

# GRI and SASB Index: Three-Year Data Summary

		2024	2023	2022
GRI 2 GENERAL DISCLOSURES				
2-7 (PREVIOUSLY 102-8)	NUMBER OF EMPLOYEES BY EMPLOYMENT CONTRACT, BY GENDER <sup>1</sup>			
	Total Number of Permanent Female Employees (%)	2,141 (29%)	2,115 (30%)	2,018 (29%)
	Total Number of Permanent Male Employees (%)	5,237 (71%)	5,018 (70%)	4,824 (71%)
	Total	7,378	7,133	6,842
	Total Number of Temporary Female Employees (%)	69 (35%)	53 (28%)	65 (26%)
	Total Number of Temporary Male Employees (%)	127 (65%)	134 (72%)	181 (74%)
	Total	196	187	246
	Grand Total	7,574	7,320	7,088
	Total Number of Employees by Employment Contract, by Region <sup>1</sup>			
	Total Number of Permanent Employees – Canada (%)	2,501 (34%)	2,391 (34%)	2,276 (33%)
	Total Number of Permanent Employees – US (%)	4,236 (57%)	4,129 (58%)	3,968 (58%)
	Total Number of Permanent Employees – Caribbean (%)	641 (9%)	613 (9%)	598 (9%)
	Total	7,378	7,133	6,842
	Total Number of Temporary Employees – Canada (%)	149 (76%)	125 (67%)	194 (79%)
	Total Number of Temporary Employees – US (%)	28 (14%)	33 (18%)	25 (10%)
	Total Number of Permanent Employees – Caribbean (%)	19 (10%)	29 (16%)	27 (11%)
	Total	196	187	246
	Grand Total	7,574	7,320	7,088
	Total Number of Employees by Employment Type, by Gender <sup>1</sup>			
	Total Number of FTE Employees – Female (%)	2,204 (29%)	2,160 (30%)	2,066 (29%)
	Total Number of FTE Employees – Male (%)	5,353 (71%)	5,144 (70%)	4,994 (71%)
	Total Number of < 1 FTE Employees – Female (%)	6 (35%)	8 (50%)	17 (61%)
	Total Number of < 1 FTE Employees – Male (%)	11 (65%)	8 (50%)	11 (39%)
	Total	7,574	7,320	7,088
2-30A (PREVIOUSLY 102-40)	PERCENT OF EMPLOYEES REPRESENTED BY A UNION (%)	30	30	32

1 Includes full-time and part-time employees.

		2024	2023	2022
SASB ACTIVITY METRICS <sup>2</sup> (GENERAL DISCLOSURES) EU – ELECTRIC UTILITIES, GU – GAS UTILITIES				
IF-EU-000.A	NUMBER OF ELECTRIC UTILITY CUSTOMERS SERVED			
	Residential	1,399,228	1,374,975	1,361,351
	Commercial	138,572	137,363	142,664
	Industrial	3,606	3,638	4,140
	Other	54,236	53,579	39,705
IF-EU-000.B	TOTAL ELECTRICITY DELIVERED TO CUSTOMERS (GWh)			
	Residential	15,865	15,762	15,379
	Commercial	10,416	10,208	9,755
	Industrial	4,304	4,466	4,930
	Other	2,164	2,442	2,509
IF-EU-000.C	LENGTH OF ELECTRIC TRANSMISSION LINES (KM)	7,854	7,869	7,873
	Length of Electric Distribution Lines (km)	54,297	53,483	52,824
IF-EU-000.D	TOTAL ELECTRICITY GENERATED BY ENERGY SOURCE – NET GENERATION (MWh) <sup>3</sup>			
	Coal (%)	3,778,657 (13%)	4,407,601 (15%)	6,004,698 (21%)
	Natural Gas (%)	20,315,956 (70%)	19,761,810 (69%)	18,722,404 (65%)
	Petroleum (%)	1,366,712 (5%)	1,364,413 (5%)	1,456,326 (5%)
	Biomass (%)	299,197 (1%)	259,568 (0.9%)	146,217 (1%)
	Hydroelectric (%)	685,564 (2%)	943,199 (3%)	875,045 (3%)
	Solar (%)	2,249,788 (8%)	1,761,920 (6%)	1,506,941 (5%)
	Wind (%)	244,135 (1%)	203,493 (1%)	229,592 (1%)
	Total	28,940,009	28,702,005	28,941,224
	Installed Capacity (MW)			
	Coal	1,667	1,711	1,711
	Natural Gas	4,972	5,411	5,751
	Petroleum	909	909	918

2 Emera has been disclosing SASB Metrics since 2019.

3 Excluding purchases.

		2024	2023	2022
	Biomass	93	93	93
	Hydroelectric	374	376	378
	Solar	1,362	1,264	1,035
	Wind	148	148	148
	Total	9,525	9,913	10,034
	Total Renewable Capacity (MW)	1,977	1,882	1,654
	Battery Storage (MW)	42.6	27.6	17.6
IF-EU-000.E	TOTAL WHOLESALE ELECTRICITY PURCHASED (MWh)	6,165,664	5,955,812 <sup>4</sup>	5,444,065 <sup>5</sup>
IF-GU-000.A	NUMBER OF GAS UTILITY CUSTOMERS SERVED <sup>6</sup>			
	Residential	977,232	954,502	920,783
	Commercial	50,399	49,906	49,172
	Industrial	7	5	5
	Other	30,050	33,088	32,560
IF-GU-000.B	AMOUNT OF NATURAL GAS DELIVERED (MMBTU)			
	Residential	40,900,390	41,337,963	42,176,387
	Commercial	82,331,682	83,973,442	83,552,971
	Industrial	161,788,545	161,382,971	142,927,632
	Transferred to a Third-Party	27,848,594	26,685,051	22,697,417
IF-GU-000.C	LENGTH OF NATURAL GAS TRANSMISSION PIPELINES (KM)	2,917	2,999	2,997
	Length of Natural Gas Distribution Pipelines (km)	43,372	42,637	41,581
201-1	DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (BILLIONS OF CAD)	\$6.7	\$6.5	\$6.5

4 IF-EU-000.E: A calculation error was identified in Emera's Total Wholesale Electricity Purchased in 2023. We have updated the Total Wholesale Electricity Purchased in 2023 to 5,955,812 MWh, as of May 20, 2025.

5 IF-EU-000.E: A calculation error was identified in Emera's Total Wholesale Electricity Purchased in 2022. We have updated the Total Wholesale Electricity Purchased in 2022 to 5,444,065 MWh, as of May 20, 2025.

6 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.

		2024	2023	2022
303 WATER AND EFFLUENTS <sup>7</sup>				
303-3	TOTAL WATER WITHDRAWAL (MEGALITRES) (FRESHWATER)			
	Groundwater	1,300	2,311	1,730
	Seawater	0	0	0
	Surface Water	6,752	5,728	6,278
	Third-Party Water	8,920	8,482	9,781
	Total	16,972	16,521	17,789
	Total Water Withdrawal (megalitres) (Other Water)			
	Groundwater	47,646	50,712	93,298
	Seawater	2,289,519	2,588,629	2,539,868
	Surface Water	0	0	0
	Third-Party Water	0	0	0
	Total	2,337,165	2,639,341	2,633,166
	Total Water Withdrawal from Water-Stressed Areas (megalitres) (Freshwater) <sup>8</sup>			
	Groundwater	1,148	2,180	1,538
	Seawater	0	0	0
	Surface Water	5,984	5,052	6,278
	Third-Party Water	7,019	6,670	7,851
	Total	14,151	13,902	15,667
	Total Water Withdrawal from Water-Stressed Areas (megalitres) (Other Water) <sup>8</sup>			
	Groundwater	47,646	50,712	93,298
	Seawater	1,230,525	1,504,521	1,635,204
	Surface Water	0	0	0
	Third-Party Water	0	0	0
	Total	1,278,171	1,555,233	1,728,502

<sup>7</sup> The accuracy and completeness of our water and effluent data has improved over time.

<sup>8</sup> Water-stressed areas include operations at Barbados Light and Power (BLP) and Tampa Electric Company (TEC).

		2024	2023	2022
303-4	TOTAL WATER DISCHARGE (MEGALITRES) (FRESHWATER)			
	Groundwater	2,379	2,379	2,379
	Seawater	0	0	0
	Surface Water	2,993	1,957	1,261
	Third-Party Water	0	0	0
	Other Water	0	0	0
	Total	5,372	4,336	3,651
	Total Water Discharge (megalitres) (Other Water)			
	Groundwater	88	89	145
	Seawater	2,317,178	2,616,920	2,612,029
	Surface Water	345	319	364
	Third-Party Water	0	0	0
	Other Water	0	0	0
	Total	2,317,611	2,616,698	2,612,539
303-5	TOTAL WATER CONSUMPTION (MEGALITRES)	62,917	64,718 <sup>9</sup>	107,513
SASB WATER MANAGEMENT				
IF-EU-140A.1	TOTAL WATER WITHDRAWN (THOUSANDS OF CUBIC METERS) (MEGALITRES)	2,354,137	2,655,862	2,650,955
	Total Water Consumed (thousands of cubic meters) (megalitres)	62,917	64,718	107,513
	Percentage of Water Withdrawn in Regions with High or Extremely High Baseline Water Stress (%) <sup>10</sup>	53%	0	0
	Percentage of Water Consumed in Regions with High or Extremely High Baseline Water Stress (%) <sup>10</sup>	20%	0	0

9 BLP 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 Note that our percentages have been updated to reflect that our operating company, TEC, is now considered to be in an area of high or extremely high-water stress as of 2024, as defined by the World Resources Institute's (WRI) Water Risk Atlas Tool, Aqueduct.

		2024	2023	2022
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) <sup>11</sup>			
	Nova Scotia Power	167	233	238
	Tampa Electric	0	0	0
	Newfoundland and Labrador	3	3	3
	Barbados Light and Power	0	0	0
	Total	170	236	241
	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)			
	Nova Scotia Power	0	0	0
	Tampa Electric	42	41	39
	Newfoundland and Labrador	0	0	0
	Barbados Light and Power	0	0	0
	Total	42	41	39
	Number of Sites by Operational Area (Thermal)			
	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)			
	Nova Scotia Power	11	11	11

11 As per GRI Disclosure 304-1, numbers were calculated based on operational sites that were adjacent to or intersected protected areas or areas where threatened or endangered species have been identified. In alignment with the Standard, we have interpreted this as a single count per site, regardless of whether it was in or intersecting multiple protected areas. This methodology has been implemented inconsistently in the past. Emera will continue to disclose using this method in the future. Emera started reporting this GRI disclosure, 304-1, in 2019.

		2024	2023	2022
304-1 (continued)	Tampa Electric	0	0	0
	Newfoundland and Labrador	0	0	0
	Total	11	11	11
Number of Sites by Operational Area (Transmission)				
	Nova Scotia Power	31	39	39
	Tampa Electric	19	19	19
	Newfoundland and Labrador	3	3	3
	Total	53	61	61
Number of Sites by Operational Area (Distribution)				
	Nova Scotia Power	124	182	187
	Tampa Electric	0	0	0
	Newfoundland and Labrador	0	0	0
	Total	124	182	187
Number of Sites by Operational Area (Photovoltaic Generating Facility)				
	Nova Scotia Power	0	0	0
	Tampa Electric	23	22	20
	Newfoundland and Labrador	0	0	0
	Total	23	22	20

		2024	2023	2022
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 <sub>2</sub> )	13,153	13,336	14,676
	Scope 1 and 2 (ktCO <sub>2</sub> e)	13,384	13,558	14,925
	CO <sub>2</sub> intensity (tCO <sub>2</sub> /MWh of total sales)	0.40	0.41	0.45
	Reduction in CO <sub>2</sub> emissions since 2005 (%) <sup>12</sup>	49	47	41
	Scope 3 (ktCO <sub>2</sub> e) <sup>13</sup>	8,627	8,301	8,811
305-7	NITROGEN OXIDES (NO <sub>x</sub> ), SULFUR OXIDES (SO <sub>2</sub> ) AND OTHER SIGNIFICANT AIR EMISSIONS (TONNES) <sup>14</sup>			
	NO <sub>x</sub>	17,424	15,677	17,886
	SO <sub>2</sub>	41,108	47,952	61,524
	Hg <sup>15</sup>	0.037	0.042	0.055
	CO <sup>15</sup>	3,161	2,944	2,717
	Total Particulate Matter <sup>16</sup>	590	732	811
	PM <sub>10</sub> <sup>16</sup>	550	491	668
	PM <sub>2.5</sub> <sup>16</sup>	339	330	438
IF-EU-110A.1	GROSS GLOBAL SCOPE 1 EMISSIONS (TONNES CO <sub>2</sub> e) <sup>17</sup>	13,381,615	13,555,422	14,925,186
	Percentage Covered Under Emissions-Limiting Regulations	40	36	39
	Percentage Covered Under Emissions-Reporting Regulations	92	93	93
IF-EU-110A.2	GREENHOUSE GAS (GHG) EMISSIONS ASSOCIATED WITH POWER DELIVERIES (TONNES CO <sub>2</sub> e)	14,068,701	14,330,004	15,829,839
IF-EU-110A.4	NUMBER OF CUSTOMERS SERVED IN MARKETS SUBJECT TO RENEWABLE PORTFOLIO STANDARDS <sup>18</sup>	557,219	548,633	552,120
	Percentage Fulfilment of RPS Target by Market (%)	100 <sup>19</sup>	100	90

12 Includes CO<sub>2</sub> Scope 1 generation emissions for TEC and Nova Scotia Power Inc. (NSPI) only.

13 Emera's Scope 3 emissions include emissions from purchased electricity for NSPI and TEC and the end use of natural gas (including gas owned by Peoples Gas (PGS) and New Mexico Gas Company (NMGC) and gas distributed but not owned by PGS and NMGC).

14 Emera began disclosing CO, Total Particulate Matter, PM<sub>10</sub> and PM<sub>2.5</sub> in 2019.

15 Applies to TEC and NSPI only.

16 Reported for TEC, NSPI and Brooklyn Power Corporation (BPC).

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 for all operating companies in 2024, and the 5th Assessment Report in 2023 and 2022 except for our US operating companies who are regulated to use GWPs from the IPCC 4th Assessment Report.

18 Applies to NSPI only.

19 The Renewable Energy Regulations require NSPI 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 2024, 40.5 per cent of total sales were RES-compliant, with a contribution of 15.9 per cent from IPPs.



		2024	2023	2022
SASB AIR QUALITY				
IF-EU-120A.1	AIR EMISSIONS FOR THE FOLLOWING POLLUTANTS: NO <sub>x</sub> (EXCLUDING N <sub>2</sub> O), SO <sub>x</sub> , PARTICULATE MATTER (PM <sub>10</sub> ) LEAD (PB), MERCURY (Hg) (TONNES). PERCENTAGE OF EACH IN OR NEAR AREAS OF DENSE POPULATION (%) <sup>20</sup>			
	NO <sub>x</sub>	17,424 (56%)	15,677 (54%)	17,886 (47%)
	SO <sub>2</sub>	41,108 (27%)	47,952 (25%)	61,524 (20%)
	Particulate Matter (PM <sub>10</sub> )	550 (38%)	491 (29%)	668 (42%)
	Lead (Pb)	n/a	n/a	n/a
	Mercury (Hg)	0.037 (2%)	0.042 (5%)	0.055 (5%)
306 WASTE				
306-3	WASTE GENERATION (DISPOSED OF AND/OR REUSED/RECYCLED)			
	Solid hazardous waste (tonnes) <sup>21</sup>	40	110	226
	Liquid hazardous waste (litres) <sup>22</sup>	1,009,093	2,076,900	1,218,117
	Coal ash (tonnes)	259,141	302,390	440,329
	Percentage of coal ash recycled	4	23	35
SASB COAL ASH MANAGEMENT				
IF-EU-150A.1	AMOUNT OF COAL COMBUSTION RESIDUALS (CCR) GENERATED (TONNES), PERCENTAGE RECYCLED (%) <sup>23</sup>	259,141 (4%)	302,390 (23%)	440,329 (35%)
SASB INTEGRITY OF GAS DELIVERY INFRASTRUCTURE				
IF-GU-540A.1	NUMBER OF REPORTABLE PIPELINE INCIDENTS	3	3	4
	Corrective Action Orders	0	0	0
	Notice of Probable Violation (NOPV)	24	9	18

20 Percentage of each in or near areas of dense population were adjusted to match the calculation methodology used in 2019-2021.

21 In 2024, this included approximately 19 tonnes of solid PCB waste, in 2023 approximately 46.3 tonnes of solid PCB waste, and in 2022, approximately 36.4 tonnes.

22 In 2024, this included approximately 4,191 litres of liquid PCB waste, in 2023, approximately 7,406 litres of liquid PCB waste, and in 2022 approximately 6,076 litres.

23 Includes TEC and NSPI.

		2024	2023	2022
IF-GU-540A.2	PERCENTAGE OF DISTRIBUTION PIPELINE THAT IS CAST AND/OR WROUGHT IRON (%) <sup>24</sup>	0	0	0
	Percentage of Distribution Pipeline that is Unprotected Steel (%)	0 <sup>25</sup>	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) <sup>26</sup> (%)	10-14	10-14	10-14
	Percentage of gas transmission lines inspected (leak surveys) (%) <sup>27</sup>	100	100	100
	Percentage of gas distribution lines inspected (leak surveys) (%) <sup>27</sup>	20	20	20
400 SOCIAL PERFORMANCE				
401 EMPLOYMENT				
401-1	NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER <sup>28</sup>			
	New Employee Hires by Age Group (%)			
	Under 30	238 (3.2%)	248 (3.5%)	271 (3.8%)
	30-50	361 (4.9%)	435 (6.1%)	445 (6.2%)
	Over 50	122 (1.7%)	130 (1.8%)	109 (1.5%)
	New Employee Hires by Gender (%)			
	Female	195 (2.6%)	259 (3.6%)	278 (3.9%)
	Male	526 (7.1%)	554 (7.8%)	547 (7.7%)

24 PGS has committed to replace all cast iron and bare steel mains with plastic piping. The program has essentially been completed. NMGC’s distribution pipelines are made of plastic or cathodically protected steel.

25 9 miles of unprotected steel remain.

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

27 On average, annually.

28 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.

		2024	2023	2022
401-1 (continued)	New Employee Hires by Region (%)			
	Canada	230 (3.1%)	244 (3.4%)	241 (3.4%)
	United States	435 (5.9%)	526 (7.4%)	561 (7.9%)
	Caribbean	56 (0.8%)	43 (0.6%)	23 (0.3%)
	Total	721 (9.8%)	813 (11.4%)	825 (11.6%)
	Employee Turnover by Age Group (%)			
	Under 30	71 (1.0%)	83 (1.2%)	103 (1.3%)
	30-50	223 (3.0%)	246 (3.4%)	310 (4.4%)
	Over 50	231 (3.1%)	252 (3.5%)	281 (3.9%)
	Employee Turnover by Gender (%)			
	Female	168 (2.3%)	174 (2.4%)	254 (3.6%)
	Male	357 (4.8%)	407 (5.7%)	440 (6.2%)
	Employee Turnover by Region (%)			
	Canada	175 (2.4%)	198 (2.8%)	227 (3.2%)
	United States	322 (4.4%)	353 (4.9%)	432 (6.1%)
	Caribbean	28 (0.4%)	30 (0.4%)	35 (0.5%)
	Total	525 (7.1%)	581 (8.1%)	694 (10.2%)
403-9, IF-EU-320A.1	WORK-RELATED INJURIES			
	Occupational Safety and Health Administration (OSHA) Injury Rate <sup>29</sup>	1.33	1.02	1.04
	Lost Time Injury Frequency Rate <sup>29</sup>	0.35	0.25	0.28
	Employee Fatalities	0	0	1
	Contractor Fatalities	0	0	0

29 The injury and incident rates are industry standard calculations based on 200,000 person hours of work. The 2024 OSHA rate is a 30 per cent increase over 2023 (1.02) and a 24 per cent increase over the 5-year average (1.07). The 2024 Lost Time Injury Frequency Rate is up 40 per cent from 2023 (0.25) and a 3 per cent increase over the 5-year average (0.34). Note that we removed our Proactive Rate (the number of proactive reports per 100 employees) as we are no longer tracking this metric.

	2024	2023	2022	
405-1	DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES (NEW DISCLOSURES)			
	Employee Gender Diversity			
	Percentage of women in our workforce (All employees) (%)	29	30	29
	Percentage of women employees (US) (%)	29	29	29
	Percentage of women employees (Canada) (%)	30	30	30
	Percentage of women employees (Caribbean) (%)	30	31	31
	Employee Visible Minority <sup>28</sup> and Underrepresented <sup>29</sup> Identification			
	Percentage of employees that identify as visible minorities (US) (%)	43	42	42
	Percentage of employees that identify as visible minorities (Canada) (%)	9	8	7
	Percentage of employees that identify as underrepresented (US) (%)	7	7	6
	Percentage of employees that identify as underrepresented (Canada) (%)	5	5	5
	Leader Gender Diversity			
	Percentage of women leaders in the workforce (All employees) (%)	31	31	30
	Percentage of women leaders (US) (%)	25	26	26
	Percentage of women leaders (Canada) (%)	36	35	34
	Percentage of women leaders (Caribbean) (%)	49	53	48
	Leader Visible Minority <sup>30</sup> and Underrepresented <sup>31</sup> Identification			
	Percentage of leaders in the workforce that identify as visible minorities (US) (%)	31	31	32

30 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 62 per cent of the population, respectively (US Census Bureau, 2023 Population Estimates). 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, 6 per cent and 3 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, 2024, 59.3 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.

31 In the US, “underrepresented” includes veterans and people with a disability.

		2024	2023	2022
405-1 (continued)	Percentage of leaders in the workforce that identify as visible minorities (Canada) (%)	7	7	8
	Percentage of leaders in the workforce that identify as underrepresented (US) (%)	7	6	7
	Percentage of leaders in the workforce that identify as underrepresented (Canada) (%)	3	3	3
Senior Leaders <sup>32</sup>				
	Percentage of women on Emera’s senior leadership team (%)	37 (42% at Emera Inc.)	36 (45% at Emera Inc.)	36 (42% at Emera Inc.)
Employee Hiring – Gender Diversity				
	Percentage of all hires who were women (All employees) (%)	27	32	33
	Percentage of all hires who were women (US) (%)	25	29	26
	Percentage of all hires who were women (Canada) (%)	31	38	51
	Percentage of all hires who were women (Caribbean) (%)	29	37	43
Employee Promotions – Gender Diversity				
	Percentage of women promoted in our workforce (All employees) (%)	40	36	44
	Percentage of women promoted (US) (%)	33	32	42
	Percentage of women promoted (Canada) (%)	51	44	46
	Percentage of women promoted (Caribbean) (%)	33	33	43
Employee Hiring – Visible Minority <sup>30</sup> and Underrepresented <sup>31</sup> Identification				
	Percentage of employees hired that identify as visible minorities (US) (%)	47	46	49
	Percentage of employees hired that identify as visible minorities (Canada) (%)	17	14	17
	Percentage of employees hired that identify as underrepresented (US) (%)	9	9	10
	Percentage of employees hired that identify as underrepresented (Canada) (%)	8	6	7
Employee Promotions – Visible Minority <sup>30</sup> and Underrepresented <sup>31</sup> Identification				
	Percentage of employees promoted that identify as visible minorities (US) (%)	49	46	49

32 Senior leaders are defined as Director level and above.

		2024	2023	2022
405-1 (continued)	Percentage of employees promoted that identify as visible minorities (Canada) (%)	14	11	10
	Percentage of employees promoted that identify as underrepresented (US) (%)	5	3	6
	Percentage of employees promoted that identify as underrepresented (Canada) (%)	7	8	10
	Emera Inc. Board Gender Diversity			
	Percentage of the Emera Board that identify as female (%)	42 <sup>33</sup>	45	42
	Emera Inc. Board Diversity			
	Percentage of the Emera Board that identify as diverse (%)	17 <sup>34</sup>	18	17
	Independent Directors on Emera Board (%)	92 <sup>35</sup>	91	92
	Average Age of Directors	65	64	64
	Average Tenure of Directors (years)	6.2	6.8	6.3
N/A	COMMUNITY INVESTMENT (MILLIONS OF CAD) <sup>36</sup>	\$12.4	\$12.3	\$18 <sup>37</sup>
N/A	EMPLOYEE VOLUNTEERISM (HOURS) <sup>38</sup>	45,615	37,985	31,532
N/A	EMPLOYEE ENGAGEMENT RATE (%) <sup>39</sup>	–	80%	–
SASB END-USE EFFICIENCY AND DEMAND				
IF-EU-420A.2	NUMBER OF SMART METERS INSTALLED (ELECTRIC UTILITIES)	1,545,177	1,531,606	1,486,117
IF-EU-420A.2	PERCENTAGE OF ELECTRIC LOAD SERVED BY SMART GRID TECHNOLOGY (%) <sup>40</sup>	98	98	97

33 5 out of 12 Directors are women in 2024. At our Annual Meeting of Shareholders held May 22, 2025, 42 per cent (5 out of 12) of Emera Director Nominees to the Board were women, including our Chair.

34 2 out of 12 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 22, 2025, 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 decrease (17 per cent in 2024) is the result of an increase in the total number of Board members in 2024 (2023: 11 and 2024: 12).

35 11 out of 12 Directors were independent in 2024.

36 Emera’s Community Investment Program is formally audited 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.

37 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.

38 During business hours and self-reported by employees.

39 Occurs approximately every two years.

40 Smart meters.

		2024	2023	2022
IF-EU-550A.1	NUMBER OF REPORTABLE CYBERSECURITY BREACHES <sup>41</sup>	0	0	0
IF-EU-550A.2	SAIDI <sup>42</sup> (SYSTEM AVERAGE INTERRUPTION DURATION INDEX) (INCLUDING SIGNIFICANT WEATHER EVENT DAYS)	45.62	9.84	37.2
	SAIDI (excluding significant weather event days)	3.21	2.73	2.97
	SAIFI <sup>42</sup> (System Average Interruption Frequency Index) (including significant weather event days)	4.31	3.27	4.05
	SAIFI (excluding significant weather event days)	2.18	1.79	1.95
	CAIDI <sup>42</sup> (Customer Average Interruption Duration Index) (including significant weather event days)	10.6	3.00	9.18 <sup>43</sup>
	CAIDI (Customer Average Interruption Duration Index) (excluding significant weather event days)	1.47	1.52	1.52 <sup>43</sup>

41 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).

42 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; in 2024 by similar scale events such as Hurricane Helene and Hurricane Milton.

43 IF-EU-550A.2: A calculation error was identified in Emera's Customer Average Interruption Duration Index (CAIDI) in the 2022 Sustainability Report. We have updated the CAIDI (All-in) to 9.18 and 1.52 (MEDS & Planning Outages not included) as of May 22, 2024.