

2022 Sustainability Report

Driven by our values to build
a sustainable world.



2022 Highlights

(as at December 31, 2022)



\$69.1 M

paid out in employee wages and benefits¹



941,639

hours worked by employees in 2022

1 Includes wages and benefits expenses capitalized to projects under construction or development, and wages and benefits expenses recharged to joint ventures and associates.

2 Based on <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>

A thriving workforce of

538

employees

31

agreements with Indigenous communities

Ranked

2nd

in Corporate Knights 2022 Best 50 Corporate Citizens List



84

facilities in operation



Combined attendance at Board and Committee meetings

98%

The GHG emissions offset by Innergex's production of clean, renewable energy was approximately

1,889,005

metric tonnes of CO₂ which is equivalent to the emissions of

407,022

gasoline-powered passenger vehicles driven for one year²

0.76 kg

CO₂e/MWh Greenhouse Gas Intensity

Close to

\$3 M

shared through sponsorships, donations and voluntary contributions

Environmental, Social and Governance (ESG) KPIs

(as at December 31)

% Women in Management Positions

2022	2021	2020
27.5	25	33

Workdays Lost Due to Occupational Injuries and Disease¹

2022	2021	2020
0	8.05	29.93

1 The lost day rate is the number of calendar days lost due to a work-related injury or disease (excluding contractors) per 200,000 worked hours. Note that there was one work-related fatality this year.

Average Voluntary Turnover Rate

2022	2021	2020
10.3	12.5	6.5

Contributions to Employee Retirement Plans

2022	2021	2020
\$1.6 M	\$1.3 M	\$1.2 M

Renewable Energy Generation (GWh)

2022	2021	2020
10,792 ¹	9,853 ²	9,590 ³

1 Equivalent to Innergex's 2022 Production Proportionate as presented in its 2022 Annual Report.
2 Equivalent to Innergex's 2021 Production Proportionate as presented in its 2021 Annual Report.
3 Equivalent to Innergex's 2020 Production Proportionate as presented in its 2020 Annual Report.

Average Training Hours per Employee

2022	2021	2020
40.0	40.1	40.2

% of Women on the Board of Directors

2022	2021	2020
36	30	27

Our ESG commitments reflect our values



Lead with integrity, follow our passion, achieve together, get involved, generate prosperity, act safely, and drive opportunities. These seven values are intrinsically linked to our vision, culture, and commitment to building a better world with renewable energy, with a responsibility to adhere to Environmental, Social, and Governance (“ESG”) excellence.

More than ever, being a responsible corporate citizen drives our daily activities. Our ESG performance is a pillar of our business strategy and we will continue to put People, our Planet and Prosperity at the centre of everything that we do.

We have reached a critical time where action is urgently needed if we are to address the emission reductions we so clearly need. Collectively, we have seen, and sometimes experienced, the impacts the changing climate has had on our daily activities. We have been exposed to its effects on infrastructure and the availability of equipment and resources across the globe. I look ahead with hope as I see the number of countries committing to decarbonize their economies increase exponentially, and I believe the private sector has an essential role to play in this historic shift. Innergex stands ready to capitalize on this global energy transition and do our part to help achieve a 1.5 °C pathway.

Today’s investors hold the future of our planet in their hands. They are at the forefront to promote this energy transition, and given the popularity of ESG funds, many are ready to answer the call for a greener future. For a renewable energy executive, this enthusiasm is quite heartening. However, my optimism often fades when confronted with some of the ways ESG rating agencies work or when I read about the composition of some funds that claim to be promoting ESG criteria - greenwashing.



In order to address these issues, Innergex strongly supports the implementation of regulations that would standardize disclosure frameworks in accordance with the Task Force on Climate-related Financial Disclosures (“TCFD”) recommendations and the Greenhouse Gas Protocol calculation standards. We look forward to the International Sustainability Standards Board (“ISSB”) standardization of a single disclosure framework, which should recognize and value companies that already have a low carbon footprint, are transparent in their disclosures, and leading the way to a carbon neutral future. We support a rating methodology that gives equal, if not greater, weight to a company’s current low carbon footprint over its targeted reduction strategy. We want to see future companies and organizations be rewarded from the get-go for their efforts in creating business models revolving around ways of doing that are better for all of us.

I understand that there is no one-size-fits-all approach to climate risk management, but it is imperative that companies which are already contributing to the fight against climate change and the energy transition are appropriately recognized in rating systems. This would give investors the information they need to make an informed choice for the planet. With the massive growth of ESG investing, which could reach \$53 trillion in assets by 2025¹, or a third of global assets under management, investors deserve full transparency based on a consistent framework system when deciding where to allocate their funds.

¹ <https://www.bloomberg.com/professional/blog/esg-assets-may-hit-53-trillion-by-2025-a-third-of-global-aum/>

This year we launched our first TCFD aligned climate assessment report to better understand and adapt to the climate change risks and opportunities Innergex could face down the road. ESG is at the forefront of our business model and as we implement and pursue initiatives, we also share a desire to increase transparency on our reporting practices.

And we are not done. As part of our commitment to achieving net zero emissions by 2050, we will be developing a plan to incorporate Scope 3 emissions accounting into our disclosures to have a complete assessment of our carbon footprint. Although these disclosures are currently voluntary, we expect that regulators in major markets will be making them mandatory in the near future. Calculating Scope 3 emissions will allow Innergex to set reduction targets. With this knowledge in hand, I expect we will be able to reach our net zero goal sooner than our 2050 commitment.

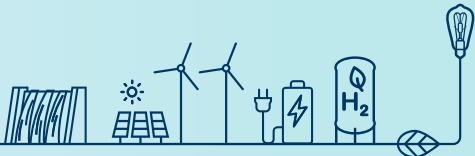
Our sustainability commitments and disclosures are guided by the United Nations Sustainable Development Goals (“UNSDGs”) and aligned with the Sustainability Accounting Standards Board (“SASB”), and the Carbon Disclosure Project (“CDP”). This year we ranked 2nd on the Corporate Knights Best 50 Corporate Citizens List, made the Clean 200 list for the first time, and continue to improve our external ESG ratings, which confirms to me that we are on the right track.

This year we continued to strengthen our governance practices by updating several policies, such as adding the principles contained in the United Nations Declaration on the Rights of Indigenous Peoples (“UNDRIP”) to our Safeguard and Promotion of Human Rights Policy, as well as adopting a new one, our Supplier Code of Conduct. We strengthened our ESG knowledge and experience base with the addition of a new member to our Board of Directors who brings business and legal experience on environmental issues, First Nations relationships, ESG management, as well as in regulatory compliance and climate change mitigation and adaptation.

Unfortunately, in 2022, Innergex suffered its first-ever work-related fatality, a valued employee and friend who had been with us for over 12 years. This tragedy deeply affected us all. As a result, our health and safety processes and procedures were reassessed and strengthened to ensure that we do everything possible to make sure this never happens again. Our most important commitment is to the health and safety of our employees and partners, and we do everything we can to protect their well-being.

As Innergex remains on its path of sustainable growth, we will continue to be driven by the values that have brought us more than three decades of success. I remain heartened by the opportunities that lie ahead and believe that we have proven when we all work together for a common goal, anything is achievable.

Michel Letellier
President and Chief Executive Officer



About Innergex Renewable Energy Inc.

Innergex Renewable Energy Inc. (“Innergex”, the “Corporation” or “us”) is a Canadian-based independent renewable power producer that develops, acquires, owns and operates hydroelectric, wind, solar and energy storage facilities. As a global Corporation, Innergex conducts operations in Canada, the United States, France, and Chile.

Mission

Building a better world with renewable energy.

2022 Awards and Recognition



Vision

We believe in a better world where abundant renewable energy promotes healthier communities and creates shared prosperity. Innergex contributes to this vision by leveraging its long-term commitment, proven expertise, entrepreneurial spirit, and innovative approach. We will continue to generate value for our employees, shareholders, partners and host communities to contribute to a more sustainable world for future generations. We remain committed to responsible growth that balances people, our planet, and prosperity. We believe in offering an engaging, inclusive, and supportive work environment where each team member can thrive.

ESG Rating Profile as at December 31	2022	2021
Corporate Knights Best 50 Corporate Citizens in Canada ↑ TOP 1 - ↓ BOTTOM 50	2	20
MSCI ESG Ratings ↑ TOP AAA - ↓ BOTTOM CCC	AA	AA
Sustainalytics ESG Risk Rating ↑ TOP 0 - ↓ BOTTOM 100	19.1	18.2
CDP Climate ↑ TOP A - ↓ BOTTOM F	D	D

Table of Contents

Corporation’s Overview	9
People	10
Employee Data	11
Compensation and Benefits	12
Diversity, Equity & Inclusion	14
Career Development	18
Health and Safety	20
Communities	22
A Good Neighbour	23
Sponsorships and Donations	24
Community Engagement Approach	25
Sustainable Investments	27
Indigenous Partnerships	29
A Path to Reconciliation	30
Our Planet	32
Climate Change Risk Management	33
Greenhouse Gas Emissions	34
Protecting Biodiversity	36
Water Use	39
Governance	41
Board Composition	42
Governance Structure	43
Ethical Standards	46
Cybersecurity	48
ESG Performance	50
Sustainability Accounting Standards Board	51
United Nations Sustainable Development Goals	59
Non-IFRS Measures	66

About this report

This report contains Innergex’s ESG performance metrics for the year 2022 unless otherwise noted. These industry-specific sustainability performance metrics are derived from a variety of sources and mainly stem from our commitment to: advancing the commitments laid out in the United Nations SDGs; reporting through the SASB; and in-line with the recommendations of the CDP and Task Force on Climate-related Financial Disclosures (“TCFD”) frameworks. As Innergex continues to grow, not only will the number of indicators and metrics we use to report on our ESG performance grow with us, but so too will our internal sustainability initiatives. “Sustainability” in this report refers to “the ability for a company to sustainably maintain resources and relationships with, and manage its dependencies and impacts within its whole business ecosystem over the short, medium, and long term. Sustainability is a condition for a company to access over time the resources and relationships needed (such as financial, human, and natural), ensuring their proper preservation, development and regeneration, to achieve its goals.” as described in the ISSB General Sustainability-related Disclosures Standard (S1).

This report covers the activities of the Corporation from January 1, 2022 to December 31, 2022. It excludes the activities of any of our partners and contractors. All accounting for ESG data collection is conducted in the same manner every year and based on the same system employed in our Annual Report and other financial reporting tools. The financial information contained in this report is consistent with the Corporation’s audited consolidated financial statements established under International Financial Reporting Standards (“IFRS”) reporting standards, unless otherwise indicated.

All financial figures in this report are in Canadian dollars.

The contents of this report have been validated internally and financial metrics derived from the Annual Report have been externally audited by a third-party. We have not obtained external assurance for this report. Innergex continually works to improve our sustainability reporting and we welcome stakeholder input. Innergex is not a client of any external ESG rating agencies.

Please send your comments to sustainability@innergex.com.

Please note: On July 9, 2021, the Corporation completed the acquisition of the remaining 50% interest in Energía Llaima SpA (“Energía Llaima”), a renewable energy company based in Chile, of which Innergex already owned 50%. All metrics in this report include our Chilean operations unless otherwise noted.

Innergex is continually improving its ESG performance and continuing to grow its activities in accordance with its commitment to a sustainable business model that balances People, our Planet and Prosperity.



People

We are a team of passionate individuals who build strong partnerships with local communities.



Planet

We believe that renewable energy is part of the solution to climate change.



Prosperity

We generate value for our employees, shareholders, partners, and host communities.

Advancements in 2022

In 2022, we improved our sustainability commitment by:

- Releasing our first TCFD aligned Climate Assessment Report
- Launching a Supplier Code of Conduct
- Updating the Safeguard and Promotion of Human Rights policy
- Updating the Board Diversity policy
- Updating the Majority Vote policy
- Updating the Sustainable Development policy
- Updating the Workplace Environment Free of Harassment, Violence and Bullying policy
- Adding new disclosure metrics
- Launching an Employee Electric Vehicle Incentive program
- Launching a new Parental Leave Top-Up Policy for Canadian employees
- Launching a Corporate Employee Volunteer program
- Launching an IT equipment recycling procedure

Continuous Improvement

In 2023, we commit to improving our responsibility to People, our Planet, and Prosperity by:

- Developing a framework to calculate our Scope 3 emissions
- Adding new data metrics
- Reporting on emissions by country
- Updating Anti-Corruption and Anti-Bribery Guidelines
- Adopting a Waste Management Standard

Corporation’s Overview

The Corporation’s Management analyzes results and manages operations based on the type of technology resulting in different cost structures and skillset requirements for the operating teams. The Corporation consequently has three operating segments: hydroelectric power generation, wind power generation, and solar power generation. It is also active in battery energy storage facility operations.

As at December 31

Indicator	Unit	Hydro	Wind	Solar	Battery Storage	Total 2022	Total 2021	Change 2022 over 2021 (%)	Total 2020	Change 2021 over 2020 (%)
Number of facilities	#	40	35	8	1	84	79	6	75	5
Gross installed capacity ¹	MW	1,259	2,278	647	0*	4,184	3,801	10	3,694	3
Net installed capacity ²	MW	919	2,084	631	0*	3,634	3,101	17	2,742	13
Production ³	GWh	3,331	5,635	1,288	n/a	10,254	9,055	13	8,074	12
Production Proportionate ^{3,4}	GWh	3,743	5,761	1,288	n/a	10,792	9,853	10	9,590	3
Revenues ³	M\$	336.6	420.5	113.3	n/a ⁵	870.5	747.2	17	613.2	13
Revenues Proportionate ^{3,4}	M\$	381.0	501.5	113.3	n/a ⁵	995.8	913.1	9	781.5	17

1 Gross installed capacity is the total capacity of all Operating Facilities of Innergex, including non-wholly owned subsidiaries and joint ventures and associates.
2 Net installed capacity is the proportional share of the total capacity attributable to Innergex based on its ownership interest in each facility.
3 Production, Production Proportionate, Revenues, and Revenues Proportionate as reported in the Corporation’s 2022 Annual Report.
4 Not a recognized measure under IFRS. Please refer to the Non-IFRS section or this report for more information.
5 Due to small scale of activities in storage the results are included in the wind power generation segment.
* The battery figure is not included in our installed capacity total but is equivalent to 9 MW/9 MWh (1 hour).

People

Achieving Together

We work together to build the better world of tomorrow. Every day, our team collaborates to make positive societal contributions while growing Innergex into a world leader in the renewable energy sector. By providing our employees with the tools they need to succeed: a safe, inclusive, and dynamic environment; a flexible work/life balance; fair and equitable compensation; generous benefits; career development opportunities; and other perks; we are able to attract and retain a skilled and diverse workforce and provide the leaders of tomorrow the chance to develop. We believe in working collaboratively, learning collectively, and communicating effectively, to nurture relationships and achieve our mission.



Employee Data

Our Human Resources team works hard to ensure our compensation and benefits remain in line with or above those of industry peers. By offering fair compensation, generous vacation leave, a comprehensive benefits package, a safe and inclusive working environment, a good work/life balance, and opportunities for career development, we are able to attract and retain a skilled and passionate workforce.

As at December 31

	2022			2021			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
By employment type									
Full-Time	160	365	525	137	345	482	112	251	363
Part-Time	6	7	13	1	5	6	3	4	7
By employment contract									
Permanent	152	364	516	132	339	471	110	244	354
Temporary	14	8	22	6	11	17	5	11	16
By region									
Canada	122	240	362	107	230	337	103	221	324
US	13	40	53	11	33	44	7	22	29
France	10	13	23	7	13	20	5	12	17
Chile	21	79	100	13	74	87	-	-	-
TOTAL	166	372	538	138	350	488	115	255	370

96%
of employment contracts
at Innergex are permanent

Total number of hours
worked by employees in 2022:
941,639

Compensation and Benefits

As at December 31

	Canada	United States	France	Chile
Base salary	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>
Bonus	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>
Life Insurance	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>
Short- and long-term disability coverage	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>
Extended health care	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>
Sick days and personal days	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div></div>
Vacation time beyond statutory requirements	<div><div></div><div></div><div></div><div></div></div>	<div><div></div><div></div><div></div></div>		
Group registered retirement savings plan with employer contributions	<div><div></div><div></div></div>	<div><div></div><div></div></div>		
Employee share purchase plan	<div><div></div><div></div><div></div></div>			

- Full-time employees
- Part-time employees
- Fixed-term employees with contract of two years or more
- Fixed-term employees with contract of less than two years

Telework Policy

As part of our commitment to improve our employees’ work/ life balance, Innergex offers a telework policy which gives employees the flexibility to set their office schedule with their manager. The policy also provides the following benefits:

- Better work/life balance
- Reduced commuting time
- More flexible hours
- Reduced stress
- A more satisfying work environment
- Competitive advantage in attracting and retaining highly qualified personnel
- Smaller footprint through reduced emissions and reduced fuel and energy consumption

Most employees are eligible for this program with the exception of those on probation and employees for which the nature of their work can’t be achieved remotely such as facility operators.



Number of internal promotions in 2022:

42

28% to 30% of executive Performance Bonus is linked to corporate objectives including ESG factors.



1 Includes wages and benefits expenses capitalized to projects under construction or development, and wages and benefits expenses recharged to joint ventures and associates.
2 For Canadian and US employees. Employees in France and Chile are covered by different retirement systems.

Paid Sick Leave

Paid sick leave has always been an essential tool at Innergex in providing safe and healthy working conditions for our employees as well as alleviating workers’ concerns about lost income if they miss a day of work. Paid sick leave also helps attract and retain employees which saves resources in the long-term. Providing paid sick leave became even more relevant to employees with the emergence of the pandemic in 2020 to keep our families, friends, colleagues and communities safe. This benefit is available to all employees who have passed their probationary period in all the jurisdictions in which we operate.

Parental Leave Supplemental Allowance

This allowance offers Canadian-based eligible employees (who have been employed by Innergex for at least six months as of the start date of the leave) to receive income that supplements governmental benefits for employees during maternity, parental (including paternity), or adoption leave.

Summer Hours Program

As a further way to improve our employees’ work/life balance, Innergex offers its office teams in Canada and the United States the opportunity to finish a little earlier on Fridays during the summer. Those wishing to participate accrue additional minutes per day between Monday and Thursday and can finish their Friday workday earlier in the afternoon to enjoy a longer weekend.

Social Committees

Nurturing good relationships with colleagues is an essential part of creating a safe, inclusive, and collaborative work environment. Social events are a great way of building bonds in a fun atmosphere while promoting company culture. Due to varying geographic locations and time zones, our Longueuil, Vancouver, San Diego, Lyon, and Santiago offices host their own social events for employees that include both virtual and in-person events throughout the year.

E-VIP

The Innergex Electric Vehicle Incentive Program (E-VIP) offers employees who purchase/lease a new or used zero-emission vehicle financial support to go towards its purchase. By piggybacking onto existing government programs, Innergex employees can make owning a zero-emission vehicle more achievable and further their role in transitioning to a clean economy. Currently, this program is available to all full-time employees in Canada, the United States and France.

Volunteerism

The Employee Volunteer Program supports our employees’ spirit of solidarity and encourages their participation in community projects aimed at improving social conditions, the environment, and promoting sustainable development. This is a global initiative that reflects Innergex’s values, particularly Get Involved, Achieve Together, Lead with Integrity and Follow Your Passion, and our commitment to sustainable development. New this year, the program provides employees paid time off, up to eight hours a year, for time spent engaging in a volunteer activity. The program was launched in November 2022.

Scholarships for Employees’ Dependents

This year, a set of three annual scholarships were launched to honour CEO Michel Letellier’s dedicated service to Innergex. These scholarships are in recognition of his 25 years of service with Innergex and his exceptional contribution to the growth of the Corporation, while honouring his vision of the 3Ps (People, Planet, and Prosperity). Every year in November, three scholarships of \$2,500 will be awarded to children of employees who are full-time post-secondary students.

Diversity, Equity & Inclusion

We promote a culture where each employee – no matter what level, role or responsibility – plays an active role in creating an environment where people of diverse backgrounds feel that their voice, views, ideas, and contributions are heard and valued. In 2021, we were extremely pleased to launch our **Diversity & Inclusion** policy. This policy is promoted at the Senior Management level in the Corporation and sponsored by two executives. The policy aims to help Innergex thrive in a competitive economic environment by inspiring creativity, promoting different perspectives, improving performance and innovation, facilitating recruitment, and increasing retention. Our commitment is to adhere to best industry practices, to create a diverse and inclusive workplace, and to develop a corporate culture that not only treats everyone equally, but also seeks and values input from everyone.

Innergex has always been an equal opportunity employer that provides employees with a work environment free of discrimination and harassment as well as the tools necessary to report any actions that do not adhere to our strict **Workplace Environment Free of Harassment, Violence and Bullying policy**. Sexual harassment, bullying or

discrimination based on social background, sexual orientation, disability, race, religious belief, political opinion, or trade union membership or activities is strictly prohibited. We value diversity of gender, religion, age, ethnicity, disability, nationality, and sexual orientation, and are committed to ensuring that the recruitment of the best available candidates is made without discrimination. Innergex has put in place a system for reporting such incidents and a process for investigating and resolving each complaint.

At Innergex, we champion diversity, equity and inclusion not only because it demonstrates respect for our employees, but because we firmly believe we are better positioned to fulfill our Mission when we welcome the broadest range of people. A more inclusive and diversified workforce leads to improved synergies, a stronger team, better decision making, and ultimately, better results for Innergex.

We are proud to provide a fair, equitable, and respectful workplace where all employees are valued and given recognition based on individual merit and are considered for opportunities to advance and succeed.

Gender Diversity by Age

As at December 31

	2022			2021			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
30 and under	26	69	95	22	66	88	17	42	59
31 to 50	98	216	314	89	215	304	75	159	234
51 and over	42	87	129	27	69	96	23	54	77
TOTAL	166	372	538	138	350	488	115	255	370

Gender Diversity in Management

As at December 31

	2022			2021			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
C-Suite	2	3	5	2	4	6	0	3	3
Vice Presidents	1	9	10	1	8	9	2	5	7
Senior Directors	9	16	25	10	17	27	6	11	17
Other Management	32	88	120	21	71	92	24	45	69
TOTAL	44	116	160	34	99	133	32	64	96

Note: Other Management includes Directors, Senior Managers and Managers. Figures in the 2020 column were revised from the 2021 Sustainability Report to remove the C-Suite from the Vice President category.

Percentage of Women Employees

As at December 31

2022	2021	2020
31	28 ¹	31

¹ The decrease from the previous year's percentage is due to the addition of more than 80 employees in Chile, the majority male, as part of the full acquisition of Energía Llaima in July 2021.



Equal Remuneration

Innergex is always on the lookout for people who share our culture, strong work ethic, and passion to make a difference. We have created a corporation-wide competitive salary structure using a point-factor method that allows us to determine the appropriate salary bracket for each position within the Corporation with the exception of officers whose compensation is determined by the Board of Directors. Within each bracket, we determine pay equity by taking into account additional factors such as an employee’s seniority, education and experience. Factors that influence job classifications include:

- Qualifications required – training, experience, skills, promotions
- Responsibilities assumed – accountability, responsibility, supervision
- Efforts required – intellectual, physical, concentration and sensory attention
- Working conditions – physical and psychological environment

Pay Equity Ratio Women to Men

As at December 31 (figures only available for employees in Canada)

	2022		2021		2020	
	Base Salary	Remuneration	Base Salary	Remuneration	Base Salary	Remuneration
Senior Directors	97%	97%	96% ¹	96%	95%	96%
Other Management	101%	101%	100%	99%	96%	95%
Professionals	98%	98%	96%	96%	97%	98%
Administration	108%	108%	111%	113%	108%	108%

1 In 2021, there was a higher promotion rate among women.
Note: Officers and other Vice Presidents are excluded from this table as their compensation is determined by the Board of Directors.
Note: Operations are omitted from this table as there were no figures to report due to there as there were too few female employees to calculate a significant ratio.
Note: Does not include employees operating in the United States, France and Chile due to the small number of employees in those jurisdictions.

Advancing Gender Equality

This year, Innergex received Bronze Certification from Women in Governance, a non-profit organization supporting women in senior management positions or on Boards in their career advancement and leadership development. The Parity Bronze Certification is the result of a rigorous evaluation that includes more than 75 quantitative and qualitative criteria that consider the multiple consequences of diversity on the career advancement of women in the workplace. Participation in this program enables organizations to close the gender gap and achieve diversity, equity and inclusion in the workplace while accounting for the multiple impacts of diversity in women’s career advancement.

Since 2019, Innergex has been a signatory to the [Equal by 30 Campaign](#) to work towards equal pay, equal leadership, and equal opportunities for women in the clean energy sector by 2030. We are committed to doing more to ensure that the low-carbon transition results in growth that is inclusive, and where the benefits are shared. The table on the following page outlines Innergex’s six commitments made in 2019 and provides an update on their progress.

Commitment

Innergex Renewable Energy believes in creating an organizational culture that is supportive of women.

Progress in 2022

- Shared guidelines to help employees use more inclusive communication and trained teams on best practices.
- Conducted employee roundtables to understand Diversity, Equity and Inclusion (“DEI”) strengths and explore opportunities to help us build our DEI strategy and action plan.
- This year our executives dedicated a full day to succession planning activities, including discussions about top talent and the importance of diversity. Efforts are ongoing to identify development opportunities for internal talent.
- Updated all employees on our DEI action plan.
- Created a DEI page on our intranet to share updates with employees.

We believe in offering safe, transparent, respectful and inclusive work environments and attractive opportunities for development.

Supported a cohort of 11 women to participate in The A Effect program, which aims to empower ambitious women to develop their full potential.

We are committed to providing mandatory training to all employees to avoid toxic or misogynistic working environments so that our workplaces are free of harassment, violence and bullying behaviours.

There are yearly recommitments made to adhere to the contents of the Code of Conduct including training modules on ethical behaviour and respect and civility in the workplace.

We are committed to providing fair compensation and equal pay for work of equal value.

- Innergex offers a supplemental parental leave allowance policy.
- Implemented a career architecture which increases transparency, provides clarity, and ensures that we pay our employees fairly.

We are committed to attracting more women in all departments while being aware that there is a shortage of women seeking technical or operations jobs on-site.

Received the Women in Governance Bronze Certification and will work to implement the recommendations provided in the evaluation report of our practices regarding the inclusion of women.

We are committed to monitoring Innergex’s performance through annual disclosure data on training assessment, gender diversity by age, gender diversity in management and pay equity ratio of women to men.

This is a continuing effort.

Career Development

Supporting our employees with the tools necessary to advance their careers in their respective field of expertise is integral to moving Innergex forward. Investing in our employees not only benefits them with improving their skills and confidence, but allows Innergex to remain at the top of its industry with leading talent while increasing retention rates. Our goal is to offer employees the opportunity to set and reach their personal and professional goals.

We also offer the decision makers of tomorrow experience through paid internships while they complete their studies. Not only do these internships introduce a new generation to the many possibilities in the renewable energy sector, but they also expand our succession planning opportunities by showcasing the benefits of working with a respected and growing industry player.

Average Hours of Training per Employee
As at December 31

	2022			2021			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Senior Management ¹	24.5	26.6	25.8	27	30	29	27	27	27
Other Management ²	43.2	33.9	36.4	44	37	39	44	29	35
Professionals	36.6	52.1	44.5	43	45	44	57	48	52
Administration	35.5	43.8	36.3	47	39	45	52	55	53
Operations	17.3	42.9	42.0	5	39	38	17	35	34
Total hours divided by the number of employees who received training	36.1	41.8	40.0	41.8	39.3	40.1	48.2	36.6	40.2



399 employees received training in 2022



15,975 hours logged in training in 2022

1 Includes C-Suite, the Senior Vice President, Vice Presidents and Senior Directors.
2 Includes Directors, Senior Managers.

Professional Development

We engage in a three-step performance assessment process throughout the year: objective-setting, mid-year review and year-end assessment. This is an opportunity for managers and employees to discuss expectations and performance and it provides a valuable feedback process for employees to improve their performance and engagement and to pursue their professional development. Every year, after setting yearly objectives, employees undergo a mid-year assessment to track progress on the objectives which is followed up by their annual performance assessment at the end of each year to review performance and career development with their manager. These steps ensure the personal development of employees and contributes to skills management and the development of human capital within the organization while enhancing employee satisfaction.

This year, our first cohort of 11 employees participated in The A Effect, an initiative that aims to propel women’s professional engagement and support companies toward workplace equality through training for professional women and female managers. Those completing the program go on to be ambassadors paving the way for others who would like to follow in their footsteps. By promoting this opportunity, Innergex is helping women achieve their full potential and helping us create a more inclusive work environment.



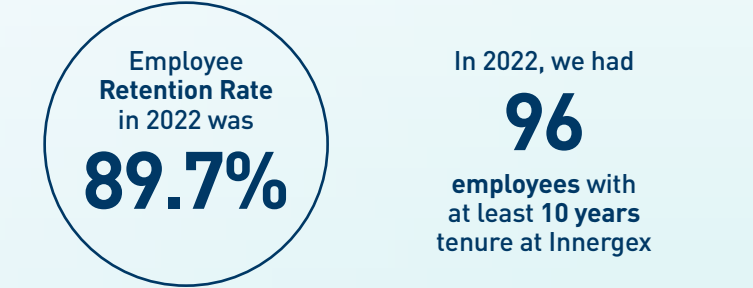
Employee Turnover Rate and New Hires
As at December 31

	Voluntary Turnover Rate			New Hires		
	2022	2021	2020	2022	2021	2020
Female	3.3%	5.0%	3.0%	56	40	33
Male	7.0%	7.5%	3.5%	94	72	48
Total Average ¹	10.3%	12.5%	6.5%	150	112	81

1 Total average turnover rate.
Note: Retirements and ends of contract excluded.

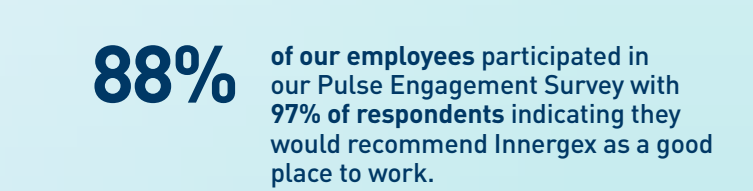
Employee Retention

Innergex takes great care to create an environment where people are engaged, feel safe, and grow their passion for building a better world. Following recruitment, our clear and extensive onboarding process ensures new employees are ready to contribute immediately. Making new employees feel welcome and part of the team at the onset is imperative. Support, recognition, training opportunities and career development follow an employee throughout their journey at Innergex. Retaining key talent is a long-term strategy that ensures the continuity of our knowledge base and allows us to benefit from the experience and knowledge of our long-term employees.



Employee Engagement

Getting feedback from our team members is critically important in order for us to provide them with the resources they need to succeed while improving our internal processes. The Human Resources department uses surveys, both full and pulse, to gather information from our employees on a yearly basis. Furthermore, managers create an environment where open dialogue is promoted with their teams and where individuals feel confident and secure in sharing questions, comments, or concerns with their supervisor. Our intranet tool CONNECT, a web-based and mobile platform, is a tool for employees to get up-to-date information, and easily access important forms and resources to help improve both work and life.



Health and Safety

The physical and mental health of our employees is a key priority. Promoting safe and secure working environments for all our employees, contractors, and suppliers is paramount to our daily operations. Our achievements are accomplished together, and so is our safety. We look out for each other, understand our responsibilities, and listen to each other’s concerns. Sadly, this year, for the first time in our over 30 years of operation, we faced our first work-related fatality which only underscores the importance of this work. As a result, several updates in our procedures, including updated and improved emergency response plans, were implemented in 2022 to ensure this never happens again.

Overseen at the Senior Management level by the Chief Asset Officer, our Health and Safety Management System has been structured in a Plan-Do-Check-Act format which aligns to the recommendations in ISO45001 Occupational Health and Safety Management Systems Standard. Our target is to have zero lost days due to injury and work-related fatalities.

The overarching document in the system is a Health and Safety Policy which provides a description of how health and safety is managed at Innergex, including the development of detailed safety standards specific for the jurisdiction where our assets are located, and which define how we mitigate the hazards that are encountered at our facilities and comply with regulatory requirements.

This policy applies globally to all personnel, officers, and directors of Innergex. This also includes both regular and temporary employees working either full-time or part-time, consultants, and contractors providing on-site services to Innergex. It applies to all our electricity generation activities on production facilities controlled by Innergex as well as administrative activities in all offices. On construction sites and at facilities where Operations and Maintenance is contracted out, its scope is limited to Innergex’s legal and contractual owner responsibilities.

The core Health & Safety team consists of the Chief Asset Officer, a Senior Director, regional managers and coordinators. Their function is to develop, manage, and administer the H&S management System and associated processes and support as well as guide the implementation activities in specific regions. Additionally, the wider H&S team also includes persons with specific H&S responsibilities embedded in the Operations team. Their function is to help implement the H&S management systems in their region of responsibility including activities such as arranging training, monitoring / advising on compliance, accident investigation, and record keeping.

At our operational facilities, contractors, and visitors are screened on arrival to ensure compliance with Communicable Disease Prevention or COVID-19 plans. They are also provided with a site-specific orientation to provide familiarization with the physical layout and the safety rules in force at the facility.

Innergex supports wellness initiatives that offer employee perks, such as personal ergonomic workstation assessments, and other beneficial health activities. Furthermore, the design of our offices aims to evoke a sense of inclusion and community by providing spaces for our employees to get together to develop bonds and share experiences.

All employees have access to a comprehensive, interactive, and multi-lingual online employee and family assistance program (“EFAP”) including health and wellness services, all in a secure, easy-to-use, personalized environment. This program offers personal, emotional, financial, and legal assistance to support health at work, home and in life.



Injury, Occupational Disease, Lost Days and Total Number of Work-Related Fatalities
As at December 31

	Operators			Office Employees		
	2022	2021	2020	2022	2021	2020
Injury Rate ¹	5.89	1.86	2.41	0	0	0
Occupational Disease Rate ²	0	0	0	0	0	0
Lost Days Rate ³	0	8.05	29.93	0	0	0
Work-related fatalities	1	0	0	0	0	0

1 The injury rate is the number of injuries (excluding contractors) resulting in medical aid and lost time accident per 200,000 worked hours.
2 The occupational disease rate is the number of occupational diseases (excluding contractors) per 200,000 worked hours.
3 The lost day rate is the number of calendar days lost due to a work-related injury or disease (excluding contractors) per 200,000 worked hours.

Dam Safety

Our run-of-river hydroelectric facilities are routinely monitored and inspected by on-site operations staff. Remote surveillance through cameras and remotely-monitored instrumentation installed at the facilities ensures our teams are always aware and ready to respond to any issues that may arise. Inspections, preventative maintenance, and repair of issues that could affect facility safety are conducted regularly. Managing site access, especially in more publicly accessible areas, is important. Innergex installs fencing, barriers, handrails, and controls access to gates while providing signage to ensure safety of the public when near a facility. Some facilities include warning systems depending on their location, such as sirens/alarms and notifications to downstream users in the event of a pending or actual system failure. Our facilities are inspected annually as well as after a flood or earthquake event to ensure the integrity of the facility and its systems.

Corporate Emergency Response Plan

Our Corporate Emergency Response Plan identifies potential environmental, health and safety, and cybersecurity emergencies and includes identified decision makers and actions to respond to such situations. This plan complements the Site-Specific Safety Plan in place at each Innergex facility in North America. Our Operations and Health and Safety teams work diligently to ensure the health and safety of all our employees through education, training, monitoring and site visits.

Communities

Driving Opportunities

Our renewable energy projects often drive further economic and social opportunities in the communities that host them. Whether through the establishment of community development funding, partnership agreements, or our sponsorship and donation program, our impact in communities often brings tangible and long-lasting benefits. Being a responsible, transparent, and active member in the regions that host our projects is an important piece of our development strategy. Sharing in the wealth we generate moves us all forward and helps build resilient and autonomous communities.



A Good Neighbour

Being a good neighbour is important to Innergex and we take great pride in our track record of nurturing long-term relationships with the communities where we conduct operations. Beginning with pre-development community engagement, we take time to learn about a community’s needs and strive to arrive at a design that best reflects community feedback, needs, preference and knowledge. We believe in building durable relationships through open dialogue and an iterative approach to project design and keeping our commitments to host communities.

Innergex is among the first independent renewable energy producers in Canada to recognize the value of partnering with Indigenous communities (see Indigenous Partnerships section further) and local governments to share in the wealth generated through clean, local energy generation. Such partnerships offer a long-term revenue source that is injected back into local economies to build further capacity, create jobs, and oftentimes act as a driver for socio-economic development. Our first such project, the Viger-Denonville community wind farm in Quebec, has been in operation since 2013 and will continue to share the value generated by the facility with the Regional County Municipality of Rivière-du-Loup throughout the duration of the 20-year Power Purchase Agreement (“PPA”).

The positive impacts of our renewable energy projects on a community and its residents can be significant and long-term. Some of the benefits include:

- A sustainable source of revenues
- Investments in community infrastructure projects
- Skills training and job creation
- Directing sustainable land resource management
- Promoting healthy communities
- A diversified stream of revenue for landowners
- Contracting opportunities for Indigenous and locally-owned businesses
- Building capacity for future development projects
- Climate change mitigation and adaptation
- Diversifying and enhancing the tax base to create support for local priorities such as schools

In 2022, Innergex signed a three-year cooperation agreement with the Mantilhue Neighborhood Council in the Los Rios region of Chile. The resources will be used annually to finance projects aimed at improving environmental standards and supporting community infrastructure, and promoting local entrepreneurship.

In 2022,

1,250

students

from secondary schools, institutes, and universities were provided guided tours of our Guayacán hydroelectric facility in the San José de Maipo, Metropolitan Region, Chile.

Sponsorships and Donations

One of our Values, *Get Involved*, drives our commitment to be a good neighbour and a responsible corporate citizen by supporting the causes and efforts that have a broader social impact. Our sponsorships and donations have, and will continue, to positively impact communities. More than ever, we remain committed to the values that have helped us share the benefits renewable energy facilities generate. Innergex is specifically focused on supporting initiatives and groups that promote:

- Environment and Sustainability
- Community and Culture
- Health and Research
- Sports and Recreation
- Education and Engagement

Some of the organizations we are proud to have supported in this year include:

- Foire Western Rivière-au-Renard (Canada)
- Fondation Baie-des-Chaleurs (Canada)
- Club des petits déjeuners (Canada)
- Alouette River Management Society (Canada)
- Pembina Institute for Appropriate Development (Canada)
- Squamish Off-Road Cycling Association – SORCA (Canada)
- Lahainaluna High School Foundation (US)
- Benton Franklin Fair (US)
- Crowell Volunteer Fire Department (US)
- Green Hydrogen Coalition (US)
- Avenirs Énergétiques (France)
- JJVVV Los Temos, Biobío (Chile)

Supporting Women in Communities

In 2022, Innergex signed a three-year agreement with the Foundation for the Promotion and Development of Women, dependent on the Presidency of the Republic in Chile, to help rural women entrepreneurs and small-scale farmers in the Biobio province with resources to build and grow their business skills and economic base. This work will support their personal development for physical and economic autonomy and decision making; organizational development for associativity; technical training for the creation and development of forestry and agricultural enterprises or related activities; business management; investment in marketing for sustainability; facilitating access to markets; and permanent coaching.

Supporting Employee Initiatives

Innergex is proud to help make a difference in the causes important to our employees. In 2020, we launched our Employee Matching Donation Program designed to boost an employee’s contributions when fundraising for a charitable cause up to \$500 per community initiative. Eligible beneficiaries include non-partisan groups that promote, conduct research, or enhance, the well-being of people, the environment or communities. Since its launch, the program has provided \$21,320 in matching donations to employee-led initiatives.



The Innergex Grand Tour

The annual Innergex Grand Tour is a six-week employee-led initiative to get employees and their family moving. By getting physical - walking, running, biking, swimming, kayaking or any other non-motorized means - participants are not only improving their mental and physical health, but making a difference in communities. For every kilometre logged by participants, Innergex contributed \$0.50. This year, our employees and their families around the globe travelled a combined 32,697 km which generated \$16,000 in donations that was divided between the Heart and Stroke Foundation of Canada and similar organizations in France, the United States and Chile.

This program is a great way to promote healthy and active habits while also contributing to the communities in which we operate and promoting a sustainable lifestyle. Innergex is proud to support great opportunities for employees to stay active, adopt healthy habits, and work as a team towards a common goal.

Community Engagement Approach

Every community that hosts an Innergex project is unique and we strive to meet each community’s particular needs. We begin by identifying key partners and stakeholders. Our community engagement process begins at the earliest stages of a project’s development and continues throughout operations. Our engagement process is designed to identify and address community concerns, to share information, understand local values, and find areas of mutual interest. It provides an opportunity to work through an iterative process to identify opportunities and concerns and take measures to address them in a cooperative way where commercially reasonable. We have mechanisms in place to collect, record, and address community concerns as we seek to:

- Provide transparent information on the project and its potential benefits, including during the pre-development, permitting, construction, and operation phases;
- Establish an open line of communication with community members and groups, Non-Governmental Organizations (“NGO”), and other stakeholders; and
- Listen to the views, concerns, and interests of community members and cooperatively develop solutions that address the issues raised.

Sustainable Investments

We accomplish this by:

- Introducing our team members and showcasing Innergex experience;
- Establishing a dedicated project website and email address for easy access to project information or get questions answered;
- Respecting local customs;
- Holding one-on-one meetings in person or online;
- Creating and maintaining open lines of communication to ensure community feedback is incorporated into the project development process when feasible;
- Following through on our commitments to the community throughout development, construction, and operation;
- Presenting detailed project information to interested groups or at community events; and
- Hosting public open houses and information sessions both in-person and virtually.

Creating lasting bonds of trust between people is at the core of our business strategy and we are proud of the numerous long-term relationships we have built over the decades.

Innergex regularly assesses its outreach strategies with the assistance of local partners and residents and adjusts them to maximize effectiveness and relevance with stakeholders.

Our community support has taken different approaches throughout our more than 30 years generating renewable energy, including through:

Legacy Projects: Construction of a permanent bridge in the community of Inukjuak that will provide residents year-round access to new hunting and berry picking grounds on the south shore of the Inukjuak River at our Innavik project on the east shore of Hudson Bay, Quebec, Canada.

Building Capacity: As part of the Amazon Solar Farm Ohio - Hillcrest, Innergex has concluded Education Cooperation and Financial Funding Agreements with Southern State Community College, which will enable site visits for students in technical programs and has created an education fund seeded with US\$60,000 at commercial operation and funded with US\$6,000 per annum thereafter.

Engaging Communities: Our Community Relations team is proactive reaching out and connecting with community members and groups through in-person or virtual public open houses/community information sessions; hosting presentations and attending meetings with community associations, residents' groups, NGOs, and local and state government agencies; and conducting one-on-one and small-group in-person interviews.

Catalyzing Growth: Social development funds were established to support projects of an economic, cultural, touristic, heritage, sports, or educational nature at both our Viger-Denonville and Mesgi'g Ugju's'n facilities in Quebec.

The long-term sustainable investments we undertake go beyond helping jurisdictions transition to a carbon-neutral economy. An important aspect of Innergex's development strategy is sharing the wealth it generates with the communities where it conducts its operations. Working with governments, NGOs, community organizations, and educational institutions, we provide funding and expertise to ensure that our commitments not only have an impact on today but contribute to a community's long-term success by balancing social, environmental, and economic considerations.

Infrastructure Investment

Innergex's facilities have long-term economic impacts that often extend beyond the requirements and commitments we disclose. Investing in new or upgraded infrastructure initiatives helps build the long-lasting relationships that Innergex has long been recognized for. Whether upgrading or developing new roadways, bridges or parking lots that help access natural areas, Innergex has not only invested in local projects that immediately benefit the local community on a day-to-day basis, but also support their economic growth.

Tax Revenues

Innergex's presence in four countries generates substantial tax revenues through land use, construction and operational activities, and day-to-day business activities, in the jurisdictions in which they operate. Innergex continues to engage in responsible tax practices and provides transparency to both its shareholders and applicable regulatory bodies. In each jurisdiction of operation, our tax compliance obligations are prepared using audited financial statements and filed by external consultants. The financial statements are audited by an independent third-party and presented on a quarterly basis and each year at the Corporation's Annual General Meeting in May.

Tax Rates by Jurisdiction 2022

Country	Tax Rate
Canada	26.6%
United States	21.0%
France	25.0%
Chile	27.0%

Memberships and Affiliations

Getting involved and having a voice are important to Innergex. We are active in the jurisdictions in which we conduct business through memberships and affiliations in organizations that address environmental issues, regional economic development, global citizenship, human rights, diversity, equity and inclusion, and science-based research. They include:



Canada

Association québécoise de la production d'énergie renouvelable (AQPER)
BC Chamber of Commerce (BCCC)
Canadian Council for Aboriginal Business (CCAB)
Canadian Hydrogen and Fuel Cell Association (CHFCA)
Canadian Renewable Energy Association (CanREA)
Cercle finance et placement du Québec (CFPQ)
Chambre de commerce et d'industrie Baie-des-Chaleurs (CCIBDC)
Chambre de commerce de la MRC de Rivière-du-Loup
Chambre de commerce de Sept-Îles-Uashat mak Mani-utenam (CCSIUM)
Comité de bassin de la Rivière Chaudière (COBARIC)
Clean Energy BC (CEBC)
Conseil du patronat du Québec
Conseil régional de l'environnement Chaudière-Appalaches (CRECA)
Créneau d'excellence en énergie renouvelable (NUVEO)
Electrifying Canada
Fédération des chambres de Commerce du Québec (FCCQ)
First Nations Power Authority (FNPA)
Nergica
Ontario Waterpower Association (OWA)
Saskatchewan Chamber of Commerce (SCC)
Waterpower Canada (WPC)
Whistler Chamber of Commerce

US

Alliance for Clean Energy New York (ACE-NY)
American Council on Renewable Energy (ACORE)
American Clean Power (ACP)
Advanced Power Alliance (APA)
California Hydrogen Business Council (CHBC)
Center for Energy Efficiency and Renewable Technologies (CEERT)
California Energy Storage Alliance (CESA)
Colorado Solar and Storage Association (COSSA)
Green Energy Ohio (GEO)
Green Hydrogen Coalition (GHC)
Hawaii Clean Power Alliance (HCPA)
Interwest Energy Alliance (IEA)
Mid-Atlantic Renewable Energy Coalition (MAREC)
New York Battery and Energy Storage Technology Consortium (NY-BEST)
Renewable Northwest (RNW)
Solar Energy Industries Association (SEIA)
Texas Solar Power Association (TSPA)
Utility Scale Solar Energy Coalition of Ohio (USSEC)

France

Enerplan
France énergie éolienne
Syndicat des énergies renouvelables

Chile

Asociación Chilena de Energías Renovables y Almacenamiento (ACERA)
Cámara Chileno Canadiense
Generadoras de Chile
H2 Chile

Indigenous Partnerships

Generating Prosperity

Being a partner of choice for Indigenous communities on renewable energy projects is an honour we are extremely proud of. For over 20 years, Innergex has been active in building and nurturing these relationships that have resulted in shared, long-term socio-economic opportunities that have made tangible differences for the communities we work with. As we continue to listen and learn from Indigenous partners, both past and future, we remain committed to ensuring that the path towards economic prosperity, equal opportunity, and shared values will continue to build upon the success we have shared.



A Path to Reconciliation

As the country moves ahead on its path to reconciliation with the Indigenous peoples of Canada, we continue to learn about the injustices and trauma experienced by Indigenous peoples. We believe that the private sector can play an important role in reconciliation in alignment with the Truth and Reconciliation (TRCA) of Canada Call to Action #92. We are grateful to have the opportunity to draw on the knowledge and experience of the Indigenous peoples and nations we work with as we seek to harness the power of water, sun and the wind sustainably. When developing long-term relationships, we aim to understand and adapt to each community’s individual needs and socio-economic priorities. Designed with clear expectations, our partnerships are based on open lines of communication and respect, and often act as a catalyst for sustained prosperity.

For the last two years, in honour of Canada’s National Day of Truth and Reconciliation, Innergex has offered all its employees the interactive Blanket Exercise virtual training which explores the historical and contemporary relationship between Indigenous and non-Indigenous peoples in Canada. It is extremely important to understand the history of Canada from an Indigenous perspective as we move towards reconciliation. Understanding how history plays a role in current affairs allows us to better celebrate the resilience and resurgence of First Nations, Inuit and Métis cultures.

This year, in response to Call to Action #92 from the TRCA, Innergex amended its Safeguard and Promotion of Human Rights Policy to include the principles laid out in the UN Declaration on the Rights of Indigenous Peoples (“UNDRIP”). In recognition of Indigenous peoples’ status as culturally distinct and self-determining peoples, and the unique challenges they have historically faced, the global community developed the UN Declaration: an international instrument to recognize Indigenous peoples’ individual and collective rights. Innergex hosted the Indigenous Rights and Title Training for employees to learn about Indigenous Rights and Title in Canada, including a discussion on the implications of recent developments in the context of the renewable energy industry, cross-border Indigenous rights, consultation, and much more. This training was part of our commitment to adhering to, and promoting, the principles laid out in UNDRIP. Innergex is committed to a multi-year process to achieve implementation of UNDRIP across the business.

A Long and Successful History Working with Indigenous Communities

In 2002, Innergex signed its first ever partnership with the Biigtigong Nishnaabeg in Ontario to develop the Umbata Falls hydroelectric project. The 20-year power purchase agreement that began in 2008 continues to generate tangible and long-term economic benefits for the community. The wealth generated from the facility continues not only to fund new development opportunities, but has been re-invested into community projects as outlined in the community’s strategic plan.

Several other projects today stand as testaments to our commitment of building strong relationships with Indigenous communities to create shared prosperity. We co-own four facilities in partnership with Indigenous communities in Canada (Kwoiek Creek, Mesgi’g Ugju’s’n, Umbata Falls and Walden North) and we also have one project due to reach commissioning in 2023 that is owned in partnership with the Inuit community of Inukjuak (the Innalik hydroelectric facility). This project, once online, will provide a valuable renewable energy source to a remote community and will eliminate their dependence on expensive and damaging imported diesel, and generate a source of long-term revenues that will be re-invested in the community for years to come. Innergex also has many royalty agreements and other types of agreements with Indigenous communities across Canada including but not limited to:

- After 40 years from the commissioning of the Kwoiek Creek Facility, which is currently owned 50-50 with the Kanaka Bar Indian Band, the Corporation’s ownership interests will be transferred to Kwoiek Creek Resources Inc. Subsequently, the Corporation will receive a royalty based on a percentage of the gross revenues less operating costs.
- The assets of the Ashlu Creek Facility will be transferred to the Squamish First Nation for a nominal price after 30 years from its commissioning (2039).
- The Mesgi’g Ugju’s’n wind project, a 50-50 partnership with the Mi’gmaq of the Gaspé region of Quebec, is providing the three communities that make up the partnership with a source of long-term revenue from the 20-year operational life of the facility. Additionally, the economic interest of Innergex in the facility will decrease over time to the benefit of our partner for no additional consideration.

Innergex is proud of its history of developing some of the first partnerships with Indigenous communities across the country. Whether through partnerships, contractual payments under impact and benefit agreements, or other types of contractual agreements, Innergex works with each community to understand their individual needs to best determine how to meet those needs within the scope of the associated project.

Innergex currently has agreements with 31 Indigenous communities on renewable energy projects, some of which are in operation and others at various stages of development. These partnerships are at the core of our development strategy. Designed with clear expectations, these agreements are based on open lines of communication, respect and the goal that they are mutually beneficial.



Being a good partner means supporting local community initiatives that make a difference in people’s lives. We are proud to provide support and work with many Indigenous organizations and events. Some of the organizations we supported in this year include:

- Indigenous Resource Opportunities Conference – IROC (British Columbia, Canada)
- Council for the Advancement of Native Development Officers – CANDO (British Columbia, Canada)
- FNMPC – First Nation Major Projects Coalition (British Columbia, Canada)
- Beardy’s and Okemasis First Nation (Saskatchewan, Canada)
- Sevens Indigenous Youth Energy Summit (Canada)
- Atikamekw Nation Council (Quebec, Canada)
- Kwahiatonhk! Salon du livre des Premières Nations (Quebec, Canada)
- Conseil des innus de Ekuanitshit (Quebec, Canada)
- Mi’gmawei Mawiommi Resources (Quebec, Canada)
- Société de communication Atikamekw-Montagnais Inc. – SOCAM (Quebec, Canada)
- Makaha Cultural Learning Center (Hawaii, U.S.)
- Los Guindos Indigenous Community (Santa Bárbara, Chile)

Our Planet

Following Our Passion

We are driven to make a positive impact. For over 30 years, Innergex has been developing and deploying solutions to address the challenge of our time, climate change. Our renewable energy projects have been, and will continue, to lead in the transition to a cleaner and more equitable world for all. We remain committed to producing energy from 100% renewable sources while minimizing our footprint in our daily activities. Our net zero commitment by 2050 will guide our reduction strategies to ensure we remain on the right path. Building a better world with renewable energy is in our DNA.



Climate Change Risk Management

Climate change, which increases the likelihood, frequency and severity of adverse weather conditions such as severe storms, droughts and water stress, heat waves, forest fires, rising temperatures and changing precipitation patterns, presents both risks and opportunities to the Corporation. Climate change has proven to disrupt traditional weather patterns in ways that are difficult to anticipate, which could result in more frequent and severe disruptions to the Corporation’s generation facilities and the power markets in which the Corporation operates. In addition, energy demands generally vary with weather conditions.

The Corporation’s facilities and projects are exposed to various hazards that are expected to increase in the future under various climate scenarios. The Corporation carefully manages physical risks, including preparing for, and responding to, extreme weather events through activities such as proactive route selection, asset hardening, regular maintenance, and insurance. The Corporation follows regulated engineering codes, evaluates ways to create greater system reliability and resiliency and, where appropriate, submits regulatory applications for capital expenditures aimed at creating greater system reliability and resiliency. When planning for capital investments or asset acquisitions, we consider site-specific climate and weather factors, such as flood plain mapping and extreme weather history. Prevention activities include wildfire management plans and vegetation management at electricity transmission and distribution sites. The Corporation maintains in-depth emergency response measures for extreme weather events. Despite all the measures in place to prepare for and respond to extreme weather events, there is no assurance that there would be no consequences on the Corporation’s revenues and profitability.

This year, the Corporation released its first TCFD aligned climate assessment report, an important step in our sustainability journey and essential in identifying and addressing the climate risks and opportunities for Innergex. It was developed with guidance from the TCFD, our internal expertise, and an external consultant, and follows a commitment we made in 2021 to further align our disclosures with a globally recognized standard.

Through consultations with various levels of the Corporation, including the Board of Directors, the executive as well as experts in each of the jurisdictions in which we operate, we gained an understanding of the resilience of our business in different potential futures by performing assessment on a facility-by-facility basis of the potential physical and transition impacts of different climate futures. The bulk of this work included a deep dive of our business through climate-related scenario analysis to inform our business strategy and financial planning processes and assess the resilience of our strategies against various climate-related scenarios.

As we move forward, we expect these disclosures to mature to reflect the evolving nature of best practices. We encourage you to read the full report at sustainability.innergex.com.

Net Zero Commitment

There is only one earth, and Innergex works hard every day to generate solutions to address the climate crisis by increasing its share of renewable energy to help in the transition to a net zero future. We believe that the biggest contribution we can make in the fight against climate change is increasing our level of output of renewable energy. However, given the importance of net zero targets for all organizations, we will be looking at our long-term strategy in this regard and developing opportunities for establishing science-based reduction targets as we move forward. We are committed to achieving net zero target by 2050 and believe we can achieve that target even sooner.

We seek to be a leader in the transition to a net zero economy that will build a better world. In that regard, Innergex strives to be a responsible global corporation that generates real, tangible solutions to issues that affect us all. Our success in addressing environmental challenges while providing sustainable economic opportunities is proof that we are on the right course.

Greenhouse Gas Emissions

Fighting climate change is one of the key principles driving our work at Innergex. Generating renewable energy exclusively means we are a low emitter of greenhouse gas (“GHG”), relative to other energy sources while providing the solutions to build a better world. Our results illustrate that our facilities produce electricity with no significant amounts of GHG emissions in their operations, which makes it challenging to set reduction targets in our production system.

In fact, the quantity of GHG emissions we have avoided by producing emissions-free electricity instead of fossil fuel-derived electricity, surpasses our own Scope 1 and 2 emissions (such as from vehicles or short-term backup generation during outages). In 2019, we committed to disclosing our GHG emissions on an annual basis. Increasing our output of renewable energy will allow us to make a bigger contribution in the fight against climate change to help build a cleaner future.

This year, Innergex was proud to join more than 50 of the world’s largest companies in signing the Corporate Knight #COP27 Action Statement clearly demonstrating our commitment to act in accordance with the Paris Agreement. By signing this declaration, we are lending our voice and leadership to a strategy to close the say–do gap on countries’ emission reductions. Innergex’s climate policy activities are already aligned with the Paris Agreement, and we have long been a leader in working with policymakers on climate change reduction strategies and goals.



GHG Inventory

(metric tonnes CO₂)

Scope 1 & 2 emission calculations based on the Greenhouse Gas Protocol.

	2022	2021	2020
Scope 1 – Direct emissions	1,292.5	1,346.1	1,277.3
Scope 2 – Indirect emissions	6,743.4	4,794.6	4,670.1
Scope 1 + Scope 2	8,036.1	6,140.7	5,947.4
Scope 1 – Fugitive emissions	0.008 ¹	0	0
Total – CO ₂ emissions including fugitive emissions	8,224.0	6,140.7	5,947.4

¹ One SF₆ leak at a transformer station in France.

GHG Intensity

(kg CO₂e/MWh energy produced)

Greenhouse gas emission intensities are calculated as total Scope 1 and Scope 2 (location-based) emissions divided by total power generation.

	2022	2021	2020
Total GHG Intensity	0.74	0.623	0.620
Total GHG Intensity including fugitive emissions	0.76	0.623	0.620

Percentage of total GHG Emissions by Scope

	2022	2021	2020
Scope 1	15.71%	21.92%	21.48%
Scope 2	81.99%	78.08%	78.52%

Total GHG Emission Comparison

(in metric tonnes of CO₂e)

Year	Innergex	Coal	Methane
2020	1,100	34,700,000	17,300,000
2019	1,700	42,800,000	14,500,000

Using latest data available from [Natural Resources Canada](#) on greenhouse gas emission from the electricity sector in Canada. Innergex figures from Canadian operations only for equivalency.

Emissions Avoided

(in metric tonnes)

	2022 ¹
Avoided emissions	1,889,005

¹ Based on Innergex’s 2022 Production Proportionate of 10,792 GWh and calculated using our new methodology.

The electricity we produce from renewable sources has no significant GHG emissions in its generation, contributing to further reducing CO₂ emissions from other sources in our business operations.

This year we improved our methodology for calculating our avoided emissions to be more accurate in overall results and better reflect the jurisdictions in which we operate. Starting this year and going forward, the methodology will be based, as specific as possible, on local energy grid mixes in the jurisdictions where we generate renewable energy and on the basis of the assumption that the generation from our hydro, wind and solar facilities replaces an equal quantity of power generated existing grids. Previous calculations were based on the US Environmental Protection Agency Greenhouse Gas Equivalencies calculator which gave a broad estimate of avoided emissions based on national US grid averages only and did not account for the different energy mixes in either state (in the US), Canadian provinces, nor other country grid mixes.

Innergex Electricity Consumption (MWh)

Region	2022	2021	2020
Canada	9,751.8	10,070.2	7,888.7
United States	19,859.8	10,802.5	11,138.7
France	6,035.0	2,910.2	1,871.7
Chile	2,632.1	945.6	54.5
Total	38,278.7	24,728.5	20,953.6

Note: In 2022, our electricity consumption numbers were higher in the United States, France and Chile than the previous year due to either a) facilities accounting for a full year of consumption due to being commissioned part way through 2021 or b) Innergex taking full ownership of facilities.

Our avoided emissions are calculated by comparing the amount of renewable electricity that Innergex generated in a given region, to what the associated emissions would be if generated from the existing grid. For example, if Innergex produced 100 kWh of electricity in Ontario, then we calculated what the associated emissions would be from purchasing 100 kWh from the Ontario grid using that province’s grid emissions factor.

We have applied national US, France and Chile emission factors (“EFs”) for our production from these three countries and we applied a Canada-wide emissions factor for all Canadian based assets. To make sure that we accounted for the large differences in provincial grid intensities, we calculated a weighted average of the provincial EFs based on the amount that Innergex produced in each province (for instance, if 50% of the renewable kWh produced by Innergex occurred in Quebec, then the EF in that province represented 50% of the Canada-wide EF that we calculated).

In Canada, emission factors were derived from the National Inventory Report. In the US, we use a country-wide average based on Environmental Protection Agency figures. In France, figures are derived from Ecometrica and the European Environment Agency (“EEA”). In Chile, figures are derived from Ecometrica.

Protecting Biodiversity

By harnessing the power of the sun’s rays, the natural flow of water, and the motion of the air, we work with nature to generate clean energy for a brighter future. Innergex is committed to ensuring that the construction and operation of facilities to harness these resources is conducted in harmony with their host environments.

Our approach, laid out in our Sustainable Development Policy, describes the strategies to avoid, minimize and/or mitigate the effect our facilities could have on local ecosystems. We also consider remediation and restoration as a part of this strategy for not only the land we build on, but adjacent and protected areas.

As many of our projects are located in remote areas, consideration of fish and wildlife plays an important role in the planning, construction and operation phases of our projects. We have a successful record of partnering with government, NGOs, conservation groups, academia and local organizations to design and implement solutions to mitigate human-wildlife interaction and disturbance of important species.

For example, concern about construction-related displacement of mountain goats at Innergex’s Upper Lillooet and Boulder Creek hydro facilities in British Columbia was being monitored under a 5-year Operational Environmental Monitoring Plan (“OEMP”). Results found mountain goats in similar numbers actively using the migration corridors they used prior to construction of the project. Additionally, government-led monitoring has confirmed that grizzly and black bear populations continue to frequent the project area.

When developing projects, Innergex works closely with consultants specialized in local ecology, species at-risk and environmental permitting. Baseline studies of species and ecosystems inform project design and implementation (e.g., project layout, timing of construction works, reclamation plan), with the priority of avoiding, then minimizing, then mitigating any adverse effects to the surrounding ecosystem.

For all our wind farm sites, baseline studies include a focus on bird and bat presence, their habitat and migratory corridors, particularly for species at-risk. Wind tower siting decisions integrate this data to minimize bird and bat mortality due to strikes with wind turbine blades. Post-construction, bird and bat mortality monitoring is completed as per the project’s bird and bat conservation strategy and results are compared with predictions and other projects in the region. The results of these studies inform whether adaptive management of operations (e.g. strategic curtailment at critical times) or mitigation for effects to certain species are required.

On another project, this year we concluded a 5-year monitoring plan at our Big Silver hydroelectric facility in British Columbia, Canada that showed a 30% increase in rainbow trout in the diversion reach from pre-construction levels. Furthermore, the study concluded that the project had no negative effects on fish habitat, riparian vegetation, water temperature, or river geomorphology. This trend is something our team has observed at many other Innergex hydro facilities in British Columbia, the conclusions of which were published in a peer-reviewed scientific journal in 2022 forming part of the published scientific literature on the subject.

Innergex was happy to work with one of our Indigenous partners in British Columbia, the Sts’ailes First Nation, to construct new fish habitat on their lands which supports annual spawning by salmon that return from the Pacific Ocean via the Harrison River.

At three of our hydroelectric facilities in Chile, Mampil, Peuchén, and Licán, a system of wildlife crossing bridges were installed to mitigate any disturbance to wildlife migration patterns. These crossings improve connectivity between populations of terrestrial vertebrate wildlife, because of the barrier effect caused by linear human infrastructure, such as roads or hydroelectric power plant intake canals. The data gathered through remote cameras at different points indicates that these crossings fulfill their mitigating functions to improve wildlife corridors of larger mammals such as pumas.



Environmental Management

Innergex maintains an environmental management system that applies to each of its operating renewable energy facilities. This system consists of a combination of standard procedures (management and prevention of environmental spills, waste management, etc.) as well as procedures that are unique to each facility and jurisdiction in which we operate. Innergex’s approach is to view each facility as a stand-alone with specific environmental requirements that derive from permits and approvals pertinent to each facility. This may include, for example, procedures for water use and compliance, fish protection, or road usage at each hydro facility, and procedures for protection of birds, bats and other wildlife, as well as vegetation at our wind facilities. These procedures are overseen by an in-house environmental team, supported by independent specialist contractors and site operations staff that are trained to adhere and perform their tasks within these site-specific requirements.

Our Corporate Emergency Response Plan identifies potential environmental, health and safety emergencies and includes appropriate actions to respond to such situations. This plan, as well as the Site-Specific Safety Plan, are available at each facility and in each Innergex office as well as on the Corporation’s intranet network. Our Health and Safety team works diligently to ensure the health and safety of all our employees through education, training, monitoring and on-site visits.

We are proud of the project successes we have achieved while upholding strict environmental standards through rigorous assessment, monitoring, commitment-tracking, and compliance practices. In addition, we strive to continually improve the performance and monitoring of our activities. For more information about our environmental expenditures, see the Financial and Operational Effects of Environmental Protection Requirements section of the Annual Information Form.

Innergex complies with national, provincial and local environmental regulations for each of its renewable energy facilities and continuously analyzes and evaluates the impacts of its activities on the environment in order to, where possible, improve its procedures and the outcomes.

Recordable Spills

	2022	2021	2020
Number of spills >1L ¹	13	18	31
Total Volume (L) of spills >1L	632.5	n/a	n/a

¹ All spills are cleaned up immediately and any affected soils are disposed of properly in accordance with provincial, state or federal regulations.
Note: Excludes operations in France as they are managed by third-party operators and Chile as the data was not available by the time of this publication.
Note: 2022 is the first year we are disclosing the Total Volume metric.

Vegetation Management

Due to the geographic diversity of our assets, the natural growth of vegetation varies greatly between Innergex operating facilities – some facilities are located in coastal rainforest areas where vegetation growth is rapid, others are located in sparsely-vegetated desert areas. Despite their location, it is imperative we keep our facilities and surrounding infrastructure in orderly condition. Innergex follows an integrated management approach to manage vegetation at our sites. After vegetation is initially cleared for project construction, varying degrees of vegetation management are required during operations. Some areas require active vegetation control (such as weeds inside a fenced electrical sub-station for fire risk), other sites such as powerline rights-of-way are brushed every few years. Risk of falling trees (windfall) is managed along rights-of-way to reduce the risk of powerline contact, associated outage, and forest fire hazard. We employ a customized, regionally-appropriate integrated vegetation management approach at each of our facilities based on permit and approval requirements, location of the facility, types of vegetation, type of infrastructure and, where relevant, compliance with North American Electric Reliability Corporation (“NERC”) mandatory reliability standards.

Water Use

99.99%

of the water withdrawn
is returned to
its original source

Land Management

It is important for Innergex to properly site our projects and then responsibly manage the land adjacent to our facilities, whether that be private or public lands. Initial studies identify the most suitable and productive areas to develop a renewable energy project depending on the energy source. Baseline surveys and assessments are performed during the development phase to guide project layout in order to optimize future electricity generation while minimizing disruption to existing ecosystems and surrounding land-use. Oftentimes, for many private landowners, a solar or wind renewable energy project allows them to diversify their income by using land that is either used in conjunction with another use, or no longer usable for other purposes.

During land clearing, care is taken to minimize the footprint of the clearing and to remove and stockpile topsoil for future use. Post-construction, disturbed areas for temporary use (laydowns, construction camps, temporary access roads) are remediated to facilitate soil stability, growth of planted vegetation or natural regeneration. We continue to monitor the area throughout operations to ensure that we are not only compliant with our permits but deliver on the expectations of the surrounding communities, our employees, and our shareholders.

Innergex’s hydroelectric projects, by definition, are closely associated with natural rivers and streams upon which the projects are situated. To avoid possible contamination, many Innergex facilities have adopted the use of biodegradable, non-toxic, synthetic lubricants (non-petroleum based) in turbine and hydraulic systems where an elevated risk of leaks exists. Our Environment team logs and oversees the clean-up of all recordable spills with site operations. Innergex continues to evaluate the adoption of biodegradable fluids as new options become available.

Environmental Expenditures

Expenditure disclosures consist of all costs at our operating facilities associated with the following categories: operational environmental monitoring programs, waste management costs and spill supplies (including oil recycling, hazardous waste disposal/treatment), environmental compliance costs (permitting, incident response, instream works monitoring), environmental restoration occurring during operations (maintenance of fish habitat compensation sites, additional tree planting and restoration costs).

Some years, our expenses are higher or lower than previous ones based on several factors, including whether any long-term monitoring programs have concluded or begun, amount of waste generated and recycled.

Environmental Expenditures
of over \$2 M in 2022

2022	2021	2020
\$2 M	\$1.7 M	\$1.2 M

Maintaining the integrity of water resources is a priority in the environments in which we conduct business activities. As a long-time operator of run-of-river hydro facilities, we are acutely aware of the importance and health of the water systems we work with to generate renewable energy, as well as the limited amounts we consume in our day-to-day activities. Our 40 hydro facilities generate electricity using water in a non-consumptive way, by temporarily diverting a portion of natural stream flows through turbines and then returning it unaffected to the original source (i.e. the same river). Our wind facilities do not consume water in their operation.

Solar facilities in general have limited water needs (periodic cleaning) and we have one solar thermal facility in Chile that uses water in a closed loop for heat transfer.

Domestic water consumption is minor in volume and limited to usage at our five offices and at facilities that have washrooms.

In 2020, we began accounting for our water. In 2020 and 2021, we only accounted for total water consumed. As a way to improve our disclosures, starting this reporting year, we will also be accounting for the total water withdrawn from our 40 run-of-river hydro facilities that is temporarily diverted to generate electricity and then returned to its original source.

	2022
Total water withdrawn m³	37,204,248,678
Total water consumed m³	5,115
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations¹	0

¹ As defined in SASB reporting framework.

Aquatic Life

Maintaining the integrity of aquatic life at our hydroelectric facilities is something we take very seriously. Throughout Innergex’s history, we have taken great care to address, avoid and mitigate any impacts our facilities may have on aquatic species. We have designed and constructed or improved 11 fish enhancement projects at some of our hydroelectric facilities to offset any impacts that the facilities could have on local fish-bearing water systems. The results of the five-year monitoring programs have found positive results – there were no adverse effects on the local fish communities and, in some instances, the fish abundance increased after five years of hydro operation counter to predictions made during the environmental impact assessment for the project. These projects have proven to be extremely successful at maintaining and even sometimes enhancing fish populations.

Run-of-River Hydro

Run-of-River Hydroelectric facilities generate electricity by using part of natural stream flows and natural elevation differences by diverting a portion of water through an intake structure into a buried pipe (called “penstock”) where it is channeled downstream into one or more turbines in a powerhouse. The natural flow of the water causes the turbine(s) to spin which creates electricity in the generator. The water from the turbine is released, unaffected, back into the natural watercourse.

Our operating run-of-river facilities adhere to strict operational parameters. As a result of the environmental assessment and permitting process, every project must comply with dozens of operational commitments and/or conditions, which are monitored by independent, third-party engineers and compliance officers to ensure a high standard of environmental protection and mitigation. For instance, these commitments include the amount of water that must be left in the stream (the in-stream ecological or aesthetical flow requirement) and consequently, how much water can be diverted, and the rate at which the diversion amounts may be changed to prevent “ramping conditions” that has the potential to harm fish in the stream.

Fish and Wildlife Monitoring Programs

Innergex takes great care in ensuring our impact on terrestrial and aquatic life is mitigated, minimized or avoided at all times. We invest in considerable short and long-term monitoring programs that run during the early development stage (with pre-project baseline surveys) and continue during the operational phase. Before and after data are compared to confirm predictions made during project permitting.

Much of the monitoring is carried out by independent third-party specialist environmental consultants with involvement by our Indigenous partners. For some projects, we have partnered with NGOs or academia by providing the necessary capital and support to conduct multi-year, academic-level monitoring programs. Monitoring results contribute new data and knowledge and have provided valuable research insight in some instances that has greatly added to the industry’s understanding of environmental issues and renewable energy development.

The type of facility, its geographic location, social acceptance and regional regulatory requirements are all considerations taken into account when designing a monitoring program. For example, at our hydroelectric facilities, the programs typically focus on aquatic and terrestrial life, while at a wind farm the focus is on terrestrial and avian species, including birds and bats. In British Columbia, we recognize that mountain ecosystems differ in biodiversity from the more grassland environment of Texas. We understand that every location is unique and requires its own planning and attention.

Managing Waste

Innergex promotes recycling and reuse throughout the organization. We have different systems in place to address the specifics at each of our operating sites as they vary from urban office environments to electricity generating facilities in the remote backcountry. During construction, our Engineering, Procurement and Construction (“EPC”) contractors are required to provide waste management plans for recycling or disposal of waste in compliance with local, regional and federal regulations as well as Innergex procedures.

Although our facilities do not generate significant amounts of waste directly from their operation, we nonetheless have protocols in place to deal with typical waste generation (i.e. domestic garbage, recycling, metal scraps, used oil recycling). Our operation staff at our facilities sort waste to be sent to recycling facilities or disposal depending on the geographic location and availability of services in that jurisdiction.

Innergex follows a strict **Hazardous Waste Standard** developed internally and in effect at the facilities which we operate to handle, store, and dispose of hazardous wastes appropriately and in line with local regulations to limit the risk to the environment. It outlines the procedures to be followed for the documentation of hazardous wastes from their origin to their proper disposal. This Standard applies to all Innergex facilities operating in North America that produce any type of waste that possess hazardous properties. The standard works in conjunction with our WHIMIS Management Procedure.

Our office staff also plays a role in reducing our environmental footprint. Each of our offices have recycling available and some have more comprehensive programs depending on their locality. Internal initiatives help communicate the importance of recycling and waste reduction initiatives and help build sustainable habits.

We are always looking to introduce new methods of reducing our footprint in our operations and will continue to deploy new initiatives to achieve our mission of building a better world with renewable energy. To that end, our teams have been working to develop a Waste Management Standard that we expect to adopt in 2023 which will establish a formalized North and South America-wide standard for the responsible management of waste at operating facilities, foster a culture of applying a waste hierarchy approach in the management of waste from our facilities, and reduce waste generation.

IT Equipment Recycling Program

Though we have always taken care to properly recycle or reuse our electronic equipment, this year the IT department developed and initiated a corporate-wide computer and mobile device (and related equipment) recycling program. The guidelines contained within outline the procedures taken to ensure the end-of-life of the equipment is either refurbished for reuse or appropriately recycled.

The first step in the process involves ensuring that all information and data stored on the devices is properly wiped before disposal, recycling or reuse, as protecting information security is paramount. Equipment deemed to be in good working condition is first offered to employees through a buy-back program. Items that remain are earmarked for donation to organizations such as schools or charity groups that will give them a second life. Equipment deemed unusable are sent for recycling by a duly certified provider. Next year we anticipate being able to disclose the amount of electronic waste being diverted from landfills in this report.

Governance

Leading with Integrity

The members of our Board lead by example. Though each brings their own set of skills and experience to the table, they all share a passion for renewable energy and a focus on conducting business activities with the utmost integrity. These characteristics enable them to build and maintain trust amongst employees, our partners, and our shareholders by fostering open and transparent decision making guided by our core principles and standards of behaviour. Innergex Renewable Energy Inc. is a renewable power producer incorporated under the Canada Business Corporations Act. Its shares are listed on the Toronto Stock Exchange under the symbols INE, INE.PR.A and INE.PR.C, and its convertible debentures are listed under the symbols INE.DB.B and INE.DB.C.



Board Composition

The Board of Directors oversees the management of the business and affairs of the Corporation with a view of taking into account, in particular, high ethical standards, ESG factors, and shareholders’ interests.

As at December 31

	2022			2021			2020		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Independent	4	5	9	3	5	8	3	6	9
Non-Independent	0	2	2	0	2	2	0	2	2
Total	4	7	11	3	7	10	3	8	11
Average Age	60.3	63.8	62.6	59.3	62.8	61.8	58.3	63.3	62.0

Board Remuneration

As at December 31

Compensation	2022	2021	2020
Directors’ Base Compensation ¹	\$94,000	\$94,000	\$87,000
Chair of the Board ²	\$190,000	\$190,000	\$190,000
Chair of the Audit Committee	\$31,000	\$31,000	\$31,000
Chair of the Human Resources Committee	\$26,500	\$26,500	\$22,000
Chair of the Governance Committee	\$22,000	\$22,000	\$22,000
Committee Members – Audit ³	\$15,500	\$15,500	\$15,500
Committee Members – Human Resources ³	\$13,500	\$13,500	\$11,500
Committee Members – Governance ³	\$11,500	\$11,500	\$11,500

1 These fees cover up to 10 Board meetings and all committee meetings held in the year. For Board meetings exceeding the 10 meetings threshold, an attendance fee of \$2,000 per meeting is paid.
2 All inclusive. No attendance fees or fees for other chair functions are paid to the Chair of the Board.
3 In the event that two significant committee meetings are added to those already scheduled on the regular calendar, the Governance Committee will decide and make the necessary recommendations to the Board on the possibility of paying the Directors an additional amount for their participation in subsequent meetings.

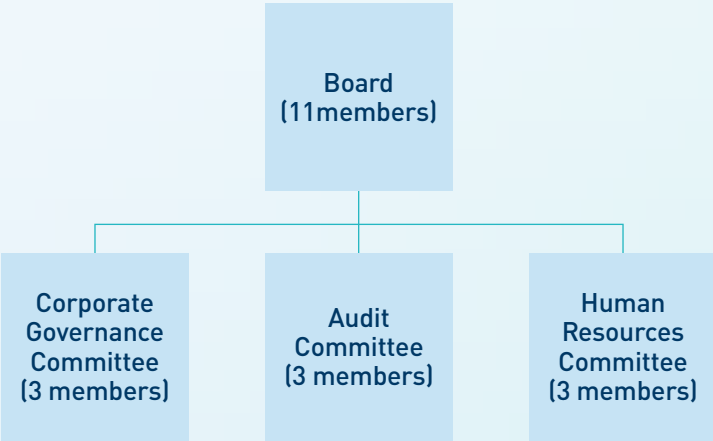


1 Excluding President and CEO Michel Letellier

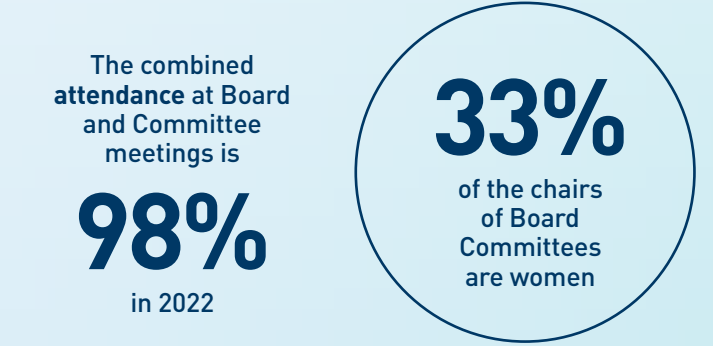


Governance Structure

As at December 31, 2022 the Innergex Board of Directors was composed of 11 members – 9 independent including the Chair, and two non-independent, including the President and CEO of the Corporation. Board members are recruited for their experience, skills, expertise, and commitment to sustainable development. Three committees, each composed of independent members and chaired by experts in each committee’s oversight provide ancillary advice and recommendations to the Board of Directors.



Innergex’s governance practices are formalized through a series of Charters for the Board of Directors and each of its committees, and through a series of corporate policies.



Audit Committee

Oversees the compliance of the Corporation with respect to applicable governmental and other authorities’ legislation and regulations pertaining to financial information disclosures including: overseeing financial information and public disclosures; maintaining a relationship with the external auditor; reviewing and assessing management’s program of risk assessment; and complaints regarding auditing matters.

Corporate Governance Committee

Develops and ensures the implementation of a set of corporate governance documents, including Code of Conduct, policies and procedures; assesses the Corporation’s governance; oversees and monitors the environmental, safety and corporate social responsibility vision and strategies; and oversees the Environmental, Social and Governance performance of the Corporation; identifies, recruits and recommends nominees for election as directors to the Board; recommends to the Board the compensation of the members of the Board; and oversees the assessment of the Board, its Chair, its chairs of the committees, its committees and individual members.

Human Resources Committee

Oversees the senior management compensation policies and practices and seeks to ensure such policies are designed to recognize and reward performance and establish a compensation framework which is industry competitive and which results in the creation of shareholder value over the long-term; supervises the succession planning process for the senior management team; and oversees the overall strategy with respect to human capital management such as recruitment, talent development, workforce planning, employee mobilization, and satisfaction.

Board and Committee Meetings

As at December 31

Type	2022		2021		2020	
	Number of meetings	Attendance	Number of meetings	Attendance	Number of meetings	Attendance
Board	10	97.8%	11	100%	10	100%
Committee	15	98.3%	14	100%	14	100%

Board Skills Matrix

The Governance Committee ensures that the skills required to oversee and grow the Corporation with good governance are found in all Board members. They are not only selected based on their good business judgment, demonstrated experience, adherence to the highest levels of Corporate Social Responsibility, high level of integrity, honesty, and firm commitment to the interests of the Corporation, but also for the diverse and extensive skills they bring to the table.

The Board is composed of professionals who bring a wide array of skills and expertise to oversee the growth of the Corporation, guide management, and manage the risks the Corporation is facing.

The Skills Matrix identifies the key skills and areas of strength that are important to bring to the table. The ESG Criteria define Board or management experience in, or understanding of: climate change adaptation and regulation, environmental policies, managing and evaluating environmental risks, and sustainable development (for the Environment criteria); relationships with employees, communities, and partners (for the Social criteria); and governance/corporate responsibility practices with a public company or other major organizations, particularly a culture of accountability and transparency (for the Governance criteria).

	Daniel Lafrance	Ross Beaty	Pierre G. Brodeur	Radha D. Curpen	Nathalie Francisci	Richard Gagnon	Michel Letellier	Dalton McGuinty	Monique Mercier	Ouma Sananikone	Louis Veci
ESG Criteria											
Environment	2	3	2	3	2	2	3	2	2	3	2
Social	2	3	2	3	3	2	3	2	2	3	2
Governance	2	3	3	3	3	3	2	2	3	3	2

Legend:
1. Candidate with little or no skills, experience or knowledge in this field;
2: Candidate with general skills, training or experience in this field, without being an expert or professional;
3: Candidate with extensive knowledge, experience or competence in this field or market.

Board members must have an appropriate mix of skills, knowledge and experience in business and an understanding of the geographical areas in which the Corporation operates, including:

- Renewable Power Industry
- Accounting / Audit
- Human Resources / Compensation
- Operations / Maintenance / Construction / Engineering
- Innovation and Technological Transformation
- Health and Safety
- ESG Criteria
- Public Affairs and Regulatory
- Investment / Financing
- Legal
- Mergers and Acquisitions
- Strategic Planning
- Information Technology (including Information Security)

The matrix is reviewed annually and used by the Board as an additional tool to review the appropriateness of the composition of the Board, identify gaps, and review potential new candidates for appointment to the Board.

Board Member Training

New directors attend orientation and training sessions provided by various members of senior management. They are provided with extensive information on the Corporation’s business, its strategic and operational business plans, corporate objectives, operating performance, corporate governance philosophy and financial position. The Board further ensures that nominees for new directors fully understand the role of the Board and its Committees and the contributions that individual directors are expected to make.

Members of the Board conduct their duties by remaining constantly informed of emerging and evolving issues, opportunities, and risks not only within the industry, but with any regulatory changes that pertain to our business. As such, they are routinely provided with continuing educational tools

and resources to ensure they are ready for the most thoughtful and diligent decision-making process and are equipped to anticipate and manage risks to ensure the Corporation can continue to generate sustainable, long-term returns.

This year, Board members were provided with the following continuing education activities:

- 2021 Governance Roundup and Outlook for 2022
- Trends in ESG Reporting
- The Challenge of the Energy Transition in Quebec
- Future of the Renewable Energy Market in US – Key Trends and Competition
- Effective climate governance for Boards
- Political and Policy Gamechangers - North America
- Overview of the existing impact of climate change on resources located in France and North America
- Presentations on Corporate Governance recent developments and trends

Additionally, directors receive a daily news email with relevant information about the industry and periodic reports and analysis of significant industry developments. The Corporation also subscribes to a global membership for the Board with the Institute of Corporate Directors. This membership ensures that the Corporations’ directors benefit from, and have access to, quality up-to-date information, tools, and training on corporate governance issues.

Ethical Standards

At Innergex, we want to make sure that all members of the Innergex team (including all employees, consultants and directors of the corporation) are aware of the expectations regarding their ethical behaviour. The **Code of Conduct** ensures that Innergex’s reputation for integrity and good corporate citizenship is maintained through adherence to high ethical standards, sets the standard for acceptable behaviour, and provides guidance as to our expectations for all employees, consultants, members of the Board of Directors and others when representing the Corporation. Innergex revises and updates its **Code of Conduct** on a regular basis (most recent update November 2022), and requires yearly recommitment to its contents by all permanent and part-time employees, Board members, and regular contractors following a mandatory annual training covering, among others, anti-bribery and anti-corruption practices, ethical standards, information disclosure, insider trading, workplace environment free of harassment, violence and bullying, safeguard and promotion of human rights, and whistle-blowing policies.

Innergex employees complete every year a 3-module training program on ethical behaviour, consisting of a section on the **Code of Conduct**, a section on ethics, notably on matters of anti-corruption or insider trading, and a third one on respect and civility to foster diversity, equity and inclusion and prevent harassment. The training modules are also part of new employees’ onboarding, in conjunction with the IT Security training program.



Human Rights

Innergex prioritizes its commitment to conducting business in a responsible manner. We promote and encourage our core values and require that all executive decisions and employee conduct comply with applicable laws on fundamental human rights. We actively raise awareness on our **Code of Conduct**, policies, guidelines, and statements. Innergex also encourages the reporting of incidents that violate any internal policies and offers access to confidential legal consultation services as part of our commitment to employees. Innergex upholds legal and regulatory compliance and recognizes our employees’ right to Freedom of Association and Right to Collective Bargaining as per the International Labour Organization (ILO) Conventions C87, C98, C135, or similar international texts on union rights. We have one project in Chile with unionized employees.

Innergex is committed to respecting human rights in all jurisdictions where it conducts business. We require that all directors, management, employees and third parties acting for or on behalf of the Corporation comply with the requirements laid out in this statement in all aspects of our business including procurement, decision-making, management and operations. When seeking to enter into an agreement for the supply of goods or services, Innergex requires the other party’s representatives to commit to complying with the terms contained within our Supplier Code of Conduct. No violation of human rights will be tolerated by or within Innergex, and we condemn all forms of harassment, intolerance and abuse.

We all have a responsibility and part to play in ensuring that all stakeholders are treated with dignity and respect. Innergex supports the principles contained in:

- [The Universal Declaration of Human Rights](#);
- [The International Covenant on Civil and Political Rights](#);
- [The International Covenant on Economic, Social and Cultural Rights](#);
- [The ILO’s Declaration on Fundamental Principles and Rights at Work](#); and
- [The UN Declaration on the Rights of Indigenous Peoples \(UNDRIP\)](#).

Innergex has a long history of respecting and supporting the rights of Indigenous peoples. This year, in response to Call to Action #92 from the Truth and Reconciliation Commission of Canada, Innergex amended its Safeguard and Promotion of Human Rights Policy to include the principles laid out in UNDRIP to illustrate how these rights align with our values and are important to our business activities.

Innergex is a signatory to the **Solar Industry Forced Labor Prevention Pledge** which opposes the use of forced labour within the solar supply chain. We are committed to helping ensure that the solar supply chain is free of forced labour, and to raising awareness within the industry on this important issue. To assist in these efforts, we support the development of an industry-led solar supply chain traceability protocol as a tool for identifying the source of primary raw materials and inputs and tracking their incorporation into finished products, including solar modules.

EthicsPoint, a service offered in English, French and Spanish to all employees, is a comprehensive and confidential online reporting tool that enables them to safely communicate issues and concerns associated with unethical or illegal activities with management or the Board of Directors while maintaining anonymity if desired. Innergex takes all necessary steps in order to protect the interests of all concerned persons who report a breach in good faith. The Complainant will be subject to the provisions and protections outlined in the Innergex **Whistle-Blowing Policy**. No disciplinary measures will be taken against an Innergex team member because he or she reports an incident or cooperates with an investigation in good faith.

Incident Reporting

	2022	2021	2020
Cases reported	0	0	0
Cases resolved	0	0	0
Actions taken	0	0	0
Human Rights complaints	0	0	0

As an energy generation provider, we are keenly aware of the importance our industry plays in everyday lives. Safeguarding the reliability and resiliency of the electric grid, our intellectual property, and our offtaker information is critical. Information security is an essential function that allows us to conduct our daily business activities with the confidence that our perimeter is properly protected. Our Information Technologies (“IT”) department employs a comprehensive cybersecurity program guided by our IT Security Policy, which includes the industry-standards, procedures, and controls to mitigate the risk of incidents and breaches. We work diligently to promote an internal culture that educates employees and promotes awareness on cybersecurity issues.

The Cybersecurity Program is based on the National Institute of Standards and Technology (“NIST”) cybersecurity framework and factors in the regulatory obligations contained in NERC. It is a risk-based approach designed around five primary objectives: Identify, Protect, Detect, Respond and Recover. The program establishes information security requirements and controls for the protection of all Innergex information and system assets. It includes a three-year cybersecurity roadmap to ensure constant strengthening of risk posture to adapt to the ever-evolving nature of

cybercrime. An important component of the Cybersecurity Program is the User Awareness Training. It ensures that all employees are aware of the risks involved in the online management of our business, especially since a considerable portion of it is done remotely due to the nature of our activities. All employees must acknowledge having read and commit to complying with the corporate IT Security Policy to ensure an understanding of information security risks, their personal responsibilities at Innergex, and how to react should a situation occur. All Innergex team members must comply with and adhere to cybersecurity regulation and we undertake thorough yearly security verification activities including, but not limited to, penetration testing, ITGC testing, internal audits, and phishing campaigns. Additionally, cybersecurity maturity assessment and risk posture are reviewed periodically. The Audit Committee periodically receives reports on security posture and cyber risk management.

We have put in place mandatory cybersecurity training for all new employees and consultants, and we review our cybersecurity policy and the use of technology on a yearly basis, as well as conduct annual phishing campaigns to increase awareness and knowledge.

Incident Reporting

Metric	2022	2021	2020
Complaints linked to disclosure or breaches of customer privacy (number)	0	0	0
Hours of IT security training for employees (hrs)	515	675	450
Cybersecurity awareness training events (number)	4	6	15+
Customer complaints concerning breaches of information (number)	0	n/a	n/a

Shareholder Interests

Innergex follows the principle of one share one vote when carrying out Board matters. The **Majority Voting Policy** stipulates that, in an uncontested election of directors, any nominee who receives a greater number of votes against him than votes in favour of his election will not be elected as a director. If the nominee is an incumbent director, he must tender his resignation to the Board immediately following the shareholders’ meeting, in which case he may continue in office until the earlier of (i) the 90th day after the day of the election; and (ii) the day on which his successor is appointed or elected. If a nominee does not receive a majority of votes in his favour, he may not be appointed a director by the Board before the next annual meeting of shareholders, except if necessary to satisfy Canadian residency requirements or to satisfy the requirements that at least two directors are not also officers of the corporation or its affiliates, in accordance with the Canada Business Corporations Act and its regulations.

Innergex has sound disclosure practices in place to ensure all shareholders receive timely, factual, and accurate information. Our Investor’s Day event provides an update on the Corporation’s current position and its future direction. The executive team shares an in-depth view of the Corporation’s financial results, our development and market analysis strategy, and our approach to sustainable development, followed by a question period.

The Board believes in the importance of open and constructive dialogue with shareholders. The **Shareholder Engagement Policy** outlines how the Board and Management may communicate with shareholders, how shareholders can communicate with the Board, and provides an overview of how Management interacts with shareholders. **Shareholders may communicate directly with the Board anytime by email at CA-BOD@innergex.com.**

Say on Pay

Innergex has a Say on Pay policy in place. The purpose of this advisory vote is to provide appropriate director accountability to the Corporation’s shareholders for the Board’s compensation decisions by giving shareholders a formal opportunity to provide their views on the disclosed objectives of the executive compensation plans, and on the

plans themselves, for the past, current and future fiscal years. While shareholders can provide their collective advisory vote, the Directors of the Corporation remain fully responsible for their compensation decisions and are not relieved of these responsibilities by a positive advisory vote by shareholders.

Policies

Our policies ensure the sustainable growth of the Corporation by supporting employees with information-sharing and training, outlining our social and environmental responsibilities, maintaining transparency with shareholders and the public, and clearly laying out the Corporation’s vision for ethical and acceptable behaviour. They are reviewed on an annual basis and updated accordingly. The policies that guide the Corporation’s activities include:

- Anti-Corruption and Anti-Bribery Guidelines (revised 2020-11-10)
- Board Diversity (revised 2022-11-07)
- Code of Conduct (revised 2022-11-29)
- Diversity and Inclusion (adopted 2021)
- Executive Incentive Compensation Recoupment (revised 2021-11-09)
- Health and Safety (revised 2022-02-23)
- Information Disclosure (revised 2021-11-09)
- Insider Trading (revised 2021-11-09)
- Majority Vote (revised 2022-11-07)
- Minimum Shareholding by Directors and Officers (revised 2022-05-06)
- Safeguard and Promotion of Human Rights (revised 2022-08-03)
- Say on Pay Policy (adopted 2015-11-19)
- Shareholder Engagement (revised 2020-11-10)
- Supplier Code of Conduct (adopted 2022-08-03)
- Sustainable Development (revised 2022-02-23)
- Whistle-Blowing (revised 2021-11-09)
- Workplace Environment Free of Harassment, Violence and Bullying (revised 2022-02-23)

ESG Performance

Innergex analyzes and calculates annual metrics to support its business and share relevant information with stakeholders on our ESG performance. This 2022 Sustainability Report provides metrics and other data to support our commitment to building a better world with renewable energy. Our disclosures are purposely aligned with internationally recognized frameworks including the United Nations Sustainable Development Goals and the Sustainability Accounting Standards Board.



Sustainability Accounting Standards Board

The Sustainability Accounting Standards Board framework has developed industry-specific sustainability performance metrics to address sustainability-related risks and opportunities reasonably likely to affect an organization’s financial condition, operating performance, or risk profile. Innergex’s business activities fall into two industry levels: Infrastructure (Electric Utilities and Power Generators) and Renewable Resources and Alternative Energy (Solar Technology and Project Developers/ Wind Technology and Project Developers). This is the third year Innergex has mapped its performance in relation to SASB standards on key issues. Innergex’s consolidated SASB metrics are based on Innergex’s 2022 performance and outlined in the table below.

Electric Utilities & Power Generators Standard

Metric	2022 Performance	Reference	Code
Greenhouse Gas Emissions & Energy Resource Planning			
Gross global Scope 1 emissions	1,292.5 metric tonnes CO ₂ e (15.71%)	P. 34	IF-EU-110a.1
Percentage covered under emissions-limiting regulations	Not applicable	Under threshold	
Percentage covered under emissions-reporting regulations	Not applicable	Under threshold	
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	Since 1990, Innergex has been exclusively focused on generating energy from renewable resources. Our Sustainable Development Policy states that the Corporation continues to analyze and evaluate the impact of our activities on the environment and, where possible, improve procedures and outcomes. We are continually assessing and improving our procedures by improving efficiencies in all aspects of our operations while remaining committed to increasing our share of renewable energy output. The Corporation currently aligns its reporting with the SDGs, the CDP, and SASB, and has released a TCFD aligned climate assessment report as an accompaniment to this report.	Sustainable Development Policy	IF-EU-110a.3

Metric	2022 Performance	Reference	Code
Air Quality			
Nitrogen oxide (NOx) emissions	0		IF-EU-120a.1
Sulphur Oxide (SOx) emissions	0		
Particulate matter (PM10) emissions	0		
Lead (Pb) emissions	0		
Mercury (Hg) emissions	0		
Water Management			
Total water withdrawn	37,204,248,678 m³	P. 39	IF-EU-140a.1
Total water consumed	5,115 m³		
Percentage of each in regions with High or Extremely High Baseline Water Stress	31% in High or Extremely High-Water Risk Area		
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations	0	n/a	IF-EU-140a.2

Metric	2022 Performance	Reference	Code
Water Management (cont'd)			
Description of water management risks and discussion of strategies and practices to mitigate those risks	<p>Consumptive use of water at Innergex facilities and offices is minimal, limited primarily to domestic uses in our offices and operator residences. Our sole business activity, renewable electricity generation, does not require consumptive use of water. As such, managing and planning to reduce consumptive use of water is not a sustainable development metric for our facilities. Wind and solar generation facilities typically do not use water – the exception being for washing dust off solar panels at three of our solar facilities in Chile (San Andres, Salvador and Pampa Elvira). In this case of panel washing in Chile, water use is highly regulated, expensive and the process is time consuming; all factors which automatically lead our operations teams to minimize water use for panel washing wherever possible. Hydroelectric projects divert water through a pipe or tunnel into a powerhouse where it drives water turbines and then is returned to the same source river or stream without alteration. Diversion of all water used for hydroelectric generation is temporary and non-consumptive.</p> <p>Although Innergex is not actively managing water consumption, water itself drives the hydroelectric power generation part of our business and a lack of water results in lower generation, whereas excess water has the potential to damage infrastructure. The climate change impacts on future river flows and flow patterns have the potential to affect the long-term energy forecast and energy profile of an asset. Record droughts and heat waves are making way for atmospheric rivers and floods. The development of new hydroelectric facilities or the acquisition of existing facilities will have to consider potential changes to future water flows. Chronic changes to precipitation, wind and temperature conditions will directly affect renewable energy facilities and their generation capacities. These could pose both positive and negative effects but, given the unknowns surrounding their actual impacts, they should be considered a risk for deeper analysis by Innergex.</p>		IF-EU-140a.3

Metric	2022 Performance	Reference	Code
Water Management (cont'd)			
Description of water management risks and discussion of strategies and practices to mitigate those risks (cont'd)	<p>Innergex currently operates 40 hydroelectric projects in Canada, the USA and Chile combined. Of these projects, 36 are located in places with “Low Overall Water Risk” as categorized by Aqueduct, the World Resources Institute’s Water Risk Atlas. Three are in areas categorized as “Low-Medium Overall Water Risk” and one is categorized as “Medium-High Overall Water Risk”. Our hydroelectric projects are designed after analysing historical river flow hydrographs and associated generation projections (e.g., rain- and snowfall records). Therefore, projects built in arid locations have been done so with local conditions in mind. Regardless of water risk ratings, global weather patterns, including precipitation, are becoming more variable as climate change intensifies. This will continue to influence operation of our hydroelectric projects.</p> <p>Innergex carefully manages physical risks, including preparing for, and responding to, extreme weather events through activities such as proactive route selection, designing infrastructure with extreme weather in mind, regular maintenance, and insurance. Innergex follows regulated engineering codes, evaluates ways to create greater system reliability and resiliency and, where appropriate, submits regulatory applications for capital expenditures aimed at creating greater system reliability and resiliency. When planning for capital investments or asset acquisitions, we consider site-specific climate and weather factors, such as flood plain mapping and extreme weather history.</p> <p>Innergex manages water diversion in accordance with relevant legislation and regulation and our permits and approvals that account for the needs of the ecosystem and aquatic species at each project site. Examples of this include physical design components such as fish ladders to facilitate fish passage upstream of our project intakes, and exclusion designs such as coanda screen intakes to avoid fish entrainment into our turbines. Innergex manages a portfolio of constructed fish habitat sites that offset any predicted project-related aquatic habitat effects. We also report to government agencies on water use and compliance with regulatory permits.</p>		IF-EU-140a.3

Metric	2022 Performance	Reference	Code
Workforce Health & Safety			
Total recordable incident rate (TRIR)	1.63	P. 21	IF-EU-320a.1
Fatality rate	0.2		
Near Miss Frequency Rate (NMFR)	7.11		
Grid Resiliency			
Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	Innergex Renewable Energy Inc. is not a NERC registered entity and therefore is not subject to its cyber and physical security standards. Innergex does however own and operate a number of NERC registered renewable energy generation facilities which hold NERC registered Generator Operator and/or Generator Owner status and are therefore required to comply with NERC mandatory reliability standards. The US NERC registered sites are part of the Innergex Renewable Energy Multi Region Registered Entity Coordinated Oversight Plan (MRRE COP) under Texas Reliability Entity (Texas RE) as the Lead Regional Entity (LRE). Texas RE is in charge of monitoring compliance and engaging the MRRE in the Compliance Monitoring and Enforcement Program, which includes tools such as audits, spot checks, and self-certifications. Individual registered facilities are still registered within the Applicable Regional Entity's zone in which they reside. The Applicable Regional Entity (ARE) is responsible for reviewing information provided by the LRE, providing feedback as needed, and potentially participating in compliance monitoring activities. Innergex has an internal reliability compliance team and manages its reliability compliance in-house. In addition to the in-house team, Innergex has a contract with Proven Compliance Solutions to provide compliance support as required. All Innergex owned and operated NERC registered entities to which NERC cyber and physical security requirements apply are designated low-impact for NERC Critical Infrastructure Protection (CIP) compliance purposes and have had no self-reported or audit identified physical or cyber security related non-compliances during the 2022 reporting period.	n/a	IF-EU-550a.1

Activity Metrics

Metric	2022 Performance	Reference	Code
Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers	(1) 391,275 MWh (2) 89,444 MWh (3) 347,723 MWh (4) 0 (5) 9,963,605 MWh	P. 9	IF-EU-000.B
Length of transmission and distribution lines	584 km of transmission lines	n/a	IF-EU-000.C
Total electricity generated, percentage by major energy source, percentage in regulated markets	Hydro 3,743,181 MWh / 34.7% Wind 5,761,303 MWh / 53.4% Solar 1,287,563 MWh / 11.9%	2022 Annual Report	IF-EU-000.D
Total wholesale electricity purchased	0 MWh	Calculated by subtracting utility-owned generation from total delivered power	IF-EU-000.E

Wind Technology & Project
Developers Standard

Metric	2022 Performance	Reference	Code
Workforce Health & Safety			
(1) Total recordable incident rate (TRIR)	1.63	P. 21	RR-WT- 320a.1
Fatality rate for (a) direct employees and (b) contract employees	(a) 0.2 (b) 0		




Solar Technology & Project Developers Standard





Metric	2022 Performance	Reference	Code
Ecological Impacts of Project Development			
Number and duration of project delays related to ecological impacts	0		RR-ST-160a.1
Description of efforts in solar energy system project development to address community and ecological impacts	Innergex uses an integrated approach to address community and ecological impacts when considering development of any solar energy system project. The company has an in-house environmental team and a community relations team, both of which report to a Vice President and subsequently to Innergex’s President and Chief Executive Officer. Throughout the company’s 30+ year history, Innergex has learned that successful projects require reaching a balance between, at a minimum, human, environmental, financial, and engineering objectives. The long duration of project operation (decades) necessitates integration with the surrounding environment and community. During project planning, environmental studies and community outreach are used to learn of local values and priorities, listen to concerns and interests of local communities and stakeholders, and identify ecological baselines and constraints that are, in turn, used to help shape the design and implementation of the project (e.g., project layout, timing of construction works, reclamation plan). Comprehensive assessments and documentation (e.g., an Environmental Impact Assessment, a Social Impact Assessment) are submitted to government regulatory agencies (municipal/county, province/state, federal) to obtain permits and approvals. During construction, environmental mitigation is implemented as required in these approvals and permits, and independent monitoring is performed as well as to meet Innergex’s expectations for project compliance, clean sites and to ease construction progress. Communities/landowners are advised throughout construction on what to expect and concerns are addressed by our community relations staff. We frequently employ – or mandate that construction contractors employ – emerging technologies to minimize environmental and/or community effects of solar project development (e.g., waste management/recycling, construction techniques to minimize noise/nuisance, vegetation buffers). The Operations phase of every solar project commonly requires monitoring of environmental impacts that were predicted during the permitting phase. Landowner and community liaisons continue throughout the multi-decade operations phase to the extent requested and depending on local concerns.		RR-ST-160a.2







Metric	2022 Performance	Reference	Code
Management of Energy Infrastructure Integration & Related Regulations			
Description of risks associated with integration of solar energy into existing energy infrastructure and discussion of efforts to manage those risks	See reference	P. 25-26	RR-ST-410a.1
Description of risks and opportunities associated with energy policy and its impact on the integration of solar energy into existing energy infrastructure	See reference	P. 25-26	RR-ST-410a.2



In 2015, the United Nations member states created an approach to address the greatest global economic, social and environmental challenges facing society with the development of 17 Sustainable Development Goals (“SDGs”). Innergex is committed to conduct its business activities in a way that contributes to the SDGs. Of the 17 goals, Innergex is currently contributing to 15 of them.


Goal & Target #	Disclosure Metric	Innergex 2022 Performance	Reference
2.5 	Adhering to international and national regulations related to access and equitable benefits-sharing. Investing in and sharing benefits with Indigenous people and other stakeholders, and committing to reducing bio-piracy.	Pg. 29 Indigenous Partnerships	n/a
3 / 3.4 	Supporting access to preventative health care, including through medical coverage offered to employees and their families and company programs focused on health and well-being. Supporting access to mental health care, including by ensuring that mental health care is included in medical coverage offered to employees and their families. Promoting safe and healthy surroundings around facilities and sites, promoting active mobility and sports.	Pg. 12 Compensation and Benefits Pg. 20 Health and Safety Pg. 46 Human Rights Pg. 23 A Good Neighbour Pg. 21 Corporate Emergency Response Plan Health and Safety Policy	WHO Global Health Observatory Indicator (Adapted)
4 / 4.7 	Including information on human rights, gender equality and sustainable development in internal policies. Promoting sustainable development by demonstrating the business' own commitment through implementing sustainability actions and by demonstrating and communicating these effectively to employees, suppliers and stakeholders.	Pg. 18 Career Development Pg. 46 Human Rights Pg. 14 Diversity, Equity & Inclusion Sustainable Development Policy Board Diversity Policy Safeguard and Promotion of Human Rights Diversity and Inclusion Policy	n/a

Goal & Target #	Disclosure Metric	Innergex 2022 Performance	Reference
5 / 5.5 	Representation of women in management positions, skilled (non-management) positions, and unskilled positions. Composition of the highest governance body and its committees. Percentage of individuals within the organization's governance bodies by gender and age group. Number of female board members. Percentage of employees per employee category by gender and age group.	Pg. 14 Diversity, Equity & Inclusion Pg. 11 Employee Data Pg. 43 Governance Structure Pg. 42 Board Composition Board Diversity Policy Diversity and Inclusion Policy	UN Global Compact Oxfam Poverty Footprint 20-1 GRI Standard 102-22 GRI Standard 405-1 UNCTAD proposed core SDGs reporting indicators D.1.2 GRI Standard 405-1
6 / 6.3 	Total number and total volume of recorded significant spills.	Pg. 40 Managing Waste	GRI Standard 306-3
6 / 6.6	Protect and restore water-related ecosystems.	Pg. 36 Protecting Biodiversity Pg. 39 Water use	GRI Standard 306-3
7 / 7.2 	Renewable electricity output. Company's total gross global Scope 2 emissions and energy consumption.	Pg. 9 Corporation's Overview Pg. 34 Greenhouse Gas Emissions	World Bank WDI CDP 2017 Climate Change CC10.1a
8 / 8.2 	Direct economic value generated and distributed on an accrual basis, including the basic components for the organization's global operations. Average hours of training that the organization's employees have undertaken during the reporting period.	2022 Annual Report Pg. 9 Corporation's Overview Pg. 18 Career Development Pg. 11 Employee Data Pg. 14 Diversity, Equity & Inclusion Diversity and Inclusion Policy	GRI Standard 201-1 GRI Standard 404-1

Goal & Target #	Disclosure Metric	Innergex 2022 Performance	Reference
8 / 8.5	Percentage of employees per employee category. Total number of employees by employment contract (permanent and temporary). Total number of employees by employment type (full-time and part-time). Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees. Percentage of total employees who received a regular performance and career development review during the reporting period. Average hours of training that the organization's employees have undertaken during the reporting period. Percentage of individuals within the organization's governance bodies by gender and age group.	Pg. 11 Employee Data Pg. 14 Diversity, Equity & Inclusion Pg. 12 Compensation and Benefits Pg. 16 Equal Remuneration for Women to Men Pg. 18 Career Development Pg. 42 Board Composition Board Diversity Policy Diversity and Inclusion Policy	GRI Standard 102-8 GRI Standard 401-2 GRI Standard 404-3 GRI Standard 404-1 GRI Standard 405-1
8 / 8.7	Human Rights	Pg. 46 Human Rights Safeguard and Promotion of Human Rights	UNCTAD proposed core SDG reporting indicators C.7
8 / 8.8	Types of injury, injury rate (IR), occupational disease rate (ODR), lost day rate (LDR), absentee rate (AR), and work-related fatalities, for all employees. Work-days lost due to occupational accidents, injuries and illness. Approximate proportion of workers and smallholders who wear PPE when provided.	Pg. 20 Health and Safety Health & Safety Policy	GRI Standard 403-2 UNCTAD proposed core SDGs reporting indicators C.6 UN Global Compact- Oxfam Poverty Footprint PF-13.2
9 / 9.1 	Direct economic value generated and distributed on an accrual's basis, including the basic components for the organization's global operations: • Extent of development of significant infrastructure investments and services supported; • Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.	2022 Annual Report Pg. 9 Corporation's Overview Pg. 23 A Good Neighbour Pg. 24 Sponsorships and Donations Pg. 25 Community Engagement Approach Pg. 30 A Path to Reconciliation Sustainable Development Policy	GRI Standard 201-1 GRI Standard 203-1

Goal & Target #	Disclosure Metric	Innergex 2022 Performance	Reference
9 / 9.4	Environmental protection expenditure including costs of waste disposal, emissions treatment, and remediation and costs of prevention and environmental management. Greenhouse gas emissions (Scopes 1-2) per net value added. CO ₂ intensity. Total greenhouse gas emissions.	Pg. 34 Greenhouse Gas Emissions	GRI G4-EN31 UNCTAD proposed core SDGs reporting indicators B.3 World Bank WDI (adapted)
10 / 10.3 	Total number of employees by employment contract (permanent and temporary). Total number of employees by employment type (full-time and part-time). Percentage of total employees who received a regular performance and career development review during the reporting period. Average hours of training that the organization's employees have undertaken during the reporting period.	Pg. 11 Employee Data Pg. 14 Diversity, Equity & Inclusion Pg. 18 Career Development Diversity and Inclusion Policy	GRI Standard 102-8 GRI Standard 404-3 GRI Standard 404-1
10 / 10.4	Paying at a minimum a living wage, providing insurance for employees and social security.	Pg. 16 Equal Remuneration for Women to Men Pg. 12 Compensation and Benefits	n/a
12 / 12.4 	Gross direct (Scope 1) emissions in metric tons of CO ₂ equivalent. Total number and total volume of recorded significant spills.	Pg. 34 Greenhouse Gas Emissions Pg. 40 Managing Waste Pg. 36 Protecting Biodiversity Sustainable Development Policy	GRI Standard 305-1 GRI Standard 306-3
12 / 12.5	Environmental protection expenditure including costs of waste disposal, emissions treatment, and remediation and costs of prevention and environmental management.	Pg. 36 Protecting Biodiversity Pg. 38 Environmental Expenditures Sustainable Development Policy	GRI G4-EN31
13 / 13.2 	Responsibly engaging in climate policy; collaborating with governments.	Pg. 4 Our ESG commitments reflect our values Pg. 27 Memberships and Affiliations Sustainable Development Policy	n/a

Goal & Target #	Disclosure Metric	Innergex 2022 Performance	Reference
14 / 14.3 	Environmental protection expenditure including costs of waste disposal, emissions treatment, and remediation and costs of prevention and environmental management. Gross direct (Scope 1) emissions in metric tons of CO ₂ equivalent.	Pg. 36 Protecting Biodiversity Pg. 38 Environmental Expenditures Pg. 40 Fish and Wildlife Monitoring Programs Pg. 34 Greenhouse Gas Emissions Sustainable Development Policy	GRI G4-EN31 GRI 305-1
15 / 15.1 	Total number and total volume of recorded significant spills. Environmental protection expenditure including costs of waste disposal, emissions treatment, and remediation and costs of prevention and environmental management.	Pg. 40 Managing Waste Pg. 36 Protecting Biodiversity Pg. 40 Fish and Wildlife Monitoring Programs Pg. 37 Recordable Spills Pg. 37-38 Vegetation Management / Land Management	GRI Standard 306-3 GRI G4-EN31
15 / 15.4	Understanding the social and economic value of ecosystems and their services and factoring this in when developing corporate strategies and activities. Recognizing mountain ecosystems, and identifying the sites, scale, risks and impacts of operational activities, products and services on biodiversity, endangered species, waterbodies and related habitats. Protecting mountain ecosystems through land remediation and rehabilitation, habitat protection and restoration, biodiversity protection in operational sites and environmental investments. Integrating corporate goals and targets related to biodiversity and ecosystem services into corporate policies, risk-and-opportunity assessments and in supply chain management. Taking responsibility for waste generated and harmful chemicals used in operations. Assessing and preventing actual or potential negative impact on soil, wildlife, ecosystems and the food chain.	Pg. 40 Fish and Wildlife Monitoring Programs Pg. 36 Protecting Biodiversity Sustainable Development Policy	n/a

Goal & Target #	Disclosure Metric	Innergex 2022 Performance	Reference
16 / 16.3 	A description of the organization's values, principles, standards, and norms of behaviour. A description of internal and external mechanisms for: <ul style="list-style-type: none"> Seeking advice about ethical and lawful behavior, and organizational integrity. Reporting concerns about unethical or unlawful behaviour, and organizational integrity. 	P. 46 Ethical Standards P. 20 Health and Safety Anti-Corruption and Anti-Bribery Guidelines Code of Conduct Safeguard and Promotion of Human Rights Whistle-Blowing Policy Workplace Environment Free of Harassment, Violence and Bullying Policy	GRI Standard 102-16 GRI Standard 102-17
16 / 16.5	Does the company publicly state it will work against corruption in all its forms, including bribery and extortion? Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to. Publicly stated commitment to work against corruption in all its forms, including bribery and extortion. Commitment to be in compliance with all relevant laws, including anti-corruption laws. Support by the organization's leadership for anti- corruption. Communication and training on the anti-corruption commitment for all employees. Internal checks and balances to ensure consistency with the anti-corruption commitment. Monitoring and improvement processes.	P. 46 Ethical Standards P. 45 Board Member Training Anti-Corruption and Anti-Bribery Guidelines Code of Conduct Whistle-Blowing Policy	GRI Standard 102-16 GRI Standard 102-17 UN Global Compact Oxfam Poverty Foot-print PF – 6.19 GRI Standard 205-2 The 10th principle Against Corruption B.1, B.2, B.4, B.5, B.7
16 / 16.6	Number of board meetings and attendance rate. Compensation total and compensation per board member and executive. Existence of audit committee, number of meetings and attendance rate. Whether the chair of the highest governance body is also an executive office of the organization.	Management Information Circular P. 43 Governance Structure	UNCTAD proposed core SDGs reporting indicators D.1.1 UNCTAD proposed core SDGs reporting indicators D.1.4 GRI Standard 102-23

Goal & Target #	Disclosure Metric	Innergex 2022 Performance	Reference
16 / 16.7	Board members by age. Composition of the highest governance body and its committees. Nomination and selection processes for the highest governance body and its committees. Highest governance body's role in identifying and managing economic, environmental, and social topics and their impacts, risks, and opportunities.	Management Information Circular Board Diversity Policy Duties of the Chairman of the Board Sustainable Development Policy	UNCTAD proposed core SDGs reporting indicators D.1.3 GRI Standard 102-22 GRI Standard 102-24 GRI Standard 102-29
17 / 17.17 	Entering into transparent and accountable partnerships with governments, civil society and all other relevant actors in sustainable development. Complementing the other parties to provide the full depth of resources, expertise and technological innovation needed to achieve sustainable development. Supporting joint development initiatives and/or international cooperative mechanisms and working with governmental and non-governmental partners, civil society and international organizations.	P. 30 A Path to Reconciliation P. 23 A Good Neighbour Sustainable Development Policy	n/a

Non-IFRS Measures

This Sustainability Report has been prepared in accordance with IFRS. However, some measures referred to in this report are not recognized measures under IFRS and therefore may not be comparable to those presented by other issuers. Production Proportionate, Revenues Proportionate are not measures recognized by IFRS and have no standardized meaning prescribed by IFRS.

Please refer to “Non-IFRS Measures” section of the 2022 Annual Report of the Corporation that can be found under the Corporation’s SEDAR profile at www.sedar.com or on its website at www.innergex.com for the definition and historical reconciliation of the most comparable IFRS measures.

Special Thanks

Innergex would like to thank our employees who continue to provide the information required to publish this report, their ideas and feedback that continue to help improve it, and the passion they demonstrate every day to help make the world a better place. Thanks also go out to our Board of Directors, the executive team, and the Sustainability Committee that all work to move our sustainability journey forward on a clear and defined path of improvement to ensure we remain a responsible, accountable, and transparent corporate citizen.

1225 Saint-Charles Street West, 10th Floor
Longueuil, Quebec, Canada J4K 0B9

info@innergex.com
T 450 928-2550 F 450 928-2544

sustainability@innergex.com
innergex.com | sustainability.innergex.com



INNERGEX

Renewable Energy.
Sustainable Development.