

# 2023 ESG Report



*At BluEarth, we're committed to our purpose of bringing together extraordinary people with the Power to Change* **THE FUTURE™**

Our ESG report is a summary of the key activities across our business to deliver on our purpose through the generation of 100% renewable energy. We all have an important role to play in ensuring a clean, reliable and affordable energy future for our generation and generations to come.

**100%  
Renewable  
Energy**

## Table of Contents

<b>About Us</b>	<b>4</b>	<b>CASE STUDY</b> Commissioning the Hand Hills Wind Facility	<b>37</b>
Our Purpose & Values	4	Protecting Biodiversity & Natural Ecosystems	38
<b>About this Report</b>	<b>4</b>		
Frameworks Used	4	<b>CASE STUDY</b> Reducing Aquatic Ecosystem Impacts Through Hydro Operations	<b>40</b>
<b>2023 Highlights</b>	<b>6</b>		
		Our Carbon Footprint	42
<b>Letter from our President &amp; CEO</b>	<b>8</b>	Waste Management	43
<b>ESG at BluEarth</b>	<b>10</b>		
<b>Our Portfolio</b>	<b>12</b>	<b>CASE STUDY</b> Community Clean-Up Initiatives	<b>44</b>
		Water Use	45
		LEED Certified Head Office	45
<b>Building a Resilient Team &amp; Culture</b>	<b>14</b>		
Our Team	15	<b>CASE STUDY</b> A Sustainable Approach to Vegetation Management	<b>46</b>
Diversity, Equity & Inclusion	15	Management of Climate Related Risk	48
Rewards	16		
Health & Wellness	16	<b>CASE STUDY</b> Hosting Honeybees	<b>49</b>
Mental Health	17		
Flexible Work Programs	18	<b>Leading with Strong Governance</b>	<b>50</b>
Time-Off	18	Board of Directors	51
Employee & Family Assistance Program	18	Board Composition	51
Employee Feedback	18	Board Diversity	51
Learning & Development	19	Board Skills Matrix	51
Health & Safety	20	Orientation & Continuing Education	52
Emergency Response Plan	20	Code of Conduct & Workplace Policies	52
		Enterprise Risk Management	53
<b>CASE STUDY</b> Operator Safety Summit	<b>21</b>	Whistleblowing Policy	53
<b>CASE STUDY</b> Full-Mobilization Emergency Response Drill	<b>22</b>	Responsible Procurement	53
		Cyber Security	54
<b>Nurturing Strong Relationships</b>	<b>24</b>		
Our Approach to Community Engagement	24	<b>Sustainability Accounting Standard Board (SASB)</b>	<b>55</b>
Community Benefits	24	Electric Utilities & Power Generators	56
Community Investment	25	Activity Metrics	59
		Solar Technology & Project Developers	60
<b>CASE STUDY</b> Rocky Mountain Adaptive x Bowhead Corp	<b>29</b>	Wind Technology & Project Developers	61
<b>CASE STUDY</b> Food Bank of Wyoming Funding Partnership	<b>30</b>		
		<b>UN Sustainable Development Goals</b>	<b>62</b>
Volunteer Program	31		
<b>CASE STUDY</b> Team Building Through Volunteerism	<b>32</b>		
Scholarship Program	34		
Indigenous Relations	35		
<b>Furthering Environmental Stewardship</b>	<b>36</b>		

## About Us

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

## Our Purpose

We bring together extraordinary people with the *Power to Change* THE FUTURE™

### OUR VALUES

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

**BE** *Passionate*

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

**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.

## About this Report

This is BluEarth's third report, which highlights our achievements and progress made toward our environmental, social and governance (ESG) targets. BluEarth completed a materiality assessment in 2021 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, 2023 to December 31, 2023 (unless otherwise noted). 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 for 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](mailto:communications@bluearth.ca).



2023 Highlights

Over 1 GW<sub>AC</sub> (gross) in operation, under construction & contracted pre-construction

100% renewable energy

EQUIVALENT OF OVER 235,000 HOMES POWERED

Based on BluEarth's entire operating portfolio of 719 MW<sub>ac</sub> and calculated using the average household consumption for the province or state where each facility is located.

1,038,394 METRIC TONNES OF CO2 OFFSET BY OUR RENEWABLE ENERGY GENERATION

Based on the annual gross generation across all BluEarth operating facilities of 1,486,413,000 kWh and calculated using the United States Environmental Protection Agency Greenhouse Gas Equivalencies Calculator at <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>.

Over 7 GW in development



139 full-time employees

as of 2023 year end

90% of revenue from long-term, fixed-price contracts



9 Eco-Logo Certified Facilities

ECOLOGO™ certified products are certified to ECOLOGO standards for reduced environmental impacts. For more information, visit [ul.com/el](http://ul.com/el)

Founding participant of the Business Renewables Centre – Canada, a community connecting buyers to renewable energy developers and producers



Awarded four employer awards



We're proud to generate 100% renewable energy every day at our operating facilities across North America.

In 2023, we took our commitment to affordable, reliable and renewable energy a step further.

We are excited to share that BluEarth is working to purchase renewable energy credits to offset 100% of our Scope 2 electricity consumption across our offices and operating locations in 2023.



solar wind



hydro storage

## Letter from our President & CEO

**In 2023, our industry experienced many different headwinds from supply chain constraints, to rising inflation, political uncertainty, and the impacts of climate change. It was a challenging year, but despite these conditions, the demand for affordable and renewable energy did not slow down.**

We are proud to contribute every day to creating a lower carbon future through the generation of affordable and renewable energy. In 2023, our team made a commitment to further reduce our environmental footprint by offsetting 100% of our Scope 2 electricity consumption with the purchase of renewable energy credits.

In 2023, we added more renewable energy to the grid with the commissioning of our 145 MW Hand Hills Wind Facility in central Alberta. The project provided over 175 jobs at peak construction and will generate enough renewable energy for the equivalent of approximately 68,000 homes annually. The energy and associated emission offsets from 100 MW of the Facility's capacity is being sold to Shell Energy North America (Canada), Inc., in support of their sustainability targets.

Our development pipeline also grew materially in 2023. In addition to further advancing BluEarth's existing portfolio, we acquired seven wind and solar development projects in the United States, totalling approximately 1 GW. This acquisition, which includes projects in Washington, Oregon, Ohio and Oklahoma, are well positioned in key markets and complement BluEarth's strategic growth plans.

In 2023, we also celebrated five years of BluEarth's Remote Operating Center, BEROC, which monitors our facilities in 24/7/365 real-time. The BEROC has become an integral part of our operations approach, performing critical functions to meet safety, regulatory, contractual and business obligations.

BluEarth's success continues to be powered by the strong team behind everything we do. We continued to offer competitive people programs and flexible working options to ensure a strong and engaged workforce. And, we maintained our commitment to giving back to the communities where we live, work and operate with new community partnerships, volunteer opportunities and support for local charities in 2023.

I'm proud to share BluEarth's third annual ESG report, which details the progress that we've made towards our four priorities and the daily activities of our team as we live out our purpose of bringing together extraordinary people with the power to change the future.

*Grant Arnold*





ESG at  
 **BluEarth**<sup>TM</sup>  
RENEWABLES

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.

## OUR KEY PRIORITIES



**BUILDING A RESILIENT  
TEAM & CULTURE**



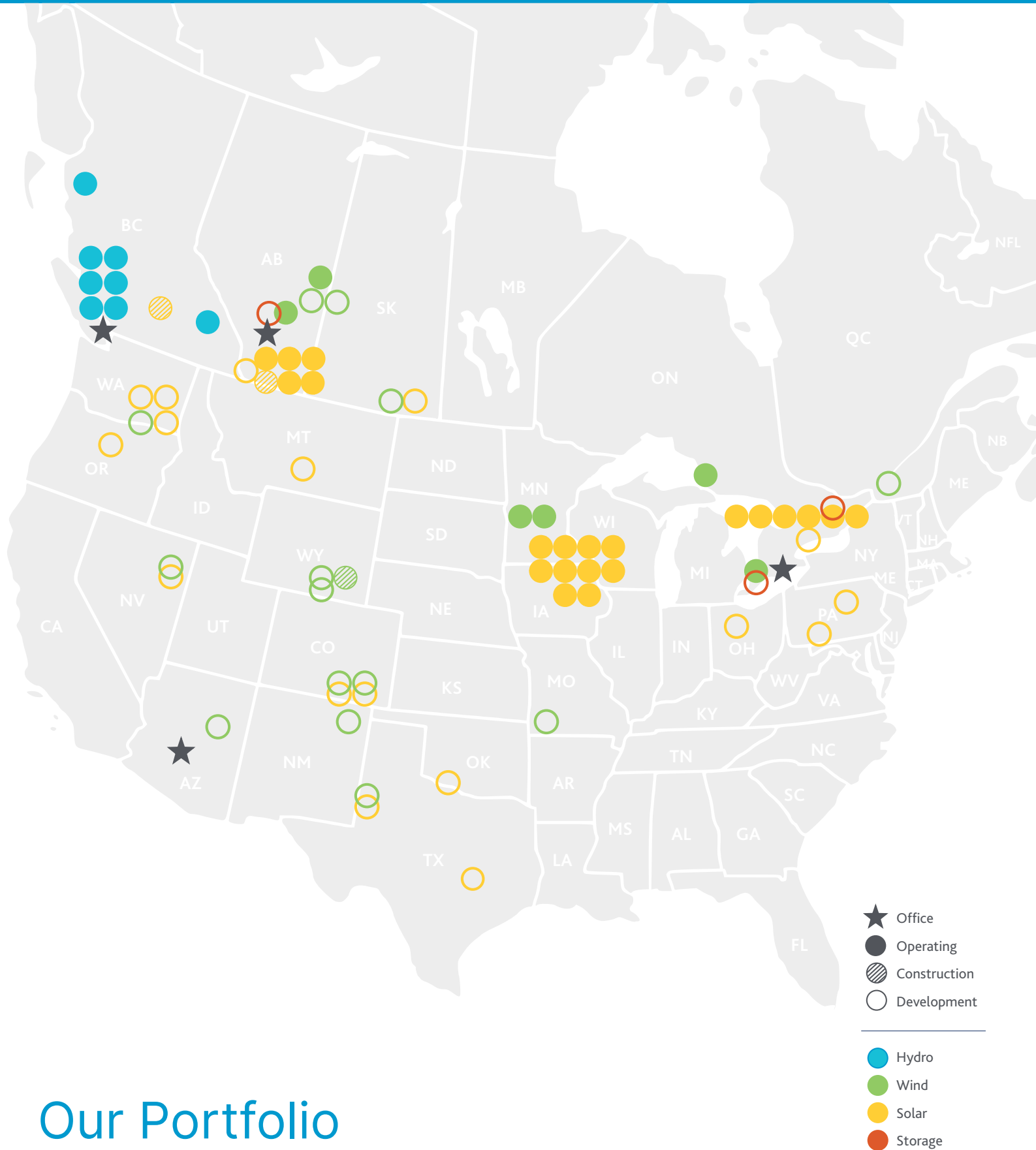
**NURTURING STRONG  
RELATIONSHIPS**



**FURTHERING  
ENVIRONMENTAL  
STEWARDSHIP**



**LEADING WITH  
STRONG GOVERNANCE**



# Our Portfolio

## OUR OPERATING PORTFOLIO

FACILITY	COD	CAPACITY GROSS MW (AC)	ECONOMIC INTEREST	CAPACITY NET MW (AC)
<b>OPERATING HYDRO</b>				
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	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
<b>TOTAL</b>		<b>131.0</b>		<b>123.6</b>
<b>OPERATING WIND</b>				
Hand Hills <sup>1</sup>	2023	145.0	100%	145.0
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
<b>TOTAL</b>		<b>305.1</b>		<b>268.0</b>
<b>OPERATING SOLAR</b>				
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
<b>TOTAL</b>		<b>233.5</b>		<b>183.5</b>
<b>WIND CONSTRUCTION<sup>3</sup></b>				
Two Rivers		280.0	50%	140.0
<b>TOTAL</b>		<b>280.0</b>		<b>140.0</b>
<b>SOLAR CONSTRUCTION<sup>3</sup></b>				
Wheatcrest <sup>2</sup>		50.0	100%	50.0
quA-ymn		15.0	50%	7.5
<b>TOTAL</b>		<b>65.0</b>		<b>57.5</b>
<b>OPERATING &amp; CONSTRUCTION PORTFOLIO TOTAL</b>		<b>1014.6</b>		<b>772.6</b>

<sup>1</sup> The Hand Hills Wind Facility achieved commercial operations with the AESO on July 10, 2023

<sup>2</sup> The Wheatcrest Solar Facility achieved commercial operations with the AESO on April 3, 2024

<sup>3</sup> Includes projects under construction and contracted pre-construction

(as at December 31)

# Building a Resilient Team & Culture

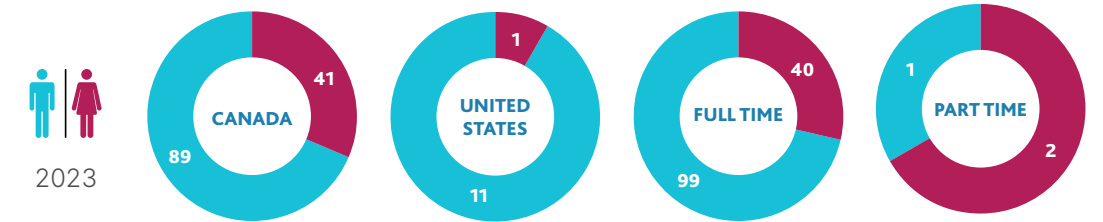
Our team takes pride in everything we do, and we love to succeed together. We invest in our people, so they are equipped to fulfill their role and responsibilities. From providing a competitive rewards and benefits program, to flexible time working models and training and development opportunities to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

## Our Team

Our success is tied to our people and we're proud of the extraordinary team at BluEarth who continue to demonstrate the power to change the future.



	2023			2022			2021			2020		
	F	M	Total	F	M	Total	F	M	Total	F	M	Total
<b>BY COUNTRY</b>												
Canada	41	89	130	38	84	122	37	72	109	38	66	104
United States	1	11	12	1	11	12	1	12	13	1	8	9
<b>BY EMPLOYMENT TYPE</b>												
Full Time	40	99	139	38	93	131	36	84	120	37	74	111
Part Time	2	1	3	1	2	3	2	0	2	2	0	2
<b>Total</b>	<b>42</b>	<b>100</b>	<b>142</b>	<b>39</b>	<b>95</b>	<b>134</b>	<b>38</b>	<b>84</b>	<b>122</b>	<b>39</b>	<b>74</b>	<b>113</b>

(as at December 31)

## 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 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



## Our Employer Awards



## 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.

**36%**   
of our management positions are held by women

**30%**   
of our employees are women

All employees complete a comprehensive **Respect in the Workplace training program** every two years, aimed at preventing bullying, abuse, harassment and discrimination

## 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 2023, 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.



Mental Health Commission of Canada  
Commission de la santé mentale du Canada

**Mental Health Commission of Canada's The Working Mind**

Training offered for all leaders and employees

Each employee receives **five personal days** off every year

Provided our fourth annual **paid mental health day off**

Our **flexible work program** allows eligible employees to work up to eight weeks remotely each year



## Flexible Work Programs

**As part of our commitment to providing a work environment that promotes a healthy work-life balance, we offer flexible working policies for employees.**

Our Remote Work Program gives eligible employees the option to work up to eight weeks remotely every year, including certain out-of-country locations. This program comes in addition to our hybrid program introduced in 2021, which allows eligible 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 provide employees with personal care (flex) 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 that the support and resources are in place for our employees and their families. Through BluEarth's employee and family assistance program, Inkblot, employees 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 2023, BluEarth 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.

**Our annual employee feedback survey had a 96% response rate**

**Our interactive, social intranet site** increases company interconnectedness and supports a thriving culture

**We provide weekly updates from our CEO, bi-weekly all team calls and quarterly town hall meetings to increase knowledge sharing and encourage employee feedback**

**Annual three-day corporate retreat** to encourage culture, connection and strategic alignment

## 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 technical trades programs.

**In 2023, BluEarth participated in the Canada-Alberta Job Grant which supported additional training and development opportunities for employees.**

**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.

	2023 (All Employees)	2022 (All Employees)	2021 (All Employees)	2020 (All Employees)
Total Recordable Injury Frequency (TRIF)	4.58	0.00	1.70	2.74
Lost Time Injury Frequency (LTIF)	0.76	0.00	0.85	0.00

In 2023, both the Total Recordable Incident Frequency (TRIF) and Lost Time Incident Frequency (LTIF) increased as a result of one significant lost time injury and two medical aid incidents. In response to these events, our leadership team initiated a company-wide safety stand down to focus on analyzing the incidents, implementing corrective actions, emphasizing the importance of our safety rules and promoting open dialogue around prioritizing safety in the workplace.

## 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 100 training and participated in at least two annual company-wide tabletop training exercises.

Nearly **550** positive safety observations tracked

**364** weekly site safety meetings

**180** monthly site inspections completed

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

**26** formal site safety inspections

New Canadian and US-based **safety training** rolled out for all operations employees

**2** corporate emergency response plan drills completed

**9** facility-level emergency response plan drills completed



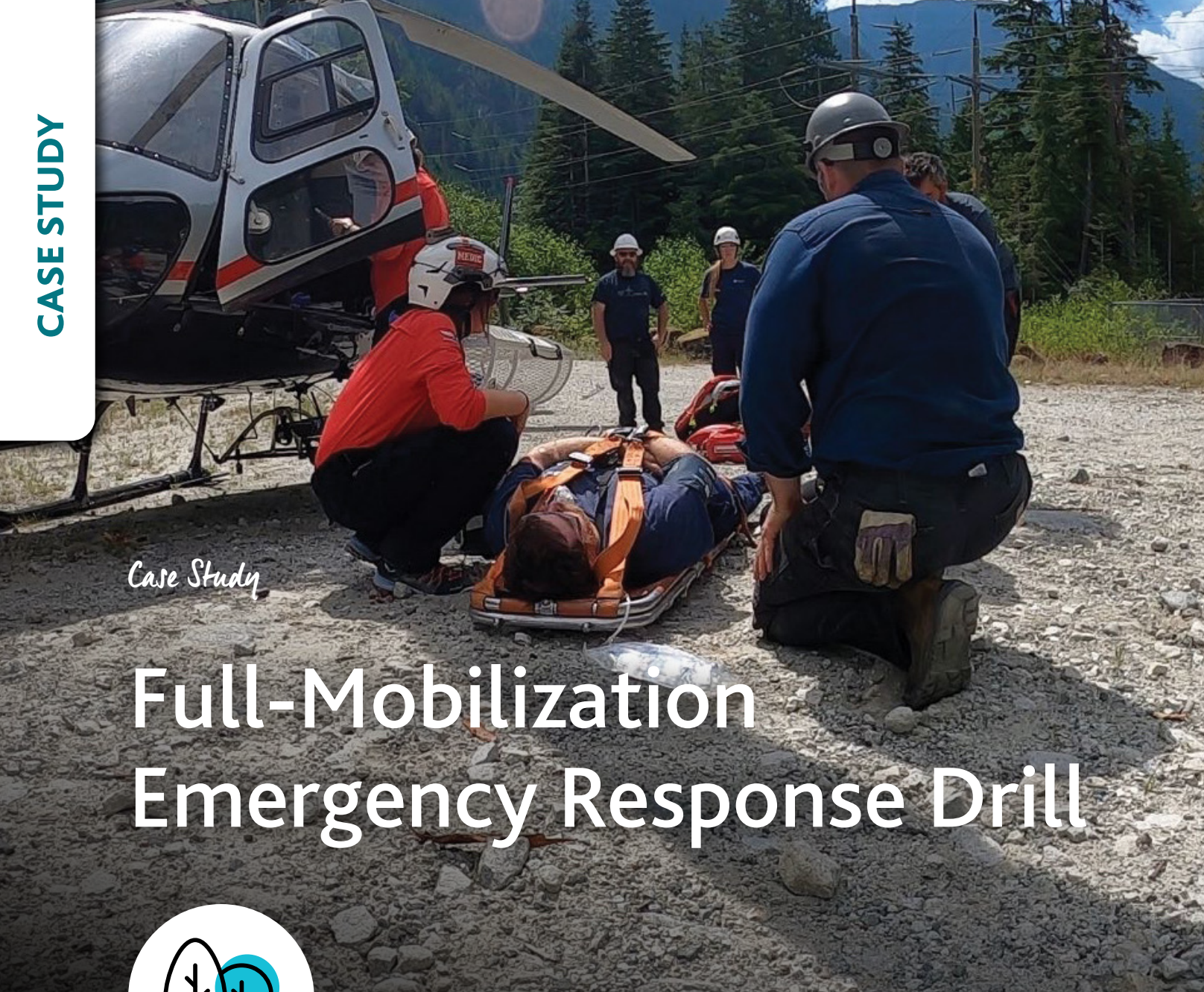
Case Study

# Operator Safety Summit



In 2023, we held our first annual operations safety summit in Calgary which included our operations leadership team and site safety leads. This safety-focused event provided an important opportunity for the group to review our safety performance, provide feedback and identify areas of improvement.





Case Study

# Full-Mobilization Emergency Response Drill



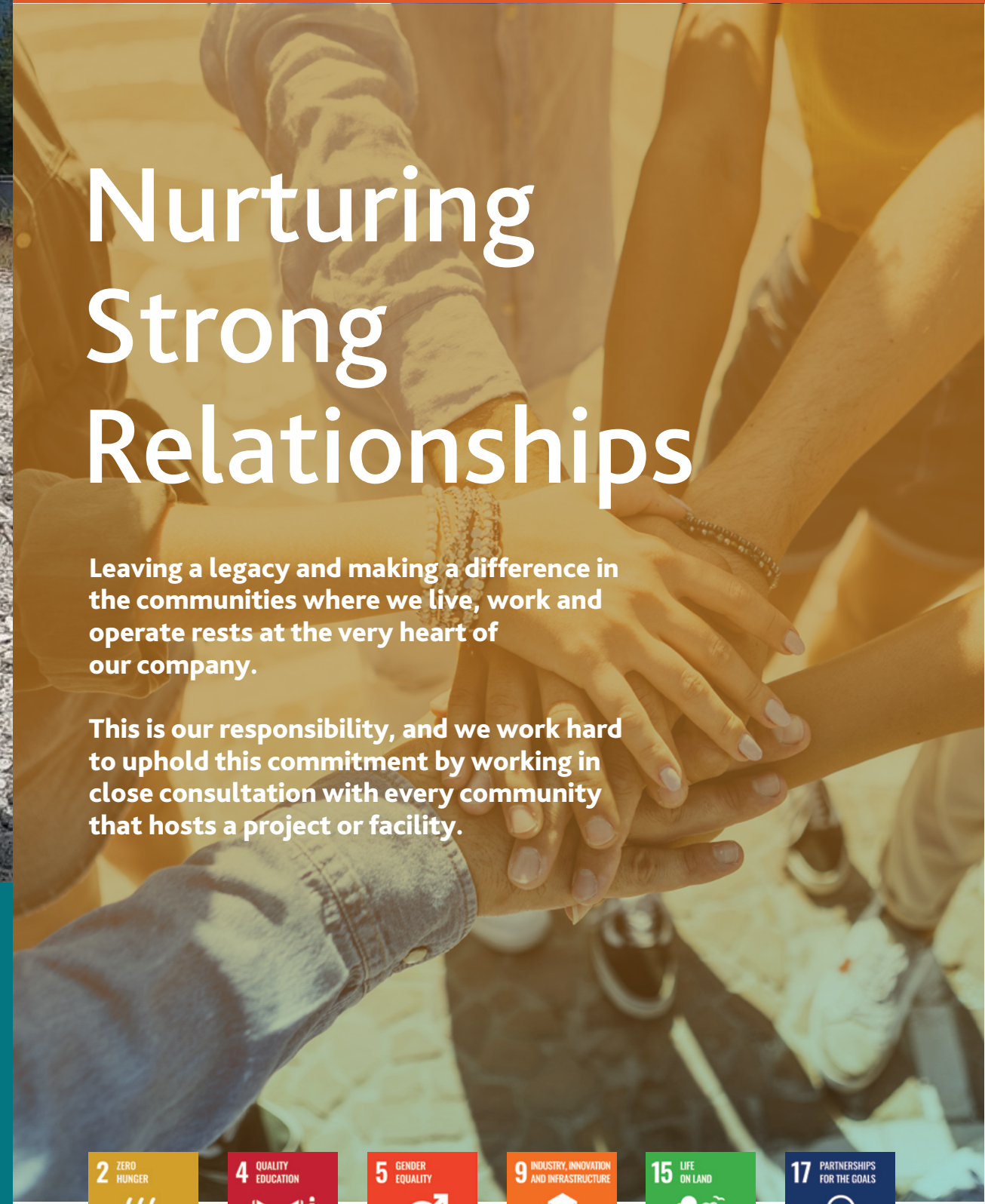
In 2023, we held our first all-company, full-mobilization Corporate Emergency Response Drill. These full-mobilization drills will be completed every three years as part of our Emergency Response Training Program.

The ERP drill was conducted at our remote Clowhom Hydro Facility located near Sechelt, British Columbia. The full mobilization involved our corporate emergency response team and our on-site operations team, as well as our emergency rescue partner, Technical Evacuation Advanced Aero Medical (TEAAM). As part of the drill, TEAAM initiated a helicopter response with two nurses and a paramedic responding to the simulated emergency.

# 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.



- 2 ZERO HUNGER
- 4 QUALITY EDUCATION
- 5 GENDER EQUALITY
- 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
- 15 LIFE ON LAND
- 17 PARTNERSHIPS FOR THE GOALS

# 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
- Municipal council meetings

# 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 funds to ensure direct benefits to the local community
- Indirect revenue through the use of local services and supplies
- Increased municipal revenue due to property tax payments for the life of the project
- Stable income to landowners from land lease 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 giving priorities:

In 2023, we were proud to support **over 50 different charities** across our portfolio

We invested **over \$155,000** in support of the local communities where we live, work and operate



## 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 North America – large and small. We want these communities to be strong 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.



Some of the organizations we supported in 2023 included:

**ALBERTA**

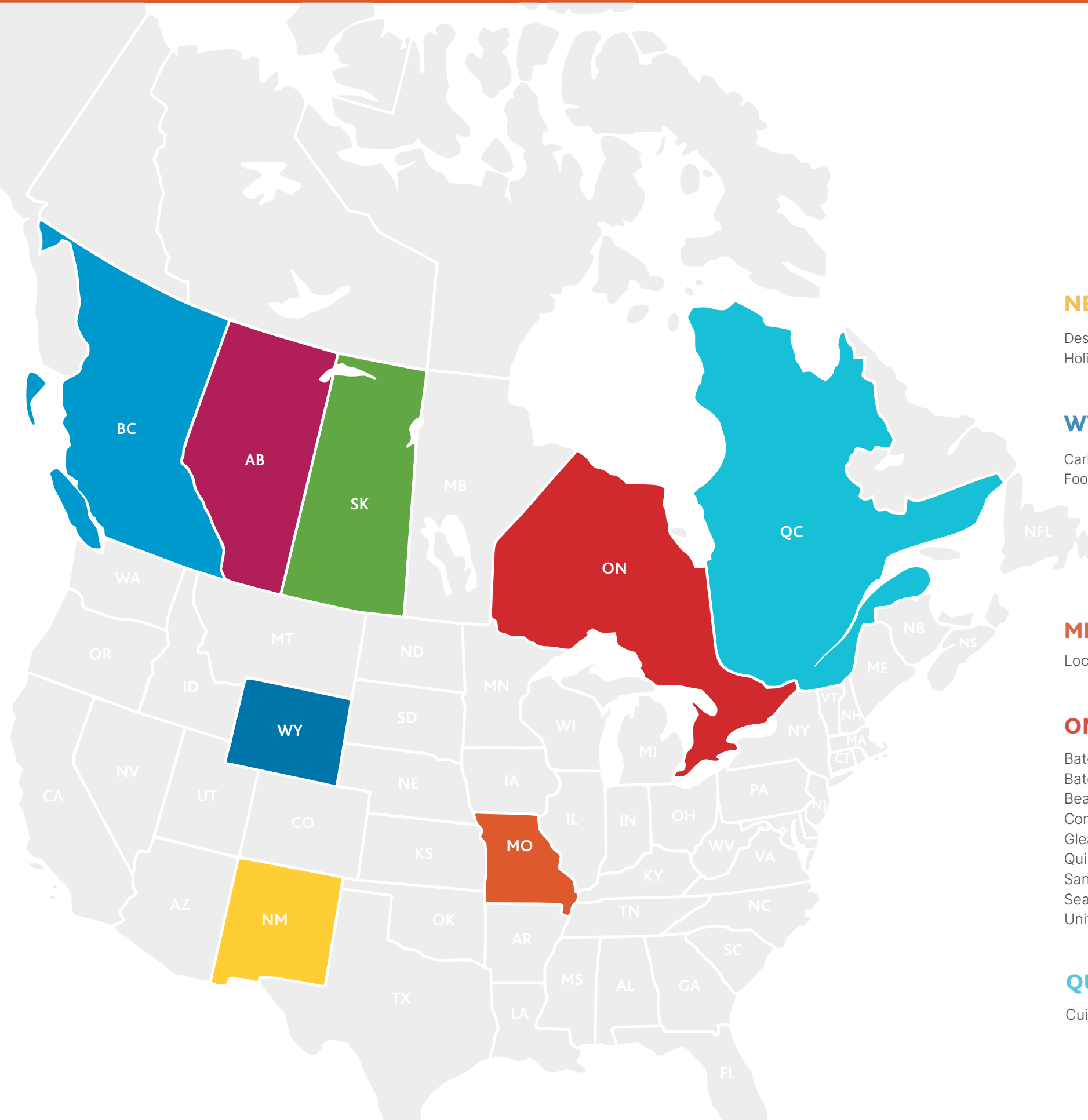
Bow Island Fire Department  
 Cactus Country ECS  
 Cadogan Agriculture Society  
 Chauvin Elks  
 Hand Hills Lake Club  
 Hanna Food Bank  
 North 40 Mile 4-H Club  
 Provost Food Bank  
 Red Cross Alberta Wildfires Appeal  
 Rocky Mountain Adaptive

**BRITISH COLUMBIA**

Cheakamus Foundation for Environmental Learning  
 Sechelt Secret Santa  
 Sunshine Coast Food Bank  
 Terrace Search and Rescue

**SASKATCHEWAN**

FHQ Golf Tournament  
 The Nature Conservancy of Canada



**NEW MEXICO**

Des Moines New Mexico EMS  
 Holiday Donations Drive

**WYOMING**

Carbon County Seniors Service, Inc  
 Food Bank of Wyoming

**MISSOURI**

Lockwood R-1 Schools

**ONTARIO**

Batchewana First Nation Food Bank  
 Batchewana First Nation Teen Centre  
 Beaverton Lions Club  
 Community Foundation for Lennox & Addington  
 Gleaners Food Bank  
 Quinte Conservation  
 Sandy Pines Wildlife Centre  
 Seaforth Lions Park and Pool  
 United Way of Kawartha Lakes

**QUÉBEC**

Cuisine Amitié



Case Study

# Rocky Mountain Adaptive x Bowhead Corp



In 2023, we teamed up again with Bowhead Corp. and Rocky Mountain Adaptive, two organizations focused on adapting outdoor recreational activities to individuals with physical, cognitive or developmental challenges.

When we learned that Bowhead was designing its first ever adaptive bike for children and smaller individuals, we knew it was something we wanted to be a part of. And, after the success of Rocky Mountain Adaptive's biking program since 2019 when BluEarth donated their first ever adaptive bike, a Bowhead Reach, we knew another great opportunity was on the horizon. In 2023, BluEarth purchased and donated the newest Bowhead Rogue bike to Rocky Mountain Adaptive, enabling the launch of their new program, adaptive biking for kids and smaller individuals.

This partnership is a testament to our purpose, bringing together extraordinary people with the power to change the future™.

Learn more about our latest partnership in the video below:



Case Study

# Food Bank of Wyoming Funding Partnership



In 2023, BluEarth and our 50% project partner kicked off a six-month funding partnership in support of the Food Bank of Wyoming, on behalf of our local wind development projects. This sponsorship supports the mobile food pantry for residents of Rock River, Medicine Bow and the surrounding areas to ensure that anyone in need has access to nutritious food.

To celebrate this partnership, members of the BluEarth team volunteered at the Rock River mobile food pantry in 2023, distributing food to local residents.

BluEarth has been a proud supporter of the Food Bank of Wyoming since 2019, and we look forward to continuing to support the important work this organization does to end hunger.

## Volunteer Program

We encourage our employees to make a direct impact in their communities through volunteerism. In addition to BluEarth volunteering initiatives, our BluGiving program provides every employee with two paid days annually to volunteer in their community.

Through this program, our team supported a variety of local organizations in 2023 including Brown Bagging for Calgary's Kids, Grow Calgary, support for local classrooms and several others.







Case Study

# Team Building Through Volunteerism

**We believe in strengthening our community through team-led volunteer activities.**

In July, our 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 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.

In November, our Calgary team volunteered with Brown Bagging for Calgary's Kids, preparing over 3,300 sandwiches and snacks for students across our community.

Brown Bagging for Calgary's Kids is a non-profit organization dedicated to ensuring students have barrier-free access to nutritious food at school. Brown Bagging for Calgary's Kids relies on the efforts of volunteers to supply lunches to over 7,500 students in over 230 schools daily.



# 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.



- 1 Non-binary
- 3 Male
- 4 Female

We provided **eight scholarships** as part of our 2023/24 program

Since our scholarship program began in 2014, BluEarth has awarded **nearly \$110,000** to post-secondary students in Canada

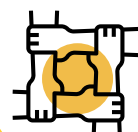
We also provided the **fifth annual scholarship** to a Grade 12 Student of the **Atwater Cosmos Grove City School** in Minnesota, USA on behalf of our local **Adams & Danielson Wind Facilities**

We 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 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 operating 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 Facility**  
shíshálh Nation

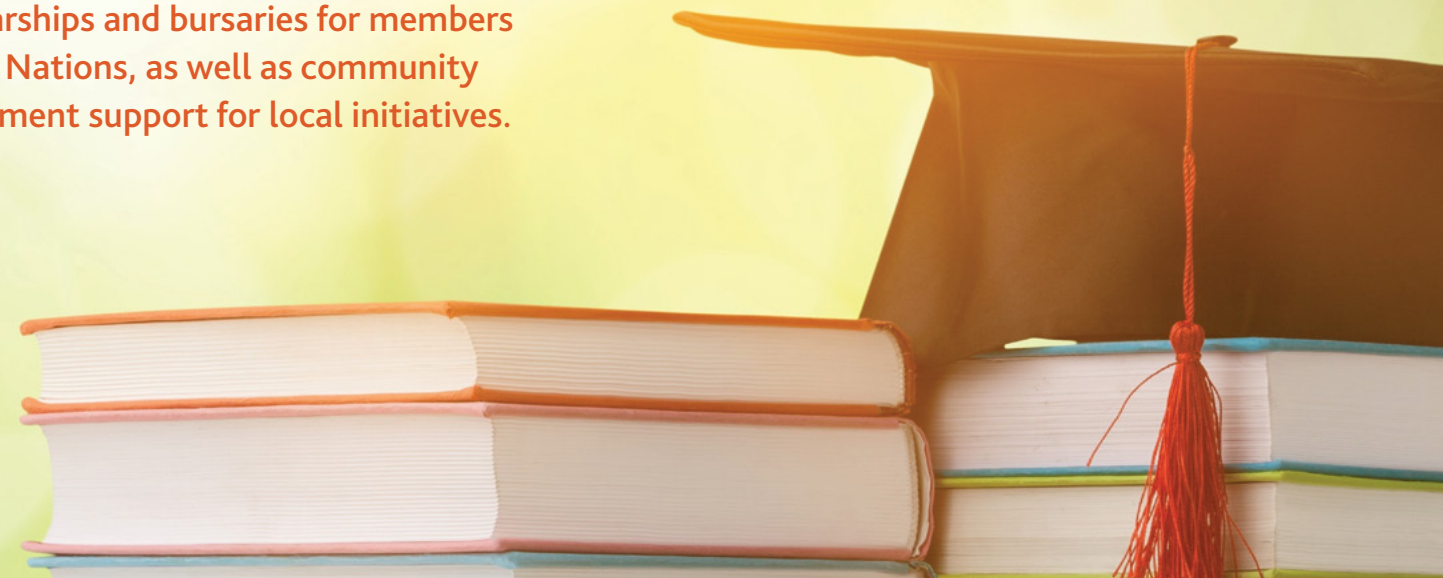
**Tyson Hydro Facility**  
shíshálh Nation

We have partnerships with **8 different Indigenous communities** on operating facilities

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

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

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



# 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.



Case Study

## Commissioning the Hand Hills Wind Facility

*"BluEarth is a long-term developer and operator of renewable energy projects across North America and Hand Hills is another great example of our ability to deliver on that approach," said Grant Arnold, President and CEO of BluEarth. "Hand Hills demonstrates how renewables provide a sustainable and cost competitive form of energy generation."*



**In 2023, we achieved commercial operations at the 145 MW Hand Hills Wind Facility located near Drumheller, Alberta.**

The Facility consists of 29 turbines, a substation and associated infrastructure, and represents an investment in Alberta of over \$250 million. The project created over 175 jobs at peak construction, and generates enough clean, renewable energy for the equivalent of approximately 68,000 homes annually\*.

In April 2021, we signed a long-term Power Purchase Agreement with Shell Energy North America (Canada), Inc. for the electricity and associated emission offsets from 100 MW of the Facility's capacity.

Grant Arnold added, "We are very grateful to Shell Energy North America, the landowners, the community and both Starland County and Special Areas 2 for their support on this project, and we look forward to working with and giving back to the community for decades to come."

Hand Hills, along with existing facilities owned by BluEarth and third parties, is monitored in 24/7 real-time by BluEarth's Remote Operations Centre in Calgary.

BluEarth is the long-term operator of Hand Hills and has been developing the facility since it was acquired in 2012 from Joss Wind Power Inc.

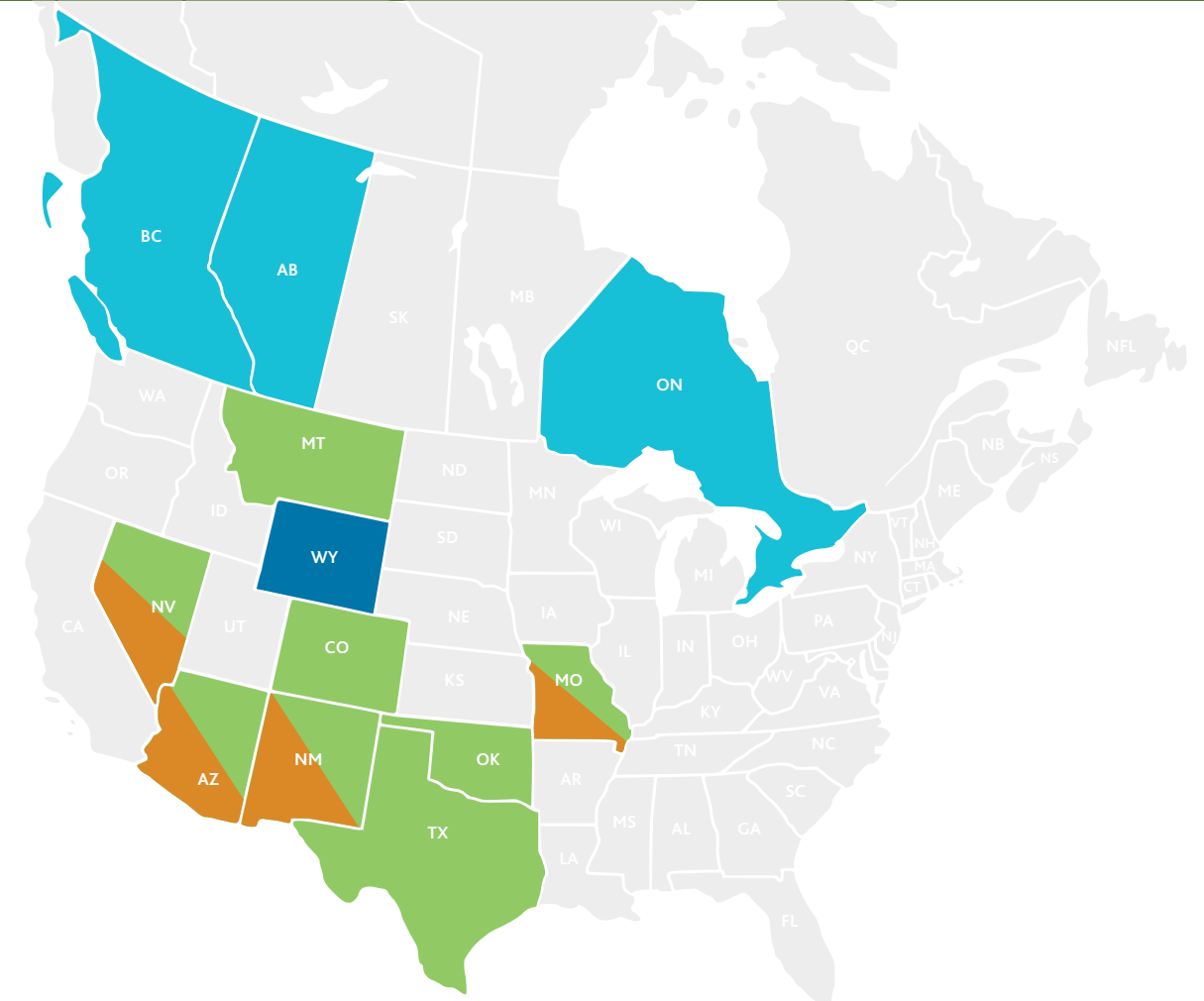
\*Based on the average annual household consumption in Alberta of 7,200 kWh



# Protecting Biodiversity & Natural Ecosystems

We are proud to have a positive impact on the surrounding environment through the generation of renewable energy, 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 to minimize potential environmental risk.

Over **\$1.2 million** spent on **environmental monitoring** across our operating portfolio in 2023



## 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.



## 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.



## DECOMMISSIONING & 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.

### 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, NEVADA, ARIZONA, NEW MEXICO, COLORADO, TEXAS, OKLAHOMA 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, NEVADA AND MISSOURI

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

### BRITISH COLUMBIA, ALBERTA AND ONTARIO

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

- Bat monitoring at our Hand Hills 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 at our Loyalist Solar Facility, including a continued program partnership and sponsorship of Wildlife Preservation Canada's Loggerhead Shrike Species Conservation Planning Program in Ontario



Case Study

# Reducing Aquatic Ecosystem Impacts Through Hydro Operations

Our Narrows Inlet Hydro Facility, located near Sechelt, BC, consists of two run-of-river hydro plants and a natural lake storage. In 2023, the region suffered a severe drought that had the potential to significantly impact fish species. At this time, two of our run-of-river plants, Upper Ramona and Lower Ramona, were not operating as a result of an existing flow restriction agreement in place with the Department of Fisheries and Oceans Canada (DFO) and the BC Ministry of Water, Land and Resource Stewardship (WLRS) designed to protect fish and fish habitat.

During this time, our local team of operators and a team of biologists noticed that due to the extreme drought conditions and environmental flow restrictions, the creek was at risk of drying up, which would seriously harm the aquatic ecosystem. Working closely with our Indigenous project partners, Shíshálh Nation, our team approached DFO and WLRS with a novel operational proposal which, while not following previously agreed-to environmental flow management, would address the novel climatic challenges presented by providing strategic operational flow releases to balance both water temperature and water quantity. While this operational proposal did not optimize operational revenue, it did ensure the highest likelihood of fish survival in difficult drought conditions. Through intense collaboration and real-time monitoring, the Upper Ramona plant was able to run strategically, providing a climate-mitigating effect to protect resident fish from distressing drought conditions.

The success of this 2023 drought-mitigation initiative informed the ongoing evolution of the project's operational protocols, as BluEarth continues to seek the optimization of power generation and ecological health in Ramona Creek. Not only has the normal operation of the Ramona Creek facilities evolved to the benefit of both fish and generation potential, but a new opportunity to use the facility to mitigate certain naturally occurring extreme climate conditions was identified through the collaborative cooperation between project partners and regulatory agencies.



# 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 related to our operations are quite low. Where we have seen increases in our Scope 1 or Scope 2 emissions, these have been directly attributed to the addition of new facilities, people and equipment as our company continues to grow.

The small carbon generation from our activities, such as vehicle transportation and electricity use at office and operating locations, is less than 0.2% of the emissions avoided by the renewable energy we generate.

In addition, BluEarth will purchase renewable energy credits to offset 100% of our Scope 2 electricity consumption across our offices and operating locations in 2023. This is an important step to creating a future that is less carbon intensive.

## GREENHOUSE GAS EMISSIONS

	2023 metric tonnes CO <sub>2</sub> , (tCO <sub>2</sub> e)	2022 metric tonnes CO <sub>2</sub> , (tCO <sub>2</sub> e)	2021 <sup>1</sup> metric tonnes CO <sub>2</sub> , (tCO <sub>2</sub> e)
Scope 1 – Direct (Fuel consumption)	694.7	647.1 <sup>1</sup>	606.1 <sup>1</sup>
Scope 2 – Indirect (Electricity consumption)	1,118.3	717.2	668.1 <sup>2</sup>
<b>Total Scope 1 + 2</b>	<b>1,813.0</b>	<b>1,364.3</b>	<b>1,274.2</b>

<sup>1</sup> Reported data for 2021 has been updated due to the incorrect emissions factor previously being used  
<sup>2</sup> Internal consumption estimates were required for some operating facilities where tracked amounts were not directly available

**100% of Scope 2 electricity consumption will be offset through the purchase of renewable energy credits**

**Our Scope 1 & 2 emissions account for less than 0.2% of the emissions avoided by the renewable energy we generate**

## EMISSIONS AVOIDED

	2023 <sup>1</sup> (metric tonnes)	2022 <sup>2</sup> (metric tonnes)	2021 <sup>3</sup> (metric tonnes)	2020 <sup>4</sup> (metric tonnes)
Scope 1 – Direct (Fuel consumption)	1,038,394	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>

<sup>1</sup> Based on the 2023 annual gross generation across all BluEarth operating facilities of 1,486,413,000 kWh  
<sup>2</sup> Based on the 2022 annual gross generation across all BluEarth operating facilities of 1,302,659,000 kWh  
<sup>3</sup> Based on the 2021 annual gross generation across all BluEarth operating facilities of 1,208,772,853 kWh  
<sup>4</sup> 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.

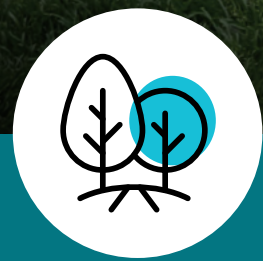
Our facilities do not generate waste as a result of the electricity generation process; however, where waste is generated through typical course of business (i.e., Domestic waste and recyclables, replaced/worn equipment, used oil recycling) our team ensures these are managed in a sustainable manner. 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

# Community Clean-up Initiatives



We're committed to investing in our planet and that through many small actions, we can make a big difference. Throughout the year, our team organized several clean-ups around our head office, collecting over 158 pounds of garbage.

## 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.

	2023	2022	2021
Total water withdrawn <sup>1</sup>	1,896 m <sup>3</sup>	1,061 m <sup>3</sup>	802 m <sup>3</sup>
Total water consumed	1,896 m <sup>3</sup>	1,061 m <sup>3</sup>	802 m <sup>3</sup>
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards and regulations <sup>2</sup>	0	0	0

<sup>1</sup> Does not include water temporarily diverted for run-of-river hydro operations that is returned to the stream or river after  
<sup>2</sup> As defined in SASB reporting framework

## LEED Certified Head Office

Our head office location in Calgary, Alberta 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.



*Case Study*

# A Sustainable Approach to Vegetation Management

For the third year, our Operations team has utilized sheep as a sustainable approach to vegetation management. We had flocks of sheep spread across nine operating solar facilities in 2023. 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.





# 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 and business continuity action plans and we maintain 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.

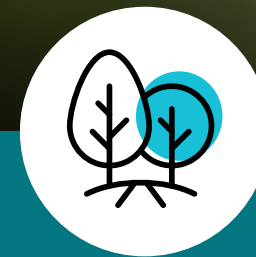
**Specific tools BluEarth has implemented to mitigate climate-related risks include:**

- Blade Management Standard that includes monitoring and an inspection program post lightning strike or other adverse weather events.
- Solar panel 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 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.
- Third party natural catastrophe assessments for all potential development projects to better understand climate-related risks.



Case Study

# Hosting Honeybees



After a successful pilot program in 2021, our SparkleLight Solar Facility in Ontario continued to host honeybees in 2023. This facility features a mix of clover, wildflower and weeds as groundcover, which the honeybees forage and pollinate.



# 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, environment and corporate social responsibility.

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

### AUDIT COMMITTEE

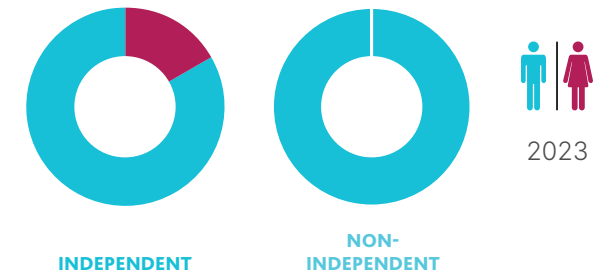
Oversees financial reporting, accounting systems and internal control over financial reporting; maintains a relationship with the external auditor; oversees debt compliance and liquidity matters; and reviews and assesses any complaints regarding auditing matters.

### HUMAN RESOURCES & 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

	F	M
Independent <sup>1</sup>	1	5
Non-Independent <sup>2</sup>	0	1
<b>Total</b>	<b>1</b>	<b>6</b>



<sup>1</sup> The Board has defined an independent director as a director who is independent of management. The three shareholder nominee directors are considered independent

<sup>2</sup> There is one non-independent director, 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 development needs and to review potential new candidates for appointment to the Board.

## Orientation & 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 attend education sessions and 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
- Artificial Intelligence Guidelines
- 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**

**11 Board of Directors meetings held in 2023 with a 94% attendance rate**

**4 Audit Committee meetings held in 2023 with a 92% attendance rate**

**5 Human Resources and Compensation Committee meetings held in 2023 with a 93% attendance rate**

**Continuing education for all directors on topics related to corporate governance matters, ESG reporting and North American renewable energy markets**

## 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.



**25 site visits from Operations Executives**

**43 site visits from Operations Management**

## 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 strongly believe in the prevention and reduction of all forms of forced and child labour. In 2023, BluEarth Renewables Inc. released its first Fighting Against Forced Labour and Child Labour in Supply Chains Act Report which provides a summary of the measures taken to prevent and reduce forced labour and child labour in our supply chains. The report is available on our website at [bluearth.ca/esg](http://bluearth.ca/esg).

## 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.



**0** cyber breaches

**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

Security **firewall upgrades** at all operating facilities

3 Incident Response Plan **tests completed**

# Sustainability Accounting Standard 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 and Wind Technology & Project Developers.

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

## ELECTRIC UTILITIES & POWER GENERATORS

Metric	2023 Performance	Code	Report Reference
<b>Greenhouse Gas Emissions &amp; Energy Resource Planning</b>			
Gross Global Scope 1 emissions in metric tons of CO <sub>2</sub> -e.	694.7 metric tonnes CO <sub>2</sub> .	IF-EU-110a.1	2023 ESG Report – Page 42
Percentage of gross global Scope 1 emissions covered under emissions-limiting regulations.	Not applicable – under threshold.		
Percentage of gross global Scope 1 emissions covered under emissions-reporting regulations.	Not applicable – under threshold.		
Greenhouse gas (GHG) emissions associated with power deliveries.	Not applicable. BluEarth does not deliver power directly to retail customers.	IF-EU-110a.2	2023 ESG Report – Page 42
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.	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 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.	IF-EU-110a.3	2023 ESG Report – Page 36
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.		

Metric	2023 Performance	Code	Report Reference
<b>Air Quality</b>			
Air emissions of NO <sub>x</sub> (excluding N <sub>2</sub> O) (in metric tons, t).	0	IF-EU-120a.1	n/a
Percentage of NO <sub>x</sub> (excluding N <sub>2</sub> O) in or near areas of dense population (%).	0		
Air emissions of SO <sub>x</sub> (in metric tons, t).	0		
Percentage of SO <sub>x</sub> in or near areas of dense population (%).	0		
Air emissions of particulate matter (PM10) (in metric tons, t).	0		
Percentage of particulate matter (PM10) in or near areas of dense population (%).	0		
Air emissions of lead (Pb) (in metric tons, t).	0		
Percentage of lead (Pb) in or near areas of dense population (%).	0		
Air emissions of mercury (Hg) (in metric tons, t).	0		
Percentage of mercury (Hg) in or near areas of dense population (%).	0		
<b>Water Management</b>			
Total water withdrawn (m <sup>3</sup> ).	1,895.7 <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	2023 ESG Report – Page 45
Total water consumed (m <sup>3</sup> ).	1,895.7		
Percentage of each in regions with High or Extremely High Baseline Water Stress (%).	70% in High or Extremely High Water Risk Area. Based on key office locations in Calgary and Phoenix, where high or extremely high baseline water stress has been reported.		

Metric	2023 Performance	Code	Report Reference
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 generate power and our facilities do not require 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 unaltered.	IF-EU-140a.3	2023 ESG Report – Page 45
<b>Workforce Health &amp; Safety</b>			
Total recordable incident rate (TRIR).	4.58	IF-EU-320a.1	2023 ESG Report – Page 20
Fatality rate.	0.0		
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.		
<b>Grid Resiliency</b>			
Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations.	0 (2023 was the first year that BluEarth had a North American Electric Reliability Corporation (NERC) registered facility.)	IF-EU-550a.1	n/a

## ACTIVITY METRICS

Metric	2023 Performance	Code	Report Reference
Number of: 1. Residential 2. Commercial 3. Industrial customers served	1. Residential: Not applicable. BluEarth does not sell electricity directly to residential customers. 2. Commercial: 24 3. Industrial customers served: Not applicable. BluEarth does not sell electricity directly to windustrial 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: 104,094 MWh 3. Industrial: 0 MWh 4. All other retail customers: 0 MWh 5. Wholesale customers: 1,382,319 MWh  <i>All generation metered at 100% ownership, and it does not include forgone energy.</i>	IF-EU-000.B	2023 ESG Report – Page 13
Length of transmission and distribution lines.	202.6 km  <i>Only overhead lines were included for 2023 based on the information available.</i>	IF-EU-000.C	2023 ESG Report – Page 13
Total electricity generated, percentage by major energy source, percentage in regulated markets.	Hydro: 396,624 MWh (27%) Solar: 407,944 MWh (27%) Wind: 681,845 MWh (46%)  <i>All generation metered at 100% ownership.</i>	IF-EU-000.D	2023 ESG Report – Page 13
Total wholesale electricity purchased.	0 MWh	IF-EU-000.E	2023 ESG Report – Page 13

### SOLAR TECHNOLOGY & PROJECT DEVELOPERS

Metric	2023 Performance	Code	Report Reference
<b>Water Management</b>			
Total water withdrawn (m³).	Refer to IF-EU-140a.1	RR-ST-140a.1	2023 ESG Report – Page 45
Total water consumed (m³).			
Percentage of each in regions with High or Extremely High Baseline Water Stress (%).			
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	2023 ESG Report – Page 45
<b>Hazardous Waste Management</b>			
Number of reportable spills (>1L).	2	RR-ST-150a.2	2023 ESG Report – Page 43
Aggregate quantity of reportable spills (litres).	260		
Quantity recovered (litres).	250		
<b>Ecological Impacts of Project Development</b>			
Total number of shutdowns or project delays related to ecological impacts.	0	RR-ST-160a.1	2023 ESG Report – Page 24
Aggregate duration of project delays related to ecological impacts (# of days).	0		

Metric	2023 Performance	Code	Report Reference
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. 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 webpage 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	2023 ESG Report – Page 24

### WIND TECHNOLOGY & PROJECT DEVELOPERS

Metric	2023 Performance	Code	Report Reference
<b>Workforce Health &amp; Safety</b>			
Total recordable incident rate (TRIR).	Refer to IF-EU-320a.1 Refer to IF-EU-320a.1	RR-WT-320a.1	2023 ESG Report – Page 20
Fatality rate.			



# UN 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 Target Description

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

## 2023 Metrics & Performance

- Donations made to local food banks in the communities where we live, work and operate to help address food insecurity

Page 30 – Food Bank of Wyoming Funding Partnership  
 Page 25 – Community Investment  
 Page 30 – Team Building Through Volunteerism



## SDG Target Description

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

## 2023 Metrics & Performance

- 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 & wellbeing

Page 16 – Rewards  
 Page 17 – Mental Health  
 Page 20 – Health & Safety

3.9 // By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination

- No air emissions as a result of renewable energy generation

Page 42 – Our Carbon Footprint





**SDG Target Description**

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

**2023 Metrics & Performance**

- 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

Page 25 – Community Investment  
Page 34 – Scholarship Program

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

- 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

Page 34 – Scholarship Program  
Page 35 – Indigenous Relations

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

- 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

Page 15 – Diversity, Equity & Inclusion  
Page 51 – Board Diversity  
Page 34 – Board Composition  
Page 52 – Code of Conduct & Workplace Policies



**SDG Target Description**

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

**2023 Metrics & Performance**

- Representation of women in management positions, non-management positions and on Board
- Representation of women who are recipients of BluEarth funded scholarships and bursaries

Page 15 – Diversity, Equity & Inclusion  
Page 51 – Board Diversity  
Page 51 – Board Composition  
Page 51 – Scholarship Program



**SDG Target Description**

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

**2023 Metrics & Performance**

- Total number and total volume of recorded significant spills

Page 43 – Waste Management  
Page 44 – Community Clean-up Initiatives

6.6 // By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes

- Water consumption and protection practices

Page 45 – Water Use

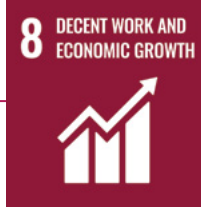


**SDG Target Description**

7.2 // By 2030, increase substantially the share of renewable energy in the global energy mix

**2023 Metrics & Performance**

- Portfolio overview and renewable energy generation
- Page 13 – Our Operating Portfolio
- Page 37 – Commissioning the Hand Hills Wind Facility



**SDG Target Description**

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

**2023 Metrics & Performance**

- Direct and indirect employment
- Training and development for employees
- Page 15 – Our Team
- Page 19 – Learning & Development

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

- 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

- Page 15 – Our Team
- Page 16 – Rewards
- Page 19 – Learning & Development
- Page 51 – Board Diversity

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

- 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

- Page 20 – Health & Safety
- Page 52 – Code of Conduct & Workplace Policies
- Page 21 – Operator Safety Summit



**SDG Target Description**

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

**2023 Metrics & Performance**

- Commitment to working with local communities where we live, work and operate, including Indigenous Peoples, to provide economic benefit

- Page 13 – Our Portfolio
- Page 24 – Our Approach to Community Engagement
- Page 25 – Community Investment
- Page 35 – Indigenous Relations

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

- Protection of biodiversity & natural ecosystems, including current programs as part of project development and operations
- Greenhouse gas emissions

- Page 38 – Protecting Biodiversity & Natural Ecosystems
- Page 42 – Our Carbon Footprint
- Page 40 – Reducing Aquatic Ecosystem Impacts Through Hydro Operations



**SDG Target Description**

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

**2023 Metrics & Performance**

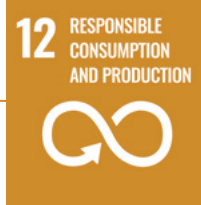
- Percentage of employees per employee category
- Total number of employees by employment type
- Training and development opportunities provided for employees
- Percentage of individuals within the organization's governance bodies by gender and age group

Page 15 – Our Team  
 Page 16 – Rewards  
 Page 19 – Learning & Development  
 Page 51 – Board Diversity

10.4 // Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

- Competitive salary and benefits packages for employees
- Learning and development opportunities to grow skills

Page 16 – Rewards  
 Page 19 – Learning & Development



**SDG Target Description**

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

**2023 Metrics & Performance**

- Tracking and offsetting of greenhouse gas emissions
- Robust waste, recycling and compost programs
- Tracking and reporting of any large spills

Page 38 – Protecting Biodiversity & Natural Ecosystems  
 Page 42 – Our Carbon Footprint  
 Page 43 – Waste Management

12.5 // By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

- Robust waste, recycling and compost programs

Page 43 – Waste Management

12.7 // Promote public procurement practices that are sustainable, in accordance with national policies and priorities

- Responsible Procurement Policy

Page 38 – Protecting Biodiversity & Natural Ecosystems  
 Page 52 – Code of Conduct & Workplace Policies



**SDG Target Description**

13.2 // Integrate climate change measures into national policies, strategies and planning

**2023 Metrics & Performance**

- Tracking & offsetting of greenhouse gas emissions

Page 8 – Letter from our President & CEO  
 Page 42 – Our Carbon Footprint



**SDG Target Description**

14.3 // Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels

**2023 Metrics & Performance**

- Protection of biodiversity and natural ecosystems, including current programs as part of project development and operations
- Greenhouse gas emissions

Page 38 – Protecting Biodiversity & Natural Ecosystems  
 Page 42 – Our Carbon Footprint



**SDG Target Description**

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 dry lands, in line with obligations under international agreements

**2023 Metrics & Performance**

- Tracking and reporting of any large spills
- Protection of biodiversity and natural ecosystems, including current programs as part of project development and operations

Page 38 – Protecting Biodiversity & Natural Ecosystems  
Page 43 – Waste Management

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

- 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

Page 24 – Our Approach to Community Engagement  
Page 38 – Protecting Biodiversity & Natural Ecosystems  
Page 43 – Waste Management



**SDG Target Description**

16.3 // Promote the rule of law at the national and international levels and ensure equal access to justice for all

**2023 Metrics & Performance**

- 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 52 – Code of Conduct & Workplace Policies  
Page 53 – Whistleblowing Policy

16.5 // Substantially reduce corruption and bribery in all their forms

- Training for all employees on corruption and bribery
- Policies applicable to all employees and directors on ethical standards and anti-bribery / anti-corruption

Page 52 – Code of Conduct & Workplace Policies  
Page 53 – Enterprise Risk Management  
Page 53 – Responsible Procurement

16.6 // Develop effective, accountable, and transparent institutions at all levels

- Board meetings and reporting
- Policy for board member selection and diversity

Page 15 – Diversity, Equity & Inclusion  
Page 51 – Board Diversity  
Page 51 – Board Composition



**SDG Target Description**

17.17 // Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships

**2023 Metrics & Performance**

- Honest and transparent relationships with government, communities, Indigenous Peoples and industry peer groups

Page 24 – Community Benefits  
Page 35 – Indigenous Relations

**Thank you for reading  
our 2023 ESG Report on the  
progress we have made in support  
of our four ESG priorities.  
We are committed to making a  
difference in the world by bringing more  
renewable energy to the power grid  
every day.**

Together, we have the  
*Power to Change* THE FUTURE™



*Power to Change* THE FUTURE™

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