IDAHO POWER®

SAFETY FIRST — INTEGRITY ALWAYS — RESPECT FOR ALL

CORPORATE RESPONSIBILITY REPORT 2024

Contents

Who We Are 3

From Our CEO & Chair 4

Responsible Governance 6

Safety First 20

Reliable Service 24

Affordable Prices 30

Clean Energy and Environmental Stewardship 32

Customer and Community Focused 40

Metrics 48

FORWARD-LOOKING STATEMENTS

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, 2024, 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 (SEC).

RENEWABLE ENERGY CREDITS

This report references Idaho Power's sources of energy, which do not reflect energy delivered to customers for two reasons. First, we participate in the wholesale energy market and sell energy both to other utilities and retail customers. Second, power from some renewable sources comes with a Renewable Energy Credit, or REC, which we sell to keep customer prices low.

Who We Are

Idaho Power — the principal operating subsidiary of IDACORP, Inc. — is a locally operated energy company serving over 650,000 customers across southern Idaho and eastern Oregon. Idaho Power is headquartered in fast-growing Boise, Idaho, with over 2,100 employees dedicated to serving the company's purpose and upholding its core values.

Purpose

We are passionate about safely powering lives with reliable, affordable, clean* energy, while developing innovative solutions every day. Serving those who depend on us is at the center of everything we do. We all prosper by committing to the needs, safety, and success of our customers, communities, employees, and owners.

Core Values

Safety First

We are committed to the safety of our employees, our customers, and the communities we serve.

Integrity Always

Customers, owners, and employees can count on us to be fair and ethical.

Respect for All

We treat our customers, partners, employees, and the environment with care and dignity.

Our Corporate Responsibility Strategy

IDACORP and Idaho Power plan and operate with corporate responsibility in mind, as part of their commitment to responsible fiduciary management that strengthens the company's financial position. We recognize our decisions and actions have impacts on our customers, employees, owners, communities, and the environment.

IDACORP considers and incorporates corporate responsibility 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 corporate responsibility 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 electric utility company's activity, performance, and results. However, our philosophical approach to business, corporate responsibility, and stewardship is consistent across all IDACORP subsidiaries.

**We define clean as non-carbon emitting at the point of electricity generation.*

2024 Highlights

- Kept customers' lights on 99.96% of the time
- Achieved 17th straight year of earnings growth
- Enacted our first public safety power shutoff in response to high fire risk
- Gave over $1.4 million in charitable contributions
- Generated carbon-free energy for more than half of our energy supply
- Converted two coal-fired generation units to natural gas
- Appointed a new Board Chair to help guide our path forward
- Brought almost 200 megawatts (MW) of clean resources online
- Helped customers save 143,559 MWh through our energy efficiency programs
- Renovated our flagship fish hatchery to continue rearing steelhead
- Navigated two rate cases while keeping prices 20 to 30% below the national average

From Our CEO & Chair

Looking back on 2024, we have so much to be proud of. Our employees continued to meet every challenge with safety, integrity, and respect — our company's core values — resulting in another year of successfully delivering the reliable, affordable energy our customers and communities depend on.

At Idaho Power, we believe taking care of our people is at the core of caring for our business, and we are proud to report another impressive year for both employee safety and the health of the company.

Foremost among our successes was achieving our third safest year in company history. That means we had zero catastrophic injuries or fatalities, and all our employees were able to go home to their families at the end of every day. Last year, we looked closely at how to best reduce high-impact injuries, including implementing tools to identify more hazards and put controls in place to mitigate them. We will continue these efforts in 2025.

In 2024, our more than 2,100 employees kept customers' lights on 99.96% of the time while working to maintain the grid, restore power when needed, keep customers informed, improve the customer experience, and so much more. Throughout these efforts, we kept costs for customers as low as possible, provided a reasonable return for investors, and recovered costs in a timely manner. We achieved our 17th straight year of earnings growth while managing to keep prices 20 to 30% below the national average. We are proud of our financial accomplishments and our dedication to keeping customer prices affordable.

We continued to adapt to challenging weather conditions. Extreme winds and dry conditions required us to execute our first ever public safety power shutoff event in July. Our employees worked to monitor conditions, patrol lines, restore power, and keep customers informed and prepared — all while putting the safety of our communities first.

While responding to the challenges of today, we are still actively planning for the growth and challenges of tomorrow. Our Integrated Resource Plan looks 20 years into the future and helps ensure we will have resources to meet customer demands while balancing reliability, cost, environmental responsibility, efficiency, and risk. With growth in our service area still climbing, and more businesses choosing to expand in our area, our planning process is more critical than ever.

To meet growing demand, we plan to integrate transmission capacity with a variety of resources that support a diverse energy mix able to swiftly meet energy needs any time of the year. This past year, we installed utility-scale battery systems to enhance our ability to meet peak demands. In 2024, we also converted two of four coal-powered generation units at our Jim Bridger plant to natural gas, cutting carbon emissions from the converted units by approximately half. While we've established a long-term clean energy goal, we acknowledge reliability and affordability are critical for our customers, and technological advances in clean generation resources will be required to meet our goal.

We continue our dedication to our environmental stewardship programs. Last year, we fully renovated our flagship Oxbow fish hatchery, which rears millions of steelhead each year. We monitored the health of the Snake River through numerous stream gaging efforts, along with finishing a joint study on mercury levels in reservoirs. And for the benefit of recreational users, we renovated two popular boat launches to better adjust with water flows.

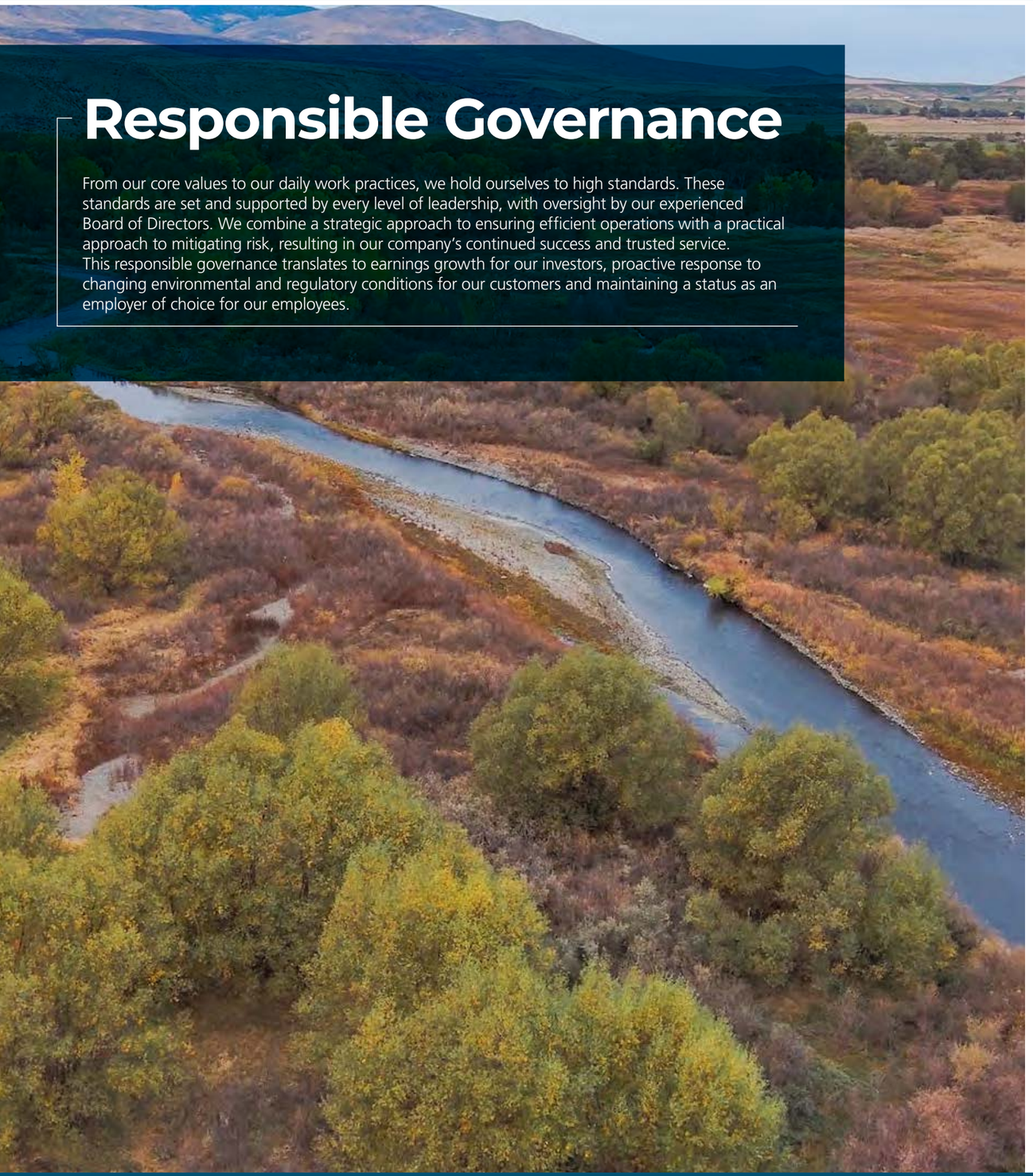
Our company and employees continue to dedicate time, resources, and financial support to local nonprofits that benefit the overall health of our communities. In 2024, we contributed over $1.4 million to local organizations and held two Power of Community volunteer days throughout our service area. We brought local leaders together to attend our popular Energy Academy, which for the first time was offered in both the spring and fall. We delivered one thousand community presentations on a variety of topics to audiences of all ages.

Our presence in our local communities keeps our connections strong and our dedication to service at the forefront of everything we do. Our mission to serve has never been more important, and we feel well positioned to continue fulfilling our mission with the aid of our experienced Board of Directors. The board's oversight helps ensure our operational success while mitigating risks on the energy landscape.

More information about our responsible corporate governance, along with our 2024 accomplishments and endeavors, are detailed throughout the rest of this report. We welcome you to learn about what it means to be part of the Idaho Power family and to safely serve our customers with reliable, affordable, and increasingly clean energy.

Lisa Grow
President &
Chief Executive Officer

Dennis L. Johnson
Chair of the Board



Responsible Governance

From our core values to our daily work practices, we hold ourselves to high standards. These standards are set and supported by every level of leadership, with oversight by our experienced Board of Directors. We combine a strategic approach to ensuring efficient operations with a practical approach to mitigating risk, resulting in our company's continued success and trusted service. This responsible governance translates to earnings growth for our investors, proactive response to changing environmental and regulatory conditions for our customers and maintaining a status as an employer of choice for our employees.

Our Board of Directors

With a varied array of professional experience (see table below), our Board of Directors keeps the interests of our customers, employees, and owners at the core of its oversight of our company.

Board members are selected using the following practices to ensure we maintain a well-rounded, knowledgeable board.

- Annually elect all directors.
- Consider business and personal experience and attributes in our robust succession planning process and board member selection.
- Maintain an independent chair and a majority of independent directors.
- Hold regular board and committee executive sessions.
- Require ownership of stock for directors and officers.
- Prohibit hedging and pledging of company securities for directors and officers.
- Require annual self-evaluations of the board and committees.
- 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.

In 2024, we were pleased to appoint Dennis L. Johnson as our new independent Board Chair, succeeding retiring Board Chair Richard Dahl.

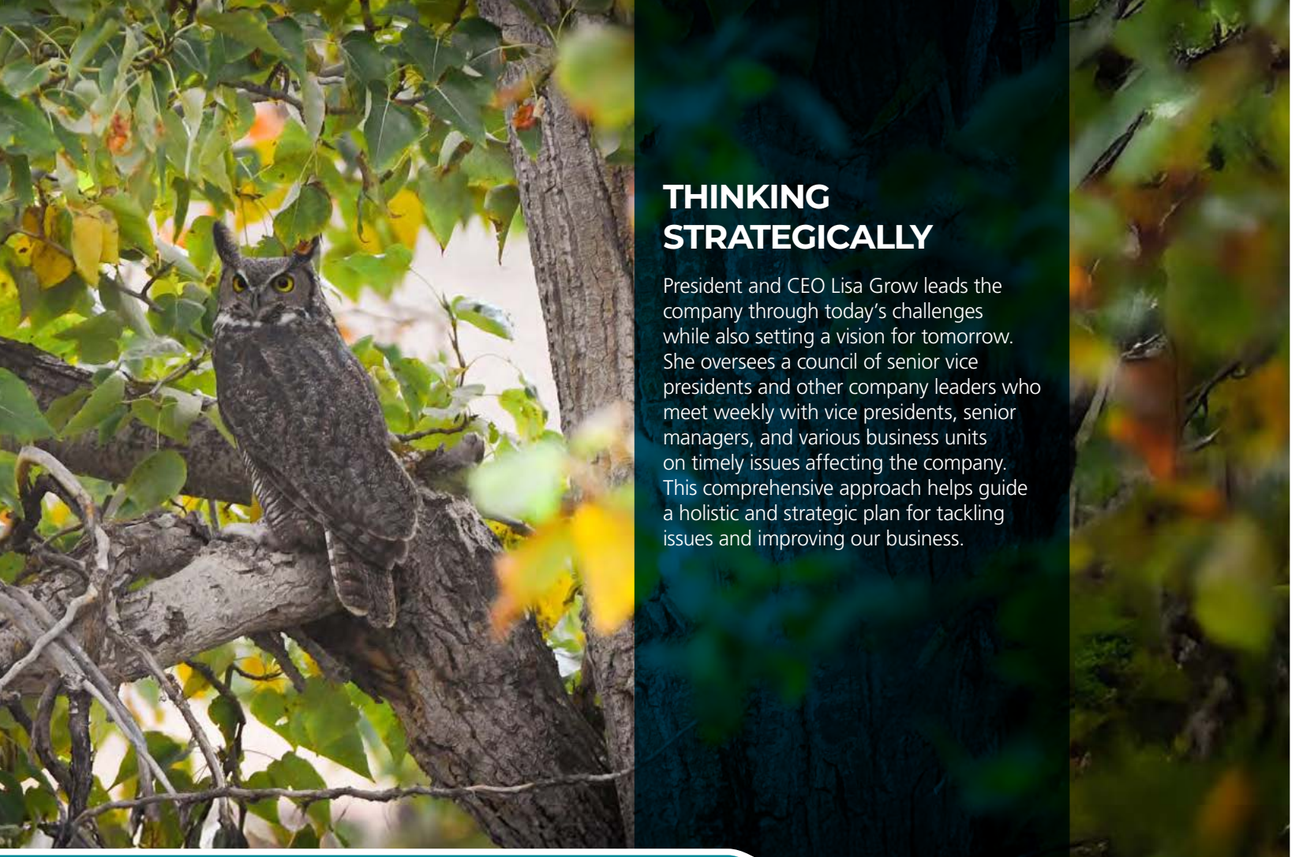
Johnson has served on the Board of Directors for IDACORP and Idaho Power since 2013. He also serves as Chair of the Corporate Governance and Nominating Committee. Johnson has been a prominent member of the Treasure Valley business community for more than 40 years, serving as president, CEO, and a director of United Heritage Mutual Holding Company from 2001 to 2020, and of United Heritage Financial Group and United Heritage Life Insurance Company from 1999 to 2020.

"We are thrilled to welcome Dennis L. Johnson as our new board chair. Dennis is an outstanding business leader with strong ties to Idaho Power's service area, and he has been a great asset to IDACORP's governance team for more than a decade. I know he will help us continue to grow and thrive as we build for the future."
–Lisa Grow

IDACORP also welcomed to the Board Scott Madison, retired Executive Vice President of Business Development and Gas Supply for the MDU Utilities Group. Madison brings deep knowledge of the public utility industry and valuable insights into the natural gas industry. He also brings experience in the areas of business strategy, finance, team building, and customer service and has long-standing connections to our service area.

Two directors, Ron Jibson and Rick Navarro, have reached mandatory retirement age and will leave the board immediately before our May 15, 2025, annual shareholder meeting. Our new board nominee, Michael Kennedy, is expected to begin service upon his election as a director at the annual shareholder meeting.

INDEPENDENT MEMBERS	**91%**
AVERAGE AGE	**65 years**
AVERAGE TENURE	**7 years**



THINKING STRATEGICALLY

President and CEO Lisa Grow leads the company through today's challenges while also setting a vision for tomorrow. She oversees a council of senior vice presidents and other company leaders who meet weekly with vice presidents, senior managers, and various business units on timely issues affecting the company. This comprehensive approach helps guide a holistic and strategic plan for tackling issues and improving our business.

BOARD COMMITTEES

Board members serve on several committees dedicated to overseeing corporate responsibility, with the Corporate Governance and Nominating Committee overseeing board governance.

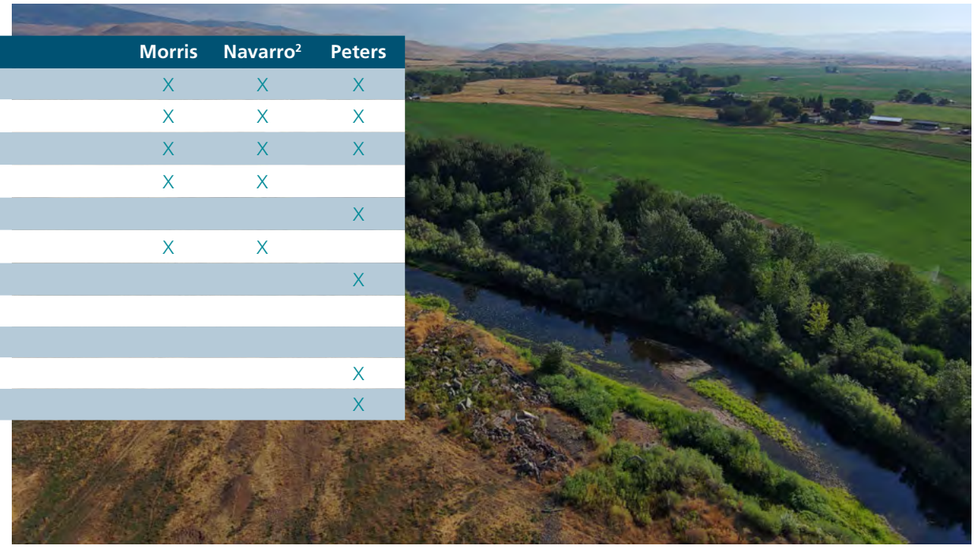
Audit Committee	Compensation and Human Resources Committee	Executive Committee	Corporate Governance and Nominating Committee
• Code of Conduct/ Business Ethics • Compliance • Cyber and Physical Security • Environmental Risks	• Employee Benefits • Executive Compensation • Labor Rights • Respectful Work Environment • Safety	• Crisis Response • Enterprise Risk Management (including wildfire mitigation) • Climate-Related Risks and Responsibilities	• Board Governance • 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. The Corporate Governance and Nominating Committee annually reviews all such activities.

BOARD EXPERIENCE OF DIRECTORS AND NOMINEES

Areas of Experience	Bolano	Elg	Grow	Jibson[2]	Johansen	Johnson	Jorgensen	Kennedy[1]	Madison	Morris	Navarro[2]	Peters
Senior Executive	X	X	X	X	X	X	X	X	X	X	X	X
Public Company Experience	X	X	X	X	X	X	X	X	X	X	X	X
Operational	X		X	X	X		X		X	X	X	X
Banking & Finance		X	X		X	X		X	X	X	X	
Energy Utility	X	X	X	X	X	X		X	X			X
Food & Agribusiness		X								X	X	
Construction/Engineering			X				X	X				X
Legal/Risk					X	X						
Healthcare	X		X		X							
IT/Security								X				X
Environmental/Climate												X

[1] Service as a director is expected to begin upon election as a director in our May 15, 2025, annual shareholder meeting.
[2] Service as a director concludes on May 15, 2025, immediately before our annual shareholder meeting.



Investor Returns

As part of our comprehensive business approach, we are also focused on returns for our investors. In 2024, we continued doing so with our strong operational and financial performance for our parent company, IDACORP. We achieved an unprecedented 17th straight year of earnings growth at $5.50 per diluted share, along with our 13th consecutive year with a dividend increase.

OWNER ENGAGEMENT

We are committed to engaging with our owners and soliciting their perspectives on key performance, compensation, and corporate responsibility issues. Our Compensation and Human Resources Committee and management focuses on ensuring the appropriate alignment between our programs and our owners' preferences, with an emphasis on our long-term financial strategy. We regularly engage in owner outreach.

SAY-ON-PAY RESULTS

In 2024, management and the chairs of our Board of Directors and our Compensation and Human Resources Committee reached out directly to owners holding over 50% in the aggregate, and met with owners holding approximately 17% in the aggregate, of IDACORP's outstanding shares. This was in addition to our regular investor relations efforts. The owners we engaged with in 2024 remained supportive of our strategy and financial performance and our executive compensation program. Owner support is further evidenced by our 2024 say-on-pay advisory vote, which received a 94.5% positive vote from our owners.

Operational Prudency

RATE CASES

Throughout 2024, Idaho Power decided to recover costs for significant infrastructure investments, with the ultimate goals of operating our business responsibly and ensuring customer affordability by spacing out cost recovery.

In 2023, we filed our first general rate case in Oregon since 2011. The rate case reached a settlement resulting in an overall rate increase of $6.7 million, or 12.14%, effective October 2024. The major driver for this rate case was the significant investment we made in the grid to serve our customers' growing energy needs safely and reliably. As part of this rate case, we began implementing a Bill Discount Program for qualified customers in Oregon in 2024.

In 2024 in Idaho, we filed a limited issue rate increase to recover costs associated with infrastructure investments and labor expenses not included in Idaho Power's 2023 general rate case that were benefiting customers by year-end 2024. The Idaho Public Utilities Commission (IPUC) approved an overall increase of $50.1 million, or approximately 3.7%, for Idaho customers, effective January 2025.

As we continue to experience rapid growth and rising costs, we expect additional rate filings will be needed to collect the level of revenue necessary to economically finance our operations and allow for a reasonable rate of return. As always, we will strive to do so while balancing the impacts to customers.

Managing Risk

An advantage of being an energy company is our long history of planning for the future. Whether planning transmission lines that take years to permit or forecasting growth decades into the future, preparing for what is ahead has always been integral to our operations. That is why identifying potential risks and proactively mitigating impacts as part of our daily operations comes naturally to us.

Through several processes, we identify current and emerging regulations and risks that could affect our operations across areas related to technology, legal, markets, weather, reputation, safety, and more. These risks are reported to our Board of Directors, along with how we mitigate those risks.

Risk management for specific areas of our operations is detailed in the following sections.

EMERGENCY EVENTS

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.

CLIMATE-RELATED RISKS

To reduce carbon emissions, our company has several goals, including to provide 100% clean energy by 2045. This goal, along with a variety of specific climate-related variables and scenarios, is taken into consideration during our integrated resource planning. We recognize achieving the goal will require technological advances in clean energy resources and renewable energy integration, as well as a continued focus on energy efficiency and demand-response programs.

Idaho Power stays current on climate change research and analyses both generally and specific to the Pacific Northwest. While reports highlight the uncertainty related to future climate projections, many projections show warming temperatures, increased precipitation, and more extreme weather events into the future. Specific response measures we continually implement to address climate change, and that are reported to and overseen by our Board of Directors, include the following.

PHYSICAL	SOCIAL AND ECONOMIC	REGULATORY
• 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 and, where feasible, implement new clean technologies, such as battery storage, hydrogen generation, and small modular reactor (SMR) technology. • Proactively shut off power if needed to reduce the risk of wildfires.	• Maintain and track progress of carbon emissions intensity reduction goals. • Continue our path away from coal. • Integrate renewable energy. • Incorporate more electric vehicles (EV) into our vehicle 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.	• Model climate-related impacts in our Integrated Resource Plan (IRP). • Advocate for utility interests in public policy. • Work with large customers to create regulatory programs, such as Clean Energy Your Way, to support their clean-energy goals with new, non-carbon-emitting energy resources. • Partner with agencies and other stakeholders to conduct studies, enhance technologies, and mitigate impacts.

WILDFIRE RISKS AND HARDENING THE GRID

Idaho Power maintains a comprehensive Wildfire Mitigation Plan (WMP) that guides our strategy for protecting customers and the grid and reducing wildfire risk. Included in the WMP is a Fire Potential Index (FPI) tool to forecast short-term risks and coordinate with our other operational plans as needed. The FPI uses environmental, statistical, and scientific data and reflects key variables, such as native vegetation, fuels, and weather across our service area. Our WMP is updated annually by a team of employees as overseen by our Board of Directors and filed with our Idaho and Oregon regulators.

A key element of our WMP is setting out Idaho Power's plans associated with inspections, vegetation management, and hardening the grid, all to protect against wildfires. These wildfire prevention efforts and grid investments occur year-round and help reduce the chance our equipment or operations could contribute to, or be impacted by, a fire. During wildfire season, we also assess fire weather conditions and nearby wildfires to guide powerline operations.

For 2024, Idaho Power met or exceeded our established goals, and we will continue this work. The following table is an excerpt from our 2025 WMP that shows completed 2024 activities and planned 2025 activities by state.

Initiative	Wildfire Mitigation Plan Activities	2024 System Goal	2024 Completed (ID)	2024 Completed (OR)	Total % Complete	2025 Planned (ID)	2025 Planned (OR)
	Distribution System Hardening						
System Hardening*	System Hardening (miles)	75	80	4	112%	85	5
	Overhead Line Miles Converted to Underground	—	—	—	100%	2	—
	Segmentation Devices						
Feeder Segmentation	Installation or Relocation of Automatic Reclosing Devices	25	33	9	168%	41	3
	Transmission Fire Mesh Installation						
Fire Resistant Mesh	Number of Poles Protected	700	701	90	113%	648	56
	Situational Awareness						
Situational Awareness	Weather Station Installation	5	4	1	100%	80	5
	Wildfire Detection Camera Site Establishment**	6	6	—	100%	2	1

*Excludes hardening work outside of wildfire risk zones
**Idaho Power collaborates with federal, state, and local agencies to identify and establish wildfire detection camera sites. The Bureau of Land Management (BLM) Idaho established one of the sites Idaho Power planned to establish in 2024.

At a high level, system hardening includes the following activities. For more details, see Section 8.5.5 of the 2025 WMP.

- Changing out poles, conductors, and switches
- Increasing equipment inspections by ground and air
- Wrapping wood poles with fire-resistant mesh
- Adding spark-prevention equipment to power lines in higher-risk areas
- Monitoring and clearing vegetation around power lines
- Treating the ground around wood poles to keep vegetation from becoming fuel for fires
- Conducting weather forecasts during wildfire season to monitor fire risk and change our operations if necessary
- Burying some sections of overhead lines
- Using infrared imaging and other technologies to monitor equipment for defects
- Installing devices that help isolate sections of the grid so fewer customers are impacted by outages

Check out our videos on how we protect the grid and reduce wildfire risk.

Public Safety Power Shutoffs

One of the newer tools we use to keep our communities safe while mitigating wildfire risks is our public safety power shutoffs (PSPS) plan. Our PSPS plan, detailed in our WMP, serves as a detailed guide for when we might need to temporarily turn off power proactively to areas where wildfire risk is high due to extreme weather conditions. It is used as a last resort to help protect our customers, communities, employees, and equipment from wildfires in windy, dry conditions.

Although 2024 was the third full year Idaho Power had a PSPS plan in place, it was the first year we enacted a PSPS. During the July 2024 PSPS, we de-energized power to approximately 10,000 customers for several hours until the extreme weather conditions passed and our crews could patrol the lines to ensure they were safe to re-energize. We communicated with impacted customers — along with our regulators —before, during, and after the PSPS to ensure they could make necessary accommodations and understand the need for the outage.

Throughout the wildfire season, we also limited the automatic re-energization of lines in certain areas to help prevent the possibility of sparks.

Safety from Wildfires

To help customers understand and prepare for a PSPS, our employees held over 80 meetings in 2024 in communities within higher risk PSPS areas. We also worked with key community resources like emergency management departments, hospitals, fire protection districts, law enforcement agencies, and water providers.

We developed a public map showing where PSPS events are most likely to occur due to weather patterns, vegetation, and the density of homes and other structures. Additionally, we released a steady stream of social media posts and paid radio, print, and digital ads on our wildfire mitigation work, PSPS plan, and encouraged customers to update their contact information and prepare for summer outages.

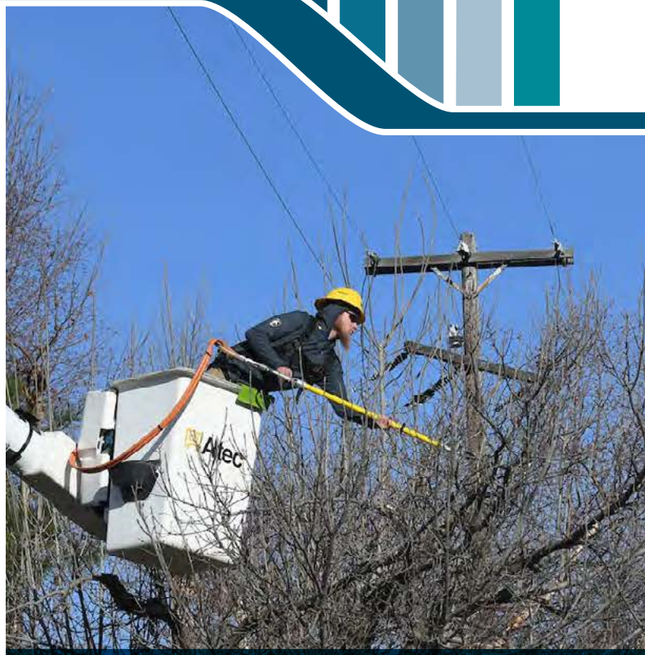
Despite the inconvenience to customers during a PSPS, a survey of customers in 2024 showed that 78% of respondents supported a PSPS in extreme weather conditions. In addition, 87% stated they understand how a PSPS reduces fire risks and keeps communities safer.

Many of our customers responded directly to our efforts to put safety first while restoring power in a responsible manner with comments such as the following.

"Thank you, Idaho Power, for putting a thoughtful plan in place to protect everyone across a broad area that was at heightened fire risk — sometimes minor inconvenience is worth it for the greater good. You are appreciated!"

"Thank you, Idaho Power. We are grateful for your workers and keeping our communities safe."

[1]Respondents were part of our Empowered Community and consisted of 1,077 individuals.



"In the last few decades, wildfires have become more frequent and intense in Idaho and Oregon. In response, we have expanded our work to reduce wildfire risk. A PSPS is just one tool — an important one — for protecting the people and places that make our corner of the world so special."

–Jon Axtman
Idaho Power Wildfire Mitigation and Transmission & Distribution Engineering Director

SECURING WATER RESOURCES

Our single largest energy source is hydropower. As such, water is a crucial resource to our company, as well as our region. To ensure we keep this resource strong and reliable — as well as balance the needs of all water users — we are committed to responsibly managing our water use through the following efforts:

- We work with federal and state government agencies to monitor key water supply indicators (e.g., snow water equivalent, precipitation, temperature).
- We monitor surface and groundwater flows and produce short- and long-range streamflow forecasts to inform the company's water operations and IRP. (Read more about our IRP results in the Reliability section of this report.)
- We secure water right permits through the State of Idaho's proof of beneficial use process and use 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, and our summer readiness plan requires us to be prepared for streamflow forecasts to be in the lowest 10% of historical averages.
- When conditions are suitable, we use modern cloud-seeding technology to increase high-elevation snowpack that provides additional water for our hydropower projects. Analyses conducted by Idaho Power show annual snowpack in the target basins increased an average of more than 10% as the result of cloud seeding.

The most recent River Management Joint Operating Committee Second Edition Long-Term Planning Study shows the natural hydrograph could see lower summer base flows, an earlier shift of the peak runoff, higher winter baseflows, and an overall increase in annual natural flow volume. For Idaho Power's hydro system, the findings support that upstream reservoir regulation significantly dampens the effects of this shift in natural flow to Idaho Power's system. In fact, we could see July–December regulated streamflow relatively unaffected and January–June regulated streamflow increasing.

Environmental Compliance and Oversight

To ensure we hold ourselves accountable to our environmental commitment — and following federal and state environmental requirements — we have a comprehensive Environmental Compliance Program that includes policies, standards, procedures, and training intended to follow industry best practices.

Our Environmental Compliance and Environmental Affairs departments help ensure we implement these environmental policies and standards effectively and manage environmental risks through a comprehensive environmental management system. Specifically, we do the following:

- Assess our business practices around air quality, water quality, hazardous waste management, and hazardous materials transportation.
- Continually improve practices and train employees responsible for monitoring regulatory requirements.
- Perform periodic assessments of treatment, storage, and disposal facilities.
- Perform internal audits of the Environmental Compliance Program to verify compliance with environmental regulations, permits, and policies.
- Comply with federal and state hazardous waste reporting requirements.
- Maintain specific spill prevention, control, and countermeasure plans for each of our qualifying plants.
- Provide hazardous waste handling/storage training companywide, as well as more specified training based on job type.

Corporate Security

The security of our infrastructure and technology is critical to our operations, and the safety of our employees is paramount. That is why we employ a variety of preventive physical and cyber security measures.

Physical Security

- Maintain emergency response guides for all office locations, operations centers, and power plants.
- Maintain business continuity plans for response to critical impacts on our operations.
- Identify risks of workplace violence and provide employee training and awareness.
- Develop and invest in physical security protocols.
- Participate in GridEx, the biennial security exercise hosted by the North American Electric Reliability Corporation, which simulates cyber and physical infrastructure attacks.
- Cultivate partnerships with local, state, federal, and industry partners to share security information.
- Promote a "see something, say something" culture among our employees in which suspicious behavior is immediately reported.
- Implement a Dam Safety Surveillance and Monitoring Program, which includes project-specific visual inspection plans and instrumentation monitoring, along with annual review of these measures by FERC.
- Produce and regularly exercise emergency action plans (EAP) that provide a strategy for operations and a timely way to notify local communities and emergency management agencies in the event of a dam failure.

Cybersecurity

Our cybersecurity experts are constantly monitoring and working to prevent cyberattacks on our system and strengthen our defenses. The company's numerous cybersecurity measures include the following:

- 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

Being an Employer of Choice

Overseeing the planning, operations, and response of our company to risks is just one aspect of our robust governance strategy. None of the other aspects would be possible without the dedicated employees our company relies on. More than that, we recruit, develop, and maintain a culture for employees that keeps us a top employer of choice in our area. Here are just some of the reasons why.

- Our competitive benefits remain in line with or above our industry peers. Benefits include a company-paid pension plan, extensive health benefits, flexible time off, and hybrid remote work.
- We offer eight federally registered apprentice programs and three pre-apprentice programs that allow workers to safely develop needed skills while earning excellent pay and benefits. In 2024, we trained 88 apprentices.
- We maintain a high-performance culture with continuous training that allows employees to collaborate more effectively while keeping a respectful work environment.
- We offer employee development, continuing education opportunities, tuition reimbursement, and cross-departmental temporary-duty assignments (TDA). In 2024:
  - 25 employees received tuition reimbursement.
  - 115 employees gained new skills via internal TDAs.
- We have an active employee-led resource group, the Professional Development Network (PDN), that plans and promotes networking and learning opportunities within the company. About 19% of our employees are members of the PDN.
- We have a company-wide goal to keep our voluntary turnover, excluding retirements, below 3%. Our 2024 year-end voluntary turnover was 2.44%.

"The immersive nature of the internship program made me look forward to coming to work every day. I had the pleasure of modeling and understanding the various transmission towers and lines in Idaho Power's service area. The intern projects have real-world impacts, and through the intern tours, I saw exactly how my work mattered. The things I have learned here have been invaluable and will help me for the rest of my school and career."

–Suhail Singh Saini
University of Idaho Engineering Intern at Idaho Power

POWERING THE NEXT GENERATION

From our apprentice programs to our active engagement in STEM school events and mentorships, we are honored to help build the workforce of our future. Our company enjoys igniting students' passion for our industry while also providing a positive community impact. Often, that passion begins with an internship at Idaho Power.

Students consistently regard internships at our company as highly valuable, particularly in our environmental and engineering divisions. Each summer, interns from local, regional, and national colleges and universities are paired with Idaho Power mentors to work on real-world projects that complement the theories and practices they learn in class.

In 2024, we hosted seven summer interns across a variety of disciplines and awarded 33 scholarships to local high school and college students

Safety First

One quality our company is most proud to be known for is our dedication to safety. From the decals on our fleet vehicles to our everyday actions, safety first truly is one of our core values. This value begins with our employees and extends to our customers and communities.

"Safety is in everything we do here. It's in responding to outages, of course, but it's also in how we drive around town. We're always thinking about it — ensuring not only the public's safety, but our own."

–Scott Hellwege
Idaho Power Lineman

Keeping Our Internal Safety Culture Strong

In 2024, we integrated our training and safety departments, as we believe these areas go hand in hand and will further incorporate safety into every aspect of our work. This continued focus on safety is already resulting in improvements, with 2024 ending as the third safest year in our company's history in terms of lost-time injuries. More importantly, **we had zero catastrophic injuries or fatalities.**

Preventing catastrophic injuries that are life-threatening, life-altering, or life-ending was an initiative we began in 2024 and will continue to roll out in 2025 and 2026. We will use a fail-safe capacity model to identify high-energy hazards and mitigate them with preventive and mitigative controls. Similar approaches are being adopted industry-wide and have shown a 15 to 25% increase in recognizing hazards.

Our ultimate goal is always for each employee to return home safely, and we feel we are on an effective path to achieving this.

In 2024, we also initiated safe driving and backing training and mandated vehicle walkarounds for all company vehicles effective Jan. 1, 2025. Driving is a consistent topic of safety conversations among our employees, who drive over 11 million miles per year for work. By encouraging our employees to speak up and discuss hazards, we all learn from each other. Employee observations and lessons learned are shared in monthly safety meetings and quarterly employee communications. In 2024, we had 97% participation in meeting voluntary safety goals around our vital safety behaviors of focusing, assessing, making the safe choice, and speaking up.

2024 NUMBERS*

	2024	5-Year Ave.	10-Year Ave.
Severity Rate: *The number of lost workdays per 100 full-time employees.*	4.38	8.19	13.41
Days Away, Restricted, and Transfer (DART) Rate: *The number of injuries with days away from work and restricted cases per 100 full-time employees.*	0.51	0.47	0.8
Lost-Time Injuries: *The number of injuries for which workdays were lost.*	4.0	5.2	8.3
Lost-Time Injury Rate: *The number of lost-time injuries per 100 full-time employees.*	0.2	0.29	0.44
OSHA-Recordable Injuries: *Includes any illness or injury occurring on/related to the job that requires treatment beyond basic first aid or time away from work.*	21.0	21.8	30.6
OSHA-Recordable Rate: *The number of OSHA-recordable injuries per 100 full-time employees.*	1.07	1.16	1.62
Preventable Motor Vehicle Accidents	5.0	6.4	5.3**

**Estimates as of April 20, 2025.*
***We began tracking this data in 2017.*

Putting Safety First for Our Customers and Communities

No matter what work we are doing, safety is at the forefront of our efforts. But we take it a step further by giving community presentations and school demonstrations dedicated to safety. We also educate customers through monthly safety tips and marketing campaigns.

In 2024, we expanded our safety efforts by holding a daylong firefighter safety awareness event. Partnering with rural and local fire departments, Idaho Power trainers and safety professionals hosted several stations for firefighters on topics ranging from downed power lines on cars to substation awareness and rescue procedures. The event allowed first responders from both industries to share information and learn from each other. The common goal of all: keeping our communities and first responders safe.

"I'm very impressed with how parallel our organizations seem to be. [...] We all have this embodied safety culture that you can just see it, and you can hear it in everybody's language and the way they carry themselves."
–Jason Lewis, Boise Fire Department Division Chief of Training

Because emergency response times in small towns can be longer, we donated several lifesaving AEDs to our smaller towns, contributed CPR kits to schools, and restocked pediatric equipment in ambulances of some of our rural mountain communities.

CHECKING IN WITH CUSTOMERS

To gauge the effectiveness of our safety communications and involvement with customers in helping them stay safe around electricity, we conducted a survey of over 1,500 customers. The results showed most respondents associate Idaho Power with safety in their communities, and 89% indicated they now know what to do when encountering a downed power line — one of our key messaging points for 2024.

"I am proud of Idaho Power for being so involved in the safety of me and my community. It is important, and some of the tips shared today will help me be prepared."
–Idaho Power Customer

"I want to compliment the workers who come to the house when a branch falls on a wire or when a project requires the power to be turned off for a while. Your employees are great ambassadors for the company"
–Idaho Power Customer

Check out our video of the firefighter safety awareness event.

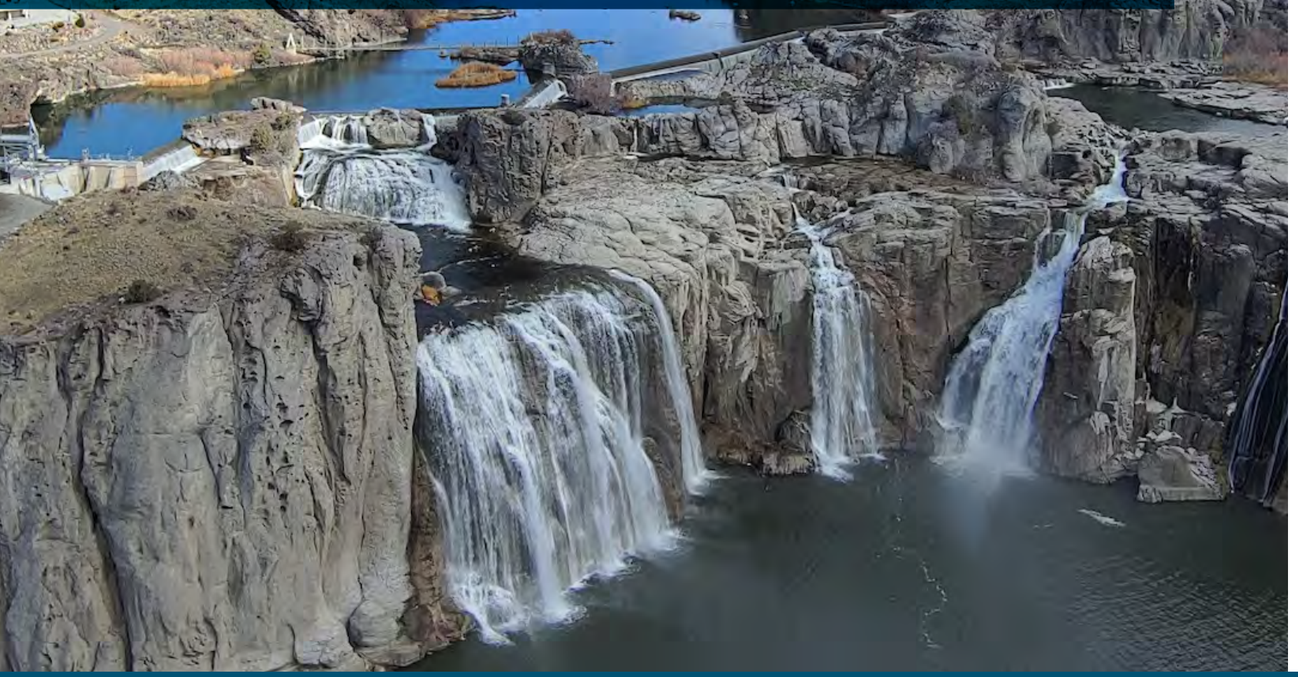
Reliable Service

Our purpose is to provide energy, and doing so reliably is not only a core function but also a point of pride for our employees and company. That is why we are proud to say we kept the lights on 99.96% of the time in 2024, and the average customer was without power for only 3.62 hours throughout the year (compared to 5.71 nationally). In addition, the typical Idaho Power customer had their power restored in half the time of the national average.

2024 NUMBERS

Standard Measurement	Idaho Power	National Average*
Average Number of Outages *(System Average Interruption Frequency Index [SAIFI])*	1.41	1.31
Average Time Without Power Annually *(System Average Interruption Duration Index [SAIDI])* *(the amount of time an average customer was without power for the entire year)*	3.62 hours	5.71 hours
Average Time Until Restoration *(Customer Average Interruption Duration Index [CAIDI])* *(the amount of time an average customer outage lasted)*	2.57 hours	4.35 hours

** U.S. Energy Information Administration Form 861 2023 reliability data set; 2024 data not yet available.*



Caring for the Grid

To provide customers power when and where they need it, we regularly maintain and ensure the resiliency of the power grid. These efforts start by meeting or exceeding industry standards when designing and constructing energy equipment. Our employees maintain these standards by monitoring the grid 24/7 and proactively inspecting our equipment using visual inspections and technology like thermal imaging, drones, and helicopters. We regularly assess lines that deliver power to customers, determining if we need to replace switches, install animal guards, add fuses, replace crossarms, bury or upgrade lines, and change out poles. For information on how we prevent wildfires, see the Governance section.

Meeting Record Energy Demand

On July 22, 2024, Idaho Power delivered a new record amount of energy to customers amid a string of 100-plus-degree days across our service area. On July 22, peak demand topped the previous all-time high for three consecutive hours, with the new system peak hitting 3,793 MW between 5 and 6 p.m. (The previous peak was 3,751 MW set in 2021.) In addition, Idaho Power's MWh sales to retail customers in 2024 were the highest in its history, surpassing the previous record set in 2022.

Our ability to meet this demand — and do so year after year — highlights the excellent planning and operating of our employees, who kept the grid running smoothly despite the many air conditioners running on 105-degree days.

Over the past several years, we have added resources to accommodate the increased demand on our system and continued customer growth. Additional solar projects have come online, as well as batteries (see below for more details). Recent upgrades at Hells Canyon Dam increased hydrogeneration capacity, and enhanced operations at C.J. Strike increased available generation to meet peak demand.

With continued rapid growth in our region, more peaks are likely in the coming years. In 2024, our customer base grew 2.6%, and we now serve more than 650,000 customers. Moody's most recent gross domestic product calculations for Idaho Power's service area forecast growth of 4.5% in 2025 and 3.7% in 2026, as our local economy continues to outperform national trends. Our 2023 IRP projects peak-hour load requirements will grow approximately 80 MW per year, on average, over the 20-year planning period. Read more about how we plan for reliable operations in the IRP section below.

"Planning for growth is an exceptionally challenging task. Fortunately, we have an exceptional team of employees that put our IRP together."

–Jared Hansen
Idaho Power Resource Planning Leader

Our 20-Year Plan

Every two years, Idaho Power publishes a new IRP that examines the company's projected need for additional electricity over the next 20 years and the resources that will best meet that need while balancing reliability, costs, environmental responsibility, efficiency, and risk.

In 2024, both the Public Utility Commission of Oregon (OPUC) and the IPUC acknowledged our 2023 IRP. This completed the regulatory cycle for the 2023 IRP and set the stage to begin preparing the 2025 edition.

Meetings for our 2025 IRP began in September 2024, and with the help of our customers and key stakeholders through an advisory panel — the Integrated Resource Plan Advisory Council (IRPAC) — we are getting ready to file the 2025 IRP in the summer of 2025. The IRPAC consists of major industrial customers, the environmental community, irrigation representatives, state and local elected officials, public utility commission representatives, and other interested parties.

A LOOK INSIDE OUR CURRENT IRP

Our current 2023 IRP forecasts that by the end of 2043, our summer peak will have grown by approximately 1,500 MW. We expect this continued robust growth will require additional solar, wind, and batteries on our system and transmission to move energy between regions and across our service area.

Building off this IRP, in 2024 we added nearly 200 MW of solar and battery storage capacity to our grid. Additional solar, energy storage, and transmission projects are already planned — including nearly 500 MW of batteries scheduled to be added in 2025 and 2026.

Other key highlights from our 2023 IRP include the following, and a detailed timeline of planned clean-energy additions can be found in the Clean Energy section of this report:

- To meet peak resource needs in the near term, several contracts are currently in place or being negotiated through our Request for Proposals (RFP) process. These RFPs are for all energy sources.
- Several large transmission projects are in the works, with our approximately 300-mile-long 500-kilovolt (kV) Boardman-to-Hemingway transmission line (B2H) anticipated to be in service as soon as the second half of 2027, along with key segments of Gateway West beginning in 2028 or later and subject to partner needs. We also signed an agreement to purchase an interest in the Southwest Intertie Project-North (SWIP-North), a federally permitted 500- kV transmission line running between southern Idaho and Nevada that could allow Idaho Power to import power from the southwestern U.S. Read more about the benefits of these energy highways below.
  - After unanimously approving a site certificate for B2H, the Oregon Department of Energy's Energy Facility Siting Council (EFSC) approved two amendments in September 2023 and August 2024. These amendments accommodate minor route changes, many of which benefit landowners along the route while enhancing constructability. The second amendment's approval was contested at the Oregon Supreme Court. In an order in March 2025, the Oregon Supreme Court affirmed EFSC's Final Order for the second amendment and denied the appeals.
  - More than half of the landowners along B2H's route have signed easement agreements. We are procuring materials for the project. Long-lead items like lattice steel, insulators, and conductor have begun arriving at receiving yards in Oregon.
  - Permitting and pre-construction activities are underway for the section of the Gateway West transmission line between Hemingway and Midpoint substations.
  - SWIP-North is expected to meet growing needs through greater access to regional resource diversity. Idaho Power expects construction of the project to commence as early as 2025 and take approximately two years to complete.
- We plan for all remaining coal-fired operations to be converted to natural gas by the end of 2030, having recently converted two units in 2024.
- Other resource options, such as pumped-storage hydro, hydrogen, and SMRs, were evaluated but ultimately not chosen due to cost, risk, and/or other factors.

BATTERIES BOLSTER THE GRID AND SUPPORT HYDROPOWER

Idaho Power's largest energy source is hydroelectric power generated on the Snake River. Even though we have been using water to make electricity since the company was founded in 1916, we are always looking at ways to use that resource more effectively.

Batteries are the latest technology we are deploying to enable more efficient use of our hydropower resources. Advances in utility-scale batteries now allow us to store some energy for later use so we can optimize the use of water in our reservoirs and ultimately help keep the energy grid stable.

We are also investing in batteries at strategic locations, such as the Boise Bench Substation. At full buildout (expected 2026), the Boise Bench battery site could provide capacity of up to 200 MW — enough to power about 67,000 homes for four hours during peak demand.

The batteries Idaho Power plans to install feature top-of-the-line, remote-controlled monitoring and safety equipment. They are liquid cooled and entirely contained in insulated steel enclosures. They include fire suppression systems and sensors that detect fire-indicating gases. We have also partnered with local fire departments to conduct awareness related to battery safety.

THE ROLE OF ENERGY HIGHWAYS

Demand for energy continues to grow in Idaho Power's service area as people and businesses move here at one of the fastest rates in the nation. We have a responsibility to meet our customers' energy needs, and transmission lines are the key to doing that.

High-voltage transmission lines are like the interstate highways of energy. They provide a connection to the right energy at the right time by moving energy efficiently over long distances. They are a central piece of our long-term plan to ensure we have as much energy as needed—and access to energy outside our service area during weather events or emergencies. That is why projects like B2H, Gateway West, and SWIP-North remain central to our planning. They are high-voltage transmission lines that will make the grid more resilient and reliable while allowing us to import power from outside our area. B2H will give us access to affordable surplus energy, much of it from clean hydropower, in the Pacific Northwest. Similarly, SWIP-North will allow us to access lower cost surplus energy, primarily from solar generation, from the southwestern U.S. during winter months.

We will use these lines to import enough power for more than 150,000 average homes during summer's peak demand. We expect Gateway West, B2H, and SWIP-North to bolster the broader grid. For example, utilities in the Pacific Northwest would use B2H and SWIP-North to import energy during the winter, when their customers' energy use peaks, from the Mountain West and desert Southwest. These high-voltage transmission lines also improve reliability by giving utilities more paths to route electricity from where it is generated to their customers.

INSTALLING LASERS TO ENHANCE RELIABILITY

Birds have had a long, complicated history with the energy industry and its ability to provide safe, reliable power. But Idaho Power also has a long history of protecting birds of prey while coming up with creative solutions to reliably serve customers.

In 2024, those solutions came in the form of six lasers the company installed at our Midpoint Substation north of Jerome, Idaho. The green laser beams — which are visible outside the substation grounds — follow a grid pattern through and around the capacitor bank that humanely keeps pigeons from roosting inside critical equipment, which can cause damage and lead to outages.

Now, pigeons interested in the equipment might fly into it, but they leave once they see the lasers. Eventually, they find other nesting grounds away from the substation.

Lasers are a proven tool for keeping birds away from substation equipment. Shields keep the Federal Aviation Administration-approved lasers from pointing upward and interfering with air traffic. Idaho Power operates another laser array at a substation in western Idaho, though it is not visible to most people.

EXPLORING SMALL MODULAR REACTORS

As part of our planning process and efforts to advance clean energy, we evaluated various nuclear technologies, including SMRs. Compared to typical reactor designs, SMRs offer potential benefits including smaller physical footprints, reduced capital investment, plant size scalability, and greatly enhanced flexibility. Grid services provided by the SMR include baseload energy, peaking capacity, and flexible capacity. And because an SMR could be on the Idaho National Laboratory site within our service area, modeling such an SMR continues to be part of our planning process.

Ultimately, SMRs were not selected in our 2023 IRP preferred portfolio due to cost and risk concerns, but we will keep evaluating this resource as it develops.

Check out our video on how lasers are helping protect our substations.

Affordable Prices

We remain committed to keeping bills as low as possible for customers even as demand continues to grow, and the energy landscape evolves. We have done so effectively, with our prices remaining about 20% lower than the national average for residential customers, and more than 30% lower than the national average for business customers.

Here's a snapshot of how we compare to cities around our region.*

REGIONAL PRICE COMPARISON

Boise	**$128.06**
Missoula	**$138.80**
Salt Lake City	**$142.84**
Denver	**$160.85**
Portland	**$192.56**
San Diego	**$472.37**

**Data source: Edison Electric Institute, based on residential monthly use of 1,000 kilowatt-hours (kWh) as of July 1, 2024.*

Demand Response

Our three voluntary demand response programs help keep our customers' bills low by avoiding or delaying the need for new resources to serve customers during periods of high energy demand. Customers who participate in these programs 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 8.5% 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 2024, our demand response portfolio achieved a peak-load reduction of 257 MW across the following three programs.

A/C COOL CREDIT

- 5 events
- 17,641 homes

COMMERCIAL FLEX PEAK

- 4 events
- 309 buildings

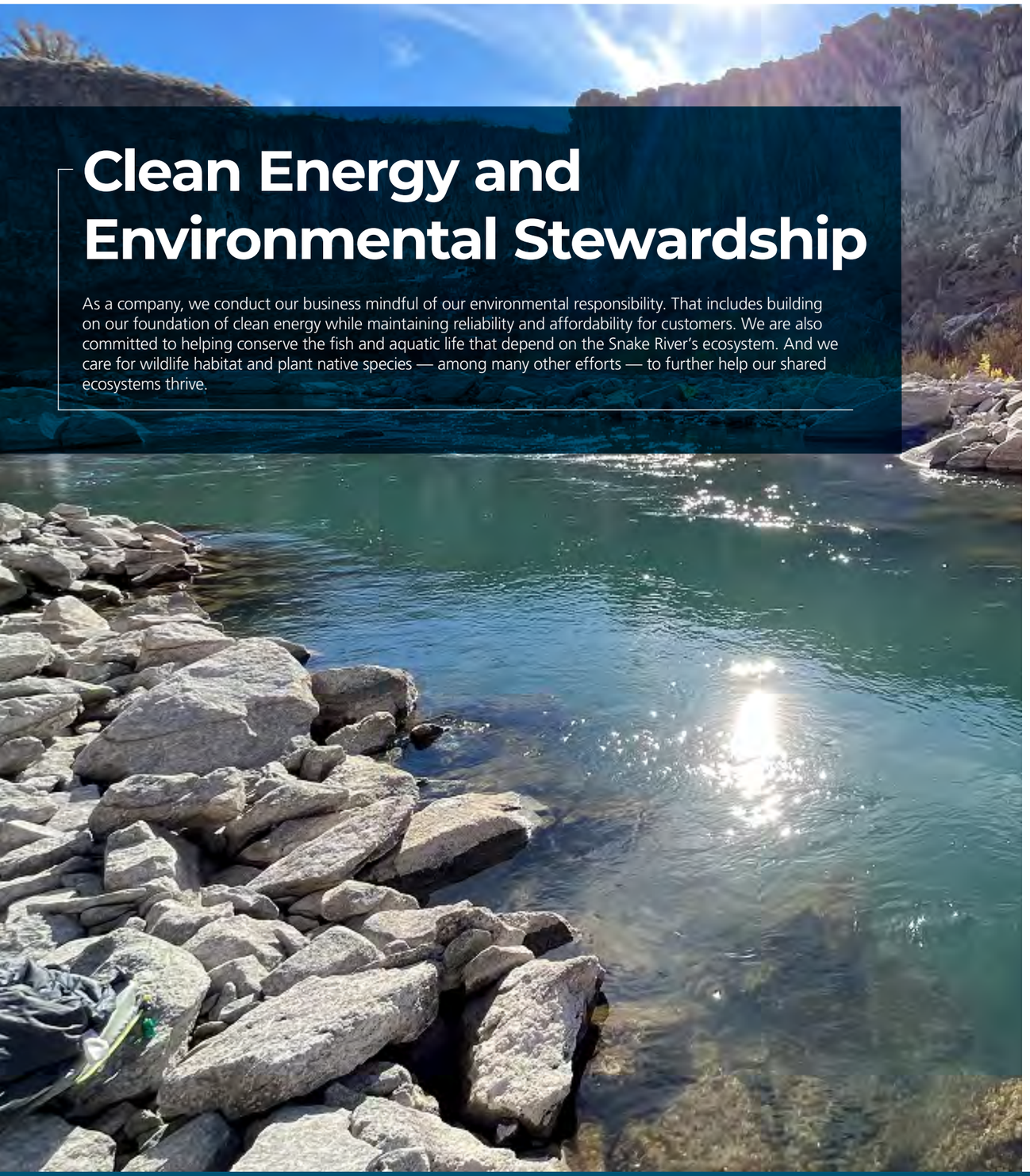
IRRIGATION PEAK REWARDS

- 6 events
- 2,517 service points

Energy Efficiency

Another way we help keep customers' bills low is through our energy efficiency incentives and frequent education on how customers can save energy and money. Our "Good Energy" campaign around these efforts includes emails, social media, digital ads, radio spots, bill communications, sports sponsorships, billboards, and television ads. In 2024, our campaign placed 2nd out of over 100 entries in the E Source Advertising Contest for energy efficiency and demand response campaigns.

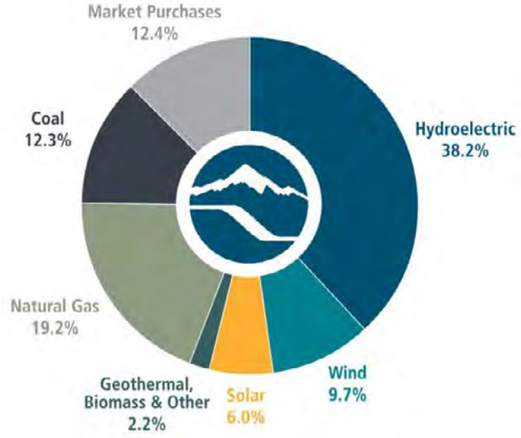
Through our energy efficiency programs and incentives in 2024, our customers saved 143,559 MWh of energy — enough to power about 12,600 average-sized homes in our service area for one year.



Clean Energy and Environmental Stewardship

As a company, we conduct our business mindful of our environmental responsibility. That includes building on our foundation of clean energy while maintaining reliability and affordability for customers. We are also committed to helping conserve the fish and aquatic life that depend on the Snake River's ecosystem. And we care for wildlife habitat and plant native species — among many other efforts — to further help our shared ecosystems thrive.

Our 2024 Energy Mix*



**This energy mix shows the energy we generate from company-owned resources and energy we buy through long-term contracts with wind, solar, biomass, geothermal, and small-scale hydro generators. The overall mix does not represent the energy delivered to customers for two reasons. First, we participate in wholesale energy markets and sell energy both to other utilities and to retail customers. Second, power from some renewable sources comes with a renewable energy credit (REC), which we sell to keep customer prices low.*

Our energy mix puts our company in an excellent position to meet energy needs — tying in a varied range of resources, with over half of our energy supply* coming from carbon-free generation. A sizable portion of this carbon-free generation — 38.2% — comes from hydroelectric sources that have served a key place in our energy portfolio for over 100 years.

In recent years, and at a large scale in 2024, we have paired batteries with our energy sources to boost our ability to meet peak demands. And with our IRP, we plan to continue integrating new energy sources that best complement our existing energy mix and maintain reliable, affordable service to customers.

Many of these energy sources include wind, solar, and geothermal from market purchases, power purchase agreements (PPA), and Public Utility Regulatory Policies Act (PURPA) contracts. These sources continue to help us reduce carbon emissions while proving the most cost-effective solutions for our customers. The detailed timeline to the side of planned clean-energy additions and changes is based on our most recent 2023 IRP.

NEAR-TERM PLANNED RESOURCE CHANGES

(based on our most recent 2023 IRP; subject to change)

2024 ACTUALS
- – 357 MW coal
- + 357 MW natural gas
- + 100 MW solar
- + 96 MW battery storage

2025
- + 200 MW solar
- + 227 MW battery storage

2026
- – 134 MW coal
- + 261 MW natural gas
- + 125 MW solar
- + 150 MW battery storage

2027
- + 400 MW wind
- + 375 MW solar
- + 5 MW battery storage
- + B2H online

2028
- + 400 MW wind
- + 150 MW solar
- + 5 MW battery storage

2029
- + 400 MW wind
- + 5 MW battery storage
- + Gateway West section 1 online
- + 20 MW demand response

2030
- – 350 MW coal
- + 350 MW natural gas
- + 100 MW wind
- + 500 MW solar
- + 155 MW battery storage
- + 30 MW geothermal

2031
- + 400 MW wind
- + 400 MW solar
- + 5 MW battery storage
- + Gateway West section 2 online

2032
- + 100 MW wind
- + 100 MW solar
- + 205 MW battery storage

Our Carbon-Emissions Reduction Goals

SHORT-TERM GOAL

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

Having met and increased this short-term goal several times in prior years to stricter standards, we believe 35% during this period is a fitting goal to strive for. So far, our average CO_2 emissions intensity for 2021 through 2024 (837, 935, 739, and 656 pounds per MWh, respectively) is 790 pounds per MWh — representing a 34% reduction from 2005. The results in 2023 and 2024 helped us get closer to our goal due to higher hydropower generation in those years, which offset the need to use coal and other carbon emitting generation sources.

**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.*

MEDIUM-TERM GOAL

Reduce the overall carbon emissions intensity (the pounds of CO_2 emitted per MWh of energy generated) from all sources in our energy mix (including market power purchases and energy from PURPA contracts and PPAs) over the 2023 to 2042 IRP planning period, compared to our 2005 baseline level, by 88% by 2030.* (For each year's targets, see our Emissions Reduction Report on our website.)

Updated in 2023, this goal is based on our most recent IRP projections (2023 IRP) and addresses both absolute carbon emissions and carbon emissions intensity. In 2024, our carbon emissions intensity from all sources was 571 pounds per MWh of our total energy mix — a 52% reduction from 2005. 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 2030, and our increases in renewable energy resources should help reduce our carbon emissions intensity.

LONG-TERM GOAL

Provide 100% clean energy by 2045.**

Set in 2019, our long-term goal remains an aspirational target as we look toward increasingly cost-effective clean energy solutions and up-and-coming technological advances. The goal is to achieve 100% clean company-owned generation. We are investing in clean energy sources today while ensuring safe, reliable, affordable service. Additionally, our investments in battery storage and transmission lines capable of importing clean energy further this goal. We will continue to evaluate how emerging technologies can help us reach this goal. Energy from some of our clean energy sources comes with RECs, which we are required to sell to keep customer prices low, so our long-term goal is subject to those REC sales.

***We define clean as non-carbon emitting at the point of electricity generation.*

Converting Coal to Natural Gas

The second quarter of 2024 brought another milestone in Idaho Power's path away from coal-fired energy and toward a cleaner future: Two of the four generation units at the Jim Bridger power plant in Wyoming were successfully converted to natural gas.

Idaho Power owns one-third of the Bridger plant. PacifiCorp is the other owner and is also the plant operator. Both companies' long-range plans determined switching two units from coal to natural gas would save customers the most money while maintaining baseload service essential for reliability.

The converted units work the same as they always have, except now they burn natural gas instead of coal to generate heat, which creates steam to spin turbines. Electrical output from the plant remains the same, with 357 MW of gas-fired power replacing coal power. Converting coal plants to natural gas reduces carbon emissions by about half.

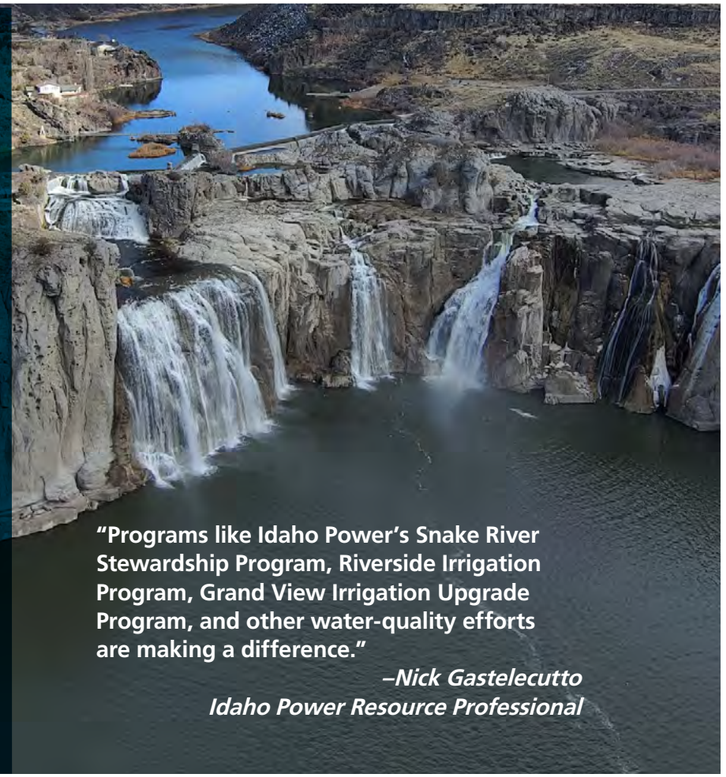
"Maintaining system reliability is a top priority. If we can do that at a lower cost while reducing emissions, that's a benefit for the company and our customers."
–Ryan Adelman, Idaho Power Vice President of Power Supply

Helping Businesses Go Clean

In recent years, our commitment to clean has been reflected in other local businesses' clean-energy goals, allowing our Clean Energy Your Way program to benefit multiple parties. The program has two options for Idaho customers, each of which provides customers an opportunity to cover up to 100% of their energy use with renewable energy. Meta, Micron, and the City of Boise have all leveraged our Clean Energy Your Way offerings, and in 2024 Idaho Power engaged with multiple commercial and industrial customers interested in exploring this type of program.

Powering Hydro

Hydropower accounts for a substantial portion of our energy mix and provides a significant backbone for our clean energy future. As part of our operations, we mitigate impacts our hydro projects may cause to the natural environment and enhance recreation opportunities for our communities. We do so not only as a requirement but because we are dedicated to the environment and to doing business responsibly, attentive to the larger world around us and the needs of the communities we serve.



"Programs like Idaho Power's Snake River Stewardship Program, Riverside Irrigation Program, Grand View Irrigation Upgrade Program, and other water-quality efforts are making a difference."

–Nick Gastelecutto
Idaho Power Resource Professional

HEALTHY RIVER SYSTEM

Taking care of our main source of hydropower — the Snake River — not only benefits our power production, but it also helps the native species that live there, recreational users, and the irrigators who depend on the river and its tributaries. Idaho Power remains committed to fostering the river's health for all beneficial uses through our Snake River Stewardship Program (SRSP) and other projects.

- We restore river channels through in-stream projects that reduce water surface area, increase water velocity, and increase channel depths. Reducing the surface area lessens the water exposed to heating, decreasing aquatic algae and plant production and improving fish and wildlife habitat.
- We plant native vegetation along key tributaries of the Snake River, increasing shade, providing more diverse fish and wildlife habitat, and helping prevent sediment and pollutants from entering the water. We work with farmers to convert traditional flood and furrow irrigation to sprinklers. This uses water more efficiently while reducing the amount of runoff entering the Snake River.
- We partner with producers and irrigation districts such as the Riverside Irrigation District in Boise to prevent at least 15,000 pounds of phosphorus from entering the Snake and Boise rivers each year. Reducing phosphorus helps limit algae and aquatic plant growth, thereby reducing the amount of plant material that ends up downstream in Brownlee Reservoir, where it uses valuable oxygen as it decays.
- We manage about 80 stream gages across our service area. The gages provide valuable data that helps us forecast flows available for power generation, examine dam safety, check water quality, ensure license compliance, and monitor conditions for fish production.

Studying Mercury Levels

As part of our commitment to the long-term health of the Snake River, in 2024 Idaho Power completed a 10-year study with the U.S. Geological Survey on mercury in Hells Canyon. Although relatively harmless in trace amounts, mercury can create problems for fish when it reaches the bottom of a river, lake, or reservoir where oxygen levels are depleted.

Bacteria in oxygen-free environments convert that mercury into methylmercury, which is absorbed by tiny plants and plankton. As those things are eaten by larger creatures — like fish — methylmercury accumulates in the food chain and builds up in the flesh of the largest predators.

One key finding of the study that began in 2013 is that reducing the amount of nutrients and decaying vegetation coming into Brownlee from upstream will improve reservoir oxygen conditions and slow methylmercury creation. The good news is that the volume of pollutants flowing into Hells Canyon has been trending down over the past 20 years.

RELICENSING UPGRADES

After Idaho Power receives a new long-term license for the Hells Canyon Complex (HCC), we plan to make the following improvements in support of our commitment to environmental stewardship and our hydro operations:

- Overhaul our popular Hells Canyon and McCormick campgrounds and take over and renovate Spring Recreation and other federally managed sites.
- Improve the accessibility at campgrounds through changes to boarding structures, ramp and dock upgrades, and more.
- Upgrade our Hells Canyon fish trap, begin collecting native bull trout, and collaborate with the state of Oregon on studies of anadromous fish in Pine Creek.
- Renovate our Rapid River hatchery, which is the largest collecting, spawning, and rearing facility of spring Chinook salmon in Idaho.
- Add to our 22,000 acres of wildlife habitat management areas in Hells Canyon.
- Narrow and deepen more channels in the middle Snake River to improve downstream water quality (two projects have already been completed).

PRESERVING HISTORY

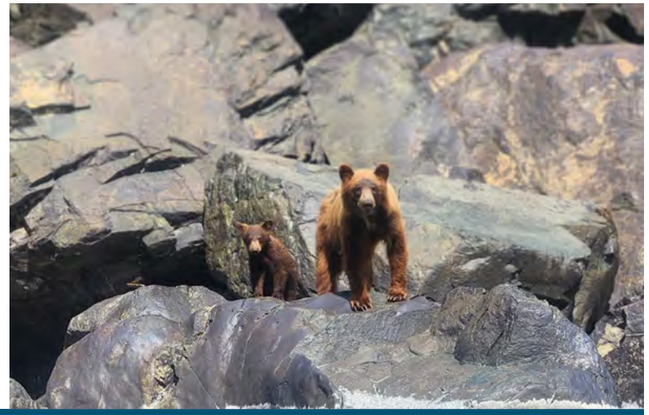
As part of our commitment to the environment and cultural resources, we have a team of dedicated archaeologists who help preserve artifacts and obtain cultural clearances across our service area. In 2024, this team completed a major renovation of our historic Swan Falls Powerhouse Museum, which is open to the public during summers.

The museum offers a window into the history surrounding Idaho Power's oldest hydroelectric power plant, which began generating power in 1901. A decommissioned powerhouse, the museum is equipped with new visual and hands-on displays that appeal to young visitors and long-time history enthusiasts. In summer 2024, about 2,400 people toured our Swan Falls Museum.

AQUATIC AND WILDLIFE

From white sturgeon to peregrine falcons, Idaho Power biologists help support a wide range of native species across our service area through the following efforts:

- In and near the Snake River, we study fish, snails, and other aquatic species populations and habitats.
- We monitor and control water flows to help Chinook salmon spawn. In 2024, we counted 2,272 redds (salmon nests) in the mainstem Snake River below Hells Canyon Dam — an improvement from 2023 numbers and the highest total since 2015.
- We own five fish hatcheries that support salmon, steelhead, and sturgeon populations in the Snake River. In 2024, we finished an extensive remodel of our first hatchery — Oxbow Hatchery — that included major improvements to the water intake, egg incubation facility, and increased visitor access.
- In the sky and near our overhead power lines, we help support the birds of prey that inhabit the region. We build specially designed nesting platforms, design power poles and lines to be safer for birds, and monitor raptor populations.
- Across over 25,000 acres, Idaho Power manages wildlife habitat in the Hells Canyon, C.J. Strike, and Hagerman areas. Our biologists protect natural resources, cultivate wildlife-friendly plants, reduce shoreline erosion, and control weeds on these lands. Certain areas are also open for the public to enjoy, offering bank fishing, upland bird and waterfowl hunting, wildlife viewing, and youth hunts for deer and elk.



Electric Vehicles

EVs have low to no tailpipe emissions, providing a cleaner substitute to gas-powered vehicles. Idaho Power raises awareness of the benefits of all-electric and plug-in hybrid vehicles through various customer education efforts, including car shows throughout our service area. We also were part of a panel discussion on electrification — focusing on EVs and charging infrastructure — as part of the 2024 Urban Land Institute's Idaho Sustainability Conference in Boise.

With Idaho Power employees driving 14,415,020 miles for work in 2024, we maintain our own goals for electrifying company vehicles and building on our commitment to the environment. Many electric passenger vehicles, utility vehicles, and hybrid bucket trucks are already part of our fleet. Our 2030 goals and 2024 progress are as follows:

	2030 GOAL (% electric/hybrid)	2024 NUMBERS (% electric/hybrid)
Passenger cars	75%	52%
Forklifts	75%	41%
Other vehicles*	35%	2%

**Includes SUVs, light-weight trucks, and UTVs*

A Look at the Renovated Oxbow Hatchery

Our recently renovated Oxbow Hatchery is the starting point for more than one million steelhead each year. Near the mouth of Pine Creek, the hatchery is staffed by Idaho Fish and Game (IDFG) employees and has been in place since 1961 — our first hatchery to open. Adult steelhead are collected in a trap at Hells Canyon Dam and held to maturity at Oxbow Hatchery where they are artificially spawned by hatchery staff. The eggs are fertilized and go through their first stages of development here. Eventually, the eggs are delivered to Niagara Springs Hatchery to hatch and grow for approximately 11 months before they are ready for release into the Snake River below Hells Canyon Dam.

Recycling

Being a responsible steward of the environment includes recycling and re-using when possible. When amounts add up, it can make a big impact. This practice is also good for business, reducing costs where possible and finding new value from items we no longer need.

Idaho Power manages its business waste with a multipronged approach to reduce, prevent, recycle, sort, and recover. For instance, we evaluate the lifecycles of our assets, from vehicles to computers and printers, and seek to reassign, transfer, transport, salvage, repurpose, and finally securely dispose of assets. We sort used batteries for safe handling and disposal. In our larger office buildings, we use motion sensing and/or timed lights, LEDs, and reduced heating/air conditioning on the weekends and after hours. We also reduce business waste and recycle at our power plants, maintenance buildings, hatcheries, and field offices.

2024 Recycling Numbers*

MATERIAL TYPE	WEIGHT
Paper	146,400 pounds
Used transformer and motor oil	69,712 gallons
Lead acid batteries	58,237 pounds
Electronics (computers, copiers, etc.)	6,952 pounds
Non-regulated soil debris and non-friable asbestos	301,554 pounds
Metals	3,704,017 pounds

**In 2024, cardboard was recycled but numbers were not reported by our recycling agency.*

Disposing of 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 — coal ash into specialized landfills and liquid to collection ponds. (Refer to the Sustainability Accounting Standards Board [SASB] reporting in the back of this report for CCRs generated, the percentage recycled, and the total number of CCR impoundments.)

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.

Customer and Community Focused

Our core purpose is to power lives with reliable, affordable, clean energy. But we also realize we all prosper by caring for our customers and standing for the success of our communities as a whole. That starts at the business level, from serving as trusted energy advisors to providing the best customer experience possible. But we are also dedicated to our customers' well-being beyond the business. We donated over $1.4 million in 2024, and our employees volunteer for causes big and small. Together, our goal is to keep our communities thriving while remaining the preferred energy provider for customers.

Serving as Energy Advisors

Two of our core values are respect and integrity, with our customers able to count on us to be fair and ethical and to treat them with care and dignity. This begins by serving as their trusted energy advisors.

Our team of energy advisors works year-round with schools, businesses, and community and civic groups to engage with customers on a personal level. From ways to save energy to outage preparedness to safety tips, they educate and listen to our customers' needs. In 2024, our energy advisors gave over 1,300 presentations throughout our service area.

When the team is not presenting to classes and community groups, they are organizing Idaho Power's participation in community events, coordinating employee volunteer activities, and delivering charitable donations to local nonprofits. They also participate on many boards throughout our service area.

"My customers are not just a name on an account, but people I know and see daily. I know first-hand the positive impacts our irrigation energy efficiency programs can have on their businesses and personal lives."

–Steven Keller
Idaho Power Ag Rep

BEYOND THE CLASSROOM

In addition to our energy advisors, we have a team of agricultural representatives (ag reps) who work hard every day to support our agricultural customers, which comprise about 12% of our sales and are an integral part of our communities.

Irrigators use a large amount of energy to keep their operations running smoothly — from operating irrigation systems to powering equipment, shops, and warehouses. Idaho Power's ag reps ensure irrigators know how to get the most out of their energy use while still operating safely and effectively, including through upgrades that can help lower energy bills and increase their profit margin.

In addition to operations support and energy efficiency incentives, ag reps host workshops, attend local ag shows, and offer safety presentations to ensure farm workers know how to be safe around electrical equipment — especially powerlines.

A few of our ag reps are producers themselves, and all of them came to Idaho Power from an agricultural or natural resource background. Whether growing up on a cattle ranch, participating in Future Farmers of America, or studying agribusiness at the University of Idaho, our ag reps bring both experience and heart to everything they do to support our agricultural communities.

Improving the Digital Customer Experience

We offer an array of digital program enrollments and alert options for customers to manage their energy service in the best ways for them. Not only do these offerings increase customer satisfaction, but they also leverage digital customer self-service channels to help reduce costs for the company — paperless billing alone saves the company more than $152,000 a month!

Here are some of our 2024 digital enhancements:

- It was our second year of marketing our mobile app to customers, which they can use to pay their bill, enroll in programs and alerts, and check their outage status. We reached 156,000 downloads, and our goal for 2025 is to focus on increasing our Google Play rating up to 4.5 stars by improving the overall app experience and making various enhancements.
- Between Oct. 15 and Nov. 15, 2024, we ran a sweepstakes for customers who enrolled in paperless billing. The sweepstakes resulted in 6,702 paperless billing enrollments, up from an average of 1,228 enrollments per month over the last year. The additional customers who enrolled will save the company an extra $3,503 per month, and they pushed us across the 40% mark for customers enrolled in paperless billing.
- We auto-enrolled all remaining eligible residential customers (402,340) in outage alerts. This will help ensure more customers are informed during outages. In total, more than 77% of all customers are now enrolled in outage alerts. Our goal for 2025 is to auto enroll all remaining customers in outage alerts in conjunction with efforts to improve customer communication during emergency outage events.
- We implemented a new internal Alert Center to better support customer notifications, including our efforts to auto-enroll customers in receiving outage alerts.

Checking In with Customers

To gauge how satisfied customers are with our services — and to ensure we are meeting customers' expectations — we survey a sample of customers each quarter. Questions include asking how well we keep customers informed, how easy it is to do business with us, and how satisfied they are overall. Our surveys from 2024 elicited great feedback, and customer satisfaction scores continue to rank high, with the largest improvements related to our mobile app and website.

We also appreciate hearing from customers on our social media and email accounts. Here are just a few of the kind words we received last year:

"Thanks for your response to our power outage following today's storm. Your teams did a great job checking every back alley for possible problems, fixing them, and restoring power block by block if necessary. After seeing the number of lines down, broken branches hanging in lines, etc., I was impressed that you had my power back on by 11 p.m. When I posted 'way to go, Idaho Power' on Facebook the Likes just kept clicking up. Please let your people know how much they are valued in our community."

Bringing Leaders Together

In 2024, Idaho Power hosted both a spring and fall Energy Academy, which brought together leaders from across our service area to learn about our company, the future of the energy landscape, and our commitment to the customers and communities we serve. Nearly 50 mayors, county commissioners, city council members, and business leaders joined us for the day of hands-on education and tours. Idaho Power is a complex business, and the Energy Academy enables us to educate community leaders about the service that powers their lives and the critical role it plays.

Sourcing Small and Local

Another way we support our customers is by sourcing from local small business owners. Through our Supplier Diversity Program, we support veteran-owned, women-owned, and other businesses that participate in our supply chain and procurement process. We believe the program is mutually beneficial, helping us be more efficient while supporting our small business providers.

In 2024, Idaho Power purchased over $153 million in goods and services from Idaho and Oregon businesses that self-certified as a small business.*

Of that amount, almost $12 million in purchases came from businesses that certified in one or more of the following categories:**

- HubZone (2.1%)
- Small Disadvantaged (20.7%)
- Veteran-Owned (24.6%)
- Women-Owned (52%)
- Service-Disabled, Veteran-Owned (0.5%)

** Reporting period was from 10/1/2023 to 9/30/2024.*
*** Suppliers can identify across multiple categories.*

Providing Recreation Opportunities

Our environmental work performed as part of our license agreements for our hydropower operations extends well beyond measuring water quality and fish populations. Much of this work benefits our customers, offering opportunities to enjoy the natural landscapes and resources our service area offers.

- We own and care for 39 parks, campgrounds, and recreational areas along the Snake River for customer use.
  - In 2024, we upgraded the docks at some of our most popular recreation spots along C. J. Strike Reservoir. The new docks float with fluctuating water levels while withstanding the frequent strong winds at the reservoir.
- After a new long-term license is granted for our HCC, we plan to overhaul our popular Hells Canyon and McCormick campgrounds, take over and renovate several federal sites, and improve the accessibility of many of our campgrounds.
- We release more than 6 million steelhead and salmon annually for the benefit of anglers.
- We maintain geocaches on our lands to provide a family-friendly outdoor activity.

Charitable Giving and Volunteering

Idaho Power employees have a strong tradition of giving back to the communities where they live and work. Last year, our company and employees donated more than $1.4 million to local organizations dedicated to helping our neighbors in need.

Our areas of giving target enhancing organizations dedicated to health and human services; education; civic and community causes; culture and arts; and environmental and recreation outreach. Donations do not impact customer rates.

Over $1.4 million*
TOTAL GIVING IN 2024

Idaho Power employees also log thousands of volunteer hours each year. Many of these hours are part of our Power of Community Days, which dedicate time for employees to come together for volunteer projects across our service area. In 2024, dozens of employees and family members came out to support their local nonprofits. Here are just of few of the projects they tackled:

- Prepping meals and cleaning at the Ronald McDonald House in Boise
- Putting together care boxes for The Salvation Army
- Cleaning up yards with Rake Up Boise at numerous homes
- Helping build 20 beds for children and families in need
- Cleaning up the yard of a local veteran and beautifying the grounds at the MK Nature Center

**Includes a $285,876 match to Employee Community Funds, an employee-led program where 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.*

"On a normal work day, I focus my vegetation management expertise on public safety and electric reliability. It was nice to take a break, get my hands dirty, and use those skills to help out in the community. It also presented a great opportunity to connect with people from across the company who I wouldn't normally intersect with at work."

–Tyler Hopper,
Idaho Power Utility Arborist

40 YEARS OF MENTORING AT MONROE ELEMENTARY

For 40 years, Idaho Power employees have made positive and lasting impacts on 4th, 5th, and 6th grade students at Monroe Elementary School in Boise. Our partnership with the school started in 1984 when past Vice President Tom Spofford's grandchildren attended the school. Tom saw a need for positive adult influences in students' lives who did not have them at home.

Through Tom's efforts and dedication, Idaho Power became one of the founding businesses in the city of Boise's Partners in Education (PIE) program, where businesses in the valley helped local schools through volunteer efforts with at-risk youth. After PIE ended, Idaho Power continued its partnership with Monroe Elementary staff and students.

Over the years, Idaho Power employees have logged over 12,000 hours of volunteer time at Monroe Elementary as positive adult role models for hundreds of elementary students.

Metrics

For reporting and transparency, we voluntarily disclose our year-end metrics via the Edison Electric Institute (EEI) Table and the SASB framework for Electric Utilities & Power Generators. The SASB 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. Unless stated otherwise, the following information uses Idaho Power data as of Dec. 31, 2024.

EEI Table

Portfolio	2005	2023	2024
Owned Nameplate Generation Capacity at Year End (MW)	**3,077**	**3,506**	**3,506**
Coal	1,111	920	532
Natural Gas	254	762	1,150
Nuclear	0	0	0
Petroleum	5	5	5
Total Renewable Energy Resources	1,707	1,818	1,818
• Biomass/Biogas	0	0	0
• Geothermal	0	0	0
• Hydroelectric	1,707	1,818	1,818
• Solar	0	0	0
• Wind	0	0	0
Owned Net Generation for the Data Year (MWh)	**13,513,694**	**11,938,265**	**13,519,313**
Coal	7,248,393	2,473,143	1,666,435
Natural Gas	66,772	2,917,183	4,650,314
Petroleum	5	61	45
Total Renewable Energy Resources (Hydroelectric)	6,198,524	6,547,878	7,202,519
Investing in the Future: Capital Expenditures and Energy Efficiency (EE)			
Total Annual Capital Expenditures (nominal dollars)	$185,865,000	$610,913,000	$1,009,138,000
Incremental Annual Electricity Savings from EE Measures (MWh)	37,978	139,683	143,599
Incremental Annual Investment in Electric EE Programs (nominal dollars)	$6,700,792	$41,979,473	$40,166,589
Retail Electric Customer Count (at end of year)	**457,146**	**632,936**	**649,205**
Commercial & Industrial	58,219	78,718	79,641
Irrigation	17,975	22,333	22,554
Residential	380,952	531,885	547,010

Emissions	2005	2023	2024
Greenhouse Gas Emissions: Carbon Dioxide (CO_2) and Carbon Dioxide Equivalent (CO_2e)			
Owned Generation			
Carbon Dioxide (CO_2)			
• Total Owned Generation CO_2 Emissions (metric tons [MT])	7,320,981	4,001,966[1]	4,101,659[1]
• Total Owned Generation CO_2 Emissions Intensity (MT/Net MWh)	0.54	0.34	0.30
Carbon Dioxide Equivalent (CO_2e)			
• Total Owned Generation CO_2e Emissions (MT)	NA	4,024,307	4,117,581
• Total Owned Generation CO_2e Emissions Intensity (MT/Net MWh)	NA	0.34	0.30
Purchased Power			
Carbon Dioxide Equivalent (CO_2e)			
• Total Purchased Generation CO_2e Emissions (MT)	NA	1,502,603	1,176,766
• Total Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	NA	0.08	0.06
Owned Generation + Purchased Power			
Carbon Dioxide Equivalent (CO_2e)			
• Total Owned + Purchased Generation CO_2e Emissions (MT)	NA	5,526,910	5,294,348
• Total Owned + Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	NA	0.29	0.27
Non-Generation CO_2e Emissions			
Total CO_2e Emissions of Sulfur Hexafluoride (MT)	NA	2,367	3,848
Leak Rate of CO_2e Emissions of Sulfur Hexaflouride (MT/Net MWh)	NA	NA	NA
Nitrogen Oxide (NOx), Sulfur Dioxide (SO_2), Mercury (Hg)			
Generation basis for calculation			
Nitrogen Oxide (NOx)			
Total NOx Emissions (MT)	14,805	1,922	1,460
Total NOx Emissions Intensity (MT/Net MWh)	0	0	0
Sulfur Dioxide (SO_2)			
Total SO_2 Emissions (MT)	12,004	1,810	1,255
Total SO_2 Emissions Intensity (MT/Net MWh)	0	0	0
Mercury (Hg)			
Total Hg Emissions (kg)	NA	11.9	9.6
Total Hg Emissions Intensity (kg/Net MWh)	NA	0	0

[1] *Emissions come directly from the Power Plant's Green House Gas (GHG) reports submitted to the U.S. Environmental Protection Agency (EPA). Employees with knowledge of GHG emissions certify to ensure this information is appropriately portrayed.*

Resources	2005	2023	2024
Human Resources			
Total Number of Employees	1,821	2,101	2,141
• Percentage of Women in Total Workforce	NA	24%	25%
• Percentage of Minorities in Total Workforce	NA	10%	10%
Total Number on Board of Directors/Trustees	11	12	10
• Percentage of Women on Board of Directors/Trustees	9%	42%	50%
• Percentage of Minorities on Board of Directors/Trustees	0%	25%	20%
Employee Safety Metrics (at date of publication)			
• Recordable Incident Rate	4.00	1.35	1.07
• Lost-time Case Rate	0.64	0.26	0.20
• DART Rate	1.98	0.62	0.51
• Work-related Fatalities	0	0	0
Fresh Water Resources used in Thermal Power Generation Activities			
Water Withdrawals — Consumptive (Millions of Gallons)	NA	369	328
Water Withdrawals — Non-Consumptive (Millions of Gallons)	0	0	0
Water Withdrawals — Consumptive Rate (Millions of Gallons/Net MWh)	NA	1.27	0.67
Water Withdrawals — Non-Consumptive Rate (Millions of Gallons/Net MWh)	NA	0	0
Waste Products			
Amount of Hazardous Waste Manifested for Disposal (metric tons)	NA	92,250	56,826
Percent of Coal Combustion Products Beneficially Used	NA	37%	46%

SASB Table

Accounting Metrics			
Topic	Data Requests	2023	2024
Greenhouse Gas Emissions and Energy Resource Planning	Gross global Scope 1 emissions (million metric tons)	4.40	4.13
	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.	2023 Annual Report, page 17, Reducing Carbon Emissions Intensity and 2024 Proxy Statement, pages 4–6.	2024 Annual Report, page 18, Reducing Carbon Emissions Intensity and 2024 Corporate Responsibility Report, page 34
	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_2O) Short Tons	2,119	1,609
	• SOx Short Tons	1,995	1,383
	• Particulate Matter (PM10) Short Tons	596	284
	• Lead (Pb) Short Tons	0	0
	• Mercury (Hg) kg	12	10
	Percentage of each in or near areas of dense population	0%	0%
Water Management	Total water withdrawn — consumptive (Natural Gas Plants, in gallons)		
	• Langley Gulch (On Site and River House Wells)	392,285,000*	328,528,170*
	• Danskin (On Site Well)	7,397,316	10,330,877
	• Bennett Mountain (Municipal)	4,153,700	5,225,100
	Total	369,027,016**	327,698,147**
	Percentage of each in regions with High or Extremely High Baseline Water Stress	41.1% and 40.7%, respectively	41.1% and 40.7%, respectively***
	Number of incidents of non-compliance with water quality and/or quality permits, standards, and regulations	0	0
	Discussion of water management risks and description of strategies and practices to mitigate those risks	2023 IRP, Chapter 8 Planning Period Forecasts; Generation Forecast for Existing Resources: Hydroelectric Resources	2023 IRP, Chapter 8 Planning Period Forecasts; Generation Forecast for Existing Resources: Hydroelectric Resources

** 13% and 8%, respectively, represents recycled water.*
*** Total is reduced by recycled water.*
****The source (wri.org) has not been updated for 2024; therefore, the percentages remain the same.*

Accounting Metrics

Topic	Data Requests	2023	2024
Coal Ash Management	Amount of CCRs generated (based on ownership share) (metric tons)	92,250	56,826
	Percentage recycled	37%	46%
	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 Idaho:		
	• Residential Customers	11.65 cents/kWh	11.76 cents/kWh
	• Commercial Customers	8.81 cents/kWh	9.10 cents/kWh
	• Industrial Customers	6.87 cents/kWh	7.47 cents/kWh
	Typical monthly electric bill for Idaho residential customers for:		
	• 500 kWh of electricity delivered	$63.21	$66.45
	• 1,000 kWh of electricity delivered	$118.82	$124.36
	Number of residential customer electric disconnections for non-payment		
	• Idaho	21,852	22,439
	• Oregon	355	563
	Percentage reconnected within 30 days (Reporting reflects reconnections within 7 days.)		
	• Idaho	90%	98%
	• Oregon	78%	84%
	Discussion of impact of external forces on customer affordability of electricity, including the economic conditions of the service area	2023 Corporate Responsibility Report: Caring for Our Customers and Communities	2024 Corporate Responsibility Report: Customer and Community Focused
Workforce Health and Safety	Total recordable incident rate (TRIR)	1.35	1.10
	Fatality rate	0	0
	Near miss frequency rate (NMFR)	87.91	82.00
End-use Efficiency and Demand	Percentage of electric utility revenues from rate structures that are decoupled	46.3%	45.0%
	Contain a lost revenue adjustment mechanism (LRAM)	NA	NA
	Percentage of electric load served by smart grid technology	80%	78%
	Customer electricity savings from efficiency measures, by market (MWh)	139,683	143,599
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)	132 minutes	217 minutes
	System Average Interruption Frequency Index (SAIFI)	1.09	1.41
	Customer Average Interruption Duration Index (CAIDI), inclusive of major events	121 minutes	154 minutes

Activity Metrics

Data Requests	2023	2024
Number of:		
• Residential customers served	531,885	547,010
• Commercial customers served	78,586	79,496
• Industrial customers served	132	145
• Agricultural customers served	22,333	22,554
Total electricity delivered in MWh to:		
• Residential customers	5,902,715	5,963,609
• Commercial customers	4,269,163	4,332,006
• Industrial customers	3,537,648	3,680,290
• Agricultural customers	1,805,466	1,995,130
• Wholesale customers	2,095,000	2,818,000
Length of transmission lines	4,762	4,755
Length of distribution lines	29,714	29,660
Total electricity generated (MWh)	11,938,265	13,519,313
Percentage by major energy source :		
• Hydro	54.85	53.28
• Coal	20.72	12.33
• Natural Gas	24.44	34.40
Percentage in regulated markets	100%	100%
Total wholesale electricity purchased (MWh)	7,027,000	6,541,000

IDACORP

CORPORATE **RESPONSIBILITY** REPORT **2024**

Contacts

Cheryl Thompson
Corporate Secretary
208-388-2415
cthompson@idahopower.com

John Wonderlich
Investor Relations Manager
208-388-5413
jwonderlich@idahopower.com

Elizabeth Paynter
Shareowner Services Professional
208-388-5259
epaynter@idahopower.com

Corporate Headquarters

1221 W. Idaho St.
Boise, ID 83702

Mailing Address

P.O. Box 70
Boise, ID 83707-0070

Websites

idacorpinc.com
idahopower.com
cleantoday.com