



# 2021 ESG REPORT

-  ENVIRONMENTAL
-  SOCIAL
-  GOVERNANCE

April 2022



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McCall,  
Idaho

## ABOUT IDAHO POWER AND IDACORP

Our 1,992 employees serve more than 600,000 customers across a 24,000 square-mile area in southern Idaho and eastern Oregon. Our goal is to provide 100% clean energy by 2045. We are passionate about 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. IDACORP, Inc. is Idaho Power’s publicly traded parent company, also headquartered in Boise, Idaho.

### ESG as Part of IDACORP’s Strategy

Idaho Power and IDACORP plan and operate with environmental, social and governance (ESG) stewardship in mind, in addition to the financial aspects of the company’s operations. We recognize all decisions have financial, as well as non-financial impacts on our customers, employees, owners, communities and the environment.

IDACORP intentionally includes ESG action items across four priorities: grow financial strength, improve the core business, enhance the brand and keep employees safe and engaged. In addition, IDACORP views its commitment to ESG as furthering the company’s short-, medium-,

and long-term 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 contributes the vast majority of IDACORP’s net income, this report will focus on the energy company’s activity, performance and results. However, the philosophical approach to business, corporate responsibility and stewardship is consistent across all IDACORP subsidiaries.



# FROM OUR CEO AND CHAIR



We are excited to share with you an overview of our environmental, social and governance (ESG) efforts in 2021. ESG continues to bring into focus matters that affect us all and are vital to the responsible operation of our company.

Where else would we start but safety? Especially because **2021 was one of the safest years ever for our company**. This achievement speaks to our core value of safety first, the dedication of our employees, our culture of caring and our commitment to personal accountability throughout the workplace. Our remarkable safety culture was recently recognized by the Edison Electric Institute (EEI), which awarded Idaho Power the Thomas F. Farrell, II Safety Leadership and Innovation Award.

Despite the challenges of another pandemic year, our employees stayed safe while providing high-quality service — leading to a 99.97% reliability rate for our customers. But our company’s service to our customers and communities does not stop with providing power. Our social responsibility and actions extend far beyond the light switch. In 2021, we gave almost \$1 million in charitable contributions; spent hours volunteering; and supported small, diverse businesses in our communities.

When business customers came to us for help saving energy, electrifying their fleet vehicles or achieving their clean energy goals, our energy advisors provided the trusted information they needed.

From schools to food processors to construction, Idaho Power helped keep businesses thriving. We also helped customers save money through energy efficiency, saving 143,971 megawatt-hours (MWh) across all customer classes. And we proposed expanded clean energy offerings for our customers through the Clean Energy Your Way program.

Fisheries also received a boost from Idaho Power in 2021, thanks to our newest hatchery — the White Sturgeon Conservation Hatchery at Niagara Springs. With this innovative hatchery, we aim to produce up to 2,500 juvenile sturgeon each year for release into the Snake River. Our environmental efforts continued with our Rippee Island Project to create a narrower, deeper river channel and reduce unwanted aquatic vegetation to help keep the temperature of the river cooler. Tons of unwanted sediment and phosphorous were also prevented from entering the river through our work with farmers to convert from flood irrigation to sprinkler irrigation.

As we care for the Snake River and other environmental resources, we’re reminded of the river’s lasting impact on all of us, especially as our major source of energy — clean hydropower — accounted for 32.5% of our 2021 energy mix, even in a year with drought conditions. With our goal of 100% clean energy by 2045, we know how important clean energy is to the environment, our customers, our owners and our company. We’re proud that our resource mix included clean energy from power purchase agreements (PPA) and Public Utility Regulatory Policies Act of 1978 (PURPA) projects.\* But we know we have more work to do.

Our 2021 Integrated Resource Plan (IRP) laid out many of our steps toward cleaner energy for the next 20 years, including the early exit from our remaining coal plants and the conversion of two coal-fired units to cleaner natural gas generation. We will rely on more wind, solar and battery storage

technology, as well as the Boardman to Hemingway 500-kilovolt (kV) transmission line, to supply the energy our customers need. And the need is historic. We reached a new peak demand in June 2021, delivering 3,751 megawatts (MW) of electricity to customers — eclipsing the previous high (set in July 2017) by more than 9.6%. This new peak was fueled by continued growth, record-breaking heat and drought conditions across the region. But thanks to numerous grid resiliency measures, prudent planning and hardworking employees, our system performed well throughout the heatwave.

Throughout the company, and with the oversight of our Board of Directors, we continue to plan all aspects of our company’s operations with an eye on managing risks brought on by climate change, such as increased wildfires. Our company continues to take preventative measures to address these risks, such as by developing a public safety power shutoff (PSPS) plan in 2021 and modeling climate-related risks in our IRP.

The energy industry is an evolving, exciting space with the potential to change the world we live in. Our work provides an essential service that’s integrated into almost all aspects of our daily lives, and it’s a responsibility we don’t take lightly. We invite you to continue reading about our ESG efforts throughout this report, and to work with us toward a cleaner, brighter future.

**President and CEO**  
Idaho Power and IDACORP

**Chair of the Board**  
IDACORP

*\*Because we sell the renewable energy certificates (REC) associated with our renewable energy and sell energy on the open market, the overall mix does not represent the energy delivered to customers.*

## 2021 HIGHLIGHTS AT A GLANCE



Prices among the **lowest in the nation**



Awarded the **Safety Leadership and Innovation Award** by EEI



**99.97% reliability** rate and high customer satisfaction



2021 IRP calls for **retiring coal plants by end of 2028** and unprecedented investments in renewable energy



New **white sturgeon** hatchery



**14th consecutive** year of earnings growth



**DEI training program** initiated with senior management



Almost **\$1 million** in charitable giving



Hydro was our **largest single energy source**



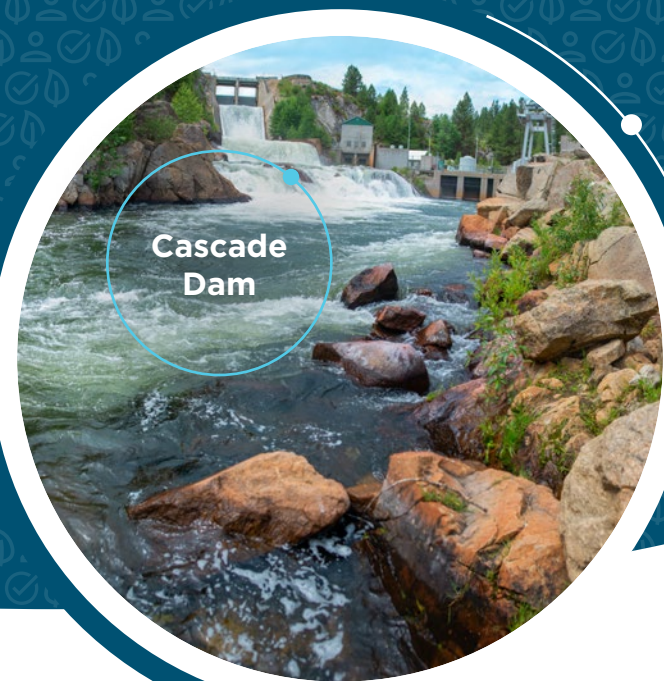


# ENVIRONMENTAL

Snake River  
near Twin Falls

From the purple flower-covered plains of the Camas Prairie to the blue waters of North America's deepest river gorge, the energy we provide is inseparably connected to our environment. We rely on the environment and natural capital to help provide clean energy sources and a place we can live, play and work. To do our part, we're moving toward **100% clean energy by 2045**, working toward reducing carbon emissions, creating a healthier Snake River, keeping our wildlife thriving and more.





Cascade Dam

## OUR CLEAN ENERGY SOURCES



Hells Canyon Dam

## HOW RENEWABLE ENERGY CERTIFICATES WORK

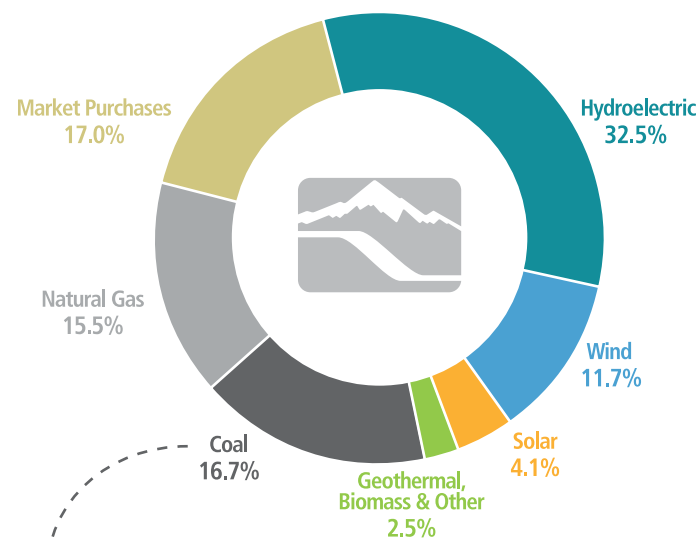
A REC represents the environmental benefits of 1 MWh of energy produced by certified renewable resources. When this renewable energy is purchased, the RECs can be kept or sold. The REC purchaser gets to claim the environmental benefits of that renewable energy.

When Idaho Power buys certified renewable energy, we sell the associated RECs to offset power supply costs and to keep customer prices low. Each REC is tracked to ensure it's used only once. Selling RECs to benefit our customers is required by the Idaho and Oregon public utility commissions.

Because the buyer of the REC gets to claim that power as part of its energy, Idaho Power does not represent that electricity produced by this resource mix is being delivered to our retail customers.

Some states require that a minimum amount of the electricity each utility delivers to its customers comes from renewable energy (renewable portfolio standard [RPS]). Idaho Power does not currently have such a requirement.

## 2021 ENERGY MIX



From hydropower to geothermal to market purchases, our mix of diverse energy sources allows us to serve our customers reliably and affordably. Clean hydropower from the Snake River served as our largest single energy source in 2021 at 32.5% of our energy mix. This compares to 7% nationally, and reflects a significant proportion even in a year with drought conditions.

Our resource mix also includes the clean energy we purchased from PPAs and PURPA contracts (small hydro, wind, solar, geothermal, biomass and other). Because we sell the RECs associated with our renewable energy and participate in the wholesale energy market, the overall mix does not represent the energy delivered to customers. See the *Clean Today, Cleaner Tomorrow*® section of this report to see how we're moving toward our goal of 100% clean energy.

**Clean hydropower from the Snake River served as our largest single energy source in 2021.**

Keep reading to see how we're moving away from coal and toward an even cleaner energy mix.



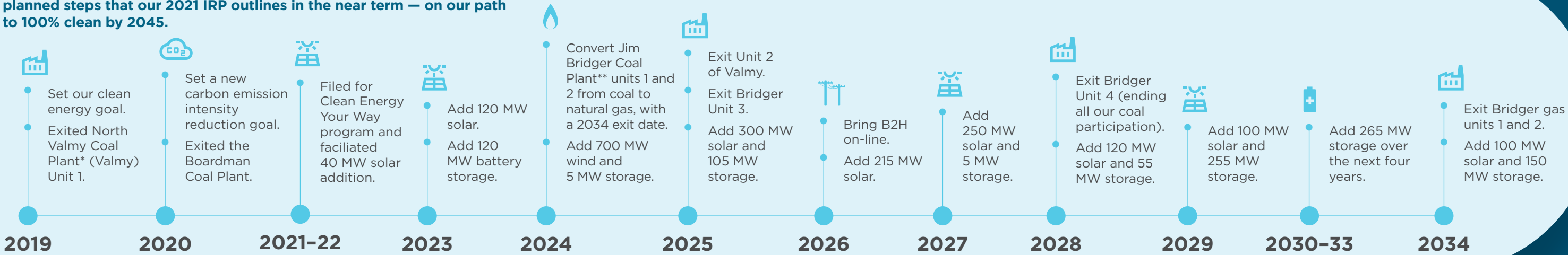
# CLEAN TODAY. CLEANER TOMORROW.®

In 2019, Idaho Power announced a goal to provide **100% clean energy by 2045** while keeping reliability high and prices low. Our path toward this goal will not be linear or without challenges, and we will have to adjust and adapt as new technologies and opportunities become available. But we’ve already made great progress.

Our path away from coal, combined with the potential for additional renewable energy resources and the completion of the Boardman to Hemingway (B2H) transmission line project, is intended to increase the renewable portion of our energy mix and move us closer to providing 100% clean energy.

As reflected in the timeline below, our 2021 IRP plans for significant amounts of clean resources — 700 MW of wind, 1,405 MW of solar and 1,685 MW of battery storage. Cost reductions, advances in technology and the need for on-demand power that can help integrate variable energy resources while replacing peak capacity from retiring coal-fired plants all contributed to an increase in anticipated battery storage technology in the 2021 IRP. We will also continue to watch technology develop in this area, as these advancements are expected to be a part of the solution on our path to 100% clean. See the IRP timeline below for details.

Here are some of the steps we’ve taken since 2019 — and some of the planned steps that our 2021 IRP outlines in the near term — on our path to 100% clean by 2045.



\*The North Valmy Coal Plant near Battle Mountain, Nevada, is co-owned by Idaho Power (50%) and NV Energy (50%). NV Energy is the operating partner. Idaho Power’s current participation in Unit 2 provides up to 144.9 MW of energy for Idaho Power customers.

\*\*The Jim Bridger plant near Rock Springs, Wyoming, is owned by Idaho Power (one-third) and PacifiCorp (two thirds). PacifiCorp is the plant operator. Idaho Power’s current share of the plant’s capacity is 770.2 MW.

## REDUCING CARBON EMISSIONS

For more than a dozen years, we’ve tracked our carbon emissions intensity against a set goal. Carbon emissions intensity is the pounds of CO<sub>2</sub> emitted per MWh of energy generated. It’s a helpful measure for tracking the impact of our efforts to reduce carbon emissions relative to growing power demand, and it is a common measurement used in the industry.

After surpassing our previous carbon emissions-reduction goal, we are working toward a new short-term goal approved by Idaho Power’s Board of Directors in May 2020:

**Short-Term Goal:** Reduce our carbon emissions intensity from Idaho Power-owned generation resources by 35% for the period 2021 to 2025 compared to 2005.<sup>1</sup>

→ In 2021, our carbon emissions intensity under our short-term emissions goal was 837 pounds per MWh of Idaho Power generation — 30% below our baseline year (2005).

In addition, in 2021 we adopted a medium-term emissions goal based on the data projections in our 2021 IRP.

**Medium-Term Goal:** Reduce the carbon emissions intensity from sources in our energy mix (including market power purchases and energy from PURPA contracts and PPAs) over the 2021 to 2040 IRP planning period, compared to our 2005 baseline level.<sup>1</sup>

→ In 2021, our carbon emissions intensity under the medium-term goal was 523 pounds per MWh of our total energy mix — a 56% reduction from our 2005 baseline level.

Our 2021 emissions intensity levels were higher than anticipated due to 2021 weather conditions. A severe heat wave in summer 2021 required running all dispatchable resources on our system, including our natural gas and coal plants. It was also a lower-than-average water year for Idaho Power and the Pacific Northwest, so hydropower resources were limited.

Despite these factors, Idaho Power **decreased carbon emissions in 2021 from company-owned generation facilities by nearly 13% compared to 2020** due to reduced coal generation. Looking ahead, we expect that our scheduled exit from all coal generation by 2028, along with our increased renewable energy resource acquisitions, will have a positive impact on our carbon emissions intensity. A return to normal water conditions would also have a beneficial impact.



<sup>1</sup>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.



# OUR 20-YEAR PLAN: PREPARING FOR A CLEAN FUTURE

In December 2021, Idaho Power filed its 15th Integrated Resource Plan with the Idaho Public Utilities Commission (IPUC) and the Public Utility Commission of Oregon (OPUC). Idaho Power’s IRP examines the demand for energy over the next 20 years and the best ways to meet that demand for our customers. The 2021 IRP is an important milestone on our path toward 100% clean energy by 2045.

In fact, the plan shows us exiting our interests in all coal-fired power by the end of 2028 — two years earlier than our 2019 IRP projected. Two coal-fired units at our Jim Bridger plant would be converted to natural gas before the summer of 2024, with full plant exit by 2034 — more than a decade before our 2045 goal.

The 2021 IRP shows we will rely on more wind, solar and battery storage technology, as well as B2H (see below), to supply the energy our customers need. New requests for resources and additional demand-side management measures will help customers save energy while improving our ability to serve the growing demand — estimated to top 847,000 customers by 2040, compared to the 600,000 we currently serve.

Idaho Power’s IRP is updated every two years and includes a series of public meetings and collaborative assistance from our customers that help guide our planning process through an advisory panel — the Integrated Resource Plan Advisory Council (IRPAC). The IRPAC consists of members of the environmental community, major industrial and commercial customers, irrigation representatives, state legislators, public utility commission representatives and other interested parties.

## THE IRP PROCESS

**Goal:** Ensure Idaho Power’s system has sufficient resources to reliably serve customer demand and flexible capacity needs over the next 20 years, while balancing cost, risk and environmental concerns and involving the public in a meaningful way.

- Gather IRPAC and outline goals/meetings.
- Forecast load, carbon costs, natural gas prices and future resources (e.g., PURPA generation).
- Examine renewable resources, storage options, energy efficiency and demand response potential.
- Examine resource adequacy, transmission and future supply-side resources.
- Develop portfolios, sensitivities and risk metrics.
- Validate and verify data.
- Model results and select a preferred portfolio.
- Provide opportunity for IRPAC review.
- Submit plan to PUCs.

## MOVING THE LINE FORWARD: B2H



The 300-mile B2H transmission line project remained a prominent and important part of our 2021 IRP action plan. The line will increase reliability and serve as a clean-energy pipeline, helping integrate Pacific Northwest hydropower and other renewable energy. The western United States needs this project and many more like it to incorporate a growing supply of wind and solar energy and reduce carbon emissions. Last year was a productive one for Idaho Power’s biggest transmission project. The B2H team reached several major milestones as we prepare for construction:



Drafted detailed designs and began conducting geotechnical investigations.



Obtained and completed litigation related to the rights-of-way across federal lands granted by the U.S. Forest Service and Bureau of Land Management.



Selected a construction manager to provide input on the project’s design and potentially oversee construction.



Worked to acquire easements and rights-of-entry from private landowners along the route. Landowner permission is needed to complete the remaining environmental and cultural resource surveys during the spring. Completing these surveys will allow the project team to refine designs and begin wildlife mitigation planning. Most landowners have granted us access to their property or are negotiating terms.



Signed a non-binding term sheet with PacifiCorp and Bonneville Power Administration (BPA) that would authorize Idaho Power to acquire BPA’s ownership share of the project, increasing our share to 45%. Taking over BPA’s share simplifies permitting and construction of B2H, strengthening our chances of completing the project on schedule. BPA would cover our additional costs by paying us to deliver energy to their customers in Idaho.

In our 2021 IRP, we estimate that B2H will come on-line in 2026. Idaho Power and PacifiCorp are also working together on the 1,000-mile Gateway West transmission line across Wyoming and southern Idaho, which will help both companies meet rising customer demand, improve reliability and balance renewable resources such as wind and solar across the West. PacifiCorp has already built the eastern-most segment of the line in Wyoming.

## ADDING NEW RESOURCES

In 2021, Idaho Power issued two separate requests for proposals (RFP) for new resources to help the company meet our customers’ growing demand for reliable electricity, especially during times of highest use — typically summer evenings.

Idaho Power’s 2021 IRP indicates Idaho Power will have resource capacity deficits from 2023 to 2025. We issued the first RFP in June 2021 to address these deficits.

This need for additional energy capacity is largely due to our service area experiencing the fastest

growth in the nation. Additionally, recent events — specifically the regional heat wave in August 2020 and the Texas outages in winter 2021— have created scarcity in the transmission markets. We also face transmission constraints outside our service area that reduce our ability to import energy from western market hubs into Idaho Power’s system. These transmission constraints across the western United States also highlight the importance of B2H and a robust, resilient transmission system that can move energy across multiple regions from the places it’s generated to the homes and businesses that need it.





Snake River

## WATCHING OUT FOR WATER



## PROTECTING THE SNAKE RIVER

The Snake River serves a vital role in providing clean energy to our customers through our 17 hydropower dams along the river and its tributaries. The Snake also provides abundant recreation for our customers, water for our farmers and a home for countless aquatic species. That's why we work hard to ensure the river stays healthy long into the future through projects such as cooling the water, restoring native vegetation and increasing dissolved oxygen in the water.

### Rippee Island Research Project

In fall 2021, construction was completed on the Rippee Island Research Project as part of efforts to improve river function in key stretches of the Snake River by creating a narrower, deeper river channel. The project created approximately 16.5 acres of floodplain and excavated the adjacent river channel to improve water flow and quality. This work has several benefits, such as keeping the water cooler, reducing unwanted aquatic vegetation and providing better habitat for fish and wildlife.

The Rippee Island project is the second of several similar island projects planned throughout the Marsing Reach of the Snake River, which suffers from slow-moving water and excessive aquatic weed growth due to wide, shallow channels; high nutrients and sediment input; and resulting higher water temperatures.



Rippee Island

### Grand View Irrigation Upgrade Program

Our Grand View Irrigation Program aims to increase dissolved oxygen levels in Brownlee Reservoir for the benefit of aquatic species. Specifically, the program offers financial assistance to landowners in the Grand View area to convert from flood irrigation to sprinkler irrigation. Traditional flood irrigation can add sediment and nutrients (phosphorous) to the river through runoff, which promotes nuisance vegetation and reduces dissolved oxygen in the water.

To date, we have converted over 2,400 acres to sprinkler irrigation, including 200 acres converted in 2021. In total, we've reached 37% of our conversion goal. We continue to have landowner interest in 2022, with more acres contracted.

Here's a measurable look at how this program is reducing pollutants entering the river:

REDUCTION IN  
**SEDIMENT**  
TO THE RIVER  
**= ~470**  
**DUMP TRUCKS**  
DURING EACH IRRIGATION SEASON



REDUCTION IN  
**PHOSPHORUS**  
ENTERING THE RIVER  
**= ~3,400**  
**POUNDS**  
PER YEAR



## INCREASING SNOWPACK THROUGH CLOUD SEEDING



Since 2003, Idaho Power has operated a successful cloud-seeding program in conjunction with the Idaho Water Resources Board (IWRB) and as a part of the Eastern Snake Plain Aquifer Comprehensive Aquifer Management Plan. The goal of this program is to increase the snow that falls in drainages that feed the Snake River, subsequently providing additional water for hydropower production. Increased snowpack also benefits irrigators, winter recreationists, river users and fish and wildlife.

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

### How it Works

Idaho Power meteorologists monitor winter storms as they pass across the central Idaho mountains, looking for opportunities to increase the amount of snow that falls in drainages that feed the Snake River. If a storm has the right conditions — abundant water and appropriate temperatures — we add ice nuclei in the form of silver iodide into the storms. These ice nuclei help ice crystals form in the clouds, as minute water particles in the clouds freeze on contact with the silver iodide. The silver iodide is added using remote ground generators at high elevations or with airplanes.



# CARING FOR WILD & AQUATIC LIFE

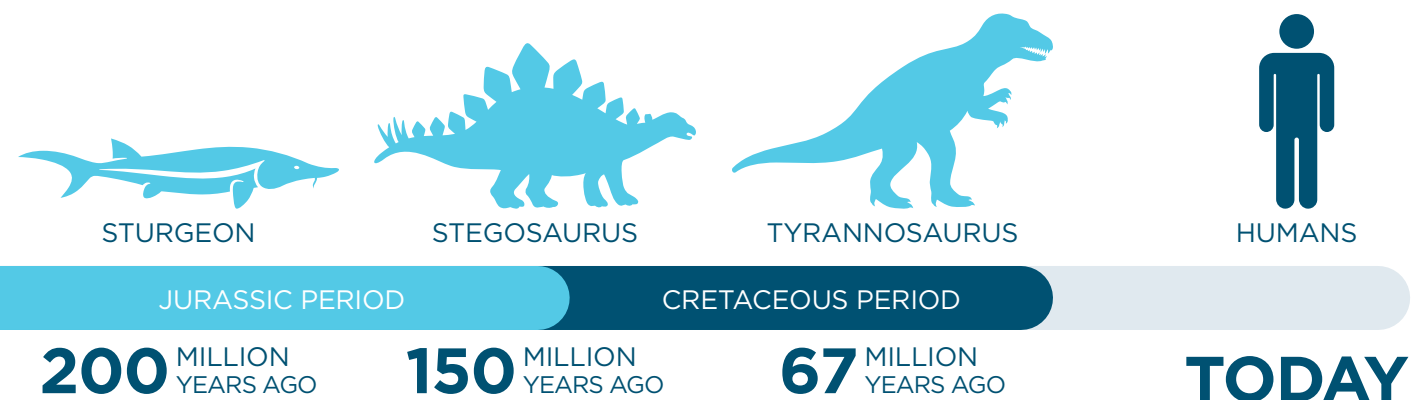
## SNAKE RIVER STURGEON

Idaho Power has been monitoring native fish populations in the Snake River for over 30 years, working with the Idaho Department of Fish and Game (IDFG) and other stakeholders. In mid-2021, one of the oldest creatures on the planet — the white sturgeon — got a boost, thanks to the opening of our newest hatchery.

The White Sturgeon Conservation Hatchery at Niagara Springs is dedicated to increasing the population of these prehistoric giant fish. Through the hatchery, Idaho Power aims to produce up to 2,500 juvenile sturgeon each year for release into the Snake River between Shoshone Falls and Brownlee Reservoir.

Our biologists are using modern technology — a technique called repatriation — to increase the genetic diversity among the next generation of sturgeon. Rather than collecting eggs and fertilizing them from adult broodstock kept at the hatchery, Idaho Power biologists use specialized nets and underwater mats to collect fertilized sturgeon eggs from known spawning areas in the Snake River. Those eggs are taken to the hatchery in the spring, where they are tended to and reared by IDFG staff for about 11 months.

The juvenile sturgeon grow to approximately a foot before they are released back into the Snake River the following spring. A tiny electronic tag placed under the skin enables biologists who catch sturgeon during population surveys to track their life history. Our great-grandchildren may have a chance to catch one, too — many sturgeon live 80 years and grow to be over 8 feet.



**“Sturgeon are fascinating creatures. They really are a throwback to ancient times. Hopefully with a little help, they will be an important part of the river’s future.”**

- Phil Bates, Idaho Power Resource Scientist



Niagara Springs Hatchery Team

## Other Hatchery Happenings

The new White Sturgeon Conservation Hatchery at Niagara Springs is just one of five Idaho Power hatcheries devoted to supporting native Snake River fish populations as part of our commitment to environmental stewardship and meeting federal license requirements for our hydropower plants.

In 2021, we installed a new roof over the outdoor raceways at our Niagara Springs hatchery to better protect fish from predators and disease transmission from birds. The 1.8 million juvenile steelhead we raise there each year are already growing faster due to reduced stress in the upgraded, semi-indoor environment.

Built in 1962, our first hatchery — Oxbow — is getting a complete overhaul in 2022 to improve spawning facilities and the adult holding areas for both steelhead and salmon.



In November 2021, the National Hydropower Association recognized our innovative approach to supporting native sturgeon populations by presenting Idaho Power with the Outstanding Stewards of America’s Waters Award for Recreational, Environmental & Historical Enhancement. The award commemorates Idaho Power’s longstanding commitment to supporting this prehistoric fish species.

## BIRDS OF PREY



Idaho Power first began looking for ways to protect birds of prey from the dangers of power poles and lines almost 50 years ago. Together with raptor expert Morley Nelson, we developed innovative solutions that have served as best practices across the industry. And when Nelson helped bring The Peregrine Fund to Boise in 1980, it started a collaboration that has benefited raptors to this day, far beyond the Snake River Plain.

Idaho Power’s commitment to The Peregrine Fund’s World Center for Birds of Prey grew stronger in 2021 with our sponsorship of a new exhibit as part of the World Center’s expansion. The new Hawk Flight Lab will offer visitors a first-hand look at how birds see power poles and electrical lines as spots for perching and nesting — especially in the desert where food is plentiful but tall trees are not — and explain how utilities protect raptors.

Some of the protection measures we implement as part of our routine operations include covering energized equipment, increasing spacing so birds don’t make hazardous contact and building nesting platforms away from electrical equipment. These measures save wildlife and reduce power outages and equipment problems. The technology we’ve developed to help protect raptors has been used worldwide, from the Dominican Republic to Kenya.

In addition to supporting the new exhibit, we continue to support the World Center’s programming, which enables more than 5,000 students each year to learn science, technology, engineering and math (STEM) concepts through the lens of raptor conservation.





# ENVIRONMENTAL COMPLIANCE

Idaho Power has a comprehensive Environmental Compliance Program to ensure compliance with federal and state environmental requirements. The program consists of a framework of policies, standards, procedures, training and industry best practices to fulfill regulatory obligations. This framework provides the tools necessary to assess business practices against regulatory requirements in areas including, but not limited to, the following:



Air quality



Water quality



Hazardous waste management



Hazardous materials transportation

Idaho Power is focused on continually improving business practices and adopting industry standards consistent with other utilities. Additionally, environmental compliance training is provided to Idaho Power employees responsible for performing tasks related to various regulatory requirements.

The Environmental Compliance department oversees periodic assessments of treatment, storage and disposal facilities to assess risk and stay familiar with the facilities waste-handling and management processes. Periodic internal audits of environmental compliance programs are also performed to verify compliance with environmental regulations, permits and policies and to fulfill corporate risk management obligations.

## MANAGING COAL ASH

While we make progress on our path to clean energy and reducing carbon emissions, we are also taking responsible care of any coal ash currently produced from our plants. Coal ash, also known as coal combustion residuals (CCR), is a byproduct of burning coal. For Idaho Power, that means coal ash is produced at Jim Bridger and North Valmy coal plants.

At both plants, CCRs are properly disposed of in specialized landfills or collection ponds. (Refer to the Sustainability Accounting Standards Board (SASB) Reporting in the back of this report for CCR generated, the percentage recycled, and the total number of CCR impoundments.)









In addition to properly disposing of coal ash, 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 concrete manufacturing facilities for use as a concrete strengthening additive.

## RECYCLING AND RE-PURPOSING WASTE



Idaho Power’s Investment Recovery department analyzes obsolete assets to reduce waste generation and waste disposal costs. Items not deemed reusable by the company are either re-purposed or recycled for revenue, when possible.

Partial list of assets recovered in 2021:

Material Type	Weight in Pounds
 Paper	128,536
 Cardboard	23,136
 Wood	54,733
 Used transformer and motor oil	198,778
 Lead acid batteries	48,419*
 Electronics (computers, copiers, etc.)	5,031
 Non-regulated soil debris and non-friable asbestos	64,948
 Metals	1,593,875

\*We recycle batteries for revenue.

We also manage damaged power poles, replacement parts and obsolete equipment and other waste in accordance with local, state and federal regulations. In the case of a distribution pole damaged by a vehicle or weather, the pole is replaced and the damaged pole, with its equipment (transformer, insulators, switches, etc.), is transported to our Investment Recovery facility in Boise. We then assess the parts for repair and/or reuse. In the case of the wooden pole, we cut it to dimensions more usable by the general public, who can acquire such assets when available.

Distribution transformers that can be refurbished are saved, and the units that are not are drained of oil and sent to Investment Recovery for recycling. The oil from each transformer is checked to ensure it contains less than 1 part per million (ppm) of polychlorinated biphenyls (PCB). The used oil goes into the recovery tank and is treated with Ethanox and circulated through the Vacudyne system to remove any moisture. After treatment, it is tested for the dielectric properties to ensure it is within specification of 32 to 50 kilovolt-amperes (kVa). This process allows Idaho Power to reuse transformers and oil instead of disposing of the transformers and replacing with new. Ensuring maximum use of the product means less waste and a cost savings to Idaho Power customers.







# SOCIAL



At Idaho Power, we often talk about our reliable service. But we don't just mean energy. We mean being reliable neighbors and partners in the community. These efforts begin with the wellbeing of our employees and extend to helping customers save energy and money. Both on and off the clock, we're out lending helping hands or finding ways to support the many organizations we all depend on.



# CARING FOR OUR EMPLOYEES








## SAFETY FIRST: 2021 YIELDS EXCELLENT RESULTS

In an industry where hazards are part of the everyday job, safety first is a core value we live by. It means our employees return home to their families in the same condition they left, and our customers know they can count on us to take care of them. That’s why, despite the many challenges of 2021, our company is exceptionally proud to record **2021 as one of the safest years in our history.**

Our Board of Directors, leaders and several companywide committees — Operations Safety Committee, Corporate Safety Steering Committee, and Executive Safety Council — oversaw our safety performance and recommended improvements where needed.

### Here’s how we did overall:

- 14**  OSHA-recordable injuries in 2021, including three lost-time injuries (LTI).
- 14**  Motor-vehicle accidents (MVA), including five preventable MVAs.
- 1,300+**  Near misses/good catches were submitted in our company portal. We ask employees to record these as a way to speak up, identify hazards and learn from each other. Over the years, we’ve found the more employees speak up and record these near misses/good catches, the more they use our other vital behaviors of focusing, assessing and making the safe choice.
- 14**  Employees received the President’s Award for Safety from our President and Chief Executive Officer (CEO) Lisa Grow for demonstrating lifesaving, extraordinary or courageous safety contributions to people in need. Whether it was tending to car-crash victims or rescuing lost individuals from the wilderness, our employees make our customers and communities safer.
- >50%**  Our COVID prevention and response measures allowed our employees to continuously provide reliable power to customers throughout the pandemic. We continued remote work for over half our workforce and used a pod structure for specialized employees operating critical infrastructure.



In recognition of our company’s safety culture and the dedication of our employees, the EEI presented the inaugural Thomas F. Farrell, II Safety Leadership and Innovation Award in the Member Company Project category to Idaho Power in early January 2022. Our company was selected for its approach of combining psychological safety and behavioral safety with practical application of human performance principles. The award recognizes the contributions of leadership and innovation to the advancement of safety in the energy industry. Recipients of the award are selected by a panel consisting of leadership from the labor, contractor and academic communities; regulatory agencies; and EEI senior leadership.



**“I applaud Idaho Power for its leadership and commitment to protecting the health and safety of its employees. Idaho Power’s continuous innovations have helped to shape health and safety education and many of the protocols used across our industry, and this award is well deserved.”**

- Tom Kuhn, EEI President

Statistic	2021	5-Year Average	2021 Performance vs. 5-Year Average
<b>Severity Rate*</b> <i>The number of lost workdays per 100 full-time employees.</i>	3.60	11.52	↓ 69% Reduction
<b>Days Away, Restricted and Transfer (DART) Rate</b> <i>The number of injuries with days away from work and restricted cases per 100 full-time employees.</i>	0.28	0.74	↓ 62% Reduction
<b>Lost-Time Injuries</b> <i>The number of injuries for which workdays were lost.</i>	3.00	8.00	↓ 63% Reduction
<b>Lost-Time Injury Rate</b> <i>The number of lost-time injuries per 100 full-time employees.</i>	0.17	0.43	↓ 60% Reduction
<b>OSHA Recordable Injuries</b> <i>Includes any illness or injury occurring on/related to the job that requires treatment beyond basic first aid or time away from work.</i>	14.00	28.00	↓ 50% Reduction
<b>OSHA Recordable Rate</b> <i>The number of OSHA-recordable injuries per 100 full-time employees.</i>	0.77	1.48	↓ 48% Reduction
<b>Preventable MVAs</b>	5.00	8.25	↓ 39% Reduction

\*As of April 2022; data subject to change.





## EMPLOYEE ENGAGEMENT

To help track our employee engagement and retain talented, engaged employees, we again conducted an employee engagement survey in 2021. The company engagement score was 80% overall, reflecting positive employee satisfaction.

As in previous years, our top-scoring question, at 95% positive, was, “I understand how my work contributes to the success of Idaho Power.” Our biggest improvement, up 3% from 2020, was, “My immediate supervisor communicates effectively.”

Management has already begun to incorporate the results from the survey into their action plans, focusing on areas for improvement in 2022.



Employees supporting National Wear Red Day to raise awareness about heart disease.

## BUILDING OUR FUTURE THROUGH UNITY

### Commitment to Each Other

Our core values and commitment to valuing every employee’s unique story, talents and perspective guides our work and helps us innovate, understand each other’s differences and common ground, and attract and retain talent. This commitment fosters a workplace where all employees are treated with dignity and respect.

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

## Employee Education

As part of our commitment to each other, our internal team dedicated to diversity, equity and inclusion (DEI) (called our Unity Council) worked with an outside consultant to deliver unity sessions to all our executives and senior managers. These sessions focused on finding common ground and embracing individual narratives and uniqueness by sharing our origin stories. Our goal from this training is to gain a deeper understanding of each other and highlight our differences as strengths.

We plan to conduct sessions with our remaining leaders and all employees in 2022.

**“Our unity training is an important step in enhancing the culture within our company, so that every employee feels valued for their individual contributions and is able to do their best work every day. These efforts are resulting in meaningful progress and strengthening our ability to attract and retain talented individuals who contribute their unique perspectives.”**

- Sarah Griffin, Idaho Power VP of Human Resources

## Employee Demographics

We file the Equal Employment Opportunity Report (EEO-1) with the U.S. Equal Employment Opportunity Commission (EEOC) annually. This report breaks down our employees’ demographics, including sex and race/Hispanic origin. Our most recent report is available on [IDACORP’s website](#). We are encouraged that our employee demographics reasonably reflect our local labor market and the state of Idaho, and we continue to focus on a diverse and inclusive workforce. Census data for the state of Idaho can be found at [U.S. Census Bureau QuickFacts: Boise City, Idaho](#).

According to our most recent report (updated annually in April), 33% (4 of 12) of our Board of Directors were female in 2021. In senior managers roles, 36% were female (compared to 36% in 2020), and 25% of our total workforce was female (compared to 24% in 2020).

Company-wide in 2021, 92% of employees were white and 8% minority — the same as in 2020. Across the state of Idaho, 93% of residents were white, and 49.9% of the population was female (as of July 1, 2021).<sup>1</sup>

See the Governance section for the gender and ethnic diversity of our Board of Directors.

<sup>1</sup> U.S. Census Bureau. QuickFacts: Idaho. [census.gov/quickfacts/fact/table/ID/PST045221](https://census.gov/quickfacts/fact/table/ID/PST045221)







# CARING FOR OUR CUSTOMERS AND COMMUNITIES

## PROVIDING RELIABLE SERVICE

Maintaining reliable service is at the core of what we do every day. In fact, we keep the lights on 99.9% of the time. Our record of reliability, along with having some of the lowest rates in the nation and our community-centered focus, are key reasons our customer satisfaction remains strong. The numbers below show our 2021 reliability in terms of industry standard measurements, and how we stack up against other utilities.

Standard Measurement	Idaho Power	National Averages Reported to EEI (2020 data)*
Average Number of Outages (System Average Interruption Frequency Index [SAIFI])	1.36	1.60
Average Duration of Outages (System Average Interruption Duration Index [SAIDI])	2.75 hours	6.51 hours
Average Time Until Restoration (Customer Average Interruption Duration Index [CAIDI])	2.02 hours	3.15 hours

\* U.S. Energy Information Administration. Annual Electric Power Industry Report, Form EIA-861 detailed data files. 2020 zip file. SAIDI With MED, SAIFI With MED, and CAIDI With MED. [eia.gov/electricity/data/eia861/](https://www.eia.gov/electricity/data/eia861/).

Part of keeping our system so reliable is ensuring we continually enhance our grid. Here are just some of the measures we regularly take to keep our grid resilient:

- 

Design and build equipment to meet or exceed industry standards.
- 

Proactively schedule equipment maintenance and inspections.
- 

Monitor the condition of equipment, including using drones and helicopters to patrol power lines.
- 

Prioritize and repair worn or defective equipment during regular line patrols.
- 

Inspect substation equipment using thermal imaging technology and in-person inspections, and diagnose and test equipment in substations based on manufacturer recommendations and industry standards.
- 

Build additional lines, such as the Wood River to Ketchum project, where possible to ensure customers have second connections to the grid in case one of the lines has a prolonged outage due to severe conditions.
- 

Maintain a supply of backup equipment to replace damaged power poles, transformers, conductors and other hardware.
- 

Protect our lines and poles from wildfires (see Mitigating Wildfires in the Governance section).

## Successfully Serving Record Load

On each of the final three days of June 2021, Idaho Power set a record for energy delivered to customers. On June 30 — the highest-use day — customers used 3,751 MW of electricity during the 6 p.m. hour. That peak load eclipsed the previous high (set July 7, 2017) by more than 9.6%.

This unprecedented growth in customers and demand came alongside extended record-breaking heat and severe drought across the region last summer, further driving up demand for electricity as air conditioners and agricultural irrigation pumps worked overtime.

Our system performed well throughout the heatwave, meeting the demand through our diverse set of resources and by purchasing energy. In addition, our customers helped by voluntarily reducing their energy use during key peak hours.

**“We have experts who train year-round for exactly these types of scenarios. Our success in meeting extremely high demand shows just how skilled our people are and how resilient our system is. We also appreciate all our customers who helped lighten the load in the evening hours.”**

- Adam Richins, Idaho Power Chief Operating Officer

As growth continues across Idaho Power’s service area, we are planning for future needs (see IRP section above). Part of this planning emphasizes the importance of the B2H transmission line, which we anticipate bringing on-line as soon as 2026. That 500-kV line will allow Idaho Power to import up to 500 MW — enough for more than 150,000 homes — to meet customers’ peak summer demand and move clean energy throughout the region.

## First Underground Transmission Line Helps Reliability

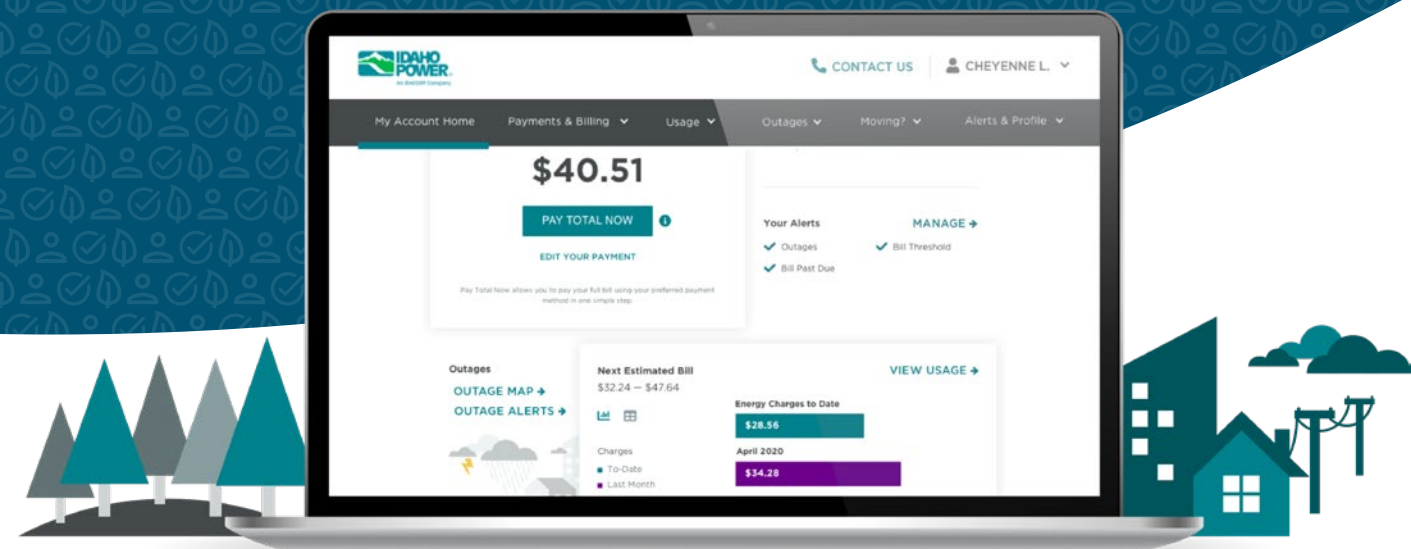
At the Midpoint Substation north of Jerome, Idaho, we recently installed a new, 400-foot stretch of 345-kV transmission line underground — the first underground transmission cable installed by Idaho Power.

The new cable improves reliability by giving one of the station’s transformers a new breaker bay. With this installation, if something disrupts a transformer on one side of the station, transformers on the other side can still move power.

Because of the high voltage and length of transmission lines, burying transmission lines is usually cost-prohibitive and reserved for certain smaller distribution lines. In the case of Midpoint, burying the line for the relatively short distance made sense to avoid all the existing wires, transformers and other equipment in the middle of the substation. The project took more than two years to design and build. It was put into service in October 2021, improving reliability across southern Idaho and much of the Northwest.







## IMPROVING THE CUSTOMER EXPERIENCE: MY ACCOUNT UPDATE

After months of development and hard work from employees across the company, in early 2022 we rolled out enhancements to an improved My Account — our online, 24-hour customer account management tool. These enhancements include a friendlier interface, consistent branding, and improved back-end system and overall navigation improvements to help customers be more aware of their service and overall account information.



Pay your bill with only two clicks.



Pay by credit, debit or ATM card.



Save payment methods via the new online Wallet for fast, easy payments.



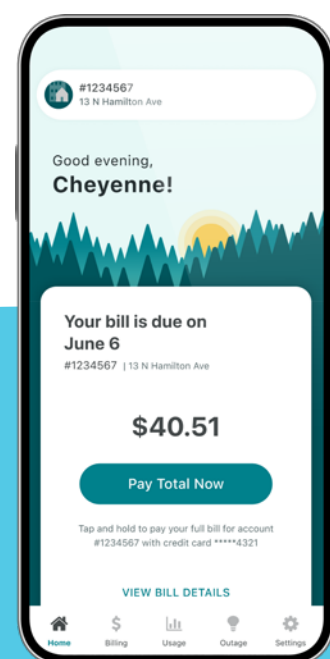
Enroll in the Green Power program and Project Share.



Make a guest payment online without logging into My Account.



View improved energy-use insights and energy efficiency options, including the option to set energy-savings goals and follow steps to achieve them.



A mobile app will be launched later in 2022 to further increase customers' satisfaction and access to their account information.

## BEING A GOOD NEIGHBOR

From engaging with children interested in STEM to raking leaves for the elderly, our employees can be found helping in every corner of our community. Our customers are our neighbors, and with a core value of integrity always, we're constantly striving to do what's right by our customers, owners and employees. That includes showing up for those in need, serving as a trusted energy provider and giving back.

Charitable Giving **\$980,189**

**\$663,735**  
COMMUNITY CONTRIBUTIONS

**\$306,954**  
EMPLOYEE COMMUNITY FUNDS

**\$9,500**  
VEHICLE DONATIONS

(Donations came from IDACORP shareowners and/or employee community funds and do not impact customer rates.)

### Community Highlights

#### Funding Food in Rural Communities

Idaho Power and its employees helped solve a big logistical problem in 2021 for the Cascade Food Pantry and the rural community it serves.

Like many charities, the pantry saw a spike in demand last year. As COVID-19 hit, the number of patrons the charity served about doubled. That increased the amount of food the pantry needed — so much that volunteers couldn't haul it all in their personal pickups.

After raising money through numerous donations, the pantry thought they could only afford a used pickup and worried it would break down.

That's when Idaho Power stepped in. Our Employee Community Funds (ECF) (funded through employee donations) donation put the pantry's pot of money within range of a new truck.

The pantry's new truck is on the road, and every couple of weeks, a trailer full of food is rolling into Cascade right behind it.



#### Inspiring Young Readers

Idaho Power employees across the Treasure Valley spent the summer of 2021 donating their time, skills and new and used children's books to the United Way of Treasure Valley's United We Read and Days of Caring campaigns.

We collected more than 1,500 children's books to go to families across the Treasure Valley. The annual book drive for local children from low income families aims to prevent "summer slide," or summer-related learning loss, which was compounded by the challenges of the pandemic.

In addition to collecting books, several employees shared videos reading their favorite books, some in Spanish.

A few teams also donated their lunch hours to build STEM kits and pack food boxes. One team even designed, built and stocked a brand new Little Free Library for Iowa Elementary School in Nampa, Idaho.



Project Share, first started by Idaho Power in 1982 and run by the Salvation Army, offers customers a way to give back and help neighbors experiencing hardships with energy costs. In 2021, our generous customers contributed \$165,000 to Project Share. IDACORP shareholders donated an additional \$42,000, including covering the administrative costs so 100% of customer donations go to help those in need.



## Business of the Year

Our company was recently honored as the 2021 Business of the Year by the Ontario Chamber of Commerce in eastern Oregon. Our own Economic and Community Development Energy Advisor Mike Ybarguen, who has spent years serving this community, accepted the award at the Distinguished Citizen Awards ceremony.

Idaho Power was selected because of our longstanding and exceptional support for the Ontario business community. Specifically, chamber President John Breidenbach noted the company’s recent contributions toward a leadership program for upcoming agriculture classes, as well as Idaho Power’s efforts to help businesses be energy efficient. We are honored to receive this award and look forward to serving all our communities where we’re needed.

## Powering Up STEM

One of the many ways we’re involved in our communities includes educating our customers and their kids, from kindergarteners to seniors. Idaho Power offers presentations on a range of topics, including electrical safety, clean energy, our environmental programs and energy efficiency. One of our favorite topics to talk about — and help others promote — is the field of STEM.

In 2021, we sponsored a new STEM exhibit on electricity at the Children’s Museum of Idaho. The “Power Up” exhibit provides a fun, interactive resource for kids to explore how energy is generated by solar, wind and hydropower. A hands-on plasma ball and energy bar help teach kids about circuits and the transfer of energy.

At the university level, we sponsored numerous scholarships. We are also helping fund Boise State University’s Micron Center for Materials Research, which has state-of-the-art equipment and lab spaces for students earning a degree in materials science and engineering. Within the center, we sponsored the Student Power Center, a collaborative space for students to gather.



## Creating a More Inclusive Community

While many of the organizations we give to and support in our communities are already focused on uplifting the overlooked and underserved, we’re taking special care to support DEI causes. Here are just some of the inclusive causes we supported in 2021:

- Basque Museum
- Boise Art Museum Senior Program
- Distinguished Young Women of Pocatello
- First People
- Four Rivers Cultural Center
- Habitat for Humanity
- Idaho Commission on Hispanic Affairs
- Idaho Law Foundation — Access to Justice
- Idaho Women’s Business Center
- Latino Crisis Hotline
- Learning Lab of Idaho
- Lincoln County Youth Center
- Life’s Kitchen
- NAACP
- National Federation for the Blind
- Pride Festival of Boise
- Shoshone-Bannock Tribes
- Southwest Idaho Society of Women Engineers
- Treasure Valley Down Syndrome Association
- Wassmuth Center for Human Rights
- Women’s and Children’s Alliance
- Young Women Scholarships

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



## Boosting Rural Education Opportunities



Idaho Power was thrilled to support the new Lincoln County Youth Center in Richfield, Idaho. The center is a humble, former church building with a big purpose.

Led by Lincoln County Commissioner Rebecca Wood, the center provides daytime preschool, as well as after-school activities, for children in an area with limited childcare options and poor continuation rates for high school graduates.

Idaho Power donated funds for a new metal roof on the building and is working with Wood to save energy and money by outfitting the center with energy-efficient lighting and more. Many of these upgrades qualify for incentives from Idaho Power.

“I’m so pleased that agencies and businesses like Idaho Power are seeing our vision, understanding the need and partnering with us to help make it happen,” Wood said. “We haven’t had this kind of resource for Lincoln County kids, and we desperately need it.”





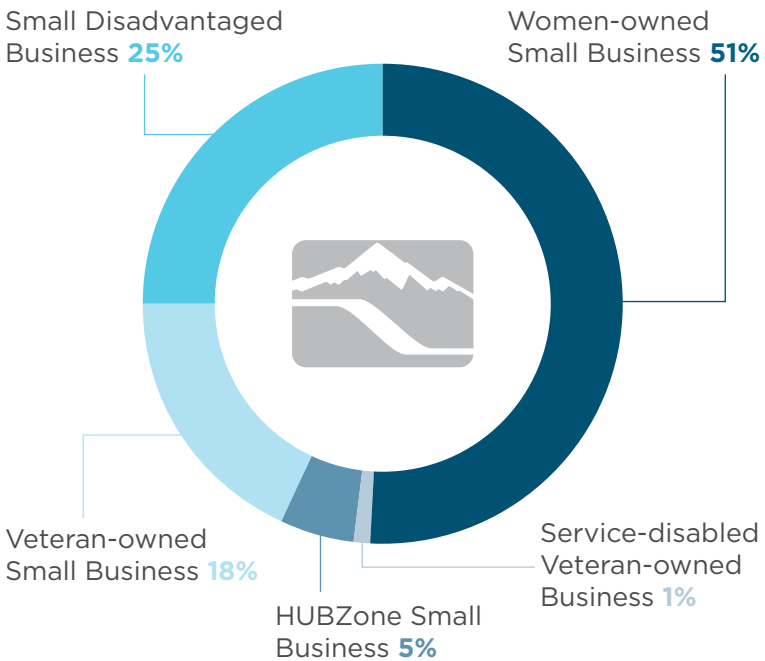
# PARTNERING WITH BUSINESSES

We’re dedicated to helping businesses across our service area thrive, whether it’s providing reliable power that costs nearly 30% less than the national average; giving small, diverse businesses a leg up; or helping businesses achieve their clean-energy goals.

## Focusing on Supplier Diversity

In 2021, an internal Idaho Power Supplier Diversity team made strides toward helping small veteran-owned, small female-owned and small disadvantaged businesses compete in our supply chain and procurement process. Companies like these provide many services for Idaho Power, from large construction to seasonal landscaping.

### 2021 Supplier Diversity (Small Business) Program Participation



Our Supplier Diversity team also accomplished the following to help increase participation from diverse suppliers and strengthen relationships with small businesses:

- Strategized with local Small Business Administration representatives on program growth and outreach.
- Publicized our Supplier Diversity Program through local chambers of commerce.
- Joined an EEI Supplier Diversity Council and attended the EEI Business Diversity Best Practices conference.
- Presented our Supplier Diversity Program to the Shoshone Tribal Council.
- Conducted targeted outreach to many local small businesses.

## Creating a Clean, Healthy Economy

Since our creation, Idaho Power has served as a trusted ally to our business customers. Our team of energy advisors works hard to provide the best customer experience while ensuring individual business needs are met. We offer energy efficiency incentives (see the Energy Efficiency section below), locate energy-ready sites and have numerous clean-energy options.

Here is just one of the businesses we worked with in 2021 to help achieve their economic development goals by providing reliable, affordable, clean energy.

### Meta Data Center

A recent example of our company partnering with an incoming business came in late 2021, when we filed a request with the IPUC seeking approval of a special contract to provide energy service to Meta (formerly Facebook).

Meta plans on building a 960,000 square-foot data center in Kuna, Idaho. The project is expected to bring more than 1,200 jobs to Kuna during peak construction and 100 operational jobs.

This special contract is an important component of the customer’s intention to build and operate an enterprise data center in Idaho, making them a long-term contributor to the state and local community.

Meta plans to support 100% of its operations through the addition of new renewable resources connected to Idaho Power’s system, made possible through a model developed under Idaho Power’s proposed Clean Energy Your Way program.

This contract would represent the first example of the construction offering of that program, which will be expanded to interested large power service (Schedule 19) customers upon IPUC approval. Read more about the Clean Energy Your Way program below.



## CLEAN ENERGY YOUR WAY

For residential, business and irrigation customers alike, we proposed an expansion of our clean energy offerings in 2021 through the Clean Energy Your Way program. If approved, options exist for each customer type under the new program. Each offering provides customers an opportunity to cover their energy use with up to 100% renewable energy:



The Flexible offering is a renaming of our existing Green Power Program. Under this program, business and residential customers can purchase renewable energy in blocks of 100 kilowatt-hours (kWh) or covering 100% of their usage.



The Subscription offering provides opportunities for business and residential customers to receive an amount of renewable energy equal to either 50% or 100% of their historic average annual energy use by subscribing to a new renewable resource.



The Construction offering will enable industrial customers (Special Contract and Schedule 19 customers) to partner with Idaho Power to develop new renewable resources through a long-term arrangement.







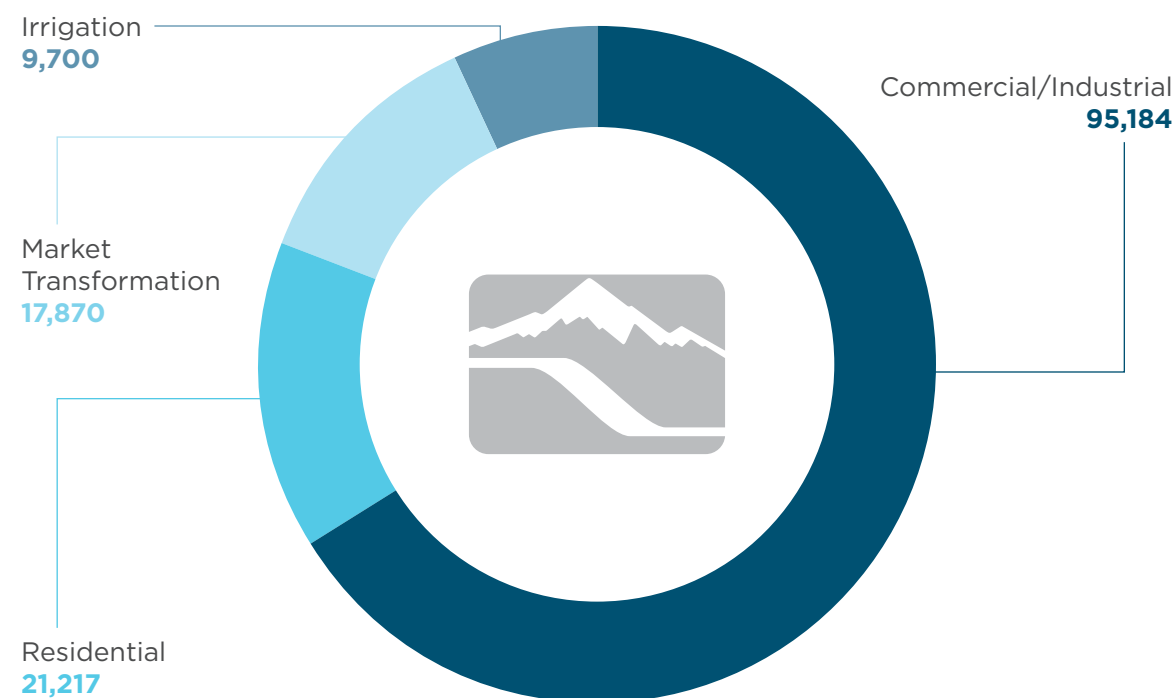
# ENERGY EFFICIENCY

Zeppole Bakery

From lighting to HVAC to home audits, we offer numerous incentives and programs to help our customers save energy and money. Along the way, we serve as their partner and trusted energy advisor.

In 2021, our customers achieved energy savings of 143,971 MWh — enough energy to power almost 12,600 average-sized homes in Idaho Power’s service area for one year. In addition, our demand response programs achieved load reduction of 312.8 MW. Here’s the breakdown of energy efficiency savings by customer type and program, along with some featured customers we’ve worked with over the past year to help save energy and money:

## MWh Savings by Customer Segment



Our commercial and industrial programs contributed 75% of the direct program savings. For the residential sector, Home Energy Reports contributed the largest savings at 75%, and Educational Distributions contributed the second largest savings at 14%, for a combined total savings of 89%. For more details on our energy efficiency and demand response programs, see our Demand-Side Management 2021 Annual Report.



## NeighborWorks® Boise

The local nonprofit NeighborWorks® Boise contributes in many ways to our communities, including by building reliable, affordable homes for residents.

To improve homes’ affordability, NeighborWorks Boise recently focused on building single-family, compact, energy-efficient homes in existing neighborhoods. Naturally, this evolved into a collaboration with Idaho Power through our Residential New Construction Program.

The program offers tiered cash incentives to builders that meet strict requirements for making all-electric homes more energy efficient.

The homes built by NeighborWorks Boise include energy-efficient windows, ductless heat pump systems, LED lights and more.

Because of their acute focus on efficiency, these homes are typically 30% above code — so they’ve been able to receive Idaho Power’s full incentive offering and ENERGY STAR® certification.



## Zeppole Bakery

This Boise bakery is dedicated to saving energy and money to keep their business operations affordable.

Idaho Power visited the Zeppole facilities and recommended energy-saving changes and incentives that could help ease the stress of managing buildings so the owners could focus more on managing their growing business.

With help from Idaho Power’s Retrofits program, Zeppole replaced outdated lighting fixtures at their bakery and one of their two cafes. The incentive covered 68% and 50% of the project costs, respectively. By adding occupancy sensors and upgrading lighting to energy-saving LEDs, Zeppole will save more than 35,000 kWh of energy each year.

“Without the incentive, the lighting project would have been cost prohibitive,” said co-owner of Zeppole Charles Alper. “It was incredible to see how much the incentive helped.”



## Idaho Milk Products

Located in rural Jerome, Idaho, Idaho Milk Products produces dairy products with a commitment to farm freshness and high-quality ingredients. They also support our local farmers by sourcing milk from dairies located within 45 minutes of their processing facility.

Idaho Power teamed up with Idaho Milk Products in 2021 to find energy-efficient solutions for their refrigeration system. They decided to upgrade the pumps and piping that circulate water to the evaporative cooling towers, reducing energy use and increasing the equipment’s reliability.

The upgrades earned Idaho Milk Products a \$97,623 incentive from Idaho Power, and they will save the company over 540,000 kWh annually. That’s enough to power over 47 average-sized homes in our service area.

**“Without the incentive, the lighting project would have been cost prohibitive. It was incredible to see how much the incentive helped.”**

- Charles Alper, Zeppole Co-owner



# PLUGGING INTO ELECTRIC VEHICLES

## ELECTRIFYING FLEET VEHICLES

For many Idaho residents, the roads are becoming cleaner and quieter. Idaho Power recently helped numerous businesses transition their fleet vehicles to electric and install the needed charging infrastructure to keep them going. Customers like J&M Sanitation and Republic Services replaced their waste-management and recycling vehicles with electric models, while transportation companies like Valley Regional Transit and Mountain Rides Transportation Authority took comfort to a new level with their electric passenger buses. For each of these companies, Idaho Power worked alongside them and provided them a \$20,000 incentive for the charging station installations.

For many, the transition to electric vehicles (EV) comes from a desire to support cleaner technology and achieve fuel savings. On average, EVs cost less than half to fuel compared to gas-powered vehicles. With continuing advancements in battery technology and more EV models hitting the market, we're excited to continue helping customers transition to EVs.



## OUR FLEET EV UPDATE

By **2030**, we aim to have 75% of our passenger cars and forklifts (including all new purchases) be electric, and 35% of other fleet vehicles under 8,600 pounds.

### GOALS:

**75%**  
EV Passenger Cars

Current % electric = **56%**

**35%**  
Other EVs

Current % electric = **3%**

**75%**  
EV Forklifts

Current % electric = **28%**



Check out our video highlighting these companies!

Copperfield Park  
EV Charging  
Station



## CAMP, CHARGE AND CONNECT

In the heart of Hells Canyon, and at the site of what was once a mining town known as “the rowdiest town in Oregon,” sits one of our multi-acre campgrounds for public use. The campground is just one of several we operate in Hells Canyon for the benefit of our customers, enabling them to enjoy the nearby boat launches and explore the beauty of the surrounding landscape. But Copperfield Park is no longer just a campground — it’s now home to Idaho Power’s first public-use EV charging station for our customers, installed in 2021.

**“Our park staff was excited to partner with our Sustainability Program to provide EV charging capability in Hells Canyon. You can see where your clean energy is being made while your vehicle charges!”**

- Fred Noland, Idaho Power Environmental Manager

The charging station will help educate customers about EVs and offer an additional opportunity for guests to explore our parks and campgrounds.

The new charging station adds to the quickly growing network of charging stations across the Northwest, expanding the convenience and feasibility for customers to drive EVs. Idaho Power continually monitors EV technology and works with customers across the region to add new charging stations. To help our customers stay connected and learn more about EVs, we also launched an online EV Network in 2021.





# GOVERNANCE

Long Valley  
Operations  
Center

For Idaho Power, governance is an essential component that keeps our company strong and resilient. From our Board of Directors to internal teams that manage risk and planning, our company operates together with a single mission — safely serving our customers with reliable, affordable, clean power for decades to come.

Led by our first female CEO and President — Lisa Grow — Idaho Power maintains its core value of integrity always through fair, ethical practices and a deep responsibility to be the best energy provider for our customers.

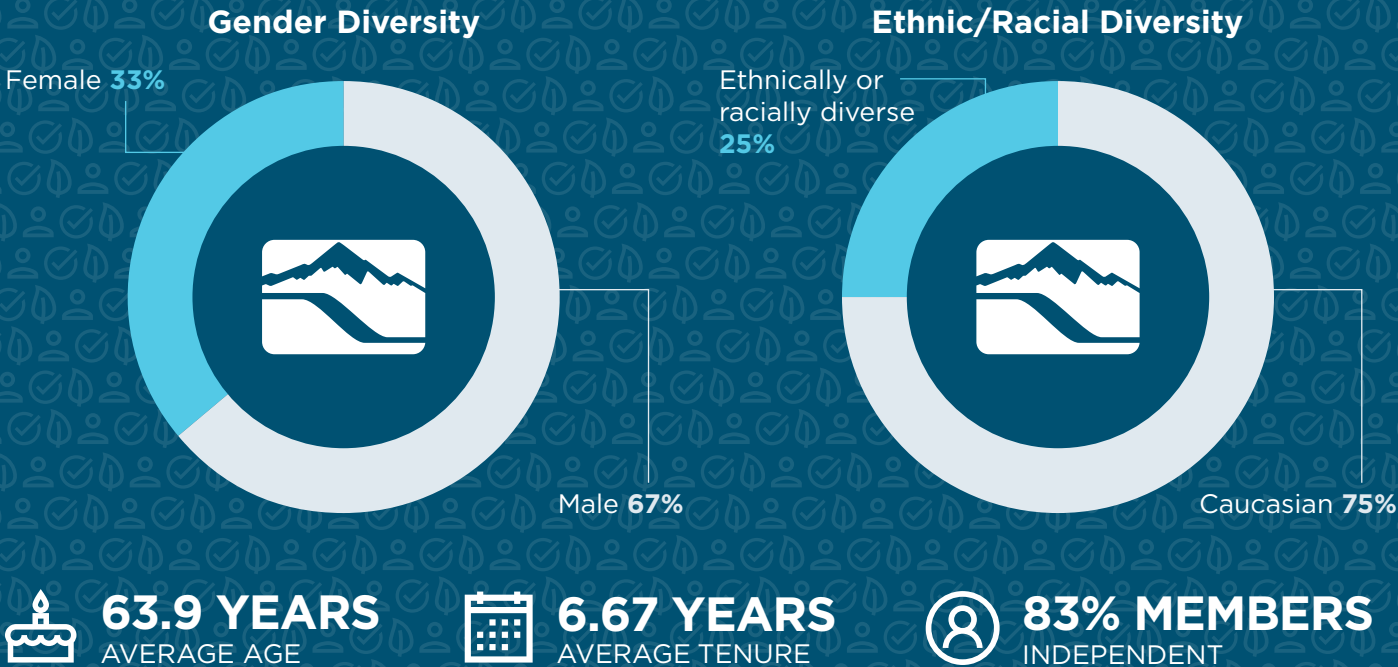


# OUR BOARD OF DIRECTORS

Through direct oversight, diverse experience and a view to the bigger picture, our Board of Directors serves as our highest level of governance. Our board has direct oversight of Idaho Power’s ESG efforts, along with an internal ESG Steering Committee co-led by two officers. Their combined guidance and support help make ESG a lasting, vital reality at Idaho Power.

To keep our board’s experience, integrity and oversight strong, we implement the following best practices:

- Annually electing directors
- Maintaining an independent chairperson (83% of our board is independent)
- Conducting annual board and committee self-evaluations
- Maintaining director stock ownership requirements
- Requiring members to follow codes of conduct and ethics
- Representing diverse areas of experience and backgrounds, as well as racial and ethnic diversity



Note: Data from Proxy Statement.



## Board Committee Oversight of ESG Topics\*

Audit Committee	Compensation & Human Resources Committee	Executive Committee	Governance/Nominating Committee
<ul style="list-style-type: none"><li>• Code of Conduct/ Business Ethics</li><li>• Compliance</li><li>• Cyber and Physical Security</li><li>• Environment — Air/Water/Waste</li></ul>	<ul style="list-style-type: none"><li>• Employee Benefits</li><li>• Executive Compensation</li><li>• Labor Rights</li><li>• DEI</li><li>• Safety</li></ul>	<ul style="list-style-type: none"><li>• Crisis Response</li><li>• Enterprise risk management</li></ul>	<ul style="list-style-type: none"><li>• Board Governance</li><li>• Lobbying and Government Relations</li><li>• Political Contributions</li></ul>

\*All other areas are overseen by the full Board of Directors.

## Board Welcomes Jeff Kinneeveauk

Earlier this year, Jeff Kinneeveauk was appointed to serve on our Board of Directors. Kinneeveauk is a board member of the Arctic Slope Regional Corporation (ASRC), a private, for-profit corporation owned by and representing the business interests of its approximately 13,000 Iñupiat shareholders. Kinneeveauk previously served as President and CEO of ASRC Energy Service, one of ASRC’s largest business units. He worked for ASRC for over 20 years, holding various executive leadership positions for more than 10 of those years. “Jeff’s experience in the energy industry and record of success at the helm of ASRC make him a natural fit for our board,” said President and CEO Lisa Grow. “We are excited about the expertise and perspective he will bring to our leadership team.”



## Lisa Grow Appointed to Federal Reserve Bank Board of Directors

In January 2021, the Federal Reserve Bank of San Francisco appointed Idaho Power President and CEO Lisa Grow to the Salt Lake City branch board of directors. Each branch’s board of directors serves as a link between the Federal Reserve and the private sector. The three-year appointment of Grow exemplifies the broad impact Idaho Power and IDACORP impart to those within our service area and beyond.

“The Federal Reserve is such a vital institution in the financial fabric of our nation,” said Grow. “I am honored by this appointment and the opportunity to contribute to this important board.”

Grow also serves on the St. Luke’s Health System Board of Directors and is a Hope Society Member of the Women’s and Children’s Alliance.





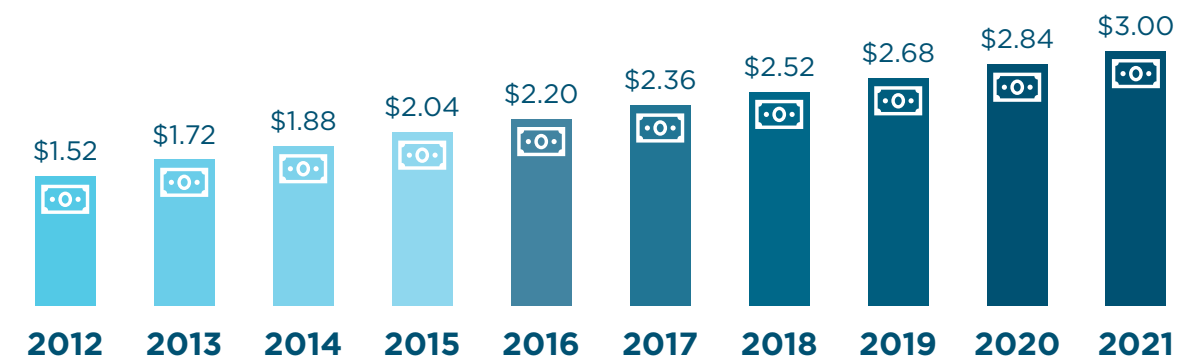
# FINANCIAL PERFORMANCE

# RISK MANAGEMENT AND EMERGENCY PREPAREDNESS

IDACORP again posted strong operational and financial performance and excellent returns for investors. IDACORP’s diluted earnings per share of \$4.85 resulted in our 14th straight year of earnings growth. IDACORP’s annualized year-end dividend per share increased for the tenth straight year, providing owners with a dividend value of \$3.00 per share. Effective cost management, our low-cost hydroelectric system and constructive regulatory outcomes are among the factors that continue to contribute to solid owner returns while maintaining affordable prices for customers.

Our customer growth rate was 2.8%, as Idaho was again ranked the top state for growth in 2021. Customer growth, weather impacts and prudent cost management helped IDACORP achieve earnings growth while again preserving the full \$45 million of accumulated deferred investment tax credits (ADITC) for future earnings support under its Idaho regulatory mechanism. Idaho Power recorded \$0.6 million of revenue sharing with customers in 2021 under its regulatory mechanism in Idaho as its 2021 return on year-end equity in the Idaho jurisdiction exceeded 10%. Idaho Power has now been able to share nearly \$127 million with Idaho customers while the earnings support and revenue sharing mechanism has been in place since 2011.

## ANNUALIZED YEAR-END DIVIDEND PER SHARE



Continuous risk management is crucial to overseeing the safe, effective and sustainable operations of any business. At Idaho Power, we use several avenues to identify, prepare for and respond to risk. Our company’s Enterprise Risk Management Program provides a holistic view of risks by assessing current and emerging regulations and external factors impacting our operations in the areas of technology, legal, market, weather, reputation, safety and others. Each risk identified in the assessment is reported annually to the Board of Directors and prescribed specific management, such as the following:

- Internal oversight by a department and or committee
- Internal or external auditor process review
- Board oversight (including assignment of risks to the Audit Committee, Corporate Governance and Nominating Committee, or Compensation and Human Resources Committee)
- Development of business continuity or disaster response plans

Examples of proactive risk management specific to various areas of our operations are detailed in the following sections.

## CRISIS MANAGEMENT

Idaho Power has an Emergency Management Team (EMT) dedicated to responding to unplanned emergency events, like natural disasters or pandemics. Our EMT leads our response and has the authority to activate any of our numerous business continuity and disaster recovery plans.

As the COVID-19 pandemic continued, the EMT served a vital role in facilitating our pandemic response plan and focusing on the safety of our employees and customers while ensuring we provide critical energy services.

Idaho Power also offers emergency training for our first responders (lineworkers, troubleworkers and other field employees), as well as professional and volunteer first responders. This training teaches emergency responders to recognize and respond to potential hazards involving electricity.

## DAM SAFETY


Idaho Power manages the risk of hazards at our dams by implementing preventative measures, including a rigorous Dam Safety Surveillance and Monitoring Program. The program includes project-specific visual-inspection plans and instrumentation monitoring. Idaho Power also produces and maintains Emergency Action Plans (EAP) that provide a strategy for operations and a timely way to notify local communities and emergency management agencies. These EAPs are maintained, tested and exercised regularly.






# CLIMATE CHANGE

The effects of climate change are far-reaching and evolving, from potential changes in customer usage to the physical changes in weather conditions. Through the following proactive measures and an eye toward the future, we are preparing to handle these physical, social, economic and regulatory impacts. Some of these measures are discussed in detail in the sections that follow, and others throughout this report.




### Preventative measures against physical impacts:

- Effectively manage variable water supply.
- Mitigate wildfire risk.
- Enhance grid resiliency.
- Care for the Snake River and wild and aquatic life.
- Secure our cyber assets.
- Survey our dams and practice EAPs.



### Preventative measures against social and economic impacts:

- Track our carbon emissions intensity against reduction goals.
- Continue our path away from coal and enhance the integration of renewable energy.
- Enhance outage communications.
- Provide energy efficiency and clean energy options for customers.



### Preventative measures against regulatory impacts:

- Model climate-related impacts in our IRP.
- Advocate for utility interests in public policy.
- Identify and investigate new technologies, including battery storage and new clean generation.
- Evaluate modifications to pricing structure to ensure fair pricing for all customers.

## Modeling Climate Risks in the IRP

While Idaho Power addresses climate-related risks using the above-referenced measures as part of its daily operations, the company also considered climate change risks in depth while creating the 2021 IRP. To address these risks, the company adjusted modeling inputs and conducted additional scenarios to explore the impact these events would have on Idaho Power’s system.

Additional scenarios included the following:

- A rapid transition toward electrification, including increasing the EV forecast and the penetration of electric heat pumps for building heating and cooling each by a factor of 10.
- An increase of the demand forecast associated with extreme temperature events and a variable supply of water from year to year.
- To model risk associated with carbon regulation, Idaho Power assessed the risk in two ways:
  - ➔ Creating “100% Clean by 2035” and “100% Clean by 2045” scenarios that remove carbon price adder forecasts and assume a legislative mandate to move toward 100% clean energy by the years 2035 and 2045, respectively.
  - ➔ Estimating the portfolio cost of six core portfolios under three different carbon price forecasts.

While the more rapid replacement of carbon-emitting resources with flexible clean resources is not cost effective based on resource pricing forecasts produced today, we believe that advances in technology will enable the cost-effective transition to meet our goal by 2045. Achieving an earlier clean energy date includes the early addition of wind, solar and storage, and the addition of nuclear as a flexible clean energy source later in the plan.

Going forward, Idaho Power will continue to evaluate climate change — both mitigation of and adaptation to — in its long-term planning.

# MANAGING WILDFIRE RISKS

In recent years, much of the western United States has experienced an increase in wildfires. The risk of more extensive or worsening wildfires is linked to weather-related climate risk. To manage this risk, Idaho Power is taking the following steps:

- Operates a robust vegetation management program to protect poles and lines. This program includes the following, which have proven successful in saving poles and lines during wildfire events:
  - ➔ Pruning and, if necessary, removing trees in zones where wildfire risk is highest.
  - ➔ Adding mesh wraps to wood poles in wildfire risk zones.
  - ➔ Using steel poles or structures for new transmission line projects 138 kV or above.
  - ➔ In Idaho, applying a sterilant around select power poles to keep plants from growing nearby.
- Maintains a Wildfire Mitigation Plan (reviewed annually before each fire season) that details our numerous efforts, including a variety of system hardening measures and more, to protect our grid and customers against wildfires.
- Through 2025, the IPUC authorized Idaho Power to spend approximately \$46.6 million in incremental costs associated with wildfire mitigation activities, as well as associated insurance costs. Idaho Power will submit deferred accounting of incremental costs associated with the Public Safety Power Shutoff (PSPS) program (see below) in 2022. Additionally, deferrals for wildfire mitigation and PSPS expenses occurring within our Oregon service area will be filed with the OPUC in 2022.
- Developed a Fire Potential Index (FPI) tool that converts environmental, statistical and scientific data into an easily understood forecast of the short-term fire threat that could exist for different geographical areas of Idaho Power’s service area. The FPI is issued for a seven-day period to provide for planning of upcoming events by Idaho Power personnel.
- Implements a wildfire outreach and education campaign across our service area to help inform customers and public safety partners about the potential impacts from extreme wildfire weather and possible outages, as well as what everyone can do to help prevent wildfires.
- Developed a PSPS Plan to guide decisions to proactively de-energize electrical facilities in areas of extreme wildfire risk due to weather conditions. A PSPS is a last line of defense in wildfire prevention and is used to reduce the potential of electrical facilities becoming a wildfire ignition source. The PSPS Plan identifies the relevant considerations, processes and implementation protocol before, during and after a PSPS event. The plan accounts for operational processes and broad customer communication that will be provided during an event.

To spread the message of wildfire safety and prevention to even our youngest customers, in 2021 we had a coloring contest. Four-year-old Vivian won by adding a bucket of water and hose to her coloring sheet as reminders to always keep water near campfires. Vivian’s prize was a basket of summer toys — and encouragement to keep putting safety first.







## WATER SUPPLY

Idaho Power's diverse mix of generation sources has historically proven to be resilient to varying water supply conditions. To further mitigate risk associated with resource adequacy and customer cost, Idaho Power has a dedicated Risk Management Committee charged with balancing load and resources, including hydropower. In addition, in 2020 our Atmospheric Science group worked with other organizations to advance high-performance computing that can run complex weather models and conduct research to refine forecasting capabilities, helping manage hydropower systems and cloud-seeding operations.

Our IRP process also includes a thorough water forecast, and the company's summer readiness plan requires we plan for the 90% exceedance streamflow forecast to meet summertime peak demand. For Idaho Power's hydro system, findings from the recently completed River Management Joint Operating Committee Second Edition Long-Term Planning Study (RMJOC-II) climate change study support that upstream reservoir regulation significantly dampens the effects of this shift in natural flow to Idaho Power's system. Furthermore, the studies indicate Idaho Power could see July–December regulated streamflow relatively unaffected and January–June regulated streamflow increasing over the 20-year planning period.

Idaho Power secures the company's water right permits through the State of Idaho's proof of beneficial use process, meeting water reporting requirements and using the State of Idaho Water Supply Bank. In addition, the State holds minimum instream water rights that serve as a backstop for securing (in part) the company's hydropower generation baseline.

Our robust cloud-seeding program augments winter-time snowpack in basins that contribute water supply to the company's hydropower plants. We also monitor surface and groundwater flows, produce short- and long-range streamflow forecasts and continue to upgrade our hydropower plants when possible to operate more efficiently and effectively. Last, Idaho Power participates in numerous committees to help track, plan and optimize our hydropower operations.

### Hells Canyon Complex Relicensing

Receiving a new long-term federal license for the three-dam Hells Canyon Complex (HCC) remains a top priority for Idaho Power. The HCC is our largest generation resource, and the years-long effort for a new license is approaching completion.

Significant steps in 2021 included filing responses to additional information requests from the Federal Energy Regulatory Commission (FERC), coordinating with the tribes and federal agencies and preparing documentation in support of any supplemental environmental analysis FERC may undertake in 2022. Idaho Power anticipates FERC could issue a new license for the HCC in 2024.



## CYBERSECURITY

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

- Securing devices to our network using endpoint protection and layering systems with protective mechanisms and intentional redundancies.
  - Educating and training 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.
  - Cooperating 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.
- ➔ In November 2021, Idaho Power participated in GridEx VI, facilitated by the Electric Information Sharing and Analysis Center. The exercise allowed Idaho Power to practice responding to, and recovering from, a coordinated cyber and physical security incident.

## BOARD OVERSIGHT OF 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.

Our Corporate Governance and Nominating Committee reviews our political contributions (including contributions to IDA-PAC) and our lobbying efforts and updates the full Board of Directors on such activities.





# METRICS REPORTING

Transmission  
Corridor near  
Mountain Home



Edison Electric Institute (EEI) ESG Table

Portfolio	2005 Actual	2020 Actual	2021 Actual
Owned Nameplate Generation Capacity at Year End (MW)	4,784	5,280	5,285
Coal	1,111	916	920
Natural Gas	254	762	762
Nuclear	0	0	0
Petroleum	5	5	5
Total Renewable Energy Resources	1,707	1,799	1,799
➔ Biomass/Biogas	0	0	0
➔ Geothermal	0	0	0
➔ Hydroelectric	1,707	1,799	1,799
➔ Solar	0	0	0
➔ Wind	0	0	0
Owned Net Generation for the Data Year (MWh)	13,513,694	12,795,764	11,128,333
Coal	7,248,393	3,719,721	2,980,808
Natural Gas	66,772	2,109,161	2,765,765
Petroleum	5	34	26
Total Renewable Energy Resources (Hydroelectric)	6,198,524	6,966,848	5,381,734
Investing in the Future: Capital Expenditures, Energy Efficiency (EE), and Smart Meters			
Total Annual Capital Expenditures (nominal dollars)	\$185,865,000	\$310,937,000	\$299,972,000
Incremental Annual Electricity Savings from EE Measures (MWh)	37,978	196,809	143,971
Incremental Annual Investment in Electric EE Programs (nominal dollars)	\$6,700,792	\$50,556,303	\$38,353,505
Retail Electric Customer Count (at end of year)	457,146	587,358	603,753
Commercial & Industrial	58,219	74,535	76,147
Irrigation	17,975	21,594	21,832
Residential	380,952	491,229	505,774
Emissions	2005 Actual	2020 Actual	2021 Actual
Greenhouse Gas Emissions: Carbon Dioxide (CO <sub>2</sub> ) and Carbon Dioxide Equivalent (CO <sub>2</sub> e)			
Owned Generation			
Carbon Dioxide (CO <sub>2</sub> )			
➔ Total Owned Generation CO <sub>2</sub> Emissions (metric tons [MT])	7,320,981	4,858,113	4,222,167
➔ Total Owned Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWh)	0.54	0.38	0.38

Emissions (cont.)	2005 Actual	2020 Actual	2021 Actual
Greenhouse Gas Emissions: Carbon Dioxide (CO <sub>2</sub> ) and Carbon Dioxide Equivalent (CO <sub>2</sub> e)			
Owned Generation			
Carbon Dioxide Equivalent (CO <sub>2</sub> e)			
➔ Total Owned Generation CO <sub>2</sub> e Emissions (MT)	NA	4,888,078	4,247,120
➔ Total Owned Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWh)	NA	0.38	0.38
➔ Scope 1 Carbon Emissions	NA	4,918,972	4,281,540
➔ Scope 2 Carbon Emissions	NA	8,425	7,460
Non-Generation CO <sub>2</sub> e Emissions			
Fugitive CO <sub>2</sub> e Emissions of Sulfur Hexafluoride (MT)	NA	7,711	1,073
Fugitive CO <sub>2</sub> e Emissions from Natural Gas Distribution (MT)	NA	NA	NA
Nitrogen Oxide (NO <sub>x</sub> ), Sulfur Dioxide (SO <sub>2</sub> ), Mercury (Hg)			
Generation basis for calculation	13,513,694	12,795,764	11,128,333
Nitrogen Oxide (NO <sub>x</sub> )			
Total NO <sub>x</sub> Emissions (MT)	14,805	2,585	2,120
Total NO <sub>x</sub> Emissions Intensity (MT/Net MWh)	0	0	0
Sulfur Dioxide (SO <sub>2</sub> )			
Total SO <sub>2</sub> Emissions (MT)	12,004	2,781	2,072
Total SO <sub>2</sub> Emissions Intensity (MT/Net MWh)	0	0	0
Mercury (Hg)			
Total Hg Emissions (kg)	Not Available	12.9	11.8
Total Hg Emissions Intensity (kg/Net MWh)	-	0	0
Resources			
Human Resources			
Total Number of Employees	1,821	1,943	1,992
Percentage of Women in Total Workforce	Not Available	23.8%	24.5%
Percentage of Minorities in Total Workforce	Not Available	7.6%	8.2%
Total Number on Board of Directors/Trustees	11	12	11
Total Women on Board of Directors/Trustees	1	5	4
Total Minorities on Board of Directors/Trustees	0	1	3
Employee Safety Metrics			
➔ Recordable Incident Rate	3.20	1.00	0.77
➔ Lost-time Case Rate	0.64	0.37	0.17
➔ Days Away, Restricted, and Transfer (DART) Rate	1.98	0.48	0.28
➔ Work-related Fatalities	0	0	0



Sustainability Accounting Standards Board Table

Accounting Metrics			
Topic	Data Request	IDACORP Response 2020	2021
Greenhouse Gas Emissions & Energy Resource Planning	Gross global scope 1 emissions (million metric tons)	4.92	4.28
	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	2020 Annual Report, page 17 <i>Reducing Carbon Emissions Intensity</i> and 2021 Proxy Statement, page 8.	2021 Annual Report, page 17 Reducing Carbon Emissions Intensity and 2022 Proxy Statement, pages 4–6.
	Number of customers served in markets subject to renewable portfolio standards (RPS)	No RPS for Idaho. Oregon RPS requirement begins in 2025.	No RPS for Idaho. Oregon RPS requirement begins in 2025.
	Percentage fulfillment of RPS target by market	NA	NA
Air Quality	Air emissions of the following pollutants:		
	➔ NOx (excluding N <sub>2</sub> O) short tons	2,849	2,337
	➔ SOx short tons	3,065	2,284
	➔ Particulate matter (PM1) short tons	58	75
	➔ Lead (Pb)	NA	NA
	➔ Mercury (Hg) kg	13	12
	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)	304,242,207	445,495,074 (12% represents recycled water)
	➔ Danskin (on-site well)	4,771,675	7,928,817
	➔ Bennett Mountain (municipal)	2,827,700	4,060,200
	Total	311,841,582	457,484,091
	Percentage of each in regions with High or Extremely High Baseline Water Stress	0%	0%
Workforce Health and Safety	Total recordable incident rate (TRIR)	1.0	0.77
	Fatality rate	0	0
	Near miss frequency rate (NMFR)	49	72

Accounting Metrics (cont.)

Topic	Data Request	IDACORP Response 2020	2021
Coal Ash Management	Amount of coal combustion residuals (CCR) generated (based on ownership percentage)	212,639	205,021
	Percentage recycled	61%	60%
	Total number of CCR impoundments, broken down by hazard potential classification and structural integrity assessment	Unable to provide	Unable to Provide
Energy Affordability	Average retail electric rate for:		
	➔ Residential customers	9.93 cents/kWh	10.39 cents/kWh
	➔ Commercial customers	7.09 cents/kWh	7.52 cents/kWh
	➔ Industrial customers	5.15 cents/kWh	5.61 cents/kWh
	Typical monthly electric bill for residential customers for:		
	➔ 500 kWh of electricity delivered	\$49.65	\$52.53
	➔ 1,000 kWh of electricity delivered	\$99.30	\$102.05
	Number of residential customer electric disconnections for non-payment:		
	➔ Idaho	14,501	18,628
	➔ Oregon	148	150
	Percentage reconnected within 30 days: (Reporting reflects reconnections within 7 days.)		
	➔ Idaho	93%	92%
	➔ Oregon	87%	77%
	Discussion of impact of external forces on customer affordability of electricity, including the economic conditions of the service area	2020 ESG Report: <a href="#">Caring for Our Customers and Communities</a>	2021 ESG Report: <a href="#">Caring for Our Customers and Communities</a>
End-use Efficiency & Demand	Percentage of electric utility revenues from rate structures that are decoupled	48.3%	48.0%
	Contain a lost revenue adjustment mechanism (LRAM)	NA	NA
	Percentage of electric load served by smart grid technology	69%	78%
	Customer electricity savings from efficiency measures, by market (MWh)	196,809	143,971
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)	161 minutes	165 minutes
	System Average Interruption Frequency Index (SAIFI)	1.17	1.36
	Customer Average Interruption Duration Index (CAIDI), inclusive of major events	137 minutes	121 minutes



Activity Metrics		
Data Request	IDACORP Response 2020	2021
Number of:		
➔ Residential customers served	491,229	505,774
➔ Commercial customers and industrial customers served	74,535	76,147
➔ Agricultural customers served	21,594	21,832
Total electricity delivered in MWh to:		
➔ Residential customers	5,462,557	5,644,996
➔ Commercial and industrial customers	7,378,376	7,635,261
➔ Agricultural customers	1,987,327	2,125,542
➔ Wholesale customers	1,197,000	600,000
Length of transmission lines	4,833	4,843
Length of distribution lines	28,201	28,570
Total electricity generated (MWh)	12,795,764	11,128,333
Percentage by major energy source:		
➔ Hydro	54.45%	48.36%
➔ Coal	29.07%	26.79%
➔ Natural Gas	16.48%	24.85%
Percentage in regulated markets	100%	100%
Total wholesale electricity purchased (MWh)	5,057,577	6,829,256

### Task Force on Climate-related Financial Disclosure Reporting

Principle	Recommended Disclosure	IDACORP Response
<b>Governance</b> Disclose the organization's governance around climate-related risks and opportunities	Describe the board's oversight of climate-related risks and opportunities	2021 ESG Report, <a href="#">Climate Change</a>
	Describe management's role in assessing and managing climate-related risks and opportunities	<b>Internal ESG Committee:</b> The purpose of the ESG Committee is to support the company's ongoing commitment to environmental, health and safety, corporate social responsibility, corporate governance, sustainability and other public policy matters relevant to the company (collectively "ESG Matters") by developing, implementing and monitoring initiatives and policies on ESG Matters; overseeing communications with employees, investors and other stakeholders of the company with respect to ESG Matters; and monitoring and anticipating developments relating to, and improving the company's understanding of, ESG Matters.

Principle	Recommended Disclosure	IDACORP Response
<b>Strategy</b> Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	2020 ESG Report, <a href="#">Preparing for Climate Change</a>  2021 Annual Report, pages 17–28, 22, 25, 28–29 and 2021 IRP, page 27
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C scenario	<a href="#">Idaho Power website: Energy &amp; The Environment/Clean Today Cleaner Tomorrow Goal</a> , and 2021 ESG Report: <a href="#">Climate Change</a> risk table.
<b>Risk Management</b> Disclose how the organization identifies, assesses and manages climate-related risks	Describe the organization's processes for identifying and assessing climate-related risks	2021 Annual Report, page 25 (Operational Risks)
	Describe the organization's processes for managing climate-related risks	2021 ESG Report, <a href="#">Climate Change</a>
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management	2021 ESG Report, <a href="#">Climate Change</a>
<b>Metrics and Targets</b> Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	2022 Proxy Statement, page 6; 2021 Annual Report, page 25; and 2021 ESG Report, <a href="#">Climate Change</a>
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks	2021 ESG Report: <a href="#">EEI ESG Reporting Template in Appendix</a>
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	2021 Annual Report, page 17 <i>Reducing Carbon Emissions Intensity</i> and 2022 Proxy Statement, pages 4–5



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### Note About Forward-looking Statements in This Report:

This report contains “forward-looking statements” intended to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995. Forward-looking statements are all statements other than statements of historical fact, including, without limitation, those that are identified by the use of the words “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, 2021, including in Part 1, Item 1A — “Risk Factors” in that report, and in other reports filed by IDACORP and Idaho Power with the SEC.



The IDACORP logo features a stylized mountain range icon to the left of the word "IDACORP" in a bold, sans-serif font.The IDAHO POWER logo features a stylized mountain range icon to the left of the words "IDAHO POWER" in a bold, sans-serif font.A circular graphic containing icons for a sun, wind turbines, and waves, representing clean energy sources.

Clean today.  
**Cleaner tomorrow.®**  
100% CLEAN ENERGY BY 2045.

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