAS EMISSIONS & ENERGY RESOURCE PLANNING			
Gross Global Scope 1 emissions in metric tons of CO ₂ -e	1,207.3 metric tonnes CO ₂	IF-EU-110a.1	2022 ESG Report – Page 40
Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations	Not Applicable – under threshold.	IF-EU-110a.1	2022 ESG Report – Page 40
Percentage of gross global Scope 1 emissions covered under emissions-reporting regulations	Not Applicable – under threshold.	IF-EU-110a.1	2022 ESG Report – Page 40
Greenhouse gas (GHG) emissions associated with power deliveries	Not applicable. BluEarth does not deliver power directly to retail customers.	IF-EU-110a.2	2022 ESG Report – Page 40
Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	<p>BluEarth's Environmental Policy outlines this commitment and states that the Company will continue to use all resources thoughtfully and efficiently; employ environmentally-safe planning, construction, operations and decommissioning procedures and protocols that protect sensitive species and biodiversity, minimize emissions and prevent pollution; raise awareness of and support environmental protection matters through employee training; review and update, as needed, the mechanisms used to reduce environmental risks and the environmental</p> <p>impacts of BluEarth's activities; analyze, evaluate and seek opportunities to continually improve environmental protection and efficient use of resources and, where possible, improve procedures and outcomes; meet or exceed applicable environmental legislation, regulations and standards, and attempt to anticipate compliance with future environmental requirements; and consider environmental performance when selecting suppliers, contractors and other service providers for BluEarth.</p>	IF-EU-110a.3	2022 ESG Report – Page 40
Number of customers served in markets subject to renewable portfolio standards (RPS)	Not Applicable.	IF-EU-110a.4	N/A
Percentage fulfillment of RPS target by market	Not applicable.	IF-EU-110a.4	N/A
AIR QUALITY			
Air emissions of NO _x (excluding N ₂ O) (in metric tons, t)	0	IF-EU-120a.1	N/A
Percentage of NO _x (excluding N ₂ O) in or near areas of dense population (%)	0	IF-EU-120a.1	N/A
Air emissions of SO _x (in metric tons, t)	0	IF-EU-120a.1	N/A
Percentage of SO _x in or near areas of dense population (%)	0	IF-EU-120a.1	N/A
Air emissions of particulate matter (PM10) (in metric tons, t)	0	IF-EU-120a.1	N/A
Percentage of particulate matter (PM10) in or near areas of dense population (%)	0	IF-EU-120a.1	N/A
Air emissions of lead (Pb) (in metric tons, t)	0	IF-EU-120a.1	N/A
Percentage of lead (Pb) in or near areas of dense population (%)	0	IF-EU-120a.1	N/A

Continued

METRIC	2022 PERFORMANCE	CODE	REPORT REFERENCE
Air emissions of mercury (Hg) (in metric tons, t)	0	IF-EU-120a.1	N/A
Percentage of mercury (Hg) in or near areas of dense population (%)	0	IF-EU-120a.1	N/A
WATER MANAGEMENT			
Total water withdrawn (m3)	802 <i>Does not include water temporarily diverted for run-of-river hydro operations that is returned to the stream or river unaltered.</i>	IF-EU-140a.1	2022 ESG Report – Page 44
Total water consumed (m3)	802	IF-EU-140a.1	2022 ESG Report – Page 44
Percentage of each in regions with High or Extremely High Baseline Water Stress (%)	98% in High or Extremely High Water Risk Area. <i>Based on key office locations in Calgary and Phoenix, where high or extremely high baseline water stress has been reported.</i>	IF-EU-140a.1	2022 ESG Report – Page 44
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	0 As defined in SASB reporting framework.	IF-EU-140a.2	N/A
Description of water management risks and discussion of strategies and practices to mitigate those risks	Water consumption at BluEarth's facilities and offices is very limited and is primarily related to domestic uses for employees. The nature of our business in renewable electricity generation does not require water consumption. For our wind and solar operations, water consumption is not required to	IF-EU-140a.3	2022 ESG Report – Page 44
WORKFORCE HEALTH & SAFETY			
Total recordable incident rate (TRIR)	0.0	IF-EU-320a.1	2022 ESG Report – Page 20
Fatality rate	0.0	IF-EU-320a.1	2022 ESG Report – Page 20
Near Miss Frequency Rate (NMFR)	We encourage the tracking of all near-miss events, even if they may not result in injury, and all events are investigated. However, we do not have the data required to calculate a near-miss frequency rate.	IF-EU-320a.1	2022 ESG Report – Page 20
GRID RESILIENCY			
Number of incidents of non-compliance with physical and/or cyber security standards or regulations	BluEarth became a North American Electric Reliability Corporation (NERC) registered entity in 2022; however, we did not have any NERC registered facilities in this reporting period and therefore was not subject to its cyber and physical security standards.	IF-EU-550a.1	N/A

Activity Metrics

METRIC	2022 PERFORMANCE	CODE	REPORT REFERENCE
Number of: 1. Residential 2. Commercial 3. Industrial customers served	1. Not applicable. BluEarth does not sell electricity directly to residential customers. 2. 25 3. Not applicable. BluEarth does not sell electricity directly to industrial customers.	IF-EU-000.A	N/A
Total electricity delivered to: 1. Residential 2. Commercial 3. Industrial 4. All other retail customers 5. Wholesale customers	1. Residential: 0 MWh 2. Commercial: 112,572 MWh 3. Industrial: 0 MWh 4. All other retail customers: 0 MWh 5. Wholesale customers: 1,284,790 MWh <i>All generation metered at 100% ownership, and it does not include forgone energy.</i>	IF-EU-000.B	2022 ESG Report – Page 13
Length of transmission and distribution lines	202.6 km <i>Only overhead lines were included for 2022 based on the information available.</i>	IF-EU-000.C	2022 ESG Report – Page 13
Total electricity generated, percentage by major energy source, percentage in regulated markets	Hydro: 387,736 MWh (30%) Solar: 423,317 MWh (33%) Wind: 473,736 MWh (37%) <i>All generation metered at 100% ownership.</i>	IF-EU-000.D	2022 ESG Report – Page 13
Total wholesale electricity purchased	0 MWh	IF-EU-000.E	2022 ESG Report – Page 13

Wind Technology & Project Developers

METRIC	2022 PERFORMANCE	CODE	REPORT REFERENCE
WORKFORCE HEALTH & SAFETY			
Total recordable incident rate (TRIR)	Refer to IF-EU-320a.1	RR-WT-320a.1	2022 ESG Report – Page 20
Fatality rate	Refer to IF-EU-320a.1	RR-WT-320a.1	2022 ESG Report – Page 20




Solar Technology & Project Developers





METRIC	2022 PERFORMANCE	CODE	REPORT REFERENCE
WATER MANAGEMENT			
Total water withdrawn (m3)	Refer to IF-EU-140a.1	RR-ST-140a.1	2022 ESG Report – Page 44
Total water consumed (m3)	Refer to IF-EU-140a.1	RR-ST-140a.1	2022 ESG Report – Page 44
Percentage of each in regions with High or Extremely High Baseline Water Stress (%)	Refer to IF-EU-140a.1	RR-ST-140a.1	2022 ESG Report – Page 44
Description of water management risks and discussion of strategies and practices to mitigate those risks	Refer to IF-EU-140a.3	RR-ST-140a.2	2022 ESG Report – Page 44
HAZARDOUS WASTE MANAGEMENT			
Number of reportable spills (>1L)	0	RR-ST-150a.2	2022 ESG Report – Page 40
Aggregate quantity of reportable spills (litres)	0	RR-ST-150a.2	2022 ESG Report – Page 40
Quantity recovered (litres)	N/A	RR-ST-150a.2	2022 ESG Report – Page 40
ECOLOGICAL IMPACTS OF PROJECT DEVELOPMENT			
Total number of shutdowns or project delays related to ecological impacts	0	RR-ST-160a.1	2022 ESG Report – Page 36
Aggregate duration of project delays related to ecological impacts (# of days)	0	RR-ST-160a.1	2022 ESG Report – Page 36
Description of efforts in solar energy system project development to address community and ecological impacts	<p>For BluEarth, community engagement is an ongoing activity. In the planning and design of all our projects, we make decisions based on consultation and collaboration with all our stakeholders. From the early siting of a project, through the regulatory process and construction and into operations, we work to forge long-term relationships and help build strong communities.</p> <p>When it comes to siting and developing a project, we pride ourselves on completing an in-depth market analysis, identifying desirable locations and building strong relationships with key stakeholders. We work in close consultation with municipal, provincial, state and federal agencies and key stakeholders to site, build and operate our facilities responsibly</p>	<p>We have a team of internal experts who work diligently to avoid and minimize impacts to the environment and wildlife. Well in advance of any construction, we conduct thorough wildlife and habitat studies and communicate regularly with all agencies and local communities through open houses.</p> <p>We use several outreach strategies to ensure the community receives regular updates on the progress of a project including a dedicated web page for every development project, open houses in the community, one-on-one meetings with landowners, regular newsletter mailouts specific to each project, and presentations at various community meetings/events.</p>	RR-ST-160a.2 2022 ESG Report – Page 36




SUSTAINABLE DEVELOPMENT GOALS

The Sustainable Development Goals (SDGs) were developed by the United Nations Member States in 2015, to chart the steps needed to address environmental, social and governance challenges being faced. There are 17 goals, each with specific targets for action. BluEarth is actively working to integrate the SDGs into our business practices and is currently contributing to 15 goals.



SDG	SDG TARGET DESCRIPTION	2022 METRICS AND PERFORMANCE
	<p>2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round</p>	<ul style="list-style-type: none"> • Donations made to local food banks in the communities where we live, work and operate to help address food insecurity. <p>Page 26 – Community Investment</p>
	<p>3.4 By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being</p> <p>3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination</p>	<ul style="list-style-type: none"> • Supporting access to preventative health care, including through medical coverage, dental coverage, and eye care coverage offered to employees and their families. • Access to mental health care provided for all employees and their families, as well as access to online resources, training, and tools around mental health. • Annual mental health day provided to all employees. • Continuation of wellness committee with focus on activities, events and resources for employees centered around mental health and wellbeing. <p>Page 15 – Rewards Page 20 – Health and Safety Page 17– Mental Health</p> <p>No air emissions as a result of renewable energy generation. Page 40 – Our Carbon Footprint</p>
	<p>4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship</p> <p>4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations</p> <p>4.7 By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship and appreciation of cultural diversity and of culture's contribution to sustainable development</p>	<ul style="list-style-type: none"> • Scholarships awarded annually through the BluEarth Renewables Scholarship Program for scholarship categories including Renewable Energy Trades, Community Leaders, and Indigenous Peoples. • Scholarship awarded annually for a grade twelve student from Atwater Cosmos Grove City School. • Support for local schools. <p>Page 26 – Community Investment Page 30 – Scholarship Program</p> <ul style="list-style-type: none"> • Representation of women among scholarship recipients as part of BluEarth Renewables Scholarship Program. • Support for five scholarship / bursary programs for students who are members of our Indigenous partner communities. <p>Page 30 – Scholarship Program Page 31 – Indigenous Relations</p> <ul style="list-style-type: none"> • Training and policies applicable to all employees, including: human rights, gender equality, diversity, equity and inclusion, and code of conduct. • Employee, management, and Board diversity. <p>Page 19 – Diversity, Equity & Inclusion Page 48 – Board Diversity Page 48 – Board Composition Page 49 – Code of Conduct & Workplace Policies</p>

SDG	SDG TARGET DESCRIPTION	2022 METRICS AND PERFORMANCE
 <p>5 GENDER EQUALITY</p>	<p>5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life</p>	<ul style="list-style-type: none"> • Representation of women in management positions, non-management positions, and on Board. • Representation of women who are recipients of BluEarth funded scholarships and bursaries. <p>Page 19 – Diversity, Equity & Inclusion Page 48 – Board Diversity Page 48 – Board Composition Page 320– Scholarship Program</p>
 <p>6 CLEAN WATER AND SANITATION</p>	<p>6.3 By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally</p> <p>6.6 By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes</p>	<ul style="list-style-type: none"> • Total number and total volume of recorded significant spills. <p>Page 40 – Waste Management Page 41 – Earth Day Clean-up</p> <ul style="list-style-type: none"> • Water consumption and protection practices. <p>Page 44 – Water Use</p>
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<p>7.2 By 2030, increase substantially the share of renewable energy in the global energy mix</p>	<ul style="list-style-type: none"> • Portfolio overview and renewable energy generation. <p>Page 13 – Our Operating Portfolio Page 42 – Celebrating Ground-Breaking at Hand Hills</p>
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value</p> <p>8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms</p>	<ul style="list-style-type: none"> • Direct and indirect employment. • Training and development for employees. <p>Page 14 – Our Team Page 20 – Learning & Development</p> <ul style="list-style-type: none"> • Percentage of employees per employee category. • Total number of employees by employment type. • Benefits provided to employees. • Regular performance and career development reviews for employees during the reporting period. • Ongoing formal and self-led training and tools offered to support continuous learning and development for all employees. • Responsible Procurement Policy which addresses BluEarth's stance on the abolition of child labour as well as all forms of forced or compulsory labour, human trafficking, and slavery. • Percentage of individuals within the organization's governance bodies by gender and age group. <p>Page 14 – Our Team Page 20 – Learning & Development Page 16 – Rewards Page 48 – Board Diversity</p>

SDG	SDG TARGET DESCRIPTION	2022 METRICS AND PERFORMANCE
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<p>8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment</p>	<ul style="list-style-type: none"> • Health and safety manuals, policies, practices and guidelines. • Health and safety incident tracking and reporting. • Site inspections, positive safety observations, and safety training. • Employee Code of Conduct. <p>Page 20 – Health & Safety Page 49 – Code of Conduct & Workplace Policies Page 22 – Safety-Focused Learning Management</p>
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and transborder infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all</p> <p>9.4 By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities</p>	<ul style="list-style-type: none"> • Commitment to working with local communities where we live, work and operate, including Indigenous Peoples, to provide economic benefit. <p>Page 12 – Our Portfolio Page 26 – Our Approach to Community Engagement Page 26 – Community Investment Page 31 – Indigenous Relations</p> <ul style="list-style-type: none"> • Protection of biodiversity and natural ecosystems, including current programs as part of project development and operations. • Greenhouse gas emissions. <p>Page 36 – Protecting Biodiversity & Natural Ecosystems Page 40 – Our Carbon Footprint Page 38 – Loggerhead Shrike Species Conservation</p>
 <p>10 REDUCED INEQUALITIES</p>	<p>10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard</p> <p>10.4 Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality</p>	<ul style="list-style-type: none"> • Percentage of employees per employee category. • Total number of employees by employment type. • Training and development opportunities provided for employees. • Percentage of individuals within the organization's governance bodies by gender and age group. <p>Page 14 – Our Team Page 16 – Rewards Page 20 – Learning & Development Page 48 – Board Diversity</p> <ul style="list-style-type: none"> • Competitive salary and benefits packages for employees. • Learning and development opportunities to grow skills. <p>Page 16 – Rewards Page 20 – Learning & Development</p>

SDG	SDG TARGET DESCRIPTION	2022 METRICS AND PERFORMANCE
	<p>12.4 By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their life cycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment</p>	<ul style="list-style-type: none"> • Tracking and offsetting of greenhouse gas emissions. • Robust waste, recycling and compost programs. • Tracking and reporting of any large spills. <p>Page 36 – Protecting Biodiversity & Natural Ecosystems Page 40 – Our Carbon Footprint Page 40 – Waste Management</p>
	<p>12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse</p>	<ul style="list-style-type: none"> • Robust waste, recycling and compost programs. <p>Page 40 – Waste Management</p>
	<p>12.7 Promote public procurement practices that are sustainable, in accordance with national policies and priorities</p>	<ul style="list-style-type: none"> • Responsible Procurement Policy. <p>Page 36 – Protecting Biodiversity & Natural Ecosystems Page 49 – Code of Conduct & Workplace Policies</p>
	<p>13.2 Integrate climate change measures into national policies, strategies and planning</p>	<ul style="list-style-type: none"> • Tracking and offsetting of greenhouse gas emissions. <p>Page 8 – Letter from our President & CEO Page 40 – Our Carbon Footprint</p>
		<p>14.3 Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels</p>
		<p>15.1 By 2020, ensure the conservation, restoration and sustainable use of terrestrial and inland freshwater ecosystems and their services, in particular forests, wetlands, mountains and drylands, in line with obligations under international agreements</p>
	<p>15.4 By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, in order to enhance their capacity to provide benefits that are essential for sustainable development</p>	<ul style="list-style-type: none"> • Tracking and reporting of any large spills. • Protection of biodiversity and natural ecosystems, including current programs as part of project development and operations. • Development process of making decisions based on consultation and collaboration with all our stakeholders. <p>Page 26 – Our Approach to Community Engagement Page 36 – Protecting Biodiversity & Natural Ecosystems Page 40 – Waste Management</p>

SDG	SDG TARGET DESCRIPTION	2022 METRICS AND PERFORMANCE
16 PEACE, JUSTICE AND STRONG INSTITUTIONS 	16.3 Promote the rule of law at the national and international levels and ensure equal access to justice for all	<ul style="list-style-type: none"> • Clear set of employee expectations including Code of Conduct, values, purpose statement, and related policies. • Whistleblower policy with confidential reporting. Page 4 – About Us Page 49 – Code of Conduct & Workplace Policies Page 50 – Whistleblowing Policy
	16.5 Substantially reduce corruption and bribery in all their forms	<ul style="list-style-type: none"> • Training for all employees on corruption and bribery. • Policies applicable to all employees and directors on ethical standards and anti-bribery / anti-corruption. Page 49 – Code of Conduct & Workplace Policies Page 50 – Enterprise Risk Management
	16.6 Develop effective, accountable, and transparent institutions at all levels	<ul style="list-style-type: none"> • Board meetings and reporting. • Policy for board member selection and diversity. Page 19 – Diversity, Equity & Inclusion Page 48 – Board Diversity Page 48 – Board Composition
17 PARTNERSHIPS FOR THE GOALS 	17.17 Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships	<ul style="list-style-type: none"> • Honest and transparent relationships with government, communities, Indigenous Peoples, and industry peer groups. Page 26 – Community Investment Page 31 – Indigenous Relations



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