



GRI and SASB Index: Three-Year Data Summary

GRI and SASB Disclosure/Code	2023	2022	2021
GRI 2 GENERAL DISCLOSURES			
2-7 (PREVIOUSLY 102-8)	TOTAL NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER¹		
Total Number of Permanent Female Employees (%)	2,115 (30%)	2,018 (29%)	1,982 (29%)
Total Number of Permanent Male Employees (%)	5,018 (70%)	4,824 (71%)	4,749 (71%)
Total	7,133	6,842	6,731
Total Number of Temporary Female Employees (%)	53 (28%)	65 (26%)	92 (28%)
Total Number of Temporary Male Employees (%)	134 (72%)	181 (74%)	234 (72%)
Total	187	246	326
Grand Total	7,320	7,088	7,057
Total Number of Employees by Employment Contract, by Region ¹			
Total Number of Permanent Employees – Canada (%)	2,391 (34%)	2,276 (33%)	2,185 (32%)
Total Number of Permanent Employees – US (%)	4,129 (58%)	3,968 (58%)	3,782 (56%)
Total Number of Permanent Employees – Caribbean (%)	613 (9%)	598 (9%)	764 (11%)
Total	7,133	6,842	6,731
Total Number of Temporary Employees – Canada (%)	125 (67%)	194 (79%)	230 (71%)
Total Number of Temporary Employees – US (%)	33 (18%)	25 (10%)	30 (9%)
Total Number of Permanent Employees – Caribbean (%)	29 (16%)	27 (11%)	66 (20%)
Total	187	246	326
Grand Total	7,320	7,088	7,057
Total Number of Employees by Employment Type, by Gender ¹			
Total Number of FTE Employees – Female (%)	2,160 (30%)	2,066 (29%)	2,049 (29%)
Total Number of FTE Employees – Male (%)	5,144 (70%)	4,994 (71%)	4,972 (71%)
Total Number of < 1 FTE Employees – Female (%)	8 (50%)	17 (61%)	25 (69%)
Total Number of < 1 FTE Employees – Male (%)	8 (50%)	11 (39%)	11 (31%)
Total	7,320	7,088	7,057
2-30A (PREVIOUSLY 102-40)	PERCENT OF EMPLOYEES REPRESENTED BY A UNION (%)		
	30	32	34

¹ Includes full-time and part-time employees.



GRI and SASB Disclosure/Code		2023	2022	2021
SASB ACTIVITY METRICS² (GENERAL DISCLOSURES) EU – ELECTRIC UTILITIES, GU – GAS UTILITIES				
IF-EU-000.A	NUMBER OF ELECTRIC UTILITY CUSTOMERS SERVED			
	Residential	1,374,975	1,361,351	1,371,454
	Commercial	137,363	142,664	129,931
	Industrial	3,638	4,140	3,907
	Other	53,579	39,705	23,496
IF-EU-000.B	TOTAL ELECTRICITY DELIVERED TO ELECTRIC UTILITY CUSTOMERS (GWh)			
	Residential	15,762	15,379	15,152
	Commercial	10,208	9,755	9,468
	Industrial	4,466	4,930	4,904
	Other	2,442	2,509	7,713
IF-EU-000.C	LENGTH OF ELECTRIC TRANSMISSION LINES (KM)	7,869	7,873	7,800
	Length of Electric Distribution Lines (km)	53,483	52,824	53,000
IF-EU-000.D	TOTAL ELECTRICITY GENERATED BY ENERGY SOURCE – NET GENERATION (MWh)³			
	Coal (%)	4,407,601 (15%)	6,004,698 (21%)	6,499,420 (21%)
	Natural Gas (%)	19,761,810 (69%)	18,722,404 (65%)	17,817,633 (58%)
	Petroleum (%)	1,364,413 (5%)	1,456,326 (5%)	1,331,871 (5%) ⁴
	Biomass (%)	259,568 (0.9%)	146,217 (1%)	308,369 (1%)
	Hydroelectric (%)	943,199 (3%)	875,045 (3%)	793,053 (3%)
	Solar (%)	1,761,920 (6%)	1,506,941 (5%)	1,267,155 (4%)
	Wind (%)	203,493 (1%)	229,592 (1%)	233,422 (1%)
	Total	28,702,005	28,941,224	28,250,923
	Installed Capacity (MW)			
	Coal	1,711	1,711	1,711
	Natural Gas	5,411	5,751	5,752
	Petroleum	909	918	957
	Biomass	93	93	93
	Hydroelectric	376	378	382
	Solar	1,264	1,035	741
	Wind	148	148	148
	Total	9,913	10,034	9,784
	Total Renewable Capacity (MW)	1,882	1,654	1,365

² Emera has been disclosing SASB Metrics since 2019.

³ Excluding purchases.

⁴ An error was noted on page 68 of the 2021 Sustainability Report related to electricity generated by energy source (petroleum) and total net generation. The transcription error was identified by one of our operating affiliates, which resulted in an incorrect value being aggregated into Emera's reported net generation by energy source for petroleum and the overall total net generation. Emera's net generation by energy source for petroleum in 2021 has since been determined to be 1,331,871 MWh (5 per cent) and the total net generation was determined to be 28,250,923 MWh.



GRI and SASB Disclosure/Code		2023	2022	2021
	Battery Storage (MW)	27.6	17.6	17.6
IF-EU-000.E	TOTAL WHOLESALE ELECTRICITY PURCHASED (MWh)	4,526,286	4,014,508	3,419,892
IF-GU-000.A	NUMBER OF GAS UTILITY CUSTOMERS SERVED⁵			
	Residential	954,502	920,783	898,058
	Commercial	49,906	49,172	48,694
	Industrial	5	5	7
	Other	33,088	32,560	32,245
IF-GU-000.B	AMOUNT OF NATURAL GAS DELIVERED (MMBtu)⁶			
	Residential	41,337,963	42,176,387	40,640,518
	Commercial	83,973,442	83,552,971	63,539,672
	Industrial	161,382,971	142,927,632	128,286,468
	Transferred to a Third-Party	26,685,051	22,697,417	38,845,291
IF-GU-000.C	LENGTH OF NATURAL GAS TRANSMISSION PIPELINES (KM)⁶	2,999	2,997	2,900
	Length of Natural Gas Distribution Pipelines (km) ⁷	42,637	41,581	40,760
201-1	DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (BILLIONS OF CAD)	\$6.5	\$6.5	\$5.3
	303 WATER AND EFFLUENTS⁸			
303-3	TOTAL WATER WITHDRAWAL (MEGALITRES) (FRESHWATER)			
	Groundwater	2,311	1,730	1,319
	Seawater	0	0	0
	Surface Water	5,728	6,278	5,850
	Third-Party Water	8,482	9,781	10,360
	Total	16,521	17,789	17,529
	Total Water Withdrawal (megalitres) (Other Water)			
	Groundwater	50,712	93,298	0
	Seawater	2,588,629	2,539,868	2,762,977
	Surface Water	0	0	0
	Third-Party Water	0	0	0
	Total	2,639,341	2,633,166	2,762,977

5 We have updated our methodology regarding how we classify our number of customers served. The updated numbers are presented in this table and therefore differ from what has been previously disclosed in our sustainability reports.

6 An error was noted on page 69 of the 2021 Sustainability Report related to the amount of natural gas delivered to residential, commercial, and industrial customers. The unit conversion error was identified by one of our operating affiliates, which resulted in incorrect values being aggregated into Emera's total reported amount of natural gas delivered to residential, commercial, and industrial customers. Emera's total amount of natural gas delivered to residential, commercial, and industrial customers in 2021 has since been determined to be 40,640,518 MMBtu, 63,539,672 MMBtu, and 128,286,468 MMBtu, respectively. An error was noted on page 85 of the 2022 Sustainability Report related to the amount of natural gas delivered to residential, commercial, and industrial customers. The unit conversion error was identified by one of our operating affiliates, which resulted in incorrect values being aggregated into Emera's total reported amount of natural gas delivered to residential, commercial, and industrial customers. Emera's total amount of natural gas delivered to residential, commercial, and industrial customers in 2022 has since been determined to be 41,878,986 MMBtu, 63,391,790 MMBtu, and 128,762,417 MMBtu, respectively.

7 Transmission pipeline lengths originally included only our Local Distribution Companies (LDC), Peoples Gas System and New Mexico Gas Company. Starting in 2021 we added transmission pipelines data from Emera New Brunswick and starting in 2022 SeaCoast Gas Transmission. Note that our pipelines distribution totals for 2019 and 2020 include service lines from Peoples Gas System.

8 The accuracy and completeness of our water and effluent data has improved over time.



GRI and SASB Disclosure/Code	2023	2022	2021
Total Water Withdrawal from Water-Stressed Areas (megalitres) (Freshwater)			
Groundwater	2,180	1,538	1,168
Seawater	-	0	0
Surface Water	5,052	6,278	4,975
Third-Party Water	6,670	7,851	8,406
Total	13,902	15,667	14,549
Total Water Withdrawal from Water-Stressed Areas (megalitres) (Other Water)			
Groundwater	50,712	93,298	0
Seawater	1,504,521	1,635,204	1,788,958
Surface Water	0	0	0
Third-Party Water	0	0	0
Total	1,555,233	1,728,502	1,788,958
303-4 TOTAL WATER DISCHARGE (MEGALITRES) (FRESHWATER)			
Groundwater	2,379	2,379	2,382
Seawater	0	0	0
Surface Water	1,957	1,261	2,834
Third-Party Water	0	0	0
Other Water	0	11	1
Total	4,336	3,651	5,217
Total Water Discharge (megalitres) (Other Water)			
Groundwater	89	145	86
Seawater	2,616,920	2,612,029	2,860,419
Surface Water	319	364	303
Third-Party Water	0	0	0
Other Water	0	0	0
Total	2,616,698	2,612,539	2,860,808
303-5 TOTAL WATER CONSUMPTION (MEGALITRES)	64,718⁹	107,513	109,918 ¹⁰

9 Barbados Light and Power retired its 40MW steam plant in 2023 after nearly 50 years in operation. This reduced the company's water consumption by 42,500 megalitres in 2023 compared to 2022.

10 Based on available information at the time, we reported that our operating companies consumed approximately 15,781 megalitres in 2021. A data aggregation error was identified by one of our operating companies during the development of our 2022 Sustainability Report that would impact their water consumption data previously reported. Emera's water consumption data for 2021 has since been determined to be 109,918 megalitres. This was an accounting issue in that these water consumption values were correctly disclosed in previous reports in the water withdrawal category but were not correctly included in the water consumption totals.



GRI and SASB Disclosure/Code		2023	2022	2021
SASB WATER MANAGEMENT				
IF-EU-140A.1	TOTAL WATER WITHDRAWN (MEGALITRES)	2,655,862	2,650,955	2,779,902
	Total Water Consumed (megalitres)	64,718	107,513	109,918
	Percentage of Each in Regions with High or Extremely High Baseline Water Stress (%) ¹¹	0	0	0
304 BIODIVERSITY				
304-1	OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS (REGULATED PROTECTED AREAS)¹²			
	Nova Scotia Power	233	238	195
	Tampa Electric	0	0	0
	Newfoundland and Labrador	3	3	3
	Barbados Light and Power	0	0	1
	Total	236	241	199
	Operational Sites Owned, Leased, Managed in, or Adjacent to, Protected Areas and Areas of High Biodiversity Value Outside Protected Areas (Areas Where Threatened or Endangered Species are Located) ¹²			
	Nova Scotia Power	0	0	0
	Tampa Electric	41	39	41
	Newfoundland and Labrador	0	0	0
	Barbados Light and Power	0	0	0
	Total	41	39	41
	Number of Sites by Operational Area (Thermal) ¹²			
	Nova Scotia Power	1	1	1
	Tampa Electric	0	0	0
	Newfoundland and Labrador	0	0	0
	Total	1	1	1
	Number of Sites by Operational Area (Hydro) ¹²			
	Nova Scotia Power	11	11	11
	Tampa Electric	0	0	0
	Newfoundland and Labrador	0	0	0
	Total	11	11	11

¹¹ As defined by the World Resources Institute's (WRI) Water Risk Atlas Tool, Aqueduct.

¹² Number of sites that are either adjacent to or intersect protected areas or areas where there have been identified threatened or endangered species. Emera started reporting this GRI disclosure, 304-1, in 2019.



GRI and SASB Disclosure/Code		2023	2022	2021
Number of Sites by Operational Area (Transmission) ¹²				
	Nova Scotia Power	39	39	27
	Tampa Electric	19	19	18
	Newfoundland and Labrador	3	3	3
	Total	61	61	48
Number of Sites by Operational Area (Distribution) ¹²				
	Nova Scotia Power	182	187	156
	Tampa Electric	0	0	0
	Newfoundland and Labrador	0	0	0
	Total	182	187	157
Number of Sites by Operational Area (Photovoltaic Generating Facility) ¹²				
	Nova Scotia Power	0	0	0
	Tampa Electric	22	20	23
	Newfoundland and Labrador	0	0	0
	Total	22	20	23
305 EMISSIONS				
305-1, 2, 3, 4	DIRECT (SCOPE 1), ENERGY INDIRECT (SCOPE 2), OTHER INDIRECT (SCOPE 3) GHG EMISSIONS			
	Scope 1 and 2 (ktCO ₂)	13,336	14,676	15,308
	Scope 1 and 2 (ktCO ₂ e)	13,558	14,925	15,453
	CO ₂ intensity (tCO ₂ /MWh of total sales)	0.41	0.45	0.48
	Reduction in CO ₂ emissions since 2005 (%)	47	41	39
	Scope 3 (ktCO ₂ e) ¹³	8,301	8,811	9,158
305-7	NITROGEN OXIDES (NO_x), SULFUR OXIDES (SO₂) AND OTHER SIGNIFICANT AIR EMISSIONS (TONNES)¹⁴			
	NO _x	15,677	17,886	23,269
	SO ₂	47,952	61,524	63,515
	Hg ¹⁵	0.042	0.055	0.04
	CO ¹⁶	2,944	2,717	3,304
	Total Particulate Matter ¹⁵	732	811	785
	PM ₁₀ ¹⁵	491	668	631
	PM ₂₅ ¹⁵	330	438	443

13 Emera's Scope 3 emissions include emissions from purchased electricity for Nova Scotia Power and Tampa Electric and the end use of natural gas (including gas owned by Peoples Gas and New Mexico Gas and gas distributed but not owned by Peoples Gas and New Mexico Gas).

14 Emera began disclosing CO, Total Particulate Matter, PM₁₀ and PM₂₅ in 2019.

15 Applies to Tampa Electric and Nova Scotia Power only.

16 Reported for Tampa Electric, Nova Scotia Power and Brooklyn Power.



GRI and SASB Disclosure/Code		2023	2022	2021
IF-EU-110A.1	GROSS GLOBAL SCOPE 1 EMISSIONS (TONNES CO₂e)¹⁷	13,555,422	14,925,186	15,451,000
	Percentage Covered Under Emissions-Limiting Regulations	36	39	39
	Percentage Covered Under Emissions-Reporting Regulations	93	93	93
IF-EU-110A.2	GREENHOUSE GAS (GHG) EMISSIONS ASSOCIATED WITH POWER DELIVERIES (TONNES CO₂e)	14,330,004	15,829,839	16,588,000
IF-EU-110A.4	NUMBER OF CUSTOMERS SERVED IN MARKETS SUBJECT TO RENEWABLE PORTFOLIO STANDARDS¹⁸	548,633	552,120	536,000
	Percentage Fulfilment of RPS Target by Market (%)	100¹⁹	90 ²⁰	100
SASB AIR QUALITY				
IF-EU-120A.1	AIR EMISSIONS FOR THE FOLLOWING POLLUTANTS: NO_x (EXCLUDING N₂O), SO_x, PARTICULATE MATTER (PM₁₀), LEAD (Pb), MERCURY (Hg) (TONNES). PERCENTAGE OF EACH IN OR NEAR AREAS OF DENSE POPULATION (%)²¹			
	NO _x	15,677 (54%)	17,886 (47%)	23,269 (47%)
	SO ₂	47,952 (25%)	61,524 (20%)	63,515 (15%)
	Particulate Matter (PM ₁₀)	491 (29%)	668 (42%)	785 (19%)
	Lead (Pb)	n/a	n/a	n/a
	Mercury (Hg)	0.042 (5%)	0.055 (5%)	0.04 (12%)
306 WASTE				
306-3	WASTE GENERATION (DISPOSED OF AND/OR REUSED/RECYCLED)			
	Solid hazardous waste (tonnes) ²²	110	226	40.5
	Liquid hazardous waste (litres) ²³	2,076,900	1,218,117	948,885
	Coal ash (tonnes)	302,390	440,329	575,007
	Percentage of coal ash recycled	23	35	26
SASB COAL ASH MANAGEMENT				
IF-EU-150A.1	AMOUNT OF COAL COMBUSTION RESIDUALS (CCR) GENERATED (TONNES), PERCENTAGE RECYCLED (%)²⁴	302,390 (23%)	440,329 (35%)	575,007 (26%)

17 Emera emissions are calculated in accordance with 100-year time horizon global warming potential (GWP) values. GWP factors were sourced by the Government of Canada who references the Intergovernmental Panel on Climate Change (IPCC) 5th Assessment Report except for our US affiliates who are regulated to use GWPs from the IPCC 4th Assessment Report.

18 Applies to Nova Scotia Power only.

19 The Renewable Energy Regulations require NS Power to ensure at least 40 per cent of net electricity sales are derived from renewable low-impact electricity, with a minimum contribution of 5 per cent from independent power producers (IPPs) each year from 2020. In 2023, 42.5 per cent of total sales were RES-compliant, with a contribution of 16.4 per cent from IPPs.

20 Under the provincially legislated Renewable Energy Regulations that apply to Nova Scotia Power, 40 per cent of electric sales must be generated from renewable sources by 2020. This standard was predicated on receipt of the full NS Block. Due to the delay of the NS Block, the provincial government provided Nova Scotia Power with an alternative compliance plan that requires Nova Scotia Power to achieve 40 per cent of electric sales generated from renewable sources over the 2020 through 2022 period. With delivery of the NS Block commencing later than anticipated, as well as further interruptions in supply due to delays in the Labrador Island Link, Nova Scotia Power did not achieve the requirements of the alternative compliance plan.

21 Percentage of each in or near areas of dense population were adjusted to match the calculation methodology used in 2020 and 2019.

22 In 2023, this included approximately 46.3 tonnes of solid PCB waste, in 2022, approximately 36.4 tonnes and in 2021 approximately 36.6 tonnes.

23 In 2023, this included approximately 7,406 litres of liquid PCB waste, in 2022 approximately 6,076 litres and in 2021 approximately 11,518 litres.

24 Includes Tampa Electric and Nova Scotia Power.



GRI and SASB Disclosure/Code		2023	2022	2021
SASB INTEGRITY OF GAS DELIVERY INFRASTRUCTURE				
IF-GU-540A.1	NUMBER OF REPORTABLE PIPELINE INCIDENTS	3	4	1
	Corrective Action Orders	0	0	0
	Notice of Probable Violation (NOPV)	9	18	3
IF-GU-540A.2	PERCENTAGE OF DISTRIBUTION PIPELINE THAT IS CAST AND/OR WROUGHT IRON (%)²⁵	0²⁶	0	0
	Percentage of Distribution Pipeline that is Unprotected Steel (%) ²⁵	0²⁷	0	0
IF-GU-540A.3	PERCENTAGE OF GAS TRANSMISSION AND DISTRIBUTION PIPELINES INSPECTED (NEW DISCLOSURE 2022)			
	Percentage of gas transmission lines inspected (Integrity assessment inspections) ^{28,29} (%)	10-14	10-14	–
	Percentage of gas transmission lines inspected (leak surveys) (%)	100	100	–
	Percentage of gas distribution lines inspected (leak surveys) (%) ³⁰	20	20	–

25 Peoples Gas has committed to replace all cast iron and bare steel mains with plastic piping. The program has essentially been completed. New Mexico's distribution pipelines are made of plastic or cathodically protected steel.

26 One mile of cast iron remains.

27 12 miles of unprotected steel remain.

28 Not a requirement for distribution lines under the Pipeline and Hazardous Materials Safety Administration (PHMSA).

29 On average, annually.

30 On average, annually.



GRI and SASB Disclosure/Code	2023	2022	2021
400 SOCIAL PERFORMANCE			
401 EMPLOYMENT			
401-1	NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER³¹		
New Employee Hires by Age Group (%)			
Under 30	248 (3.5%)	271 (3.8%)	233 (3.3%)
30-50	435 (6.1%)	445 (6.2%)	341 (4.8%)
Over 50	130 (1.8%)	109 (1.5%)	61 (0.86%)
New Employee Hires by Gender (%)			
Female	259 (3.6%)	278 (3.9%)	209 (3.0%)
Male	554 (7.8%)	547 (7.7%)	426 (6.0%)
New Employee Hires by Region (%)			
Canada	244 (3.4%)	241 (3.4%)	169 (2.4%)
United States	526 (7.4%)	561 (7.9%)	425 (6.0%)
Caribbean	43 (0.6%)	23 (0.3%)	41 (0.58%)
Total	813 (11.4%)	825 (11.6%)	635 (9.0%)
Employee Turnover by Age Group (%)			
Under 30	83 (1.2%)	103 (1.3%)	125 (1.8%)
30-50	246 (3.4%)	310 (4.4%)	255 (3.6%)
Over 50	252 (3.5%)	281 (3.9%)	164 (2.3%)
Employee Turnover by Gender (%)			
Female	174 (2.4%)	254 (3.6%)	191 (2.7%)
Male	407 (5.7%)	440 (6.2%)	353 (5.0%)
Employee Turnover by Region (%)			
Canada	198 (2.8%)	227 (3.2%)	227 (3.2%)
United States	353 (4.9%)	432 (6.1%)	266 (3.8%)
Caribbean	30 (0.4%)	35 (0.5%)	51 (0.72%)
Total	581 (8.1%)	694 (10.2%)	544 (7.7%)

31 Rates are calculated using total employee count at end of reporting period. Turnover is calculated by excluding term employees and including all reasons for termination. Hires include regular hires and rehires.



GRI and SASB Disclosure/Code		2023	2022	2021
403-9, IF-EU-320A.1	WORK-RELATED INJURIES			
	Occupational Safety and Health Administration (OSHA) Injury Rate ³²	1.02	1.04	1.06
	Lost Time Injury Frequency Rate ³²	0.25	0.28	0.36
	Employee Fatalities	0	1	0
	Contractor Fatalities	0	0	2
405-1	DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES (NEW DISCLOSURES)			
	Employee Gender Diversity			
	Percentage of women in our workforce (All employees) (%)	30	29	30
	Percentage of women employees (US) (%)	29	29	-
	Percentage of women employees (Canada) (%)	30	30	-
	Percentage of women employees (Caribbean) (%)	31	31	-
	Employee Visible Minority ³³ and Underrepresented ³⁴ Identification			
	Percentage of employees that identify as visible minorities (US) (%)	42	42	-
	Percentage of employees that identify as visible minorities (Canada) (%)	8	7	-
	Percentage of employees that identify as underrepresented (US) (%)	7	6	-
	Percentage of employees that identify as underrepresented (Canada) (%)	5	5	-
	Leader Gender Diversity			
	Percentage of women leaders in the workforce (All employees) (%)	31	30	-
	Percentage of women leaders (US) (%)	26	26	-
	Percentage of women leaders (Canada) (%)	35	34	-
	Percentage of women leaders (Caribbean) (%)	53	48	-

32 The injury and incident rates are industry standard calculations based on 200,000 person hours of work. The 2023 OSHA rate is a 2 per cent improvement over 2022 and a 3 per cent improvement the 5-year average (1.05). The 2023 Lost Time Injury Frequency Rate is down 11 per cent from 2022 (0.28) and a 24 per cent improvement over the 5-year average (0.33). Note that we removed our Proactive Rate (the number of proactive reports per 100 employees) as we are no longer tracking this metric.

33 In the US, “visible minorities” includes American Indian, Alaskan Native, Asian, Black or African American, Hispanic, Latino, Native Hawaiian or Other Pacific Islander, or two or more races. We operate in Florida and New Mexico, where visible minorities account for approximately 50 per cent and 70 per cent of the population, respectively (US Census Bureau, 2021). In Canada, “visible minorities” includes Indigenous, Mi’kmaq, African, African Nova Scotian, East Asian, South Asian, Southeast Asian, West Asian/Arab, Latin or Other. We operate in Nova Scotia, New Brunswick, and Newfoundland and Labrador, where visible minorities represent 10 per cent, six per cent and three per cent of the population, respectively (Statistics Canada, 2021). In addition to the self-identification data gathered from employees in the US, in 2020 we began gathering voluntary self-identification data from our teams in Canada. As of December 31, 2023, 59 per cent of Canadian employees had participated. Our self-identification survey in Canada is voluntary, and as a result, we may be underreporting the percentage of employees who identify as visible minorities and other categories in the table due to incomplete participation.

34 In the US, “underrepresented” includes veterans and people with a disability. Prior to 2023, the ambiguous description in the US veteran metrics meant employees who identified as ‘protected’ veterans as well as other types of ‘assumed’ veterans self-identified in the veteran category. Only ‘protected’ veterans ought to have been captured. In 2022, US employees that identified as underrepresented (which includes veterans’ status) was updated from 17 per cent to 6 per cent. In 2022, US leaders that identified as underrepresented (which includes veterans’ status) was updated from 17 per cent to 7 per cent. This has been corrected in the 2023 data. In Canada, “underrepresented” includes members of the 2SLGBTQ+ community and people with a disability.



GRI and SASB Disclosure/Code	2023	2022	2021
Leader Visible Minority ³³ and Underrepresented ³⁴ Identification			
Percentage of leaders in the workforce that identify as visible minorities (US) (%)	31	32	–
Percentage of leaders in the workforce that identify as visible minorities (Canada) (%)	7	8	–
Percentage of leaders in the workforce that identify as underrepresented (US) (%)	6	7	–
Percentage of leaders in the workforce that identify as underrepresented (Canada) (%)	3	3	–
Senior Leaders ³⁵			
Percentage of women on Emera's senior leadership team (%)	36 (45% at Emera Inc.)	36 (42% at Emera Inc.)	34 (45% at Emera Inc.)
Employee Hiring – Gender Diversity			
Percentage of all hires who were women (All employees) (%)	32	33	–
Percentage of all hires who were women (US) (%)	29	26	–
Percentage of all hires who were women (Canada) (%)	38	51	–
Percentage of all hires who were women (Caribbean) (%)	37	43	–
Employee Promotions – Gender Diversity ³⁶			
Percentage of women promoted in our workforce (All employees) (%)	36	44	–
Percentage of women promoted (US) (%)	32	42	–
Percentage of women promoted (Canada) (%)	44	46	–
Percentage of women promoted (Caribbean) (%)	33	43	–
Employee Hiring – Visible Minority and Underrepresented Identification			
Percentage of employees hired that identify as visible minorities (US) (%)	46	49	–
Percentage of employees hired that identify as visible minorities (Canada) (%)	14	17	–
Percentage of employees hired that identify as underrepresented (US) (%)	9	10	–
Percentage of employees hired that identify as underrepresented (Canada) (%)	6	7	–

35 Senior leaders are defined as Director level and above.

36 A data coding error has resulted in changes to US promotions data in 2022. For 2022, women promoted in the US was updated from 46 per cent to 42 per cent. Women promoted in our workforce in 2022 changed from 46 per cent to 44 per cent. For 2022, employees promoted that identify as visible minorities in the US was updated from 46 per cent to 49 per cent. For 2022, employees promoted that identify as underrepresented in the US was updated from 22 per cent to 6 per cent. This error was corrected in 2023.



GRI and SASB Disclosure/Code	2023	2022	2021
Employee Promotions ³⁶ – Visible Minority and Underrepresented Identification			
Percentage of employees promoted that identify as visible minorities (US) (%)	46	49	–
Percentage of employees promoted that identify as visible minorities (Canada) (%)	11	10	–
Percentage of employees promoted that identify as underrepresented (US) (%)	3	6	–
Percentage of employees promoted that identify as underrepresented (Canada) (%)	8	10	–
Emera Inc. Board Gender Diversity ³⁷			
Percentage of the Emera Board that identify as female (%)	45	42	36
Emera Inc. Board Diversity ³⁸			
Percentage of the Emera Board that identify as diverse (%)	18	17	–
Independent Directors on Emera Board (%)	91 ³⁹	92	82
Average Age of Directors	64	64	64
Average Tenure of Directors (years)	6.8	6.3 ⁴⁰	6.7
N/A	COMMUNITY INVESTMENT (MILLIONS OF CAD)⁴¹	\$12.3	\$18⁴²
N/A	EMPLOYEE VOLUNTEERISM (HOURS)⁴³	37,985	31,532
N/A	EMPLOYEE ENGAGEMENT RATE (%)	80%	–

37 5 out of 11 Directors identified as women in 2023. At our Annual Meeting of Shareholders held May 23, 2024, 36 per cent (4 out of 11) of Emera Director Nominees to the Board identified as women, including our Chair.

38 2 out of 11 Directors identified as diverse. Diverse is defined as having indigenous heritage, ethnic, racial or visible minority status, a disability or other diversity characteristics apart from gender. As of May 23, 2024, one director nominee identifies as having an ethnic, racial or visible minority status and one director nominee identifies as a member of the LGBTQ+ community. The per cent increase (18 per cent in 2023) is the result of a reduction in the total number of Board members in 2023 (2022: 12 and 2023: 11).

39 10 out of 11 Directors were independent in 2023.

40 A data entry error was noted in the 2023 Sustainability Report. This number has been updated from 6.8 to 6.3.

41 Emera's Community Investment Program was formally audited in 2022 and 2023 by the London Benchmarking Group (LBG). The LBG Model is the recognized global standard for managing, measuring and reporting community investment, helping companies ensure credibility and accountability in the disclosure of the value of community investment.

42 Our \$18 million community investment in 2022 included a one-time, \$5 million USD contribution to the University of South Florida to establish the TECO Clean Energy Research Center.

43 During business hours and self-reported by employees.



GRI and SASB Disclosure/Code		2023	2022	2021
SASB END-USE EFFICIENCY AND DEMAND				
IF-EU-420A.2	NUMBER OF SMART METERS INSTALLED (ELECTRIC UTILITIES)	1,531,606	1,486,117	1,400,000
IF-EU-420A.2	PERCENTAGE OF ELECTRIC LOAD SERVED BY SMART GRID TECHNOLOGY (%)⁴⁴	98	97	96
SASB GRID RESILIENCY				
IF-EU-550A.1	NUMBER OF REPORTABLE CYBERSECURITY BREACHES⁴⁵	0	0	0
IF-EU-550A.2	SAIDI⁴⁶ (SYSTEM AVERAGE INTERRUPTION DURATION INDEX) (INCLUDING SIGNIFICANT WEATHER EVENT DAYS)	9.84	37.2	4.98
	SAIDI (excluding significant weather event days)	2.73	2.97	3.16
	SAIFI ⁴⁶ (System Average Interruption Frequency Index) (including significant weather event days)	3.27	4.05	2.76
	SAIFI (excluding significant weather event days)	1.79	1.95	2.19

44 Smart meters.

45 Emera is required to comply with rules and standards relating to cybersecurity and information technology, including those mandated by bodies such as the North American Electric Reliability Corporation and the Transportation Security Administration (TSA). We assess a *material reportable cybersecurity breach* as a material fact or material change that would be required to be disclosed in accordance with applicable Canadian securities legislation. Refer to Canadian Securities Administrators [Multilateral Staff Notice 51-347 - Disclosure of cyber security risks and incidents](#) (January 19, 2017).

46 Based on the IEEE Standard 1366-2012, which uses the 2.5 beta method for calculating major event days. Note: There is inherent variability in Emera's SAIDI and SAIFI all-in metrics, which can be highly impacted by storms and other severe weather conditions. In 2022, these metrics were significantly impacted by a larger number of severe weather events, particularly Hurricane Ian and Post-Tropical Storm Fiona.



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