

INNERGEX

Renewable Energy.
Sustainable Development.



2021 Sustainability Report

Innergex:
Building a pathway
to a greener future

2021 HIGHLIGHTS

as at December 31, 2021



488
employees

A thriving workforce of

\$54.4 M

paid out in **employee wages and benefits**¹



89%

of our employees participated in our **Engagement Survey**

which obtained an **82% Engagement Rate**



Ranked
20th

IN CORPORATE KNIGHTS 2021
Best 50 Corporate Citizens List



Equivalent of

1,083,528
households



supplied with clean, renewable energy²



1.86

TOTAL RECORDABLE INJURY RATE³

0.62 kg CO₂e/
MWh

GREENHOUSE GAS INTENSITY

Over

\$767,000

disbursed to long-term environmental monitoring programs

that study fish, wildlife, and their habitats in and around our facilities



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

6,982,908

metric tonnes of CO₂

equivalent to removing

1,518,642

GASOLINE PASSENGER VEHICLES FROM ROADS OVER THE YEAR⁴

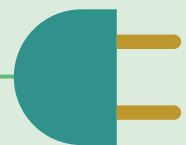


785,333
hours

worked by employees in 2021

Total production of

9,853 GWh
of clean electricity⁵



All figures as of December 31, 2021.

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 Innergex's 2021 Production Proportionate in each country in which we operate, divided by the local household average consumption, with data from the World Energy Council (2014).

³ TRIR is the number of injuries (including contractors) resulting in medical aid and lost time accident per 200,000 worked hours.

⁴ Based on Innergex's 2021 Production Proportionate of 9,853,366 MWh and calculated through <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>.

⁵ Equivalent to Innergex's 2021 Production Proportionate as presented in its 2021 Annual Report.



79

facilities
in operation

4.94
YEARS⁸ Board
Average Tenure



Combined
attendance
at Board and
Committee meetings

100%



Gross Installed Capacity of

3,801 MW⁶



80%

of our board members were
independent



\$132.2M

declared
in dividends
on common shares

31

Agreements
with Indigenous communities

Over

\$3M

shared

through sponsorships,
donations and voluntary
contributions

30%

Board members were
women



\$747.2M

in Revenues
(up 22%)




\$913.1M

in Revenues
Proportionate⁷
(up 17%)



100%

completed a training
program that included
modules on



Code of
Conduct

Ethical
Behaviour

Respect
and Civility

⁶ Gross installed capacity is the total capacity of all Operating Facilities of Innergex, including non-wholly owned subsidiaries and joint ventures and associates.

⁷ Compared to Innergex's 2020 Revenues and Revenues Proportionate. Not a recognized measure under International Financial Reporting Standards (IFRS). Please refer to the Non-IFRS section of this report for more information.

⁸ Excluding the President and CEO.

Delivering a pathway to a brighter future



As this second year of the pandemic comes to a close, it is important not to forget that 2021 was also marked by climate change-related natural disasters that underscore our environmental fragility and the urgency for action. All of these events demonstrate how our mission to build a better world with renewable energy is more relevant than ever.

As the occurrence of similar types of natural catastrophes is likely to increase in the coming years, we at Innergex will continue to focus our efforts on strengthening the resilience of our infrastructure and energy systems. As we continue to grow, our team is constantly looking for more innovative solutions to ensure the performance and longevity of our assets.

I strongly believe we have the solutions today to start making the change required. The transition to a clean economy, turning a risk into an opportunity, will be powered by renewable energy. This represents a unique opportunity to meet our collective climate goals while promoting sustainable economic development and enhancing the human condition.


The opportunities that lie ahead are extremely exciting. Support for renewable energy is increasing as jurisdictions set climate reduction targets and Net-Zero goals worldwide. The market and adoption for electric vehicles will continue to grow and create more demand for renewable energy. We also see a promising opportunity in helping heavy industry transform to renewables through new, clean technologies such as green hydrogen.

Our efforts are purposely linked with the United Nations Sustainable Development Goals (“SDGs”), the Carbon Disclosure Project (“CDP”) and the Sustainability Accounting Standards Board (“SASB”). A little later this year, we will be releasing our first report built on the recommendations laid out in the Task Force on Climate-related Financial Disclosures (“TCFD”) framework, to complement this Sustainability Report.

We are a pure play renewable energy company who remains committed to exclusively producing renewable energy through wind, solar and hydro that emit no greenhouse gas (“GHG”) in their production. Although our emissions are consistently low, we are always looking for ways to lessen our footprint in our day-to-day operations and long-term strategy and opportunities for synergies with science-based reduction targets as we move forward.

In 2021, we launched a Sustainability Committee made up of experts from every department who meet monthly to discuss corporate sustainability issues, initiatives, and how to improve Innergex’s performance. The committee provides reports to me which I use to update the Board of Directors.

The information and metrics shared in this report are further evidence that transitioning to a clean energy economy through the deployment of renewable energy will also provide wider socio-economic benefits. Investors understand that an investment in renewables is also an investment in a more prosperous future for all.



And our efforts are not going unnoticed. This past year, not only have our external Environmental, Social, Governance (ESG) ratings maintained or improved their ranking, depending on the agency, we were also recognized as one of Corporate Knights' 2021 Best 50 Corporate Citizens.

Innergex will continue to generate solutions that matter, solutions that will enable us to leave a better world for future generations. Our skills to develop those solutions are equal to our passion to deliver the pathway to a greener future. I remain committed to continuing to improve our activities and transparency to be an even better corporate citizen.

I would like to congratulate our Innergex team for their resilience and adaptability within the context of the pandemic, as well as for their passion and determination every day.

What motivates me most is seeing every morning the commitment to innovation demonstrated by employees who are doing everything possible to be part of the solution, as well as the deep conviction, which we all share here at Innergex, that we are building a better world with renewable energy.

Innergex stands poised to deliver the pathway to a brighter future. I invite you to join us on our journey.

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.

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.

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About this report

This report contains Innergex's Environmental, Social and Governance ("ESG") performance metrics for the year 2021 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 contents of the CDP. 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.

This report covers the activities of the Corporation from January 1, 2021 to December 31, 2021. 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 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 Llama SpA ("Energía Llama"), 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 2021

In 2021, we improved our sustainability commitment by:

- Incorporating SASB disclosures into our reporting cycle
- Launching a new Diversity and Inclusion Policy
- Submitting a response to the CDP
- Launching a Sustainability Committee
- Adding new metrics including total hours worked by employees; participation rate in corporate share purchase plan; total employer contributions to the employees' RRSPs; number of internal promotions; turnover rate; and number of new hires
- Updating the Policy Regarding Board Diversity
- Becoming a signatory in the Solar Industry Forced Labor Prevention Pledge
- Launching a Telework Policy
- Updating the Whistle-Blowing Policy
- Updating the Sustainable Development Policy
- Updating the Health & Safety Policy
- Adding Ethical Behaviour and Respect & Civility at Work training modules to annual learning requirements

Continuous Improvement

In 2022, we commit to improving our responsibility to People, our Planet, and Prosperity by:

- Launching an employee Electric Vehicle incentive program
- Updating the policy for Workplace Environment Free of Harassment, Violence and Bullying
- Launching a new Supplier Code of Conduct
- Linking the recommendations identified in the TCFD framework into our reporting regimen
- Adding new data metrics
- Updating the Statement of Principle - Safeguard and Promotion of Human Rights
- Launching a new Parental Leave Top-Up Policy for Canadian employees

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.



— As at December 31

Indicator	Unit	Hydro	Wind	Solar	Total 2021	Total 2020	Change 2021 over 2020 (%)	Total 2019	Change 2020 over 2019 (%)
Number of facilities	#	40	32	7	79	75	5	68	10
Gross installed capacity ¹	MW	1,259	1,946	596	3,801	3,694	3	3,488	6
Net installed capacity ²	MW	919	1,602	580	3,101	2,742	13	2,588	6
Production ³	GWh	3,257	4,709	1,089	9,055	8,074	12	6,510	24
Production Proportionate ^{3,4}	GWh	3,738	5,021	1,094	9,853	9,590	3	8,022	20
Revenues ³	GWh	277.3	349.8	120.1	747.2	613.2	13	557.0	10
Revenues Proportionate ^{3,4}	M\$	327.8	464.3	121.0	913.1	781.5	17	698.0	12

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 2021 Annual Report.

⁴ Not a recognized measure under IFRS. Please refer to the Non-IFRS section of this report for more information.



PEOPLE

Building changemakers

Our team is our difference – they bring an unbridled passion, dedication and skill set to achieve our goals. We offer individuals the opportunity to make a positive impact, to help shape the world of tomorrow in a safe, inclusive and dynamic environment. Innergex recognizes that its success relies on its employees’ mental, physical, emotional, and financial well-being. By providing a flexible work/life balance, fair and equitable compensation, generous benefits and other perks, Innergex has been able to attract and retain a workforce that will lead its future growth. No matter what field they excel in, they all share a common belief in the three P’s – People, our Planet and Prosperity.



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 training and advancement, we are able to attract and retain a skilled and passionate workforce.



— As at December 31

	2021			2020			2019		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
By employment type									
Full-Time	137	345	482	112	251	363	100	217	317
Part-Time	1	5	6	3	4	7	1	9	10
By employment contract									
Permanent	132	339	471	110	244	354	96	215	311
Temporary	6	11	17	5	11	16	5	11	16
By region									
Canada	107	230	337	103	221	324	93	202	295
US	11	33	44	7	22	29	3	14	17
France	7	13	20	5	12	17	5	10	15
Chile	13	74	87	-	-	-	-	-	-
TOTALS	138	350	488	115	255	370	101	226	327



96.5%

of employment contracts at Innergex are permanent

Total number of hours worked by employees in 2021

785,333



Compensation and Benefits

— As at December 31

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

- 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

A portion of the Annual Incentive is linked to Corporate Objectives for executives based on ESG factors as part of the 28% to 30% attributed to development objectives.



\$54.4 M

in wages and benefits paid out in 2021¹

75%

In 2021, 75% of eligible employees participated in the Employee Share Purchase Plan

Innergex's contributions to employee retirement plans in 2021 totaled

\$1.3 M²

Number of internal promotions in 2021

29

¹ Compared with \$48.6 million in 2020. 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.

Telework Policy

As part of our commitment to improve our employees' work/life balance, in 2021, Innergex updated its telework policy which gives employees in Canada and the United States (a separate one already exists for France) 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

Office employees will be eligible to this new program with the exception of employees on probation and a few employees for which the nature of their work can't be achieved remotely such as facility operators. A similar Telework Policy will be launched in Chile in 2022.

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 has become even more important since the onset of the pandemic in 2020 to ensure we 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.

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 work day earlier in the afternoon to enjoy a longer weekend.

Social Committees

Nurturing good relationships with colleagues is an essential part of creating a safe, healthy 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 and Lyon offices host their own social events for employees that include both virtual and in-person events throughout the year.

Training and 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 cutting edge 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.

The key to our success as a global corporation is to recruit, develop and retain the most talented and passionate individuals from the most diverse candidate pool possible.



Average number of employee training hours in 2021

40.1 hours

276 employees

received training in 2021

11,069 hours

logged in training in 2021



Average Hours of Training per Employee

— As at December 31

	2021			2020			2019		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Senior Management ¹	27	30	29	27	27	27	40	24	30
Other Management ²	44	37	39	44	29	35	62	28	44
Professionals	43	45	44	57	48	52	44	37	40
Administration	47	39	45	52	55	53	46	10	43
Operations	5	39	38	17	35	34	11	33	32
Total hours divided by the number of employees who received training	41.8	39.3	40.1	48.2	36.6	40.2	47.9	31.8	36.3

¹ Includes C-Suite, Senior Vice Presidents, Vice Presidents and Senior Directors.

² Includes Directors, Senior Managers.

Note: All training statistics exclude Chilean employees.

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 **Retention Rate** in 2021 was

87.5%¹

In 2021, there were

97 employees

with at least **10 years tenure** at Innergex

0 layoffs

or reductions in pay due to COVID-19 impacts

¹ Excludes Chilean employees.



Employee Turnover Rate and New Hires

— As at December 31

	Voluntary Turnover Rate		New Hires	
	2021	2020	2021	2020
Female	5.0%	3.0%	40	33
Male	7.5%	3.5%	72	48
Total Average¹	12.5%	6.5%	112	81

¹ Total average turnover rate.

Note: 2020 was the first year that Innergex calculated turnover rate. Retirements and ends of contract excluded.

Note: Excludes Chilean employees.

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. All employees undergo an Annual Performance Assessment to review performance and career development. This aids the personal development of employees and contributes to skills management and the development of human capital within the organization while enhancing employee satisfaction.



Percentage of eligible employees who **received a performance review** in 2021

93%

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, easily access important forms and resources to help improve both work and life.

 **89%**

of our employees participated in our Engagement Survey which obtained an 82% Engagement Rate

Diversity and Inclusion

We promote a culture where each employee – no matter what level, role or responsibility – plays an active part in creating an environment where people of diverse backgrounds feel that their voice, views, ideas and contributions are heard and valued. As such, in 2021, we were extremely pleased to launch our **Diversity & Inclusion** policy. This policy is promoted at the highest levels in the Corporation and enacted through our policies. Headed 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. 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.

At Innergex, we champion diversity 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

Age	2021			2020			2019		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
30 and under	22	66	88	17	42	59	8	31	39
31 to 50	89	215	304	75	159	234	69	139	208
51 and over	27	69	96	23	54	77	24	56	80
TOTAL	138	350	488	115	255	370	101	226	327



Gender Diversity in Management

— As at December 31

	2021			2020			2019		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
C-Suite	2	4	6	0	3	3	0	3	3
Vice Presidents	1	8	9	2	5	7	3	5	8
Senior Directors	10	17	27	6	11	17	4	10	14
Other Management	21	71	92	24	45	69	32	38	70
TOTAL	34	99	133	32	64	96	39	56	95

Note: Other Management includes Directors, Senior Managers and Managers. Figures in 2020 and 2019 were revised to remove the C-Suite from the Vice President category.



Percentage of Women Employees

— As at December 31

2021	2020	2019
28¹	31	30



25%

In 2021, we had **25% of women in management positions**

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

Despite lower results in 2021 compared to 2020, Innergex remains committed to offering equal opportunities to all of its employees and prospective employees and believes its new Diversity and Inclusion policy will help build a more diverse workplace.

Advancing Gender Equality

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 below outlines Innergex’s six commitments made in 2019 and provides an update on their progress.

Commitment	Progress
<p>Innergex Renewable Energy believes in creating an organizational culture that is supportive of women.</p>	<p>In 2021, we launched a corporation-wide Diversity & Inclusion policy and accompanying action plan to fulfill the commitments made within.</p>
<p>We believe in offering safe, transparent, respectful and inclusive work environments and attractive opportunities for development.</p>	<p>The policy includes these commitments and the action plan is actively promoting them throughout the Corporation.</p>
<p>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.</p>	<p>Mandatory participation in a diversity and inclusion educational exercise in 2021 provided training to all employees including on how to identify and avoid toxic work environments and promote safe and healthy workplaces. There are also yearly commitments made to adhere to the contents of the Code of Conduct and new in 2021 were additional training modules on ethical behaviour and respect and civility in the workplace.</p>
<p>We are committed to providing fair compensation and equal pay for work of equal value.</p>	<p>See <i>Equal Remuneration for Women and Men</i> section below.</p>
<p>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.</p>	<p>The recruitment team is committed to building solid networks with women in the industry to ensure a wider and larger pool of candidates are exposed to opportunities. In 2021, Innergex welcomed its first female Chief Asset Officer and a female Chief Human Resources Officer.</p>
<p>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.</p>	<p>This is a continuing effort.</p>

Equal Remuneration for Women and Men

Innergex seeks employees 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)

	2021		2020		2019	
	Base Salary	Remuneration	Base Salary	Remuneration	Base Salary	Remuneration
Senior Directors	96% ¹	96%	95%	96%	98%	94%
Other Management	100%	99%	96%	95%	97%	95%
Professionals	96%	96%	97%	98%	101%	101%
Administration	111%	113%	108%	108%	102%	102%

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 being only one gender or no employees reportable in each jurisdiction.
Note: Due to the small number of employees operating in the United States, France and Chile, it is not possible to provide their ratios in this chart at this time.

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.

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.

The overarching document in the system is a Health and Safety Management manual 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.

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.

At our offices, we offer employees one-on-one consultations with ergonomic experts to ensure their workstation set-up allows for maximum health benefits. Innergex supports wellness initiatives that offer employee perks, such as personal ergonomic workstation assessments, as well as yearly flu shots, 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.

Canadian, French and American employees have access to a comprehensive, interactive, and bilingual 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		
	2021	2020	2019	2021	2020	2019
Injury Rate¹	1.86	2.41	3.97	0	0	0
Occupational Disease Rate²	0	0	0	0	0	0
Lost Days Rate³	8.05	29.93	64.98 ⁴	0	0	0
Work-related fatalities	0	0	0	0	0	0

¹ The injury rate is the number of injuries (including 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.

⁴ In 2019 there were three injuries that resulted in long absences – in one case for 141 days. Overall, these three injuries were responsible for 87% of the total number of lost days incurred in all of 2019. Each injury has been thoroughly investigated and recommendations have been implemented to prevent similar incidents from reoccurring.

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 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, and the Site-Specific Safety Plan, are available at each facility and in each Innergex office as well as on the Corporation's intranet. 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.

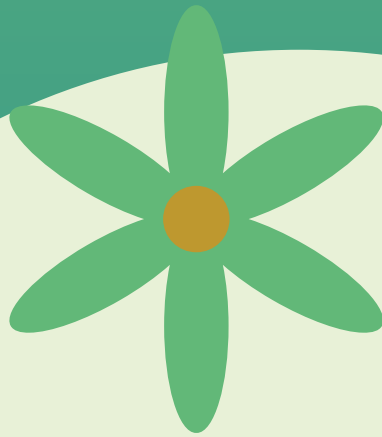
COVID-19 Health and Safety Protocols

In March 2020, Innergex assembled a COVID-19 task force to monitor and address the evolution of the virus on our business activities and ensure the safety of our team members. Their first order of business was to implement numerous measures to protect employees, contractors, suppliers and business partners from the effects of COVID-19, which was accomplished in short order. Since that time, as the virus evolved, so have the guidelines within Innergex in order to provide the safest measures possible for our employees based on the latest information available.

From an operations perspective, teams were split into segregated work groups to reduce risks of contamination between them. Extensive cleaning procedures were implemented and continue to be enforced to ensure that common surfaces are disinfected regularly. COVID-19 screening protocols and measures were revised and improved specifically for monitoring the health and safety of our employees in conjunction with evolving public health guidelines depending on the jurisdiction.

Many office employees have been working remotely since March 2020. Some have been allowed back to work under certain conditions to achieve tasks that required a presence in the office. Extensive cleaning procedures were implemented and continue to be enforced to ensure that common surfaces are disinfected regularly.

Innergex will continue to closely monitor the situation in all jurisdictions where we operate and update our procedures and protocols accordingly. While we look forward to the day we can all safely return to the office and collaborate again, our priority has, and always will be, the safety of our employees.



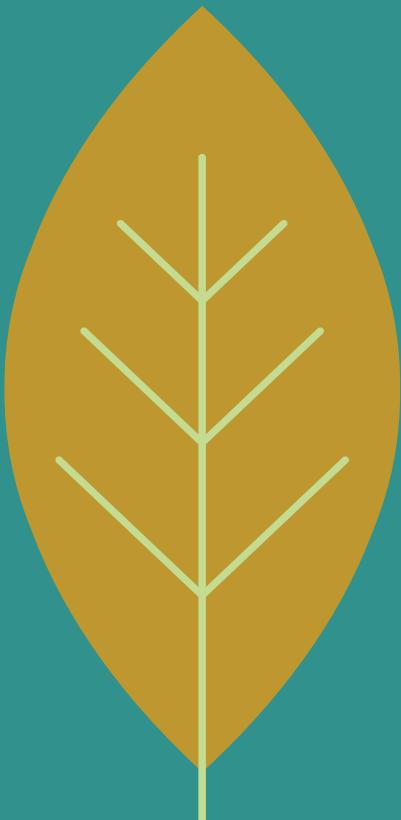
COMMUNITY

Building relationships

Building long-lasting relationships with the communities in which we conduct operations has been a feature of Innergex's development strategy since its inception in 1990. It is our goal to be a good neighbour and make a positive contribution in communities as a good corporate citizen. We are proud of our track record of supporting grassroots community groups that make a difference in people's lives and are always looking for opportunities to further our impact to help build resilient communities.



**PARTNER
OF CHOICE**



A Good Neighbour

Being a good neighbour is important to Innergex and we take great pride in our track record of nurturing trust-based, 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 dialogue, listening 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 below) 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 rural 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.

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



\$3 M Our sponsorship, donation and voluntary contributions **supported 224 organizations** that have **shared over \$3 million**

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 impact in communities. Our sponsorships and donations have and will continue to have a meaningful impact in 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 2021 include:

- The Canadian Red Cross Society
- Regroupement des jeunes chambres de commerce du Québec (Quebec, Canada)
- École des Jolis-Vents (Quebec, Canada)
- Seymour Community Development Corporation (Texas, US)
- Ramadilla Neighborhood Council (Quilleco, Chile)
- Maui Cultural Lands (Hawaii, US)
- Parc et Mer Mont-Louis (Quebec, Canada)
- Uhiwai O Haleakala (Hawaii, US)
- Pemberton & District Chamber of Commerce (British Columbia, Canada)
- STARS Foundation (British Columbia, Canada)
- Powell River Salmon Society (British Columbia, Canada)
- Fédération française de cardiologie (Lyon, France)

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 which matches funds raised by employees up to \$500 per community initiative. In 2021 several employees participated raising funds for different organizations.

Community Engagement Approach

Every community that hosts an Innergex project is unique and we aim to adapt to each location'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 listen and address community concerns, to share information, understand local values, and discover 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 ("NGOs"), and other stakeholders; and
- Listen to the views, concerns and interests of community members and cooperatively develop solutions that address the issues raised.

We accomplish this by:

- Introducing our team members and showcasing Innergex experience;
- Establishing a dedicated project website and email address;
- Respecting local customs;
- Holding one-on-one meetings;
- 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 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: Constructing 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 \$60,000 at commercial operation and funded with \$6,000 per annum thereafter.

Engaging Communities: Since 2018, our outreach in Hawaii for projects in development has held three in-person public open houses/community information sessions; six virtual public open houses/community information sessions (due to pandemic restrictions); dozens of presentations and meetings with community associations, residents' groups, NGOs, and local and state government agencies and departments; and dozens of one-on-one and small-group in-person interviews with our team members.

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



INDIGENOUS PARTNERSHIPS

Building a better future

Innergex has long recognized the importance and value of working closely with Indigenous communities where we have development and operating facilities. In alignment with the Truth and Reconciliation Commission's Call to Action 92, we also believe strongly in the positive outcomes that arise from sharing economic benefits and creating job opportunities through renewable energy projects. As the original stewards of the land, Indigenous peoples play an important role in ensuring that our renewable resources are harnessed responsibly, and the benefits generated by them are deployed to further their sovereignty and prosperity.



A Path to Reconciliation

More than ever this year, Canadians have learned about the trauma and harm experienced by Indigenous peoples. We firmly believe not only that the private sector has a responsibility to participate in reconciliation, but also that ensuring resource sustainability depends on establishing viable partnerships with Indigenous communities, drawing on their expertise and knowledge of the territory. Innergex has grown as a business by listening and learning from our Indigenous partners who each have a unique story to tell. When developing long-term relationships, it is imperative that we 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.

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 on this facility generates tangible and long-term economic benefits for the band. The \$20 million the Biigtigong Nishnaabeg have accrued from the project to date has not only been used to fund new development opportunities but has been re-invested into community projects as outlined in the band's strategic plan.

Several other projects today stand as testaments to our commitment of building strong relationships with our Indigenous partners 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 currently in construction that is owned in partnership with the Inuit community of Inukjuak (Innavik). 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 Commercial Operation Date (COD) 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 operation costs.
- The assets of the Ashlu Creek Facility will be transferred to the Squamish First Nation for a nominal price after 30 years from COD (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 and in the process not only set a precedent, but established a practice now commonly employed in the industry.

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.

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 2021 include:

- Kwoiek Academic Endowments (British Columbia, Canada)
- Isuarsivik (Quebec, Canada)
- Kwahiatonhk! Salon du livre des Premières Nations (Quebec, Canada)
- Commission de développement économique des Premières Nations du Québec et du Labrador (Quebec, Canada)
- Mi'gmawei Mawiomi Resources (Quebec, Canada)
- Los Guindos Indigenous community (Pehuenche, Chile)
- Lil'Wat Nation Community Center (British Columbia, Canada)
- Cayoose Creek Indian Band (British Columbia, Canada)
- Indigenous Resource Opportunities Conference (British Columbia, Canada)
- Cañicura Neighborhood Council (Quillico, Chile)
- Waimea Hawaiian Homesteaders' Association (Hawaii, US)
- Sts'ailes (British Columbia, Canada)



31

Innergex currently has **31 agreements** with **Indigenous communities** on renewable energy projects



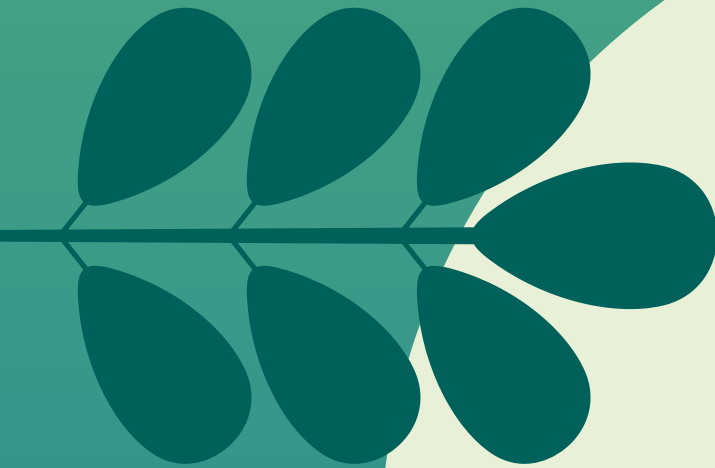
OUR PLANET

Building a greener future

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 clean economy. By focusing solely on generating energy from renewable sources, Innergex has positioned itself as a leader in the fight against climate change and a more just society. We are a leader in the transition to a clean economy that will build a better world for all. Innergex is committed to doing our part to ensure that the next generation can continue to build upon what we've accomplished.



100%
RENEWABLE
ENERGY



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 hard to set reduction targets in our production system.

In fact, the amounts of renewable energy generated offset more than our own modest 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.

While our emissions are low, we will continue to work to develop solutions to further reduce our environmental footprint. In 2021, we increased the number of facilities in our portfolio from 75 to 79.



GHG Inventory (metric tonnes CO₂)

Type	2021	2020	2019 ¹
Scope 1 – Direct emissions	1,346.1	1,277.3 ²	2,165.9
Scope 2 – Indirect emissions	4,794.6	4,670.1 ³	2,138.4
Scope 1 + Scope 2	6,140.7	5,947.4	4,304.3
Scope 1 – Halocarbon releases	0	0	2,861.7
Total – CO₂ emissions including halocarbon releases	6,140.7	5,947.4	7,166.0

¹ 2019 figures updated to reflect inclusion of previously missing data.

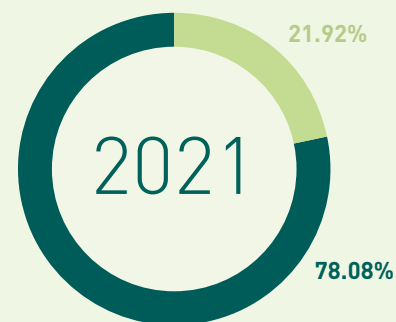
² Amount lower than 2019 due to reduction in fuel purchases throughout the year.

³ Amount higher than 2019 due to full year of operation at Foard City (commissioned September 2019) and Phoebe (commissioned November 2019) facilities in Texas in 2020.

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

Note: Halocarbons in this context refers to sulfur hexafluoride ("SF₆") and methane ("CH₄"). In 2019, we had three SF₆ releases from high-voltage electrical systems at two of our facilities, resulting in a release of a total of 171.74 lbs. The majority of the loss occurred during construction of a substation at a facility in the United States.

Percentage of total GHG Emissions by Scope



	2021	2020
Scope 1	21.92%	21.48%
Scope 2	78.08%	78.52%



GHG Intensity (kg CO₂e/MWh energy produced)

Type	2021	2020	2019
Total GHG Intensity	0.623	0.620	0.537
Total GHG Intensity including Halocarbon Releases	0.623	0.620	0.893

Emissions Avoided

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.

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 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 is being monitored under a 5-year Operational Environmental Monitoring Plan ("OEMP"). Results from the first three years contributing to the OEMP found mountain goats in similar numbers actively using the migration corridors they used prior to construction of the project. The remaining two years will examine if the trend continues. Additionally, government-led monitoring has confirmed that grizzly and black bear populations continue to frequent the project area.

In another example, the daily water monitoring of the Inukjuak River during the construction of the Innalik Hydro Project on the eastern shores of Hudson Bay (Quebec) ensures the water is not negatively impacted by the construction work. The water monitoring program consists of two daily samplings, one upstream and one downstream from the worksite. Currently monitored parameters include temperature, pH and turbidity, allowing us to immediately identify a significant change/issue that could affect drinking



Avoided Carbon Emissions (in metric tonnes)

	2021 ¹	2020 ²	2019 ³
Avoided emissions	6,982,908	6,780,613	5,670,558

¹ Based on Innergex's 2021 Production Proportionate of 9,853,366 MWh

² Based on Innergex's 2020 Production Proportionate of 9,590,140 MWh

³ Based on Innergex's 2019 Production Proportionate of 8,021,758 MWh

Note: All results calculated using <https://www.epa.gov/energy/greenhouse-gas-equivalencies-calculator>.

water supplies for the downstream community of Inukjuak. To date results have shown that water parameters are identical at the upstream and downstream monitoring points indicating that the project has no effect on water quality.

Our commitment to reducing our footprint takes many forms and is a collective project that relies on the participation of all our employees, subcontractors and visitors. At Innergex, we want to implement as many green initiatives as we can, following the think globally, act locally rule. One concrete environmental protection measure that also saves costs is our "no-idling" policy for all vehicles on our construction and operating sites. On top of protecting the environment and being economical, it may improve safety by avoiding risk of idling vehicles accidentally moving if a driver exits the vehicle. By implementing this measure, users are more likely to leave the vehicle in the park position and not running.

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, and the number of projects under construction and development.



Environmental Expenditures of over

\$1.7 M in 2021

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 may change existing 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.

Innergex is currently in the process of furthering its internal analysis and integration of a more detailed and comprehensive assessment of the risks and opportunities of climate change on the Corporation in line with the recommendations laid out in the Task Force on Climate-related Financial Disclosures and will release an accompanying report in 2022.

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.

Land Management

It is important for Innergex to properly site our projects and then responsibly manage the land that hosts 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. Innergex continues to evaluate adoption of biodegradable fluids as new options become available.

Environmental Incidents

The Innergex environment team launched an internal awareness campaign at our facilities to mitigate, reduce or eliminate releases of damaging halocarbons and other high emission gases. Since implemented, there have been zero incidents recorded.



Environmental Incidents

Type	2021	2020	2019
Number of spills >1L ¹	18	31	20
Sulphur hexafluoride (SF ₆)	0	0	61.63 kg
Methane (CH ₄)	0	0	0.54 kg
Nitrogen oxides (NO _x)	0	0	-
Sulphur oxides (SO _x)	0	0	-
Particulate matter (PM10)	0	0	-
Lead (Pb)	0	0	-
Mercury (Hg)	0	0	-

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.

Water Use

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 use as outlined in the table below.



Our **40 run-of-river hydro facilities** temporarily divert water to generate electricity which is then returned to its natural source.

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 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). Operators 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.

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 such as a central recycling station that was implemented in 2019 in our Vancouver office.

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.



Water Use

	2021	2020
Total water withdrawn ¹	5,280 m ³	6,161 m ³
Total water consumed	5,280 m ³	6,161 m ³
Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations ²	0	0

¹ Does not include water temporarily diverted for hydro power generation that is returned to its original water source.

² As defined in SASB reporting framework.



GOVERNANCE

Building responsible growth

Our governance ensures the responsible growth of the Corporation. Each member brings a unique skill set and extensive experience that has propelled us forward towards success. Our governance sets the highest standards by which every member of Innergex is expected to conduct themselves in all business matters. They ensure the best interests of shareholders, employees, partners and other stakeholders are forefront and aligned with our mission of building a better world with renewable energy. 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, ethical and ESG considerations and shareholders' interests.



— As at December 31

	2021			2020			2019		
	Female	Male	Total	Female	Male	Total	Female	Male	Total
Independent	3	5	8	3	6	9	3	5	8
Non-Independent	0	2	2 ¹	0	2	2 ¹	0	1	1 ²
Total	3	7	10	3	8	11	3	6	9
Average Age	59.3	62.8	61.8	58.3	63.3	62.0	58.0	64.0	62.2

¹ There are two non-independent members including the President and Chief Executive Officer of the Corporation.

² There was one non-independent member, the President and Chief Executive Officer of the Corporation.



Board Remuneration

— As at December 31

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

¹ These fees cover up to eleven (11) Board meetings and all committee meetings held in the year. For Board meetings exceeding the ten (10) meetings threshold, an attendance fee of \$2,000 per meeting was 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.



Average tenure of all Board members combined on December 31, 2021 was

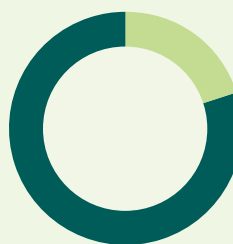
4.94¹ years

¹ Excluding Michel Letellier



30% Gender Diversity

30% of directors were women

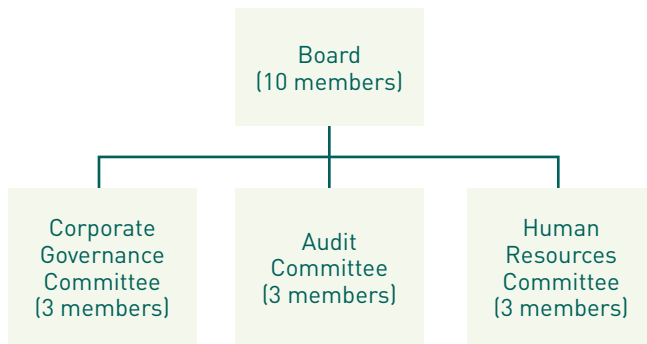


80% Independence

80% directors were independent

Governance Structure

At December 31, 2021, the Innergex Board of Directors was composed of ten (10) members – eight (8) 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 purview, 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: maintaining a relationship with the external auditor overseeing financial information and public disclosures complaints regarding auditing matters reviewing and assessing management’s program of risk assessment.

Corporate Governance Committee

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 oversee the assessment of the Board, its Chair, its chairs of the committees, its committees and individual members; 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.

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, among others, recruitment, talent development, workforce planning, employee mobilization and satisfaction.

 **100%**

The combined **attendance** at Board and Committee meetings was **100%** in 2021

33%

of the chairs of board committees are women



Board and Committee Meetings

— As at December 31

Type	2021		2020		2019	
	Number of meetings	Attendance	Number of meetings	Attendance	Number of meetings	Attendance
Board	11	100%	10	100%	8	98.6%
Committee	14	100%	14	100%	13	98.3%

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, 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).

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 / Financial
- HR / 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.

In 2021, Board members were provided with the following continuing education activities:

- Presentation on hydrogen
- Impacts of extreme weather in Texas
- Corporate and industrial offtake
- Renewable energy credits
- Update on the US Infrastructure Act, Build Back Better Act and green hydrogen
- Returning to the workplace and vaccination
- Presentation on Corporate Governance recent developments and trends

The Corporation also subscribes to a global membership for the Board with the Institute of Corporate Directors. This membership ensures that the Corporation's 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 2021), 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, workplace environment free of harassment, violence and bullying, safeguard and promotion of human rights and whistle-blowing policies.



100% of employees participated in the training program on the **CODE OF CONDUCT** and reaffirmed their commitment to uphold its standards

In 2021, **100%** of Innergex employees completed 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, 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 and hold information sessions for employees 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 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 (“Innergex team members”) 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 of our Statement. 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](#); and
- [The International Labour Organization’s Declaration on Fundamental Principles and Rights at Work](#).

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

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

Cybersecurity

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 IT Security policies, standards, procedures and guidelines that frame the protection of all Innergex assets. We work diligently to promote an internal culture that educates employees and promotes awareness.

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 Information 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 an adherence 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. In 2021:

- **No complaints** linked to disclosure or breaches of customer privacy
- Approximately **675 hours of training** for employees in security assessments
- **6 cybersecurity awareness training** events held for employees

Shareholder Interests

Innergex follows the principle of one share one vote when carrying out Board matters.

The **Majority Voting Policy** stipulates that, in an election of directors, any nominee who receives a greater number of votes withheld than votes in favour of their election must tender his/her resignation to the Board immediately following the shareholders meeting. Under this policy, the Board shall accept the resignation absent exceptional circumstances. A director who tenders his/her resignation pursuant to this policy will not participate in any meeting of the Board at which

the resignation is considered. The policy does not apply in circumstances involving contested director elections.

In 2021, we hosted an Investor’s Day event to provide an update on the Corporation’s current position and its future direction. The executive team shared an in-depth view on our financial results, our development and market analysis strategy, and our approach to sustainable development, followed by a question period. The event was positively received, and we look forward to engaging with our investors and analysts more in the future.

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.**

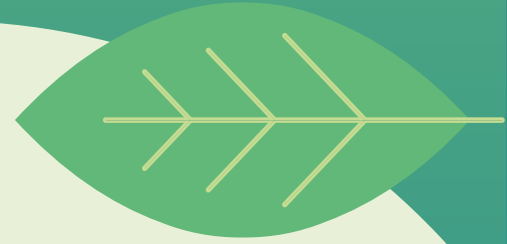


In 2021, Innergex individually met with over 100 existing and potential institutional investors, attended 8 investment conferences, and held its first Investor’s Day

Policies

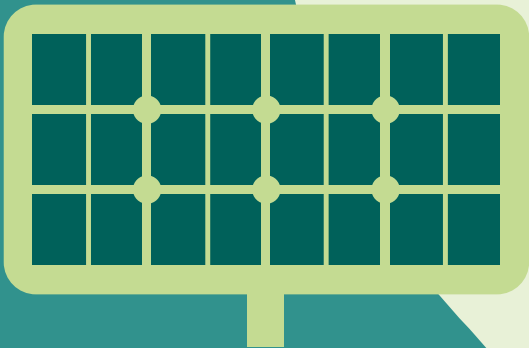
Our policies ensure the sustainable growth of the Corporation by supporting employees with information-sharing and training, outlining our social and environmental responsibilities, maintaining transparency with shareholders and the public, and clearly laying out the Corporation’s vision for ethical and acceptable behaviour. They are reviewed on an annual basis and updated accordingly. The 15 policies that guide the Corporation’s activities include:

- Anti-Corruption and Anti-Bribery Guidelines (revised 2020-11-10)
- Diversity and Inclusion Policy (adopted in 2021)
- Health and Safety Policy (revised 2022-02-23)
- Executive Incentive Compensation Recoupment Policy (revised 2020-11-10)
- Information Disclosure Policy (revised 2020-11-10)
- Insider Trading Policy (revised 2020-11-10)
- Majority Vote Policy (revised 2017-03-20)
- Policy Regarding Board Diversity (revised 2021-03-31)
- Policy Regarding Minimum Shareholding by Directors and Officers (revised 2020-04-01)
- Say on Pay Policy (adopted 2015-11-19)
- Shareholder Engagement Policy (revised 2020-11-10)
- Statement of Principle – Safeguard and Promotion of Human Rights at Innergex (adopted 2018-12-16)
- Sustainable Development Policy (revised in 2022-02-23)
- Whistle-Blowing Policy (revised 2020-11-10)
- Workplace Environment Free of Harassment, Violence and Bullying Policy (revised 2022-02-23)



ESG PERFORMANCE

Innergex analyzes and calculates annual metrics to support our business and share relevant information with stakeholders on our environmental, social and governance performance. This 2021 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 (SASB)

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 second year Innergex has mapped its performance in relation to SASB standards on key issues. Innergex's consolidated SASB metrics are based on Innergex's 2021 performance and outlined in the table below.



Electric Utilities & Power Generators Standard

Metric	2021 Performance	Reference	Code
Greenhouse Gas Emissions & Energy Resource Planning			
Gross global Scope 1 emissions	1,346.1 metric tonnes CO ₂ e [21.92%]	P. 27	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	<p>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 is expecting to release a report based on the business risks and opportunities identified through the Task Force on Climate-related Financial Disclosures (TCFD) as an accompaniment to this report.</p>	Sustainable Development Policy	IF-EU-110a.3
Air Quality			
Nitrogen oxide (NOx) emissions	0	P. 30	IF-EU-120a.1
Sulphur Oxide (SOx) emissions	0		
Particulate matter (PM10) emissions	0		
Lead (Pb) emissions	0		
Mercury (Hg) emissions	0		

Metric	2021 Performance	Reference	Code
Water Management			
Total water withdrawn	5,280 m ³	P. 31	IF-EU-140a.1
Total water consumed	5,280 m ³		
Percentage of each in regions with High or Extremely High Baseline Water Stress	37% 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
Description of water management risks and discussion of strategies and practices to mitigate those risks	Consumptive use of water at Innergex facilities and offices is very limited, primarily to domestic uses for personnel only. Our sole business activity, renewable electricity generation, does not require consumptive use of water. As such, water management is not a key sustainable development metric for our facilities. Our wind facilities do not consume water in their operation. Solar facilities in general have limited water needs in their cleaning and we have one solar thermal facility in Chile that uses water in a closed loop for heat transfer. Hydro projects use water to drive turbines but usage is entirely temporary and non-consumptive; all water is returned to the same source watercourse (typically a river or stream).	P. 31	IF-EU-140a.3
Workforce Health & Safety			
Total recordable incident rate (TRIR)	1.86	P. 19	IF-EU-320a.1
Fatality rate	0		
Near Miss Frequency Rate (NMFR)	10.85		
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. Innergex has an internal reliability compliance team and manages its reliability compliance in-house. 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 2021 reporting period.	n/a	IF-EU-550a.1



Activity Metrics

Metric	2021 Performance	Reference	Code
Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers	(1) 28,739 MWh (2) 115,830 MWh (3) 197,902 MWh (4) 0 (5) 9,510,895 MWh	P. 8	IF-EU-000.B
Length of transmission and distribution lines	535 km of transmission line only	n/a	IF-EU-000.C
Total electricity generated, percentage by major energy source, percentage in regulated markets	Hydro 3,738,333 MWh / 37.9% Wind 5,020,531 MWh / 51.0% Solar 1,094,503 MWh / 11.1%	P. 8	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	2021 Performance	Reference	Code
Workforce Health & Safety			
(1) Total recordable incident rate (TRIR)	1.86	P. 19	RR-WT- 320a.1
Fatality rate for (a) direct employees and (b) contract employees	(a) 0 (b) 0		



Solar Technology & Project Developers Standard

Metric	2021 Performance	Reference	Code
Ecological Impacts of Project Development			
Number and duration of project delays related to ecological impacts	0		RR-ST-160a.1

Metric	2021 Performance	Reference	Code
Description of efforts in solar energy system project development to address community and ecological impacts	<p>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). Innergex uses an array of outreach strategies to seek input/inform the community of the project's progress and upcoming steps: maintaining a project website and email; distributing information (including contact details) via newspaper, radio and handouts; meeting with community members one-on-one or in small groups, attending scheduled community association meetings and hosting public open houses/information sessions. 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.</p>	P. 28-31	RR-ST-160a.2

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. 23-25, 28-31	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. 23-25, 28-31	RR-ST-410a.2

United Nations Sustainable Development Goals




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


Note: SRI refers to the Sustainability Reporting Initiative online at sustainability.innergex.com

Goal / Target	Disclosure Metric	Innergex 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.	P. 24 Indigenous Partnerships	n/a
3 / 3.4 	<ul style="list-style-type: none"> 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. 	P. 11 Compensation and Benefits P. 19 Health and Safety P. 37 Human Rights P. 21 A Good Neighbour Corporate Emergency Response Plan Health and Safety Policy	WHO Global Health Observatory Indicator (Adapted)
4 / 4.7 	<ul style="list-style-type: none"> 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. 	P. 13 Training and Development P. 37 Human Rights P. 15 Diversity & Inclusion Sustainable Development Policy Policy Regarding Board Diversity Statement of Principle on the Safeguard and Promotion of Human Rights Diversity and Inclusion Policy	n/a

Goal / Target	Disclosure Metric	Innergex Performance	Reference
5 / 5.5 	<ul style="list-style-type: none"> 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. 	P. 15 Diversity & Inclusion P. 10 Employee Data P. 34 Governance Structure P. 33 Board Composition Policy Regarding Board Diversity 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.	P. 31 Managing Waste	GRI Standard 306-3
6 / 6.6	Protect and restore water-related ecosystems.	Planet/Land/Restoration	GRI Standard 306-3
7 / 7.2 	<ul style="list-style-type: none"> Renewable electricity output. Company's total gross global Scope 2 emissions and energy consumption. 	P. 8 Corporation's Overview P. 27 Greenhouse Gas Emissions Innergex Key Principle #1	World Bank WDI CDP 2017 Climate Change CC10.1a
8 / 8.2 	<ul style="list-style-type: none"> 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. 	2021 Annual Report P. 8 Corporation's Overview P. 13 Training and Development P. 10 Employee Data P. 15 Diversity & Inclusion Diversity and Inclusion Policy	GRI Standard 201-1 GRI Standard 404-1
8 / 8.5	<ul style="list-style-type: none"> 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. 	P. 10 Employee Data P. 15 Diversity & Inclusion P. 11 Compensation and Benefits P. 17 Equal Remuneration for Women and Men P. 13 Training and Development P. 33 Board Composition Policy Regarding Board Diversity 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	P. 37 Human Rights Statement of Principle on the Safeguard and Promotion of Human Rights	UNCTAD proposed core SDG reporting indicators C.7

Goal / Target	Disclosure Metric	Innergex Performance	Reference
8 / 8.8	<ul style="list-style-type: none"> 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. 	P. 19 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 	<p>Direct economic value generated and distributed on an accrual's basis, including the basic components for the organization's global operations:</p> <ul style="list-style-type: none"> 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. 	2021 Annual Report P. 8 Corporation's Overview P. 21 A Good Neighbour P. 21 Sponsorships and Donations P. 23 Community Engagement Approach P. 25 A Path to Reconciliation Sustainable Development Policy	GRI Standard 201-1 GRI Standard 203-1
9 / 9.4	<ul style="list-style-type: none"> 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. CO₂ intensity. Total greenhouse gas emissions. 	P. 27 Greenhouse Gas Emissions	GRI G4-EN31 UNCTAD proposed core SDGs reporting indicators B.3 World Bank WDI (adapted)
10 / 10.3 	<ul style="list-style-type: none"> 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. 	P. 10 Employee Data P. 15 Diversity & Inclusion P. 13 Training and Development Diversity and Inclusion Policy	GRI Standard 102-8 GRI Standard 404-3 GRI Standard 404-1
10 / 10.4	<ul style="list-style-type: none"> Paying at a minimum a living wage, providing insurance for employees and social security. 	P. 17 Equal Remuneration for Women and Men P. 11 Compensation and Benefits	n/a
12 / 12.4 	<ul style="list-style-type: none"> Gross direct (Scope 1) emissions in metric tons of CO₂ equivalent. Total number and total volume of recorded significant spills. 	P. 27 Greenhouse Gas Emissions P. 31 Managing Waste Planet/Land/Restoration Sustainable Development Policy	GRI Standard 305-1 GRI Standard 306-3
12 / 12.5	<p>Environmental protection expenditure including costs of waste disposal, emissions treatment, and remediation and costs of prevention and environmental management.</p>	P. 28 Protecting Biodiversity Planet/Land/Restoration Sustainable Development Policy	GRI G4-EN31

Goal / Target	Disclosure Metric	Innergex Performance	Reference
13 / 13.2 	Responsibly engaging in climate policy; collaborating with governments.	P. 4-5 Delivering a pathway to a brighter future Key Principles Sustainable Development Policy	n/a
14 / 14.3 	<ul style="list-style-type: none"> 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 CO₂ equivalent. 	P. 28 Protecting Biodiversity P. 27 Greenhouse Gas Emissions Sustainable Development Policy	GRI G4-EN31 GRI 305-1
15 / 15.1 	<ul style="list-style-type: none"> 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. 	P. 31 Managing Waste P. 28 Protecting Biodiversity	GRI Standard 306-3 GRI G4-EN31
15 / 15.4	<ul style="list-style-type: none"> 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. 	P. 28 Protecting Biodiversity Sustainable Development Policy	n/a
16 / 16.3 	<ul style="list-style-type: none"> 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. 37 Ethical Standards P. 19 Health and Safety Anti-Corruption and Anti-Bribery Guidelines Code of Conduct Statement of Principle on the 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

Goal / Target	Disclosure Metric	Innergex Performance	Reference
16 / 16.5	<ul style="list-style-type: none"> 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>P. 37 Ethical Standards P. 35 Board Member Training Anti-Corruption and Anti-Bribery Guidelines Code of Conduct Whistle-Blowing Policy</p>	<p>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</p>
16 / 16.6	<ul style="list-style-type: none"> 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. 	<p>Management Information Circular P. 34 Governance Structure</p>	<p>UNCTAD proposed core SDGs reporting indicators D.1.1 UNCTAD proposed core SDGs reporting indicators D.1.4 GRI Standard 102-23</p>
16 / 16.7	<ul style="list-style-type: none"> 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. 	<p>Management Information Circular Policy Regarding Board Diversity Duties of the Chairman of the Board Sustainable Development Policy</p>	<p>UNCTAD proposed core SDGs reporting indicators D.1.3 GRI Standard 102-22 GRI Standard 102-24 GRI Standard 102-29</p>
17 / 17.17	 <ul style="list-style-type: none"> 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>P. 25 A Path to Reconciliation P. 21 A Good Neighbour Key Principles Sustainable Development Policy</p>	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 2021 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 work to guide our sustainability journey on a clear and defined path of improvement to ensure we remain a responsible and transparent corporate citizen.

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