

# 2022 PROGRESS TOWARD 2030 ESG TARGETS

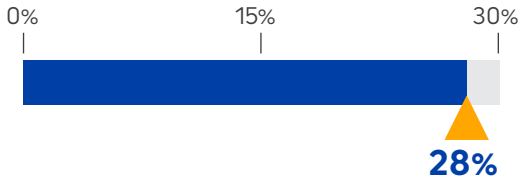
In January 2022, we announced an initial set of 2030 ESG targets focused on reducing our operational GHG intensity and customer emissions, growing our renewable energy footprint and transitional products services, increasing economic benefits for Indigenous partners, continuing our focus on safety, and further promoting diversity, equity and inclusion in the workplace.

We have made progress in 2022 toward achieving our 2030 targets, against a 2020 baseline. Each target is defined in this report or in our ESG Datasheet and is applicable at the ATCO level, including its subsidiaries Canadian Utilities Limited and CU Inc. While we have achieved some of our targets around inclusive growth in our workforce and communities, they signify our ongoing commitment to inclusion practices. We also continue to evaluate additional potential ESG targets in each of our material categories.

## Supporting the energy transition and reducing GHG emissions



**Reduce GHG emissions to earnings intensity by 30 per cent (Scope 1 and 2).**



We reduced our GHG emissions to earnings intensity by 28 per cent. For more information, see the [Climate Change & Environmental Stewardship](#) section.

**ON TRACK: 28%**



**Reduce our customers' GHG emissions by 2 million tonnes through continued participation in renewable energy, cleaner fuels, energy efficiency, and energy infrastructure and storage projects.**

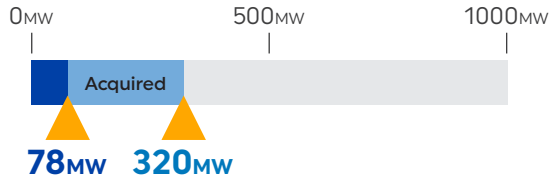


We have reduced customers' emissions by 228,000 tonnes carbon dioxide equivalent (tCO<sub>2</sub>e) cumulatively since 2020. For more information, see the [Climate Change & Environmental Stewardship](#) section.

**ON TRACK: 228,000 tCO<sub>2</sub>e**



**Own, develop or manage over 1,000 megawatts (MW) of renewable energy.**

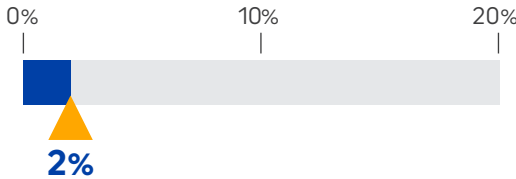


By the end of 2022, we owned or managed 78 MW of renewable energy. Through an acquisition in early January 2023, we added an additional 242 MW of renewable energy to our operations. For more information, see the [Energy Transition](#) section.

**ON TRACK: 78 MW**



**Derive 20 per cent of revenues from transitional product categories (e.g., renewable natural gas and hydrogen).**



We derived two per cent of our revenue from transitional product and service categories. As more renewable energy and fuel-switching projects in development are completed, the percentage of revenue from transitional product and service categories will increase. For more information, see the [Energy Transition](#) section.

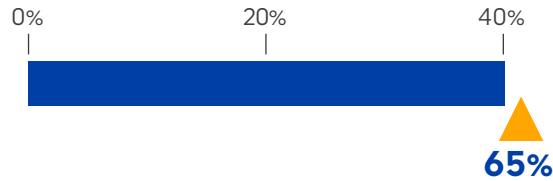
**ON TRACK: 2%**

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## Promoting inclusive growth in our workforce and communities



**Increase net economic benefits to our Indigenous partners by 40 per cent.**

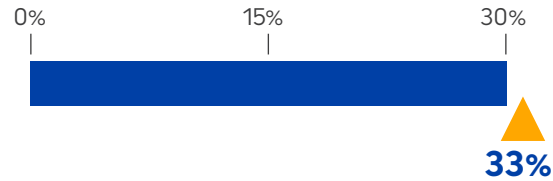


The net economic benefits to our Indigenous partners increased 65 per cent from our baseline. While we achieved this target in 2021 and 2022, we continue to look for opportunities with our Indigenous partners to increase economic benefits to their communities. For more information, see the [Community & Indigenous Relations](#) section.

**MAINTAINING**



**Achieve and maintain a minimum of 30 per cent female representation at the Board of Directors and senior leadership levels.**

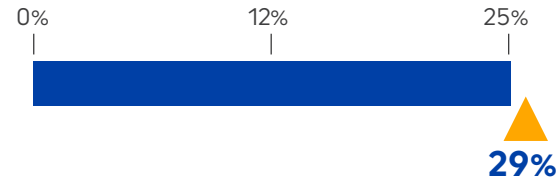


Females represent 33 per cent of the Board of Directors, while female representation in senior management has increased to 34 per cent. For more information, see the [People](#) section.

**MAINTAINING**



**Achieve and maintain a minimum of 25 per cent minority representation within the workforce.**

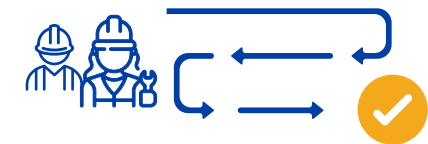


Minorities represent 29 per cent of our workforce. While we have achieved this target in 2021 and 2022, it signifies our ongoing commitment to a diverse and inclusive workforce. For more information, see the [People](#) section.

**MAINTAINING**



**Maintain leading health and safety practices and performance.**



As one of our core values, safety continues to be a focus area. We strive to maintain best practices in health and safety, and our safety rates compare favourably to industry benchmarks. For more information on our safety performance, see the [People](#) section.

**MAINTAINING**