



# 2021 GRI & SASB Index



# GRI 102: General disclosures

Disclosure Number	Disclosure Title	2021 Response																																								
<b>Organizational profile</b>																																										
102-1	Name of the organization	Capital Power (TSX: CPX)																																								
102-2	Activities, brands, products, and services	<a href="#">2021 Annual Information Form</a> > Business of Capital Power > pp. 25–50																																								
102-3	Location of headquarters	Edmonton, Alberta (Canada)																																								
102-4	Location of operations	Capital Power has operations in Canada and the United States. Website > <a href="#">Operations</a>																																								
102-5	Ownership and legal form	<a href="#">2021 Annual Information Form</a> > Corporate Structure > p. 14																																								
102-6	Markets served	2021 Integrated Annual Report > Introduction > About Capital Power > p. 2 <a href="#">2021 Annual Information Form</a> > Business of Capital Power > pp. 25–39																																								
102-7	Scale of the organization	2021 Integrated Annual Report > Introduction > By the numbers > p. 3 2021 Integrated Annual Report > Consolidated Financial Statements > Consolidated statements of financial position > pp. 133–134																																								
102-8	Information on employees and other workers	<p><b>Number of temporary &amp; permanent employees by gender &amp; employment contract</b></p> <table border="1"> <thead> <tr> <th></th> <th>Total</th> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Organization</td> <td>773</td> <td>560 72.45%</td> <td>213 27.55%</td> </tr> <tr> <td>Permanent</td> <td>728</td> <td>530 72.80%</td> <td>198 27.20%</td> </tr> <tr> <td>Temporary</td> <td>45</td> <td>30 66.67%</td> <td>15 33.33%</td> </tr> </tbody> </table> <p><b>Number of full-time &amp; part-time employees by gender</b></p> <table border="1"> <thead> <tr> <th></th> <th>Total</th> <th>Men</th> <th>Women</th> </tr> </thead> <tbody> <tr> <td>Part-time</td> <td>38</td> <td>15 39.47%</td> <td>23 60.53%</td> </tr> <tr> <td>Full-time</td> <td>735</td> <td>545 74.15%</td> <td>190 25.85%</td> </tr> </tbody> </table> <p><b>Number of temporary &amp; permanent employees by country</b></p> <table border="1"> <thead> <tr> <th>Country</th> <th>Total</th> <th>Temporary</th> <th>Permanent</th> </tr> </thead> <tbody> <tr> <td>Canada</td> <td>691</td> <td>39 5.64%</td> <td>652 94.36%</td> </tr> <tr> <td>U.S.</td> <td>82</td> <td>6 7.32%</td> <td>76 92.68%</td> </tr> </tbody> </table> <p>Data was gathered on December 31, 2021, using our People Service IS System. It includes all permanent employees, temporary employees, casual employees and employees on maternity/parental leave. It excludes pensioners, Board members and employees on long-term disability (LTD). Casual employees are included in the part-time temporary category.</p>		Total	Men	Women	Organization	773	560 72.45%	213 27.55%	Permanent	728	530 72.80%	198 27.20%	Temporary	45	30 66.67%	15 33.33%		Total	Men	Women	Part-time	38	15 39.47%	23 60.53%	Full-time	735	545 74.15%	190 25.85%	Country	Total	Temporary	Permanent	Canada	691	39 5.64%	652 94.36%	U.S.	82	6 7.32%	76 92.68%
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102-9	Supply chain	<p>Capital Power's supply chain primary categories include:</p> <ol style="list-style-type: none"> <li>1. Parts and services to support operation and maintenance of our electrical generation facilities (both renewable and thermal);</li> <li>2. Fuel supply for thermal units;</li> <li>3. Materials, capital equipment and services for generation facilities under construction; and</li> <li>4. Professional services including engineering, accounting and legal services.</li> </ol> <p>Purchasing oversight is managed as follows: Commercial Services (natural gas purchases), Legal (legal services) and Supply Chain (all other categories). Capital Power's active supplier base currently numbers approximately 2,300 in the United States and 2,400 in Canada.</p> <p>Total supply chain commitments for the last three years were as follows:</p> <ul style="list-style-type: none"> <li>• \$874 million CAD (2021);</li> <li>• \$662 million CAD (2020); and</li> <li>• \$875 million CAD (2019).</li> </ul> <p>2021 spend is distributed roughly 60:40 between Canada and the United States, with less than 2% of spend directed to supplier payment sites outside of North America.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Reducing risks in our supply chain &gt; p. 32</p>																																								



Disclosure Number	Disclosure Title	2021 Response
Organizational profile		
102-10	Significant changes to the organization and its supply chain	<p>The following changes to the organization in 2021 are significant to Capital Power’s supply chain:</p> <ol style="list-style-type: none"> <li>1. In March 2021, Capital Power closed both its solid fuel thermal generation facilities located in North Carolina, United States, and commenced decommissioning activities;</li> <li>2. In June 2021, Capital Power commenced construction on the repowering for Genesee Units 1 and 2;</li> <li>3. In April 2021, Capital Power commenced construction on two photovoltaic solar facilities in Alberta, Canada, totalling 115.5 MW;</li> <li>4. In December 2021, Capital Power completed phases 2 and 3 of the Whittle Wind project totalling 151 MW; and</li> <li>5. Capital Power’s Board approved a formal sustainable sourcing strategy that will be executed going forward starting in Q1 2022.</li> </ol> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; pp. 24–25, 32</p>
102-11	Precautionary Principle or approach	<p>When any Canadian statutory decision maker, court or tribunal applies the Precautionary Principle in making its determination, we consider this principle in the conduct of our activities in like circumstances. The Precautionary Principle says that when an activity raises threats to human health or the environment, precautionary measures should be taken even if some cause and effect relationships are not fully established scientifically.</p>
102-12	External initiatives	<ul style="list-style-type: none"> <li>• <b>Equal by 30:</b> 2021 Integrated Annual Report &gt; People &gt; Equity, diversity &amp; inclusion &gt; p. 35</li> <li>• <b>30 by 30:</b> 2021 Integrated Annual Report &gt; People &gt; Equity, diversity &amp; inclusion &gt; p. 35</li> <li>• <b>Solar Energy Industries Association:</b> 2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Working to ensure resilience across our assets &gt; p. 32</li> </ul>
102-13	Membership of associations	<p>Capital Power maintains organizational-level memberships in the following associations:</p> <ul style="list-style-type: none"> <li>• Powering Past Coal Alliance</li> <li>• International Emissions Trading Association</li> <li>• Business Council for Sustainable Energy</li> <li>• Business Renewables Center</li> <li>• American Clean Power Association</li> <li>• Western Power Trading Forum</li> <li>• Mid-Atlantic Renewable Energy Coalition</li> <li>• Clean Grid Alliance</li> <li>• Ontario Chamber of Commerce Energy Council</li> <li>• Clean Energy BC</li> <li>• Solar Energy Industries Association</li> <li>• Canadian Renewable Energy Association</li> <li>• American Council on Renewable Energy</li> <li>• Alberta Chamber of Resources</li> <li>• Catalyst</li> <li>• Boston College Center for Corporate Citizenship</li> <li>• Construction Owners Association of Alberta</li> <li>• Independent Power Producers Society of Alberta</li> <li>• Association of Power Producers of Ontario</li> <li>• Canadian Electricity Association</li> <li>• Canadian American Business Council</li> <li>• Edmonton Chamber of Commerce</li> <li>• The Conference Board of Canada</li> <li>• Advanced Power Alliance</li> <li>• Canadian Business for Social Responsibility (CBSR)/EXCEL Partnership</li> <li>• Business Ethics Leadership Alliance</li> <li>• Edmonton Integrity Network</li> </ul>

Disclosure Number	Disclosure Title	2021 Response
<b>Strategy</b>		
102-14	Statement from senior decision-maker	2021 Integrated Annual Report > Introduction > Increasing our velocity to net carbon neutrality by 2050 > pp. 5–7
102-15	Key impacts, risks, and opportunities	2021 Integrated Annual Report > Introduction > About this report > p. 1 2021 Integrated Annual Report > Strategy & Targets > Risk overview > pp. 18–20 <a href="#">2021 Climate Change Disclosure Report</a> > pp. 18–28
<b>Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behavior	At Capital Power, we act with integrity and take responsibility for our decisions and actions. The foundation of this culture is our <i>Ethics Policy</i> , which applies to our Board of Directors and all Capital Power employees, as well as consultants and contractors. Compliance with this policy is a material condition of ongoing employment and relationship with Capital Power.  2021 Integrated Annual Report > Introduction > Increasing our velocity to net carbon neutrality by 2050 > pp. 5–7 2021 Integrated Annual Report > Introduction > About Capital Power > p. 2 2021 Integrated Annual Report > People > pp. 34–42 Website > <a href="#">Ethics Policy</a>
102-17	Mechanisms for advice and concerns about ethics	2021 Integrated Annual Report > Governance & Ethics > Ethics & integrity > pp. 55–56 Website > <a href="#">Ethics Policy</a>
<b>Governance</b>		
102-18	Governance structure	2021 Integrated Annual Report > Governance & Ethics > pp. 52–56 2021 Integrated Annual Report > Governance & Ethics > Sustainability governance > p. 54 Website > <a href="#">Corporate Governance</a>  More comprehensive analysis of the Company's approach to corporate governance matters will be included in the <a href="#">Management Proxy Circular</a> . <sup>1</sup>  <sup>1</sup> The 2022 Proxy relates to the 2022 AGM and will be published in March. In it, we discuss compensation and activities in 2021; however, the slate of directors nominated are for the 2022 AGM.
102-19	Delegating authority	2021 Integrated Annual Report > Governance & Ethics > Sustainability governance > p. 54 Website > <a href="#">Board Terms of Reference</a> Website > <a href="#">Corporate Governance</a>  Governance specific to climate change matters is described in more detail in our <a href="#">2021 Climate Change Disclosure Report</a>
102-20	Executive-level responsibility for economic, environmental, and social topics	2021 Integrated Annual Report > Governance & Ethics > Sustainability governance > p. 54

Disclosure Number	Disclosure Title	2021 Response
<b>Governance</b>		
102-21	Consulting stakeholders on economic, environmental, and social topics	<p>In 2021, the Chair of our Board along with the Chair of the People, Culture and Governance (PCG) Committee (formerly the CGCN Committee) sent a letter to institutional investors as part of the Board outreach program indicating that our program would resume in 2022. Key themes in past Board shareholder engagement discussions were: environmental, social and governance (ESG) performance reporting; Board oversight on Capital Power's capital allocation and strategy, and CEO succession and organizational changes to the Executive Team; Board diversity; share price performance and dividend growth; executive compensation; and our involvement in C2CNT. Our 2021 Integrated Annual Report (IAR) and <a href="#">2021 Climate Change Disclosure Report</a> are examples of how we act on shareholder feedback.</p> <p>The Board has the responsibility to take all reasonable steps to:</p> <ol style="list-style-type: none"> <li>Ensure the Corporation has in place effective communication processes with shareholders and major stakeholders;</li> <li>With the assistance of the Audit Committee, ensure that the financial performance of the Corporation is adequately reported to the shareholders, other security holders and regulators on a timely and regular basis;</li> <li>On the recommendation of the Audit Committee, ensure the financial results are reported fairly and in accordance with generally accepted accounting principles; and</li> <li>Ensure the timely reporting of any other developments that have a significant and material impact on the value of the Corporation.</li> </ol> <p><a href="#">2021 Climate Change Disclosure Report</a> &gt; pp. 6, 8, 9, 16</p> <p>Website &gt; <a href="#">Shareholder Engagement Policy</a></p> <p>See the current Committee memberships: Website &gt; <a href="#">Corporate Governance</a></p>
102-22	Composition of the highest governance body and its committees	<p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; pp. 52–56</p> <p>Website &gt; <a href="#">Corporate Governance</a></p> <p>More comprehensive analysis of the Company's approach to corporate governance matters will be included in the <a href="#">Management Proxy Circular</a>.</p>
102-23	Chair of the highest governance body	<p>Our Board Chair, Jill Gardiner, is not an executive officer.</p>
102-24	Nominating and selecting the highest governance body	<p>For the process of nominating and shareholder/stakeholder involvement, refer to the following pages in the <a href="#">2022 Management Proxy Circular</a>:</p> <ol style="list-style-type: none"> <li>"About our nominated directors" p. 12</li> <li>"Recruitment, assessment and tenure" p. 29</li> <li>"Shareholder proposals" p. 33</li> <li>"PCG Committee activities" p. 36</li> </ol>
102-25	Conflicts of interest	<p><a href="#">2022 Management Proxy Circular</a> &gt; p. 29</p> <p><a href="#">2021 Annual Information Form</a> &gt; Directors and Officers &gt; Conflicts of Interest &gt; p. 84</p>
102-26	Role of highest governance body in setting purpose, values, and strategy	<p>Under the Board's oversight, the Chief Executive Officer (CEO) is ultimately responsible for setting the Corporation's purpose, values and strategy and climate-related issues as the head of the Executive Team. The Executive Team as a whole is responsible for ensuring our purpose, values and strategy are sustainable, including addressing climate change-related issues and implications, risks and opportunities for Capital Power.</p> <p>In 2021, the Board approved:</p> <ul style="list-style-type: none"> <li>The Corporate Purpose, including amendments to our vision, mission and corporate values</li> <li>The sustainable sourcing strategy</li> <li>The water management strategy</li> </ul> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Sustainability governance &gt; p. 54</p>
102-27	Collective knowledge of highest governance body	<p>We endeavour to provide education and update contextual information as required to ensure that our directors have the most up-to-date knowledge to inform their decisions, including quarterly updates and reports from executives and committees. Our directors receive materials well in advance of each Board meeting that include background information about items to be considered at the meeting. Directors are encouraged to attend externally hosted education conferences and seminars and Capital Power will contribute toward the cost.</p> <p><a href="#">2022 Management Proxy Circular</a> &gt; Director Education</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Corporate governance &gt; p. 52</p>

Disclosure Number	Disclosure Title	2021 Response
<b>Governance</b>		
102-28	Evaluating the highest governance body's performance	<a href="#">2022 Management Proxy Circular</a> > Recruitment, Assessment and Tenure
102-29	Identifying and managing economic, environmental, and social impacts	2021 Integrated Annual Report > Governance & Ethics > Sustainability governance > p. 54 <a href="#">2022 Management Proxy Circular</a> > Roles and Responsibilities <a href="#">2021 Climate Change Disclosure Report</a> > pp. 8–9
102-30	Effectiveness of risk management processes	<a href="#">2022 Management Proxy Circular</a> > Roles and Responsibilities
102-31	Review of economic, environmental, and social topics	<a href="#">2022 Management Proxy Circular</a> > Board Committees 2021 Integrated Annual Report > Governance & Ethics > Sustainability governance > p. 54 <a href="#">2021 Climate Change Disclosure Report</a> > p. 8
102-32	Highest governance body's role in sustainability reporting	2021 Integrated Annual Report > Governance & Ethics > p. 54
102-33	Communicating critical concerns	Capital Power maintains frequent dialogue with the Board. With respect to critical concerns, the Board meets at least quarterly through regularly scheduled meetings to discuss issues, and/or as appropriate, based on the nature of the issue.  The Audit Committee receives quarterly reports and the HSE Committee meets three times per year, and at each meeting they receive HSE Quarterly Status and Environmental Regulatory Update reports as well as verbal operations reports.
102-34	Nature and total number of critical concerns	We do not disclose what is discussed in Board meetings due to confidentiality constraints. Critical concerns are taken to the Board and discussed. Actions are taken or policies are updated, as needed.
102-35	Remuneration policies	<a href="#">2022 Management Proxy Circular</a> > Compensation Discussion and Analysis
102-36	Process for determining remuneration	<a href="#">2022 Management Proxy Circular</a> > Compensation Discussion and Analysis
102-37	Stakeholders involvement in remuneration	Shareholders vote, on an advisory basis, on our approach to executive compensation, which is included in the Proxy. The vote at the 2021 AGM was 91.16% for and 8.84% against.
102-38	Annual total compensation ratio	26.1:1 (CEO/Employees)
102-39	Percentage increase in annual total compensation ratio	3.3:1
<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	<ul style="list-style-type: none"> <li>• Industry associations &amp; non-government organizations</li> <li>• Local partners &amp; suppliers</li> <li>• Operational/development communities &amp; Indigenous groups</li> <li>• Employees &amp; labour unions</li> <li>• Government &amp; regulators</li> <li>• Investors</li> </ul>
102-41	Collective bargaining agreements	UNIFOR 1123 represents maintenance employees and power engineers at our Island Generation facility. Union staff represent a total of 33% of our Canadian workforce and 29% of our total workforce.
102-42	Identifying and selecting stakeholders	We identify stakeholders to engage through community research and outreach, consultation with subject matter experts, input from regulators or regulatory requirements, requests for engagement directly from stakeholders, informal discussion with stakeholders and other methods.
102-43	Approach to stakeholder engagement	2021 Integrated Annual Report > Community Engagement > pp. 44–46, 49–50
102-44	Key topics and concerns raised	2021 Integrated Annual Report > Community Engagement > pp. 45–46, 50

Disclosure Number	Disclosure Title	2021 Response
<b>Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	Capital Power Corporation 2021 Integrated Annual Report > Financials > Notes to the consolidated financial statements > p. 138
102-46	Defining report content and topic Boundaries	<p><b>Scope</b> The scope of this report includes all company-wide environmental, economic, social and safety performance and goals from January 1, 2021, through December 31, 2021.</p> <p>We report only on assets that we operate and provide year-over-year trending where possible. Data from each plant represents the entire plant, not only our financial share of the operation, including York Energy Centre (50/50 joint venture). Energy production and emissions data from Joffre and Shepard Energy Centre, units we hold an ownership interest in, are not included because we do not hold the operating permits.</p> <p><b>Defining materiality and identifying priority topics</b> An important aspect of defining content for this report was to identify the sustainability priorities for our business and stakeholders. Materiality, in the sustainability context used for this report, refers to the relative significance of environmental, social, governance and economic priorities and their impacts (both positive and negative) on our business and stakeholders. To help define the sustainability topics most urgent and relevant for our business, we initiated a comprehensive process in 2018 that included engaging expert sustainability consultants and undertaking surveys with key stakeholders.</p> <p>As a first step, we referenced reporting guidelines and frameworks such as the Global Reporting Initiative and the Task Force for Climate-related Financial Disclosures (TCFD), as well as those identified through non-profit industry organizations such as the Electric Power Research Institute.</p> <p>By using these standards, we disclose the most critical impacts of our activities on the environment, society and the economy. As part of this report, we fully aligned to SASB on relevant metrics related to power generation. As we continue to evolve our reporting, we will seek to enhance our alignment to these frameworks.</p> <p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p>
102-47	List of material topics	2021 Integrated Annual Report > Introduction > About this report > p. 1
102-48	Restatements of information	We restated our 2019 response to GRI 405-1, Percentage of individuals by gender within the organization's governance bodies, from 50% to the correct percentages in the 2020 tables in GRI 405-1.
102-49	Changes in reporting	Not applicable
102-50	Reporting period	January 1, 2021 to December 31, 2021.
102-51	Date of most recent report	February 24, 2022
102-52	Reporting cycle	Annually
102-53	Contact point for questions regarding the report	Capital Power Corporate Headquarters 1200 – 10423 101 St. N.W. Edmonton, AB T5H 0E9 <a href="mailto:info@capitalpower.com">info@capitalpower.com</a> <a href="http://www.capitalpower.com">www.capitalpower.com</a>
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option for the period of January 1, 2021 – December 31, 2021.
102-55	GRI content index	2021 Integrated Annual Report > Appendix > GRI & SASB index > p. 192
102-56	External assurance	2021 Integrated Annual Report > Introduction > KPMG assurance > p. 120

# GRI 200: Economic

Disclosure Number	Disclosure Title	2021 Response
GRI 201: Economic Performance		
103-1	Explanation of the material topic and its Boundary	Discussion around economic performance can be found throughout the Business Report section (begins on page 57) of our 2021 Integrated Annual Report 2021 Integrated Annual Report > Introduction > About this report > p. 1
103-2	The management approach and its components	2021 Integrated Annual Report > Business Report > pp. 57–116
103-3	Evaluation of the management approach	Management’s responsibility for financial reporting denotes that management maintains systems of internal controls designed to provide reasonable assurance that the Company’s assets are safeguarded, that transactions are properly authorized, and that reliable financial information is relevant, accurate and available on a timely basis. The internal control systems are monitored by management and evaluated by an internal audit function that regularly reports its findings to management and the Audit Committee of the Board of Directors.
201-1	Direct economic value generated and distributed	<p><b>Economic value generated and distributed</b></p> <p><i>Direct economic value generated</i> Revenues and other income: 1,990 (\$M)</p> <p><i>Economic value distributed</i> Staff costs and employee benefits expense: 176 (\$M)</p> <p>Payments to providers of capital:</p> <ul style="list-style-type: none"> <li>Interest paid: 121 (\$M)</li> <li>Dividends paid: 219 (\$M)</li> <li>Income taxes paid: 14 (\$M)</li> </ul> <p>Other operating costs: 932 (\$M)</p> <p>Community investments: 1.8 (\$M)</p> <p>2021 Integrated Annual Report &gt; Consolidated Financial Statements &gt; Statements of changes in equity &gt; pp. 135–136</p> <p>Segmented revenues split between the U.S. and Canada are included within the geographic segment disclosures in Note 35 of the financial statements on p. 189.</p> <p>2021 Integrated Annual Report &gt; Financials &gt; Consolidated Financial Statements &gt; pp. 131–132</p>
201-2	Financial implications and other risks and opportunities due to climate change	2021 Integrated Annual Report > Business Report > p. 87 <a href="#">2021 Climate Change Disclosure Report</a> > pp. 18–28





Disclosure Number	Disclosure Title	2021 Response
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**GRI 201: Economic Performance**

201-3	Defined benefit plan obligations and other retirement plans	<p>Capital Power employees hired prior to July 1, 2009, participate in the Local Authorities Pension Plan (LAPP), a multi-employer, contributory pension plan for employees of municipalities, hospitals and other public entities in Alberta, governed by the <i>Public Sector Pension Plans Act</i> (Alberta). No liability accrues to participating employers like Capital Power, as the plan is governed by the LAPP Corporation who manage liabilities through contributions collected from employers and plan participants.</p> <p>Employees hired after July 1, 2009, participate in a defined contribution arrangement, a registered pension plan for Canadian employees and a 401(k) for American employees, which do not amass liabilities by design.</p> <p>Certain Canadian employees are eligible to participate in the Supplemental Retirement Plan (SRP), a non-registered plan which provides pension benefits in excess of the maximum limits prescribed by the <i>Income Tax Act</i> (Canada). The plan is funded through general revenues of Capital Power on a pay-as-you-go basis. The defined benefits component of the SRP has an estimated liability of \$46 million as of December 31, 2020. This retirement plan is governed by the PCG Committee of Capital Power’s Board of Directors.</p> <p>Percentage of salary contributed by employee or employer:</p> <ul style="list-style-type: none"> <li>• LAPP – Employer contributes 9.39% up to the yearly maximum pensionable earnings (YMPE) and 13.84% above the YMPE. Employee contributes 8.39% up to the YMPE and 12.84% over the YMPE.</li> <li>• Defined Contribution Pension Plan (DC) – Employee/Employer each contribute 5% (in cases of &lt;5 years of service), 6.5% (for 5–10 years of service), 8% (&gt;10 years of service)</li> <li>• 401(k) (U.S. employees only) – Employee voluntary deferral, up to 7% employer match</li> <li>• Savings Plan (eligible employees only) – Employee voluntary deferral, up to 5% employer match</li> </ul> <p>Level of participation in retirement plans:</p> <ul style="list-style-type: none"> <li>• LAPP/DC – 100% – Mandatory participation (Canada)</li> <li>• 401(k) – 87% voluntary participation rate (U.S.)</li> <li>• Savings Plan – 81% voluntary participation rate (Canada)</li> </ul>
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**GRI 204: Procurement Practices**

103-1	Explanation of the material topic and its Boundary	<p>We are a major buyer in the geographic areas of our under-construction and operating sites. Sourcing locally in these areas can have significant economic impacts on the surrounding communities, including Indigenous communities, by directly and indirectly supporting job creation and economic diversification.</p> <p>Benefits to Capital Power from supporting local businesses can include reduced cost arising from less-costly transport of goods and workers to our sites, and reducing operational downtime by strengthened local capabilities which also require less lead time for planned and unplanned repairs. In addition, our local sourcing improves economic wellbeing and creates employment opportunities in the communities where most of our employees live.</p> <p>We generally consider that the boundaries of local sourcing are the province or state in which the facility is located.</p> <p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p>
103-2	The management approach and its components	<p>Capital Power’s sourcing practices include non-cost-based selection criteria, including requirements for suppliers to follow internal or external standards relating to sustainable business practices where possible. It is strongly recommended that employees follow sourcing and negotiation practices on each purchase, regardless of transaction dollar value, which maximizes the potential impact of sustainable sourcing requirements.</p> <p>Capital Power’s approach uses a procurement process with selection criteria that includes subjective areas that should generally give an advantage to local suppliers. In addition, Capital Power conducts supplier open houses in locations nearby to our large construction projects before start of construction in order to determine the range and capability of local suppliers.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Reducing risks in our supply chain &gt; p. 32</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Supporting local suppliers &gt; p. 32</p>

Disclosure Number	Disclosure Title	2021 Response
103-3	Evaluation of the management approach	Capital Power is working toward an improved mechanism for evaluating the environmental, social and governance impacts of our procurement process. Capital Power has approved a sustainable sourcing strategy, with a framework outlining social deliverables for 2022 and 2023. Processes and targets to increase local sourcing, and increased opportunities for Indigenous communities, women-owned businesses and BIPOC-owned businesses, will be implemented over the time frame.
204-1	Proportion of spending on local suppliers	<p>The proportion of spending by Capital Power on local organizations during the reporting period was approximately 55%.</p> <p>Spend includes engineering, consulting, construction, maintenance, parts, equipment, software and plant inputs (i.e., chemicals, gases, non-commodity fuels and additives).</p> <p>Capital Power defines “local organization” as an organization that:</p> <ul style="list-style-type: none"> <li>• Provides goods or services to a significant location of operation; and</li> <li>• Provides goods and/or services from a supplier site located in the same province/state as a significant location of operation.</li> </ul> <p>A “significant location of operation” is a location that maintains a personnel presence of at least 10 people and/or is a plant operated by Capital Power with a nameplate capacity of at least 15 MW.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Supporting local suppliers &gt; p. 32</p>



# GRI 300: Environmental

Disclosure Number	Disclosure Title	2021 Response
GRI 302: Energy		
103-1	Explanation of the material topic and its Boundary	2021 Integrated Annual Report > Introduction > About this report > p. 1 2021 Integrated Annual Report > Introduction > About Capital Power > p. 2
103-2	The management approach and its components	The environmental program is monitored on a regular basis by the HSE Committee, including compliance with regulatory requirements and the use of internal environmental specialists and independent, external environmental experts. The Company continues to invest in environmental infrastructure related to energy and to ensure that environmental requirements are met, or while implementing procedures to reduce the impact of operations on the environment.  2021 Integrated Annual Report > Introduction > About this report > p. 1 2021 Integrated Annual Report > Strategy & Targets > pp. 9–11 2021 Integrated Annual Report > Progress on Our Road to Decarbonization > Supporting local suppliers > p. 32 2021 Integrated Annual Report > People > Occupational health & safety > p. 41  <a href="#">HSE Policy</a>
103-3	Evaluation of the management approach	All plants are subject to an internal review process which includes an environmental component. Internal audit has developed an Integrated Site Assurance Team (ISAT) program whereby all plants are subject to a multi-disciplinary assurance review on a rotating schedule, which includes a health, safety and environment component. The environmental focus of these audits is the plant’s permits and regulatory compliance and/or a management system approach to assessing environmental risk management. In addition, Capital Power’s Health, Safety and Environment corporate group is subject to an internal audit every three years where it takes a risk-based approach to determine the scope of the audit. The results of internal audit engagements are distributed to management, who provide responses to each finding, including committed dates for actionable items. Internal audit follows up with management on actionable items until they are completed and reports the status of findings quarterly to the HSE Committee of the Board.  External compliance verifications have been initiated on the majority of Canadian thermal facilities around greenhouse gas (GHG) compliance. These verifications look at energy input. Verifications that have covered energy use have found no discrepancies to date.  In 2021, Capital Power obtained limited assurance on GHGs disclosed in this report based on absolute emissions and emissions intensity from a third-party independent verifier.  The internal reviews performed in 2021 did not result in significant findings that required changes to management approach.  <a href="#">2021 Climate Change Disclosure Report &gt; Metrics &amp; targets &gt; p. 7</a>  <a href="#">HSE Policy</a>

Disclosure

Number

Disclosure Title

2021 Response

GRI 302: Energy

302-1 Energy consumption within the organization

**Non-renewable energy consumption**

2021 Coal Consumption (GJ)	2021 Natural Gas Consumption (GJ)	Total Non-Renewable Energy Consumption
76,736,277	61,686,853	138,423,130

**Non-renewable energy consumption by country**

Country	2021 Coal Consumption (GJ)	2021 Natural Gas Consumption (GJ)
Canada	76,396,076	29,395,876
U.S.	340,201	32,290,976
<b>Total</b>	<b>76,736,277</b>	<b>61,686,853</b>

**Non-renewable energy consumption by facility**

Country	Prov./State	Facility	Type of Facility	2021 Coal Consumption (GJ)	2021 Natural Gas Consumption (GJ)
Canada	Alberta	Halkirk	Wind	0	0
Canada	Alberta	Whitla 1	Wind	0	0
Canada	Alberta	Whitla 1	Wind	0	0
Canada	B.C.	Quality Wind	Wind	0	0
Canada	B.C.	Island Generation	Combined cycle gas	0	4,462,846
Canada	Alberta	Genesee 1 & 2	Coal	44,326,708	4,244,727
Canada	Alberta	Genesee 3	Coal	32,069,369	4,789,742
Canada	Alberta	Genesee Mine	Mining	0	0
Canada	Alberta	Clover Bar	Natural gas	0	4,670,299
Canada	Alberta	Clover Bar LFG	Landfill gas	0	0
Canada	Ontario	East Windsor	Natural gas	0	117,320
Canada	Ontario	York Energy Centre	Natural gas	0	445,296
Canada	Ontario	Goreway	Natural gas	0	10,665,646
Canada	Ontario	Kingsbridge	Wind	0	0
Canada	Ontario	Port Albert	Wind	0	0
Canada	Ontario	Port Dover & Nanticoke	Wind	0	0
U.S.	North Carolina	Roxboro	Cogeneration	135,309	0
U.S.	North Carolina	Southport	Combined heat & power	204,892	0
U.S.	Alabama	Decatur Energy Center	Combined cycle gas	0	13,837,264
U.S.	Arizona	Arlington	Natural gas	0	18,453,712
U.S.	New Mexico	Macho Springs	Wind	0	0
U.S.	North Carolina	Beaufort Solar	Solar	0	0
U.S.	Kansas	Bloom	Wind	0	0
U.S.	North Dakota	New Frontier	Wind	0	0
U.S.	Illinois	Cardinal Point	Wind	0	0
U.S.	Texas	Buckthorn	Wind	0	0
<b>Total</b>				<b>76,736,277</b>	<b>61,686,853</b>

**Renewable energy consumption**

2021 Biomass Consumption (GJ)	2021 Landfill Gas Consumption (GJ)	2021 TDF Consumption (GJ)	2021 Total Generation from Waste Heat (GJ)	Total Renewable Energy Consumption
1,186,685	382,253	955,255	0	<b>2,524,193</b>

Disclosure Number	Disclosure Title	2021 Response
GRI 302: Energy		

302-1 Energy consumption within the organization

#### Renewable energy consumption by country

Country	2021 Biomass Consumption (GJ)	2021 Landfill Gas Consumption (GJ)	2021 TDF Consumption (GJ)
Canada	0	382,253	0
U.S.	1,186,685	0	955,255
<b>Total</b>	<b>1,186,685</b>	<b>382,253</b>	<b>955,255</b>

#### Renewable energy consumption by facility

Country	Prov./State	Facility	Type of Facility	2021 Biomass Consumption (GJ)	2021 Landfill Gas Consumption (GJ)	2021 TDF Consumption (GJ)
Canada	Alberta	Halkirk	Wind	0	0	0
Canada	Alberta	Whitla 1	Wind	0	0	0
Canada	Alberta	Whitla 2	Wind	0	0	0
Canada	B.C.	Quality Wind	Wind	0	0	0
Canada	B.C.	Island Generation	Combined cycle gas	0	0	0
Canada	Alberta	Genesee 1 & 2	Coal	0	0	0
Canada	Alberta	Genesee 3	Coal	0	0	0
Canada	Alberta	Genesee Mine	Mining	0	0	0
Canada	Alberta	Clover Bar	Natural gas	0	0	0
Canada	Alberta	Clover Bar LFG	Landfill gas	0	382,253	0
Canada	Ontario	East Windsor	Natural gas	0	0	0
Canada	Ontario	York Energy Centre	Natural gas	0	0	0
Canada	Ontario	Goreway	Natural gas	0	0	0
Canada	Ontario	Kingsbridge	Wind	0	0	0
Canada	Ontario	Port Albert	Wind	0	0	0
Canada	Ontario	Port Dover & Nanticoke	Wind	0	0	0
U.S.	North Carolina	Roxboro	Cogeneration	460,288	0	333,396
U.S.	North Carolina	Southport	Combined heat & power	726,397	0	621,860
U.S.	Alabama	Decatur Energy Center	Combined cycle gas	0	0	0
U.S.	Arizona	Arlington	Natural gas	0	0	0
U.S.	New Mexico	Macho Springs	Wind	0	0	0
U.S.	North Carolina	Beaufort Solar	Solar	0	0	0
U.S.	Kansas	Bloom	Wind	0	0	0
U.S.	North Dakota	New Frontier	Wind	0	0	0
U.S.	Illinois	Cardinal Point	Wind	0	0	0
U.S.	Texas	Buckthorn	Wind	0	0	0
<b>Total</b>				<b>1,186,685</b>	<b>382,253</b>	<b>955,255</b>

#### Electricity, heating, cooling & steam consumption

2021 Consumption	GJ
Electricity	3,928,642
Heating	NA
Cooling	NA
Steam	NA

Disclosure Number	Disclosure Title	2021 Response
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GRI 302: Energy

302-1 Energy consumption within the organization

**Electricity, heating, cooling & steam sold**

2021 Sold	GJ
Electricity	70,103,739
Heating	NA
Cooling	NA
Steam	NA

**Total energy consumption**

Total Energy Consumption (GJ)
<b>144,875,965</b>

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Notes:

- Conversion of fuel to GJ based on higher heating value of fuel
- Conversion of MWh to GJ based on 1 MWh = 3.6 GJ (steam enthalpy)
- Net MWh generation (sold electricity) is net “revenue-quality” MWh, unless otherwise noted
- Electricity consumption is based on unit parasitic load (gross generation minus net generation)
- Higher heating value based on fuel analysis or published values

302-3 Energy intensity

**Energy intensity**

Energy Intensity (MWh)
7.44

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Notes:

- Organization metric (denominator) is Net MWh
- Fuel inputs are included in the ratio (GJ)
- Only energy consumption within the organization is used to calculate the energy intensity

302-4 Reduction of energy consumption

The energy intensity ratio has decreased for our Corporation. The reduction in intensity was largely driven by technology upgrades, increased gas generation and the Genesee 2 outage.

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Disclosure Number	Disclosure Title	2021 Response
<b>GRI 303: Water and Effluents</b>		
103-1	Explanation of the material topic and its Boundary	2021 Integrated Annual Report > Introduction > About this report > p. 1 2021 Integrated Annual Report > Progress on Our Road to Decarbonization > p. 31
103-2	The management approach and its components	<p>Capital Power's Regulatory and Environmental Policy (R&amp;EP) group, in consultation with government relations, is responsible for early identification of emerging regulatory issues as well as proposed and forthcoming regulatory changes, including water-related issues. They work proactively with internal stakeholders at Capital Power to ensure that the corporate growth strategy is executed within the constraints imposed by current and expected environmental policies in Canada and the U.S.</p> <p>The R&amp;EP group:</p> <ul style="list-style-type: none"> <li>• Provides details about Canadian and U.S. environmental policy initiatives to internal stakeholders;</li> <li>• Leads an internal multi-disciplinary team to develop Capital Power's positions about environmental policies, including water;</li> <li>• Coordinates the analysis of potential environmental regulations and policies on Capital Power's existing assets, new projects and acquisitions;</li> <li>• Represents and advocates Capital Power's environmental policy positions with industry committees, governments and other stakeholders; and</li> <li>• Coordinates regular communication of environmental policy issues and positions. The R&amp;EP group reports regularly to the Executive Team.</li> </ul> <p>In 2021, Capital Power developed a water management strategy and will seek to further improve how we use water in our operations on an asset-by-asset basis. To facilitate improvement of the ways in which water is used by, and supplied to, each of our facilities, targets will be set individually for each facility after initial baseline measurements are established in 2022, or as data becomes available through installation of additional measurement infrastructure.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Enhancing the resilience &amp; sustainability of our operations through water management &gt; p. 31</p> <p><a href="#">HSE Policy</a></p>
103-3	Evaluation of the management approach	<p>All plants are subject to an internal review process which includes an environmental component, focusing on either a plant's permits and regulatory compliance or a management system approach to reviewing environmental risk management. The internal reviews performed in 2021 did not result in significant findings that required changes to management approach.</p> <p><a href="#">HSE Policy</a></p>
303-1	Interactions with water as a shared resource	<p>Capital Power plans to incorporate asset-by-asset targets as part of its water management strategy. These targets will be set based on materiality, which includes water stress in the areas that we operate.</p> <p>Standards for the quality and quantity of effluent discharges are determined by applicable regional regulatory agencies. In all cases, our approvals include regulatory requirements which involve studies, limits, monitoring and reporting. We comply with all conditions in our operating water approvals and participate in watershed alliances and regional biomonitoring programs for some of our facilities.</p> <p>Capital Power sits on the Alberta Water Council (AWC) Board (a multi-stakeholder partnership to engage industry, NGOs and governments to achieve the outcomes of the Water for Life strategy) as industry vice president, and is a member of the Canadian Electricity Association (CEA), which advocates for the electricity industry positions to the federal government, including protection of fisheries.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Enhancing the resilience &amp; sustainability of our operations through water management &gt; p. 31</p>
303-2	Management of water discharge-related impacts	<p>The minimum standards for the quality of effluent discharges are determined by applicable regional regulatory agencies in the form of operating water approvals, permits and licenses. In addition to meeting the regulatory thresholds, we continue to explore and utilize best management approaches for clean water for operational efficiencies.</p>

Disclosure Number	Disclosure Title	2021 Response
<b>GRI 303: Water and Effluents</b>		
303-3	Water withdrawal	<p>2021 Water Withdrawal (ML) – 44,214</p> <p>Notes:</p> <ul style="list-style-type: none"> <li>• Total includes: surface waters, groundwater, seawater, produced waters and third-party waters</li> <li>• All waters withdrawn were considered to be &lt;1,000 mg/L Total Dissolved Solids</li> <li>• Additional contextual information relating to the provided data is outlined in the sites' operating permits, approvals or licenses issued by the regional regulator or from local water quality objectives</li> </ul>
303-4	Water discharge	<p>2021 Water Discharge (ML) – 31,457</p> <p>Notes:</p> <ul style="list-style-type: none"> <li>• Total includes: surface waters, groundwater, seawater, produced waters and third-party waters</li> <li>• All waters discharged were considered to be &lt;1,000 mg/L Total Dissolved Solids</li> <li>• Operating approvals, permits and/or licenses identify any "discharge consents" or priority substances to be treated specific to each operational site</li> </ul>
303-5	Water consumption	<p>2021 Water Consumption (ML) – 12,757</p> <p>Notes:</p> <ul style="list-style-type: none"> <li>• Total includes: surface waters, groundwater, seawater, produced waters and third-party waters</li> <li>• Operating approvals, permits and/or licenses identify any "discharge consents" or priority substances to be treated specific to each operational site</li> <li>• Additional contextual information relating to the provided data is outlined in the sites' operating permits, approvals or licenses issued by the regional regulator or from local water quality objectives. We assume water consumed is equal to water withdrawal minus water discharge.</li> </ul>
<b>GRI 304: Biodiversity</b>		
103-1	Explanation of the material topic and its Boundary	<p>We work to minimize our impacts and create long-term sustainability in biodiversity through our activities related to power production and site development. Impacts to biodiversity can occur at any of our sites beyond the immediate footprint. We consider biodiversity from business development to project planning and design, through construction and operations to remediation and final decommissioning, ensuring we minimize impacts to wildlife and the land.</p> <p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; Community Engagement &gt; Working with stakeholders to support biodiversity &gt; p. 45</p>
103-2	The management approach and its components	<p>The Environment team is engaged from project development through to decommissioning. Responsibilities around biodiversity are outlined in our <i>HSE Policy</i>, <i>Investment Policy</i>, <i>Enterprise Risk Policy</i> and <i>Management Proxy</i>.</p> <p>Capital Power continues to engage in land reclamation activities to reclaim land no longer needed with respect to the mining operations of the Genesee coal mine. To date, the reclamation work at the Genesee coal mine has returned about 1,124 hectares (35% of the total surface area at the Genesee coal mine) of previously mined area into productive farmland and wildlife habitat. A long-term regional biomonitoring program encompassing the Genesee facilities is one of the largest programs of its kind in Canada. Since 2004, its air, water and wildlife studies have found no significant changes in land, natural water bodies or ambient air quality.</p> <p>2021 Integrated Annual Report &gt; Community Engagement &gt; Working with stakeholders to support biodiversity &gt; p. 45</p> <p><a href="#">HSE Policy</a></p> <p><a href="#">2022 Management Proxy Circular</a></p>
103-3	Evaluation of the management approach	<p>All plants are subject to an internal review process which includes an environmental component, focusing on either a plant's permits and regulatory compliance or a management system approach to reviewing environmental risk management.</p> <p>The internal reviews performed in 2021 did not result in significant findings that required changes to management approach.</p> <p><a href="#">HSE Policy</a></p>



Disclosure Number	Disclosure Title	2021 Response
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GRI 304: Biodiversity

**304-2** Significant impacts of activities, products, and services on biodiversity

In order to reduce impact on wildlife species, we do a number of activities and surveys prior to, during and post-construction of a new project such as a wind facility; however, they vary by jurisdiction, province and state.

We conduct various wildlife surveys pre-construction to mitigate impacts, which include:

- Amphibian surveys
- Raptor surveys
- Bird surveys in general, both songbirds and other
- Washington ground squirrel and specific surveys are done depending on the geographic area where we are working

During construction, we:

- Do various bird, amphibian and other “sweeps”
- Have a wildlife biologist on site during construction when required
- Report to regulators any encounters with species of concern

During operation, we conduct bird and bat mortality monitoring. The Company is subject to requirements around minimizing the impact to wildlife at its wind facilities. Capital Power complies with all regulatory requirements, which include completing pre-disturbance bird and bat studies and post-construction bird and bat monitoring programs.

2021 Integrated Annual Report > Community Engagement > Working with stakeholders to support biodiversity > p. 45

**304-3** Habitats protected or restored

Information on reclaimed areas is reviewed by the regulatory body and reclamation certificates are issued if the measures are deemed acceptable. The areas described as “fully reclaimed” in this report have either received the reclamation certificates or are in the process of being reviewed.

	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Fully reclaimed <sup>1</sup>	680 (26%)	763 (29%)	847 (31%)	906 (33%)	944 (33%)	984 (34%)	1,056 (35%)	1,118 (36%)	1,124 (35%)	1,231 (37%)	1,298 (39%)
Reclamation in progress <sup>2</sup>	320 (13%)	264 (10%)	298 (11%)	274 (10%)	296 (11%)	322 (11%)	344 (12%)	294 (10%)	351 (11%)	386 (12%)	400 (12%)
Required for safe and efficient mining	1,581 (61%)	1,629 (61%)	1,566 (58%)	1,555 (57%)	1,600 (56%)	1,557 (55%)	1,587 (53%)	1,669 (54%)	1,698 (54%)	1,695 (51%)	1,661 (49%)
<b>Total land</b>	<b>2,581</b> <b>(100%)</b>	<b>2,656</b> <b>(100%)</b>	<b>2,711</b> <b>(100%)</b>	<b>2,735</b> <b>(100%)</b>	<b>2,840</b> <b>(100%)</b>	<b>2,863</b> <b>(100%)</b>	<b>2,987</b> <b>(100%)</b>	<b>3,081</b> <b>(100%)</b>	<b>3,173</b> <b>(100%)</b>	<b>3,312</b> <b>(100%)</b>	<b>3,359</b> <b>(100%)</b>

<sup>1</sup> Fully reclaimed refers to land that is either fully certified, is awaiting final certification from the Alberta Energy Regulator (AER) or is ready for application for certification.

<sup>2</sup> Reclamation in progress means reclamation activities have begun but are incomplete and no application for certification has been filed. The AER sets the standards for reclamation.

Key partners we work with to protect or restore habitat areas include:

- Northern Alberta Institute of Technology (NAIT) Centre for Boreal Research
- Alberta Conservation Association
- Alberta Hunter Education Instructors Association (AHEIA)
- Leduc County
- Olds College
- University of Alberta

GRI 305: Emissions

**103-1** Explanation of the material topic and its Boundary

Capital Power recognizes that reducing carbon and other emissions is essential to creating a sustainable future. We are focused on creating electricity that has a lower environmental impact, including from lower-carbon fuel sources.

The boundaries of our impact related to energy are the jurisdictions where we produce power.

2021 Integrated Annual Report > Introduction > About this report > p. 1

2021 Integrated Annual Report > Progress on Our Road to Decarbonization > Reducing emissions within our operations > p. 23

Disclosure Number	Disclosure Title	2021 Response																																																																																																																																																																								
<b>GRI 305: Emissions</b>																																																																																																																																																																										
103-2	The management approach and its components	<p>Responsibilities around energy management are outlined in our <i>HSE Policy</i>, <i>Investment Policy</i>, <i>Climate Change Disclosure Report</i>, <i>Enterprise Risk Policy</i> and <i>Management Proxy</i>.</p> <p>Also see GRI <a href="#">302-103 (103-2)</a>.</p> <p>2021 Integrated Annual Report &gt; Strategy &amp; Targets &gt; Performance targets for 2022: enhancing shareholder value &gt; pp. 16–17</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Reducing emissions within our operations &gt; pp. 23–24</p> <p><a href="#">2021 Climate Change Disclosure Report</a> &gt; Corporate governance &gt; pp. 8–10</p> <p><a href="#">HSE Policy</a></p>																																																																																																																																																																								
103-3	Evaluation of the management approach	<p>See GRI <a href="#">302-103 (103-3)</a>.</p> <p><a href="#">2021 Climate Change Disclosure Report</a> &gt; Metrics &amp; targets &gt; p. 7</p> <p><a href="#">HSE Policy</a></p>																																																																																																																																																																								
305-1	Direct (Scope 1) GHG emissions	<p><b>Gross direct (Scope 1) GHG emissions</b></p> <p>Gross direct GHG emissions (tCO<sub>2</sub>e): 10,430,443.01</p> <p>Biogenic GHG emissions (tCO<sub>2</sub>e): 107,463</p> <p><b>GHG emissions by facility</b></p> <table border="1"> <thead> <tr> <th>Country</th> <th>Prov./State</th> <th>Facility</th> <th>Type of Facility</th> <th>GHG Excluding Biomass &amp; LFG CO<sub>2</sub>e (tonnes/yr)</th> <th>GHG Including Biomass &amp; LFG (tonnes/yr)</th> </tr> </thead> <tbody> <tr><td>Canada</td><td>Alberta</td><td>Halkirk</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>Canada</td><td>Alberta</td><td>Whitla 1</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>Canada</td><td>Alberta</td><td>Whitla 2</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>Canada</td><td>B.C.</td><td>Quality Wind</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>Canada</td><td>B.C.</td><td>Island Generation</td><td>Combined cycle gas</td><td>229,031</td><td>229,031</td></tr> <tr><td>Canada</td><td>Alberta</td><td>Genesee 1 &amp; 2</td><td>Coal</td><td>4,357,901</td><td>4,357,901</td></tr> <tr><td>Canada</td><td>Alberta</td><td>Genesee 3</td><td>Coal</td><td>3,240,797</td><td>3,240,797</td></tr> <tr><td>Canada</td><td>Alberta</td><td>Genesee Mine</td><td>Mining</td><td>38,725</td><td>38,725</td></tr> <tr><td>Canada</td><td>Alberta</td><td>Clover Bar</td><td>Natural gas</td><td>238,020</td><td>238,020</td></tr> <tr><td>Canada</td><td>Alberta</td><td>Clover Bar LFG</td><td>Landfill gas</td><td>87</td><td>11,132</td></tr> <tr><td>Canada</td><td>Ontario</td><td>East Windsor</td><td>Natural gas</td><td>6,038</td><td>6,038</td></tr> <tr><td>Canada</td><td>Ontario</td><td>York Energy Centre</td><td>Natural gas</td><td>22,575</td><td>22,575</td></tr> <tr><td>Canada</td><td>Ontario</td><td>Goreway</td><td>Natural gas</td><td>540,952</td><td>540,952</td></tr> <tr><td>Canada</td><td>Ontario</td><td>Kingsbridge</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>Canada</td><td>Ontario</td><td>Port Albert</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>Canada</td><td>Ontario</td><td>Port Dover &amp; Nanticoke</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>U.S.</td><td>North Carolina</td><td>Roxboro</td><td>Cogeneration</td><td>40,939</td><td>79,285</td></tr> <tr><td>U.S.</td><td>North Carolina</td><td>Southport</td><td>Combined heat &amp; power</td><td>69,186</td><td>127,257</td></tr> <tr><td>U.S.</td><td>Alabama</td><td>Decatur Energy Center</td><td>Combined cycle gas</td><td>707,793</td><td>707,793</td></tr> <tr><td>U.S.</td><td>Arizona</td><td>Arlington</td><td>Natural gas</td><td>938,397</td><td>938,397</td></tr> <tr><td>U.S.</td><td>New Mexico</td><td>Macho Springs</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>U.S.</td><td>North Carolina</td><td>Beaufort Solar</td><td>Solar</td><td>0</td><td>0</td></tr> <tr><td>U.S.</td><td>Kansas</td><td>Bloom</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>U.S.</td><td>North Dakota</td><td>New Frontier</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>U.S.</td><td>Illinois</td><td>Cardinal Point</td><td>Wind</td><td>0</td><td>0</td></tr> <tr><td>U.S.</td><td>Texas</td><td>Buckthorn</td><td>Wind</td><td>0</td><td>0</td></tr> <tr> <td><b>Total</b></td> <td></td> <td></td> <td></td> <td><b>10,430,443</b></td> <td><b>10,537,906</b></td> </tr> </tbody> </table>	Country	Prov./State	Facility	Type of Facility	GHG Excluding Biomass & LFG CO <sub>2</sub> e (tonnes/yr)	GHG Including Biomass & LFG (tonnes/yr)	Canada	Alberta	Halkirk	Wind	0	0	Canada	Alberta	Whitla 1	Wind	0	0	Canada	Alberta	Whitla 2	Wind	0	0	Canada	B.C.	Quality Wind	Wind	0	0	Canada	B.C.	Island Generation	Combined cycle gas	229,031	229,031	Canada	Alberta	Genesee 1 & 2	Coal	4,357,901	4,357,901	Canada	Alberta	Genesee 3	Coal	3,240,797	3,240,797	Canada	Alberta	Genesee Mine	Mining	38,725	38,725	Canada	Alberta	Clover Bar	Natural gas	238,020	238,020	Canada	Alberta	Clover Bar LFG	Landfill gas	87	11,132	Canada	Ontario	East Windsor	Natural gas	6,038	6,038	Canada	Ontario	York Energy Centre	Natural gas	22,575	22,575	Canada	Ontario	Goreway	Natural gas	540,952	540,952	Canada	Ontario	Kingsbridge	Wind	0	0	Canada	Ontario	Port Albert	Wind	0	0	Canada	Ontario	Port Dover & Nanticoke	Wind	0	0	U.S.	North Carolina	Roxboro	Cogeneration	40,939	79,285	U.S.	North Carolina	Southport	Combined heat & power	69,186	127,257	U.S.	Alabama	Decatur Energy Center	Combined cycle gas	707,793	707,793	U.S.	Arizona	Arlington	Natural gas	938,397	938,397	U.S.	New Mexico	Macho Springs	Wind	0	0	U.S.	North Carolina	Beaufort Solar	Solar	0	0	U.S.	Kansas	Bloom	Wind	0	0	U.S.	North Dakota	New Frontier	Wind	0	0	U.S.	Illinois	Cardinal Point	Wind	0	0	U.S.	Texas	Buckthorn	Wind	0	0	<b>Total</b>				<b>10,430,443</b>	<b>10,537,906</b>
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Disclosure Number	Disclosure Title	2021 Response
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GRI 305: Emissions

305-1	Direct (Scope 1) GHG emissions	<p><b>GHG emissions by country</b></p> <table border="1"> <thead> <tr> <th>Country</th> <th>GHG Excluding Biomass &amp; LFG CO<sub>2</sub> (tonnes/yr)</th> <th>GHG Including Biomass &amp; LFG (tonnes/yr)</th> </tr> </thead> <tbody> <tr> <td>Canadian totals</td> <td>8,674,127</td> <td>8,685,173</td> </tr> <tr> <td>U.S. totals</td> <td>1,756,316</td> <td>1,852,733</td> </tr> <tr> <td><b>Total</b></td> <td><b>10,430,443</b></td> <td><b>10,537,906</b></td> </tr> </tbody> </table> <p><b>GHG by fuel type</b></p> <table border="1"> <thead> <tr> <th>Emission</th> <th>GHG Excluding Biomass &amp; LFG CO<sub>2</sub> (tonnes/yr)</th> <th>GHG Including Biomass &amp; LFG (tonnes/yr)</th> </tr> </thead> <tbody> <tr> <td>Coal</td> <td>6,905,245</td> <td>7,001,662</td> </tr> <tr> <td>Gas</td> <td>3,486,386</td> <td>3,486,386</td> </tr> <tr> <td>Renewables</td> <td>87</td> <td>11,132</td> </tr> <tr> <td><b>Total</b></td> <td><b>10,391,718</b></td> <td><b>10,499,180</b></td> </tr> </tbody> </table> <p>Notes:</p> <ul style="list-style-type: none"> <li>• Gases included in gross direct GHG emission calculation include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and SF<sub>6</sub></li> <li>• Global warming potential rates used are from IPCC Guidelines (AR4) for Greenhouse Gas Inventories</li> <li>• We use a combination of mass balance and emission factors in the calculation of CO<sub>2</sub> emissions</li> <li>• Quantification requirements are dictated by the operational jurisdiction</li> <li>• Information that was not available for December due to timing of the report was estimated</li> <li>• This information represents our generation associated with our operating approvals regardless of our financial interest in the facility</li> <li>• Data from owned capacity at facilities where we do not hold the operating permits is not included in this report</li> <li>• Organization-specific metric (the denominator) chosen to calculate the ratio: Net MWh</li> </ul>	Country	GHG Excluding Biomass & LFG CO <sub>2</sub> (tonnes/yr)	GHG Including Biomass & LFG (tonnes/yr)	Canadian totals	8,674,127	8,685,173	U.S. totals	1,756,316	1,852,733	<b>Total</b>	<b>10,430,443</b>	<b>10,537,906</b>	Emission	GHG Excluding Biomass & LFG CO <sub>2</sub> (tonnes/yr)	GHG Including Biomass & LFG (tonnes/yr)	Coal	6,905,245	7,001,662	Gas	3,486,386	3,486,386	Renewables	87	11,132	<b>Total</b>	<b>10,391,718</b>	<b>10,499,180</b>
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305-2	Energy indirect (Scope 2) GHG emissions	<p>Gross location-based energy indirect (Scope 2) GHG emissions are 47,634.89 tCO<sub>2</sub>e for 2021. 2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Reducing emissions within our operations &gt; p. 26</p> <p>Notes:</p> <ul style="list-style-type: none"> <li>• CO<sub>2</sub> equivalent factors utilized which consider CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O gases</li> <li>• Base year: 2013</li> <li>• We use 2013 as the base year as this was the first year we collected data on Scope 2 emissions. Base-year emissions were 2,952 tCO<sub>2</sub>e but have not been recalculated based on any significant changes in emissions.</li> <li>• Calculation used from GHG Protocol Guidance: <ul style="list-style-type: none"> <li>• Emissions (tCO<sub>2</sub>e) = Activity Data (MWh) x Emission Factor (tCO<sub>2</sub>e/MWh)</li> </ul> </li> <li>• Scope 2 emissions were calculated using the provincial grid average emission factor for power consumption as obtained from the 2021 National Inventory Report for Canada. For facilities outside of Canada, the U.S. EPA eGRID tool was used to locate the balancing authority for the facility location and determine the emission factor for that balancing authority.</li> </ul>
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Disclosure Number	Disclosure Title	2021 Response
GRI 305: Emissions		
305-3	Other indirect (Scope 3) GHG emissions	<p>Gross other indirect (Scope 3) GHG emissions are 1,320,667 tCO<sub>2</sub>e for 2021.</p> <p>Notes:</p> <ul style="list-style-type: none"> <li>• We included the CO<sub>2</sub>, CH<sub>4</sub> and N<sub>2</sub>O gases in our calculation of indirect emissions (Scope 3)</li> <li>• The relevant indirect (Scope 3) GHG emission categories and activities that were included in the calculation are as follows: <ul style="list-style-type: none"> <li>• <i>Capital goods and purchased goods:</i> <ul style="list-style-type: none"> <li>• Total dollars spent includes major capital expenditures and all other goods and services with the exclusion of fuels that are included in Scope 1 emissions, electricity purchases included in Scope 2, purchase of emission offsets, insurance, transmission fees, trading fees, etc.</li> </ul> </li> <li>• <i>Fuel and energy</i> <ul style="list-style-type: none"> <li>• Upstream emissions for coal, natural gas, biomass, landfill gas and TDF energy generation</li> </ul> </li> <li>• <i>Upstream transportation</i> <ul style="list-style-type: none"> <li>• Transportation emissions associated with transportation at upstream coal facilities</li> </ul> </li> <li>• <i>Waste</i> <ul style="list-style-type: none"> <li>• Disposal and recycling emissions associated with fly ash</li> </ul> </li> <li>• <i>Business travel</i> <ul style="list-style-type: none"> <li>• Total dollars spent on business travel, including airfare, accommodations and freight/courier</li> </ul> </li> <li>• <i>Employee commuting</i> <ul style="list-style-type: none"> <li>• Emissions associated with employee commuting based on the total number of employees</li> </ul> </li> </ul> </li> <li>• Base year: 2018 <ul style="list-style-type: none"> <li>• 2018 was the first year Scope 3 emissions were calculated for a wide range of emission sources</li> <li>• Base-year emissions were not recalculated because the data is not available to restate baseline (2018) emissions. Improved data collection has contributed to some of the differences in numbers disclosed over the past few years.</li> </ul> </li> <li>• The significant changes that would trigger recalculation of the base-year emissions include: <ul style="list-style-type: none"> <li>• Downstream transportation emissions (transmission and distribution losses) were determined to be double counted</li> <li>• Emissions associated with the electricity that is lost in T&amp;D are included as Scope 1 emissions (fuel combustion)</li> <li>• Capital goods and purchased goods were expanded to include goods and services beyond major capital purchases. Data is not available to restate baseline (2018) emissions.</li> </ul> </li> </ul>

Disclosure Number	Disclosure Title	2021 Response
GRI 305: Emissions		

305-4 GHG emissions intensity

**Total GHG emissions intensity (tCO<sub>2</sub>e/MWh): 0.53**

**GHG intensity by facility**

Country	Prov./State	Facility	Type of Facility	GHG Intensity (tonnes CO <sub>2</sub> e/MWh)
Canada	Alberta	Halkirk	Wind	0.000
Canada	Alberta	Whitla 1	Wind	0.000
Canada	Alberta	Whitla 2	Wind	0.000
Canada	B.C.	Quality Wind	Wind	0.000
Canada	B.C.	Island Generation	Combined cycle gas	0.394
Canada	Alberta	Genesee 1 & 2	Coal	0.923
Canada	Alberta	Genesee 3	Coal	0.837
Canada	Alberta	Genesee Mine	Mining	0.000
Canada	Alberta	Clover Bar	Natural gas	0.517
Canada	Alberta	Clover Bar LFG	Landfill gas	0.031
Canada	Ontario	East Windsor	Natural gas	0.559
Canada	Ontario	York Energy Centre	Natural gas	0.613
Canada	Ontario	Goreway	Natural gas	0.445
Canada	Ontario	Kingsbridge	Wind	0.000
Canada	Ontario	Port Albert	Wind	0.000
Canada	Ontario	Port Dover & Nanticoke	Wind	0.000
U.S.	North Carolina	Roxboro	Cogeneration	0.717
U.S.	North Carolina	Southport	Combined heat & power	1.176
U.S.	Alabama	Decatur Energy Center	Combined cycle gas	0.401
U.S.	Arizona	Arlington	Natural gas	0.394
U.S.	New Mexico	Macho Springs	Wind	0.000
U.S.	North Carolina	Beaufort Solar	Solar	0.000
U.S.	Kansas	Bloom	Wind	0.000
U.S.	North Dakota	New Frontier	Wind	0.000
U.S.	Illinois	Cardinal Point	Wind	0.000
U.S.	Texas	Buckthorn	Wind	0.000
<b>Total</b>				<b>0.534</b>

**GHG intensity by country**

Country	GHG Intensity (tonnes CO <sub>2</sub> e/MWh)
Canadian totals	0.659
U.S. totals	0.275
<b>Total</b>	<b>0.534</b>

**GHG intensity by fuel type**

Emission	GHG Intensity (tonnes CO <sub>2</sub> e/MWh)
Coal	0.898
Gas	0.473
Renewables	0.000
<b>Total</b>	<b>0.534</b>

**Notes:**

- This intensity includes GHG emissions related to MWh production only and excludes emissions related to the Genesee Mine
- Organization-specific metric (the denominator) chosen to calculate the ratio: Net MWh
- Types of GHG emissions included in the intensity ratio: Scope 1
- Gases included: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, SF<sub>6</sub>

Disclosure Number	Disclosure Title	2021 Response
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**GRI 305: Emissions**

305-5	Reduction of GHG emissions	<p>617,375.34 tonnes CO<sub>2</sub>e from the baseline year</p> <p>Notes:</p> <ul style="list-style-type: none"> <li>Reduction initiatives include Genesee Performance Standard and co-firing with natural gas</li> <li>Denominator used is Net Generation (sold MWh)</li> <li>Gases included: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O</li> <li>Base year for calculation: 2016</li> <li>Reductions are for direct (Scope 1) emissions</li> <li>Reduction calculations compared the 2016 (base year) GHG intensity and the 2021 GHG intensity and the reduction in intensity was applied to the 2021 generation. It is assumed that any reduction in intensity is due to efficiency improvements and co-firing with natural gas.</li> </ul>
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305-6	Emissions of ozone-depleting substances (ODS)	We had no ODS emissions in 2021.
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305-7	Nitrogen oxides (NO <sub>x</sub> ), sulfur oxides (SO <sub>x</sub> ), and other significant air emissions	<p><b>Nitrogen oxides (NO<sub>x</sub>), sulfur oxides (SO<sub>x</sub>) &amp; other significant air emissions</b></p> <table border="1"> <thead> <tr> <th>Parameter</th> <th>2020 Emissions</th> <th>Units</th> </tr> </thead> <tbody> <tr> <td>NO<sub>x</sub></td> <td>13,079</td> <td>Tonnes</td> </tr> <tr> <td>SO<sub>2</sub></td> <td>15,500</td> <td>Tonnes</td> </tr> <tr> <td>Particulate Matter (PM)</td> <td>603</td> <td>Tonnes</td> </tr> <tr> <td>Mercury</td> <td>22</td> <td>kg</td> </tr> </tbody> </table>	Parameter	2020 Emissions	Units	NO <sub>x</sub>	13,079	Tonnes	SO <sub>2</sub>	15,500	Tonnes	Particulate Matter (PM)	603	Tonnes	Mercury	22	kg
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Parameter	2020 Emissions	Units
NO <sub>x</sub>	13,079	Tonnes
SO <sub>2</sub>	15,500	Tonnes
Particulate Matter (PM)	603	Tonnes
Mercury	22	kg

**Emissions by facility**

Country	Prov./State	Facility	Type of Facility	NO <sub>x</sub> (tonnes/yr)	SO <sub>2</sub> (tonnes/yr)	Total PM (tonnes/yr)	Hg (kg/yr)
Canada	Alberta	Halkirk	Wind	0	0	0	0
Canada	Alberta	Whitla 1	Wind	0	0	0	0
Canada	Alberta	Whitla 2	Wind	0	0	0	0
Canada	B.C.	Quality Wind	Wind	0	0	0	0
Canada	B.C.	Island Generation	Combined cycle gas	95	1	0	0
Canada	Alberta	Genesee 1 & 2	Coal	10,204	11,965	295	13
Canada	Alberta	Genesee 3	Coal	2,209	2,710	267	9
Canada	Alberta	Genesee Mine	Mining	0	0	0	0
Canada	Alberta	Clover Bar	Natural gas	122	1	0	0
Canada	Alberta	Clover Bar LFG	Landfill gas	6	0	1	0
Canada	Ontario	East Windsor	Natural gas	2	0	0	0
Canada	Ontario	York Energy Centre	Natural gas	12	0	0	0
Canada	Ontario	Goreway	Natural gas	85	3	1	0
Canada	Ontario	Kingsbridge	Wind	0	0	0	0
Canada	Ontario	Port Albert	Wind	0	0	0	0
Canada	Ontario	Port Dover & Nanticoke	Wind	0	0	0	0
U.S.	North Carolina	Roxboro	Cogeneration	76	329	0	0
U.S.	North Carolina	Southport	Combined heat & power	145	481	14	0
U.S.	Alabama	Decatur Energy Center	Combined cycle gas	58	4	9	0
U.S.	Arizona	Arlington	Natural gas	64	5	13	0
U.S.	New Mexico	Macho Springs	Wind	0	0	0	0
U.S.	North Carolina	Beaufort Solar	Solar	0	0	0	0
U.S.	Kansas	Bloom	Wind	0	0	0	0
U.S.	North Dakota	New Frontier	Wind	0	0	0	0
U.S.	Illinois	Cardinal Point	Wind	0	0	0	0
U.S.	Texas	Buckthorn	Wind	0	0	0	0
<b>Total</b>				<b>13,079</b>	<b>15,500</b>	<b>603</b>	<b>22</b>

Disclosure Number	Disclosure Title	2021 Response
GRI 305: Emissions		

**Emissions by country**

Country	NO <sub>x</sub> (tonnes/yr)	SO <sub>2</sub> (tonnes/yr)	Total PM (tonnes/yr)	Hg (kg/yr)
Canadian totals	12,735	14,681	566	22
U.S. totals	343	819	37	0
<b>Total emissions</b>	<b>13,079</b>	<b>15,500</b>	<b>603</b>	<b>22</b>

**Emissions by fuel type**

Emission	NO <sub>x</sub> (tonnes)	SO <sub>2</sub> (tonnes)	PM (tonnes)	Hg (kg)
Coal	12,633	15,485	577	23
Gas	439	14	25	0
Renewables	6	0	1	0
<b>Total</b>	<b>13,079</b>	<b>15,500</b>	<b>603</b>	<b>23</b>

Notes:

- The majority of these emissions are calculated using direct measurement (Continuous Emissions Monitoring Systems)
- Some parameters are calculated using source emission testing or mass balance
- Where emission factors are utilized, the source of the emission factors is typically source testing or EPA-published emission factors
- Calculation methodologies are dictated by jurisdiction

**GRI 306: Waste**

103-1	Explanation of the material topic and its Boundary	<p>We seek opportunities to reduce waste, as appropriate. Waste management helps to limit our environmental impact and can lower risks and costs, but we also see potential opportunities where some waste, like fly ash, is sold in cement production. Our stakeholders and communities close to Capital Power’s facilities are interested in how we manage effluent and waste discharge from production as they may be directly impacted through potential water contamination and improper disposal of waste. We see it as our responsibility to manage and reduce any potential impacts resulting from our operations.</p> <p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p>
103-2	The management approach and its components	<p>We are focused on minimizing waste at each of our operations and at the local level and ensuring compliance with local requirements at a minimum. Applicable data is updated and reported annually, consistent with industry standards and regulatory compliance obligations, and is subject to internal audit processes. In addition, we look for opportunities where we can recycle and/or sell our waste, thereby reducing environmental impact both at our operations and downstream.</p> <p>The environmental program is monitored on a regular basis by the HSE Committee, including compliance with regulatory requirements and the use of internal environmental specialists and independent, external environmental experts. The Committee’s role includes monitoring, advising and making recommendations to the Board of Directors on matters relating to the establishment, maintenance and review of the organization’s environmental strategies, goals and policies, the conduct of due diligence, and the achievement of excellent corporate performance.</p> <p>Oversight of the management system is provided by the Board HSE Committee.</p> <p><a href="#">HSE Policy</a></p> <p>Other relevant policies (not publicly available): <i>Enterprise Risk Policy</i> and <i>Investment Policy</i></p>
103-3	Evaluation of the management approach	<p>Mechanisms for evaluating the effectiveness of the management approach are outlined in the policies mentioned.</p> <p>Our internal review process (ISAT), performed annually, looks at processes and procedures regarding environmental risk management and/or compliance at our facilities including (but not limited to): waste management, hazardous material management, storage facilities, materials imported and exported, and chemical and biological control.</p> <p>In 2021 the internal review documented no significant findings and there were no required changes to our management approach.</p> <p><a href="#">HSE Policy</a></p>

Disclosure Number	Disclosure Title	2021 Response
<b>GRI 306: Waste</b>		
306-1	Waste generation and significant waste-related impacts	At facilities where coal is used as a fuel for power production, waste is generated in the form of bottom ash and fly ash. Bottom ash and fly ash waste is generated as a result of our own activities. Waste must be properly managed to prevent negative impacts to soil, water and air. More than 99% of the fly ash produced at the Genesee Generating Station is captured and put into licensed storage landfills within the adjacent Genesee Mine or sold for use in cement and concrete applications where it increases product quality and decreases emissions.
306-2	Management of significant waste-related impacts	Ash waste is managed internally. A portion of the fly ash generated at the Genesee facility is recycled and sold for use in cement production. Fly ash helps to add strength and increase product longevity of the cement but also helps to reduce GHG emissions and costs associated with cement production. We currently only track ash disposal and recycling at our operational facilities.  The ash that is sold to third parties is weighed when it leaves the facility. The remaining ash is loaded into trucks and taken to approved landfill sites, where it is stored and eventually reclaimed. Mine trucks are counted and weighed to determine waste volumes.
306-3	Waste generated	939,641 tonnes  Notes: • Data from owned capacity at facilities where we do not hold the operating permits is not included in this report
306-4	Waste diverted from disposal	289,351 tonnes  Notes: • Data from owned capacity at facilities where we do not hold the operating permits is not included in this report
306-5	Waste directed to disposal	650,290 tonnes  Notes: • Data from owned capacity at facilities where we do not hold the operating permits is not included in this report
<b>GRI 307: Environmental Compliance</b>		
103-1	Explanation of the material topic and its Boundary	Being in compliance and in good standing with the regulators and with the local community, in the areas where we own and operate assets, is paramount to ensure we maintain trust with our stakeholders. Ensuring we are good environmental stewards in our community reduces liabilities and enables us to keep delivering power in the future.  Our stakeholders and communities close to Capital Power's facilities are interested in how we manage our site and can be directly impacted; as such, we see it as our responsibility to be good stewards in our community, and to manage and reduce any potential impacts resulting from our operations.  2021 Integrated Annual Report > Introduction > About this report > p. 1
103-2	The management approach and its components	Capital Power manages its HSE risks through a company-wide HSE management system and measures its HSE performance against recognized industry and internal performance measures. Compliance audits are conducted by internal and external auditors to verify that the HSE management program meets the regulatory requirements for the business. Board-approved HSE objectives are established annually to promote Capital Power's HSE stewardship and are measured through the HSE Performance Index. The Index measures performance by using a combination of leading and lagging performance indicators. Where lagging indicators measure the "end results," leading indicators recognize and focus attention on proactive activities and continuous improvement.  2021 Integrated Annual Report > Strategy & Targets > Risk overview > p. 18  2021 Integrated Annual Report > Governance & Ethics > Ethics & integrity > pp. 55–56  <a href="#">HSE Committee Terms of Reference</a> <a href="#">HSE Policy</a>  Other relevant policies (not publicly available): <i>Enterprise Risk Policy</i> and <i>Investment Policy</i>
103-3	Evaluation of the management approach	Our internal review process (ISAT), performed annually, looks at processes and procedures regarding environmental risk management and/or compliance of regulations and permits at our facilities. In 2021 the internal review documented no significant findings and there were no required changes to our management approach.  <a href="#">HSE Policy</a>
307-1	Non-compliance with environmental laws and regulations	There were no fines in 2021.





Disclosure Number	Disclosure Title	2021 Response
GRI 308: Supplier Environmental Assessment		
103-1	Explanation of the material topic and its Boundary	<p>As a large purchaser in the areas where our facilities are located, Capital Power recognizes that environmentally sustainable sourcing has a material environmental impact on the sustainable actions of our suppliers. Benefits to Capital Power from environmentally sustainable sourcing include reduced cost and less risk to our operations and to our supply chain.</p> <p>Capital Power holds our contractors to a high standard and employs environmental inspectors on all development sites to perform ongoing inspections and scheduled audits to ensure compliance with specific contractual and statutory environmental obligations.</p> <p>The boundaries are generally considered to be the activities of suppliers for our operating and under-construction power generation facilities. Capital Power recognizes that the environmental performance of our contractors when not employed in work at our sites is not included in this assessment.</p> <p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p>
103-2	The management approach and its components	<p>To ensure compliance, we subject contractors employed at our facilities and development sites to ongoing inspections and scheduled audits, and we are also obligated to self-report any non-compliances to the applicable regulators. Information for these self-reports represents Capital Power's disclosure of non-compliance with environmental laws, regulations or approval qualifications imposed during development.</p> <p>Capital Power's approach uses policy, procurement processes and contracting and site management to ensure environmental standards are met by suppliers. The purpose of the management approach is to source suppliers and contractors that deliver optimal value to our construction and operations while also achieving a level of environmental sustainability. In 2021, Capital Power approved a sustainable sourcing strategy which will further its focus on environmental and social matters related to procurement.</p> <p>Procurement Process and Contracting: Our procurement process requires that any prospective supplier verifies that they will read our policy, and our contracts include terms requiring suppliers to adhere to our policies. In addition, any suppliers that do work on our sites are required to comply with a comprehensive set of HSE requirements that include requirements that are specific for the type of materials they are providing and the work they will be doing.</p> <p>Site Management: For those suppliers that conduct work on any of our sites, Capital Power employees monitor certain aspects of the work, which includes compliance with all environmental requirements, policies and work-specific standards. Any supplier not complying will have its work stopped and said work will not recommence unless and until full compliance is achieved.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Reducing risks in our supply chain &gt; p. 32</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Ethics &amp; integrity &gt; pp. 55–56</p>
103-3	Evaluation of the management approach	<p>Capital Power is working toward an improved process for evaluating the environmental sustainability impacts of our procurement process. Capital Power has approved a sustainable sourcing strategy, with a framework outlining environmental impacts for 2022 and 2023. Processes and targets to track and monitor suppliers environmental impact will be developed over the time frame.</p>
308-1	New suppliers that were screened using environmental criteria	<p>Construction-related proposals are evaluated against the contractor familiarity with environmental regulations and their plan for meeting those obligations.</p>
308-2	Negative environmental impacts in the supply chain and actions taken	<p>All new suppliers are screened using the methods described in section 103-2 above. There are no known negative impacts in the supply chain.</p>

# GRI 400: Social standards

Disclosure Number	Disclosure Title	2021 Response																																																																								
GRI 401: Employment																																																																										
103-1	Explanation of the material topic and its Boundary	2021 Integrated Annual Report > Introduction > About this report > p. 1 2021 Integrated Annual Report > People > p. 34																																																																								
103-2	The management approach and its components	<p>To ensure fair payment of employees, we follow the employment standards for each Canadian province and the <i>Fair Labour Standards Act</i> (FLSA) in the U.S., as well as the collective agreements for our Canadian union employees. We are undertaking new approaches to hire, retain and engage talent across our organization.</p> <p>See GRI <a href="#">402-103</a>.</p> <p>2021 Integrated Annual Report &gt; People &gt; pp. 34–35, 37–38, 40</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Sustainability governance &gt; p. 54</p> <p><a href="#">HSE Policy</a></p> <p><a href="#">Ethics Policy</a></p> <p><a href="#">Respectful Workplace Policy</a></p> <p>Some internal policies (not publicly available) that help guide our business: <i>Part-time Work Policy</i>, <i>Our Commitment to the Protection of Personal Information and Privacy Policy</i>, <i>Security Policy</i> and <i>Temporary Flexible Workplace Arrangements Policy</i></p> <p>The following practices are currently being formalized as policy (not publicly available) to ensure consistent and equitable application: <i>Compassionate Care Leave Policy</i> (paid leave for employees who are caring for a critically ill family member) and <i>Substance Use Disclosure Policy</i> (financial assistance for employees who disclose substance use)</p>																																																																								
103-3	Evaluation of the management approach	2021 Integrated Annual Report > People > pp. 36, 40																																																																								
401-1	New employee hires and employee turnover	<p><b>New employee hires</b></p> <table border="1"> <thead> <tr> <th></th> <th>Number of Permanent New Hires</th> <th>As a % of Total Permanent New Hires</th> </tr> </thead> <tbody> <tr> <td><b>New hires</b></td> <td>65</td> <td>100.00%</td> </tr> <tr> <td><b>Age group</b></td> <td></td> <td></td> </tr> <tr> <td>Under 30</td> <td>17</td> <td>26.15%</td> </tr> <tr> <td>30–50 years</td> <td>35</td> <td>53.85%</td> </tr> <tr> <td>Over 50 years</td> <td>13</td> <td>20.00%</td> </tr> <tr> <td><b>Gender</b></td> <td></td> <td></td> </tr> <tr> <td>Men</td> <td>45</td> <td>69.23%</td> </tr> <tr> <td>Women</td> <td>20</td> <td>30.77%</td> </tr> <tr> <td><b>Region</b></td> <td></td> <td></td> </tr> <tr> <td>Canada</td> <td>54</td> <td>83.08%</td> </tr> <tr> <td>U.S.</td> <td>11</td> <td>16.92%</td> </tr> </tbody> </table> <p><b>Employee turnover</b></p> <table border="1"> <thead> <tr> <th></th> <th>Number of People</th> <th>As a % of Total Turnover</th> </tr> </thead> <tbody> <tr> <td><b>Employee turnover</b></td> <td>122</td> <td></td> </tr> <tr> <td><b>Age group</b></td> <td></td> <td></td> </tr> <tr> <td>Under 30</td> <td>18</td> <td>14.75%</td> </tr> <tr> <td>30–50 years</td> <td>48</td> <td>39.34%</td> </tr> <tr> <td>Over 50 years</td> <td>56</td> <td>45.90%</td> </tr> <tr> <td><b>Gender</b></td> <td></td> <td></td> </tr> <tr> <td>Men</td> <td>105</td> <td>86.07%</td> </tr> <tr> <td>Women</td> <td>17</td> <td>13.93%</td> </tr> <tr> <td><b>Region</b></td> <td></td> <td></td> </tr> <tr> <td>Canada</td> <td>43</td> <td>35.25%</td> </tr> <tr> <td>U.S.</td> <td>79</td> <td>64.75%</td> </tr> </tbody> </table>		Number of Permanent New Hires	As a % of Total Permanent New Hires	<b>New hires</b>	65	100.00%	<b>Age group</b>			Under 30	17	26.15%	30–50 years	35	53.85%	Over 50 years	13	20.00%	<b>Gender</b>			Men	45	69.23%	Women	20	30.77%	<b>Region</b>			Canada	54	83.08%	U.S.	11	16.92%		Number of People	As a % of Total Turnover	<b>Employee turnover</b>	122		<b>Age group</b>			Under 30	18	14.75%	30–50 years	48	39.34%	Over 50 years	56	45.90%	<b>Gender</b>			Men	105	86.07%	Women	17	13.93%	<b>Region</b>			Canada	43	35.25%	U.S.	79	64.75%
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Disclosure Number	Disclosure Title	2021 Response
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GRI 401: Employment

401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>Benefits which are standard for full-time employees (which includes employees who work 20+ hours in a week in Canada and 30+ hours in the U.S.) but are not provided to temporary employees at our significant locations of operation<sup>1</sup> include:</p> <ul style="list-style-type: none"> <li>• Life insurance and other optional insurances such as AD&amp;D</li> <li>• Health, dental and vision care</li> <li>• Short- /long-term disability</li> <li>• Maternity/parental leave</li> <li>• Health- and wellness-related reimbursement accounts</li> <li>• Retirement and savings programs</li> <li>• Vacation and paid time-off</li> <li>• Temporary flexible work arrangements</li> <li>• Bereavement</li> <li>• Employee and family assistance programs</li> <li>• Healthcare Advocacy (Best Doctors® and Cigna)</li> <li>• Out-of-country emergency medical</li> <li>• Career milestone recognition</li> </ul> <p><sup>1</sup> Significant locations of operation are anywhere that at least one full-time employee is employed within Canada and the U.S.</p>
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401-3	Parental leave	<p><b>Total number of employees that were entitled to parental leave, by gender in 2021</b></p> <table border="1"> <thead> <tr> <th></th> <th>Number of People</th> <th>%</th> </tr> </thead> <tbody> <tr> <td><b>Employees entitled to parental leave</b></td> <td>728</td> <td></td> </tr> <tr> <td>Men</td> <td>530</td> <td>72.8%</td> </tr> <tr> <td>Women</td> <td>198</td> <td>27.2%</td> </tr> </tbody> </table> <p><b>Total number of employees that took parental leave, by gender in 2021</b></p> <table border="1"> <thead> <tr> <th></th> <th>Number of People</th> <th>%</th> </tr> </thead> <tbody> <tr> <td><b>Employees that took parental leave</b></td> <td>13</td> <td></td> </tr> <tr> <td>Men</td> <td>1</td> <td>7.7%</td> </tr> <tr> <td>Women</td> <td>12</td> <td>92.3%</td> </tr> </tbody> </table> <p><b>Total number of employees who returned to work in the reporting period after parental leave ended, by gender in 2021</b></p> <table border="1"> <thead> <tr> <th></th> <th>Number of People</th> <th>%</th> </tr> </thead> <tbody> <tr> <td><b>Employees that returned to work in the reporting period after parental leave ended</b></td> <td>6</td> <td></td> </tr> <tr> <td>Men</td> <td>1</td> <td>16.7%</td> </tr> <tr> <td>Women</td> <td>5</td> <td>83.3%</td> </tr> </tbody> </table> <p><b>Total number of employees who returned to work after parental leave ended who were still employed 12 months after their return to work, by gender in 2021</b></p> <table border="1"> <thead> <tr> <th></th> <th>Returned in 2019</th> <th>Returned in 2020</th> <th>Combined</th> </tr> </thead> <tbody> <tr> <td><b>Number returned</b></td> <td>3</td> <td>3</td> <td>6</td> </tr> <tr> <td><b>Number still employed after 12 months</b></td> <td></td> <td></td> <td></td> </tr> <tr> <td>Men</td> <td>2/66.7%</td> <td>0/0%</td> <td>2/33.3%</td> </tr> <tr> <td>Women</td> <td>1/33.3%</td> <td>3/100%</td> <td>4/66.7%</td> </tr> </tbody> </table>		Number of People	%	<b>Employees entitled to parental leave</b>	728		Men	530	72.8%	Women	198	27.2%		Number of People	%	<b>Employees that took parental leave</b>	13		Men	1	7.7%	Women	12	92.3%		Number of People	%	<b>Employees that returned to work in the reporting period after parental leave ended</b>	6		Men	1	16.7%	Women	5	83.3%		Returned in 2019	Returned in 2020	Combined	<b>Number returned</b>	3	3	6	<b>Number still employed after 12 months</b>				Men	2/66.7%	0/0%	2/33.3%	Women	1/33.3%	3/100%	4/66.7%
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Disclosure Number	Disclosure Title	2021 Response
GRI 402: Labor/Management Relations		
103-1	Explanation of the material topic and its Boundary	2021 Integrated Annual Report > Introduction > About this report > p. 1 2021 Integrated Annual Report > People > p. 34
103-2	The management approach and its components	<p>Employee co-determination is a high priority at Capital Power. Statutory, collective bargaining and company rules are implemented by establishing relationships with employee representatives built on trust. Capital Power's Employee Relations group maintains meaningful work standards, policies and practices consistent with Capital Power's commitment to providing a positive workplace culture for our employee experience, aligned to our business objectives, and maintaining all legal and regulatory requirements in Canada and the U.S. The group provides guidance to Business Partners and management on employment matters and promotes consistency with respect to Capital Power's policies and practices across the organization.</p> <p>While not a signatory to the UN Global Compact (UNGC), our approach takes into account the 10 UNGC Principles in the areas of labour, environment, anti-corruption and human rights. As a company operating in North America, we support and respect internationally proclaimed human rights, framed under the Universal Declaration of Human Rights, and the core labour standards set out by the International Labour Organization. With respect to our unions (see GRI 102-41), we abide by all applicable national and/or local legal requirements and also all requirements outlined in each union's respective collective bargaining agreements, and follow all regulatory requirements. In alignment with the UNGC Human Rights and Labour Principles 1–5, Capital Power prohibits the use of child labour and forced or compulsory labour at all its facilities.</p> <p>2021 Integrated Annual Report &gt; People &gt; pp. 34–35, 38–40 2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Sustainability governance &gt; p. 54</p> <p><a href="#">HSE Policy</a> <a href="#">Ethics Policy</a> <a href="#">Respectful Workplace Policy</a></p> <p>Some internal policies (not publicly available) that help guide our business: <i>Part-time Work Policy</i>, <i>Our Commitment to the Protection of Personal Information and Privacy Policy</i>, <i>Security Policy</i> and <i>Temporary Flexible Workplace Arrangements Policy</i></p> <p>The following practices are currently being formalized as policy (not publicly available) to ensure consistent and equitable application: <i>Compassionate Care Leave Policy</i> (paid leave for employees who are caring for a critically ill family member) and <i>Substance Use Disclosure Policy</i> (financial assistance for employees who disclose substance use)</p>
103-3	Evaluation of the management approach	Capital Power's Employee Relations group maintains meaningful work standards, policies and practices consistent with Capital Power's commitment to providing a positive workplace culture for our employee experience, aligned to our business objectives, and maintaining all legal and regulatory requirements in Canada and the U.S. The group provides guidance to Business Partners and management on employment matters and promotes consistency with respect to Capital Power's policies and practices across the organization.
402-1	Minimum notice periods regarding operational changes	<p>Capital Power endeavours to give as much notice to its employees as they can. Depending on the collective agreement and type of situation, the notice period ranges from 24 hours to 28 calendar days.</p> <p>Capital Power operates long-standing merchant and contracted power generation facilities, so significant operational changes that would substantially impact employees would be extremely rare. As such, we do not have notice requirements specific to significant operational changes, but in such a case, would notify affected employees and unions directly as soon as practical. If the change would result in loss of employment, we would abide by relevant terms outlined in collective agreements, and by all state, federal and provincial laws regarding employment notice.</p> <p>In most cases, minimum notice periods and provisions for negotiation/consultation of significant operational changes are not specified in such agreements. Rather, communication of such changes generally occurs as part of the ongoing engagement between the Company and employee representatives.</p>



Disclosure Number	Disclosure Title	2021 Response
GRI 403: Occupational Health and Safety		
103-1	Explanation of the material topic and its Boundary	2021 Integrated Annual Report > Introduction > About this report > p. 1 2021 Integrated Annual Report > People > Occupational health & safety > p. 41
103-2	The management approach and its components	2021 Integrated Annual Report > People > Occupational health & safety > pp. 41–42 <a href="#">HSE Policy</a> Other relevant policies (not publicly available): <i>Enterprise Risk Policy</i> and <i>Investment Policy</i>
103-3	Evaluation of the management approach	Capital Power’s Health, Safety and Environment corporate group is subject to an internal audit every three years where it takes a risk-based approach to determine the scope of the audit. The results of the internal audit’s engagements are distributed to management, who provide responses to each finding, including committed dates for actionable items. Internal audit follows up with management on actionable items until they are completed and reports the status of findings quarterly to the HSE Committee of the Board. In 2021, there were three ISAT audits that looked at health and safety as part of the review. 2021 Integrated Annual Report > People > Occupational health & safety > p. 42
403-1	Occupational health and safety management system	Occupational Health and Safety Management System (OHS MS): Requirements are established to review the content and functionality of the OHS MS to ensure there is a functioning and systematic process in place so that risks are identified and managed to achieve the Company HSE goals and objectives. The OHS MS is required to be implemented by legal requirements in various jurisdictions where we operate. The OHS MS is based on recognized risk management and management system standards and in part from ISO 45001: 2018. The scope of workers that fall under the organization’s HSE management system include full-time and temporary employees, contractors and subcontractors classified as working under the direction of the organization. Contractors whose work and/or workplace activities are not under the direction of the organization are covered through the organization’s Contractor Management Standard that includes robust pre-qualification and selection criteria for qualified contractors. The organization uses ISNetworld, a global resource, to assist with assessing contractor health and safety management systems, worker qualifications, injury statistics, insurance requirements and compliance to jurisdictional regulations. 2021 Integrated Annual Report > People > Occupational health & safety > pp. 41–42

Disclosure Number	Disclosure Title	2021 Response
GRI 403: Occupational Health and Safety		
403-2	Hazard identification, risk assessment, and incident investigation	<p>The organization has a Hazard Identification, Assessment and Control Standard that provides the process for conducting routine and non-routine hazard identification activities, assessing of risks and developing effective controls. The process includes positional, job and field-level hazard assessments. Review and update of these assessments are triggered as part of an incident investigation finding, when new workers or a new process or task is introduced or there is a change in conditions at the field level. These processes are based on both legal requirements and industry guidelines.</p> <p>Instruction in the process includes an understanding of the hierarchy of controls, risk ranking, types of hazard assessments and the audit of hazard assessments by supervision. Training on hazard identification and control is provided to workers through orientations, classroom sessions and e-learning options. Understanding of the training is confirmed through training quizzes and competency is verified through hazard assessment review audits that are conducted by supervisors at regular intervals. Barriers to training and understanding are addressed through various means such as translators, e-learning in Spanish and verbal training and testing where required.</p> <p>Outcomes of these processes are evaluated to determine if there was a management system gap, and areas for corrective action within the management system are identified as either not part of the system, an inadequate standard or inadequate compliance with the standards. Corrective actions are assigned to correct personnel responsible and are tracked to completion.</p> <p>Reporting of work-related hazards and hazardous situations is required by all workers. Reporting is done by directly reporting to a supervisor, safety representative or a Health, Safety and Environment (HSE) Committee member. As part of the policy, workers shall not be disciplined for reporting hazardous conditions or situations. Reports are formally entered into an electronic reporting system and are tracked to closure. The organization has a no retaliation policy and will not tolerate or pursue retaliation of any kind against any individual who reports a violation or ethical concern in good faith. Work refusals are considered incidents and are investigated. Workers have the right to refuse any work they believe in good faith to be unusually dangerous. A work refusal is initiated by the worker, and when initiated in good faith shall not result in discriminatory action. If a worker believes that the assigned work is dangerous, the refusal and the reason for the refusal is promptly reported to the employer or supervisor.</p> <p>The organization has a formal Event Management Standard that requires incidents to be reported and investigated. Outcomes of the investigation must identify the factors that contributed to the incident's occurrence. Corrective actions are identified and implemented to prevent recurrence. Root causes are identified to determine fundamental, underlying, OHS MS-related reasons why the incident occurred and to identify one or more correctable management system failures. Corrective actions are assigned to accountable personnel and are tracked to completion.</p> <p>2021 Integrated Annual Report &gt; People &gt; Occupational health &amp; safety &gt; pp. 41–42</p>
403-3	Occupational health services	<p>The organization conducts occupational health surveillance in compliance with legal requirements and occupational hygiene practices. Occupational health hazards in the working environment are identified through the formal hazard assessment process. Internal Health and Safety Advisors with professional designation as a Canadian Registered Safety Professional® (CRSP®) or Certified Safety Professional® (CSP®) conduct basic surveillance services for ergonomics, noise, heat stress and assessment of personal protective equipment.</p> <p>External companies with competent individuals with recognized qualifications are utilized for occupational health surveillance in accordance with the hazards of the working environments workers are exposed to. Employees are required to attend the health surveillance testing in accordance with legal requirements. The organization offers onsite services during work hours and offsite services with provision for transportation to the health clinics when needed.</p> <p>Workers are given access to records and will receive all results of testing through the third-party testing provider. Unfavourable results are investigated to determine if additional or more effective controls are required at the workplace to further protect workers.</p> <p>All occupational health records internally and externally held by third parties are managed in accordance with jurisdictional privacy laws and in accordance with the organization's internal privacy procedure and records retention schedule.</p>

Disclosure Number	Disclosure Title	2021 Response
GRI 403: Occupational Health and Safety		
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>Workers at all levels participate in development and review of hazard assessments of their work and/or working environment as well as investigations. Formal Joint Health and Safety Committees (JHSCs) or Health and Safety Representatives are established in accordance with regulations. The committees meet quarterly at a minimum and operate under a formal Terms of Reference that defines roles and decision-making authority. Where trade union agreements or long-term contractors are in place at the worksite, the union and contractor must provide a representative to participate on the JHSC. The JHSC is responsible for:</p> <ul style="list-style-type: none"> <li>• Managing concerns and complaints about worker health and safety and helping Capital Power respond to worker health and safety concerns;</li> <li>• Participating in the identification of worksite hazards;</li> <li>• Conducting worksite inspections;</li> <li>• Developing, promoting and verifying measures to protect the health and safety of people at the worksite;</li> <li>• Developing and promoting education, training and information programs concerning health and safety;</li> <li>• Cooperating with OHS officers in enforcing the <i>Health and Safety Act</i>, participating in investigations of serious injuries and incidents, and maintaining records on all matters relating to the duties of the Committee;</li> <li>• Assist in new employee health and safety orientation;</li> <li>• Assist with the resolution of unsafe work refusals; and</li> <li>• Assist with the development of health and safety policies and safe work procedures.</li> </ul> <p>OHS MS requirements are communicated to workers through various methods including, but not limited to:</p> <ul style="list-style-type: none"> <li>• JHSCs or representatives</li> <li>• Corporate Safety Calendar monthly topics</li> <li>• HSE alerts, and communication through the Zero Means email</li> <li>• HSE bulletin boards</li> <li>• HSE campaigns and awareness presentations</li> <li>• HSE lesson learned bulletins</li> <li>• Intranet, TV screens</li> <li>• Job-specific training</li> <li>• Orientation and onboarding</li> <li>• Safety Moments at the beginning of meetings</li> <li>• Regular scheduled safety meetings</li> <li>• Toolbox talks</li> </ul>
403-5	Worker training on occupational health and safety	<p>Mandatory and optional training requirements are determined based on regulatory requirements, by position, by tasks performed and by work-related hazards. Positional hazard assessments identify work-related hazards and establish the training related to the hazard. An established training matrix is used to track all training and the required intervals for retraining. Training is done through various methods such as e-learning, internal or external classroom sessions led by third-party qualified trainers or qualified internal trainers, or through manufacturers on specific equipment. Effectiveness of training is evaluated by the internal training department through a formal documented process. Completion of training is also one of the annual leading indicators included in the HSE Performance Index.</p> <p>A workplace inspections program is in place which includes office, facility and construction inspections. The program also includes Executive Team inspections, focused contractor inspections and contractor inspections during outages. In 2021, virtual instructor-led sessions were held to increase awareness on updates to corporate standards and included Contractor Management, Alcohol and Drug Policy for Leadership, and Investigation 101.</p> <p>Construction and operations crews hold daily safety meetings to review hazards of their tasks and identify additional control measures which may be required.</p>

Disclosure Number	Disclosure Title	2021 Response
GRI 403: Occupational Health and Safety		
403-6	Promotion of worker health	2021 Integrated Annual Report > People > Occupational health & safety > p. 41
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2021 Integrated Annual Report > People > Occupational health & safety > p. 41
403-8	Workers covered by an occupational health and safety management system	<p>The OHS management system covers all operational and construction sites that the organization owns and operates. All employees and contractors at those sites fall under the management system. As part of the management system, the organization has developed a Contractor Management Standard based on the Construction Owners Association of Alberta's (COAA) Contractor Environment, Health and Safety Management Best Practice (2007).</p> <p>2021 Integrated Annual Report &gt; People &gt; Occupational health &amp; safety &gt; p. 41</p>
403-9	Work-related injuries	<p><b>Corporate performance data for 2021</b></p> <p><b>Combined employees and contractors (excluding construction projects)</b></p> <p>Total Recordable Injury Frequency (TRIF): 0.6</p> <p>Lost-Time Injury Frequency (LTIF): 0.08</p> <p>Lost-Time Injury Severity: 0.00 (current employees only – does not include contractors)</p> <p>Fatalities: 0</p> <p><b>Employees (excluding contractors and construction projects)</b></p> <p>Fatalities: 0</p> <p>High-consequence work-related injuries: 0</p> <p>Recordable work-related injuries: 3, with a TRIF of 0.42</p> <p>Medical treatment injuries: 3</p> <p>Lost-time injuries: 0</p> <p>Exposure hours: 1,442,906</p> <p><b>Contractors only (excluding construction projects)</b></p> <p>Fatalities: 0</p> <p>High-consequence work-related injuries: 0</p> <p>Recordable work-related injuries: 4, with a TRIF of 0.92</p> <p>Medical treatment injuries: 2</p> <p>Lost-time injuries: 1</p> <p>Modified work: 1</p> <p>Exposure hours: 873,205</p> <p>Notes:</p> <ul style="list-style-type: none"> <li>• The corporate combined TRIF is including all contractors in operations and Capital Power employees. It does not include construction projects.</li> <li>• Work-related injury rates have been calculated based on 200,000 hours worked</li> <li>• The organization tracks contractor incidents but currently does not have a mechanism to track contractor “recovery time” from a work-related injury</li> <li>• The organization reports as one overall corporate statistic using the same criteria for all operational facilities</li> </ul>





Disclosure Number	Disclosure Title	2021 Response
<b>GRI 403: Occupational Health and Safety</b>		
403-10	Work-related ill health	<p><b>For current employees:</b></p> <p>Fatalities from work-related ill health: 0</p> <p>Recordable cases of work-related ill health: 1</p> <ul style="list-style-type: none"> <li>• Noise-induced hearing loss is the main type of worker-related ill health. The organization tracks contractor incidents but currently does not have a mechanism to track contractor work-related ill health in this context. For this disclosure, musculoskeletal disorders are reported under 403-9.</li> <li>• The work-related hazards that pose a risk of ill health include physical agents (noise) and respiratory hazards</li> <li>• Identification of health hazards is done through positional and job hazard assessments, site hazard assessments and identification of chemical hazards associated with the processes or activities conducted within the organization</li> <li>• Exposure to noise – long latency</li> <li>• For each of the health hazards identified by the organization, a subsequent standard lays out the minimum standard requirements for controlling the hazard. Each facility is required to implement associated controls from the standard and in addition must define site-specific procedures and safe work practices to further reduce the potential of exposure to the identified standard.</li> <li>• Controls are implemented based on the hierarchy of controls</li> <li>• The organization tracks contractor incidents of acute, short-latency exposures only and does not have a mechanism in place to track chronic, long-latency exposure cases</li> <li>• The organization reports as one overall corporate statistic using the same criteria for all operational facilities. Construction projects where the organization has control over the workers and worksite are also included in this reporting criteria.</li> </ul>
<b>GRI 404: Training and Education</b>		
103-1	Explanation of the material topic and its Boundary	<p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; People &gt; Leadership &amp; development training &gt; p. 37</p>
103-2	The management approach and its components	<p>We support employee growth through building critical skills and competencies that support the long-term business needs and strategy of the organization, succession planning and progressive management opportunities, providing career development opportunities and driving digital business transformation for the organization through evolving employee roles and skills building.</p> <p>Capital Power’s People Services group maintains meaningful work standards, policies and practices consistent with Capital Power’s commitment to providing a positive workplace culture for our employee experience, aligned to our business objectives, and maintaining all legal and regulatory requirements in Canada and the U.S. The group provides guidance to management on talent recruitment, training, transitioning and engagement matters, and promotes consistency with respect to Capital Power’s policies and practices across the organization.</p> <p>2021 Integrated Annual Report &gt; People &gt; Leadership &amp; development training &gt; p. 37</p> <p><a href="#">HSE Policy</a></p> <p><a href="#">Ethics Policy</a></p> <p><a href="#">Respectful Workplace Policy</a></p> <p>Other relevant policies (not publicly available): <i>Part-time Work Policy, Our Commitment to the Protection of Personal Information and Privacy Policy, Security Policy and Temporary Flexible Workplace Arrangements Policy</i></p>
103-3	Evaluation of the management approach	<p>Capital Power uses a series of employee performance assessment tools and participant feedback surveys to determine the effectiveness of our training and education programs, including:</p> <ul style="list-style-type: none"> <li>• Employee Skills Inventory (360 Assessment)</li> <li>• Voices 360-Degree Assessment</li> <li>• ViaEdge Assessment</li> </ul>

Disclosure Number	Disclosure Title	2021 Response
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**GRI 404: Training and Education**

404-1	Average hours of training per year per employee		Training Hours	Average Hours per Employee
		<b>Organization (Total)</b>	<b>21,442.00</b>	<b>23.06</b>
		CEO	18.00	18.00
		SVP	101.00	16.91
		Senior leadership	2,472.00	22.44
		Frontline leadership	2,833.00	27.50
		Individual contributor	14,427.00	26.33
		Contingent worker	1,591.00	9.88
		Men	17,673.00	25.58
		Women	3,749.00	15.88

404-2 Programs for upgrading employee skills and transition assistance programs  
 2021 Integrated Annual Report > People > Leadership & development training > p. 37

404-3	Percentage of employees receiving regular performance and career development reviews		Eligible	Men	Women
		Permanent employees eligible	559	383/68.52%	176/31.48%
			Not Eligible	Men	Women
		Permanent employees (worked less than 3 months)	9	4/44.44%	5/55.56%
		Union	150	139/92.67%	11/7.33%

Notes:

- Executives go through a separate performance evaluation in February. They are not counted as eligible.

**GRI 405: Diversity and Equal Opportunity**

103-1	Explanation of the material topic and its Boundary	<p>Diversity is a business priority that is fundamental to our competitive success.</p> <p>We respect and value the diversity among Capital Power’s employees and all our stakeholders who we engage with. We expect our leaders to foster a work environment free of all forms of discrimination and harassment.</p> <p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; People &gt; Equity, diversity &amp; inclusion &gt; p. 34</p>
103-2	The management approach and its components	2021 Integrated Annual Report > People > Equity, diversity & inclusion > pp. 34–35
103-3	Evaluation of the management approach	<p>To evaluate the effectiveness of our approach to managing diversity and equal opportunity, we track gender diversity across the organization, as well as lateral moves and promotions.</p> <p>To evaluate the effectiveness of our diversity and inclusion training, we request participants complete workshop evaluations.</p> <p>To evaluate the effectiveness of attracting diverse candidates, we track our diverse candidate interviews and hires.</p>



Disclosure Number	Disclosure Title	2021 Response
GRI 405: Diversity and Equal Opportunity		

405-1 Diversity of governance bodies and employees

**Board of Directors**

Board of Directors	Number of People	%
Men	5	56%
Women	4	44%

Board of Directors	Number of People	%
Under 30 years old	0	0%
30–50 years old	1	11%
Over 50 years old	8	89%

Board of Directors	Number of People	%
Canada	6	67%
United States	3	33%

**Employees**

Total Employees	Number of Men	%	Number of Women	%
Executive	4	57%	3	43%
Upper management	85	77%	26	23%
Professional	178	61%	113	39%
Administrative	1	3%	36	97%
Operations	246	93%	18	7%
Traders	16	89%	2	11%

**Employees**

Total Employees	Under 30 Years	%	30–50 Years	%	Over 50 Years	%
Executive	0	0%	1	14%	6	86%
Upper management	0	0%	68	61%	43	39%
Professional	29	10%	214	74%	48	16%
Administrative	3	8%	26	70%	8	22%
Operations	16	6%	145	55%	103	39%
Traders	3	17%	15	83%	0	0%

Total Employees	Canada	%	United States	%
Executive	6	86%	1	14%
Upper management	98	88%	13	12%
Professional	277	95%	14	5%
Administrative	36	97%	1	3%
Operations	217	82%	47	18%
Traders	18	100%	0	0%

**Notes:**

- The CEO is included in executive and Board of Directors representation. Age is based on the employees age on December 31, 2021.
- Data was gathered on December 31, 2021, using our People Service IS System. “Employees” includes all permanent employees, and excludes pensioners and employees on long-term disability (LTD).

Disclosure Number	Disclosure Title	2021 Response																												
<b>GRI 405: Diversity and Equal Opportunity</b>																														
405-2	Ratio of basic salary and remuneration of women to men	<p><b>Ratio of basic salary</b></p> <table border="1"> <thead> <tr> <th colspan="2">Ratio Basic Salary</th> </tr> </thead> <tbody> <tr> <td>Executive</td> <td>Women earned \$78 per \$100 earned by men</td> </tr> <tr> <td>Upper management</td> <td>Women earned \$92 per \$100 earned by men</td> </tr> <tr> <td>Professional</td> <td>Women earned \$97 per \$100 earned by men</td> </tr> <tr> <td>Administrative</td> <td>Women earned \$115 per \$100 earned by men</td> </tr> <tr> <td>Operations</td> <td>Women earned \$80 per \$100 earned by men</td> </tr> <tr> <td>Traders</td> <td>Women earned \$102 per \$100 earned by men</td> </tr> </tbody> </table> <p><b>Ratio of remuneration</b></p> <table border="1"> <thead> <tr> <th colspan="2">Ratio of Remuneration</th> </tr> </thead> <tbody> <tr> <td>Executive</td> <td>Women earned \$62 per \$100 earned by men</td> </tr> <tr> <td>Upper management</td> <td>Women earned \$89 per \$100 earned by men</td> </tr> <tr> <td>Professional</td> <td>Women earned \$96 per \$100 earned by men</td> </tr> <tr> <td>Administrative</td> <td>Women earned \$114 per \$100 earned by men</td> </tr> <tr> <td>Operations</td> <td>Women earned \$80 per \$100 earned by men</td> </tr> <tr> <td>Traders</td> <td>Women earned \$100 per \$100 earned by men</td> </tr> </tbody> </table>	Ratio Basic Salary		Executive	Women earned \$78 per \$100 earned by men	Upper management	Women earned \$92 per \$100 earned by men	Professional	Women earned \$97 per \$100 earned by men	Administrative	Women earned \$115 per \$100 earned by men	Operations	Women earned \$80 per \$100 earned by men	Traders	Women earned \$102 per \$100 earned by men	Ratio of Remuneration		Executive	Women earned \$62 per \$100 earned by men	Upper management	Women earned \$89 per \$100 earned by men	Professional	Women earned \$96 per \$100 earned by men	Administrative	Women earned \$114 per \$100 earned by men	Operations	Women earned \$80 per \$100 earned by men	Traders	Women earned \$100 per \$100 earned by men
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<b>GRI 406: Non-discrimination</b>																														
103-1	Explanation of the material topic and its Boundary	<p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; People &gt; Equity, diversity &amp; inclusion &gt; p. 34</p>																												
103-2	The management approach and its components	<p>In addition to an annual review of the <i>Ethics Policy</i> and <i>Respectful Workplace Policy</i>, an outreach and communications plan was developed in 2021, taking into consideration the training initiatives on workplace discrimination, harassment, sexual harassment and workplace violence. A comprehensive review of Capital Power's Internal Compliance Plan and all associated procedures and processes was conducted in 2021, including areas related to respectful workplace issues. A dynamic risk-based assessment is used to monitor compliance risk associated with major compliance risk areas, including areas related to respectful workplace issues.</p> <p>See GRI disclosures: <a href="#">102-41</a>, <a href="#">401-103</a>, <a href="#">402-103</a>, <a href="#">405-103</a></p> <p>2021 Integrated Annual Report &gt; People &gt; Equity, diversity &amp; inclusion &gt; pp. 34–35</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Sustainability governance &gt; p. 54</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Ethics &amp; integrity &gt; pp. 55–56</p> <p><a href="#">Ethics Policy</a></p> <p><a href="#">Respectful Workplace Policy</a></p> <p><a href="#">HSE Policy</a></p>																												
103-3	Evaluation of the management approach	<p>Training on each policy element is provided to all employees and major contractors on a biennial basis, at a minimum, unless circumstances precipitate that training be provided more frequently and on a specific topic or area. In 2021, as part of this year's Corporate Compliance Program, we reviewed our Internal Compliance Plan, including our policy and procedures related to the <i>Respectful Workplace Policy</i> and associated communications and training.</p> <p>2021 Integrated Annual Report &gt; People &gt; Equity, diversity &amp; inclusion &gt; pp. 34–35</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Ethics &amp; integrity &gt; pp. 55–56</p> <p><a href="#">Ethics Policy</a></p> <p><a href="#">Respectful Workplace Policy</a></p>																												
406-1	Incidents of discrimination and corrective actions taken	<p>In 2021, we investigated three reports, with one case substantiated and appropriate corrective action taken.</p>																												

Disclosure Number	Disclosure Title	2021 Response
GRI 413: Local Communities		
103-1	Explanation of the material topic and its Boundary	<p>See GRI <a href="#">413-2</a> for impact details.</p> <p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; Community Engagement &gt; Stakeholder engagement &gt; p. 44</p>
103-2	The management approach and its components	<p>Our Stakeholder Engagement Standards and Practices Guide (“Engagement Guide”) outlines our approach to stakeholder engagement and provides procedures, tools and options to implement at any phase of a project’s life cycle (development, construction, operations, decommissioning). The Engagement Guide outlines a management process that provides a high degree of coordination between project team members and is scalable to specific project engagement requirements (i.e., environmental assessments, license renewals, etc.). This document is updated and evaluated from time to time, generally after completing milestones of significant engagement processes. Capital Power’s community investment process (community funding) often complements this project-specific work, helping to further build a foundation for strong community relations.</p> <p>The Engagement Guide outlines team accountabilities for a range of stakeholder engagement initiatives. The overall program is managed by Stakeholder Engagement staff, who have accountabilities to the project manager. A range of specialists (environment, engineering, operations, etc.) are often involved in stakeholder engagement processes to ensure stakeholders have accurate information. Similarly, the Indigenous Relations Handbook identifies roles that will be necessary to support positive and productive relationships over time with Indigenous communities and is managed jointly by stakeholder engagement and business development or operations. The community investment program is managed by our Community Relations team who engage facility managers and other internal key parties as required. Community Relations develops annual plans together with facility managers and key community contacts. This collaborative approach ensures that we are aligning our community support program with the individual needs of the local communities.</p> <p>For external engagement, depending on the nature of the concern raised, additional time may be taken to address issues. As needed, Stakeholder Engagement staff will access other subject matter experts to address concerns. Decisions regarding grievances or concerns with our facilities are made by senior management with accountabilities for those facilities, with input from Stakeholder Engagement and other subject matter experts as required.</p> <p>Our community investment program supports the communities that are geographically close to our operations or in a specific region that our facility is a part of. Programs, events and organizations that provide a direct benefit to the residents and visitors of these communities are considered for support.</p> <p>Annually, we develop plans for delivering community investment resources to communities where we operate. This is an iterative process, incorporating learnings from previous years and considering support for new initiatives and projects based on our understanding of community needs. The plans are enhanced through meetings with key operations staff and facility managers who have knowledge of the communities or who directly supervise staff who live in or near these communities. The approved plans serve as a general guideline for community investment activities, with allowances made for responding to new and emerging needs (i.e., COVID-19).</p> <p>2021 Integrated Annual Report &gt; Community Engagement &gt; pp. 44, 47, 49–50</p> <p><a href="#">Ethics Policy</a></p> <p>See Transparency and Disclosure (TND) – GRI <a href="#">103-2</a>.</p>

Disclosure Number	Disclosure Title	2021 Response
<b>GRI 413: Local Communities</b>		
103-3	Evaluation of the management approach	<p>Capital Power’s stakeholder engagement approach is enhanced and improved through ongoing evaluations of specific engagement projects and lessons learned once these projects have achieved certain milestones (for example, receiving a regulatory approval). The Engagement Guide provides a framework of questions to conduct these evaluations. These assist project teams in assessing the stakeholders engaged, the quality of the information provided, the effectiveness of communication channels, feedback received and how this was used.</p> <p>Our community investment approach is evaluated in both an ongoing and annual process. On an ongoing basis we assess the impact of our support and how it assisted groups in achieving their stated goals. In some cases, the level of corporate recognition received is also assessed. Annual plans for community investment in our operating communities are developed and discussed with our operations managers. This process allows us to assess the effectiveness of funding opportunities in the year previous. Changes are made to future plans based on ongoing evaluations of the community need and any arising issues.</p> <p>Our standard is to debrief and conduct a “lessons learned” exercise to capture aspects that can help improve our practices, ensuring that these reflect current realities and evolve with stakeholder interests.</p> <p>2021 Integrated Annual Report &gt; Community Engagement &gt; pp. 46–47</p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>All our operations are covered by some form of local engagement program or process the Company manages, whether through community investment, direct engagement with stakeholders, issue management or direct dialogue between facility staff and local area stakeholders.</p> <p>2021 Integrated Annual Report &gt; Community Engagement &gt; Stakeholder engagement &gt; pp. 44–47</p>
413-2	Operations with significant actual and potential negative impacts on local communities	<p>Capital Power’s business activities impact communities and stakeholders in positive and negative ways. Positive impacts often include local employment, contracting and use of local services especially during construction and maintenance periods, sources of taxation for local governments, local sponsorships and community investment support, the development of new sources of local renewable energy, and reliable electricity generation. Negative impacts may include emissions from our facilities, energy transition employment decreases, disruptions due to construction (dust, noise, traffic) or operational activities (noise, lighting), visual impacts, and effects on wildlife and environment (ground and vegetation disturbance).</p>
<b>GRI 414: Supplier Social Assessment</b>		
103-1	Explanation of the material topic and its Boundary	<p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Ensuring supplier compliance &gt; p. 32</p>
103-2	The management approach and its components	<p>Our procurement process requires that any prospective supplier verifies that they will meet our <i>Ethics Policy</i>, and our contracts include terms requiring suppliers to adhere to our policies. For those suppliers that conduct work on any of our sites, Capital Power employees monitor certain aspects of the work, which includes compliance with the <i>Ethics Policy</i>. Any supplier not complying will have its work stopped and said work will not recommence unless and until full compliance is achieved. Each employee who is managing a supplier is required to review the safety grade of our suppliers prior to engaging in business with the supplier. We use a third-party safety program to assess suppliers’ safety ratings. If a supplier is below a target number we require senior management approval to work with the supplier. The Supply Chain and Health, Safety and Environment departments review our suppliers.</p> <p>Capital Power’s <i>Ethics Policy</i> and <i>HSE Policy</i> are required to be followed by our suppliers and distributed as part of our purchasing requirements and processes. The purchasing process provides clear guidance for how purchases are to be conducted within the organization and provides our suppliers guidance on how to conduct business with Capital Power.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Ensuring supplier compliance &gt; p. 32</p> <p>See Ethics and Integrity – GRI <a href="#">102-16</a> and <a href="#">102-17</a> and Transparency and Disclosure (TND) – <a href="#">103-2</a>.  <a href="#">Ethics Policy</a>  <a href="#">HSE Policy</a></p>
103-3	Evaluation of the management approach	<p>Capital Power is working toward an improved mechanism for evaluating the social and sustainability impacts of our procurement process.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Ensuring supplier compliance &gt; p. 32</p>

Disclosure Number	Disclosure Title	2021 Response
<b>GRI 414: Supplier Social Assessment</b>		
414-1	New suppliers that were screened using social criteria	2021 Integrated Annual Report > Progress on Our Road to Decarbonization > Ensuring supplier compliance > p. 32
414-2	Negative social impacts in the supply chain and actions taken	2021 Integrated Annual Report > Progress on Our Road to Decarbonization > Ensuring supplier compliance > p. 32
<b>GRI 415: Public Policy</b>		
103-1	Explanation of the material topic and its Boundary	<p>As a wholesale power generator, and an independent power producer, our operations have direct and indirect environmental and social impacts.</p> <p>Accordingly, we advocate directly with government and participate in relevant policy and regulatory processes with non-governmental entities and through trade associations to promote and develop with a view to creating long-term sustainable outcomes for society and our business.</p> <p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p>
103-2	The management approach and its components	<p>Capital Power has a dedicated Government Relations, Regulatory and Environmental Policy team that is responsible for managing and representing Capital Power's interests with respect to market, transmission and environmental policy, rules and legislation relevant to Capital Power's existing and prospective operations. In support of these efforts, Capital Power employs dedicated teams of internal and external subject matter experts to evaluate issues of concern and determine the materiality of operational, environmental, economic and social impacts.</p> <p>The responsibility for public policy matters resides with the Senior Vice President, Planning, External Relations and Chief Sustainability Officer, who provides regular updates on significant or material regulatory and policy matters to the Executive Team and the Board. The Vice President, Government Relations, Regulatory &amp; Environmental Policy (GRREP) reports directly to the SVP/CSO and is responsible for the team that engages in public policy processes in Capital Power's Canadian and U.S. markets. This SVP/CSO provides regular updates on significant or material regulatory and policy matters to the Executive Team and the Board.</p> <p><a href="#">Ethics Policy</a></p> <p><a href="#">Respectful Workplace Policy</a></p>
103-3	Evaluation of the management approach	Management's approach is regularly assessed on the extent to which public policy decisions reflect or incorporate input provided by Capital Power, taking into account several considerations, including but not limited to extent of Capital Power's presence or operations in relevant market(s), significance of policy to applicable government(s) and the range of stakeholder views that may exist on any particular issue.
415-1	Political contributions	We do not make any monetary contributions for political purposes. Our engagements with public officials are disclosed in accordance with all applicable federal, state and municipal laws.
<b>GRI 419: Socioeconomic Compliance</b>		
103-1	Explanation of the material topic and its Boundary	<p>Data on assets we own as part of a joint venture (JV) arrangement, with compliance requirements managed by the JV partner, are not included in this report.</p> <p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Ethics &amp; integrity &gt; pp. 55–56</p>
103-2	The management approach and its components	<p>Capital Power operates within seven regulatory markets within North America and ensures our operations meet regulatory compliance requirements in those various jurisdictions. We are subject to internal and regulatory inspections and audits, and we are also obligated to self-report any non-compliance to the applicable regulatory authority. Capital Power is committed to disclosing events of non-compliance to regulators.</p> <p>The Compliance and Ethics team is led by a Chief Compliance Officer and includes two Directors, Regulatory Compliance, and two compliance analysts, with regulatory compliance requirements supported by plant operations, real-time operations, engineering and security, as required.</p> <p>In 2021, we conducted a comprehensive review of Capital Power's Internal Compliance Plan and all associated procedures and processes, including areas related to regulatory compliance.</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Ethics &amp; integrity &gt; pp. 55–56</p> <p><a href="#">2021 Annual Information Form</a> &gt; Regulatory overview &gt; pp. 51–55</p> <p><a href="#">Ethics Policy</a></p>

Disclosure Number	Disclosure Title	2021 Response
<b>GRI 419: Socioeconomic Compliance</b>		
103-3	Evaluation of the management approach	<p>Self-reports on non-compliance issues, including analysis on root causes, are used to assess trends and risks, with mitigating activities implemented to prevent future recurrence. Monthly surveys are conducted with plant operations to assess risk and ensure that events are addressed as soon as feasible, with risks assessed in real-time.</p> <p>Results on material issues are communicated to the Audit Committee on a quarterly basis, with major changes to Capital Power's regulatory obligations also communicated. Results on compliance contraventions and stats on self-reports are communicated to the Audit Committee through the Chief Compliance Officer's Annual Report. Root cause analysis and mitigating activities are communicated to management, as required, and training developed to ensure understanding of regulatory compliance requirements, as required. As circumstances dictate, updates and/or revisions are made to policies, procedures and/or practices to mitigate risks. In addition, training and additional controls are put in place to educate staff on such updates and/or revisions and emerging regulations and associated requirements.</p> <p>To ensure compliance, we are subjected to internal and regulatory inspections and audits, and we are also obligated to self-report any non-compliance events to the applicable regulators. A dynamic risk-based assessment is used to monitor compliance risk associated with major compliance risk areas, with a periodic legal review for completeness.</p>
419-1	Non-compliance with laws and regulations in the social and economic area	No significant fines or non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area were levied in 2021.
<b>Innovation (INN)</b>		
103-1	Explanation of the material topic and its Boundary	<p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; p. 23</p>
103-2	The management approach and its components	<p>Innovation in thermal and renewable power generation is the process of finding solutions that allow Capital Power to meet carbon reduction targets and will transform our fleet into integrated, autonomous and sustainable power generation facilities of the future. Innovation spend is defined as annual capital and operating expenditures that:</p> <ul style="list-style-type: none"> <li>• Increase data digitalization, availability and connectivity to enable information-based decisions;</li> <li>• Advance innovative solutions that contribute to Capital Power's carbon reduction target such as carbon capture utilization or sequestration, hydrogen and direct air capture technologies or projects;</li> <li>• Advance storage technologies or projects where the application of the technology is innovative or unique; and</li> <li>• Advance innovative solutions that minimize our impact to air, water, waste and land.</li> </ul> <p>Innovation includes both investment in and support for new technologies as well as continuously improving existing systems and processes.</p> <p>Operations and engineering are responsible for ensuring plants are built and operated in the most efficient manner and are always looking to implement innovative technological solutions to reduce our carbon footprint, enhance reliability and increase renewables generation. Several resources have been committed to the deployment of Capital Power's innovative projects such as the Genesee Carbon Conversion Centre (GC<sup>3</sup>), Ops 2030, CCS, batteries and ash beneficiating. Engineering, operations, commercial and finance all dedicate resources to investigate, assess, develop and implement innovation across Capital Power's fleet.</p> <p>Our technology investments are governed by the Opportunity to Asset Integration (O2AI) process, and each investment moves through stage gates of internal review and is ultimately approved by the Board of Directors before deploying capital. Ongoing capital investments at existing facilities are managed through our Project Execution Process which includes project implementation reviews.</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Corporate governance &gt; p. 52</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Sustainability governance &gt; p. 54</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; pp. 23, 27, 30</p> <p><a href="#">Ethics Policy</a></p>
103-3	Evaluation of the management approach	2021 Integrated Annual Report > Progress on Our Road to Decarbonization > pp. 23, 26



Disclosure Number	Disclosure Title	2021 Response
<b>Asset Security (ASE)</b>		
103-1	Explanation of the material topic and its Boundary	<p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Working to ensure resilience across our assets &gt; p. 29</p>
103-2	The management approach and its components	<p>The security team manages the policies and procedures. All new employees and contractors are subject to various levels of background screening and are required to complete online security training. They also have access to an internal website that houses information and awareness tips on various security topics. Incidents that require third-party reporting, such as regulatory entities or law enforcement response, are captured in documents such as the EOP-004 Event Reporting Procedure, Emergency Site Plans and Site Security Plans (CIP-003). All employee investigations must be approved by our Human Resources or Ethics &amp; Compliance departments, and security provides support to both departments as required. Employees and contractors are trained to report all security-related incidents through one of the many available reporting paths. Having this as an important part of our culture has made this the focus of our Security Management Program.</p> <p>The security management program, which includes asset protection, is maintained annually and is updated whenever there is a change to law, regulations or industry best practices. We also have an internal <i>Security Policy</i> in place that reinforces our commitment to provide a safe and secure work environment for our employees, contractors, visitors and the people in the communities in which we work and live. This policy is approved by Capital Power leadership, and is supplemented by numerous standards, procedures and guidelines to reflect our ongoing obligation toward asset protection.</p> <p>2021 saw the review of:</p> <ul style="list-style-type: none"> <li>• Site Security Plans, including a threat response plan, at all operating sites</li> <li>• Emergency Response Plans (updated once a year for all sites)</li> <li>• EOP-004 Event Reporting Procedure (updated once per year, at all sites)</li> <li>• Business Continuity Plans (updated once per year)</li> <li>• Policies and procedures (updated once per year)</li> </ul> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Working to ensure resilience across our assets &gt; pp. 29–30</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Corporate governance &gt; p. 52</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Sustainability governance &gt; p. 54</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Ethics &amp; integrity &gt; pp. 55–56</p> <p><a href="#">Ethics Policy</a></p> <p>Important internal policies, programs and plans that also guide our approach (not publicly available): Security Policy Statement, Access Control Procedure, Personal Risk Assessment Procedure, Threat Response Plans, Emergency Response Plans and Site Security Plans</p>
103-3	Evaluation of the management approach	<p>Capital Power has an internal risk profiling tool that assigns risk rankings (1–5) to every operational location. Associated with the risk ranking process are specific recommended physical security measures to assist in mitigating the risk and protect assets. These include mitigation strategies such as electronic access control, video surveillance systems, Intrusion Detection Systems (IDS), fencing, signage and uniformed security personnel. As part of our internal ISAT reviews, each site is audited on a pre-determined schedule by a certified physical security practitioner to ensure that all recommended physical security mitigations are in place and working as intended. If gaps are identified, recommendations go to management for implementation of mitigations and/or improvements with existing systems.</p>

Disclosure Number	Disclosure Title	2021 Response
<b>Disaster Relief and Resiliency Plans (DRR)</b>		
103-1	Explanation of the material topic and its Boundary	<p>Disaster impacts can occur at all Capital Power operating sites and projects. Our emergency management program reinforces our commitment to business resiliency for our employees, contractors, visitors and people in the communities in which we work and live.</p> <p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Working to ensure resilience across our assets &gt; p. 29</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Ethics &amp; integrity &gt; pp. 55–56</p>
103-2	The management approach and its components	<p>Disaster relief and resiliency is managed by the Emergency Management Plan which includes: a site-specific Emergency Response Plan for all Capital Power sites, a Business Continuity Plan for all corporate departments, a risk-based all-hazards assessment for all Capital Power sites and a Capital Power Crisis Management Plan to respond to emergency situations for all sites that are outside of their operational capacity. The emergency management program exists to reduce the risk to people and assets before and during a disaster, to help mitigate the effects of the disaster on operations, and to assist with recovery efforts to resume normal operations. The emergency management program is based on two voluntary standards: Canadian Standards Association Z1600 – Emergency Management and Business Continuity (Canada) and National Fire Protection Association 1600 – Standard on Disaster/Emergency Management and Business Continuity (U.S.). To ensure the Plan is accessible, up-to-date and contains the correct information, a basic emergency management dashboard is currently being utilized. In addition, all Emergency Management Plans in place have a section outlining specific responsibilities of plan owners, plan administrators and plan participants. Emergency Response Plans (ERPs) are updated once a year for all sites, Business Continuity Plans are updated once per year and the Crisis Management Plan is updated annually (unless changes to staffing or assets require additional updating).</p> <p>ERPs are created and maintained at all Capital Power sites. The ERP assists with responding to emergency situations when they occur and includes procedures for notifying third parties such as residents, regulatory bodies, government groups and emergency responders. Any mutual aid agreements would be either included or referenced in the ERP to allow for easy access during a crisis. Another relevant program includes the security management program.</p> <p><a href="#">Ethics Policy</a></p> <p><a href="#">HSE Policy</a></p> <p>Internal policies (not publicly available) that also guide our activities: <i>Security Policy</i></p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Ethics &amp; integrity &gt; pp. 55–56</p>
103-3	Evaluation of the management approach	<p>We use incident debriefings that include root cause analysis and corrective actions. Corrective actions are assessed and recorded. Any improvements found on processes and procedures are implemented as soon as practical. A new Security Incident Matrix has been developed that identifies the criticality of reported incidents.</p>



Disclosure Number	Disclosure Title	2021 Response
<b>Cybersecurity (CSE)</b>		
103-1	Explanation of the material topic and its Boundary	<p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Working to ensure resilience across our assets &gt; p. 29</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Ethics &amp; integrity &gt; pp. 55–56</p>
103-2	The management approach and its components	<p>As a baseline, we continue to:</p> <ul style="list-style-type: none"> <li>• Adhere to stringent change management controls to ensure systems are implemented in a secure manner</li> <li>• Project deployment controls that include cyber-security reviews</li> <li>• Document and regularly test processes for disaster recovery and cyber incident response</li> <li>• Provide end-user (employee) awareness training</li> <li>• Deploy and maintain enterprise-level malware and anti-virus systems</li> <li>• Complete regular internal and external system audits</li> <li>• Scan the environment for vulnerabilities</li> <li>• Alert/monitor for critical security events</li> <li>• Conduct independent third-party penetration tests</li> </ul> <p>We continue to conduct regular third-party independent assessments of not only our security controls, but also technical configurations to ensure our security posture aligns with industry best practices so risks are known and mitigated appropriately. Focused on the business network, in 2021 we conducted additional third-party validation in several areas including:</p> <ul style="list-style-type: none"> <li>• Ransomware readiness assessment, with a focused technical assessment</li> <li>• End-point security</li> <li>• Cloud</li> <li>• Backups</li> </ul> <p>In addition, we belong to the Canadian Centre for Cyber Security, the U.S. Department of Homeland Security – National Cyber Awareness System/Industrial Control Systems Cyber Response Team Advisory, and the Electricity Information System Sharing and Analysis Center. We receive alerts on cyber events from these organizations. Capital Power is a member of the Canadian Electricity Association (CEA) and has members sit on the executive as well as acting in the role of subject matter experts on the Security and Information Protection Committee (SIPC). In addition, resources within Capital Power hold specific Cyber Security certifications including CISSP, CISSP-ISSAP, CISM and CISA.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Working to ensure resilience across our assets &gt; p. 29</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; Ethics &amp; integrity &gt; pp. 55–56</p> <p><a href="#">Records Management Policy</a></p> <p><a href="#">Privacy Policy for Customer Information</a></p> <p><a href="#">Ethics Policy</a></p>
103-3	Evaluation of the management approach	<p>Third-party validation is completed, and routine audits are conducted throughout the year to verify our systems. To minimize the risk in our systems, we have a robust patching strategy to ensure our systems are evaluated and updated with the latest security updates.</p>

Disclosure Number	Disclosure Title	2021 Response
Transparency and Disclosure (TND)		
103-1	Explanation of the material topic and its Boundary	<p>2021 Integrated Annual Report &gt; Introduction &gt; About this report &gt; p. 1</p> <p>Website &gt; <a href="#">Financial Reporting</a></p> <p>See GRI <a href="#">102-46</a>.</p>
103-2	The management approach and its components	<p>Demonstrating our commitment to integrating ESG and financial disclosure, Capital Power will publish its third Integrated Annual Report in February 2022. We also report to the Carbon Disclosure Project (CDP). Capital Power publishes an annual Climate Change Disclosure Report (CCDR), aligned with the Task Force on Climate-related Financial Disclosures (TCFD) framework.</p> <p>In 2021, sustainability performance (health, safety, environment, diversity, reporting, etc.), including ESG disclosures, formed 25% of the Executive Team's short-term performance objectives. We are a member of the Canadian Coalition on Good Governance.</p> <p>2021 Integrated Annual Report &gt; Strategy &amp; Targets &gt; Performance targets for 2022: enhancing shareholder value &gt; p. 16</p> <p>2021 Integrated Annual Report &gt; Governance &amp; Ethics &gt; pp. 52, 55–56</p> <p>See Ethics and Integrity – GRI <a href="#">102-16</a> and <a href="#">102-17</a>.</p> <p>The <i>Disclosure and Insider Trading Policy</i> (not publicly available) guides our activities.</p>
103-3	Evaluation of the management approach	<p>The internal control systems are monitored by management and evaluated by an internal audit function that regularly reports its findings to management and the Audit Committee of the Board of Directors. The Board recognizes the need for increased ESG disclosures and the importance of this information to our external stakeholders.</p> <p>2021 Integrated Annual Report &gt; Strategy &amp; Targets &gt; Performance targets for 2022: enhancing shareholder value &gt; p. 16</p>



# SASB index

Accounting Metric	Category	Unit of Measure	Code	Disclosure Response															
<b>Greenhouse Gas Emissions</b>																			
(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions-reporting regulations	Quantitative	Metric tons (t) CO <sub>2</sub> -e <sub>2</sub> Percentage (%)	IF-EU-110a.1	Scope 1 emissions (tCO <sub>2</sub> e): 10,430,443  Percentage of Scope 1 emissions covered under emissions-limiting regulations: 83%  Percentage of Scope 1 emissions covered under emissions-reporting regulations: 100%															
Greenhouse gas (GHG) emissions associated with power deliveries	Quantitative	Metric tons (t) CO <sub>2</sub> -e	IF-EU-110a.2	See GRI <a href="#">305-1</a> .															
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	Discussion and Analysis	NA	IF-EU-110a.3	Responsibilities around energy management are outlined in our <i>HSE Policy</i> , <i>Investment Policy</i> , <i>Climate Change Disclosure Report</i> , <i>Enterprise Risk Policy</i> and <i>Management Proxy</i> .  See GRI <a href="#">302-103 (103-2)</a> and GRI <a href="#">305-103 (103-2)</a> .  2021 Integrated Annual Report > Progress on Our Road to Decarbonization > Reducing emissions within our operations > pp. 23–26  <a href="#">2021 Climate Change Disclosure Report</a> > Corporate governance > pp. 11–15  <a href="#">HSE Policy</a>  <a href="#">2022 Management Proxy Circular</a>															
<b>Air Quality</b>																			
Air emissions of the following pollutants: (1) NO <sub>x</sub> (excluding N <sub>2</sub> O), (2) SO <sub>x</sub> , (3) particulate matter (PM10), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population	Quantitative	Metric tons (t), Percentage (%)	IF-EU-120a.1	<p><b>Air emissions and the percentage of each in or near areas of dense population</b></p> <table border="1"> <thead> <tr> <th></th> <th>NO<sub>x</sub> (tonnes/yr)</th> <th>SO<sub>2</sub> (tonnes/yr)</th> <th>Total PM (tonnes/yr)</th> <th>HG (kg/yr)</th> </tr> </thead> <tbody> <tr> <td>Air emissions</td> <td>13,079</td> <td>15,500</td> <td>603</td> <td>22</td> </tr> <tr> <td>% near areas of dense population</td> <td>5%</td> <td>5%</td> <td>7%</td> <td>0%</td> </tr> </tbody> </table>		NO <sub>x</sub> (tonnes/yr)	SO <sub>2</sub> (tonnes/yr)	Total PM (tonnes/yr)	HG (kg/yr)	Air emissions	13,079	15,500	603	22	% near areas of dense population	5%	5%	7%	0%
	NO <sub>x</sub> (tonnes/yr)	SO <sub>2</sub> (tonnes/yr)	Total PM (tonnes/yr)	HG (kg/yr)															
Air emissions	13,079	15,500	603	22															
% near areas of dense population	5%	5%	7%	0%															
<b>Water Management</b>																			
(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Quantitative	Thousand cubic meters (m <sup>3</sup> ), Percentage (%)	IF-EU-140a.1	See GRI <a href="#">303-3</a> and GRI <a href="#">303-5</a> .  According to the WWF water risk filter, the only facility in a region with High or Extremely High Baseline Water Stress is our Arlington facility. Arlington withdrew 2,583 ML (5.8% of total water withdrawals) of water in 2021.															
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	Quantitative	Number	IF-EU-140a.2	There were no fines in 2021.															
Description of water management risks and discussion of strategies and practices to mitigate those risks	Discussion and Analysis	NA	IF-EU-140a.3	We use water at our thermal generation facilities for two major purposes: cooling and steam production. In general, our steam systems are close-looped to conserve water. Cooling water systems are similar but may withdraw from and discharge to a local water source. Sources of water for our operations include municipal, recycled, groundwater and surface. Most of our water consumption occurs where our thermal operations are located.															

Accounting Metric	Category	Unit of Measure	Code	Disclosure Response
<b>Water Management</b>				
				<p>Standards for the quality and quantity of effluent discharges are determined by applicable regional regulatory agencies. In all cases, our approvals include regulatory requirements which involve studies, limits, monitoring and reporting. We comply with all conditions in our operating water approvals, and participate in watershed alliances and regional biomonitoring programs for some of our facilities.</p> <p>Capital Power sits on the Alberta Water Council (AWC) Board (a multi-stakeholder partnership to engage industry, NGOs and governments to achieve the outcomes of the Water for Life strategy) as industry vice president, and is a member of the Canadian Electricity Association (CEA), which advocates for the electricity industry positions to the federal government, including protection of fisheries.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Enhancing the resilience &amp; sustainability of our operations through water management &gt; p. 31</p>
<b>Coal Ash Management</b>				
Amount of coal combustion residuals (CCR) generated, percentage recycled	Quantitative	Metric tons (t), Percentage (%)	IF-EU-150a.1	See GRI <a href="#">306-3</a> , GRI <a href="#">306-4</a> and GRI <a href="#">306-5</a> .
Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment	Quantitative	Number	IF-EU-150a.2	See GRI <a href="#">306-3</a> , GRI <a href="#">306-4</a> and GRI <a href="#">306-5</a> .
<b>Workforce Health &amp; Safety</b>				
(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR)	Quantitative	Rate	IF-EU-320a.1	<p>The average hours of health, safety and emergency response training for full-time employees is 27 hours. We do not currently track health, safety and emergency response training hours for contract employees.</p> <p>See GRI <a href="#">403-9</a>.</p>
<b>Grid Resiliency</b>				
Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	Quantitative	Number	IF-EU-550a.1	<p>Capital Power has not experienced any financial losses related to technology failure, cyber-attacks or security breaches.</p> <p>2021 Integrated Annual Report &gt; Progress on Our Road to Decarbonization &gt; Working to ensure resilience across our assets &gt; p. 29</p>
<b>Activity Metrics</b>				
Number of: (1) residential, (2) commercial, and (3) industrial customers served	Quantitative	Number	IF-EU-000.A	2021 ESG Performance > p. 237
Total electricity generated, percentage by major energy source, percentage in regulated markets	Quantitative	Megawatt hours (MWh), Percentage (%)	IF-EU-000.D	2021 ESG Performance > p. 237