

# SUSTAINABILITY REPORT 2024





# 100% RENEWABLE ENERGY

Our sustainability report summarizes the key activities across our business that deliver on our purpose, through the generation of 100 per cent renewable energy. We all have an important role to play in ensuring a reliable and affordable energy future for our generation and generations to come.

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

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# 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 fourth report highlighting the achievements and progress made toward our sustainability targets. With our 2024 report and going forward we reference sustainability efforts, an evolution from the environment, social and governance (ESG) framing of our first three reports.

## 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 the scope of our sustainability reporting, as well.

The information contained in this report covers BluEarth’s activities from January 1, 2024, to December 31, 2024, unless otherwise noted. The content 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 per cent 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).



# 2024 HIGHLIGHTS + KEY STATS


Equivalent of close to  
**207,000** homes powered



**Awarded three  
employer awards**



More than  
**838 MW<sub>AC</sub>**  
gross in operation, under construction  
or with a power purchase agreement

 **91%** of revenue from  
long-term, fixed-price contracts

More than  
**7 GW** in development 

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

Renewable energy credits were purchased to offset our 2023 Scope 2 electricity consumption across our offices and operating locations. We also plan to purchase renewable energy credits to offset 100 per cent of our 2024 Scope 2 electricity consumption across our offices and operating locations.

 **146** full-time employees<sup>1</sup>

 **100%** of tuition reimbursed  
for continuing education

 **2 Ecologo  
Certified  
Facilities**

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

Batchewana First Nation acquired BluEarth's  
**50% ownership**  
of the Bow Lake Wind Facility, bringing their  
ownership to 100%. BluEarth continues to oversee  
operations and provide management services



<sup>1</sup>As of year-end 2024



# LETTER FROM OUR PRESIDENT & CEO



In 2024, our industry again faced many different headwinds, including supply chain challenges and the market uncertainty of a changing political landscape. We still emerged strong. The demand for the power we produce continues to grow at an unprecedented rate. Renewable energy is increasingly viewed as essential to fulfilling today's and tomorrow's energy needs. And we have the right team in place to efficiently tackle the challenges.

In 2024, we continued our commitment to further reduce our environmental footprint by offsetting 100% of our Scope 2 electricity consumption with the purchase of renewable energy credits. BluEarth works closely or partners with First Nations groups at many of our development and operating sites. In 2024, the Batchewana First Nation acquired BluEarth's 50 per cent interest in the Bow Lake Wind Facility, a project we developed and then operated in partnership with them. BluEarth is proud to continue to oversee operations and provide management services to the facility.

Throughout the year, we continued construction on the quA-ymn Solar Project, B.C.'s largest utility-scale solar facility to date. The project, built atop a retired mining tailings storage facility, is a unique partnership. quA-ymn was initiated by Nlaka'pamux Nation Tribal Council in 2011; BluEarth was invited to partner with them on the project in 2019. Commercial operations were achieved in June 2025.

We continue to institute new technologies that improve safety and productivity and enhance the ways in which we work. In 2024, a new fire detection system was installed at one of our run-of-river hydroelectric facilities in British Columbia to assist with early detection and notification of wildfires. The early detection system notifies our 24-hour BluEarth Remote Operating Centre (BEROC) of any concerns, allowing for resources to be deployed much earlier and more precisely than ever before. A range of other new technologies streamline and simplify how we work, freeing employees to focus on their priorities.

The dedicated and skilled BluEarth team is the heart of our organization and BluEarth continues to provide competitive people programs, flexible working options and a vibrant work environment. We also maintain our commitment to giving back to the communities where we live, work and operate, with scholarships, new and continued community partnerships, and a range of employee volunteer opportunities.

BluEarth was again recognized with three employer awards in 2024: Canada's Greenest Employer Award, Canada's Top Small and Medium Employer Award, and Alberta's Top 80 Employer Award.

I am pleased to share BluEarth's 2024 Sustainability Report, the fourth such report we have published. This year we graduated from environment, social and governance (ESG) reporting to the more expansive sustainability reporting, reflecting how our company is growing and maturing as we enter our 15th year of operations. The report details progress made toward our four priorities and the achievements and activities of the team as we live out our purpose of bringing together extraordinary people with the power to change the future.

*Grant Arnold*



# SUSTAINABILITY 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 for generations to come.

Our sustainability performance is centred around four key priorities and a commitment to continuous improvement.

## OUR KEY PRIORITIES



**BUILDING A RESILIENT  
TEAM & CULTURE**



**NURTURING STRONG  
RELATIONSHIPS**



**FURTHERING ENVIRONMENTAL  
STEWARDSHIP**



**LEADING WITH  
STRONG GOVERNANCE**









# 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 roles and responsibilities. BluEarth provides a broad scope of programs, from a competitive reward and benefits program to flexible time work arrangements and training and development opportunities that 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. We're proud of the extraordinary team at BluEarth - people who continue to demonstrate the power to change the future.

We recognize that a talented, diverse workforce is a competitive advantage. Our success reflects the value and skills of our people, and our people reflect the communities where we work and live. We believe in treating all people with respect and dignity and strive to create a workplace that is supportive and understanding, where all individuals can realize their maximum potential.

## OUR CULTURE

We have a high-energy, high-performance workplace and a culture that reflects our values every day and in all that we do. We want our people to thrive and succeed.

It starts with recruitment. BluEarth employment opportunities are posted broadly, and are also targeted to local Indigenous communities, many of which are our project neighbours or partners.



A robust onboarding program for new employees helps them be successful in their new roles as soon as possible, ensuring they know they are valued and part of the team. A positive first experience can influence long-term employment.

We continuously work to improve team communication and culture and encourage learning and development and have a variety of flexible work options in place to support work/life balance.

## REWARDS

Competitive compensation is important for ensuring people feel valued, motivated, and recognized for their contributions. That's why we have a thoughtful and competitive compensation philosophy that encompasses more than base pay and is applied consistently across the organization.

In addition to pay, our total rewards program includes:

-  An annual monetary recognition that ensures employees are aligned with corporate goals and performance
-  A health and wellness spending account
-  Comprehensive benefits
-  An employee and family assistance program
-  Retirement savings matching
-  Time off
-  Leaves of absence
-  Volunteer programs
-  Flexible work arrangements



**33%**

of our leadership roles are held by women



**31%**

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

## Our Employer Awards





## CASE STUDY

# TOTAL REWARDS STATEMENTS

BluEarth employees received a personal total rewards statement in 2024, an initiative that reflects our commitment to transparency, and our philosophy that rewards are more than just a pay cheque.

The total rewards statements detailed the full suite of benefits provided by the company in addition to monetary compensation, such as workplace flexibility and volunteer days. In addition to being an educational or awareness tool for employees, the statements are useful for leaders having total reward conversations with staff and are a valuable attraction and retention tool.



## 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 2024, we continued to prioritize the mental health of our employees. Mental health training was available to all employees and leaders through the Mental Health Commission of Canada's program, The Working Mind. This program seeks to change behaviours and attitudes toward mental illness, helping ensure people are treated fairly and have opportunities to fully contribute to society.

We also continue to offer employees the Canadian Mental Health Association's Not Myself Today program, which focuses on building 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 mental health resources. All monthly safety meetings for our operations teams start with a discussion on mental health, to facilitate and encourage positive, healthy conversations on the topic.

## FLEXIBLE WORK PROGRAMS

As part of our commitment to providing a work environment that promotes a healthy work-life balance, we offer flexible working programs for employees. Our Remote Work Program gives eligible employees the option to work remotely for up to eight weeks every year, including in select out-of-country locations. This program is in addition to a hybrid program introduced in 2021, which allows eligible employees to opt to work remotely two designated days every week. Eligibility depends on whether the work can be completed remotely.

## TIME OFF

Time away from work to rest and recharge is important 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 their discretion.

## EMPLOYEE & FAMILY ASSISTANCE PROGRAM

Health starts at home, and we're committed to ensuring that support and resources are in place for our employees and their families. Through BluEarth's employee and family assistance program, 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. The program is administered through Greenshield in Canada, and Inkblot in the U.S.



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

Training offered for all leaders and employees

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

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

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

**A three-day corporate retreat** encouraged culture, connection and alignment

**Ongoing formal and self-led training and tools offered** to support continuous learning and development for all employees



# 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.

# 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, healthy competition, and fun.

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

# HEALTH AND SAFETY

We're committed to providing a safe and healthy workplace and ensuring that our offices and operating facilities meet or exceed safety standards. We encourage every employee to take personal responsibility for contributing to a healthy and safe work environment, as well.

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. Health and safety manuals, policies, practices, guidelines, and training programs are in place to ensure a safe and healthy work environment for all employees, regardless of location.

	2024 (All Employees)	2023 (All Employees)	2022 (All Employees)
Total Recordable Injury Frequency (TRIF)	0.00	4.58	0.00
Lost Time Injury Frequency (LTIF)	0.00	0.76	0.00

# EMERGENCY RESPONSE PLAN

Our Emergency Response Plan (ERP) outlines the appropriate steps to take in the event of an emergency. 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.

Our annual employee feedback survey had a **92%** response rate

**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

A **Career & Performance Workbook**, which provides comprehensive guidance on career development at BluEarth. This resource covers our philosophy on growth, goal-setting strategies and preparation tips for performance and assessment conversations

Nearly **580** positive safety observations tracked

**201** monthly site inspections completed

**22** formal site safety inspections

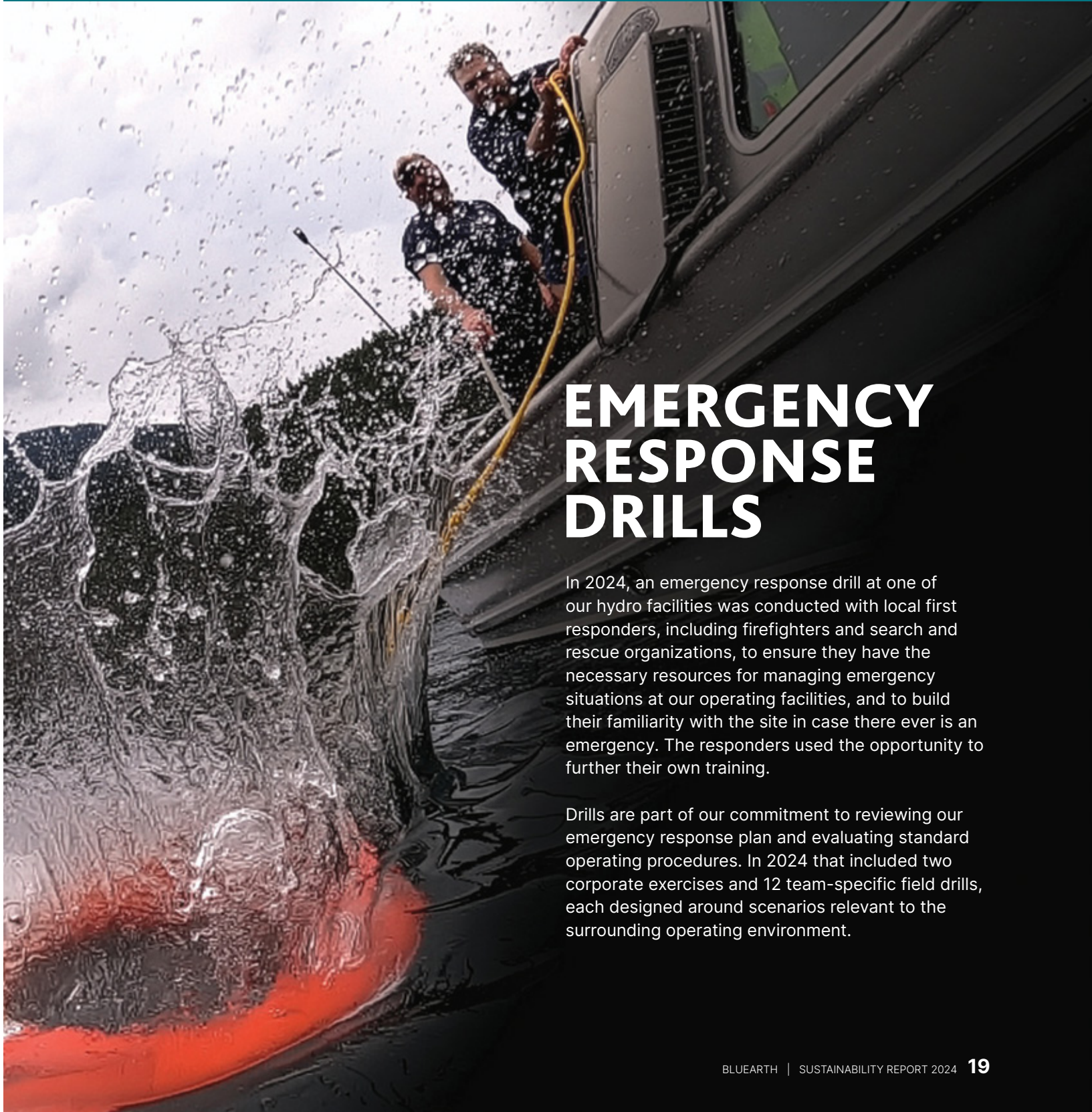
**373** weekly site safety meetings

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

**2** corporate emergency response plan drills completed

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

# CASE STUDY



# EMERGENCY RESPONSE DRILLS

In 2024, an emergency response drill at one of our hydro facilities was conducted with local first responders, including firefighters and search and rescue organizations, to ensure they have the necessary resources for managing emergency situations at our operating facilities, and to build their familiarity with the site in case there ever is an emergency. The responders used the opportunity to further their own training.

Drills are part of our commitment to reviewing our emergency response plan and evaluating standard operating procedures. In 2024 that included two corporate exercises and 12 team-specific field drills, each designed around scenarios relevant to the surrounding operating environment.



## CASE STUDY



## **SN** SENSENET

In 2024, BluEarth and SenseNet, a Vancouver-based company providing rapid wildfire detection solutions, partnered to enhance the safe and efficient operations at our Narrows Inlet and Tyson Creek hydro facilities in British Columbia. SenseNet's fire detection technology uses advanced sensors, high-resolution cameras, AI algorithms, and real-time data processing to detect early wildfire activity.

The technology, comprised of 60 sensors and two cameras, was installed along a remote stretch of topographically challenging transmission line connecting BluEarth's Narrows Inlet and Tyson Creek hydro facilities to BC Hydro's transmission grid. The system is also monitored 24/7 by BluEarth's Remote Operations Centre in Calgary.



# NURTURING STRONG RELATIONSHIPS

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

We work hard to meet this commitment through open dialogue or consultation with every community that hosts a BluEarth 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 community input and collaboration with all our stakeholders. From the early siting of a project, through the regulatory and construction phases and finally into operations, we work to forge long-term relationships and help build strong communities.

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

- Newsletter mailouts
- Community meetings and open houses
- One-to-one meetings
- Municipal council meetings
- Project-specific webpages
- A dedicated project liaison

In 2024, we were proud to support close to **70 different charities** across our portfolio

We invested **more than \$180,000** in support of the local communities where we live, work and operate

## COMMUNITY BENEFITS

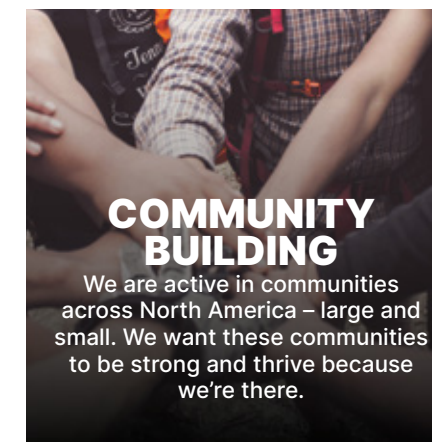
During the development, construction, and operation of all projects, BluEarth seeks to build long-term relationships with local communities. We work closely with local stakeholders to ensure projects bring community benefits for decades to come.

Project benefits include:

- Employment during construction
- Full-time employment related to the operation and maintenance of the facility
- Indirect revenue through the hiring or 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
- Dedicated funds to ensure direct benefits to the local community

## 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:





CASE  
STUDY

INSPIRING THE NEXT  
GENERATION THROUGH  
EDUCATION

At BluEarth, we’re committed to inspiring the next generation by creating opportunities for students to learn about renewable energy. In 2024, we invited students from Inside Education to visit our Suffield Solar Facility in southern Alberta and learn more about our operations and how renewable energy is generated.

Inside Education is an education charity that provides students with hands-on learning experiences focused on environmental stewardship and natural resources.



SOME OF THE  
ORGANIZATIONS  
WE SUPPORTED  
IN 2024 INCLUDED:

ALBERTA

- Cactus Country ECS
- Cadogan Agriculture Society
- Chauvin Elks
- Chauvin 4-H Beef Club
- Delia Fire Department
- Enchant Community Hall
- Red Cross Alberta Wildfires Appeal
- North 40 Mile 4-H Club
- Hand Hills Lake Club
- Hanna Food Bank
- Hanna Garden Society
- HALO Air Ambulance
- Provost Food Bank

BRITISH COLUMBIA

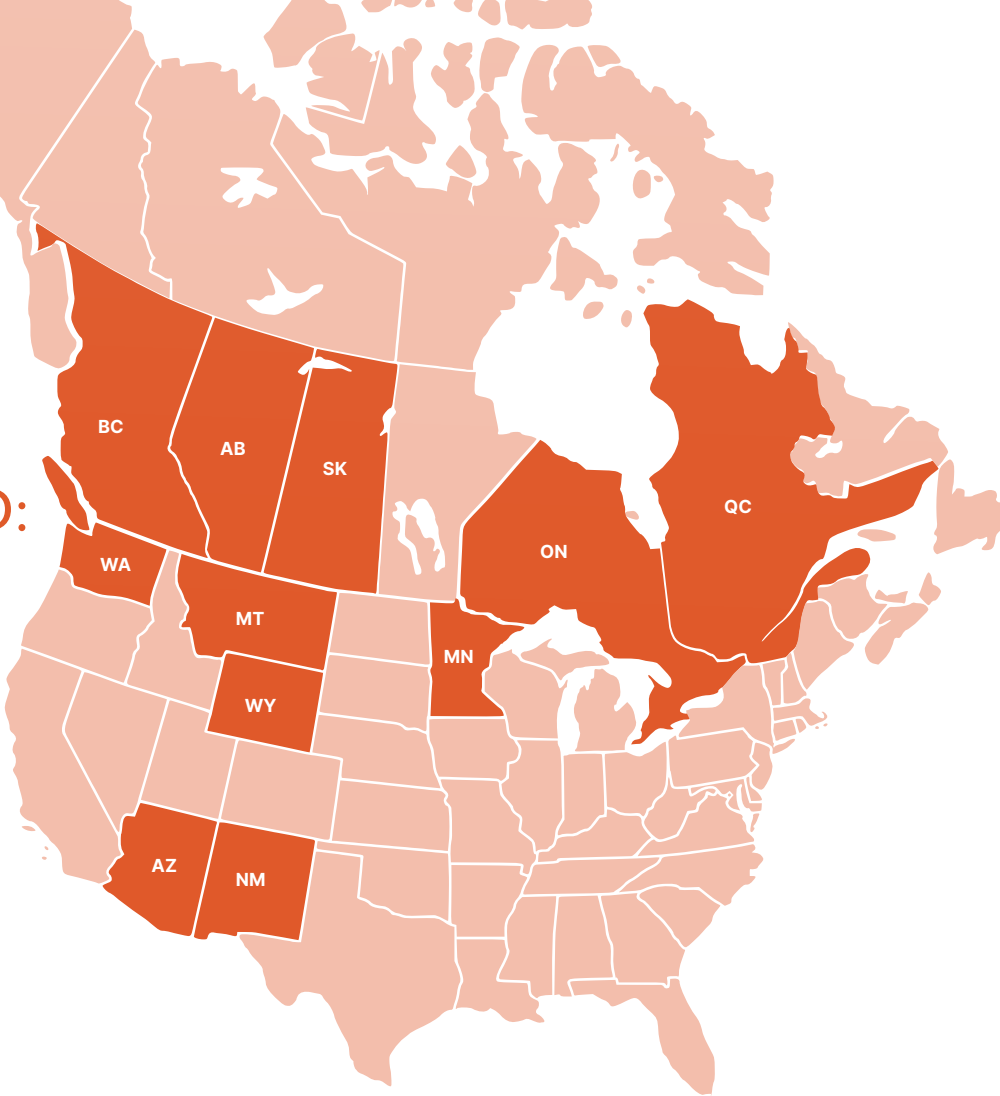
- Sechelt Secret Santa
- Sunshine Coast Food Bank
- Cheakamus Foundation for Environmental Learning
- Terrace Search and Rescue
- The Loon Foundation

ONTARIO

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

SASKATCHEWAN

- The Nature Conservancy of Canada
- FHQ Golf Tournament



QUEBEC

- Le Musée des Abénakis

ARIZONA

- Navajo County Fair
- Arizona Fish and Game

MINNESOTA

- ACGC School
- Cosmos Fire Department Relief Association
- Grove City Relief Association

MONTANA

- Helping Hands in Hardin

NEW MEXICO

- Des Moines New Mexico EMS Holiday Donations Drive

WASHINGTON

- Lind Lions Club

WYOMING

- Food Bank of Wyoming



# VOLUNTEER PROGRAM

We encourage our employees to make a direct impact in their communities through volunteerism. In addition to BluEarth volunteer 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 2024 including Grow Calgary, The Mustard Seed, support for local classrooms, 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 for 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.



Since our scholarship program began in 2014, **BluEarth has awarded nearly \$125,000 to post-secondary students** in Canada and the United States

**The Hand Hills Wind scholarship program** was established in 2024 and will award annual scholarships to one student from both Delia School and J. C. Charyk Hanna School

We provided **eight scholarships** as part of our 2024/25 program, close to **40% of which were awarded to female students**

We provided the **sixth 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

# 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. They include:

- Bow Lake Wind Facility · Batchewana First Nation<sup>1</sup>
- 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<sup>2</sup>
- Jenner Solar Facility · Conklin Métis Local 193<sup>2</sup>
- 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 scholarships and bursaries for members of the Nations, as well as community investment support for local initiatives.

<sup>1</sup> BluEarth sold its 50 per cent ownership in the Bow Lake Wind Facility to project partners, the Batchewana First Nation, effective September 16, 2024.  
<sup>2</sup> On December 31, 2024, BluEarth purchased the Conklin Métis Local 193's interest in the Hays and Jenner projects. We now own 100 per cent of these projects.





CASE  
STUDY

CASE  
STUDY



## VOLUNTEERING IN OUR COMMUNITY

At BluEarth, we believe that together we have the power to change the future. In August, our Calgary team spent the day volunteering at Grow Calgary building garden boxes and watering crops. BluEarth also donated 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 and ensures consistent access to healthy, local food.

In December, our Calgary team volunteered at The Mustard Seed to help set up holiday decorations. The Mustard Seed provides valuable resources to those experiencing problems associated with poverty and homelessness.



## ALBERTA FIREFIGHTING SUPPORT

In 2024, we continued our commitment to helping build healthy, thriving communities where we live, work and operate. As an Alberta-based company, we were deeply saddened to see the impacts of the forest fires across the province, and country. Together, with our employees, we donated over \$5,000 to the Red Cross Alberta and Canadian Wildfire Appeals. Donations were also matched by the Canadian government, tripling the impact and providing essential resources to those in need.

We have great appreciation for local emergency response teams, and in 2024 we were proud to continue our support for HALO Air Ambulance and Delia Fire Department to ensure all communities in southern Alberta have access to emergency care.



## CASE STUDY

# INDIGENOUS PARTNERSHIPS & QUA-YMN SOLAR FACILITY

The quA-ymn Solar Project is a unique, award-winning 50/50 partnership between shQUAQUash Energy Limited Partnership and BluEarth Renewables. Nlaka'pamux Nation Tribal Council (NNTC) began development work on this project in 2011, and a partnership was formed with BluEarth in 2019. All governance and decision-making are shared equally between the partners, including the selection of a brownfield site within an existing mine because of its positive environmental impact. The project will produce enough energy to power more than 2,400 homes annually.\*

\*Based on the average household consumption in British Columbia of approximately 9,000 kWh.





# 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.



## PROTECTING BIODIVERSITY AND NATURAL ECOSYSTEMS

We are proud to have a positive impact on our 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.

Close to **\$1.4 million** was spent on **environmental monitoring** across our operating portfolio in 2024



### 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

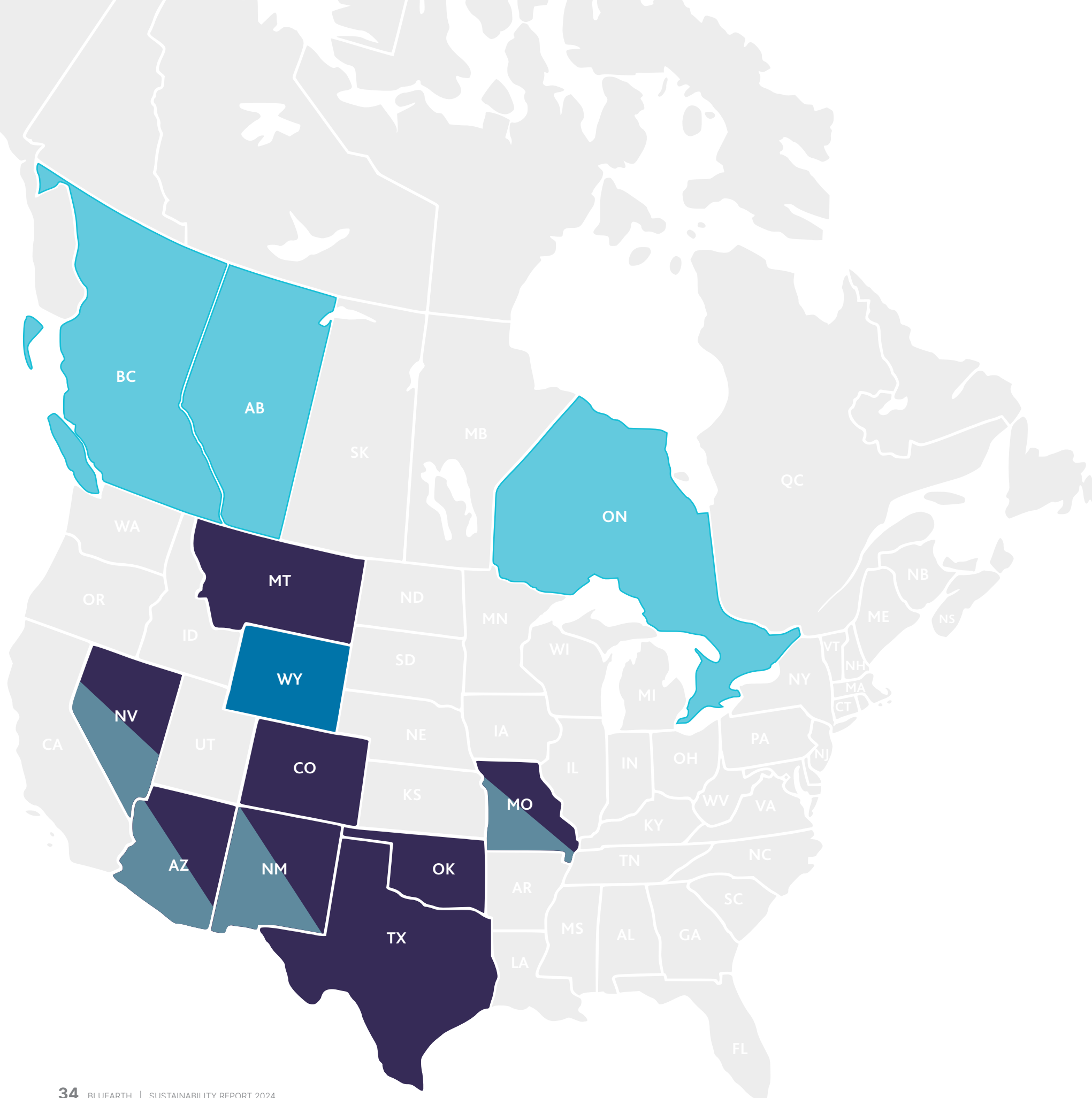
Our team works diligently to ensure operational monitoring plans are in place and to provide open communication and transparency with regulators. We retain experts to conduct monitoring, compliance and reporting of all environmental commitments, and track completion using our internal tracking systems.



### DECOMMISSIONING 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.





## WYOMING

We have completed multiple years of data collection, developed a robust environmental mitigation and monitoring program, and published an Environmental Assessment in support of right-of-way applications and permit applications.

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

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. We have worked closely with regulatory agencies to ensure our studies are focussed on the species identified as the greatest conservation concern that are known to be in the region.

## ALBERTA, BRITISH COLUMBIA, 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.
- Optimizing the fish habitat compensation channel design for the Narrows Inlet Hydro facilities in collaboration with federal Department of Fisheries and Oceans and the shíshálh Nation.
- Continued 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.
- Innovative operational adaptive management at the Narrows Inlet Hydro Facility that altered facility operations to mitigate drought and water temperatures that would otherwise have the potential to harm fish.
- 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.
- Developing quA-ymn Solar Facility on a mine tailings storage site which minimized tree clearing (none for the solar array itself) and optimized the use of previously impacted land that could otherwise only support grass.



## CASE STUDY

# A SUSTAINABLE APPROACH TO VEGETATION MANAGEMENT

For the fourth year, our solar operations teams have used sheep as a sustainable approach to vegetation management. We had flocks of sheep spread across nine operating solar facilities in 2024. 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.

## CASE STUDY

# HOSTING HONEYBEES

After a successful pilot program in 2021, our SparkleLight Solar Facility in Ontario continued to host honeybees in 2024. This facility features a mix of clover, wildflower, and weeds as groundcover, which the honeybees forage and pollinate.



# OUR CARBON FOOTPRINT

The nature of our business, generating electricity through renewable wind, solar and hydro resources, means that greenhouse gas (GHG) emissions related to our operations are low. Any increases in our Scope 1 or Scope 2 emissions have typically been attributed to the addition of new facilities, people and equipment as our company continues to grow.

BluEarth purchased renewable energy credits to offset 100 per cent of our 2023 Scope 2 electricity consumption across our offices and operating locations. We are once again working to purchase renewable energy credits to offset 100 per cent of our 2024 Scope 2 electricity consumption across our offices and operating locations.

This is an important step toward a future that is less carbon intensive.

**100%** of 2024 Scope 2 electricity consumption across our offices and operation locations will be offset through the purchase of **renewable energy credits**

# WASTE MANAGEMENT

Our team is committed to reducing the amount of waste generated and all our office facilities have robust recycling and compost programs in place to divert items from landfills. 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 by-product of the electricity generation process; however, where waste is generated through typical course of business (i.e., domestic waste and recyclables, replaced/worn equipment, packaging, used oil recycling) our team makes their best efforts to see that these are managed in a sustainable manner. We also encourage recycling at all 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.

# 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.

# 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 employees' personal use.

BluEarth's 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 divert water to power the hydro turbines, but this is temporary, and all water is returned to the natural stream or river channel.

	2024	2023	2022
Total water withdrawn <sup>1</sup>	1,384 m³	1,896 m³	1,061 m³
Total water consumed	1,384 m³	1,896 m³	1,061 m³
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.  
<sup>2</sup> As defined in SASB reporting framework.

# MANAGEMENT OF CLIMATE-RELATED RISK

BluEarth has a robust risk management process which includes managing the climate-related physical risks to which our facilities are exposed. 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
- Health and safety policies including working in high heat and work modification during periods of fire risk
- Vegetation and danger-tree management, fire break maintenance, and piloting an early detection system, SenseNet, at select sites for wildfire risk
- Geofencing and berms to address rockfall risk for hydro operations
- Third-party natural catastrophe assessments for all development projects to better understand climate-related risks





## COMMUNITY CLEAN-UP INITIATIVE

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 a clean-up around our head office, collecting more than 45 pounds of garbage.



# LEADING WITH STRONG GOVERNANCE

Strong governance is the foundation for our company and guides how every member of the BluEarth team conducts themselves.

BluEarth Renewables Inc. and BluEarth Renewables US LLC are 100 per cent owned by entities managed by CVC DIF.



## BOARD OF DIRECTORS

Our Board of Directors provides oversight and guidance to our business, with a focus on areas including strategic planning, people and culture, financial matters and internal controls, corporate governance, operational matters, 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 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

Independent <sup>1</sup>	5
Non-Independent <sup>2</sup>	1
Total	6

<sup>1</sup>The Board defines an independent director as one 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 SKILLS MATRIX

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

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

## ORIENTATION & CONTINUING EDUCATION

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

Board members are provided with tools and resources to keep them informed of changes and trends impacting BluEarth and our business. BluEarth also subscribes to a global membership for the Board with the Institute of Corporate Directors. This membership ensures that Board members have access to quality information, tools, and training.

**100%**  
employee compliance with annual code of conduct and policy training and sign off

**4 Audit Committee**  
meetings held in 2024 with a 100% attendance rate

**4 Human Resources and Compensation Committee meetings**  
held in 2024 with a 100% attendance rate



# ENTERPRISE RISK MANAGEMENT

BluEarth has an enterprise risk management (ERM) process designed to identify potential risks that could adversely affect the organization, manage them within our risk appetite, and transfer those that exceed our risk tolerance.

We engage individuals from functional groups across the organization on ERM, working to identify new, emerging, and evolving risks, with active involvement and oversight from the Executive Team. Our team maintains a risk register that includes mitigation plans for key risks and is updated regularly by an ERM working group. The ERM process includes an annual review of our top identified risks by both the Executive Team and the Board.

# CODE OF CONDUCT & WORKPLACE POLICIES

Ethical workplace practices are fundamental to how we do business. 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) to foster 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
- Supplier Code of Conduct
- Whistleblower Policy
- Workplace Violence and Harassment Policy

**9 Board of Directors meetings**  
held in 2024 with a **93% attendance rate**

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

**19 site visits**  
by Operations Executives

**60 site visits**  
by Operations Management

# WHISTLEBLOWER 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 believe in the prevention and reduction of all forms of forced and child labour. BluEarth released its second 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/sustainability](https://bluearth.ca/sustainability).

# CYBERSECURITY

The use of technology is important to how we do business. 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 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.

Safe team practices are critical. 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 cybersecurity 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.

**Cyber-awareness training** completed by all employees

Completed 14 phishing simulation exercises with **< 3% click-rate**

**Security firewall upgrades** at all operating facilities

**2 Incident Response Plan** tests completed

Added **AI-based email and message filtering** across all system platforms







# 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 fourth year reporting under the SASB framework.

## ELECTRIC UTILITIES & POWER GENERATORS

Metric	2024 Performance	Code	Report Reference
Greenhouse Gas Emissions & Energy Resource Planning			
Gross Global Scope 1 emissions in metric tons of CO2-e.	744.72 metric tonnes CO <sub>2</sub> .	IF-EU-110a.1	
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	
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	2024 Sustainability Report – Page 32
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	2024 Performance	Code	Report Reference
Air Quality			
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		
Water Management			
Total water withdrawn (m³).	1384.33 <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	2024 Sustainability Report – Page 39
Total water consumed (m³).	1384.33		
Percentage of each in regions with High or Extremely High Baseline Water Stress (%).	12.5% 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>		
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

Metric	2024 Performance	Code	Report Reference
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	2024 Sustainability Report – Page 39
Workforce Health & Safety			
Total recordable incident rate (TRIR).	0.00	IF-EU-320a.1	2024 Sustainability Report – Page 18
Fatality rate.	0.00		
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.		
Grid Resiliency			
Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations.	0	IF-EU-550a.1	n/a

## ACTIVITY METRICS

Metric	2024 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. 24 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: 96,628 MWh 3. Industrial: 0 MWh 4. All other retail customers: 0 MWh 5. Wholesale customers: 1,658,158 MWh  <i>All generation metered at 100% ownership, and it does not include forgone energy.</i>	IF-EU-000.B	2024 Sustainability Report – Page 13



Metric	2024 Performance	Code	Report Reference
Length of transmission and distribution lines.	215.8 km <i>Only overhead lines were included for 2024 based on the information available.</i>	IF-EU-000.C	2024 Sustainability Report – Page 13
Total electricity generated, percentage by major energy source, percentage in regulated markets.	Hydro: 442,853 MWh (25%) Solar: 507,279 MWh (29%) Wind: 804,654 MWh (46%)  <i>All generation metered at 100% ownership.</i>	IF-EU-000.D	2024 Sustainability Report – Page 13
Total wholesale electricity purchased.	0 MWh	IF-EU-000.E	2024 Sustainability Report – Page 13

SOLAR TECHNOLOGY & PROJECT DEVELOPERS

Metric	2024 Performance	Code	Report Reference
Water Management			
Total water withdrawn (m³).	Refer to IF-EU-140a.1	RR-ST-140a.1	2024 Sustainability Report – Page 39
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.	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.	RR-ST-140a.2	2024 Sustainability Report – Page 39

Metric	2024 Performance	Code	Report Reference
Hazardous Waste Management			
Number of reportable spills (>1L).	0	RR-ST-150a.2	2024 Sustainability Report – Page 38
Aggregate quantity of reportable spills (litres).	0		
Quantity recovered (litres).	0		
Ecological Impacts of Project Development			
Total number of shutdowns or project delays related to ecological impacts.	0	RR-ST-160a.1	2024 Sustainability Report – Page 23
Aggregate duration of project delays related to ecological impacts (# of days).	0		
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	2024 Sustainability Report – Page 23

WIND TECHNOLOGY & PROJECT DEVELOPERS

Metric	2024 Performance	Code	Report Reference
Workforce Health & Safety			
Total recordable incident rate (TRIR).	Refer to IF-EU-320a.1	RR-WT-320a.1	2024 Sustainability Report – Page 18
Fatality rate.			



# 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.

2 ZERO HUNGER



### 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

### 2024 METRICS & PERFORMANCE

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

Page 23 - Community Investment

3 GOOD HEALTH AND WELL-BEING



### 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

### 2024 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
- Mental health day provided to all employees
- Continuation of wellness committee with focus on activities, events and resources for employees centred around mental health and wellbeing

Page 15 - Rewards  
Page 17 - Mental Health  
Page 18 - 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 – 100% renewable energy generation

Page 38 - Our Carbon Footprint





SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
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	<ul style="list-style-type: none"><li>Scholarships awarded annually through the BluEarth Renewables Scholarship Program for scholarship categories including Renewable Energy Trades, Community Leaders, and Indigenous Peoples</li><li>Scholarship awarded annually for a grade twelve student from Atwater Cosmos Grove City School</li><li>Scholarship awarded annually to one student from both Delia School and J. C. Charyk Hanna School</li><li>Support for local schools</li></ul> <p><b>Page 23 - Community Investment</b> <b>Page 26 - Scholarship Program</b></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	<ul style="list-style-type: none"><li>Representation of women among scholarship recipients as part of BluEarth Renewables Scholarship Program</li><li>Support for five scholarship / bursary programs for students who are members of our Indigenous partner communities</li></ul> <p><b>Page 26 - Scholarship Program</b> <b>Page 26 - Indigenous Relations</b></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	<ul style="list-style-type: none"><li>Training and policies applicable to all employees</li></ul> <p><b>Page 15 - Our Team</b> <b>Page 15 - Our Culture</b> <b>Page 43 - Board Composition</b> <b>Page 44 - Code of Conduct &amp; Workplace Policies</b></p>



SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
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	<ul style="list-style-type: none"><li>Representation of women in management positions, non-management positions and on Board</li><li>Representation of women who are recipients of BluEarth funded scholarships and bursaries</li></ul> <p><b>Page 15 - Our Team</b> <b>Page 26 - Scholarship Program</b></p>

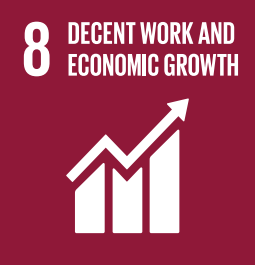


SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
6.3 // By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally	<ul style="list-style-type: none"><li>Total number and total volume of recorded significant spills</li></ul> <p><b>Page 38 - Waste Management</b></p>
6.6 // By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes	<ul style="list-style-type: none"><li>6.6 // By 2020, protect and restore water-related ecosystems, including mountains, forests, wetlands, rivers, aquifers and lakes</li></ul> <p><b>Page 38 - Water Use</b></p>



SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
7.2 // By 2030, increase substantially the share of renewable energy in the global energy mix	<ul style="list-style-type: none"><li>Portfolio overview and renewable energy generation</li></ul> <p><b>Page 13 - Our Operating Portfolio</b></p>





SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
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	<ul style="list-style-type: none"><li>Direct and indirect employment</li><li>Training and development for employees</li></ul> <p><b>Page 15 - Our Team</b> <b>Page 18 - Learning &amp; Development</b></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	<ul style="list-style-type: none"><li>Percentage of employees per employee category</li><li>Benefits provided to employees</li><li>Regular performance and career development reviews for employees during the reporting period</li><li>Ongoing formal and self-led training and tools offered to support continuous learning and development for all employees</li><li>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</li></ul> <p><b>Page 15 - Our Team</b> <b>Page 15 - Rewards</b> <b>Page 18 - Learning &amp; Development</b></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	<ul style="list-style-type: none"><li>Health and safety manuals, policies, practices, and guidelines</li><li>Health and safety incident tracking and reporting.</li><li>Site inspections, positive safety observations and safety training</li><li>Employee Code of Conduct</li></ul> <p><b>Page 18 - Health &amp; Safety</b> <b>Page 44 - Code of Conduct &amp; Workplace Policies</b></p>



SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
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	<ul style="list-style-type: none"><li>Commitment to working with local communities where we live, work, and operate, including Indigenous Peoples, to provide economic benefit</li></ul> <p><b>Page 12 - Our Portfolio</b> <b>Page 23 - Our Approach to Community Engagement</b> <b>Page 23 - Community Investment</b> <b>Page 26 - Indigenous Relations</b></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	<ul style="list-style-type: none"><li>Protection of biodiversity and natural ecosystems, including current programs as part of project development and operations</li><li>Greenhouse gas emissions</li></ul> <p><b>Page 33 - Protecting Biodiversity and Natural Ecosystems</b> <b>Page 38- Our Carbon Footprint</b></p>



SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
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	<ul style="list-style-type: none"><li>Percentage of employees per employee category</li><li>Training and development opportunities provided for employees</li></ul> <p><b>Page 15 - Our Team</b> <b>Page 15 - Rewards</b> <b>Page 18 - Learning &amp; Development</b></p>
10.4 // Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality	<ul style="list-style-type: none"><li>Competitive salary and benefits packages for employees</li><li>Learning and development opportunities to grow skills</li></ul> <p><b>Page 15 - Rewards</b> <b>Page 18 - Learning &amp; Development</b></p>





SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
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 to minimize their adverse impacts on human health and the environment	<ul style="list-style-type: none"><li>Tracking and offsetting of greenhouse gas emissions</li><li>Robust waste, recycling, and compost programs</li><li>Tracking and reporting of any large spills</li></ul> <b>Page 38 - Our Carbon Footprint</b> <b>Page 38 - Waste Management</b>
12.5 // By 2030, substantially reduce waste generation through prevention, reduction, recycling, and reuse 12.7 // Promote public procurement practices that are sustainable, in accordance with national policies and priorities	<ul style="list-style-type: none"><li>Robust waste, recycling, and compost programs</li></ul> <b>Page 38 - Waste Management</b>
12.7 // Promote public procurement practices that are sustainable, in accordance with national policies and priorities	<ul style="list-style-type: none"><li>Responsible Procurement Policy</li></ul> <b>Page 33 - Protecting Biodiversity and Natural Ecosystems</b> <b>Page 44 - Code of Conduct &amp; Workplace Policies</b>



SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
13.2 // Integrate climate change measures into national policies, strategies, and planning	<ul style="list-style-type: none"><li>Tracking and offsetting of greenhouse gas emissions</li></ul> <b>Page 8 - Letter from our President &amp; CEO</b> <b>Page 38 - Our Carbon Footprint</b>



SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
14.3 // Minimize and address the impacts of ocean acidification, including through enhanced scientific cooperation at all levels	<ul style="list-style-type: none"><li>Protection of biodiversity and natural ecosystems, including current programs as part of project development and operations</li><li>Greenhouse gas emissions</li></ul> <b>Page 33 - Protecting Biodiversity and Natural Ecosystems</b> <b>Page 38 - Waste Management</b>



SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
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	<ul style="list-style-type: none"><li>Tracking and reporting of any large spills</li><li>Protection of biodiversity and natural ecosystems, including current programs as part of project development and operations</li></ul> <b>Page 33 - Protecting Biodiversity and Natural Ecosystems</b> <b>Page 38 - Waste Management</b>
15.4 // By 2030, ensure the conservation of mountain ecosystems, including their biodiversity, to enhance their capacity to provide benefits that are essential for sustainable development	<ul style="list-style-type: none"><li>Tracking and reporting of any large spills</li><li>Protection of biodiversity and natural ecosystems, including current programs as part of project development and operations</li><li>Development process of making decisions based on consultation and collaboration with all our stakeholders</li></ul> <b>Page 23 - Our Approach to Community Engagement</b> <b>Page 33 - Protecting Biodiversity and Natural Ecosystems</b> <b>Page 38 - Waste Management</b>



16
PEACE, JUSTICE  
AND STRONG  
INSTITUTIONS

SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
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"> <li>Clear set of employee expectations including Code of Conduct, values, purpose statement and related policies</li> <li>Whistleblower policy with confidential reporting</li> </ul> <p> <b>Page 4 - About Us</b>  <b>Page 44 - Code of Conduct &amp; Workplace Policies</b>  <b>Page 45 - Whistleblower Policy</b> </p>
16.5 // Substantially reduce corruption and bribery in all their forms	<ul style="list-style-type: none"> <li>Training for all employees on corruption and bribery</li> <li>Policies applicable to all employees and directors on ethical standards and anti-bribery / anti-corruption</li> </ul> <p> <b>Page 44 - Code of Conduct &amp; Workplace Policies</b>  <b>Page 44 - Enterprise Risk Management</b> </p>
16.6 // Develop effective, accountable, and transparent institutions at all levels	<ul style="list-style-type: none"> <li>Board meetings and reporting.</li> <li>Policy for board member selection and diversity</li> </ul> <p><b>Page 43 - Board of Directors</b></p>

17
PARTNERSHIPS  
FOR THE GOALS

SDG TARGET DESCRIPTION	2024 METRICS & PERFORMANCE
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"> <li>Honest and transparent relationships with government, communities, Indigenous Peoples, and industry peer groups</li> </ul> <p> <b>Page 23 - Community Benefits</b>  <b>Page 27 - Indigenous Relations</b> </p>





# THANK YOU

for reading our **2024 Sustainability Report** on the progress we have made in support of our four sustainability 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™



[blueearthrenewables.com](https://blueearthrenewables.com)