



2020

# **Sustainability Report**

**Evolugen**





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## Letter from the CEO

*“At Evolgen, we see sustainability as foundational to our business and long-term success. An integrated approach, supported by a strong ESG program, is key to preserving capital, mitigating risk and creating long-term value.”*

In the past year, in the midst of a global health crisis, we saw calls for changes to global environmental, social, governance (ESG) programs. Stakeholders, including impact investors, are increasingly demanding specific, accelerated actions that will have a meaningful impact. Addressing climate change, advancing diversity and inclusion and enhancing global consistency, reporting and transparency are some of the focal areas. Given the magnitude of these issues, progress towards sustainability is needed now more than ever.

As a renewable energy business that has been in operation for many decades, we have long believed in the importance of preserving the environment and maintaining our social license to operate. Nevertheless, we also recognize that although our business has an inherently low carbon intensity and maintains good relationships with stakeholders, we need to continue to pursue best-in-class sustainability practices and contribute to global efforts to address climate change.

As such, we are pleased to deliver our 2020 Sustainability Report, outlining our progress and our continued work to enhance our ESG Program. During the year, we conducted and implemented an updated materiality assessment that forms the basis of our Program and reflects the topics that are most important to our business and stakeholders. These topics include a focus on climate change, where we have taken actions to determine the resiliency of our assets consistent with the Task Force on Climate-related Financial Disclosure. We have also analyzed our emissions, in furtherance of a greenhouse gas (GHG) emission reduction plan to support the goal of net zero GHG emissions by 2050 or sooner, in line with global efforts to limit warming to 1.5 degrees Celsius outlined in the Paris Agreement. As an additional step towards that goal, Evolgen achieved carbon neutrality in 2020 by using Renewable Energy Certificates and carbon offsets.

On the social front, the onset of the COVID-19 pandemic required us to change how we work and interact. We quickly implemented protocols in our workplaces to ensure the continued safety of our employees as well as our contractors



and stakeholders, while ensuring the continuity of our services. We then engaged with our communities, including our Indigenous partners, to understand how they were being impacted and to offer our support. Finally, we advanced analysis and policy revisions to enable and increase diversity and inclusion in our business. This included publishing our Indigenous Principles, outlining how we communicate and interact with First Nations, Inuit and Métis peoples.

Efforts were also made to enhance our governance this year. The development of our event reporting guidelines, a risk-based reporting methodology, ensures important ESG matters and events are elevated for review by the executive team. Steps to improve ESG reporting and verification were also made.

Looking ahead, we see Canada's decarbonization goals as a significant opportunity for our business to be a key partner in the energy transition. In alignment with our parent company, Brookfield Renewable, we seek to preserve, enhance and drive value through the application of three key strategies: *Sustainability* through the continued optimization and enhancement of our existing renewable assets, *Additionality* by using our development capabilities to grow our business and add to our asset base, and *Transition* by deploying capital and solutions towards business opportunities that accelerate energy transition and decarbonization. In this regard, we added 190 MW of electricity production to our business, including 1 wind farm, 4 utility solar sites and 20 distributed generation solar sites to our portfolio, as we continue to expand across Canada. Further, we are progressing in our support of the energy transition through our ongoing work to develop renewable hydrogen opportunities in Quebec and in other Canadian regions.

As a trusted Canadian developer, owner and operator, Evolugen is well-positioned to support communities, businesses and governments in their transition to a more, sustainable, low carbon future. While there is much work to be done, our depth of expertise in renewable energy, our collaborative, solutions-based approach and our ability to deploy capital to develop those solutions will help accelerate this transition – all the while continuing to integrate and strengthen ESG principles in our investment and operating practices.

**JOSÉE GUIBORD**

Chief Executive Officer, Evolugen





## Who We Are

Headquartered in a LEED certified building in Gatineau, in the National Capital Region, Evolugen established its presence in the renewable energy industry with the acquisition of three hydro stations located along the Lièvre River, Quebec, in 1999. Today, Evolugen owns and operates 61 renewable energy facilities, including 33 hydropower, 4 wind, 4 solar and 20 distributed generation facilities. With 1,912 MW of installed capacity, our portfolio and operating expertise contribute to Canada's low-carbon future. Through our Environmental, Social and Governance (ESG) Program, sustainability will play a fundamental role in how we develop and grow our business.

Evolugen is the Canadian platform of Brookfield Renewable Partners L.P. (Brookfield Renewable), a globally diversified, multi-technology, pure-play renewable energy company. Brookfield Renewable is one of the world's largest owners, operators and investors in renewables globally with nearly \$60 billion in assets under management and over 21,000 MW of hydro, wind, storage, solar and distributed generations assets.



# Our Presence in Canada



## QUICK FACTS

61

Renewable energy facilities

1,912 MW

Installed capacity

405,181

Homes powered annually in equivalent generation

731,742

Vehicles driven annually in avoided emission equivalent

245

Employees





## About this Report

We are proud to issue Evolugen's 2020 Sustainability Report for the period January 1 to December 31, 2020. Our ESG reporting is completed annually. Our sustainability reports, including both data and case studies, are published biennially. As such for the purposes of this report, we have highlighted case studies covering both 2019 and 2020, to provide clear examples of our sustainability actions. This Sustainability Report is intended to provide an overview of our ESG Program, following the principles set out in the **Global Reporting Initiative (GRI) Standards and Sustainability Accounting Standards Board (SASB)**. It intentionally reflects only those GRI and SASB requirements considered most relevant to our business.

Through Brookfield Asset Management, Brookfield Renewable's parent company, we are a signatory to the United Nations-supported Principles for Responsible

Investment (PRI). As well, Brookfield Renewable is committed to aligning with the Task Force on Climate-related Financial Disclosures (TCFD) framework and continues to evaluate the climate-related financial risks in all areas of its business.

Evolugen's core business values align with the United Nations global commitment to provide a more sustainable future for all by 2030, which is why this year, the **United Nations Sustainable Development Goals (SDGs)** are included in our report. We contribute to the realization of 13 the 17 SDGs.

The contents of this report have been validated by the Evolugen ESG Executive Steering Committee (Steering Committee) including the Chief Executive Officer and Senior Vice-President of Legal Services & General Counsel.



An aerial photograph of a wind farm situated on a large, forested hill. The trees are in peak autumn foliage, displaying a rich palette of reds, oranges, yellows, and greens. Numerous white wind turbines are visible, spaced out across the ridge of the hill. In the background, a body of water and distant mountains are visible under a blue sky with scattered white clouds. A large, semi-transparent gold circle is positioned on the left side of the image, partially overlapping the text.

# Our ESG Strategy





# Our Approach to ESG

Since inception, we believed that providing society with clean and reliable energy solutions, would result in a successful business. While we have been pleased with our achievements, we remain driven by the need to adapt and improve. We recognize that in addition to operating our business sustainably, we can assist other Canadian businesses with renewable energy solutions, including decarbonization. We are committed to sustainable development and to creating long-term value for all our stakeholders and Indigenous partners.

The topics identified in our ESG Program are important to our communities, Indigenous partners, suppliers, industry associations, non-governmental organizations and special interest groups, government and regulators and, importantly, our investors. In 2020, following the completion of our new **materiality assessment**, we selected the most relevant issues to be addressed by our ESG Program and collated them under topics as follows:

## Environment

### CLIMATE CHANGE

- Climate Change Vulnerability & Resiliency
- GHG Emissions

### ECOSYSTEMS & BIODIVERSITY

- Aquatic Ecosystems
- Terrestrial Ecosystems
- Invasive Species

### WATER MANAGEMENT

- Water Levels & Flows

## Social

### SAFETY & WORKING CONDITIONS

- Health & Safety (including Public Safety)
- Diversity & Inclusion

### COMMUNITY RELATIONS

- Community Consultation

### INDIGENOUS RELATIONS

- Meaningful Consultation & Engagement with Indigenous Peoples

## Governance

### GOVERNANCE

- Ethical Conduct
- Transparency & Accountability
- Risk & Crisis Management

# Our ESG Program Governance Framework

Brookfield Renewable’s Board of Directors oversee strategy and priorities, for the ESG Program, monitors the performance of its operating businesses, and approves global policies, such as our Code of Business Conduct and Ethics, Anti-Bribery and Anti-Corruption (ABC) Policy and Ethics Hotline.

The Brookfield Renewable ESG Steering Committee is comprised of senior executives of each business. It sets strategy and monitors ESG Program performance. The CEO of each operating business is responsible for implementation of an ESG strategy that aligns with Brookfield Renewable’s ESG principles and priorities.

Evolugen’s ESG Program is led by the Sustainability team, sponsored by its Chief Executive Officer (CEO) and overseen by the Steering Committee. The Steering Committee is integral in ensuring ESG principles are integrated throughout our management systems,

strategic planning, risk management and decision-making. Meetings are held quarterly, with additional adhoc meetings scheduled as required.

Under the direction of the Sustainability Team, each ESG priority topic is led by a subject matter expert who is supported by a cross-functional, geographically representative working group. Together they are responsible for developing and implementing goals and objectives for their ESG priority topic and monitoring and reporting on progress to the Sustainability team. The diversity within our working groups fosters the exchange of knowledge and best practices.

## Evolugen







# Our ESG Program

**Environment**

**Social**

**Governance**







## Environment

# Providing Sustainable Solutions

As we produce and deliver renewable energy solutions, we recognize the importance of the natural resources we harness, the need to limit negative impacts while advancing sustainable solutions for our customers and for current and future generations.





ENVIRONMENT

# Climate Change

**Position ourselves as a clean energy leader by investing in and operating a renewable energy portfolio that offers innovative energy solutions and contributes to Canada's clean energy transition.**

- Climate Change Vulnerability & Resiliency
- GHG Emissions





## Evolugen recognizes the importance of climate change.

Recognizing the importance of climate change, Evolgen has conducted greenhouse gas (GHG) emissions inventories annually since 2017, expanding the scope of the emissions considered and improving processes. Our expanded GHG emissions inventory now includes scope 1, 2 and 3 (air travel) emissions. The results from our most recent inventory have again confirmed that Evolgen is amongst the lowest GHG emitters in the Canadian energy industry.

While pleased to be amongst the lowest GHG emitters, and able to provide renewable energy solutions that enable other companies to reduce their GHG emissions, we recognize that we must do more.

# 6,872

GWH IN POWER GENERATION

# 731,742

VEHICLES IN AVOIDED EMISSIONS

# 3,364,644

METRIC TONNES OF CO<sub>2</sub>e AVOIDED

# 0.39

tCO<sub>2</sub>e/GWH EMISSIONS INTENSITY





© Photo by Gordon MacPherson, Darkwoods - NCC

## Carbon Neutral

Internal debates are ongoing in boardrooms around the world on what to do about climate change. While many organizations have taken steps to inventory GHG emissions that contribute to climate change, questions remain. From public commitments to interim targets, to decarbonization plans, there are multiple approaches, multiple ideas and little consensus.



Climate change is a once in a generation global challenge. While others continue to debate, Evolugen recognized it had to act and in 2020 we neutralized our carbon emissions. To attain carbon neutrality, Evolugen used a science-based approach to calculate our GHG emissions, consistent with the GHG Protocol, and retired RECs to neutralize our emissions from our Scope 2, grid electricity consumption. Evolugen purchased voluntary, forestry and land use verified carbon offsets that

sequestered the remaining Scope 1 carbon that we produced. Familiar with where our offsets come from, we have confirmed the offsets we purchased provide additionality.

As well, we will continue to work on developing a comprehensive GHG emissions reduction plan to reduce carbon emissions, for immediate implementation.

### 2020 GHG EMISSIONS INVENTORY

EMISSION SOURCES	GHG EMISSIONS (tCO <sub>2</sub> e)	CARBON NEUTRAL LEDGER
SCOPE 1: DIRECT EMISSIONS		
GHG Emissions Requiring Offsets	1,761	-
Voluntary Offsets Purchased	-	(1,761)
SCOPE 2: INDIRECT EMISSIONS		
Electricity Consumption	925	-
Renewable Energy Certificates (RECs)	-	(925)
REMAINING GHG EMISSIONS		0
SCOPE 3: AIR TRAVEL		
	34	-



ENVIRONMENT

# Water Management

**Manage water to maximize its positive impacts while limiting any negative impact on communities and the environment.**

- Water Levels & Flows



## We recognize the importance of water to our business and the communities where we operate.

Water is an essential resource for all life on the planet. It provides us with the opportunity to generate renewable energy at our hydropower facilities, but it can also provide drinking water, support healthy ecosystems and provide for a myriad of leisure activities we all enjoy.

We understand that too much or too little water can be impactful. Recent flood events in eastern Canada and drought events in western Canada have impacted our operations and the communities in which we operate. These events have highlighted the proficiency with which we have been able to manage our assets and communicate effectively with government regulators and stakeholders to ensure public safety and minimize property damage. These events have also reinforced the benefits of continued

improvement including analysis to better predict the impacts of changes in weather and climate. Such monitoring, analysis and continued improvements allow us to make informed management decisions in the short, medium and long terms.

As owners and operators of hydropower assets, we manage our hydropower operations within ranges defined by water management plans, with direction from federal, provincial and municipal regulators and in consultation with Indigenous peoples, communities and other stakeholder groups in a manner that prioritizes public safety, protects the environment and provides social benefits.

### Some of the considerations that go into the management of our hydropower facilities include:

- Public and employee safety
- Environmental, social and cultural attributes of the watershed
- Minimum flows to accommodate species throughout their lifecycles, including spawning and migration and for human consumption
- Maximum flows as determined by dam safety, optimization and stakeholder consideration
- Snow pack and precipitation
- Reservoir capacity
- Capacity of the watershed to handle water in flood events
- Location of culturally significant areas and structures within the watershed
- Support for recreational activities within the watershed, including cottaging, fishing, and boating activities

At Evolugen, water management is overseen by a team of hydrologists, regional water resource managers and 24/7 system operations control center. Our water management system is based on our long-term forecasts for water availability, considering a variety of different scenarios, constantly adjusted and refined as we operate. We are in regular contact with our provincial regulators, municipalities, First Nations, associations and other stakeholders to share observations and exchange information to convey and adjust our plans based on current hydrological conditions.



46

**WATER MANAGEMENT PLANS**

33 hydropower facilities operate in accordance with water management plans, permits, licenses and/or authorizations (referred to as water management plans) that regulate our actions on the rivers and tributaries in proximity to our assets.

50

**WATER MANAGEMENT RELATED INQUIRIES**

All inquiries were responded to by providing water conditions and conveying the constraints within which we must manage our operations.

1

**INCIDENT OF NON-COMPLIANCE ASSOCIATED WITH WATER QUANTITY AND/OR QUALITY PERMITS, STANDARDS, AND REGULATIONS**

We had an instrument failure at our Red Rock facility resulting in an insignificant release of water beyond what was defined within the water management plan. There were no impacts. After a detailed investigation of the event, appropriate measures were implemented to prevent its reoccurrence



© Photo by Nancy Paquet, Evolgen Employee

**Flood Management – Avoiding Damage to Properties**

In the spring of 2019, municipalities and shoreline residents in many sectors of the Lièvre River watershed in southwestern Quebec saw high water levels beyond those experienced in the prior 2017 flood event. What made this freshet different was its intensity; the volume of water and its duration. Despite this, the impacts to waterfront properties on the Lièvre system were relatively minor.

So how was widespread damage to waterfront properties avoided despite the severity of the freshet? Lessons learned from previous floods, the evolution of best management practices and the collaborative efforts of all stakeholders made the difference!

In 2019, in anticipation of a severe freshet, Evolgen staff with the approval of government officials, lowered the level of its upstream reservoir to accommodate freshet waters. We began using the flood emergency communication processes developed in 2017 that linked dam owners throughout the Lièvre system, first responders of the municipalities and the Province’s Civil Defense organization. The cooperative communication enabled the dam managers to gather real time information to adjust water levels to reduce the risk of inundating properties and in turn, inform stakeholders of the river forecasts.





ENVIRONMENT

# Ecosystems & Biodiversity

**Strive to be a leader in the protection and enhancement of natural ecosystems and biodiversity.**

- Aquatic Ecosystems
- Terrestrial Ecosystems
- Invasive Species





**At Evolgen, we are dedicated to the protection, conservation and sound management of our shared natural resources.**

We are committed to being good stewards of the environment, managing biodiversity impacts and enhancing biodiversity through ecosystem understanding and the implementation of best management practices. In advance of project development, we conduct wildlife studies to understand baseline information and ensure we can mitigate potential impacts. During the operating phase of our projects, these studies often continue. We undertake a variety of actions to mitigate the impact

of our facilities on their ecosystems, including conducting wildlife studies and making operational adjustments during species migration or other key life stages. Our partnerships with communities, local agencies and environment non-governmental organizations enhance our understanding of species and the ecosystems around our facilities.

© Photo by Ann-Marie Reid, Evolgen Employee



21

**OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY**

Evolugen has 21 operations sites that are either on or adjacent to protected areas such as provincial parks, conservation reserves managed by non-profit organizations, enhanced management areas and other areas of high biodiversity value, including First Nations reserves and traditional territories.

24

**IUCN<sup>1</sup> RED LIST AND NATIONAL CONSERVATION LIST SPECIES WITH HABITATS IN AREAS POTENTIALLY AFFECTED BY OPERATIONS**

We identified a total of 24 species at risk, with different conservation statuses at the international or national level, with habitat in areas that might be affected by Evolgen’s operations. The identified species are fauna and flora species and include mammals, birds, reptiles, fish, mollusks and plants.

0

**FINES AND SANCTIONS FOR NON-COMPLIANCE WITH ENVIRONMENTAL LAWS AND REGULATIONS**

This year our business received no fines for non-compliance with environmental laws and regulations.

<sup>1</sup> International Union for Conservation of Nature

We are committed to being good stewards, minimizing the environmental impacts of our Canadian operations and continuously improving our practices by:

1

**Developing** a deep understanding of the natural environment, including our proximity to protected areas and the presence of sensitive, threatened or endangered species;

2

**Promoting** biodiversity in policies and in our Environmental Management System (EMS);

3

**Developing and operating** our facilities in a responsible manner, consistent with our sustainability goals, throughout their life-cycle;

4

**Investing** in monitoring and innovation, while continuously improving our capacity to mitigate residual impacts on ecosystems and biodiversity;

5

**Advancing** risk analysis processes to identify potential risks in a timely manner and enable mitigation and corrective actions;

6

**Training** employees and increasing awareness of the importance of ecosystems and biodiversity.







© Photo: Environment and Fight Against Climate Change

## Stopping the Spread of Invasive Species

With thousands of different plant and animal species, Canada is rich in biodiversity. Native species, however, are increasingly under threat from the spread of invasive species that come from other parts of the country or the world. These invasive species not only cause ecological damage but can also have significant negative economic and social consequences if not managed correctly. Given Evolgen's role in managing terrestrial and water resources at or near our facilities, we identify potential impacts from invasive species and take action to inhibit or prevent the spread of those species.

In 2020, the Municipality of Val-des-Bois, the Lièvre River Watershed Committee and Evolgen joined forces to combat the spread of aquatic invasive species by improving boater awareness. A new kiosk informing how to fight invasive alien species as well as promoting good practices to protect water quality and encourage safe navigation was installed near the community boat cleaning station.



© Photo by Kurt Chavarria, Unsplash

## Understanding our Ecosystems

Evolgen recognizes that understanding the environment within which we work is key to being a good steward. Accordingly, we support research projects across the country aimed at increasing our knowledge of the environment near our facilities. For example, in an effort to augment our knowledge of the ecosystems encompassed by the Ottawa River Watershed, Evolgen sponsored the Ottawa River Watershed Health Assessment and Monitoring project. Our multi-year commitment to the Ottawa Riverkeeper, the non-profit organization leading the project started in 2020. Our donation will enable Ottawa Riverkeeper to purchase monitoring equipment and retain a Carleton University student to work on the study. The goal of the study is (i) help fill critical data gaps, including within the Ottawa River subwatersheds; (ii) increase public and decision-maker knowledge of factors impacting watershed health from a solutions-oriented perspective, and (iii) catalyze and strengthen collaborations with watershed stakeholders, including First Nations, academia, watershed agencies and government agencies.





**Social**

# Building Trust

Proactively engaging with communities and Indigenous peoples to ensure that their interests are appropriately considered in our decision-making.





SOCIAL

# Safety & Working Conditions

**Maintain our commitment as leaders in the protection of our employees, contractors and the general public as well as promote employee diversity and inclusion.**

- Health & Safety (including Public Safety)
- Diversity & Inclusion



# Evolugen believes that the safety of our employees, contractors and the general public is paramount.

In our operations, highly-trained professionals monitor, maintain and repair our renewable energy facilities, ensuring the longevity, efficiency and safety of those facilities. In doing so, our employees are exposed to health and safety hazards which could pose serious risks if not carefully managed.

To eliminate high-risks hazards and maximize our employees’ and contractors’ well-being, Evolgen operates according to a comprehensive workplace safety system, our Health, Safety, Security and Environment (HSS&E) Program. This Program emphasizes line management accountability and reinforces a strong health and safety culture that extends from our Board of Directors to our executives and workers. The actions that we take ensure that each one of our employees and contractors makes it home safely to their families each night.

We also believe that optimal performance and safety means considering the input of others. We recognize and view as valuable, the fact that those opinions are informed by life experience, including ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical values system, national origin, political beliefs, as well as, education and work experience. We believe that multiple viewpoints in decision-making can increase performance and have other significant benefits for our business. Recognizing this, we are taking measures to increase the diversity and inclusion of our employees.

## INDICATORS



0

### FATALITIES OR INJURIES THAT LED TO PERMANENT DISABILITIES FOR EMPLOYEE AND CONTRACTOR

Our safety culture is exemplified by our 22-year track record of zero employee or contractor fatalities and 19 years without permanent disabilities.

100%

### WORKERS REPRESENTATION IN FORMAL JOINT MANAGEMENT-WORKER HSS&E COMMITTEES

Our monthly regional HSS&E Committee meetings offer an open forum for employees to celebrate successes, discuss improvement opportunities and allow them to actively participate in and contribute to our health and safety culture.

526

### SAFE WORK OBSERVATIONS

As part of our commitment to be an industry leader in health and safety, both workers and leadership perform random safe work observations to monitor safe work performance, and encourage open dialogue, capitalizing on teachable moments.

3,055

### HSS&E TRAINING HOURS

Total number of HSS&E employee training hours for all Evolgen employees.

We expect every employee and contractor to adhere to the following health and safety principles; the foundation for excellent safety awareness and performance across our organization:

1

Our policies and procedures apply to our employees, contractors and sub-contractors, and take into consideration the public's protection;

2

We promote transparency and learning from experience to continuously improve our management systems and performance;

3

Our business-wide safety audit program is meant to provide a roadmap to continuously improve our management systems and performance;

4

We believe that every accident is preventable, and that safety management systems should be tailored to manage the key safety risks of our business;

5

We provide training programs to our employees and contractors to ensure that they have the necessary skills to conduct their work safely and efficiently.

## Priority Areas: Dam Safety and Public Safety

We emphasize public safety practices at all our generating facilities and dam storage areas located across the country. We assess, inspect and maintain all our dams, powerhouses and other water conveyance and control structures regularly in accordance with our robust Evolgen Dam Safety Program and industry-leading best practices with more than **150 dam safety inspections** performed this past year. We support industry advancements in dam safety practices and technologies by participating and collaborating with professional associations, such as the Canadian Dam Association and through our U.S. sister platform, the Centre for Energy Advancement through Technological Innovation. These organizations fund research on structural

monitoring, safety system advancements and evaluation methods, to encourage technological enhancements of industry practices in respect of dam safety.

In addition, we regularly engage with local communities, and regional and provincial authorities as part of our public safety outreach programs in the areas where we operate. This engagement is crucial given the numerous recreational activities in and around our facilities enjoyed by the public, including fishing, boating and hiking. We inspect and assess our transmission infrastructure prioritizing actions in areas frequented by the public and communicate to all stakeholders the dangers that transmission lines can pose.







## Public Safety Awareness

The renewable electricity industry is by its nature risky, whether the risks are from hydropower, solar or wind facilities or from the high voltage power lines that transmit our power. While we encourage recreational activities near our facilities, safety is paramount. Through our Public Safety Program, we publish seasonal safety notices to raise awareness about the potential dangers that the operation of our facilities may pose.

Each season, we reach out to more than 50 communities in proximity to our assets across British Columbia, Ontario, and Quebec. To reinforce our safety messaging, we also post detailed public safety information on our website.



Photo: City of Gatineau First Responders

## Collaborating with First Responders

Our facilities can be dangerous for those who do not know the risks. While we take significant efforts to inform the public of risks through targeted seasonal advertising campaigns, ignoring these dangers can threaten the safety of people, including first responders. With that in mind, Evolugen organizes training sessions with first responders to ensure their safety around our facilities. For example, collaborating with the City of Gatineau, Evolugen organized training to familiarize the City's firefighters with specific situations they might encounter on the Lièvre River and options to respond safely in the river's more challenging sections.

The 12 firefighters on the Boating Safety Committee who visited the river with us were able to transfer their knowledge to other firefighters within the City increasing their capacity to respond quickly and safely in the event of an emergency.



SOCIAL

# Community Relations

**Build trust as good stewards by engaging proactively with communities to ensure that their interests are appropriately considered in our decision-making.**

- Community Consultation





# Evolugen is committed to the environmental, social and economic well-being of the communities where we live and work.

Our facilities have contributed to the prosperity of local communities, in many cases for generations, and we recognize the importance of maintaining this contribution. In addition to working cooperatively on environment, health, safety and emergency response, we

assist with local projects, provide recreational opportunities, and work closely with regional partners to make a positive impact that is aligned with both the needs of the local stakeholders and our business values.

## INDICATORS



153

### COMMUNITY SUPPORT PROJECTS

Evolugen provides in-kind and financial support to programs, initiatives and organizations that benefit the communities in proximity to our facilities with a focus on environmental initiatives, health, safety, well-being and quality of life, education, research and recreation, community services, and Indigenous communities.

21

### FACE-TO-FACE MEETINGS WITH COMMUNITY AND STAKEHOLDER GROUPS

To foster open communication, we prioritize direct engagement with our communities and stakeholders. Given the pandemic and with consideration for the health and safety of our communities and stakeholder groups, we began engaging virtually and will be reporting on these engagements going forward.

89%

### FACILITIES WITH LOCAL COMMUNITY ENGAGEMENT PLANS

We target our engagement on facilities with high numbers of adjacent property owners and public interactions. We expand such engagement to less populated communities as needs materialize, focusing our efforts on timely responses to resolve issues that may arise.

# Community relations is a key priority of our organization.

We look to positively benefit communities through a strong relationship focus, by protecting the environment and providing economic and social benefits.

## Maintaining Strong Relationships

Fostering open dialogue and transparency is key in developing and maintaining trusted relationships with our communities. Understanding community values and expectations allows us to consider them in our projects and the management of our operations. While we value direct communications we also engage through our [website](#), newsletters and our [email](#) address where community members can engage with us.

## Environmental Protection

Consistent with our own values, healthy environments are also important to our communities. With a focus on continuous improvement, we inform ourselves of the latest science, implement best management practices, monitor outcomes, and mitigate any negative impacts to protect the environment through all project stages.

## Economic Benefits

Given the complexity of our operations, we provide high-caliber employment to professionals, as well as, direct and indirect economic benefits to local contractors and suppliers. These opportunities exist at our headquarters, our regional hubs of Powell River, British Columbia, Sault Ste. Marie, Ontario and Masson, Quebec and across the Canadian communities in which we have a presence.

## Community Support

Understanding community values and needs allows us to target our support efforts. While we strive to convey a variety of social benefits, Evolgen is proud of its philanthropic presence in communities and its support of recreational opportunities.

Our community outreach is grounded in our Charitable Giving Guidelines and focused on environmental initiatives, health, safety, well-being and quality of life, education, research and recreation, community services and Indigenous communities. We also provide community support during public emergencies and natural disasters.

Finally, the land and water near our facilities offer unique recreational opportunities. We work closely with our community organizations and authorities to offer the public safe access to these areas for:

- Boating
- Hiking
- Snowmobiling
- Swimming
- Cross Country Skiing
- Snowshoeing
- Fishing







Photo: La Mîe de l'entraide

## Balancing Emergency Response with Long Lasting Impact

In the spring of 2020, as the COVID pandemic spread across Canada, Evulugen took immediate action. Employees across Canada worked together to list basic-need organizations near our operations. Consistent with our community relations focus and our desire to be partners of choice, our objective was to help quickly, in advance of the increase in demand for the services of these organizations. Before they reached out for help and before governmental support arrived, Evulugen donations were being sent to food banks, salvation armies, hospitals and shelters and by April 2020, we had donated to 32 organizations. We continued to realize on our comprehensive pandemic-focused charitable giving strategy that resulted in donations to 46 organizations across Canada.

While we are happy to respond to urgent community needs, we also take great pride in creating positive, long-lasting impacts

in our communities, as exemplified by our support for Pop Ta Soupe. The closure of an area soup kitchen left a distinct lack of food relief and social services for the vulnerable populations of a northern Gatineau, Quebec region. Our financial support of Pop Ta Soupe facilitated the complete renovation of their commercial kitchen allowing them to better satisfy food security needs by providing food and meals, as well as, cooking classes to Pop Ta Soupe users.





© Photo: Wawa Volunteer Fire Department

## Local Fire Department Support – Protecting our Communities

To help make our communities safer, Evulugen was proud to support five Ontario volunteer fire departments near our operations. Each department received financial support to fund various projects, including the acquisition of emergency equipment.

Two of the five departments, the Huron Shores Volunteer Fire Department and the Wawa Volunteer Fire Department, are especially unique to Evulugen since four of our employees serve as volunteers in these departments. Both of these fire departments used the donation towards the purchase of auto extrication equipment, commonly referred to as, the Jaws of Life. The new equipment enables extraction of individuals trapped in vehicles more rapidly and with less risk to the firefighters.



Photo: ÉcoTERRE

## A Real Green Class

The ÉcoTERRE team from Hormisdas-Gamelin High School in Gatineau launched the Hope for Carbon Offsets Project in 2020 with the vision of creating a versatile outdoor green space. Known as the 'Green Corner', the space is used for outdoor teaching and as a gathering place for students and neighbours of the school.

As a community focused organization that values the environment and continued learning, Evulugen was happy to partner on the project. Driven by the conscientious efforts of the students, with Evulugen's support, the students were able to plant trees and purchase outdoor furniture, to transition their vision to reality.





SOCIAL

# Indigenous Relations

**Ensure we are the partner of choice for Indigenous peoples by structuring our projects and managing our operations in a manner that respects their distinctive cultures, traditions, values and aspirations.**

- Meaningful Consultation & Engagement with Indigenous Peoples



## Evolugen recognizes the importance of developing and maintaining strong relationships with Indigenous peoples.

We recognize that Indigenous peoples were the original inhabitants of the land that became Canada and respect that each Indigenous community has its own distinctive culture, traditions, values and aspirations. As such, Evolgen values strong communication with Indigenous peoples particularly as it relates to the development of our projects and our on-going operations. Publishing our Indigenous Principles publicly affirms our values and our commitment to Indigenous peoples and is reflected in the strong partnerships we have been fortunate to foster including co-ownership of facilities.

Our existing Indigenous partnerships demonstrate our commitment to incorporating traditional knowledge in new projects and structuring them in ways that provide social, cultural and economic benefits. As with all our projects, we bring our significant technical knowledge, strong financial capabilities and a collaborative approach to solving problems.



Photo: 'Namgis First Nation, BC

### COVID-19: Managing an Outbreak

As part of our COVID response, in April 2020, Evolgen engaged with its Indigenous partners including its equity partners, the 'Namgis First Nation and Constance Lake First Nation, to assist in their COVID response. While both communities faced challenges, the 'Namgis First Nation faced a cluster outbreak of COVID that resulted in the medical evacuation of some its members, the closure and isolation of their British Columbia island community as well as community curfews. With the goal of maintaining the food supply and helping the community members maintain social distance, Evolgen provided immediate community support.

***"Your donation helped fund 266 food hampers for our 'Namgis members living on Cormorant Island during our time of need while in the State of Local Emergency. This helped provide a sense of security for the residents of Alert Bay as we navigated through stressful times during the cluster outbreak of COVID-19 in our small community."*** - Chief Svanvek

In addition to supporting our Indigenous business partners, we also directly supported the COVID responses of other Indigenous communities with identified needs near our operations.





## Governance

# Building our Business Responsibly

We operate with the highest ethical standards, conducting our activities with honesty, integrity and in compliance with all applicable laws and regulations.



GOVERNANCE

# Governance

**At Evolugen, we take pride in our strong culture of ethics that is reflected in the way we manage our business and interact with others.**

- Ethical Conduct
- Transparency & Accountability
- Risk & Crisis Management



# Ethical Business Conduct

We manage our business with transparency and veracity, building trust among our stakeholders, Indigenous partners and our employees. Our culture is reinforced throughout our organization with an emphasis on employee training, awareness of best practices and promotion of adherence to all laws, regulations, policies, guidelines and rules. We have adopted a policy framework and implemented programs to ensure that each employee conducting activities on our behalf, adhere to these high ethical and professional standards.

## CODE OF BUSINESS CONDUCT AND ETHICS (CODE)

Our Code outlines our values and ethical standards that guide our actions and behaviours.

## ANTI-BRIBERY AND ANTI-CORRUPTION (ABC) POLICY

We have a zero-tolerance approach to bribery and corruption, including facilitation payments, and we require that every employee adhere to the ABC Policy.

## REPORTING ETHICAL CONCERNS

We promote openness and transparency by encouraging the reporting of any unethical or illegal behaviour to a supervisor, legal counsel or senior executive.

# Third Party Procurement

As part of our procurement process, our contractors are required to adhere to both the Code and ABC Policy as well as our Third-Party Due Diligence Guidelines that set out our requirements for assessing third party bribery and corruption risk. Before engaging with a contractor or supplier for the first time, we initiate a bribery and corruption risk assessment. Through this process, we also make a concerted effort to require that our procurement counterparties’ own subcontractors attest to our high ethical standards through contractual obligations for the term of our business relationship. Reflecting Evolgen’s focus on sustainability, as part of our supplier due diligence process, we also confirm their actions with respect to environmental and social responsibility.

## HIGHLIGHT



## Employee Awareness Program

We take advantage of opportunities to reinforce our ethics culture. We launched our new Connex intranet, designed to provide topical information and raise awareness among our employees. This platform features our “Compliance Corner” where we highlight real-life business specific scenarios to ensure precise understanding of policy compliance.

# United Nations Sustainable Development Goals

The United Nations 2030 agenda is a collective global call to action to eradicate poverty in order to provide for sustainable development and a better future for all. Its' 17 sustainable development goals (SDGs) were designed to provide a framework for businesses to contribute to global objectives to attain a more sustainable world by 2030.

As part of our commitment to a more sustainable future for all, Evolugen is proud to contribute to the achievement of 13 of the 17 SDGs.







## No Poverty

End poverty in all its forms everywhere

- One of Evolgen's focus areas of our [Charitable Giving](#) is supporting those in our communities experiencing financial hardship. Traditionally, our donations are directed to food banks, emergency shelters, salvation armies and hospitals
- One of our recipients Pauline's Place, in Sault Ste. Marie, Ontario provides emergency housing for youth, women and families who are in crisis



## Zero Hunger

End hunger, achieve food security and improved nutrition and promote sustainable agriculture

- Evolgen believes that no one should go hungry. Through our [Charitable Giving](#), we support organizations that provide food, hot meals, cooking classes and social services to those in need
- Some of our efforts have been highlighted in [Balancing Emergency Response with Long Lasting Impact](#) and [COVID-19 Managing an Outbreak](#)



## Good Health and Well-Being

Ensure healthy lives and promote well-being for all at all ages

- Evolgen's generous donation to 24H Tremblant, which supports the Children's Hospital of Eastern Ontario, Fondation Charles-Bruneau and Fondation Tremblant for the betterment of children's health and well-being
- We assist the Gatineau Social Pediatric Centre by making locally-grown food accessible to children, improving their eating habits and educating them on how food is grown



## Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- Our contributions to community school programs, including [A Real Green Class](#), arts initiatives, and public libraries, as consistent with our [Charitable Giving](#), promotes education and lifelong learning



## Gender Equality

### Achieve gender equality and empower all women and girls

- Evolgen is a signatory to “Equal by 30”- working to advance the participation of women in the clean energy transition, and close the gender gap
- Our [Charitable Giving](#) provided support to “Women in Crisis Algoma” and “St. Vincent Place – Men’s Shelter”, amongst others



## Affordable and Clean Energy

### Ensure access to affordable, reliable, sustainable and modern energy for all

- Evolgen owns and operates renewable energy facilities, contributing to reliable, low carbon electrification across Canada
- Our RECs enable the decarbonization of other companies
- 22 of our hydro facilities are [EcoLogo certified](#)



## Decent Work and Economic Growth

### Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

- Evolgen promotes sustainable economic growth and inclusion through our choice of renewable energy projects, our selection of partners, including Indigenous peoples, and provides 245 family sustaining jobs



## Industry Innovation and Infrastructure

### Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

- Our focus on sustainable renewable energy from wind, solar and hydro assets (including the production of RECs) and our expansion into low-carbon hydrogen, fosters decarbonization and increased sustainability





## Reduced Inequalities

**Reduce inequality within and among countries**

- From our choice of partners, including [Indigenous](#) equity partners to our employees, and our [Charitable Giving](#), Evolgen focuses on empowering people and reducing inequality



## Sustainable Cities and Communities

**Make cities and human settlements inclusive, safe, resilient and sustainable**

- Our focus on sustainable renewable energy from wind, solar and hydro assets (including the production of RECs) and our expansion into low-carbon hydrogen, fosters decarbonization and increased sustainability



## Climate Action

**Take urgent action to combat climate change and its impacts**

- Evolgen is amongst the lowest carbon emitting energy businesses in Canada and is taking a strong stance in our fight against climate change by neutralizing our 2020 GHG emissions (Scope 1 and Scope 2) as well as assisting companies in their decarbonization efforts. In addition, Evolgen is analyzing climate related risks and opportunities associated with our operations to align with TCFD



## Life on Land

**Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss**

- Consistent with our material ESG topic [Ecosystems & Biodiversity](#), Evolgen takes action to protect terrestrial and aquatic ecosystems and prevent the introduction of invasive species



## Peace, Justice and Strong Institutions

**Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels**

- Evolgen's governance is supported by a strong policy framework including our [Code and ABC Policy](#) with a zero-tolerance approach to bribery and corruption. These policies include strict compliance with all Laws in the jurisdictions and regulatory environments in which we operate

The background of the slide features a light gray topographic map with white contour lines, primarily visible on the left side.

## Contact Us

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[evolugen.com](http://evolugen.com)





# Appendix



# Materiality Approach and Issues

Reflecting our desire to periodically update our ESG Program, Evolugen undertook its second comprehensive assessment of issues to determine the material topics that would become the focus of our ESG Program from 2020 and beyond. With the goal of identifying evolving priority topics of greatest importance to our business and to certain internal and external parties, we took the following approach:

## Step 1

We developed a list of sustainability topics related to our business, focusing on the environment and social pillars of the program to complement our robust governance structure.

### To do so, we:

- analyzed stakeholder feedback received through our community relations teams;
- consulted internal documents reflecting our strategic direction and priorities;
- sought input on priority topics of interest from our parent company;
- benchmarked the material topics used by organizations and associations working within our industry; and
- sought input from our sustainability consultants, drawing on their expertise and knowledge of ESG trends.

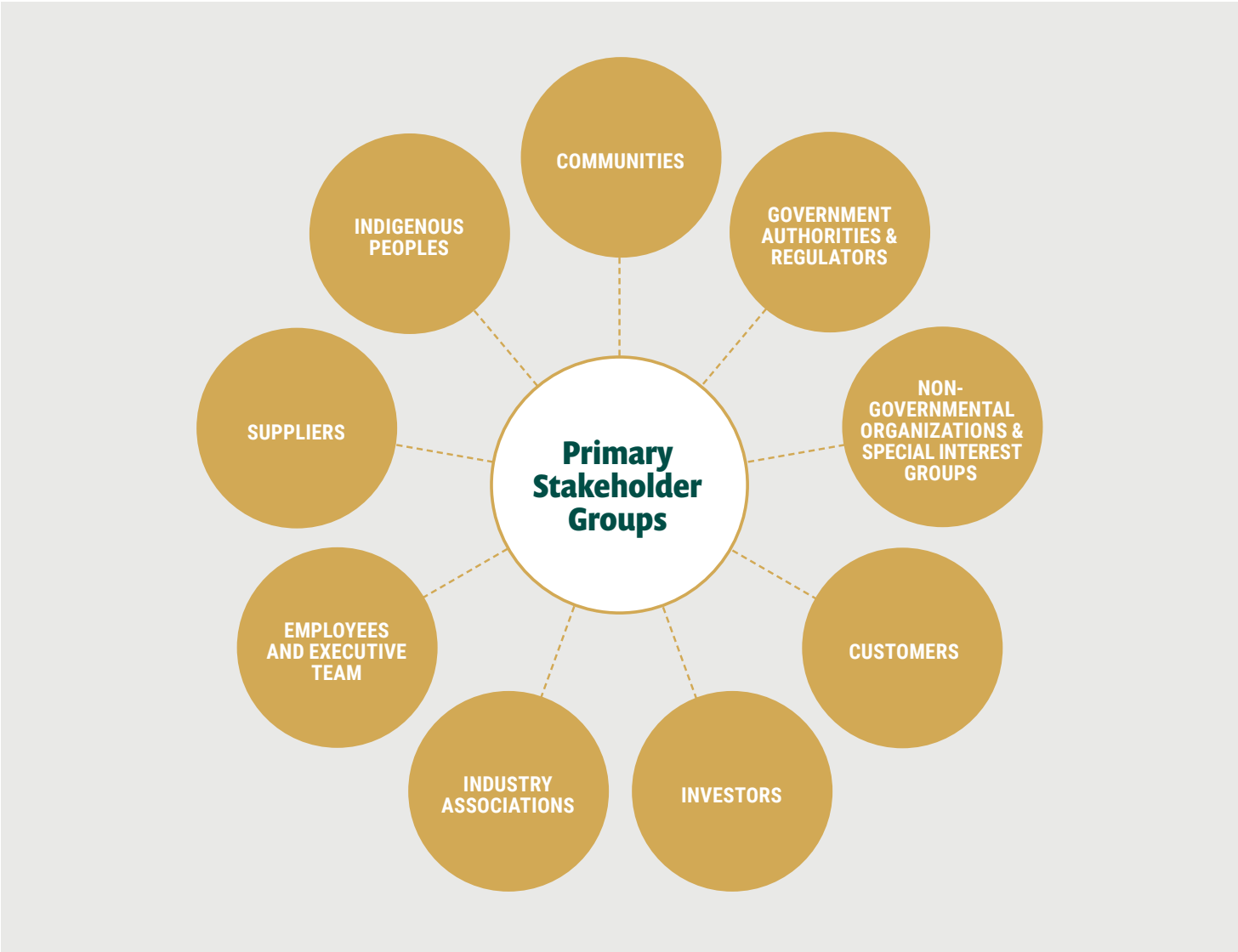
As a result, we identified 30 issues for internal and external validation of materiality.





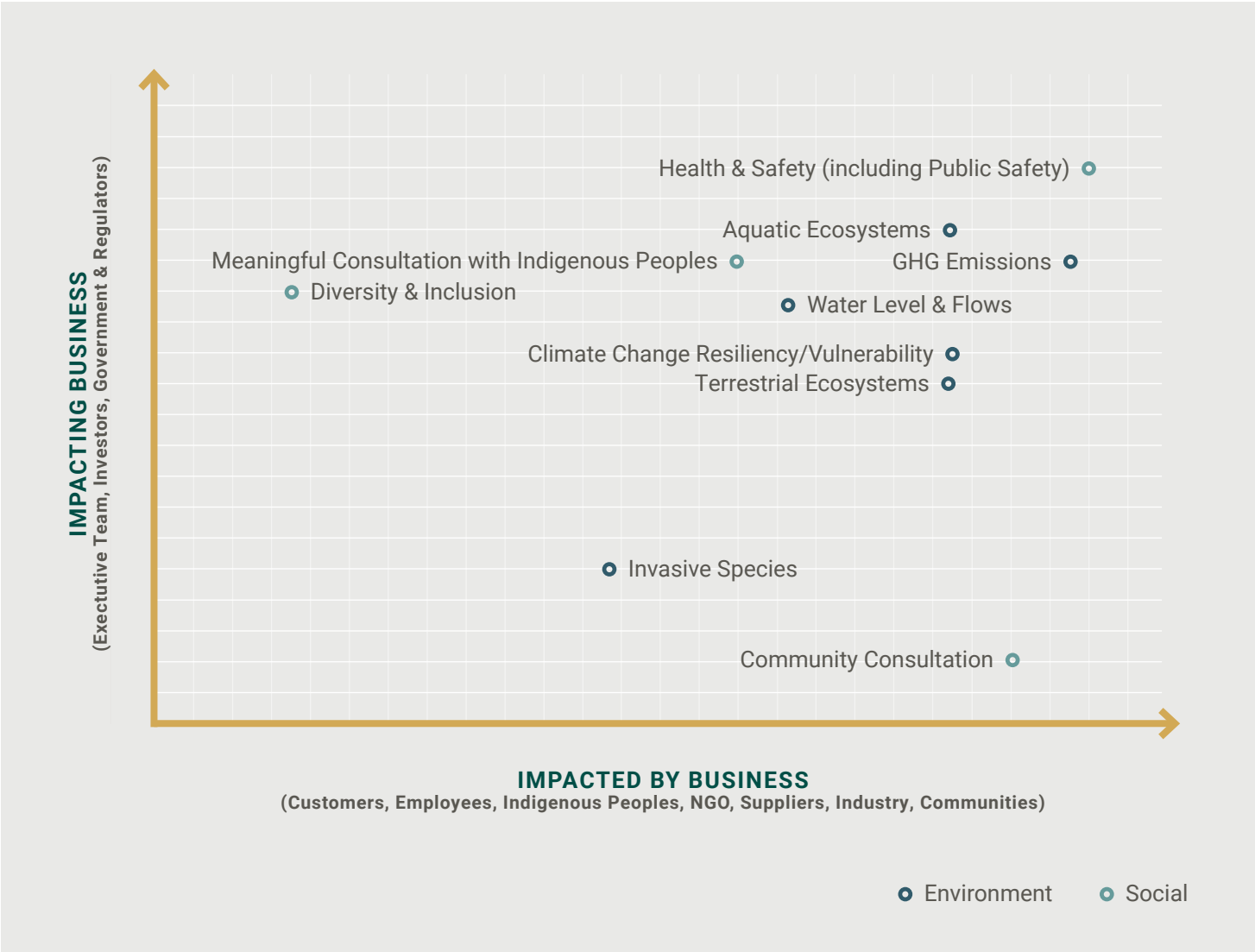
## Step 2

The materiality assessment was conducted through outreach (interviews and surveys) with a select group of participants who were considered representative of Indigenous peoples and other stakeholders. Participants included select communities, Indigenous peoples (governments and associations), non-government organizations and special interest groups, governments and regulators, industry associations, suppliers, customers, investors, employees and the executive team, and through research. Following analysis by a third-party expert, responses were ranked and mapped on a matrix for internal review and discussion with the executive team. Given the volume of respondents, the materiality assessment was considered statistically valid as verified by the third-party.



### Step 3

Consolidation of Materiality Matrix summarizes the results of the prioritization exercise and highlights the areas of highest value for our business and of greatest importance to our external stakeholders. Thirteen priority issues under seven topics form the basis of our ESG Program. They include: climate change vulnerability and resiliency, GHG emission, water levels and flows, aquatic ecosystems, terrestrial ecosystems, invasive species, health and safety (including public safety), diversity and inclusion, community consultation, meaningful consultation and engagement with Indigenous peoples, ethical conduct, transparency and accountability, and risk and crisis management.





# Partnerships and Certifications

We believe our commitments are only as good as the actions that follow. Our achievements in environmental certification, our partnerships and our leadership demonstrate some of the actions we've taken to operate and grow sustainably.

## Partnerships

### RENEWABLE ENERGY INDUSTRY ASSOCIATIONS AND SUSTAINABILITY PARTNERSHIPS

We see strength in collaboration. For this reason, we actively engage with organizations and industry associations to grow and develop renewable energy across Canada in a sustainable fashion.

#### We are members of:

- Association of Power Producers of Ontario (APPRO)
- Association québécoise de production d'énergie renouvelable (AQPER)
- Pembina (Business Renewable Center Canada)
- Canadian Renewable Energy Association (CanREA)
- Canadian Dam Association (CDA)
- Canadian Electricity Association (CEA)
- WaterPower Canada (WPC)
- *Chambre de commerce de Gatineau*
- *Conseil Patronal de l'environnement du Québec (CPEQ)*
- Clean Energy BC
- Energy Council of Canada (ECC)
- Federation of Canadian Municipalities (FCM)
- Independent Power Producers Society of Alberta (IPPSA)
- EXCEL Partnership – GLOBE Group

## Certifications

### ECOLOGO® CANADA



In managing our portfolio in Canada, we collaborated with ECOLOGO® Canada to certify 22 hydropower facilities. The ECOLOGO® Program labels the clean energy we generate as a Renewable Low-Impact Electricity Product, a credible, environmentally preferable choice for organizations and communities looking to purchase power sustainably. This transparent and collaborative program is based on the International Standards Organization ISO 14024 for ecolabels and considers a facility's impact throughout its lifetime.

# GRI and SASB Index

GRI Standard	Disclosures - Reporting Requirements	Explanation	SASB Accounting Metrics and Code	Page
102	GENERAL DISCLOSURES			
	Organizational Profile			
102-1	Name of the organisation			5
102-2	Activities, brands, products, and services			5
102-3	Location of headquarters	Gatineau, National Capital		5
102-4	Location of operations	Evolugen's operations are in Canada. Brookfield Renewable Partners has operations in 15 countries		5 & 6
102-5	Ownership and legal form			5
102-6	Markets served	Includes geographic breakdown		6
102-7	Scale of the organization	245 employees; 61 renewable energy facilities; 1,912 MW	Total electricity generated, percentage by major energy source <b>IF-EU-000.D</b>	5 & 6
102-10	Significant changes to the organization and its supply chain	No significant changes to the organization		-
102-11	Precautionary Principle or approach	Approach to manage potential environmental impacts		12
102-13	Membership of associations	List of renewable energy industry associations and sustainability partnerships		47
	Strategy			
102-14	Statement from senior decision-maker	Letter from the CEO about the relevance of sustainability to the organization and its strategy for addressing sustainability		3 & 4
	Ethics and Integrity			
102-16	Values, principles, standards, and norms of behavior	Code of Business Conduct and Ethics, ABC Policy	Description of whistleblower policies and procedures <b>FN-AC-510a.2</b>	37
102-17	Mechanisms for advice and concerns about ethics	Ethics reporting line	Description of whistleblower policies and procedures <b>FN-AC-510a.2</b>	37
	Governance			
102-18	Governance structure	Structure: Board of Directors, Executive Steering Committee, Sustainability team and ESG Working Groups		10
102-19	Delegating authority			10
102-20	Executive-level responsibility for economic, environmental, and social topics	ESG Executive Steering Committee		10



GRI Standard	Disclosures - Reporting Requirements	Explanation	SASB Accounting Metrics and Code	Page
<b>Governance</b>				
102-21	Consulting stakeholders on economic, environmental and social topics	Consulted during the materiality assessment		44 - 46
102-26	Role of highest governance body in setting purpose, values, and strategy			10
102-32	Highest governance body's role in sustainability reporting	Report content reviewed and approved by the Steering Committee including the CEO and Senior Vice-President of Legal Services & General Counsel		7
<b>Stakeholder Engagement</b>				
102-40	List of stakeholder groups	Primary stakeholder groups		9 & 45
102-42	Identifying and selecting stakeholders			9 & 45
102-43	Approach to stakeholder engagement			29 & 45
102-44	Key topics and concerns raised	Stakeholder primary interests and concerns		9 & 45
102-46	Defining report content and topic Boundaries			9
102-47	List of material topics	The Materiality Assessment highlights the areas of highest value for our business and of greatest importance to our external stakeholders		46
<b>Reporting Practice</b>				
102-49	Changes in reporting	New material topics and issues based on new comprehensive assessment to determine what is the focus from 2020 and beyond		9
102-50	Reporting period	January 1 <sup>st</sup> to December 31 <sup>st</sup> , 2020		7
102-53	Contact point for questions regarding the report	<a href="mailto:info@evolugen.com">info@evolugen.com</a>		42
102-54	Claims of reporting in accordance with the GRI Standards	This report is following GRI principles without responding to all requirements		7
102-55	GRI content index	It also includes SASB indicators when relevant		48
<b>Topic Specific Dislosures</b>				
200	<b>ECONOMIC</b>			
201	<b>Economic Performance</b>			
201-2	Financial implications and other risks and opportunities due to climate change	Water Management: Number of dam safety inspection performed		26
201	<b>Anti-corruption</b>			
103-1	Management approach disclosures			37
205-2	Communication and training about anti-corruption policies and procedures	Governance: employee training and awareness of best practices and promotion of adherence to all laws, regulations, policies, guidelines and rules		37

GRI Standard	Topic Specific Disclosures	Explanation		Page
300	ENVIRONMENT			
303	Water			
103-1	Management approach disclosures	Water Management	Discussion of water management risks and discussion of strategies and practices to mitigate those risks <b>IF-EU-140a.3</b>	17 & 18
NON-GRI		Water Management: Number of water management plans		18
NON-GRI		Water Management: Number of incidents of non-compliance	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations <b>IF-EU-140a.2</b>	18
NON-GRI		Water Management: Number of water management related inquiries		18
304	Biodiversity			
103-1	Management approach disclosures			20 & 21
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Ecosystems & Biodiversity		52
304-2	Significant impacts of activities, products, and services on biodiversity	Ecosystems & Biodiversity		20 & 21
304-4	IUCN Red List species and national conservation list species with habitats in areas potentially affected by operations	Ecosystems & Biodiversity	Description of efforts to address community and ecological impacts <b>RR-ST-160a.2 - RR-WT-410.3</b>	53
305	Emissions			
103-1	Management approach disclosures			14
305-1	Direct (Scope 1) GHG emissions	Climate Change	(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations, and (3) emissions reporting regulations <b>IF-EU-110a.1</b>	14
305-2	Energy indirect (Scope 2) GHG emissions	Climate Change		14
305-3	Other indirect (Scope 3) GHG emissions	Climate Change: only air travels are considered for scope 3 emissions		14
305-4	GHG emissions intensity	Climate Change	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 <b>IF-EU-110a.3</b>	14
305-5	Reduction of GHG emissions	Climate Change: reductions through the application of RECs	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 <b>IF-EU-110a.3</b>	15
NON-GRI		Climate Change: Avoided emissions		15
305	Environmental Compliance			
307-1	Fines and sanctions for non compliance with environmental laws and regulations	Ecosystems & Biodiversity		20



GRI Standard	Topic Specific Disclosures	Explanation	Page
400	SOCIAL		
403	Occupational Health and Safety		
403-1	Management approach disclosures		25
403-1	Workers representation in formal joint management– worker health and safety committees	Safety & Working Conditions	25
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	Safety & Working Conditions: Number of fatalities or injuries that led to permanent or temporary disabilities for employee and contractor	(1) Total recordable incident rate (TRIR), (2) fatality rate <b>IF-EU-320a.1</b> 25
403-5	Worker training on occupational health & safety	Safety & Working Conditions: Number of HSSE training hours	25
NON-GRI		Safety & Working Conditions: Number of Safe Work Observations	25
411	Rights of Indigenous Peoples		
103-1	Management approach disclosures		Description of engagement processes and due diligence practices with respect to human rights, indigenous rights, and the local community <b>RR-FM-210a.2</b> 34
413	Local Communities		
103-1	Management approach disclosures		29 & 30
413-1	Operations with local community engagement, impact assessments, and development programs	Community Relations: Percentage of facilities with local community engagement plans	Description of engagement processes and due diligence practices with respect to human rights, indigenous rights, and the local community <b>RR-FM-210a.2</b> 29
NON-GRI		Community Relations: Number of face-to-face meetings with community and stakeholder groups	Description of engagement processes and due diligence practices with respect to human rights, indigenous rights, and the local community <b>RR-FM-210a.2</b> 29
NON-GRI		Community Relations: Number of community support projects	Description of engagement processes and due diligence practices with respect to human rights, indigenous rights, and the local community <b>RR-FM-210a.2</b> 29



# Biodiversity Proximity Table

Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas

Facility Name	Type of Operations	Location with Respect to Protected Area	Type of Protection
BRITISH COLUMBIA			
Kokish	Hydro	Inside	Traditional Territories
Powell River	Hydro	Inside	Traditional Territories
Lois	Hydro	Partially within	Traditional Territories
ONTARIO			
Gartshore	Hydro	Adjacent	Provincial Park
Steephill Falls	Hydro	Partially within	Provincial Conservation Reserve
Mission	Hydro	Adjacent	Provincial Park
Hollingsworth	Hydro	Partially within	Provincial Conservation Reserve
Scott Falls	Hydro	Adjacent	Provincial Conservation Reserve, Provincial Park
Shekak	Hydro	Adjacent and Partially within (FN <sup>1</sup> )	Provincial Park, First Nations Reserve
Carmichael Falls	Hydro	Partially within	Provincial Park
Valerie Falls	Hydro	Partially within and Adjacent (FN)	Provincial Conservation Reserve, Provincial Enhanced Management Area, First Nations Reserve
Serpent	Hydro	Adjacent (FN) and Partially within	Provincial Enhanced Management Area, First Nations Reserve
Cameron Falls	Hydro	Adjacent	Provincial Park
Aubrey Falls	Hydro	Partially within	Provincial Park, Provincial Enhanced Management Area
Wells	Hydro	Adjacent	Habitat/Species Management Area
Prince	Wind	Partially within	Provincial Enhanced Management Area
Comber	Wind	Adjacent	Forest site
QUEBEC			
Rapides-des-Cèdres	Hydro	Adjacent	Biodiversity Reserve
Masson	Hydro	Partially within and Adjacent	IUCN Habitat/Species Management Area, Provincial Wildlife Habitat
Waltham	Hydro	Adjacent	Biodiversity Reserve
Coulonge	Hydro	Adjacent	Biodiversity Reserve

<sup>1</sup> First Nation Reserve





# Species at Risk Table

IUCN Red List Species and National Conservation List Species with habitats in areas potentially affected by operations

Common Name	Scientific Name	IUCN Classification	National Classification
MAMMAL			
Caribou	<i>Rangifer tarandus pop. 1</i>	Vulnerable	-
Eastern small-footed bat	<i>Myotis leibii</i>	Endangered	-
Little brown bat	<i>Myotis lucifugus</i>	Endangered	Endangered
Northern long-eared bat	<i>Myotis septentrionalis</i>	Least Concern	Endangered
Tri-colored bat	<i>Perimyotis subflavus</i>	Vulnerable	Endangered
BIRD			
Bank swallow	<i>Riparia riparia</i>	Least Concern	Threatened
Barn swallow	<i>Hirundo rustica</i>	Least Concern	Threatened
Bobolink	<i>Dolichonyx oryzivorus</i>	Least Concern	Threatened
Canada warbler	<i>Cardellina canadensis</i>	Least Concern	Threatened
Chimney swift	<i>Chaetura pelagica</i>	Vulnerable	Threatened
Common nighthawk	<i>Chordeiles minor</i>	Least Concern	Threatened
Eastern meadowlark	<i>Sturnella magna</i>	Near Threatened	Threatened
Eastern whip-poor-will	<i>Antrostomus vociferus</i>	Near Threatened	Threatened
Least bittern	<i>Ixobrychus exilis</i>	Least Concern	Threatened
Marbled murrelet	<i>Brachyramphus marmoratus</i>	Endangered	Threatened
Northern goshawk	<i>Accipiter gentilis laingii</i>	-	Threatened
Wood thrush	<i>Hylocichla mustelina</i>	Near Threatened	Threatened
REPTILE			
Blanding's turtle	<i>Emydoidea blandingii</i>	Endangered	Threatened
Eastern foxsnake (Carolinian population)	<i>Pantherophis gloydi pop. 2</i>	-	Endangered
Painted turtle (Pacific Coast population)	<i>Chrysemys picta pop. 1</i>	-	Endangered
AMPHIBIAN			
Northern red-legged frog	<i>Rana aurora</i>	Least Concern	Special Concern
FISH			
Bull trout	<i>Salvelinus confluentus</i>	Vulnerable	-
MOLLUSK			
Hickorynut	<i>Obovaria olivaria</i>	Least Concern	Endangered
PLANT			
American ginseng	<i>Panax quinquefolius</i>	-	Endangered