

# DISCLAIMER

Due to uncertainty surrounding the application of recent amendments to the Competition Act (Canada), these documents are provided for historical information purposes only and do not constitute active or current representations of CU Inc. or any of its related parties. The purpose of these documents is to comply with disclosure requirements that were in effect on the date these documents were filed; CU Inc. undertakes no obligation to update such information except as required by applicable law. CU Inc. remains committed to taking steps to address climate change and continuing to engage in sustainability initiatives.



**ATCO™**

# CU Inc. ESG Datasheet 2023

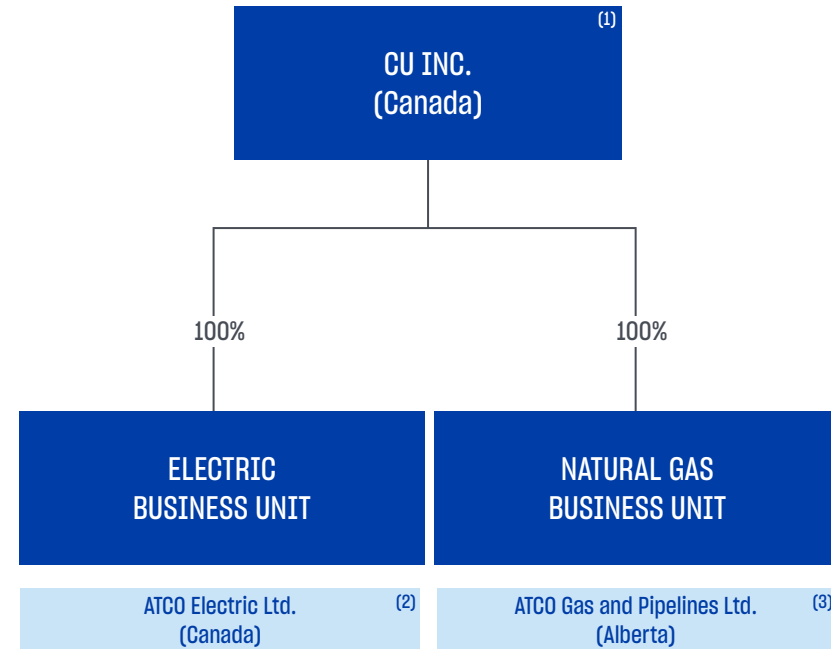


## Reporting Boundaries

The purpose of this ESG Datasheet is to provide an overview of CU Inc.'s operational performance. Some of the performance data is discussed in more detail within the 2023 Sustainability Report. This Datasheet should be read in conjunction with the Sustainability Report and is not to be viewed as a substitute. The full report is available at [ATCO.com](https://www.atco.com).

The term CU Inc. refers to the largest subsidiary of Canadian Utilities Limited. Our Sustainability Report is referencing the internationally recognized Global Reporting Initiative (GRI) Standards and guided by the Sustainability Accounting Standards Board (SASB), the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD) recommendations, and the International Sustainability Standards Board (ISSB) recommendations.

This datasheet communicates our sustainability performance in 2023 and reflects operations as of December 31, 2023 unless otherwise noted, for CU Inc. Financial data is in Canadian dollars and environmental data is in metric units. Environmental performance metrics reported include 100 per cent for facilities where CU Inc., or one of its subsidiaries, has operational control, regardless of percentage of financial ownership. Operational control is defined in alignment with the GHG Protocol. Exceptions are explicitly noted in the data notes with the relevant information.



- 1 The organizational chart does not include all of the subsidiaries of the Company.
- 2 ATCO Electric Ltd. includes Electricity Distribution and Electricity Transmission.
- 3 ATCO Gas and Pipelines Ltd. includes Natural Gas Distribution and Natural Gas Transmission.

## CU Inc. Performance Summary

Indicator <sup>1</sup>	Units	2023	2022	2021	2020
<b>ENVIRONMENT</b>					
<b>Greenhouse Gas Emissions<sup>2,3,4</sup></b>					
Operational direct (Scope 1) greenhouse gases	kilotonnes CO <sub>2</sub> e	321	321	334	339
Operational indirect (Scope 2) greenhouse gases	kilotonnes CO <sub>2</sub> e	178	224	226	232
Equity basis direct (Scope 1) greenhouse gases <sup>4</sup>	kilotonnes CO <sub>2</sub> e	312	314	324	338
Equity basis indirect (Scope 2) greenhouse gases <sup>4,6</sup>	kilotonnes CO <sub>2</sub> e	177	224	226	213
Equity basis greenhouse gas emission intensity <sup>5,6</sup>	kilotonnes CO <sub>2</sub> e/\$ millions adjusted earnings	0.94	0.95	1.07	1.03
Upstream production and generation (Scope 3 – category 3) greenhouse gases <sup>7</sup>	kilotonnes CO <sub>2</sub> e	7,135	8,340	8,770	8,506
Downstream end-use (Scope 3 – category 11) greenhouse gases <sup>7</sup>	kilotonnes CO <sub>2</sub> e	14,404	14,396	14,111	14,163
Subtotal operational other indirect (Scope 3) greenhouse gases <sup>7</sup>	kilotonnes CO <sub>2</sub> e	21,538	22,735	22,880	22,669
<b>Air Emissions</b>					
Sulphur dioxide	tonnes	32	24	21	23
Nitrogen oxides	tonnes	941	716	622	689
Particulate matter (PM2.5)	tonnes	23	16	14	16
Carbon monoxide	tonnes	314	246	221	221
Volatile organic compounds	tonnes	34	25	23	25
Mercury	kg	0	0	0	0
Ozone depleting substances	kg	0	0	0	0

Indicator <sup>1</sup>	Units	2023	2022	2021	2020
<b>ENVIRONMENT</b>					
Energy Consumption <sup>8</sup>	(PJ) petajoules	4.7	4.9	5.0	4.9
Operational Water Use <sup>9</sup>	million m <sup>3</sup>	0	0	0	0
Equity Basis Water Use	million m <sup>3</sup>	0	0	0	0
<b>Spills<sup>10</sup></b>					
Hydrocarbon – number <sup>11</sup>	number	97	23	39	18
Hydrocarbon – volume <sup>11</sup>	thousand litres	50.4	16.2	25.6	10.0
Non-hydrocarbon – number	number	1	1	0	1
Non-hydrocarbon – volume	thousand litres	0.1	37.3	0.0	0.0
Hazardous Waste <sup>12</sup>	tonnes	412	216	734	2,113
Environmental Fines and Penalties	\$ thousand	0	0	0	0
Owned, Developed or Managed Renewable Energy <sup>13</sup>	(MW) megawatts	12	6	4	—
Revenues from Transitional Product Categories (e.g., renewable natural gas and hydrogen) <sup>14</sup>	per cent	0.60	0.84	0.35	—
<b>SOCIAL<sup>15</sup></b>					
<b>Health and Safety<sup>16,17</sup></b>					
Lost-time injury rate (employees)	cases/200,000 hours worked	0.00	0.09	0.18	0.40
Lost-time injury rate (contractors)	cases/200,000 hours worked	0.08	0.08	0.39	0.11
Recordable injury rate (employees)	cases/200,000 hours worked	1.06	1.12	1.62	2.00
Recordable injury rate (contractors)	cases/200,000 hours worked	0.71	1.26	1.33	1.48
Fatalities (employees)	number	0	0	0	0
Fatalities (contractors)	number	0	0	0	0

Indicator <sup>1</sup>	Units	2023	2022	2021	2020
<b>SOCIAL<sup>15</sup></b>					
Employees	number	3,850	3,695	3,531	3,165
<b>Workforce by Employment Type</b>					
Male – full-time	number	2,650	2,571	2,446	2,266
Female – full-time	number	1,145	1,063	1,039	852
Male – part-time	number	15	15	10	6
Female – part-time	number	39	46	36	41
<b>Workforce by Employment Contract</b>					
Male – permanent	number	2,520	2,417	2,332	2,199
Female – permanent	number	1,070	1,002	962	838
Male – temporary	number	145	169	124	73
Female – temporary	number	114	107	113	55
<b>Workforce by Region</b>					
Canada – permanent	number	3,589	3,414	3,294	3,037
Canada – temporary	number	260	276	237	128
Mexico – permanent	number	0	1	0	0
Mexico – temporary	number	0	0	0	0
Australia – permanent	number	0	4	0	0
Australia – temporary	number	0	0	0	0
South America – permanent	number	0	0	0	0
South America – temporary	number	0	0	0	0
Other – permanent	number	1	0	0	0
Other – temporary	number	0	0	0	0

Indicator <sup>1</sup>	Units	2023	2022	2021	2020
<b>SOCIAL<sup>15</sup></b>					
Voluntary Turnover Rate	per cent	2.3	3.4	2.3	1.3
Employees in Employee Unions or Associations	per cent	61	62	63	67
<b>Diversity</b>					
Women in workforce	per cent	31	30	30	28
Women in senior management <sup>18</sup>	per cent	50	47	39	15
Minorities in workforce <sup>19</sup>	per cent	32	25	28	—
Minorities in senior management	per cent	28	21	30	—
Revenue Generated from Indigenous Joint Ventures (Indigenous share only)	\$ million	33.7	26.5	8.6	8.7
Net Economic Benefit to Indigenous Groups <sup>20,21</sup>	\$ million	62.6	38.4	84.0	28.3
<b>GOVERNANCE<sup>22</sup></b>					
<b>Human Rights and Ethics Incidents</b>					
Discrimination incidents	number	0	2	0	0
Indigenous rights incidents	number	0	0	0	0
Corruption Incidents	number	0	0	0	0
Customer Privacy Breaches	number	0	0	0	0
Number of Regulatory Non-compliance Incidents <sup>23</sup>	number	2	1	0	0
Fines and Penalties for Regulatory Non-compliance <sup>23</sup>	\$ thousand	14.5	31,000.0	0.0	0.0
<b>Board Diversity</b>					
Women on Board of Directors	per cent	60	40	33	36
Minorities on Board of Directors	per cent	0	0	0	0

Indicator <sup>1</sup>	Units	2023	2022	2021	2020
<b>ECONOMIC</b>					
Economic Value Generated <sup>24</sup>	\$ million	2,931	3,151	2,823	2,730
Economic Value Distributed					
Suppliers	\$ million	837	815	840	783
Employee Wages and Benefits <sup>25</sup>	\$ million	218	223	221	215
Lenders	\$ million	363	364	364	371
Shareholders	\$ million	271	501	380	431
Governments <sup>26</sup>	\$ million	359	399	346	308
Communities <sup>27</sup>	\$ million	4	3	3	2
Economic Value Retained <sup>28</sup>	\$ million	879	846	669	620
Coverage of Defined Benefit Pension Plan Obligations	per cent	—	—	—	—
<b>OPERATIONAL</b>					
System Average Interruption Duration Index (SAIDI) <sup>29</sup>					
Alberta electricity distribution	hours	5.99	4.85	4.41	4.09
Yellowknife	hours	0.70	0.76	0.27	0.19
Northwest Territories	hours	3.95	4.09	4.72	1.96
Yukon	hours	6.17	6.17	2.81	4.91
System Average Interruption Frequency Index (SAIFI) <sup>30</sup>					
Alberta electricity distribution	per cent	1.60	1.63	1.58	1.58
Yellowknife	per cent	2.67	1.20	0.77	0.64
Northwest Territories	per cent	3.32	6.49	2.16	4.01
Yukon	per cent	4.60	5.42	1.97	2.71



We strive to continually improve our tracking and measurement systems, and may adjust indicator definitions and performance data to reflect current best practice. In most cases, we use standard industry and regulatory calculation methodologies and definitions that may be updated periodically to improve accuracy.

## Indicator

1. This summary table consolidates data for CU Inc.

## Environment

2. Data is reported on an operatorship basis, which does not align with financial reporting. Operatorship basis means that environmental performance metrics reported include 100 per cent from operations over which CU Inc., or one of its subsidiaries, has operational control, regardless of percentage of financial ownership.
3. GHG emissions are calculated and reported in line with carbon regulations where the facility is located and the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol).
4. Equity-basis reporting aligns with financial reporting in relation to treatment in external financial filings and is also guided by the GHG Protocol.
5. GHG emissions intensity is calculated by dividing equity-basis reporting direct (Scope 1) and indirect (Scope 2) GHG emissions over earnings. Earnings are adjusted earnings as defined in the MD&A.
6. 2021 Equity-basis Scope 2 emissions and GHG intensity have been restated as a result of more accurate calculation methodology for corporate and common groups.
7. Scope 3 GHG emissions are calculated and reported in line with the GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard. We currently report Scope 3 GHG emissions from the two categories most material to our business. Note that storage, handling and transmission of natural gas is not included in our Scope 3 calculations however, any associated emissions from facilities to handle and move these products are captured in direct (Scope 1) GHG emissions. As the guidance on the reporting of Scope 3 GHG emissions continues to evolve, we will annually review this approach to ensure we are in line with best practice.
8. 2022 Energy Consumption was restated as a result of more accurate calculation methodology for corporate and common groups.
9. Water use is calculated by deducting water discharged from water withdrawn.

10. Includes spills that meet thresholds for regulatory reporting in the jurisdiction in which they occurred. Volume spilled is often estimated due to variables such as duration, location and when the spill was identified.
11. The increase to hydrocarbon spills in 2023 is a result of wildfire damage or vandalism to electrical transformers which accounts for 92 percent of hydrocarbon spills.
12. The increase in hazardous waste volume is mainly attributable to a fluctuation in capital projects within the business units.
13. This metric has been established to be intentionally broad to demonstrate various ways we are contributing to the energy transition and does not align with typical operational control or financial basis concepts. Renewable energy is included in three circumstances: 1) Ownership of a renewable project when CU Inc. has financial control; 2) Development of a renewable project where CU Inc. has an engineering, procurement and construction contract, but ultimately no financial or operational control once in operation; and 3) Management or operation of a renewable energy asset for a customer, however CU Inc. doesn't have ownership.
14. Transitional products and services are defined as products or services that reduce Scope 1, 2 or 3 GHG emissions. They can include products or services that are lower carbon or to upgrade existing activities and systems.

## Social

15. Includes our temporary workforce but does not include joint venture (JV) employees, unless otherwise noted.
16. Our contractor safety rates only track safety statistics for certain work mode classification (focus on where we have a supervisory, inspection or monitoring role), or contractors with greater than a threshold contract size.
17. Data includes CU Inc. JVs where available and when CU Inc. has the governing authority and responsibility for the health and safety of the people, processes and facility.
18. Senior Management includes senior executive officers (which aligns with disclosures in the Management Proxy Circular).
19. Minorities includes people of different race and ethnic backgrounds. Note that this metric only includes those who choose to self-identify, may not align with local definition in all operating jurisdictions, and does not include persons with disabilities or LGBTQ2S+ people.
20. Net Economic Benefit to Indigenous groups equals net earnings from Indigenous JVs, partnership payments, Indigenous procurement and additional economic benefits.

21. The increase in net economic benefit to indigenous groups is mainly attributed to a fluctuation in capital projects within the business units.

## Governance

22. We track and address concerns through several channels, including our internationally accessible ATCO Integrity Line. Only incidents that have been substantiated by an external authority have been included.
23. Non-environmental regulatory non-compliance incidents include one incident concerning customer delivery rates in CU Inc.'s gas business and one self-reported incident within ATCO Electric related to the Inter-Affiliate Code of Conduct.

## Economic

24. Economic value generated is equal to revenue as defined in the MD&A.
25. Employee wages and benefits include employee salaries and amounts paid to government institutions on behalf of employees plus total benefits.
26. Payments to governments include income, property, and franchise taxes.
27. Distributions to communities include donations, in-kind contributions, and sponsorships.
28. Economic value retained is economic value generated minus economic value distributed. This is not a financial reporting indicator and should not be confused with retained earnings.

## Operational

29. SAIDI, or System Average Interruption Duration Index, disclosed in hours, is defined as the total duration of an interruption for the average customer during the period under reporting.
30. SAIFI, or System Average Interruption Frequency Index, is defined as the average number of times that a system customer experiences an outage during the period under reporting (per year).

## CU Inc. 2023 Sustainability Report Sustainability Framework References

This section includes references to a variety of publicly available documents that contain governance, economic, environmental, and social information for 2023, including the Annual Report, Sustainability Report, financial filings, and website.

This reference document contains information for CU Inc., which should not be misconstrued as ATCO Ltd. (ACO.X, ACO.Y) or Canadian Utilities Limited (CU, CU.X). CU Inc.'s sustainability reporting references [Global Reporting Initiative \(GRI\) Standards](#).

### GRI

Standard Reference	Disclosure	Page Number and/or URL(s)
<b>GRI 2: GENERAL DISCLOSURES</b>		
GRI 2-1	Organizational details	CU Inc. <a href="#">Annual Information Form</a> (pp. 2-7)
GRI 2-2	Entities included in the organization's sustainability reporting	<a href="#">Sustainability Report</a> (pp. 6-7, 45) <a href="#">CU Inc. Performance Summary</a> (p. 2) CU Inc. <a href="#">Consolidated Financial Statements</a> (CFS) Entities covered in the CFS are also covered in our sustainability reporting unless noted. The treatment of joint ventures may be addressed differently in ATCO's 2023 Annual Report with respect to financial performance.
GRI 2-3	Reporting period, frequency and contact point	Annual reporting period: January 1 – December 31, 2023 Contact point: <a href="mailto:sustainability@atco.com">sustainability@atco.com</a>
GRI 2-4	Restatements of information	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 2-5	External assurance	Senior management and relevant staff have reviewed all information and believe it is an accurate representation of our performance. We undertook a variety of internal and external review activities on information presented in the 2023 Sustainability Report and associated disclosures. However, third-party assurance has not been conducted. In 2024, we will continue the process of moving towards external third-party assurance.
GRI 2-6	Activities, value chain and other business relationships	<a href="#">Sustainability Report</a> (p. 5) CU Inc. <a href="#">Management's Discussion &amp; Analysis</a> (pp. 6-10)
GRI 2-7	Employees	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8) CU Inc. <a href="#">Management's Discussion &amp; Analysis</a> (p. 2)
GRI 2-8	Workers who are not employees	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 2-9	Governance structure and composition	CU Inc. <a href="#">Annual Information Form</a> (pp. 15-17)

Standard Reference	Disclosure	Page Number and/or URL(s)
<b>GRI 2: GENERAL DISCLOSURES (continued)</b>		
GRI 2-10	Nomination and selection of the highest governance body	Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (pp. 26-41)
GRI 2-11	Chair of the highest governance body	Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (p. 15)
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Canadian Utilities Limited <a href="#">Corporate Governance</a> Canadian Utilities Limited <a href="#">Board Mandate</a>
GRI 2-13	Delegation of responsibility for managing impacts	Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (pp. 27-30)
GRI 2-14	Role of the highest governance body in sustainability reporting	<a href="#">Sustainability Report</a> (pp. 13-16) Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (pp. 28-30)
GRI 2-15	Conflicts of interest	<a href="#">How We Do Business</a> (p. 9) CU Inc. <a href="#">Annual Information Form</a> (p. 17)
GRI 2-16	Communication of critical concerns	<a href="#">How We Do Business</a> (pp. 31-33)
GRI 2-17	Collective knowledge of the highest governance body	Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (pp. 5-21)
GRI 2-18	Evaluation of the performance of the highest governance body	Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (p. 34)
GRI 2-19	Remuneration policies	Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (pp. 42-55)
GRI 2-20	Process to determine remuneration	Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (pp. 42-55)
GRI 2-21	Annual total compensation ratio	Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (pp. 60-73)
GRI 2-22	Statement on sustainable development strategy	<a href="#">Sustainability Report</a> (pp. 13-16)
GRI 2-23	Policy commitments	<a href="#">How We Do Business</a>
GRI 2-24	Embedding policy commitments	<a href="#">Sustainability Report</a> (pp. 13-16) <a href="#">How We Do Business</a> (pp. 4-7)
GRI 2-25	Processes to remediate negative impacts	<a href="#">How We Do Business</a> (pp. 31-33) <a href="#">Integrity and Compliance</a>
GRI 2-26	Mechanisms for seeking advice and raising concerns	<a href="#">How We Do Business</a> (pp. 31-33)
GRI 2-27	Compliance with laws and regulations	<a href="#">How We Do Business</a> (pp. 7, 33)

Standard Reference	Disclosure	Page Number and/or URL(s)
<b>GRI 2: GENERAL DISCLOSURES (continued)</b>		
GRI 2-29	Approach to stakeholder engagement	<a href="#">Sustainability Report</a> (pp. 34-43) <a href="#">Stakeholder Engagement</a>
GRI 2-30	Collective bargaining agreements	<a href="#">How We Do Business</a> (p. 19)
<b>GRI 3: MATERIAL TOPICS</b>		
GRI 3-1	Process to determine material topics	<a href="#">Sustainability Report</a> (p. 8) <a href="#">Materiality Assessment</a>
GRI 3-2	List of material topics	<a href="#">Sustainability Report</a> (p. 8)
GRI 3-3	Management of material topics	<a href="#">Sustainability Report</a> (pp. 8, 14-15)
<b>MATERIAL TOPICS</b>		
<b>GOVERNANCE &amp; RESPONSIBLE BUSINESS</b>		
GRI 205-3	Confirmed incidents of corruption and actions taken	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">Sustainability Report</a> (pp. 13-16) <a href="#">How We Do Business</a> (p. 19)
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">Sustainability Report</a> (pp. 13-16) <a href="#">How We Do Business</a> (p. 19) <a href="#">Modern Slavery Report</a>
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">Sustainability Report</a> (pp. 13-16) <a href="#">How We Do Business</a> (p. 19) <a href="#">Modern Slavery Report</a>
<b>ENERGY TRANSITION &amp; ENVIRONMENT</b>		
GRI 302-1	Energy consumption within the organization	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 302-4	Reduction of energy consumption	<a href="#">Sustainability Report</a> (pp. 17-24)
GRI 303-5	Water consumption	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)

Standard Reference Disclosure

Page Number and/or URL(s)

**MATERIAL TOPICS (continued)**

**ENERGY TRANSITION & ENVIRONMENT (continued)**

GRI 305-1	Direct (Scope 1) GHG emissions	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 305-3	Other indirect (Scope 3) GHG emissions	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 305-4	GHG emissions intensity	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 305-5	Reduction of GHG emissions	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 305-6	Emissions of ozone-depleting substances (ODS)	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 305-7	Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 306-3 2020	Waste generated	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)

**RESILIENCE & SAFETY**

GRI 306-3 2016	Significant spills	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 403-9	Work-related injuries	<a href="#">Sustainability Report</a> (p. 32) <a href="#">CU Inc. Performance Summary</a> (pp. 3-8)

**PEOPLE & PARTNERS**

GRI 401-1	Employee turnover rate	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 405-1	Diversity of governance bodies and employees	Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (pp. 31-33) <a href="#">Sustainability Report</a> (p. 43) <a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 406-1	Incidents of discrimination and corrective actions taken	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)
GRI 411-1	Incidents of violations involving rights of Indigenous Peoples	<a href="#">CU Inc. Performance Summary</a> (pp. 3-8)

Standard Reference	Disclosure	Page Number and/or URL(s)
<b>MATERIAL TOPICS (continued)</b>		
<b>PEOPLE &amp; PARTNERS (continued)</b>		
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Included as part of 'Number of Regulatory Non-compliance Incidents' in <b>CU Inc. Performance Summary</b> (pp. 3-8)
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<b>CU Inc. Performance Summary</b> (pp. 3-8)
<b>OTHER TOPICS COVERED</b>		
<b>ECONOMIC</b>		
GRI 201-1	Direct economic value generated and distributed	<b>CU Inc. Performance Summary</b> (pp. 3-8)
GRI 201-2	Financial implications and other risks and opportunities due to climate change	<b>Sustainability Report</b> (p. 22) <b>TCFD Disclosure</b> (pp. 17-20)
GRI 201-3	Defined benefit plan obligations and other retirement plans	<b>CU Inc. Performance Summary</b> (pp. 3-8) CU Inc. <b>Consolidated Financial Statements</b> (CFS)
GRI 201-4	Financial assistance received from government	Any material financial assistance from governments is reported in the CU Inc. <b>Management's Discussion &amp; Analysis</b>

## SASB

The Sustainability Report includes data for ATCO Ltd. (ACO.X, ACO.Y). ATCO's sustainability reporting references [Sustainability Accounting Standards Board \(SASB\)](#) as listed below for the Electric Utilities & Power Generators industry and the Gas Utilities & Distributors industry.

Standard Reference	Disclosure	Page Number and/or URL(s)
SASB IF-EU-000.A	Number of: (1) residential, (2) commercial, and (3) industrial customers served	CU Inc. <a href="#">Annual Information Form</a> (pp. 3-4)
SASB IF-EU-000.B	Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers	CU Inc. <a href="#">Annual Information Form</a> (pp. 3-4)
SASB IF-EU-000.C	Length of electricity transmission and distribution lines	<a href="#">Sustainability Report</a> (p. 6)
SASB IF-EU-000.D	Total electricity generated, percentage by major energy source, percentage in regulated markets	Evaluating for future disclosure
SASB IF-EU-000.E	Total wholesale electricity purchased	Evaluating for future disclosure
SASB IF-EU-110a.1	Direct (Scope 1) GHG emissions	<a href="#">CU Inc. Performance Summary</a> (p. 3)
SASB IF-EU-110a.2	Greenhouse gas emissions associated with power deliveries	Evaluating for future disclosure
SASB IF-EU-110a.3	Direct (Scope 1) GHG emissions strategy including reduction targets	<a href="#">Sustainability Report</a> (pp. 10-12, 17-25)
SASB IF-EU-110a.4	Renewable portfolio standard (RPS) customers	Not applicable to CU Inc.'s operations
SASB IF-EU-120a.1	Nitrogen oxides, sulphur dioxides and other significant air emissions	<a href="#">CU Inc. Performance Summary</a> (p. 3)
SASB IF-EU-140a.1	Water consumption	<a href="#">CU Inc. Performance Summary</a> (p. 4)
SASB IF-EU-140a.2	Number of incidents of non-compliance associated with water quality permits, standards and regulations	Not applicable
SASB IF-EU-140a.3	Description of water management risks and discussion of strategies and practices to mitigate those risks	Not applicable
SASB IF-EU-150a.1	Coal combustion residuals (CCR) generated and recycled	Not applicable to CU Inc.'s operations
SASB IF-EU-150a.2	Coal combustion residuals (CCR) impoundments	Not applicable to CU Inc.'s operations

Standard Reference	Disclosure	Page Number and/or URL(s)
SASB IF-EU-240a.1	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	Evaluating for future disclosure
SASB IF-EU-240a.2	Typical monthly electric bill for residential customers for (1) 500 kWh and (2) 1,000 kWh of electricity delivered per month	Evaluating for future disclosure
SASB IF-EU-240a.3	Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days	Evaluating for future disclosure
SASB IF-EU-240a.4	Discussion of factors that affect energy affordability	<a href="#">Sustainability Report</a> (pp. 17-25)
SASB IF-EU-320a.1	Work-related injury rates	<a href="#">Sustainability Report</a> (p. 32) <a href="#">CU Inc. Performance Summary</a> (p. 4)
SASB IF-EU-420a.1	Percentage of electricity utility revenues from rate structures that (1) are decoupled and (2) contain a lost revenue adjustment mechanism (LRAM)	Not applicable
SASB IF-EU-420a.2	Percentage of electric load served by smart grid technology	Evaluating for future disclosure
SASB IF-EU-420a.3	Customer electricity savings from efficiency measures, by market	Evaluating for future disclosure
SASB IF-EU-540a.1	Nuclear power units	Not applicable to CU Inc.'s operations
SASB IF-EU-540a.2	Nuclear safety	Not applicable to CU Inc.'s operations
SASB IF-EU-550a.1	Number of incidents of non-compliance with physical or cybersecurity standards or regulation	Evaluating for future disclosure
SASB IF-EU-550a.2	System Average Interruption Duration Index (SAIDI), System Average Interruption Frequency Index (SAIFI)	<a href="#">Sustainability Report</a> (p. 27) <a href="#">CU Inc. Performance Summary</a> (p. 7)
SASB IF-GU-000.A	Number of: (1) residential, (2) commercial, and (3) industrial customers served	CU Inc. <a href="#">Annual Information Form</a> (p. 6)
SASB IF-GU-000.B	Amount of natural gas delivered to: (1) residential customers, (2) commercial customers, (3) industrial customers, and (4) transferred to a third party	CU Inc. <a href="#">Annual Information Form</a> (p. 6)
SASB IF-GU-000.C	Length of gas (1) transmission and (2) distribution pipelines	<a href="#">Sustainability Report</a> (pp. 6, 27)



Standard Reference	Disclosure	Page Number and/or URL(s)
SASB IF-GU-240a.1	Average retail gas rate for (1) residential, (2) commercial, (3) industrial customers, and (4) transportation services only	Evaluating for future disclosure
SASB IF-GU-240a.2	Typical monthly gas bill for residential customers for (1) 50 MMBtu and (2) 100 MMBtu of gas delivered per year	Evaluating for future disclosure
SASB IF-GU-240a.3	Number of residential customer gas disconnections for non-payment, percentage reconnected within 30 days	Evaluating for future disclosure
SASB IF-GU-240a.4	Discussion of factors that affect energy affordability	<a href="#">Sustainability Report</a> (pp. 17-25)
SASB IF-GU-420a.1	Percentage of gas utility revenues from rate structures that (1) are decoupled or (2) contain a lost revenue adjustment mechanism (LRAM)	Not applicable
SASB IF-GU-420a.2	Customer gas savings from efficiency measures, by market	Evaluating for future disclosure
SASB IF-GU-540a.1	Number of (1) reportable pipeline incidents, (2) Corrective Action Orders (CAO), and (3) Notices of Probable Violation (NOPV)	Evaluating for future disclosure
SASB IF-GU-540a.2	Percentage of distribution pipeline that is (1) cast or wrought iron and (2) unprotected steel	Evaluating for future disclosure
SASB IF-GU-540a.3	Transmission pipeline in-line inspections	<a href="#">Sustainability Report</a> (p. 27)
SASB IF-GU-540a.4	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions	<a href="#">Sustainability Report</a> (pp. 21, 27)

## Task Force on Climate-related Financial Disclosures

CU Inc. has always been a proponent of reporting core non-financial information and indicators to provide meaningful, efficient and transparent disclosures in priority areas for customers of our sustainability reporting (i.e. investors, business partners, customers, communities, Indigenous groups, employees, and governments).

In 2023, CU Inc. expanded alignment to the Financial Stability Board’s Task Force on Climate-related Financial Disclosures (TCFD) recommendations. We have provided available mapping to existing disclosures below, and plan to continue to evolve our external disclosure around climate-related risks and opportunities in alignment with the TCFD recommendations.

For more information on the TCFD please visit <https://www.ifrs.org/sustainability/tcf/>

TCFD Recommendations	Links to CU Inc. Information	
<p>Disclose the organization’s governance around climate-related risks and opportunities.</p>	<p>Describe the board’s oversight of climate-related risks and opportunities.</p>	<p>The Board and committees of the board provide oversight on material sustainability topics, including climate-related risks and opportunities. Our <a href="#">Sustainability Report</a> (pp. 14-15) describes the Board’s oversight of climate-related risks and opportunities, as well as the roles and responsibilities of the board committees. The Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (pp. 26-41) provides more information on our overall approach to governance. The Board fully endorses our strategic 2030 ESG Targets and commitment to net-zero emissions by 2050.</p>
	<p>Describe management’s role in assessing and managing climate-related risks and opportunities.</p>	<p>Management assesses material climate-related risks and opportunities to determine the best course of action. Our <a href="#">Sustainability Report</a> (p. 15) describes management’s role in assessing and managing climate-related risks and opportunities. The Canadian Utilities Limited <a href="#">Management Proxy Circular</a> (pp. 26-41) provides more information on our overall approach to governance.</p>

TCFD Recommendations

Links to CU Inc. Information

Strategy		
<p>Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material.</p>	<p>Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.</p>	<p>Our climate-related risks and opportunities include policy/regulatory, market, technology, reputational, and physical risks. The <a href="#">Management's Discussion &amp; Analysis</a> (pp. 11-14), <a href="#">Management's Discussion &amp; Analysis</a> (pp. 19-29), and <a href="#">Sustainability Report</a> (pp. 17-25, 26-31) describe the material climate-related risks and opportunities we have identified.</p>
	<p>Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.</p>	<p>Sustainability is interwoven into our businesses, strategy, and planning. Our <a href="#">Sustainability Report</a> (p. 7) provides an overview of how climate-related risks and opportunities are integrated throughout the organization. The <a href="#">Management's Discussion &amp; Analysis</a> (pp. 4-5), <a href="#">Management's Discussion &amp; Analysis</a> (pp. 11-14), <a href="#">Management's Discussion &amp; Analysis</a> (pp. 19-25) and <a href="#">Sustainability Report</a> (pp. 17-25, 26-31) provide more information on how we incorporate climate-related risks and opportunities into our businesses, strategy, and planning.</p>
	<p>Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.</p>	<p>We have conducted comprehensive climate analysis for our energy businesses for various transition scenarios and decarbonization pathways, including the International Energy Agency's 1.5-degree 2050 net-zero scenario. To support forward-looking enterprise decision making and prioritization we have implemented technology to allow comparison and optimization of potential additional abatement levers. Our <a href="#">Sustainability Report</a> (p. 22) provides more information.</p> <p>Our global property insurer for all non-linear assets (production facilities and buildings) provides an annual global assessment and tests assets against the Intergovernmental Panel on Climate Change or IPCC Physical Scenarios, allowing us to proactively prioritize investments. Our <a href="#">Sustainability Report</a> (p. 22) provides more information.</p> <p>The scope of our Physical and Transitional Scenario Analysis can be seen below.</p>

Scenario Modelling Framework		
	Transition Scenarios	Physical Scenarios
Scenario Models	<p>International Energy Agency (IEA) Scenarios from the 2023 World Energy Outlook.</p> <ul style="list-style-type: none"> <li>• Stated Policies Scenario (STEPS)</li> <li>• Announced Policy Scenario (APS)</li> <li>• Net Zero Emissions (NZE) by 2050</li> </ul> <p>These scenarios were chosen as most relevant to ATCO's global and diverse energy businesses.</p>	<p>IPCC (AR6):</p> <ul style="list-style-type: none"> <li>• SSP1-2.6</li> <li>• SSP2-4.5</li> <li>• SSP5-8.5</li> </ul> <p>These scenarios were chosen as the most thorough to assess the acute and chronic risks.</p>
Time Horizons	<p>Impact models were used to cover the time horizons over the 10-year and 27-year (to 2050) timeframe.</p>	<p>Scenario models focused on the short-term (2030) and long-term (2050) time horizons as they relate to key milestones and targets for ATCO and global emission reduction targets.</p>
Key Inputs	<p><b>Key internal inputs include:</b> Customer Demand Inputs, Production Estimates, Discount Rates, Business Plan Forecasts.</p> <p><b>Key external inputs include:</b> Carbon prices and CO<sub>2</sub> emissions assumptions based on the IEA's 2023 World Energy Outlook.</p>	<p><b>Key internal inputs include:</b> Global Operation Footprint, and Property Value Assessments.</p> <p><b>Key external inputs include:</b> Historical and projected IPCC Climate datasets covering extreme precipitation, wind, extreme temperatures, drought, and sea level rise.</p>
Key Areas of Our Organization Considered	<p>ATCO's Energy Businesses including ATCO Gas and Pipelines in Alberta and ATCO Electric in Alberta, Scope 1, 2, and 3 (Category 3 and 11) emissions from these business units were considered.</p>	<p>ATCO's Global non-linear assets (power stations, substations, wind and solar farms, office and warehouse buildings).</p> <p>In 2024, further assessment will be conducted on ATCO Electric's linear assets (electrical transmission and distribution lines).</p>

TCFD Recommendations

Links to CU Inc. Information

Risk Management		
Disclose how the organization identifies, assesses, and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	Our enterprise risk management process allows us to identify and assess risks by both severity of impact and probability of occurrence, including climate-related risks. The <a href="#">Management's Discussion &amp; Analysis</a> (pp. 11-14), <a href="#">Management's Discussion &amp; Analysis</a> (pp. 19-25) and <a href="#">Sustainability Report</a> (pp. 13-16, 17-25, 26-31) provide more information on how we identify and assess climate-related risks.
	Describe the organization's processes for managing climate-related risks.	Our enterprise risk management process allows us to identify and assess risks by both severity of impact and probability of occurrence, including climate-related risks. The <a href="#">Management's Discussion &amp; Analysis</a> (pp. 11-14), <a href="#">Management's Discussion &amp; Analysis</a> (pp. 19-25) and <a href="#">Sustainability Report</a> (pp. 13-16, 17-25, 26-31) provide more information on how we manage climate-related risks.
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Our enterprise risk management process allows us to identify and assess risks by both severity of impact and probability of occurrence, including climate-related risks. The <a href="#">Management's Discussion &amp; Analysis</a> (pp. 11-14), <a href="#">Management's Discussion &amp; Analysis</a> (pp. 19-25) and <a href="#">Sustainability Report</a> (pp. 13-16, 17-25, 26-31) provide more information on how identifying, assessing, and managing climate-related risks are integrated into our overall risk management processes.
Metrics and Targets		
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	The <a href="#">CU Inc. Performance Summary</a> (pp. 3-8) outlines the metrics we use and our performance.
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	The <a href="#">CU Inc. Performance Summary</a> (pp. 3-8) outlines our Scope 1, Scope 2, and Scope 3 GHG emissions. Our <a href="#">Sustainability Report</a> (pp. 17-24) provides more information on our Scope 1, Scope 2, and Scope 3 GHG emissions.  GHG emissions are calculated and reported in line with carbon regulations where the facility is located and the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol). Scope 3 GHG emissions are calculated and reported in line with the GHG Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	In January 2022, we announced an initial set of strategic 2030 ESG Targets as well as a commitment to net-zero emissions by 2050. Our <a href="#">Sustainability Report</a> (pp. 10-12) provides more detailed information on our ESG Targets and net zero commitment, and the <a href="#">CU Inc. Performance Summary</a> (pp. 3-8) outlines our performance towards targets.