



APRIL 2023



ESG 2022 REPORT



-  ENVIRONMENTAL
-  SOCIAL
-  GOVERNANCE




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WHO WE ARE

IDACORP, Inc. is a holding company whose principal operating subsidiary is Idaho Power. Idaho Power is a locally operated energy company headquartered in Boise, Idaho. Our more than 2,000 dedicated employees have been proudly serving our residential, business and agricultural customers across southern Idaho and eastern Oregon since 1916. We are passionate about safely powering lives with energy that is:

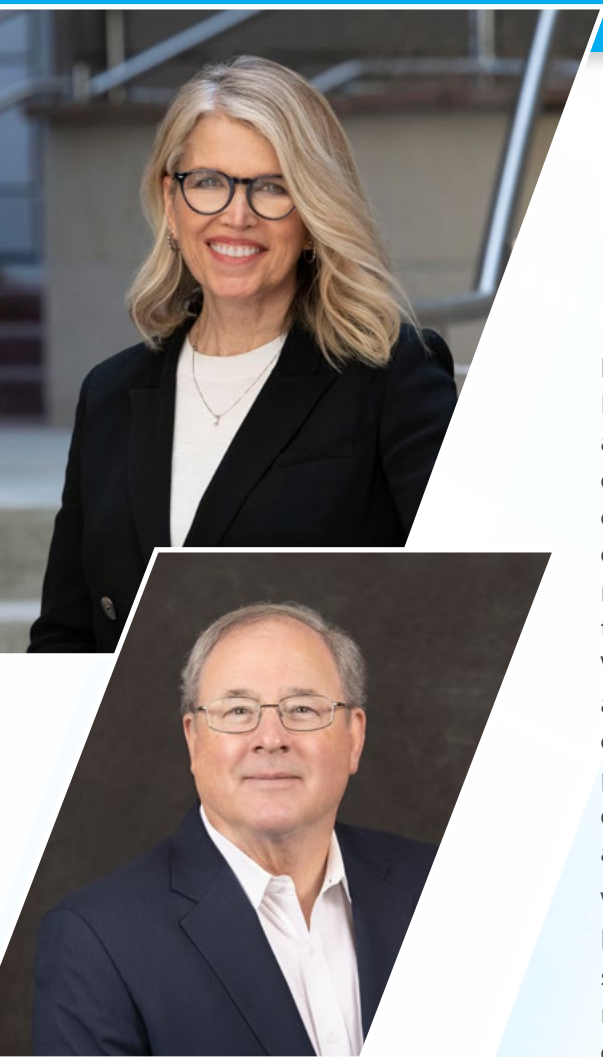
-  **RELIABLE.** We keep the lights on 99.97% of the time.
-  **AFFORDABLE.** We are committed to affordability and striving to keep our prices 20 to 30% below the national average.
-  **CLEAN.** Our goal is to provide 100% clean energy by 2045, building on our long history as a clean-energy leader with 17 hydroelectric projects.

ESG AS PART OF IDACORP'S STRATEGY

IDACORP and Idaho Power plan and operate with environmental, social and governance (ESG) stewardship in mind, in addition to responsible fiduciary management that strengthens the company's financial position and provides reasonable returns for investors. We recognize all decisions have ESG impacts on our customers, employees, owners, communities and the environment. IDACORP considers and incorporates ESG action items across four critical success factors: keep employees safe and engaged, grow financial strength, improve the core business and enhance the brand. In addition, IDACORP views its commitment to ESG as furthering the company's business strategies to safely provide our customers with reliable, affordable, clean energy while promoting an inclusive workplace where all employees are valued and respected. We believe this commitment will also enhance long-term owner value and promote environmental and community stewardship. Given that Idaho Power provides the vast majority of IDACORP's net income, this report will focus on the energy company's activity, performance and results. However, the philosophical approach to business, corporate responsibility and stewardship is consistent across all IDACORP subsidiaries.

RIPPEE ISLAND IN THE SNAKE RIVER

This report references Idaho Power's sources of energy, which does not reflect energy delivered to customers. Idaho Power sells the renewable energy certificates (REC) associated with renewable energy, so renewable energy is not delivered to customers. Proceeds from REC sales offset power supply costs, which helps keep customer prices low.



FROM OUR CEO & CHAIR

Reliability is something we talk a lot about at Idaho Power. It drives almost everything we do to power our communities. And it reinforces our commitment to supporting our customers, owners and vital resources. These commitments form the framework of our ESG efforts. When we take care of the people and places that depend on us, we can support a healthy business that provides reliable, affordable, clean energy to one of the fastest growing areas of the country.

We continue to utilize affordable hydropower as our largest energy source while investing in additional renewable resources to move toward our goal of providing 100% clean energy by 2045. We have started purchasing energy from a new 120-megawatt (MW) solar plant and recently broke ground on the first utility-scale battery energy storage system (BESS) in Idaho, expected to come online this summer.

We're always looking ahead as we serve our growing customer base and keep our prices 20 to 30% below the national average. Our 2021 Integrated Resource Plan (IRP) — which was acknowledged in 2022 by both the Idaho and Oregon public utilities commissions — calls for

continued integration of more clean resources and an exit from coal by the end of 2028. The 2023 IRP is well underway with input from our diverse stakeholders.

A vital part of our planning efforts — and the success of clean energy in our region — is ensuring we can reliably move energy from where it's generated to where it's needed. We have continued permitting the 300-mile Boardman to Hemingway (B2H) transmission line, which reached a major milestone in 2022 with the approval of a permit to build the line across five eastern Oregon counties. We expect to begin construction in 2023.

We are also hardening our grid and adapting it to meet new demands. We're protecting our equipment from wildfires and educating customers on how they can be prepared for emergencies. And with the launch of our new customer mobile app in 2022, we're improving communication tools and options to better serve customers when they need us, including during outages.

While so much about the energy industry is changing, our focus on protecting the natural resources we rely on has remained steadfast.

We continue to enhance the environmental quality of the Snake River, the creatures that depend on it and the habitat surrounding it.

Our commitment extends to energy conservation, with our demand response and energy efficiency programs helping customers use energy wisely and save on their energy bills. Our expanded demand response programs in 2022 also helped customers save while helping Idaho Power meet growing peak system loads.












Through it all, we come back to people. We're taking care of our employees and our customers, and our employees are giving back. They support our communities through donations of time and money. And in 2022, our company and employees gave over \$1.5 million in charitable contributions to a wide range of organizations.

It's an honor to serve our communities, and we're proud of what we accomplished in 2022 and how we are continuing to build for the future. We invite you to read more about our ESG efforts — and our future plans — in the pages that follow.

Lisa Graw
President and CEO

Rick W. J. Dahl
Chair of the Board

2022 HIGHLIGHTS AT A GLANCE

-  Served customers with 99.97% reliability
-  Achieved 15th consecutive year of earnings growth
-  Held multiple leader and contractor safety summits
-  Gave over \$1.5 million in charitable contributions to our communities
-  Broke ground on our first large-scale battery energy storage system, and the first in Idaho
-  Reached major permitting milestone for B2H
-  Installed 800 spark-prevention units to help prevent wildfires
-  Helped customers save 169,889 MWh of energy through efficiency programs
-  Avoided using 200 MW with our demand response programs
-  Began buying 120 MW of solar from a project that came on-line in 2022.
-  Received acknowledgment of our 2021 IRP from our public utility commissions



ENVIRONMENTAL

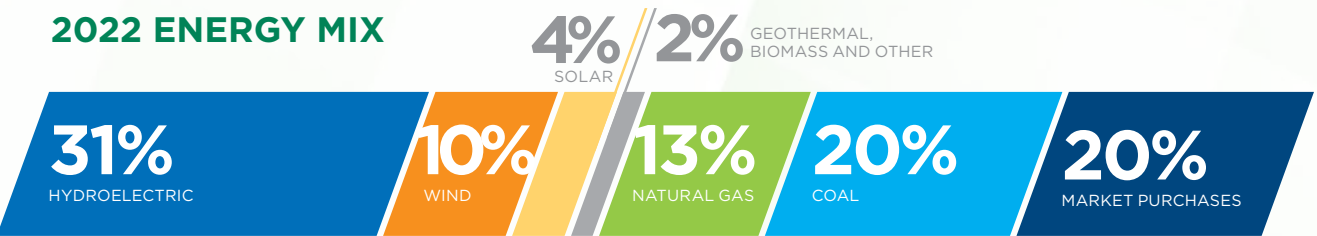
The environment provides the natural resources that are vital to serving our customers and maintaining the way of life that makes our service area so desirable. To do our part to keep the environment thriving, we are passionate about safeguarding and preserving our waterways, natural resources and the life that depends on them. We're restoring the river, increasing fish populations, tracking our carbon emissions, reducing waste and much more as we work toward our goal of providing 100% clean energy by 2045.



CLEAN TODAY, CLEANER TOMORROW.®

Clean energy from our low-cost hydropower projects has served as a key component of our energy mix throughout our over 100-year history. Once again, clean hydropower accounted for our largest energy source in 2022, even though below-normal water conditions reduced our total hydro generation for the year. Other clean sources of energy consisted of market purchases, power purchase agreements (PPA) and Public Utilities Regulatory Policy Act (PURPA) contracts with wind, solar, geothermal and other sources.

2022 ENERGY MIX



Because we sell the RECs associated with our renewable energy and participate in the wholesale energy market, the overall mix does not represent the energy delivered to customers.

As we move toward achieving an even cleaner energy portfolio (see timeline below, which is subject to change based on the 2023 IRP we expect to publish in summer 2023), we look to our in-depth IRP process for a road map forward.

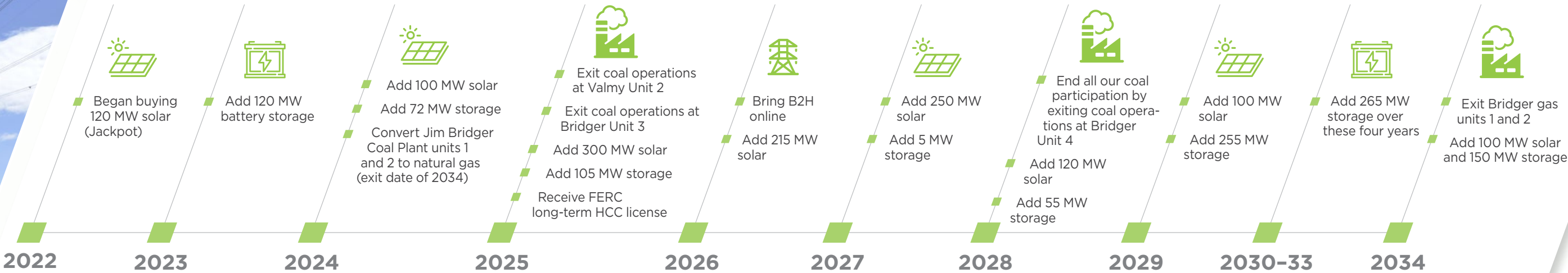
The IRP process, completed every two years, not only helps provide a realistic timeline for incorporating renewable energy sources onto our system, but it also helps validate that doing so is in the best interest of our customers.

Projections from our most recently completed 2021 IRP, acknowledged by our regulators, call for the addition of significant clean resources in the years to come, along with exiting our remaining participation in coal-fired generation by the end of 2028. Recent highlights include the 120-MW Jackpot Solar plant south of Twin Falls, Idaho, which came online in 2022. We now buy energy from this solar array through a PPA at some of the lowest prices in the nation.



JACKPOT SOLAR ARRAY

LOOKING AHEAD (timeline and resources subject to change)*



*Based on the 2021 IRP and signed contracts as of April 1, 2023.



REDUCING CARBON EMISSIONS

Our clean energy goal coincides with our goals to reduce carbon emissions intensity. To ensure we balance reliability and affordability for our customers, we're taking a thoughtful but ambitious approach and tracking our progress each year.

LONG-TERM GOAL

Provide 100% clean energy by 2045

Set in 2019, this goal provides an endpoint for a path we're already on. As indicated in our energy mix chart, our largest single resource — hydropower — is clean. And as the timeline above indicates, we are planning to add significant clean resources along with battery storage, which will help move us closer to our 100% clean goal.

Clean today.
Cleaner tomorrow.®
100% CLEAN ENERGY BY 2045.
idahopower.com/clean



BROWNLEE DAM

MEDIUM-TERM GOAL

Reduce the overall carbon emissions intensity (the pounds of CO₂ emitted per megawatt-hour [MWh] of energy generated) from all sources in our energy mix (including market power purchases and energy from PURPA contracts and PPAs) over the 2021 to 2040 IRP planning period, compared to our 2005 baseline level, by 86% by 2030.* For a detailed look at the targets for each year, take a look at our [Emissions Reduction Report](#) on our website.

Set in 2021, our medium-term goals are based on our 2021 IRP projections and address both absolute carbon emissions and carbon emissions intensity over the 2021 to 2040 IRP planning period. In 2022, our carbon emissions intensity under the medium-term goal was 779 pounds per MWh of our total energy mix — a 35% reduction from 2005.** This compares to our target emissions intensity goal for 2022 of 394 pounds per MWh.

Our 2022 emissions intensity levels were higher than 2021 IRP projections due to below-normal water conditions and hydropower generation in 2022, leading to increased natural gas and coal generation, especially during peak load periods.

Looking ahead, despite year-to-year ups and downs in emissions results, we expect our scheduled exit from all coal generation by the end of 2028, more normal water conditions, and our increased renewable energy resource acquisitions to help reduce our carbon emissions intensity and accomplish our goals.

*The emissions intensity level in 2005 was 1,194 pounds per MWh and based solely on Idaho Power generation, as data is unavailable for 2005 PURPA purchases or market purchases.

**Updated as of June 20, 2023.

SHORT-TERM GOAL

Reduce our carbon emissions intensity from Idaho Power-owned generation resources by 35% for the period 2021 to 2025 compared to 2005.*

Our short-term carbon emissions reduction goal started in 2010 and is tied to the commonly used 2005 emissions baseline year. We reset the short-term goal to stricter standards several times in prior years, and again in 2020. Our current goal is to reduce CO₂ emissions intensity from Idaho Power-owned generation to 35% below the 2005 baseline year for the five-year period from 2021 to 2025. So far, our average CO₂ emissions intensity for 2021 and 2022 (837 and 935 pounds per MWh, respectively) is 886 pounds per MWh — representing a 25% reduction from 2005.

Our higher-than-projected emissions intensity from Idaho Power-owned resources for 2021 and 2022 was primarily due to below normal water conditions and hydropower generation in both years.

OXBOW DAM



CARING FOR WILD AND AQUATIC LIFE

Our approach to the environment begins with recognizing that our company, our wellbeing and the ecosystems we live in depend on how we preserve and safeguard our natural resources. Our Environmental department includes almost 100 scientists, resource specialists and technicians who work diligently to do what’s right for the company and the environment.

FISH

Our fish conservation efforts began more than 50 years ago with our salmon and steelhead hatchery program. We now have five hatcheries dedicated to supporting increased native fish populations and angling opportunities.

In 2022, we released our first group of juvenile sturgeon from our newest conservation hatchery, built in 2021. About 2,000 sturgeon, each weighing around one pound and measuring 10 to 12 inches, were released between Shoshone Falls and Brownlee Dam to support the existing wild sturgeon population in the Middle Snake River.

These sturgeon have been implanted with a tiny electronic chip so biologists can track their progress in the wild.

In other fish happenings, we controlled the water released from our Hells Canyon Dam last fall to provide stable spawning conditions for fall Chinook salmon. We also coordinated with the U.S. Geological Survey again to count the salmon nests (called redds). Having pioneered doing so with drones, which is safer for our employees and more effective, we counted **1,955 redds in 2022 — the second highest total since 2016.**

SURVEYING SALMON REDDS WITH DRONES ON THE SNAKE RIVER



CHINOOK SALMON



BIRDS

We have a long history of working with the nearby World Center for Birds of Prey to protect hawks, eagles and other raptors from interactions with electrical equipment.

The next evolution in that partnership is the new **Hawk Flight Lab exhibit** constructed in 2022. The display shows how our company, the industry and conservation partners work together to protect raptors. An Idaho Power line crew worked with students from Northwest Lineman College to install poles, crossarms and other electrical equipment for the display. This exhibit is part of a larger expansion for the center, and IDACORP owners are donating \$100,000 over five years toward the project.

WILDLIFE HABITAT

With a team of scientists, archaeologists and resource professionals, we manage **over 25,000 acres of habitat for wildlife** in the Hells Canyon, C.J. Strike and Hagerman areas.

Our teams work to protect natural resources, cultivate wildlife-friendly plants, reduce shoreline erosion and control weeds. This improves habitat and wildlife diversity. A range of wildlife benefits from these habitat areas, including birds, bears, moose, beavers and butterflies.

RECREATION ABOUNDS

Wild and aquatic life aren’t the only ones who benefit from our environmental work — our customers do as well. We provide numerous recreation opportunities, from stocking fish for angling to geocaching on our lands to maintaining 39 parks and campgrounds across southern Idaho. Last year, we had **32,978 campers** who enjoyed these tranquil sites.

We appreciate fellow organizations that help make conservation a reality. That’s why we donated \$5,000 in 2022 to the Magic Valley Land Trust, a group looking to partner with landowners to protect and conserve spaces around the Middle Snake River.





CARING FOR OUR WATERWAYS

Maintaining a healthy Snake River is vital to our clean hydropower operations, as well as to our customers who use the river for recreation or irrigation, the aquatic and wild species that depend on the river and the overall biodiversity of our region. Our work in this area is broad, ranging from increasing dissolved oxygen in the water to reducing the sediment that enters the river.

In 2022, we continued our long-term watershed improvement program in the Snake River by increasing water flow, shading river banks and reducing unwanted aquatic vegetation. Specifically, we examined Rippee Island — a flat strip of land in the middle of a shallow stretch of the Snake River — where we added more than 16 acres of seasonal floodplain and planted native trees and other vegetation in 2021. Throughout 2022, especially the hot summer, we monitored the island project to see how successful the work was. The new vegetation along the expanded floodplain is growing, and even thriving, despite extremely hot temperatures.

We have identified several more Snake River islands for similar enhancement projects over the coming years. In addition, we're continuing to work with landowners to improve streambanks along key tributaries, ultimately providing shade, cooling the water and reducing erosion. We work with landowners to help them convert from flood irrigation to sprinkler irrigation, which helps reduce sediment and nutrients entering the river. When the program is completed, we expect to **reduce sediment to the Snake River by more than 7,000 tons each year**. This is equal to more than three 10-yard dump trucks every day throughout the entire irrigation season. The reduced nutrients each year would be equivalent to about 12,000 pounds of phosphorus.

RIPPEE ISLAND HABITAT RESTORATION



"The Snake River is important to everyone in our region, and we take our commitment to stewardship of this vital resource seriously. This is a long-term effort, but we believe it will be worth it, not only for the customers we serve today, but for their children and grandchildren as well." -Jim Chandler, Environmental Manager

SNAKE RIVER AT OXBOW DAM



ENVIRONMENTAL COMPLIANCE AND MANAGEMENT

Idaho Power has a comprehensive Environmental Compliance Program to ensure we are following federal and state environmental requirements. The program consists of a framework of policies, standards, procedures, training and industry best practices to fulfill regulatory obligations.

The framework provides tools to assess business practices against regulatory requirements in areas including air quality, water quality, hazardous waste management and hazardous materials transportation.









We are also focused on continually improving business practices and adopting industry standards. Training is provided to employees responsible for performing tasks related to various regulatory requirements. Our Environmental Compliance department oversees periodic assessments of treatment, storage and disposal facilities to assess risk and stay familiar with the facilities waste-handling and management processes. The company also performs periodic internal audits of environmental compliance programs to verify compliance with environmental regulations, permits and policies and to fulfill corporate risk management obligations.



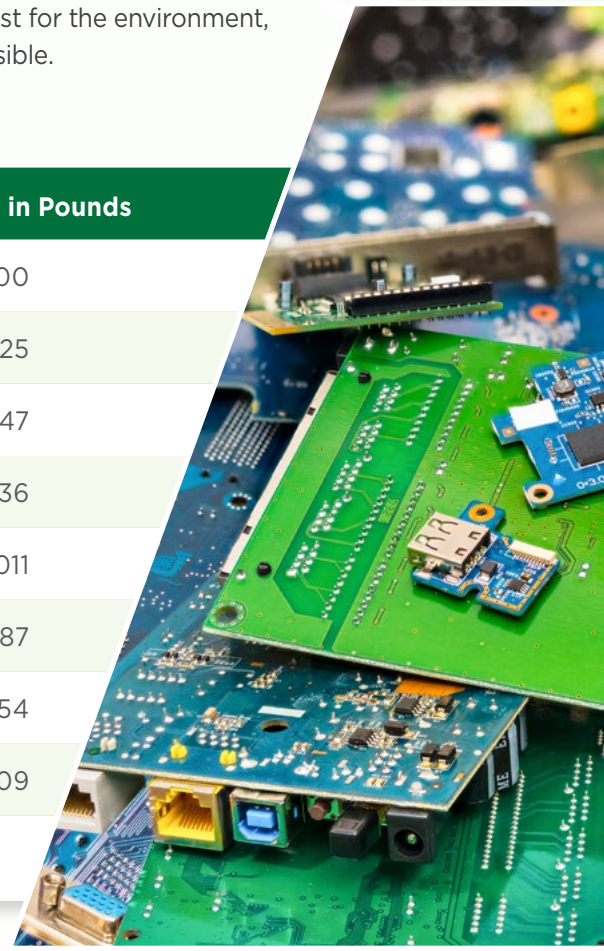
RECYCLING AND RE-PURPOSING WASTE

Keeping our operations as cost-effective as possible, while doing what’s best for the environment, is a win-win. That’s why we recycle, reuse and reduce waste whenever possible.

2022 NUMBERS

Material Type	Weight in Pounds
 Paper	144,100
 Cardboard	17,225
 Wood	66,147
 Used transformer and motor oil	224,736
 Lead acid batteries	55,011
 Electronics (computers, copiers, etc.)	18,287
 Non-regulated soil debris and non-friable asbestos	74,454
 Metals	2,157,409

Note: Items not deemed reusable by the company are either re-purposed or recycled for revenue, when possible.



MANAGING COAL ASH

Coal ash, also known as coal combustion residuals (CCR), is a byproduct of burning coal. It is produced at the Jim Bridger and North Valmy coal plants, in which Idaho Power has partial ownership interests. At both plants, CCRs are properly disposed of in specialized landfills or collection ponds. (Refer to the Sustainability Accounting Standards Board [SASB] Reporting

in the back of this report for CCR generated, the percentage recycled, and the total number of CCR impoundments.) In addition, when possible, we sell fly ash (a type of coal ash) for the benefit of Idaho Power customers and owners, and to reduce waste in landfills. This fly ash is sold to manufacturing facilities for use as a concrete strengthening additive.



SOCIAL



Our employees, our customers and our communities — it's all about the people and how we care for each other. For Idaho Power, starting with safety and respect goes a long way in creating the kind of culture our employees want to be part of for lifelong careers. Serving our customers in the same fashion defines the neighborhood company we are, where seeing an Idaho Power truck means a friendly face and a caring energy advisor. And if we can go above and beyond — whether it's saving lives or volunteering after hours — we will, because our commitment to caring and serving with integrity is part of who we are.



Idaho Power has had a safety program since 1927 — four decades before OSHA existed!

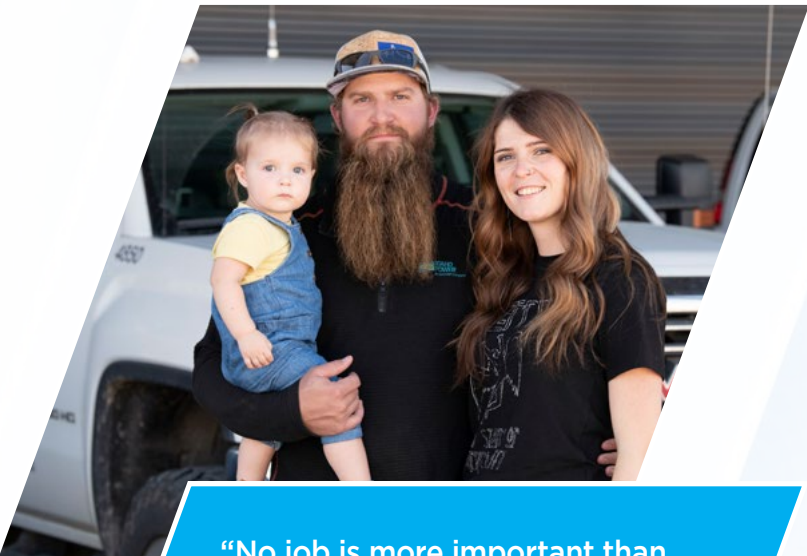


SAFETY TAILBOARD MEETING

CARING FOR OUR EMPLOYEES

SAFETY FIRST

Following one of our safest years in company history, 2022 presented new challenges, opportunities for growth and some unexpected areas to celebrate. Our safety culture has remained strong with the oversight of our Executive Safety Council, Corporate Safety Steering Committee and Operations Safety Committee.



“No job is more important than the safety of our employees. We want every employee to return home each day safely to their families, and our customers to know they can count on us to put safety first.” -Bo Hanchey, Vice President of Customer Operations and Chief Safety Officer

In 2022, we saw a record number of “near misses and good catches” from employees, where they identified safety hazards and shared the actions taken to avoid them. Employees share these events to learn from each other, and they provide an indicator of employee engagement with our safety culture, along with the 95% of employees — office and field alike — who voluntarily participated in our safety observation program.

We also saw a reduction in the number of motor vehicle accidents in 2022, most of which involved our vehicles being hit by the public. This is a considerable accomplishment, considering Idaho Power employees drive approximately 10 million miles per year for work.

While the goal is always zero injuries, our OSHA-recordable injuries were up in 2022. As part of our commitment to safety first, we held a series of safety summits in 2022 for all leaders and for contractors who work on our lines and substation equipment. Topics ranged from trenching best practices to wildfire safety to leaders upholding the safety culture on their teams. We will continue these summits in 2023, along with specific teams dedicated to revitalizing our accountability framework and exploring further ways we can improve.

SAFETY BY THE NUMBERS

Statistic	2022	10-Year Average	5-Year Average
Severity Rate* <i>The number of lost workdays per 100 full-time employees</i>	18.46	12.36	6.08
Days Away, Restricted and Transfer (DART) Rate <i>The number of injuries with days away from work and restricted cases per 100 full-time employees</i>	0.86	0.82	0.51
Lost-Time Injuries <i>The number of injuries for which workdays were lost</i>	9.00	8.50	5.80
Lost-Time Injury Rate <i>The number of lost-time injuries per 100 full-time employees</i>	0.48	0.45	0.31
OSHA-Recordable Injuries <i>Includes any illness or injury occurring on/related to the job that requires treatment beyond basic first aid or time away from work</i>	34.00	32.10	21.80
OSHA-Recordable Rate <i>The number of OSHA-recordable injuries per 100 full-time employees</i>	1.82	1.69	1.17
Preventable MVAs	3.00	Unavailable**	7.60

*As of April 2023; data subject to change.
**We began tracking this data in 2017, so a 10-year average is not yet available.

TAKING A HOLISTIC APPROACH TO SAFETY

New in 2022, we took a close look at the mental and emotional components of our safety culture. We began by refreshing the safety competency required of all leaders to include the importance of these two aspects, recognizing that neither safety element can exist without the other.

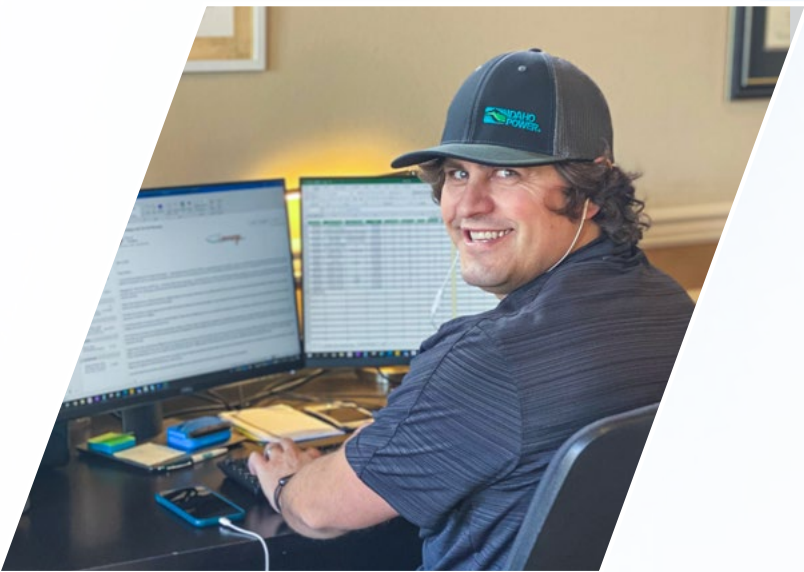
Our Human Resources and Safety departments also identified tools and resources our employees can access quickly in the wake of critical safety incidents. With these updates planned for 2023, we are taking further steps in promoting a safe, collaborative environment where our employees feel engaged and empowered to do their best work.

In 2022, we also expanded our Employee Assistance Program to include virtual counseling options and access to counselors across more diverse educational backgrounds.

EMPLOYEE RETENTION, RECRUITMENT AND ENGAGEMENT

In many ways, 2022 felt like a new era for our company — we were bringing over 50% of our workforce back to work in person after working remotely due to COVID, and many of our newer employees had never worked at Idaho Power outside their remote environment before. While our employees found a new normal, we found ways to keep them engaged while maintaining the flexibility and benefits we found from adapting to a remote work environment.

We began by developing a new, permanent benefit for employees whose positions qualify — **the ability to work remotely 40% of the workweek**, with an extra four weeks of full remote work available for use annually. We found this balanced approach has helped foster in-person relationships, collaboration and the enhancement of our culture, while attracting and retaining talent that can successfully work in varied environments.



EMPLOYEE DEVELOPMENT

As part of our commitment to maintaining a high-performance culture, leaders and employees set goals and conduct evaluations annually. These goals keep expectations aligned with company-wide objectives and often lead to innovative project teams or finding new ways of addressing old problems.

Some employee goals even turn into larger initiatives that benefit the entire company. For example, our largest employee resource group, called the Professional Development Network (PDN), was born from employee goals. The PDN is voluntary and open to all employees, with 465 members as of 2022. The network provides volunteer opportunities, social events and opportunities for employees to learn more about the company. Members from across the company can serve on a board and gain new skills while networking with and learning from each other.

CONTINUING EDUCATION

To further support our employees' growth, we offer tuition reimbursement and temporary-duty assignments (TDA), which allow employees to serve in other roles for a defined time and gain cross-departmental experience. **In 2022, 29 employees received tuition reimbursement, and 94 employees gained new skills via internal TDAs.**

KEEPING OUR CULTURE STRONG

As we acknowledge in our *Commitment to Each Other* statement (to the right), we are a stronger company when we stand together and embrace our differences. That's why we believe keeping our company's culture strong — and improving it — are so crucial to our success.

We have continued to roll out our Building Unified Teams training, which supports diversity, equity and inclusion (DEI) by embracing individual narratives and gaining a deeper understanding of one another. All leaders and our Board of Directors have completed the training.

RECOGNIZING THOSE WHO PAVED THE WAY

Part of creating a sense of belonging is touching base with those who have broken barriers and the differences they made along the way. Last year, in honor of Women's History Month, several of our female engineers — including our second female engineer and current president and CEO — caught up with Idaho Power's first female engineer, Colleen Ramsey. The group shared stories, celebrated milestones and reminded us all that supporting each other's success makes us stronger in the end.



OUR COMMITMENT TO EACH OTHER

At Idaho Power, we are committed to an inclusive environment where we are all valued, respected and given equal consideration for our contributions. We believe that to be successful as a company we must be able to innovate and adapt, which only happens when we seek out and value diverse backgrounds, opinions and perspectives. Our collaborative environment thrives when we are engaged, feel we belong and are empowered to do our best work. We are a stronger company when we stand together and embrace our differences.



EMPLOYEE RETENTION, RECRUITMENT AND ENGAGEMENT (CONT.)

ATTRACTING FUTURE GENERATIONS

Idaho Power has long valued its family of employees and is known for attracting employees who stay with the company for the entirety of their career. In fact, **the average tenure of our employees is over 11 years**. Extensive health plans, a work-life balance, and retirement benefits — such as our company-paid pension plan (retirement income for life) and company match to 401(k) plans — are key rewards that help our company stand out to employees.

To ensure we remain an employer of choice, we work hard to provide the best for our employees and attract the best employees in return.

We annually participate in numerous job fairs, and in 2022 we held our first Apprenticeship

Open House. Local middle- and high-school students and their parents were invited to our state-of-the-art Skills Training Center in Boise to learn about our three pre-apprentice and eight federally registered apprenticeship programs. **Approximately 150 students attended the event**, where they learned about the benefits of working for Idaho Power while also learning a skilled, in-demand trade.

We also offer college scholarships to local students. In 2022, we awarded 30 scholarships toward obtaining university or technical degrees. We also offer a variety of internships each year. In 2022, we had five engineering interns and two human resources interns.

STUDENTS AT OUR APPRENTICESHIP OPEN HOUSE



EMPLOYEE DEMOGRAPHICS

Available on IDACORP’s website, our Equal Employment Opportunity Report (EEO-1) shares our employee demographics with the U.S. Equal Employment Opportunity Commissions (EEOC). When compared to U.S. Census Bureau data, our employee demographics continue to reasonably reflect our local labor markets.

In 2022, we formalized our commitment to nondiscrimination, anti-harassment and the human rights of all our employees with [IDACORP’s new Human Rights Statement](#).

As of Oct. 22, 2022, 25% of our total workforce was female, 42% of senior managers were female and 23% of officers were female; this compares to 25% (total workforce), 36% (senior managers) and 21% (officers) in 2021, respectively. In addition, 91% of employees were white and 9% were minority, compared to 92% and 8% in 2021. For the gender and ethnic diversity of our Board of Directors, see the [Governance section](#).



MEASURING ENGAGEMENT

In September 2022, we conducted our annual employee engagement survey to help track internal satisfaction and see where we can improve. Leadership creates action plans based on the results, and we value the honest feedback and open dialogue they solicit.

We achieved an 80% participation rate in the 2022 employee engagement survey with an overall 81% positive employee satisfaction score (up from 80% in 2021), reflecting a high degree of employee satisfaction. Perhaps the most important question, and one that received a 93% positive rate, was that employees feel “comfortable speaking up when I have a safety concern.”

We will continue our employee surveys annually and use these to help keep our culture strong.

SENIOR MANAGERS

58%

MALE

42%

FEMALE

TOTAL WORKFORCE

75%

MALE

25%

FEMALE



CARING FOR OUR CUSTOMERS AND COMMUNITIES

CUSTOMER SATISFACTION

Our customers are our family, friends, neighbors — ourselves. Serving them means more than simply providing energy. To us, it means being there when it matters most. It means taking care of each other. It means helping through hardships, celebrating community and, most of all, providing the essential energy service we all count on.

We strive for every customer interaction to be positive. To see how well we're doing, we survey a sample of customers each quarter across several areas, asking how well we keep customers informed, the ease of doing business with us and overall satisfaction.

In surveys from 2022, we were pleased to hear positive comments, particularly about working with our employees, their professionalism and the courteousness and design skills of our crews. Any negative feedback we take to heart and create action items around improving.

"These surveys are a crucial window into our customers' experiences. More important, they help us find ways to improve those experiences."
~ Angelique Rood, Canyon-West Regional Manager



OUR CUSTOMER SERVICE CENTER EMPLOYEES



We appreciate customers, like the one below, letting us know when we do the job right!

"Just wanted to recognize one of your team members. I had a flat tire out on Gathe Road in Pocatello today around 3:25 p.m. After passing me and realizing I was in trouble, TJ turned his Idaho Power truck around and came to my aid. I would normally be able to take care of the problem myself, but I recently injured my shoulder and there is no way I could have changed that tire. TJ dropped what he was doing and helped me. Honestly, I am very impressed with his character and how quickly he took care of a stranger in need. In the recent passing weeks and months, I haven't had very many positive interactions with my fellow humans. I'll be honest, I've been losing faith in people. Today, however, someone that works for your company restored a bit of that lost faith."

~Pocatello area customer

GOING ABOVE AND BEYOND TO SAVE LIVES

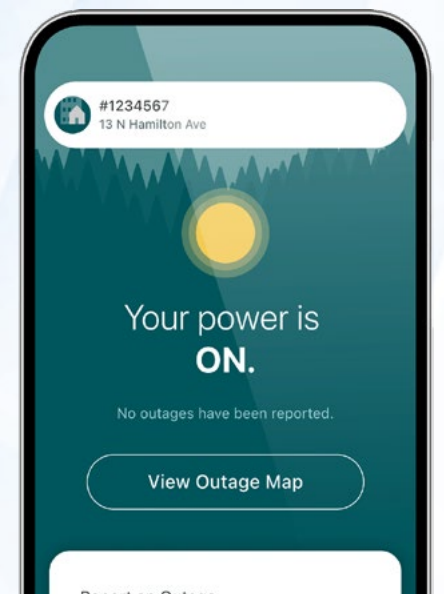
In 2022, eight of our employees demonstrated remarkable commitment to ensure the safety of our customers. For their actions, President and CEO Lisa Grow awarded them the President's Award for Safety — our highest safety honor. These employees not only saved lives or helped people in dangerous situations, but they stopped to help when no one else did. The common thread among our employees who received this award? They all said helping was simply the right thing to do — a character trait we're proud to say is common among Idaho Power employees.



PROVIDING CUSTOMERS OPTIONS: OUR MOBILE APP

It's official — in spring 2022, we released our first mobile app available for download to Android and iOS devices. The app matches the updated design of our customer account management tool, My Account, and includes improved customer access to information. Customers can quickly and easily pay their bill, view energy use details, sign up for billing and payment programs, enroll in push notifications, view their current power status, access outage map information and more.

The app has averaged ratings of over 4.5 out of 5 stars, with more than 40,000 downloads in the first nine months — almost double our goal of 20,000 downloads. We will continue to make improvements to the app as we learn more about our customers' mobile wants and needs.





RELIABLY SERVING CUSTOMERS

There’s a lot about our company that makes our employees want to come to work. But at the end of the day, our customers count on us, and we take pride in that.

We keep the lights on 99.97% of the time. In fact, our customers experienced fewer outages and had their power restored twice as quickly when compared with other customers in the nation.

Standard Measurement	Idaho Power	National Average*
Average Number of Outages <i>(System Average Interruption Frequency Index [SAIFI])</i>	1.16	1.39
Average Duration of Outages <i>(System Average Interruption Duration Index [SAIDI]) (the amount of time an average customer was without power for the entire year)</i>	2.52 hours	7.32 hours
Average Time Until Restoration <i>(Customer Average Interruption Duration Index [CAIDI]) (the amount of time an average customer outage lasted)</i>	2.17 hours	5.26 hours
*EIA Form 861 2021 reliability data set; 2022 data not yet available.		



STRENGTHENING THE GRID

How do we ensure the power stays on when and where our customers need it — across more than 24,000 square miles, and with a customer growth rate of 2.4% in 2022?

We begin by meeting or exceeding industry standards when designing and constructing energy equipment. Our employees keep up these standards by monitoring the grid 24/7. And we don't stop there — we proactively inspect and maintain our equipment using visual inspections and technology like thermal imaging, drones and helicopters. As part of our program to maintain equipment, we continually assess lines that deliver power directly to customers, determining if we need to:

- Replace switches
- Install guards to protect the lines from birds or other animals
- Add fuses
- Replace crossarms that hold up wires
- Change out poles



With the increase of wildfires in the West, we’ve added several measures to harden our grid. For example, we wrap wood poles in fire-resistant mesh, clear vegetation from around poles and trim trees near power lines. For more information on how we prepare for wildfires and potential outages, see the [Governance section](#).

Since our program started in 2010, we’ve seen a 38% reduction in outages on improved lines.





PARTNERING WITH BUSINESS CUSTOMERS

Our business customers account for only 13% of our customer base, but they use approximately 50% of the energy we provide. And with rapid growth in our service area, we remain ready to welcome these commercial and industrial customers — big and small — and to continue serving existing customers with reliable, affordable, clean energy.



SMALL BUT MIGHTY

In addition to providing the energy they need, we also help small, diverse businesses throughout our service area by contracting services from them. That's where our Supplier Diversity Program for small businesses comes in. This program benefits both suppliers and Idaho Power, and we're pleased to see its continued success in keeping funds and services within our communities.

In 2022, Idaho Power purchased over **\$197.7 MILLION** in goods and services from Idaho and Oregon businesses, of which **59%** WENT TO SMALL BUSINESSES.

2022 SUPPLIER DIVERSITY PROGRAM*



50.5%
FEMALE-OWNED
SMALL BUSINESS

17.2%
SMALL
DISADVANTAGED
BUSINESS

16.2%
HUBZONE
SMALL
BUSINESS

15.5%
VETERAN-OWNED
SMALL
BUSINESS

0.5%
SERVICE-DISABLED
VETERAN-OWNED BUSINESS

*Based on businesses who self-identify their business class
Note: Numbers may not add to 100 due to rounding.

BRINGING LEADERS TOGETHER

When we partner with our customers and leaders in the community, we all thrive. That's one reason we were thrilled to resume our Energy Academy in 2022, bringing together leaders from across our service area to learn about our company and the future of energy.

Over 20 mayors, county commissioners, city council members, economic development professionals and business leaders joined us for a day filled with hands-on education and tours. Participants learned about our history, our clean energy goal, the regulatory environment, our planning process and our efforts to secure new energy resources.

"The energy industry is a complex business, and there is tremendous value in providing our community leaders with a deeper understanding of the energy that touches the lives of the businesses, communities and customers we serve every day."
~ Megan Ronk, Economic Development and Innovation Director

ADVANCING CLEAN ENERGY FOR LARGE BUSINESS CUSTOMERS

One of the exciting aspects of working with our business customers is advancing our mutual goals toward clean energy. In 2022, this meant facilitating the contracting of solar projects for two large customers.

- Through a PPA with Idaho Power, a 40-MW solar project dedicated for Micron is being built to support Micron's goal of sourcing 100% renewable energy for its U.S. operations by the end of 2025.
- Idaho Power also entered a PPA for a 200-MW solar project as a step toward supporting a prospective large customer's energy needs for its new data center facility in Kuna, Idaho, with 100% renewable energy.

Idaho Power has proposed a Clean Energy Your Way program that, if approved, would assist other large customers in meeting their sustainability goals by adding new, dedicated renewable sources to Idaho Power's system. This proposed program is currently being reviewed by the Idaho Public Utilities Commission (IPUC).

AMAZON DISTRIBUTION CENTER — NAMPA, ID



GIVING AND COMMUNITY OUTREACH

From organizing food and school-supply drives to raking leaves for neighbors in need, our employees spend thousands of hours each year volunteering their time to care for our communities. They also donate funds to charitable causes, along with our owners.

\$1,516,786 TOTAL GIVING IN 2022*

\$42,500
VEHICLE DONATIONS



\$828,732
COMMUNITY CONTRIBUTIONS**

\$345,000
CAPITAL CAMPAIGN DONATIONS

\$300,554
EMPLOYEE COMMUNITY FUNDS (ECF)***

*Donations do not impact customer rates.

**Includes a \$230,000 match to ECF.

*** Our ECF is an employee-led program in which employees and retirees donate their own funds toward charitable causes. These contributions help employees and those in our communities experiencing hardships or short-term needs, and IDACORP matches much of these contributions so the impacts can go even further.

Boise area employees donated their time and artistic talents to support the Idaho Foodbank's annual Empty Bowls fundraiser last fall to help feed and advocate for those in need in our communities.



EMPLOYEES SUPPORT AMERICAN HEART ASSOCIATION'S "WEAR RED FOR WOMEN" DAY

MAKING A MEDICAL DIFFERENCE

With our core value of safety first, supporting the healthcare needs of our communities in 2022 just made sense.

We began by restocking pediatric equipment in the ambulances of a rural mountain community north of Boise. Then we spread the love by contributing six CPR kits to schools across our service area, where they will provide life-saving training and education opportunities for students and staff.

We donated a Chevrolet Impala from our fleet to the Power County Hospital for nurses and other staff members to travel to serve community needs. We teamed up with American Legion Post 33 and the Payette Senior Center to "stuff the bus" for the St. Luke's Children's Hospital, with items like toys, activity books and games to bring some joy to young patients.

Last, we donated a life-saving AED to the Cambridge Senior Center, one of several AEDs our company has donated to small towns where emergency response times can be longer and hospitals aren't always nearby.



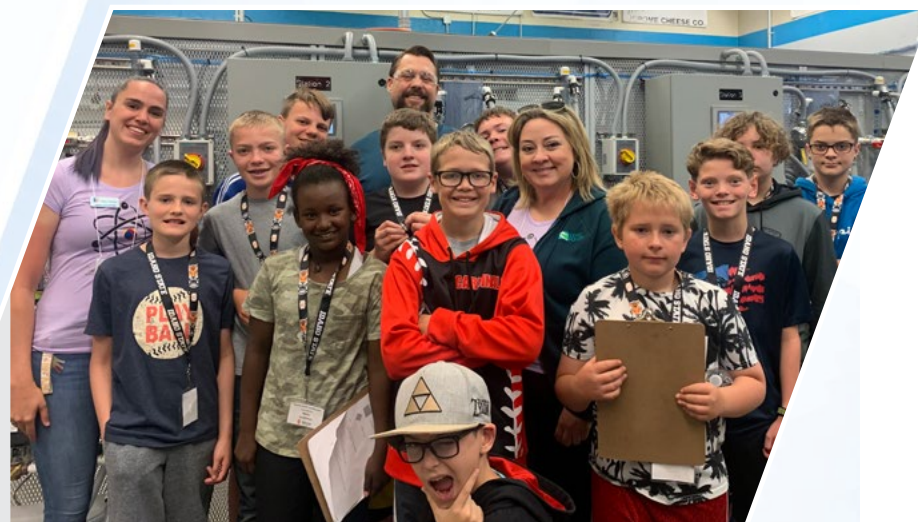
AED DONATION TO THE GARDEN VALLEY FIRE DEPARTMENT



SUPPORTING STEM AND YOUTH EDUCATION

As an energy provider, we love all things science, technology, engineering and math (STEM). And we know inspiring future generations to innovate and explore will help our company — and our customers — in the future. That's why supporting STEM and youth-education events is a natural fit for Idaho Power. Here are just some of the ways we were lucky enough to help in 2022.

- We hosted Haywired Robotics, a group of high school students from the small town of Filer, Idaho, on a tour of Twin Falls Dam. These students are one of many teams who took part in the First Idaho Robotics statewide competition — and the theme was renewable energy!
- Idaho Power participated in Computer Science Education Week in Idaho, which included an “Hour of Code” event in Twin Falls. Our employees led a team in coding with students — one of more than 100 coding events that happened across the state.
- In southeastern Idaho, we donated \$2,500 to Idaho State University’s Ignite Their Future summer camp, which aims to spark passions in STEM-related subjects for local middle and high school-aged students. During the event, our own Education and Outreach Energy Advisor Angela Miller also led an electrical generation simulation for camp participants.
- We have a dedicated program called Solar 4R Schools, where solar installations are placed on school property along with a data monitoring system and a curriculum package — funded by the Green Power Program. Energy generated by these small-scale solar-electric systems helps participating schools offset a portion of their electricity use, and it teaches students about renewable energy — a win-win! In 2022, we awarded two new projects, bringing **the total number of schools to have participated in this program to 25.**



EMPLOYEE SPOTLIGHT: THE POWER OF CONNECTION

Idaho Power Finance Leader Javier Bucheli is one of many Idaho Power employees who volunteer their time, talents and money to help our neighbors in need — both locally, and across the globe. On weekends, Javier teaches free English language Zoom classes for students living in his hometown of Portoviejo, Ecuador, and other cities in Argentina, Chile and the United States.

“When I was a teenager, my greatest goal was to learn English to fulfill my dream of attending college in the United States, but my parents couldn’t afford to enroll me in paid classes. Eventually, I was able to attend free English classes through my church. Learning English has changed my life by helping me obtain a great education in the United States and have a fulfilling career. When Zoom became popular during the pandemic, there was suddenly a way for me to give back to others by teaching students who want to learn English but don’t have the financial resources. I have been so fortunate to get to know brilliant students who work very hard to learn this beautiful language and who want to succeed. One of the things I love about teaching my students from so far away is that there is nothing they can do to repay me; instead, I challenge them to pay it forward. I am also very grateful to work for a company that encourages and emphasizes service and has been greatly involved in our community for so many years.”

–Javier Bucheli





SUPPORTING COMMUNITY CAUSES

We give to a variety of causes, many of which help fill gaps for the underserved and historically excluded. Here are some of the causes we supported in 2022 for those groups, which comprised 41% of our Community Contribution Committee giving:

- Boise Art Museum Senior Free Admission Days
- Boise Rescue Mission
- Boys & Girls Club of Ada County
- BSU Women & Leadership Conference
- Children's Home Society
- Cycle for Independence
- Faces of Hope
- Garden City Library Book Mobile
- Habitat for Humanity
- Idaho Black Community Alliance
- Idaho Commission on Hispanic Affairs
- Idaho Hispanic Foundation
- Idaho Office for Refugees
- Idaho Youth Ranch
- Jesse Tree
- Learning Lab
- Life's Kitchen
- National Multiple Sclerosis Society
- Neighbor Works
- Northwest Association for Blind Athletes
- PBS
- POW/MIA
- Return of the Boise Valley People
- Ride for Joy
- Salvation Army
- Society of Women Engineers
- Treasure Valley Down Syndrome Association
- Veteran's Parade
- Wassmuth Center for Human Rights
- Women's and Children's Alliance
- Wyakin Warrior
- YMCA

*Our Community Contribution Committee, which manages the distribution of company funds, defines these organizations as those that support populations who are underserved because of (but not limited to) race, ethnicity, gender, gender identity, sexual orientation, age, social class, physical ability or attributes, religious or ethical value system, or national origin.



WOMEN'S AND CHILDREN'S ALLIANCE

SERVING AS ENERGY ADVISORS

Idaho Power has a team of education and outreach energy advisors who work year-round with schools, businesses and community and civic groups to share how we deliver energy and educate customers on a variety of topics. Not only do these presentations help our customers understand the energy business, but they also help us stay engaged with the community and meet their needs.

When our energy advisors aren't presenting to classes or community groups, they're

organizing Idaho Power participation in community events, coordinating employee volunteer activities and delivering charitable donations. They also participate on many boards throughout our service area, such as the Idaho System for Educational Excellence and Idaho First Robotics.

In 2022, our energy advisors gave over
1,050 PRESENTATIONS
 throughout our service area!



IDAHO POWER EDUCATION AND OUTREACH ENERGY ADVISORS

"I travel thousands of miles a month visiting teachers and community members in every town I represent. I believe in the power of community and looking out for our friends and neighbors in even the most remote towns we serve, because they matter to me."
 ~ Angela Miller, Education and Outreach Energy Advisor



DEMAND RESPONSE AND ENERGY EFFICIENCY

DEMAND RESPONSE

Part of serving our customers reliably and affordably is doing what we can to help customers use energy responsibly to meet high demands.

Our demand response programs help avoid or delay the need for new resources to serve periods of high energy demand. Customers who participate agree to manually reduce load or let Idaho Power cycle (turn on and off) equipment, such as air conditioning, on certain days when summer demand for energy is high. In return for participation, customers earn a monthly credit on their summer energy bills or receive an incentive check at the end of the season. **These programs represent approximately 8% of Idaho Power's system peak and comprise one of the largest utility demand response portfolios in the nation,** relative to our peak demand.

In 2022, we implemented changes to match the evolving needs of our electrical system, such as shifting the time when the programs run to later in the evening — when solar production drops dramatically but customer use remains high. Because of unprecedented heat in 2022, along with fires across our service area and several other challenges, demand response programs were especially helpful in reducing energy load.

Overall in 2022, our demand response programs achieved a load reduction of

200 MW.

We're working hard to grow the programs in 2023. Here's a closer look at our 2022 season results:



A/C COOL CREDIT

- 13 events
- 19,100 participants



COMMERCIAL FLEX PEAK

- Seven events
- 158 sites from 69 customers



IRRIGATION PEAK REWARDS

- Six to seven events, depending on location
- 2,142 service points

ENERGY EFFICIENCY

Along with regular tips and awareness campaigns, we offer energy efficiency programs and incentives for customers. **In 2022, our customers saved 169,889 MWh of energy through these programs — enough to power about 14,900 average-sized homes in our service area for one year.**

MWH SAVINGS BY CUSTOMER TYPE



65%

COMMERCIAL/INDUSTRIAL

17%

RESIDENTIAL

14%

MARKET TRANSFORMATION*

4%

IRRIGATION

*Market transformation MWh savings is the savings gained from efforts to permanently change the existing market for energy efficiency goods and services by engaging and influencing large national companies to manufacture or supply more energy-efficient equipment.

Our Continuous Energy Improvement Program offers a collaborative way to get involved with schools to find no- and low-cost energy efficiency opportunities, as well as identify capital project upgrades. In 2022, we completed another year of energy management training with participating schools. Over the life of the program so far, participating schools have saved just under 17,000,000 kilowatt-hours (kWh).





PAYETTE OPERATIONS CENTER

GOVERNANCE

Operating responsibly with an experienced, diverse board and expert leadership at the helm has seen Idaho Power through over 100 years of serving customers with reliable energy. Though the challenges have changed, our dedicated leadership has continued to ensure we are prepared for the future. Our employees keep stepping up, innovating and helping us meet energy needs while delivering long-term value for our owners, as exemplified by our 15th year of consecutive earnings growth. Together, we are prepared — and excited — for tomorrow.



OUR BOARD OF DIRECTORS

Our Board of Directors meets high standards because we have a high expectation for the quality of service we provide our customers. The oversight, guidance and perspectives of our board members are backed by years of diverse professional and personal experience, along with high ethics and values that align with our values of safety first, integrity always and respect for all. Our board is also committed to ensuring we meet the interests of our owners and customers at each level of the business.

Here are some of the practices we take to ensure we have a well-rounded, diverse and knowledgeable board:

- Annually elect all directors
 - Maintain an independent chairperson and a majority of independent directors
 - Hold regular board and committee sessions
 - Require ownership of stock for directors and officers
 - Prohibit hedging and pledging of company securities for directors and officers
 - Require annual self-evaluations
 - Require a majority vote
- resignation policy for directors in uncontested elections
 - Maintain a compensation clawback policy
 - Mandate continuing education for directors
 - Adhere to a robust code of business conduct and ethics specific to directors, with annual attestations
 - Represent diversity in experience and backgrounds, as well as gender, racial and ethnic diversity

BOARD EXPERIENCE/AREAS OF KNOWLEDGE

	Senior Executive	Banking and Finance	Energy Utility	Operations	Public Board Service	Food and Agribusiness	Legal	IT/Security	Real Estate	Healthcare	Construction/Engineering	Education	Environmental/Climate
BOLANO	✓	✓		✓						✓			
CARLILE	✓	✓		✓	✓								
DAHL	✓	✓		✓	✓	✓			✓				
ELG	✓	✓			✓	✓							
GROW	✓		✓	✓							✓		
JIBSON	✓		✓	✓	✓								
JOHANSEN	✓		✓	✓	✓		✓						
JOHNSON	✓	✓			✓		✓						
KINNEEVEAUK	✓		✓	✓	✓						✓	✓	
NAVARRO	✓	✓			✓	✓							
PETERS	✓		✓	✓	✓			✓					✓

A CLOSER LOOK (as of April 1, 2023)

GENDER DIVERSITY

64%
MALE

36%
FEMALE

ETHNIC/RACIAL DIVERSITY

73%
NOT ETHNICALLY
OR RACIALLY DIVERSE

27%
ETHNICALLY OR
RACIALLY DIVERSE



64.7 YEARS
AVERAGE AGE



7.3 YEARS
AVERAGE TENURE



91% INDEPENDENT
MEMBERS



BOARD COMMITTEE OVERSIGHT

While our corporate Governance/Nominating Committee is primarily responsible for ESG oversight, we also have separate board committees dedicated to the oversight of specific ESG topics as follows. Other areas not listed are overseen by the full Board of Directors.

Audit Committee	Compensation and Human Resources Committee	Executive Committee	Governance/ Nominating Committee
<ul style="list-style-type: none">• Code of Conduct/ Business Ethics• Compliance• Cyber and Physical Security• Environment — Air/Water/Waste	<ul style="list-style-type: none">• Employee Benefits• Executive Compensation• Labor Rights• Diversity, equity and inclusion (DEI)• Safety	<ul style="list-style-type: none">• Board Governance	<ul style="list-style-type: none">• Crisis Response• Enterprise Risk Management• Lobbying and Government Relations*• Political Contributions*

*Idaho Power routinely engages in public policy discussions, advocating for a variety of interests that affect costs to customers and owners, safety, reliability of service and our responsibility to the environment, our employees and our communities. Our voluntary, non-partisan employee political action committee (IDA-PAC) participates in the political process through contributions to candidate campaigns, other political action committees and ballot measure campaigns in compliance with applicable laws. Those contributions are made in furtherance of the company's interests and without regard to the personal political preferences of our directors, executives or employees. All such activities are reviewed annually by the Governance/Nominating Committee.



Congratulations to our President and CEO Lisa Grow, who was named the 2022 Woman of the Year by the Idaho Business Review! Out of the 50 women honored, Lisa was selected as the Woman of the Year for her accomplishments and influence as a leader in the energy industry and our communities — as well as her giving nature and ability to inspire others. In addition to her busy day job as our president and CEO, Lisa is passionate about causes that support the health and wellbeing of our communities. She serves on the St. Luke's Health System Board of Directors and is a Hope Society Member of the Women's and Children's Alliance. Lisa also proudly supports Idaho STEM education and frequently engages with our leaders of tomorrow.

IDACORP OWNER ENGAGEMENT AND SAY-ON-PAY RESULTS

We are committed to engaging with our owners and soliciting their perspectives on key performance, compensation and ESG issues. Our Compensation and Human Resources Committee and management are focused on ensuring the appropriate alignment between our programs and our owners' preferences. We regularly engage in owner outreach.

In 2022, management and the chair of our Compensation and Human Resources Committee met with shareholders holding over 44% of IDACORP's outstanding shares. The shareholders we engaged with in 2022 remained supportive of our strategy and financial performance and our executive compensation program. Shareholder support is further evidenced by our 2022 say-on-pay advisory vote, which received a 94.2% positive vote from our shareholders.



SNAKE RIVER IN HELLS CANYON



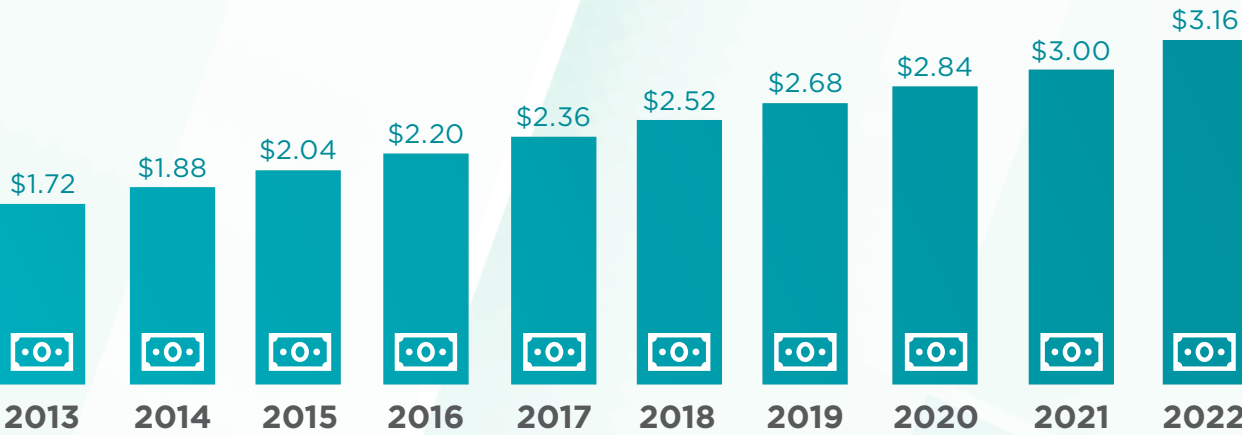


FINANCIAL RESULTS

Our parent company, IDACORP, continued its strong operational and financial performance in 2022 and achieved excellent returns for investors, resulting in our 15th straight year of earnings growth at \$5.11 of diluted earnings per share. IDACORP’s annualized year-end dividend per share increased for the 11th straight year, providing owners with an annualized dividend value of \$3.16 per share.

These excellent results were achieved while keeping prices affordable for our customers — on average 20 to 30% below the national average — and keeping the lights on 99.97% of the time. Led by our strong board of directors, officers and leadership throughout our company, our employees diligently managed costs amidst challenging inflationary conditions and below-normal hydroelectric generation levels in 2022.

Continued customer growth of 2.4% in 2022, energy market conditions and an approval for the acceleration of the Jim Bridger Coal Plant retirement contributed to the year’s strong results. To further support financial stability, we again preserved the full \$45 million of accumulated deferred investment tax credits (ADITC) for future earnings support at the 9.4% return on equity level in the Idaho jurisdiction under our Idaho regulatory mechanism.



LOOKING AHEAD: GENERAL RATE CASE

Due to cumulative and ongoing significant infrastructure investments, Idaho Power plans to file a general rate case in Idaho in June 2023, with a filing to follow in Oregon thereafter. Several factors impact the timing and need to file general rate cases, including the expected increase in depreciation expense from rate-base eligible assets as they are placed into service; investments we have made in our infrastructure since our last general rate case in 2011; expected capital expenditure financing costs and inflationary pressures on labor-related costs, purchased services and supplies.

As always, our goal in any upcoming rate case will be to continue to balance the costs of maintaining a reliable system with keeping prices affordable for customers.

Between general rate cases, Idaho Power relies on customer growth, a fixed-cost adjustment mechanism, power-cost adjustment mechanisms, tariff riders and other mechanisms to mitigate the impact of regulatory lag (the period of time between making an investment or incurring an expense and recovering that investment or expense and earning a return).

UPDATE: CUSTOMER GENERATION RATE CASE

To ensure fair pricing for all customers, we have asked the IPUC to determine whether changes should be made to Idaho Power’s existing customer generation offering for all customers classes. Per the IPUC’s request, in 2022 we filed a study analyzing the benefits and costs of on-site customer generation with the IPUC. The IPUC issued an order in late 2022 acknowledging Idaho Power’s study and instructing Idaho Power to file a new case to address changes to the current on-site customer generation offering. We anticipate filing that case in 2023.





INNOVATING TO MEET SUPPLY CHAIN CHALLENGES

As part of recent supply chain issues, a labor shortage and scarcity of materials have placed pad-mounted transformers in short supply worldwide. While securing enough pad-mounted transformers to keep up with growth in our service area has been difficult, Idaho Power has an asset most utilities don't — our Trans Test team, which repairs non-working transformers and places them back in service.

Our Trans Test employees refurbish up to 2,000 transformers a year, and that goes a long way toward meeting the needs of our customers, including builders trying to keep up with demand for new homes and businesses in our service area.

In past years, Trans Test has replaced defective transformer cores in tanks that are still in good shape. But for the first time, in 2022 the team began rebuilding transformers whose tanks failed. They build new tanks at our Fleet Fabrication shop, install used cores, fill the new tanks and then seal, paint, test and inspect them thoroughly. If the refurbished transformers pass the tests, they can be shipped to a new Idaho Power location and reused.

PLANNING FOR GROWTH

We continuously plan for how to best serve customers. Our 2021 IRP was acknowledged by the Idaho and Oregon public utility commissions in 2022, and we officially kicked off the 2023 IRP process with the first meeting of the IRP Advisory Council (IRPAC) in summer 2022. This diverse group of stakeholders includes major industrial customers, members of the environmental community, irrigation representatives, state and local elected officials, public utility commission representatives and other interested parties.

The IRP, published every two years, is our plan for how to best serve customers over the next 20 years. It considers a wide range of factors — such as projected load growth, fuel costs, resources costs and technology advancements — and uses advanced computer modeling to help determine which resources will best meet customer demand while balancing reliability, cost, environmental responsibility, efficiency and risk. At the end of the lengthy process, we have an in-depth guide for moving ahead in a responsible and measured manner.

The results from our IRP process include our plan for providing more clean energy and ending all coal participation by the end of 2028. While the 2023 IRP has yet to be released, certain short-term plans from the previous 2021 IRP remain in place or have been refined. For a detailed look at a near-term outline of planned actions on our path toward 100% clean, see the [Environmental section](#).



The 2023 IRP is set to be filed in June. The load growth analysis has already been completed. It forecasts peak demand growth of 45% through 2043. We're seeing some of that growth already. We took numerous steps in 2022 to continue to reliably meet this demand.

- We broke ground on our first large-scale BESS. These systems, going online in 2023, will consist of several hundred batteries storing up to 120 MW of energy to help serve customers when energy is needed the most. The batteries can be used for up to four hours, and they can be recharged in about four hours. These systems came about in response to an all-source request for proposals (RFP) we issued in June 2021.
- We issued another all-source RFP seeking resources to help meet 2024 summer peak demands, and the proposed resources include a 100-MW solar PPA and 72 MW of company-owned battery storage.
- We added three new substations to serve growth in high population areas.
- We began updating our Western Treasure Valley Electric Plan as part of a community-wide effort with business leaders, local government and environmental agency representatives and community stakeholders. Our regional electrical plans help determine where to build new transmission lines, substations and associated equipment to meet future needs.
- We are upgrading our thermal fleet with newer technology to gain nearly 50 MW of generation.
- The IPUC approved our request for a new customer class for commercial and industrial cryptocurrency mining operations, or any other speculative high-density load (HDL) customers less than 20 MW. The IPUC order approves Idaho Power's request that speculative HDL customers be interruptible during peak summer months, helping reduce the risk of Idaho Power needing to build new generation resources to meet this significant HDL energy demand, which could end abruptly if the commodity price of the cryptocurrency to be mined is no longer profitable for the customer.





TRANSMISSION PROJECT UPDATES

BOARDMAN TO HEMINGWAY

Our planned 500-kilovolt (kV) B2H project reached a major milestone in 2022 when Oregon's Energy Facility Siting Council unanimously approved an unappealable site certificate to build the line across five eastern Oregon counties. Federal agencies have already granted records of decision for the line to cross land they manage. Once complete, the line will move power between the Pacific Northwest and Intermountain West, helping meet customer needs during peak seasons while serving as a crucial pipeline for clean energy.

We expect to receive all remaining permits required for starting construction of B2H in 2023, with construction beginning in 2023 and the project coming online as early as 2026. Idaho Power and Portland-based PacifiCorp plan to own B2H jointly.

GATEWAY WEST

Idaho Power and PacifiCorp are also working together on the 1,000-mile Gateway West transmission line across Wyoming and southern Idaho, which will help both companies meet rising customer demand, improve reliability and balance renewable resources such as wind and solar across the West.* PacifiCorp has already built the easternmost segment of the line in Wyoming. We continue to coordinate the timing of next steps with PacifiCorp to best meet customer and system needs.

*Idaho Power sells the RECs associated with our renewable energy, so renewable energy is not delivered to customers. Proceeds from RECs offset power supply costs, which help keep customer prices low.



“It would be hard to overstate the importance of B2H, not just for Idaho Power customers, but for homes, businesses and farms all across the western U.S. More and more energy from wind, solar and other sources is coming online. Better transmission connections to surrounding regions will help incorporate this clean energy while enhancing grid reliability and keeping customer prices affordable.” ~ Lindsay Barretto, 500-kV and Joint Projects Senior Manager

ELECTRIC VEHICLES

Our current planning forecasts that electric vehicles (EV) will increase by around 20-fold in our service area over the next 20 years.

Numbers from the Idaho Department of Transportation support these projections, showing an increase in EV registrations in Idaho of 74% from 2021 to 2022.

Thanks to our longtime interest in EVs and an eye toward this exciting clean technology, Idaho Power is ready for the growth. For years, we've had our own fleet EVs, educated customers on how to charge EVs and helped with the planning and installation of charging stations. Last year was no exception.

In 2022, we helped business customers install EV charging stations — either for their fleet


vehicles or for customers to use — and we gave \$15,000 in charging station incentives. We also joined the National Electric Highway Coalition — a collaboration of more than 60 utilities dedicated to supporting EV charging infrastructure.

To further educate business customers on the advantages of EVs, we hosted a fleet open house in the fall for Treasure Valley businesses. Other area organizations that already have fleet EVs, such as Boise State University and the City of Boise, joined to share their knowledge. And for residential customers, we co-hosted the National Drive Electric Week car show to raise awareness and showcase some pretty sweet rides.

OUR FLEET GOALS

By 2030, we project that 75% of our passenger cars and forklifts (including all new purchases) will be electric, and 35% of other fleet vehicles under 8,500 pounds. Here's where we ended in 2022:

PASSENGER CARS

55% 
ELECTRIC

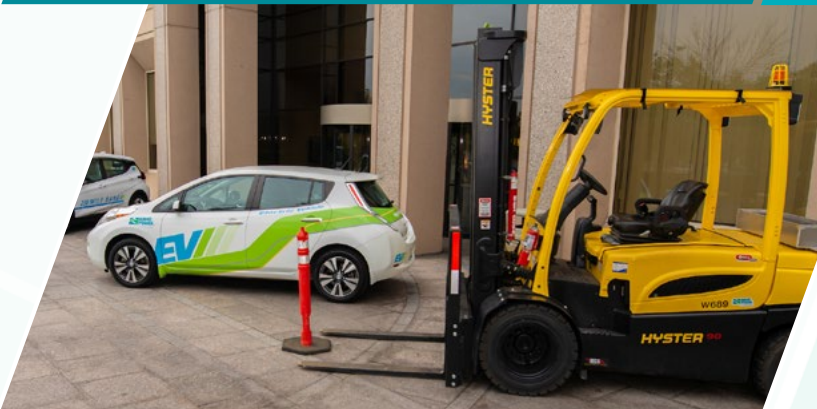
FORKLIFTS

32% 
ELECTRIC

OTHER VEHICLES

4% 

ELECTRIC
(Under 8,500 pounds)





RISK MANAGEMENT AND EMERGENCY PREPAREDNESS

To ensure we can safely and reliably provide energy to our customers, we continuously manage risks and prepare for the unexpected across all aspects of our business. Our Enterprise Risk Management Program holistically assesses current and emerging regulations and external factors across the areas of technology, legal, market, weather, reputation, safety and others that could impact our operations. Each risk is reported to the Board of Directors and prescribed specific management, such as internal oversight by a department and/or committee, auditor process review, board committee oversight or development of business continuity or disaster response plans.

To respond to emergency events, we maintain an Emergency Management Team (EMT) with key representatives from across our company. The EMT leads our company’s response and has the authority to activate any of our numerous business continuity and disaster recovery plans.

Proactive risk management for specific areas of our operations are detailed in the following sections.



RESPONDING TO CLIMATE CHANGE

Climate change has increased risks across numerous areas, and those risks are still evolving. But through proactive forecasting, constant monitoring and preventative measures we are addressing these challenges and even using them to improve our operations. The following table provides an overview of the ways we are tackling some of the physical, social, economic and regulatory impacts of climate change.

PREVENTATIVE MEASURES AGAINST CLIMATE CHANGE IMPACTS

Physical	Social and Economic	Regulatory
<ul style="list-style-type: none">• Forecast and manage variable water supply.• Mitigate wildfire risk and enhance grid resiliency.• Monitor and care for the Snake River.• Help preserve wild and aquatic life.• Secure our cyber and physical assets.• Investigate new clean technologies, such as battery storage, hydrogen generation and modular nuclear reactor technology.	<ul style="list-style-type: none">• Maintain and track progress of carbon emissions intensity reduction goals.• Continue our path away from coal.• Integrate renewable energy.• Incorporate more EVs into our fleet.• Communicate about wildfire mitigation efforts and educate customers/communities about what they can do to reduce wildfire risk.• Provide energy efficiency and clean energy options for customers.	<ul style="list-style-type: none">• Model climate-related impacts in our IRP.• Advocate for utility interests in public policy.• Work with large customers to support their clean energy goals with new clean energy resources• Partner with agencies and other stakeholders to conduct studies, enhance technologies and mitigate impacts.

MODELING CLIMATE RISKS IN THE IRP

In addition to the measures listed above, we also forecast and analyze climate-change risks as part of our IRP process. This is done by adjusting modeling inputs and by modeling various scenarios to reflect potential impacts on our system. Specific scenarios in our IRP analysis include the following:

- Increased energy demand due to extreme temperature events and a variable water supply, including drought conditions.
- Carbon regulation that mandates the move to 100% clean energy by 2035 and 2045, respectively.
- Estimating core portfolio costs under three carbon price forecasts.
- A rapid transition toward electrification, including the use of EVs and electric heat pumps for building heating/cooling.

WRAPPING OF WOODEN POLES
WITH FIRE-RESISTANT MESH

MANAGING WILDFIRE RISKS

Like many states across the West, our service area is no stranger to wildfires. And with the increased risk of wildfires, we have enhanced our proactive fire mitigation efforts. These efforts are detailed in our Wildfire Mitigation Plan, which includes a Fire Potential Index (FPI) tool to forecast short-term risks and coordinates with our other operational plans as needed. This plan has been approved by our Idaho and Oregon regulators.

In 2022, we also developed a Public Safety Power Shutoff (PSPS) plan to guide when we would proactively turn off power to certain areas where wildfire risk is high due to extreme weather conditions. The proactive outage, if necessary, would be an effort to protect our customers, communities, employees and equipment from wildfires in windy, dry conditions.

Throughout the summer, our wildfire team, including meteorologists, monitored the weather daily, especially in the highest-risk areas. Although we were prepared to call a PSPS event if needed — and had educated customers ahead of time — we did not call any PSPS events in 2022.

Thanks to our field employees' proactive work, the 2022 fire season's impacts on our equipment and ability to provide power to our customers were limited. These workers:

- Wrapped over 1,000 wooden poles in a fire-resistant mesh
- Installed more than 800 spark-prevention units (SPU) to protect other equipment on the line from failing and producing sparks
- Replaced almost 950 expulsion fuses, which keep hot particles from hitting the ground
- Installed 17 new reclosures
- Buried almost two miles of overhead distribution lines in high-risk areas
- Increased vegetation clearing in high-risk wildfire zones
- Increased the frequency of pruning trees near power lines

We will continue to harden our system, learning from this year's experiences to better prevent and prepare for wildfires and potential outages.



INSTALLED SPU

MANAGING WATER SUPPLY

We value having a diverse energy portfolio so we can be resilient against varying market and natural conditions, including water supply. To help manage our hydropower system and cloud-seeding operations (see right), we use high-performance computing to run complex weather models and refine our forecasting. Our IRP process also includes a sophisticated water forecast, and the company's summer readiness plan requires we plan for the 90% exceedance streamflow forecast to meet summertime peak demand. Idaho Power also participates in numerous committees to help track, plan and optimize our hydropower operations.

Findings from the most recent River Management Joint Operating Committee Second Edition Long-Term Planning Study, completed in 2020, support that upstream reservoir regulation significantly dampens the effects of shifts in natural flow to Idaho Power's system. Further, the study indicates Idaho Power could see July to December regulated streamflow relatively unaffected and January to June regulated streamflow increasing over the 20-year planning period.

Water regulation helps ensure we will have adequate supply to meet customer's energy needs; Idaho Power secures the company's water right permits through the State of Idaho's proof of beneficial use process, meeting water reporting requirements and using the State of Idaho Water Supply Bank. The state also holds minimum instream water rights that serve as a backstop for helping secure our hydropower generation baseline.

HELLS CANYON COMPLEX RELICENSING UPDATE

The three-dam Hells Canyon Complex (HCC) accounts for about 70% of our hydro generation. As part of our effort to acquire a new long-term license to operate the HCC, in 2022 the Federal Energy Regulatory Commission (FERC) issued a Notice of Intent to prepare a supplemental environmental impact statement (EIS). We expect FERC's draft EIS to be issued in summer 2023 and a new license to be issued in 2024 or thereafter. We will continue to update stakeholders as the relicensing moves along.



CLOUD SEEDING

As part of a program to increase the snow that falls into drainages that feed the Snake River — and therefore provide more water for hydropower production and other beneficial uses — we operate a cloud-seeding program in conjunction with the Idaho Water Resources Board. Using remote ground generators or airplanes, we add ice nuclei in the form of silver iodide to storms with just the right conditions, which can then help ice crystals form in clouds.

Since we began cloud-seeding, our meteorologists estimate an increase in the annual snowpack in the Payette River Basin of about 11%.

HELLS CANYON DAM



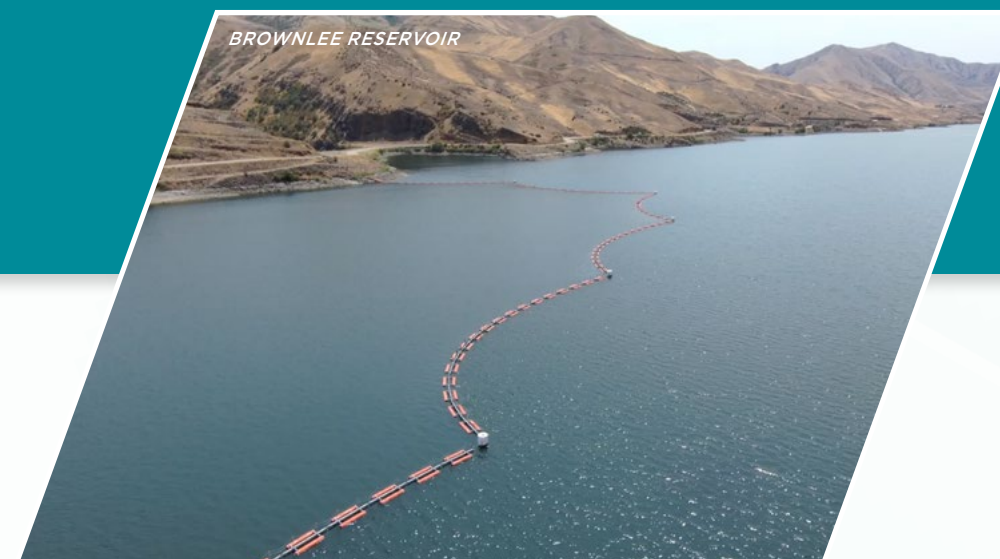


KEEPING SECURE

CYBER SECURITY

Idaho Power has a dedicated team of cyber security experts constantly monitoring and working to prevent cyber-attacks on our system. Through numerous security protocols, we continue to proactively strengthen our cyber defenses. The following are just a few of the measures we implement:

- Securing devices to our network using endpoint protection and layering systems with protective mechanisms and intentional redundancies
- Providing security awareness, education and training to employees on threats and how to safeguard sensitive information through regular communications and simulated phishing tests
- Validating recovery procedures and system resiliency to ensure we can return critical systems to normal operating levels in a timely manner
- Partnering with other energy organizations and local, state and federal agencies to gain insight into — and actionable intelligence about — cyber threats
- Conducting annual cybersecurity exercises to ensure our readiness and identify opportunities for improvement



BROWNLEE RESERVOIR

PHYSICAL SECURITY

To ensure the security of our critical infrastructure, we employ a variety of preventive measures:

- Developing and frequently fine-tuning resiliency plans and physical security protocols, along with continuing to invest in these measures
- Participating in a biennial security exercise called GridEx, hosted by the North American Electric Reliability Corporation, which simulates cyber and physical infrastructure attacks
- Cultivating partnerships with local, state, federal and industry partners to share security information and intelligence that enhances security awareness and response
- Working collaboratively with Idaho lawmakers on proposals to enhance the penalty for trespass and impeding damage to critical infrastructure to discourage these types of incidents
- Requesting anyone who sees or hears anything suspicious in or around energy infrastructure to immediately report it to their local law enforcement agency

For our hydropower dams, we manage the risk of hazards by implementing preventative measures, including a rigorous Dam Safety Surveillance and Monitoring Program. The program includes project-specific visual inspection plans and instrumentation monitoring. Additionally, FERC Dam Security reviews are completed annually to evaluate implemented measures. We also produce and maintain emergency action plans (EAP) that provide a strategy for operations and a timely way to notify local communities and emergency management agencies. These EAPs are maintained, tested and exercised regularly.

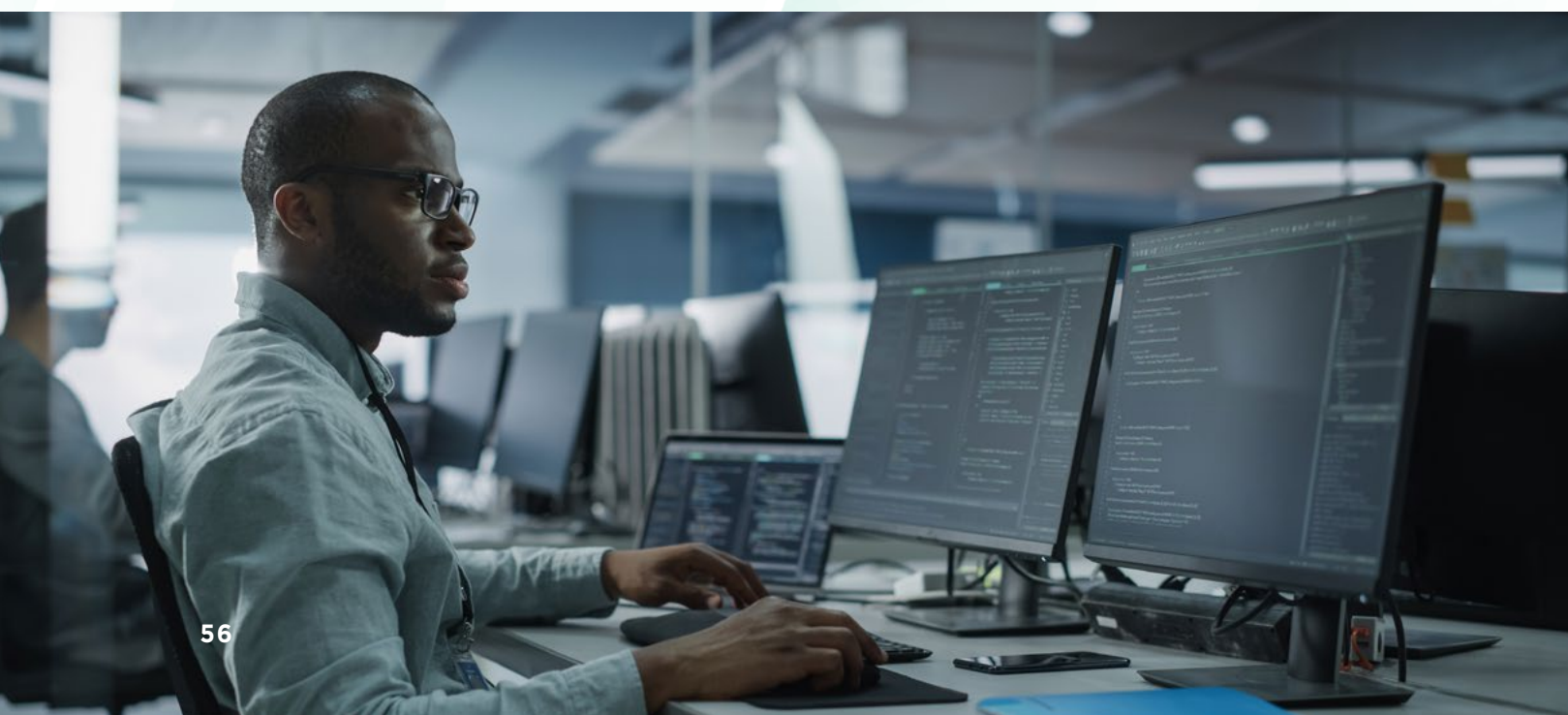
In 2022, Idaho Power's Dam Safety team conducted a day-long, in-person exercise for our Brownlee EAP with a wide range of first responders and other agencies. More than 50 people gathered at the Oxbow Schoolhouse to run through mock emergency responses. The exercise included

behind-the-scenes actors who played the role of media, company executives, customers and others.

In 2023, a similar in-person exercise will be held for Idaho Power's Mid-Snake dams.



NATIONAL WEATHER SERVICE
EMPLOYEES AT THE BROWNLEE
EAP EXERCISE





METRICS REPORTING

For reporting and transparency, we voluntarily disclose our year-end metrics via several frameworks. In addition to the Edison Electric Institute (EEI) ESG Table, we also report using the Sustainability Accounting Standards Board (SASB) framework for Electric Utilities & Power Generators. This framework is designed to enable disclosure of company data and information in a clear and consistent manner so it can be used by various stakeholders. Last, we map our metrics to the Taskforce on Climate-related Financial Disclosure (TCFD) to enhance reporting of climate-related information and further support informed decision-making and capital allocation by stakeholders.



EEI ESG TABLE

Portfolio	2005	2021	2022
Owned Nameplate Generation Capacity at Year End (MW)			
Coal	1,111	920	920
Natural Gas	254	762	762
Nuclear	0	0	0
Petroleum	5	5	5
Total Renewable Energy Resources	1,707	1,799	1,799
• Biomass/Biogas	0	0	0
• Geothermal	0	0	0
• Hydroelectric	1,707	1,799	1,799
• Solar	0	0	0
• Wind	0	0	0
Owned Net Generation for the Data Year (MWh)			
Coal	7,248,393	2,980,808	3,656,890
Natural Gas	66,772	2,765,765	2,321,751
Petroleum	5	26	39
Total Renewable Energy Resources (Hydroelectric)	6,198,524	5,381,734	5,346,563
Investing in the Future: Capital Expenditures and Energy Efficiency (EE)			
Total Annual Capital Expenditures (nominal dollars)	\$185,865,000	\$299,972,000	\$432,430,000
Incremental Annual Electricity Savings from EE Measures (MWh)	37,978	143,971	169,889
Incremental Annual Investment in Electric EE Programs (nominal dollars)	\$6,700,792	\$38,353,505	\$42,963,579
Retail Electric Customer Count (at end of year)			
Commercial & Industrial	58,219	76,022	77,434
Irrigation	17,975	21,832	22,071
Residential	380,952	505,774	518,490

Emissions	2005	2021	2022
Greenhouse Gas Emissions: Carbon Dioxide (CO ₂) and Carbon Dioxide Equivalent (CO ₂ e)			
Owned Generation			
Carbon Dioxide (CO ₂)			
• Total Owned Generation CO ₂ Emissions (metric tons[MT])	7,320,981	4,222,167	4,805,653
• Total Owned Generation CO ₂ Emissions Intensity (MT/Net MWh)	0.54	0.38	0.42
Carbon Dioxide Equivalent (CO ₂ e)			
• Total Owned Generation CO ₂ e Emissions (MT)	NA	4,247,120	4,836,441
• Total Owned Generation CO ₂ e Emissions Intensity (MT/Net MWh)	NA	0.38	0.43
• Scope 1 Carbon Emissions	NA	4,281,540	4,856,897
• Scope 2 Carbon Emissions	NA	7,460	20,479
Non-Generation CO ₂ e Emissions			
Fugitive CO ₂ e Emissions of Sulfur Hexafluoride (MT)	NA	1,073	2,069
Fugitive CO ₂ e Emissions of Natural Gas Distribution (MT)	NA	NA	NA
Non-Generation CO ₂ e Emissions			
Generation basis for calculation	13,513,694	11,128,333	11,325,243
Nitrogen Oxide (NO _x)			
Total NO _x Emissions (MT)	14,805	2,120	2,509
Total NO _x Emissions Intensity (MT/Net MWh)	0	0	0
Sulfur Dioxide (SO ₂)			
Total SO ₂ Emissions (MT)	12,004	2,072	2,409
Total SO ₂ Emissions Intensity (MT/Net MWh)	0	0	0
Mercury (Hg)			
Total Hg Emissions (kg)	NA	11.8	13.4
Total Hg Emissions Intensity (kg/Net MWh)	NA	0	0



SASB TABLE

Resources	2005	2021	2022
Human Resources			
Total Number of Employees	1,821	1,992	2,066
• Percentage of Women in Total Workforce	NA	25%	25%
• Percentage of Minorities in Total Workforce	NA	8%	9%
Total Number on Board of Directors/Trustees	11	11	11
• Percentage of Women on Board of Directors/Trustees	9%	36%	36%
• Percentage of Minorities on Board of Directors/Trustees	0%	27%	27%
Employee Safety Metrics (at date of publication)			
• Recordable Incident Rate	4.00	0.77	1.82
• Lost-time Case Rate	0.64	0.17	0.48
• Days Away, Restricted, and Transfer (DART) Rate	1.98	0.28	0.86
• Work-related Fatalities	0	0	0
Fresh Water Resources used in Thermal Power Generation Activities			
Water Withdrawals — Consumptive (Millions of Gallons)	NA	457,484,091	268,891,385
Water Withdrawals — Non-Consumptive (Millions of Gallons)	0	0	0
Water Withdrawals — Consumptive Rate (Millions of Gallons/Net MWh)	NA	165%	150%
Water Withdrawals — Non-Consumptive Rate (Millions of Gallons/Net MWh)	0%	0%	0%
Waste Products			
Amount of Hazardous Waste Manifested for Disposal	NA	205,021	109,405
Percent of Coal Combustion Products Beneficially Used	NA	60%	45%

Accounting Metrics			
Topic	Data Requests	2021	2022
Greenhouse Gas Emissions and Energy Resource Planning	Gross global scope 1 emissions (million metric tons)	4.28	4.86
	Percentage covered under emissions-limiting regulations	100%	100%
	Percentage covered under emissions-reporting regulations	100%	100%
	Greenhouse Gas emissions associated with power deliveries	Unable to Provide	Unable to Provide
	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.	2021 Annual Report, page 5, Reducing Carbon Emissions Intensity and 2022 Proxy Statement, pages 4-6.	2022 Annual Report, page 18, Reducing Carbon Emissions Intensity and 2023 Proxy Statement, pages 4-6.
	Number of customers served in markets subject to renewable portfolio standards (RPS)	No RPS for Idaho. Oregon RPS requirement begins in 2025.	No RPS for Idaho. Oregon RPS requirement begins in 2025.
	Percentage fulfillment of RPS target by market	NA	NA
Air Quality	Air emissions of the following pollutants:		
	• NOx (excluding N ₂ O) Short Tons	2,337	2,765
	• SOx Short Tons	2,284	2,655
	• Particulate Matter (PM10) Short Tons	75	596
	• Lead (Pb) Short Tons	NA	0
	• Mercury (Hg) kg	12	13
	Percentage of each in or near areas of dense population	0%	0%



Accounting Metrics			
Topic	Data Requests	2021	2022
Water Management	Total water withdrawn — consumptive (Natural Gas Plants, in gallons)		
	• Langley Gulch (On Site and River House Wells)	445,495,074*	299,790,468*
	• Danskin (On Site Well)	7,928,817	6,970,133
	• Bennett Mountain (Municipal)	4,060,200	1,946,200
	Total	457,484,091	268,891,385**
	Percentage of each in regions with High or Extremely High Baseline Water Stress	0%	0%
	Number of incidents of non-compliance with water quality and/or quality permits, standards and regulations	1	16
	Discussion of water management risks and description of strategies and practices to mitigate those risks	2019 IRP, Chapter 4, page 41	2021 IRP, Chapter 8, pages 100–101
	* 13% represents recycled water **Total is reduced by recycled water		
Coal Ash Management	Amount of coal combustion residuals (CCR) generated (based on ownership share)	123,928	109,405
	Percentage recycled	60%	45%
	Total number of CCR impoundments, broken down by hazard potential classification and structural integrity assessment	Unable to Provide	Unable to Provide
Energy Affordability	Average retail electric rate for:		
	• Residential Customers	10.39 ¢/kWh	10.70 ¢/kWh
	• Commercial Customers	7.52 ¢/kWh	8.04 ¢/kWh
	• Industrial Customers	5.61 ¢/kWh	6.16 ¢/kWh
	Typical monthly electric bill for residential customers for:		
	• 500 kWh of electricity delivered	\$52.53	\$56.14
	• 1,000 kWh of electricity delivered	\$102.05	\$109.31
	Number of residential customer electric disconnections for non-payment		
	• Idaho	18,628	19,137
	• Oregon	150	346

Accounting Metrics			
Topic	Data Requests	2021	2022
Energy Affordability (cont.)	Percentage reconnected within 30 days (Reporting reflects reconnections within 7 days.)		
	• Idaho	92%	91%
	• Oregon	77%	81%
	Discussion of impact of external forces on customer affordability of electricity, including the economic conditions of the service territory	2021 ESG Report: Caring for Our Customers and Communities	2022 ESG Report: Caring for Our Customers and Communities
Workforce Health and Safety	Total recordable incident rate (TRIR)	0.8	1.82
	Fatality rate	0	0
	Near miss frequency rate (NMFR)	72	84
End-use Efficiency and Demand	Percentage of electric utility revenues from rate structures that are decoupled	48.0%	46.8%
	Contain a lost revenue adjustment mechanism (LRAM)	NA	NA
	Percentage of electric load served by smart grid technology	78%	80%
	Customer electricity savings from efficiency measures, by market (MWh)	143,971	169,889
Grid Resiliency	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	Not Reported	Not Reported
	System Average Interruption Duration Index (SAIDI)	165 minutes	151 minutes
	System Average Interruption Frequency Index (SAIFI)	1.36	1.16
	Customer Average Interruption Duration Index (CAIDI), inclusive of major events	121 minutes	130 minutes



Activity Metrics		
Data Requests	2021	2022
Number of:		
• Residential customers served	505,774	518,490
• Commercial customers served	76,022	77,306
• Industrial customers served	125	128
• Agricultural customers served	21,832	22,071
Total electricity delivered in MWh to:		
• Residential customers	5,644,996	6,056,124
• Commercial customers	4,163,775	4,306,595
• Industrial customers	3,471,486	3,509,694
• Agricultural customers	2,125,542	1,950,042
• Wholesale customers	600,000	427,000
Length of transmission lines	4,843	4,832
Length of distribution lines	28,570	29,384
Total electricity generated (MWh)	11,128,333	11,325,243
Percentage by major energy source:		
• Hydro	48.36	47.21
• Coal	26.79	32.29
• Natural Gas	24.85	20.50
Percentage in regulated markets	100%	100%
Total wholesale electricity purchased (MWh)	6,829,256	7,178,000

TCFD REPORTING

Principle	Recommended Disclosure	IDACORP Response
Governance Disclose the organization's governance around climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities	2022 ESG Report, Responding to Climate Change
	Describe management's role in assessing and managing climate-related risks and opportunities	Internal ESG Committee: The purpose of the ESG Committee is to support the Companies' ongoing commitment to environmental, health and safety, corporate social responsibility, corporate governance, sustainability, and other public policy matters relevant to the Companies (collectively "ESG Matters") by developing, implementing and monitoring initiatives and policies on ESG Matters; overseeing communications with employees, investors, and other stakeholders of the Companies with respect to ESG Matters; and monitoring and anticipating developments relating to, and improving the Companies' understanding of, ESG Matters.
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	2022 ESG Report, Responding to Climate Change
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	2022 Annual Report, pages 17–21, 28, 34 and 2021 IRP, page 27
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C scenario	Idaho Power Website: Energy & The Environment/Clean Today, Cleaner Tomorrow® Goal, and 2022 ESG Report, Responding to Climate Change



Principle	Recommended Disclosure	IDACORP Response
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	2022 Annual Report, pages 19 and 25
	Describe the organization's processes for managing climate-related risks	2022 ESG Report, Responding to Climate Change
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	2022 ESG Report, Responding to Climate Change
Metrics and Targets Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclose the metrics used by the organization to assess climate-related risks opportunities in line with its strategy and risk management process	2023 Proxy Statement, pages 5-6; 2022 Annual Report, page 25; 2022 ESG Report, Responding to Climate Change
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	2022 ESG Report: EEI ESG Reporting Template in Appendix
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	2022 Annual Report, page 18 Reducing Carbon Emissions Intensity and 2023 Proxy Statement, pages 4-6

CONTACTS

INVESTOR/ANALYST CONTACT

Amy Shaw

Director of Investor Relations, Compliance and Risk

208-388-5611

ashaw@idahopower.com

SHAREOWNER CONTACT

Elizabeth Paynter

Shareowner Services Professional

208-388-5259

epaynter@idahopower.com

ESG CONTACT

Cheryl Thompson

Lead Counsel and Deputy Corporate Secretary

208-388-2415

cthompson@idahopower.com

CORPORATE HEADQUARTERS

1221 W. Idaho St., Boise, ID 83702

208-388-2200

NOTE ABOUT FORWARD-LOOKING STATEMENTS IN THIS REPORT:

This report contains “forward-looking statements” intended to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995. Forward-looking statements are all statements other than statements of historical fact, including, without limitation, those identified by the use of words such as “anticipates,” “expects,” “believes,” or similar expressions. Forward-looking statements should be read with the cautionary statements included in IDACORP’s Form 10-K for the year that ended Dec. 31, 2022, including in Part 1, Item 1A — “Risk Factors” in that report, and in other reports filed by IDACORP and Idaho Power with the Securities and Exchange Commission.

WEBSITES

idacorpinc.com

idahopower.com

cleantoday.com

