



HSSE Policy Commitment Statement

At Capital Power, we work in environments where risks are real and constantly changing. The high-energy hazards and critical infrastructure we manage require constant attention, strong systems, and a culture deeply committed to protecting people, reducing environmental impacts, safeguarding assets, and maintaining operational excellence.

We Believe:

- No matter how skilled our workforce is or how well we maintain our equipment, errors and failures can happen. Our systems need to be designed to anticipate human error, absorb shocks, and enable safe recovery – minimizing harm and maximizing resilience.
- Incidents are rarely due to negligence or bad intentions. We see blame as a barrier to progress and aim to create an open environment where challenges are identified, understood, and addressed at the system level.
- Decisions are made in complex, high-pressure environments with sometimes imperfect information. We will listen to those closest to the work and co-create solutions that reflect real conditions, not just procedural ideals.
- Learning should be proactive and ongoing. We will report all incidents, leverage insights and adapt quickly to maintain safe and reliable performance.
- How leaders and teams respond to issues – whether safety concerns, operational upsets, or improvement ideas – sets the tone for trust, transparency, and continuous improvement.

Our Commitments:

- We will uphold rigorous risk management practices that prioritize the prevention of serious injury, environmental harm, and security threats.
- We will design and maintain HSSE systems that are practical, risk-informed, and human-centered.
- We will engage and empower people at all levels to contribute to HSSE performance and innovation.
- We will comply with all applicable laws, regulations, and industry standards as a minimum baseline.
- We will continuously measure, monitor, and improve our HSSE performance to achieve operational excellence.

At Capital Power, safety and environmental responsibility are core values. We are all responsible for our environmental performance, and the health, safety, and security of ourselves and our fellow workers.

A handwritten signature in black ink, appearing to read "Avik Dey". The signature is stylized and fluid, with a large loop at the end.

Avik Dey
President & CEO
March 2, 2026