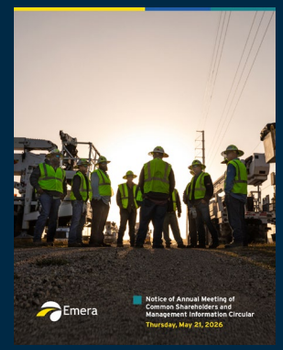
Emera

2025 Sustainability Report

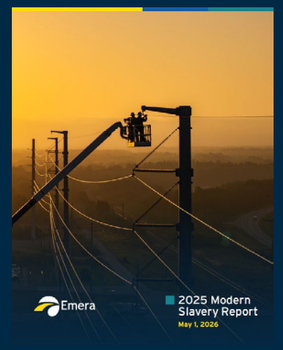
Table of Contents

This publication is part of our suite of annual disclosure documents. For more information about Emera, including additional sustainability priority disclosures, please see our other reports:

2025 Annual Report



2026 Management Information Circular



2025 Modern Slavery Report

Learn More at emera.com/sustainability

About This Report

This Sustainability Report contains information about Emera's corporate strategy and performance related to topics that are important to our business and our stakeholders. The information disclosed pertains to Emera Inc. and/or our operating companies in Canada, the United States (U.S.), and the Caribbean.

Reporting Frameworks

Our Sustainability Report and data disclosures are informed by:

- Sustainability Accounting Standards Board (SASB) Standard for Electric Utilities and Power Generators, and Gas Utilities and Distributors
- Task Force on Climate-related Financial Disclosures (TCFD) Recommendations
- Global Reporting Initiative (GRI) Standards

Currency

All currency is in Canadian dollars (CAD), unless otherwise stated.

Aerial view of the Newman Branch restoration site, a nearly 20-year partnership between Tampa Electric and Ecosphere that has protected over 100 acres of vital habitat.

Message from the CEO and EVP, Strategy and Policy

The energy sector is at a pivotal moment—shaped by rising demand, evolving government policy, affordability pressures, increasingly severe weather, and an uncertain geopolitical environment. Emera is meeting this moment with proven expertise and a clear long-term perspective, integrating sustainability considerations into how we plan, invest, and operate our energy systems. Our approach is grounded in disciplined decision-making that balances the need for continued investment in reliable, resilient infrastructure with careful management of customer cost impacts—today and into the future. In doing so, Emera continues to support growth and create long-term value.

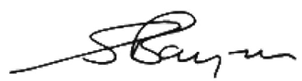
Emera's five-year, $20-billion capital plan is anchored on the priorities of modernizing our infrastructure, strengthening system resilience, and deploying new technologies to better serve customers, while maintaining a strong focus on affordability.

Our people are central to Emera's success and to the communities where we live and work. We continue to invest in our workforce, recognizing the critical role our employees play in delivering reliable service and supporting long-term growth and performance. Health and safety are foundational to this investment, supported by strong oversight and accountability to protect our employees, contractors, and the public.

Across our operations, our people bring deep expertise and resilience to their work, with a consistent focus on safely delivering results for customers, stakeholders, and shareholders. They also contribute their time and skills to community organizations, supporting local priorities and strengthening their communities through their volunteer efforts.

We appreciate your continued interest in Emera and in how sustainability is embedded into our strategy and operations. We remain focused on disciplined execution, transparency, and long-term value creation as we continue to deliver reliable energy for our customers and communities. If you have any questions about sustainability at Emera, please reach out to sustainability@emera.com.

Scott Balfour



Scott Balfour
President and CEO, Emera Inc.

Peter Gregg

Peter Gregg
Executive Vice President, Strategy and Policy, Emera Inc.

Governance and Risk Management

Sustainability Governance

Emera's sustainability governance is overseen by the Board of Directors and is embedded within management processes across the organization. Through this governance structure, sustainability considerations inform planning, investment, and risk oversight in support of Emera's long-term strategy.

Sustainability initiatives are implemented by our operating companies and supported by dedicated working groups at Emera Inc. The Board of Directors and its committees oversee significant risks and opportunities, with our Safety and Risk Committee (SRC) playing a central role in this oversight.

Sustainability Materiality Assessment

Emera's sustainability priorities are reviewed annually by the Sustainability and Environment Management Committee (SEMC) and the SRC of the Board. Comprehensive materiality assessments are conducted on a three-year cycle, to ensure our focus reflects the most relevant issues for our stakeholders and business. The most recent full assessment, completed in 2024, engaged executive and Board leadership, investors, and operating company subject-matter experts. This assessment also incorporated reporting standards, sustainability research, ratings providers and industry best practices.

Emera's Sustainability Priorities

Priorities are discussed either within the body of this report, in our GRI/SASB Index at the end of the report, or on the Emera website.

Strategic Sustainability Priorities

- Severe Weather/Climate
- System Reliability & Resiliency
- Energy Affordability
- Government & Regulatory

Core Sustainability Priorities

- Health & Safety
- Governance & Ethics
- Customers & Community
- Our People
- Indigenous Engagement & Opportunity
- Human Rights
- Cybersecurity
- Air Emissions, Waste & Water Management

Evolving Sustainability Priorities

- Biodiversity & Land Use
- Supply Chain Management
- Technology

Learn More

- Board of Directors Charter
- Safety and Risk Committee Charter
- Emera Board Diversity Policy
- Sustainability Management Committee Charter
- Governance and Risk Management
- Emera's corporate policies for areas including ethics, human rights, workplace conduct and third-party risk management are available here

Health and Safety

The health and safety of our employees, contractors, customers, and communities is fundamental to how we operate. At Emera, safety is a core organizational priority, supported by strong safety leadership, clear accountability, and disciplined execution through our Safety Management System (SMS), which governs how we identify, manage, and monitor safety risks. In 2025, our total recordable injury rate and lost time injury frequency rate decreased by 17 per cent and 34 per cent, respectively. While these results reflect progress, they do not diminish the seriousness of safety risks or the need for continued vigilance and improvement.

In January 2025, Tampa Electric experienced a workplace fatality. This tragic incident has underscored the relentless rigour needed in our safety practices, highlights the importance of making safety central to every decision, and will be an important contributor to our continuous effort to improve our safety performance and ensure everyone returns home safely every day.

Our safety framework is designed to prevent serious injuries and fatalities through clear safety principles, enhanced contractor safety expectations, and increased leadership oversight. This framework is brought to life through consistent training and field-level safety observations that strengthen hazard awareness and reinforce safe work practices. We also integrate public safety into our systems through rigorous facility and equipment design, maintenance, and public awareness efforts. Beyond safety, Emera's Health and Wellness Strategy supports overall well-being, providing employees with resources on ergonomics, mobility, and physical and psychological health.

2025 Key Numbers

1.09

Total Recordable Injury Rate

17% improvement over 2024 (1.31) and 2% improvement over five-year average (1.12)

0.25

Lost Time Injury Rate

34% improvement over 2024 (0.38) and 24% improvement over five-year average (0.33)

8900+

Total number of safety engagements in 2025[1]

(1) Safety engagement and participation in field-level observations across the entire management group—supervisors and above—remains strong. Our visible presence in the field continues, with a focus on increasing both the quantity and quality of safety observations and interactions between senior leaders and front-line employees.

Leaders across Emera actively participate in safety engagements, including site visits, open forums and hands-on training sessions. Their visible commitment reinforces a safety culture in which everyone feels empowered to speak up and take action to ensure work is safe.

2025 Key Initiatives

- Tampa Electric's *Energized Wire Down Program* leverages advanced analytics and monitoring technologies to proactively identify and address risks to power lines. The initiative combines anomaly-detection from sensor-equipped municipal vehicles, lightning strike-monitoring, and aerial inspections using infrared, ultraviolet, and HD cameras. These tools enable early detection of electrical issues, which reduces outages and increases safety for line technicians and the public.
- At Peoples Gas, *Project COALA (Capture on a Locate Assignment)*, has improved underground asset location accuracy using advanced GPS technology. By providing precision asset-marking, the technology reduces risks associated with third-party line strikes, supporting safer and more reliable operations.
- In 2025, Nova Scotia Power refreshed its Contractor Safety Management Program (CSMP) to clarify, simplify, and improve overall contractor safety. Contractor safety engagement in 2025 also included full-day safety summits with contractors in both Power Production and Energy Delivery.

Learn More

- Occupational Health and Safety Policy
- Safety Culture & Governance

The Energy Trilemma

A Balanced Approach to Managing Reliability, Affordability and Climate

Managing the complexity of the energy trilemma requires balancing system reliability, customer cost impacts, and climate-related physical and transition risks as government policy and regulatory environments evolve. At Emera, this balance shapes how we plan, sequence, and allocate capital, and informs regulatory engagement across our operations.

Investments in grid modernization, storm hardening, and new technologies—like AI-enabled forecasting, smart-metering, and predictive maintenance—are being prioritized to strengthen system performance and resilience. These investments reduce outage risk and improve operational efficiency, while supporting careful cost management through more targeted use of capital. This disciplined approach also guides how renewables are added to the system.

By pacing and sequencing investments and diversifying energy generation sources, we continue to expand cleaner generation while managing exposure to fuel price volatility, moderating customer rate impacts, and meeting growing demand without compromising system reliability.

Emera's Sustainable Energy Approach

Proven Record

20+ years of investments

- ✓ Wind in Nova Scotia
- ✓ Solar in Florida
- ✓ Big Bend modernization
- ✓ Maritime Link hydro

Real Progress

Reduced CO_2 emissions by nearly half[1] while modernizing grids

- ✓ Replacing coal
- ✓ Integrating renewables
- ✓ Grid upgrades

Proactive & Adaptive

Responding to evolving drivers

- ✓ Severe weather risks & resilience
- ✓ Government policies & targets
- ✓ Electrification & demand
- ✓ Emerging technologies

Disciplined Investment

Sustaining momentum through customer-focused capital plan

- ✓ Grid reliability & modernization
- ✓ Renewable integration
- ✓ Technology adoption

Initiatives across our core operating jurisdictions[2]—paced with customer affordability in mind

- ✓ **Florida:** Strengthening reliability and affordability while modernizing the generation fleet via investments in solar, battery storage, fuel switching, long-term use of natural gas, and storm hardening.
- ✓ **Nova Scotia:** Strengthening reliability while aligning with provincial and federal climate policy[3] through investments in grid resilience, interties, hydro, battery storage, coal retirement, fuel switching, wind, and solar.

(1) Our reductions in CO_2 emissions are compared to 2005 levels and include CO_2 scope 1 generation emissions for TEC and NSPI only.
(2) Core jurisdictions refer to Emera's primary operating regions where regulated electric and gas utilities operate, including Nova Scotia (NSPI) and Florida (TEC & PGS).
(3) Activities in Nova Scotia are aligned with government climate targets of 80 per cent renewable energy and coal-free electricity by 2030 and will be shaped by the decisions of the IESO Nova Scotia regarding future generation sources.

Strengthening System Resilience

Investing in infrastructure and modern technologies to mitigate weather-related impacts

Our Approach to Strengthening System Resilience Through Targeted Investments

- ✓ **Infrastructure hardening**
  Upgrading poles, substations, and overhead lines to better withstand severe weather
- ✓ **Grid modernization**
  Deploying smart technologies that improve outage detection, response, and overall system performance
- ✓ **Vegetation management**
  Enhancing right-of-way clearing and routine maintenance to reduce tree-related outages
- ✓ **Undergrounding and lateral conversions**
  Converting select overhead lines to underground to reduce storm-related disruptions

Across our core operating jurisdictions(2), we are strengthening reliability to provide safe and reliable power to our customers through cost effective investments.

Florida: At Tampa Electric 10-year Storm Protection Plan (2022–2031) with ~US$200M spent in 2025 on storm hardening investments.

Nova Scotia: At Nova Scotia Power a $1.3B Five-Year Reliability Plan (2025–2029) including system upgrades and grid strengthening.

(1) In 2024, we completed an enterprise-wide qualitative severe weather and climate risk scenario analysis with a third-party consultant, strengthening our understanding of physical and transition risks and establishing a formal framework to guide future assessments — see our 2024 Climate Update for more detail.

(2) Core jurisdictions refer to Emera's primary operating regions where regulated electric and gas utilities operate, including Nova Scotia (NSPI) and Florida (TEC & PGS).

Managing Severe Weather Risks and Investing Strategically

As severe weather and physical risks continue to impact energy systems, Emera is directing capital toward strengthening reliability and system resilience, while keeping customer cost impacts in mind.

In 2025, Tampa Electric invested approximately $200 million USD in storm-hardening and resilience initiatives to strengthen grid reliability as part of its 10-year Storm Protection Plan (SPP). It completed nearly 3,700 miles of vegetation management and removed 1,350 hazard trees. Since the program's inception in 2020, Tampa Electric moved approximately 271 miles of overhead lines underground and hardened distribution feeders with 5,700 strengthened poles and 1,100 new automation devices. These efforts, combined with complementary system-wide resilience investments, have resulted in more than 7,200 miles of underground lines, representing 54 per cent of the system. Transmission upgrades also progressed with 2,700 wood poles converted to resilient non-wood structures to date, with all conversions to be completed by 2029. Substation hardening continued across flood-prone sites, with critical equipment elevated at multiple locations.

In 2025, Nova Scotia Power made meaningful progress, investing more than $200 million in the first year of its $1.3 billion Five-Year Reliability Plan (2025–2029). This reflects a significant increase in vegetation management efforts—more than doubling investment in recent years—and demonstrates a deliberate, sustained focus on system resilience within a multi-year reliability program.

During the year, Nova Scotia Power advanced execution of this plan, including completing more than 680 km of distribution vegetation management and 120 km of transmission right-of-way clearing, reinforcing work in high-risk corridors exposed to severe weather. The utility also advanced key grid modernization initiatives designed to reduce outages and speed up restoration, including systems to improve our ability to identify fault locations and the introduction of innovative self-healing grid technology.

Managing Transition Risks & Capitalizing on Opportunities

For over 20 years, Emera has been steadily transforming its generation mix, expanding cleaner energy while managing costs and maintaining reliable service. Since 2005, coal use in our portfolio has declined significantly (57 per cent to 14 per cent), while renewables have increased (four per cent to 21 per cent). With these changes, natural gas is now the primary source of our electricity—contributing to an overall reduction in CO_2 emissions by nearly 50 per cent.

This transition has been driven by disciplined, customer-focused investments. At Tampa Electric, for example, coal accounted for roughly 42 per cent of generation in 2016. By 2025, coal had declined to less than one per cent of generation, reflecting a deliberate shift toward more efficient, cost-effective generation alternatives.

These investment decisions are shaped by local regulatory frameworks, system needs, and a clear focus on reliability and customer affordability. In Florida, Tampa Electric continues to expand solar generation, which now represents 11 per cent of generation and is planned to reach nearly 18 per cent by 2027. In Nova Scotia, the transition is being advanced within a legislative framework that includes renewable energy targets and the retirement of coal-fired generation (80 per cent renewable electricity and off coal by 2030). Achievement of these objectives is led by the Independent Electricity System Operator (IESO Nova Scotia), which is responsible for provincial system planning and clean energy procurement required to meet legislated targets.

Nova Scotia Power works with the IESO Nova Scotia to implement the system plan by delivering the infrastructure, grid upgrades, and operational changes assigned to support this transition. This work includes deploying 150 MW of grid-scale battery storage, with two 50 MW facilities entering service in 2025 and the third expected to come online in August 2026, as well as completing the Wasoqonatl Transmission Line (NS-NB Reliability Tie) currently under construction. Nova Scotia Power will also operate and retire coal plants (or complete fuel conversions on several existing units) as directed by the IESO Nova Scotia while maintaining system reliability and customer service. Separately, the Province of Nova Scotia and the IESO Nova Scotia are responsible for procuring new renewable generation (approximately 1,200 MW) and fast-acting gas generation (600 MW), pursuant to the Province's Clean Power Plan. These resources are required to enable the orderly retirement of coal-fired generation.

Nova Scotia Power is also advancing renewable grid investments, including transmission upgrades, grid-stability equipment, and network enhancements required to integrate new wind and solar resources. Together, these investments will strengthen reliability while enabling a cleaner, more resilient, and affordable energy system over the long term.

Reducing Coal and Increasing Natural Gas and Renewables

% Coal[1] in Generation	
Tampa Electric	**Nova Scotia Power**
2005: 47%	2005: 73%
2025: <1%	2025: 41%

% Renewables in Generation	
Tampa Electric	**Nova Scotia Power**
2005: ~0%	2005: 9%
2025: 11%	2025: 41%[2][3]

% of Natural Gas[4] in Generation	
Tampa Electric	**Nova Scotia Power**
2005: 37%	2005: 14%
2025: 79%	2025: 15%

% Imports	
Tampa Electric	**Nova Scotia Power**
2005: 16%	2005: 2%
2025: 10%	2025: 3%

(1) Includes petcoke.

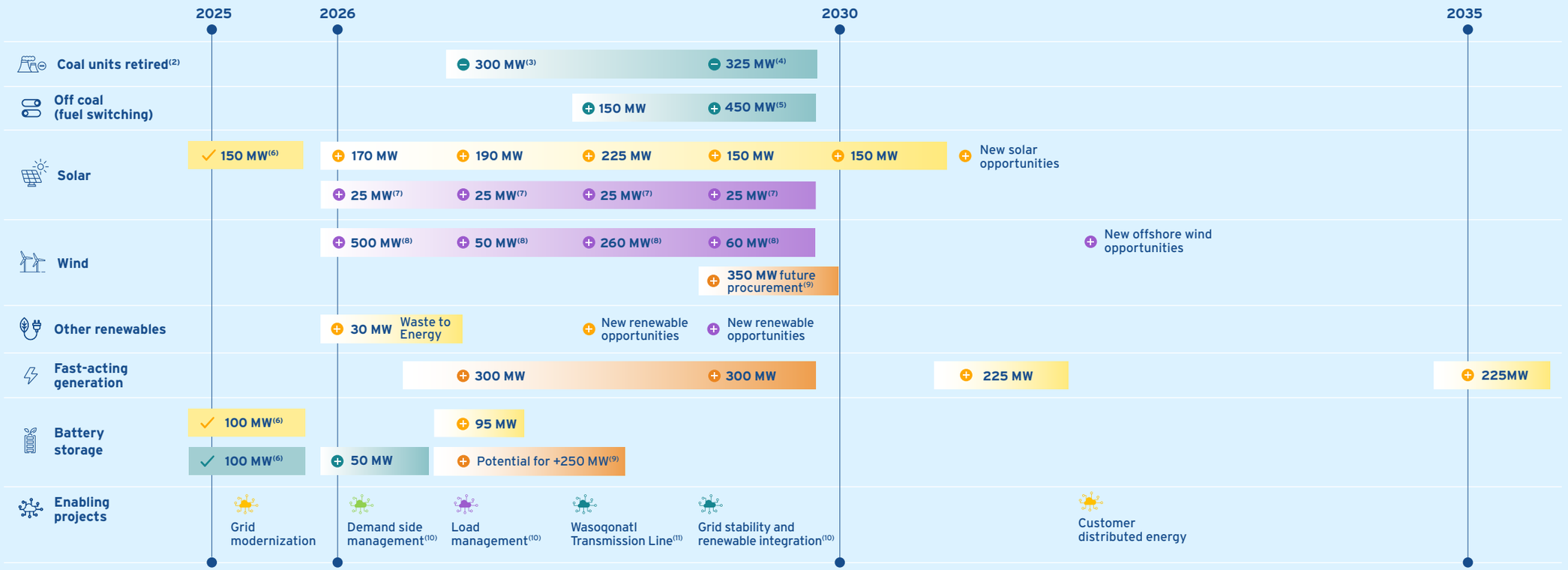
(2) Based on GWh of total available generation. Note that this represents 40.2 per cent renewable generation when reported using criteria, including energy sales, under the Renewable Electricity Regulations and associated renewable electricity standard in the Province of Nova Scotia.

(3) Includes hydro energy imported across the Maritime Link.

(4) Includes oil, which represented approximately 1 per cent of the total in 2025.

Near-Term Projects Supporting Our Energy Transition

Our pathway to a balanced energy future includes recently completed and in-progress near-term projects guided by short-term system planning, current regulatory requirements, reliability needs and customer affordability.[1]



This roadmap is subject to change and matters beyond our control, and is dependent upon decisions of, and/or support from, others including governments, regulators, independent system operators, independent power producers, interconnected utilities, partners, investors, customers and Indigenous communities. We will only proceed with forward-looking investments where we can demonstrate to the satisfaction of regulators that such investments are prudent and the most cost-effective solution for utility customers within the applicable legislative and regulatory regimes.

(1) As outlined in Nova Scotia Power's "The Path to 2030-2025 Update" and "2025 Ten-Year System Outlook" and Tampa Electric's "2026 Ten-Year Site Plan"
(2) Timing of coal unit retirements is contingent on replacement capacity being available from IESO Nova Scotia
(3) A total of two 150 MW units
(4) A total of two units (160 MW and 165 MW)
(5) A total of three 150 MW units
(6) Construction of these projects was completed in 2025; however, full operational output and realization of associated MW will occur in 2026
(7) Government of Nova Scotia program that is administered by Nova Scotia Power
(8) Encompasses provincial procurement programs and other independent power purchase agreements
(9) Actual size of additional battery and wind capacity and timing of battery/wind capacity additions will be determined by IESO Nova Scotia
(10) Multi-year initiatives
(11) NS-NB Reliability Intertie Project
(12) IESO Nova Scotia oversees independent energy system planning and future resource procurements
* Megawatt (MW) figures are approximate and have been rounded for presentation purposes

2025 Key Numbers

48%
reduction in CO_2 emissions since 2005[1] (2024: 49%)

75%
reduction in coal used in generation[2] (2024: 80%)

~2,050 MW
total installed renewable capacity (2024: 1,977 MW)

21%
of Emera's energy mix was renewable[3] (2024: 20%)

- Solar investments have saved Tampa Electric customers **$380 M USD** in avoided fuel costs[4]
- The Maritime Link provided **100 per cent** monopole availability, delivering **2 TWh** of clean hydroelectricity to Nova Scotia, and serving approximately **19 per cent** of Nova Scotia Power's energy requirements for the year.
- Approximately **55 per cent** of our five-year capital spend is on electric transmission, distribution, and gas infrastructure in support of reliability and customer growth.

(1) Includes Scope 1 generation CO_2 emissions for TEC and NSPI only. Scope 1 generation CO_2 emissions for NSPI and TEC are independently verified by a third party to a reasonable level of assurance.

(2) As a percentage of total GWh generated compared to 2005 levels. Our per cent reduction in coal is lower in 2025 than it was in 2024 (80 per cent). Nova Scotia government issued a Certificate of Variance in 2025 allowing Nova Scotia Power to adjust SO_2 emission limits over a ten-year period, providing flexibility to reduce fuel costs and support affordability while keeping total SO_2 emissions within previously established limits. This temporary flexibility enables increased coal-based generation from 2025–2027, resulting in higher CO_2 emissions in those years, while still meeting federal and provincial requirements to phase out coal and achieve 80 per cent renewable electricity by 2030.

(3) Based on owned and purchased renewable GWh generated.

(4) From the commencement of solar operations in 2017 through the end of 2025.

2025 Key Initiatives

Severe Weather Adaptation

- Tampa Electric marked a major milestone in 2025 with the successful completion of its Bearss Operations Center (BOC). This cutting-edge facility is now fully operational and reflects a significant step forward in reliable, resilient energy management. Equipped with advanced technologies, including a renewable energy control hub and an on-site diagnostics and drone facility, the BOC also features sleeping quarters, a kitchen, and showers to support safe, continuous operations during extended restoration efforts. Strategically located on higher ground outside flood zones and built to withstand Category 5 hurricanes, the facility can safely accommodate up to 550 team members, ensuring our ability to manage system needs during even the most severe weather conditions.
- Tampa Electric is nearing completion of its private Long-Term Evolution (LTE) network, an advanced system that strengthens grid-wide communications and provides real-time connectivity to modern field and grid devices.
- In 2025, Nova Scotia Power further strengthened its wildfire mitigation efforts by expanding vegetation management. The company used new tools—including satellite imagery, aerial inspections, and drones—to detect risks earlier and improve planning. Teams enhanced real-time monitoring of fire conditions and updated operating practices, including added safety checks and required on-site fire suppression equipment during high-risk periods. Continued collaboration with provincial agencies and community partners remains central to reducing wildfire risk and improving system resilience.

Cottonmouth Ranch Solar Facility, constructed by Tampa Electric in 2025, helps contribute to the 150 MW of solar generation added in Florida

- Building on earlier qualitative climate risk assessments, Emera continued to advance its understanding of evolving physical severe weather/climate impacts across key assets through two detailed studies completed in 2025. Emera Newfoundland and Labrador's climate study for the Maritime Link found that warmer temperatures, more intense rainfall, stronger wind gusts, a longer wildfire season, and rising sea and marine temperatures could require future operational and planning considerations for the substations, converter stations, transmission lines, and subsea cables. Meanwhile, Emera New Brunswick's study for the Brunswick Pipeline identified that higher temperatures, wildfires, stronger winds, more intense rainfall, lightning, and localized flooding could elevate risks for certain pipeline components. Both studies help guide long-term planning and targeted resilience measures to ensure the continued safety and reliability of these critical energy corridors as environmental conditions evolve.

Accelerating Innovation

- Nova Scotia Power is utilizing advanced satellite imaging and AI technology to address the persistent challenge of tree-related outages. By partnering with AiDASH, the utility analyzes high-resolution images of its 28,000 km network to identify and prioritize high-risk areas for vegetation management. This targeted approach ensures efficient use of resources and budget while improving reliability and reducing outage frequency. It is also a part of the utility's broader five-year reliability plan that demonstrates Nova Scotia Power's commitment to modernizing its grid and meeting reliability standards.
- Our Florida-based utilities are deploying AI technology to enhance operational performance across their systems. At Peoples Gas, AI-enabled tools are improving crew dispatch, strengthening damage prevention and locate practices, and reducing outage risks. At Tampa Electric, AI and drone technologies are being used to modernize solar site inspections, reducing manual effort and inspection time, improving safety, and helping to optimize asset performance—resulting in a more efficient and cost-effective process overall.

2025 marked an important milestone for Tampa Electric with the opening of its new, state-of-the-art Bearss Operations Center (BOC).

Renewable Energy and Storage

- Two 50-MW grid-scale battery facilities developed by Nova Scotia Power went into operation in 2025. A part of daily grid operations, these battery sites provide safe, reliable and clean energy, and support the province's energy system during periods of peak demand while boosting resilience. The Wskijinu'k Mtmo'taqnuow Agency (WMA) and Nova Scotia Power have shaped an investment arrangement for this project that enables Mi'kmaw communities to participate as equity partners—a benefit to all 13 Mi'kmaw communities in Nova Scotia. With a third battery site scheduled to come online in August 2026, this project supports mandates to phase out coal from the generation mix and reach 80 per cent renewables by 2030.
- Peoples Gas continues to pursue renewable natural gas (RNG) projects. In addition to the two projects that came online in 2025—the Polk County municipal landfill and Southern Cross Dairy—two new projects—Trail Ridge Landfill RNG and Captona Food Waste to RNG—are currently in development. These RNG initiatives capture waste gases that would otherwise be emitted to the atmosphere to create renewable natural gas, advancing our efforts to reduce greenhouse gas emissions and expand cleaner energy sources.

Learn More

- Capital Project Details
- Environmental Policy
- Environmental Management System

Nova Scotia Power brought new battery storage facilities online in Waverley and Bridgewater, with each site powering up to 40,000 homes.

Community

Emera is dedicated to supporting meaningful programs and initiatives in communities where our employees live and work. This commitment is central to the culture we foster and reflects our role as a responsible community partner.

In 2025, that commitment was in action through $13.9 million invested in community initiatives. Our employees dedicated more than 32,708 non-working volunteer hours to charitable organizations. Emera complemented these efforts by making financial contributions to the organizations where employees volunteered.

To measure the value and impact of our community investment, each year we work with the London Benchmarking Group ("LBG") Canada. The LBG have guided corporate community investment since 2005. Using this model ensures a globally consistent and credible approach to assessing our Community Investment Program. Learn more about our impact at emera.com/community.

2025 Key Initiatives

- The longstanding partnership between Tampa Electric and Tampa General Hospital was highlighted with the renaming of the hospital's burn center to *TGH Burn Center: A TECO Partnership*. As one of only six burn centers in Florida verified by the American Burn Association/ American College of Surgeons, this vital facility provides innovative, life-saving care to over 800 patients annually. Tampa Electric's investment advances burn care and offers hope and healing to patients across the state.

2025 Key Numbers

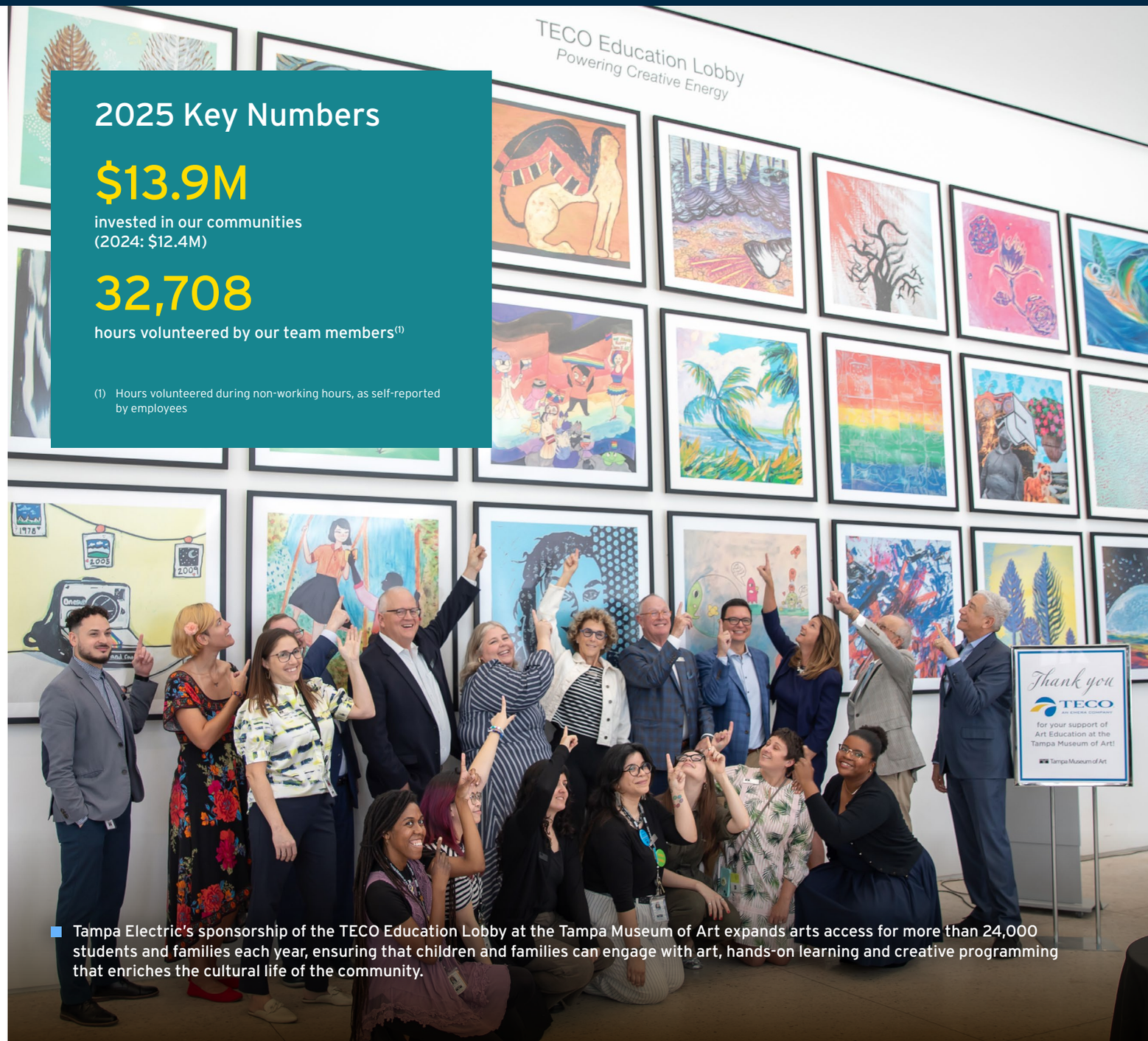
$13.9M

invested in our communities
(2024: $12.4M)

32,708

hours volunteered by our team members[1]

(1) Hours volunteered during non-working hours, as self-reported by employees



Tampa Electric's sponsorship of the TECO Education Lobby at the Tampa Museum of Art expands arts access for more than 24,000 students and families each year, ensuring that children and families can engage with art, hands-on learning and creative programming that enriches the cultural life of the community.

- For nearly 20 years, Tampa Electric has partnered with Ecosphere to restore and protect the Newman Branch creek and surrounding habitats—an effort that began in 2005 when the company joined a pioneering initiative to rehabilitate the tidal creek, originally dredged in the 1940s. This first-of-its-kind public-private partnership used public funding to restore private land due to the ecological importance of the area for fish and wildlife. Since then, Tampa Electric and Ecosphere have completed eight phases of restoration work, securing more than $950,000 USD in grant funding and restoring 75 acres for a total of over 100 acres of protected land. The project has earned multiple awards, including an Award of Excellence from the Planning Commission and, most recently, a 2025 Outstanding Contribution to the Community Award for the installation of a new living shoreline and tidal creek enhancement completed this past year.
- In 2025, Emera Inc. announced a partnership with the QEII Foundation to launch its Health Equity Fund—a ground-breaking, first-of-its-kind in Canada initiative that addresses disparities in health care. With a $1-million donation spread over multiple years, Emera's support will help researchers whose work is advancing health equity across Nova Scotia.
- In 2025, Emera Inc. announced a new $250,000 investment in the PREP Academy, supporting 150 students in its first year and expanding over the next three years. This brings Emera's total contribution to $500,000 since the partnership began in 2021. The PREP Academy supports African Nova Scotian students pursuing post-secondary education through culturally relevant coaching, mentoring, and leadership development. Through this partnership, students have gained access to professional development, networking, job shadowing, and mentorship opportunities with employees at Emera Inc. and Nova Scotia Power.
- Emera and Nova Scotia Power have partnered with United Way for many years through workplace campaigns across our operations in Atlantic Canada. In addition to the employee donations, annually Emera provides a corporate contribution to support United Way's work in the region. In 2025, employee donations and corporate contributions totalled $300,239, continuing our legacy as Atlantic Canada's largest corporate workplace partner with United Way since 1999.

Senior leaders participated in the QEII Foundation's new Health Equity Fund at the Nova Scotia Health Innovation Hub, highlighting Emera's commitment to advancing healthcare innovation.

Our People

Our people are central to delivering reliable, affordable energy and advancing our long-term strategy. We invest in creating safe, inclusive and healthy workplaces, and focus on attracting, developing and retaining exceptional talent. By offering meaningful development opportunities, competitive compensation and benefits, and a rewarding employee experience, we enable our teams to contribute effectively today while building skills for the future.

In partnership with Emera, each operating company implements multi-year strategies aligned with our principles and tailored to local needs. Employee resource groups and committees across Emera are vital in maintaining and evolving our workplace culture. We emphasize collaboration and respect through regular in-person events and virtual learning. Guided by employee feedback, including engagement surveys, we continue to listen, learn and adapt—ensuring our People Strategy remains responsive and supports a workplace where everyone can thrive.

Employee Resource Groups host events across Emera throughout the year to recognize various celebrations and events.

2025 Key Numbers

7 years[1]
recognized as a Top 100 Employer in Canada

39%
female senior leaders across Emera companies[2] (2024: 37%)

560+
employees graduated from Emera's Leadership Academy in the last five years[3]

24
Employee Resource Groups across Emera (2024: 15)

(1) Latest year achieved for Top 100 Employer was 2025. Annual "Top 100" rankings are conducted by Mediacorp Canada Inc.
(2) Senior leadership is defined as Director level and above.
(3) Emera's Leadership Academy provides an interactive learning experience for leaders at all levels. Participants join cross-business cohorts and engage in self directed learning, coach led development, and group sessions. The program builds foundational and advanced leadership skills with a focus on applying them in real business settings.

2025 Key Initiatives

- Emera's Co-op program offers students hands-on experience in the energy sector, bridging the gap between classroom learning and real-world experience. Working with experienced teams offers participants opportunities to increase their skills and workforce readiness. Nearly one in five students enrolled in our Canadian co-op and intern programs choose to continue working with Emera, reinforcing our commitment to cultivating the next generation of leaders, and ensuring a skilled workforce for the future.
- Employee Resource Groups (ERGs) across Emera highlighted and recognized the achievements of groups throughout the year, with events and celebrations including Black History Month, Veteran's Day, National Day for Truth and Reconciliation, Mi'kmaw History Month, International Women's Day, Pride Month and Latin American Heritage Month.
- Nova Scotia Power partnered with Nova Scotia Community College (NSCC) to launch a new Power and Utility Line Work certification that supports workforce development and future system needs. In 2025, Nova Scotia Power provided a bucket truck to support hands-on learning for students enrolled in the one-year program.
- Since 2023, Tampa Electric has partnered with Hillsborough College on the Electrical Line Worker Training Program. Tampa Electric awards full scholarships and provides instructors and equipment, including a training yard. The four-month-long curriculum gives qualifying students the chance to learn the fundamental skills needed to become line worker trainees.

Tampa General Hospital renamed their burn center as TGH Burn Center: A TECO Partnership, highlighting a longstanding partnership with Tampa Electric.

Indigenous Engagement and Opportunity

Our approach to Indigenous engagement is grounded in building trust, mutual respect and ongoing collaboration. Guided by the principles of reconciliation and inclusion, we aim to ensure Indigenous perspectives are meaningfully reflected in our decisions and activities. We listen, learn and adapt our practices in partnership with our Indigenous communities, working to align our initiatives with the needs and aspirations of Indigenous peoples.

Across our operations, we prioritize early and continuous engagement that supports understanding of rights, interests and expectations. We partner with Indigenous communities to support meaningful participation in energy projects, including through training, employment, and equity opportunities. This work is supported by collaboration on environmental monitoring and project oversight, as well as cultural training and targeted community investments that advance reconciliation.

Opal Harlow (L'sitkuk First Nation), Project Liaison with NS Power's Mi'kmaq Relations team, speaks during a Red Dress Day observance honouring Mi'kmaq culture, teachings, and seasonal traditions.

Jeff Purdy (Wasoqopa'q First Nation), Senior Mi'kmaq Advisor, offers a ceremonial smudge as part of the National Day for Truth and Reconciliation flag raising.

2025 Key Initiatives

- Currently under construction, the Wasoqonatl Transmission Line (NS-NB Intertie) is a 160 km, 345-kV transmission project connecting Nova Scotia and New Brunswick built to strengthen regional reliability and support the integration of additional renewable energy across both provinces. The project—a partnership between Nova Scotia Power, Wskijnu'k Mtmo'taqnuow Agency, and the Canada Infrastructure Bank—includes all 13 Mi'kmaw communities in Nova Scotia and all nine Mi'gmaq First Nation communities in New Brunswick as equity partners. The project's innovative ownership model supports First Nations reconciliation and economic development while improving the ability to move renewable power across provincial borders and managing cost impacts to customers. Construction is expected to be complete by 2028.
- Nova Scotia Power supports capacity building in working with the Mi'kmaw and enabling meaningful partnerships in projects. For example, Nova Scotia Power partnered with Kwilmu'kw Maw-klusuaqn (KMKNO) to co-develop and deliver a three-day "Field School" for Environmental and Mi'kmaw Community Monitors working on the Wasoqonatl Transmission Line Project.

Biodiversity and Land Use

Emera's Environmental Management System (EMS) guides how we assess and manage environmental risks across the full lifecycle of our operations, and is aligned with ISO 14001 standards, from early planning through construction, daily activities and maintenance. Through our EMS, we identify sensitive biological resources, design projects to avoid or reduce impacts, and apply site-specific measures such as water and sediment controls, wetland safeguards, and wildlife protection. When impact avoidance isn't possible, we implement mitigation, restoration, or offset actions that help maintain long-term ecosystem health.

In 2025, we worked with partners, communities, and experts to advance conservation through data sharing, monitoring programs, field documentation, and restoration initiatives. This included efforts to protect species at risk. We apply the same stewardship principles to water management, focusing on efficient use, responsible discharges, fish passage in hydro systems, and regulatory compliance. Across our operations, we continue to reduce consumption, expand recycling and reuse, and protect water quality to support sustainable regional water management.

Pond 1 at Bayside Generating Station outfitted with a floating cover, supporting water conservation and healthier local waterways.

2025 Key Initiatives

- Tampa Electric advanced water stewardship in 2025 through key projects at its Bayside and Big Bend stations. At Bayside, a new floating cover is expected to reduce evaporation on a pond by up to 95 per cent, saving more than 1.1 million gallons (4.1 ML) each month. This will lower potable water use and reduce algal growth and related chemical treatment needs. At Big Bend, the new Deep Injection Well Project is comprised of two wells capable of handling 2 million gallons (7.6ML) per day. This eliminates process wastewater discharges and removes a source of nitrogen to Hillsborough Bay, improving overall water balance and supporting healthier local ecosystems.
- The Ocean Supercluster (OSC) projects OceanAware and HydroAware have advanced AI-enabled fish monitoring technology capable of counting fish in harsh, remote environments and in real time. Led by Innovasea in partnership with Nova Scotia Power and other industry collaborators, the projects resulted in HydroAI, a system that integrates high-resolution video cameras with AI-powered, cloud-based software for automated fish counts. In 2025, eleven HydroAI systems were installed at Nova Scotia Power hydro sites, recording 5.2 million upstream migrating fish through ladders. This initiative improved Nova Scotia Power's ability to manage and optimize fish passage, reduced the need for manual counting and related safety risks, and provided regulators with secure, verified data that strengthens compliance and trust.
- A study of the Maritime Link examined whether the subsea power cables between Newfoundland and Nova Scotia influence the movements of American lobster and snow crab. Final data analysis was completed in 2025, concluding the long-term monitoring program. Tracking tagged animals from 2014 through 2024 showed no significant changes in crossing rates, movement speeds, or behavioural responses before installation, after installation, or during regular cable operation. Natural environmental factors—not the cables—explained nearly all observed movement patterns, confirming that the cables did not act as a barrier or alter behaviour in the study areas. These findings also provide important insight for future subsea cables, including those proposed for offshore wind projects, and demonstrate that properly designed and installed cables are unlikely to affect similar benthic species in comparable environments.

Learn More

- Biodiversity Programs
- Environmental Policy

HydroAI's high-resolution, AI-powered monitoring system actively counts upstream migrating fish on a Nova Scotia Power hydro fish ladder.

Forward-Looking Information

This sustainability report contains "forward-looking information" within the meaning of applicable Canadian securities laws and "forward-looking statements" within the meaning of applicable US securities laws, including without limitation, the United States Private Securities Litigation Reform Act of 1995 (collectively, "FLI"). Words such as *anticipates, believes, budget, continue, could, estimates, expects, forecast, goals, intends, may, objectives, plans, projects, schedule, should, strategy, strive, targets, will, would* and similar words and expressions are often intended to identify FLI, although not all FLI contains these identifying words. References to "Emera" in this section include references to the subsidiaries of Emera.

The FLI includes, but is not limited to, statements about the Company's expectations and plans regarding: future growth; sustainability planning and progress; stakeholder engagement; capital investment; health and safety initiatives; employee recruitment, development and inclusion; community investment; balancing reliability, affordability and cleaner energy; engagement with Indigenous communities; emissions reduction; climate risk assessment; biodiversity, vegetation, water, wildlife and land management and protection initiatives; new technologies; grid modernization; electrification and storage; storm [infrastructure] hardening and strengthening system performance and resilience; outage reduction; timing of the planned phase-out of coal; and cybersecurity programs.

The FLI is subject to risks, uncertainties and assumptions. Readers are cautioned not to place undue reliance on FLI, as actual results may differ materially due to various factors, including without limitation, regulatory and policy changes or decisions, stakeholder support, economic conditions, international trade, capital investment needs, technology developments, weather and climate-related events, supply chain and commodity risks, cybersecurity and infrastructure risks, labour availability, and operational or maintenance issues.

All FLI in this sustainability report is provided pursuant to safe harbour provisions contained in applicable securities laws and qualified in its entirety by the above cautionary statements. Except as required by law, Emera undertakes no obligation and disclaims any intention to revise or update any FLI as a result of new information, future events or otherwise. Additional details about the above-referenced assumptions, risks, uncertainties and other factors are described in Emera's securities regulatory filings, which can be found on SEDAR+ at www.sedarplus.ca and on EDGAR at www.sec.gov.

GRI and SASB Index[1]

For a Three-Year Quantitative Data Summary, see the Downloads section of our website.

Disclosure/Code	Disclosure Response
GRI 2 GENERAL DISCLOSURES	
2-1	**ORGANIZATIONAL DETAILS**
2-1-a	Emera Inc.
2-1-b	Emera is a leading North American provider of energy services.
2-1-c	Emera is headquartered in Halifax, Nova Scotia, Canada.
2-1-d	The data included in this report are relevant to Emera's operations located in Canada (Nova Scotia, New Brunswick, Newfoundland), the United States (Florida and New Mexico), Barbados, and Grand Bahama. • 2025 Emera Annual Information Form, p. 6 • 2025 Emera Annual Report: Emera at a Glance, inside cover; Business Overview and Outlook, p. 19-23
2-2	**ENTITIES INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING**
2-2-a	Emera operating companies included in our sustainability reporting include: Tampa Electric Company (TEC), Nova Scotia Power Inc. (NSPI), Barbados Light & Power Company Limited (BLPC), Grand Bahama Power Company Limited (GBPC)[2], Peoples Gas System (PGS), New Mexico Gas Company, Inc. (NMGC)[3], Emera New Brunswick Pipeline Company Limited (Brunswick Pipeline), SeaCoast Gas Transmission, LLC (SeaCoast), NSP Maritime Link Inc (ENL — Emera Newfoundland and Labrador) and Emera Energy (EE).
2-2-b	The only difference between the above list and the list of Emera rate-regulated subsidiaries or equity investment subsidiaries included in Emera's 2025 Management Discussion & Analysis (MD&A) is Emera Energy (EE) which is included in the Other Segment in our MD&A disclosure.
2-2-c	Disclosures related to minority interests are not included in our 2025 Sustainability Report or our associated GRI and SASB Index. We include or remove data for wholly owned subsidiaries as they are acquired or sold, respectively. • 2025 Emera Annual Information Form, p. 7-19 • 2025 Emera Annual Report: Management's Discussion & Analysis, p. 10; Business Overview and Outlook, p. 19-23
2-3	**REPORTING PERIOD, FREQUENCY AND CONTACT POINT**
2-3-a	Emera's Sustainability Report is published annually. The reporting period for our 2025 Report is January 1 to December 31, 2025. Company examples are from 2025 and 2026. The reporting period for our Sustainability Report is the same reporting period as our Annual Report.
2-3-b	Our 2025 Sustainability Report was published May 14, 2026.
2-3-c	For questions about our 2025 Sustainability Report reach out to us at sustainability@emera.com, or any of the following:
2-3-d	**Mail** 1223 Lower Water Street Halifax, Nova Scotia B3J 3S8 **Phone** Local: 902-450-0507 Toll free: 1-888-450-0507 **Fax** 902-428-6112 **Other** • 2025 Emera Annual Report: Management's Discussion & Analysis, p. 10 • 2025 Emera Sustainability Report, p. 4

(1) GRI indicators are informed by GRI Standards 2016 except for GRI 2: General Disclosures (2021), GRI 207: Tax (2019); GRI 303: Water and Effluents (2018); GRI 306: Waste (2020); and GRI 403: Occupational Health and Safety (2018).
(2) Emera announced agreements to sell GBPC in May 2026.
(3) In August 2024, Emera entered into an agreement to sell NMGC. This is expected to be complete in the first half of 2026.

Disclosure/Code	Disclosure Response
2-4	**RESTATEMENTS OF INFORMATION**
2-4-a	The following are restatements of information made in last year's and the current Sustainability Reports: (May 20, 2025) 2023 Sustainability Report (p. 63), under IF-EU-550A.2: A transcription error was identified in Emera's System Average Interruption Frequency Index (SAIFI) in 2023. Emera's 2023 SAIFI was 3.27 (all-in) and 1.79 (MEDS and Planning included). (May 20, 2025) 2022 Sustainability Report (p. 86), under 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. (May 20, 2025) 2023 Sustainability Report (p.44), under 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. (May 14, 2026) 2024 Sustainability Report (p. 46), under 306-3: PCB waste generated was updated from 19 to 25.7 tonnes and 4,191 to 5,951 L due to additional data submitted in 2025. (May 14, 2026) 2024 Sustainability Report (p. 44), under 305-7: under Other Emissions, Total Particulate Matter, was updated from 590 to 712 tonnes due to methodology adjustment in 2025.
2-5	**EXTERNAL ASSURANCE**
2-5-a and b	Our 2025 Sustainability Report has not been externally assured. • 2025 Emera Sustainability Report: About This Report, p. 3
2-6	**ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS**
2-6-a-d	Emera owns and operates cost-of-service, rate-regulated electric and gas utilities in Canada, the United States and the Caribbean. Cost-of-service utilities provide essential electric and gas services in designated territories under franchises and are overseen by regulatory authorities. The majority of Emera's investments in rate-regulated businesses are located in Florida with other investments in Nova Scotia, New Mexico and the Caribbean. • 2025 Emera Annual Report: Introduction and Strategic Overview, p. 11-12; Business Overview and Outlook, p. 19-23 • 2025 Emera Annual Information Form: Introduction, Description of the Business, General Development of the Business, p. 6-30

Disclosure/Code	Disclosure Response
2-7	**EMPLOYEES**

Total Number of Employees by Employment Contract, by Gender (includes full-time and part-time employees)

	Permanent		Temporary	
	# of Employees	% of Employees	# of Employees	% of Employees
Female	2,224	29%	72	30%
Male	5,337	71%	165	70%
Total	**7,561**	**100%**	**237**	**100%**

Total Number of Employees by Employment Contract, by Region (includes full-time and part-time employees)

	Permanent		Temporary	
	# of Employees	% of Employees	# of Employees	% of Employees
Canada	2,622	35%	180	76%
US	4,284	57%	35	15%
Caribbean	655	9%	22	9%
Total	**7,561**	**100%**	**237**	**100%**

Total Number of Employees by Employment Type, by Gender (includes full-time and part-time employees)

	FTE		< 1 FTE	
	# of Employees	% of Employees	# of Employees	% of Employees
Female	2,289	29%	7	35%
Male	5,489	71%	13	65%
Total	**7,778**	**100%**	**20**	**100%**

2-8	**WORKERS WHO ARE NOT EMPLOYEES**
	Emera does not disclose data on workers who are not employees.
2-9	**GOVERNANCE STRUCTURE AND COMPOSITION**
2-9-a, b and c	• 2026 Emera Management Information Circular: Director Nominees, p. 19-31; Safety and Risk Committee, p. 63-64 • 2025 Emera Sustainability Report: Governance and Risk Management, p. 5 • Emera Board & Governance • Emera Chair of the Board of Directors Charter • Emera Leadership

Disclosure/Code	Disclosure Response
2-10	**NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY**
2-10-a and b	• 2026 Emera Management Information Circular: Director Nominees, p. 19-31
2-11	**CHAIR OF THE HIGHEST GOVERNANCE BODY**
2-11-a and b	• 2026 Emera Management Information Circular: Position Descriptions, p. 40
2-12	**ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS**
2-12-a-c	Emera's Safety and Risk Committee (SRC) of the Board of Directors oversees specific areas related to (i) preservation of employee and public safety, (ii) identification and mitigation of material risks to Emera, and (iii) environmental and sustainability matters. • 2026 Emera Management Information Circular: Safety and Risk Committee, p. 63-64 • Emera Safety and Risk Committee Charter
2-13	**DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS**
	Emera's SRC receives and reviews periodic reports from management on the status of material sustainability risks. Our Sustainability and Environment Management Committee (SEMC), which consists of senior leaders from across our business and is chaired by our President and CEO, provides executive oversight of our sustainability function and progress. • 2026 Emera Management Information Circular: Safety and Risk Committee, p. 63-64 • Sustainability and Environment Management Committee Charter
2-14	**ROLE OF THE HIGHEST GOVERNANCE BODY FOR SUSTAINABILITY REPORTING**
	• Safety and Risk Committee Charter • 2025 Emera Sustainability Report: Governance and Risk Management, p. 5
2-15	**CONFLICTS OF INTEREST**
2-15-a and b	• Emera Board of Directors Charter • Conflicts of Interest Disclosure Policy • 2026 Emera Management Information Circular: Ethical Business Conduct, p. 53-54
2-16	**COMMUNICATION OF CRITICAL CONCERNS**
2-16-a and b	• Emera Code of Conduct • Safety and Risk Committee Charter • 2025 Emera Sustainability Report: Governance and Risk Management, p. 5
2-17	**COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY**
2-17-a	• 2026 Emera Management Information Circular: Director Nominee Skills and Experience, p. 32
2-18	**EVALUATION OF THE PERFORMANCE OF THE HIGHEST GOVERNANCE BODY**
2-18-a, b and c	• 2026 Emera Management Information Circular: Board and Director Performance Assessments, p. 43-44 • 2025 Emera Sustainability Report: Governance and Risk Management, p. 5

Disclosure/Code	Disclosure Response
2-19	**REMUNERATION POLICIES**
2-19-a and b	• 2026 Emera Management Information Circular: Executive Compensation, p. 72-119
2-20	**PROCESS TO DETERMINE REMUNERATION**
2-20-a and b	• 2026 Emera Management Information Circular: Executive Compensation, p. 72-119
2-21	**ANNUAL TOTAL COMPENSATION RATIO**
2-21-a, b and c	Emera does not disclose information on its annual total compensation ratio.
2-22	**STATEMENT OF SUSTAINABLE DEVELOPMENT STRATEGY**
	Emera's sustainability priorities are reviewed annually by the Sustainability and Environment Management Committee (SEMC) and the SRC of the Board. Comprehensive materiality assessments are conducted on a three-year cycle, to ensure our focus reflects the most relevant issues for our stakeholders and business. The most recent full assessment, completed in 2024, engaged executive and Board leadership, investors, and operating company subject-matter experts. This assessment also incorporated reporting standards, sustainability research, ratings providers and industry best practices. • 2025 Emera Sustainability Report: Governance and Risk Management, p. 5
2-23	**POLICY COMMITMENTS**
2-24	**EMBEDDING POLICY COMMITMENTS**
	Emera's Code of Conduct and the values on which it is based are integral to ensuring we are always doing the right thing at Emera. Our Code guides us in making good decisions and acting appropriately. Our Code is supported by policies that drive accountability and reinforce our commitment to delivering for our customers, shareholders, communities and colleagues. Our Code applies to all members of the Board of Directors, all officers and all employees of Emera Inc. and its operating companies. Review and sign-off of Code of Conduct training is required annually. • Emera Code of Conduct • Emera Policies: Anti-Corruption Policy, Compliance Management System Policy, Conflicts of Interest Disclosure Policy, Environmental Policy, Modern Slavery in Supply Chain Policy, Occupational Safety and Health Policy, Political Activity Policy, Respectful Workplace Policy, Statement on Human Rights, Third-Party Risk Management Policy.
2-25	**PROCESSES TO REMEDIATE NEGATIVE IMPACTS (GRIEVANCE MECHANISMS)**
2-26	**MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS (WHISTLEBLOWER MECHANISMS)**
	Across Emera's operating companies, local stakeholder engagement is the primary and most direct avenue for raising questions, seeking advice, or addressing concerns. Stakeholders can easily contact our customer service departments or reach out directly to local generating plants and service territory offices. Concerns raised through these channels are documented and assigned to the appropriate employee/team to ensure timely follow-up and resolution. Our operating companies also host community and stakeholder engagement sessions, as needed, to share information and actively solicit feedback on local projects, ongoing operations, and specific topics of concern. This localized approach allows issues to be addressed by teams who are closest to the communities and operations involved, supporting responsive and meaningful engagement. In addition to these operating company channels, Emera's Ethics Hotline provides employees, contractors, and third parties with a mechanism to report serious concerns related to ethical misconduct (in a confidential and anonymous manner). Emera's Vice President, Audit Services, is responsible for administering the Ethics Hotline process, with oversight from the Executive Vice President, Legal and General Counsel, and relevant Emera Board subcommittees. Reports received through the Ethics Hotline are only disclosed to those who must know in order to properly investigate the concern. Investigations may be conducted and/or managed by Audit Services, Ethics & Compliance, Human Resources, Legal and/or Corporate Security personnel within an Emera Company or potentially by an external agent or agency, depending on the nature of the matter. Committees of the Emera Board receive periodic updates on Hotline reports that fall within the scope of the Committee's mandate based on the nature of the matter. • Emera Code of Conduct • 2026 Emera Management Information Circular: Ethics Hotline, p. 54

Disclosure/Code	Disclosure Response
2-27	**COMPLIANCE WITH LAWS AND REGULATIONS**
	Environment There were no fines or sanctions for non-compliance with environmental laws or regulations at any operating companies in 2025. **Safety** Two Pipeline and Hazardous Materials Safety Administration (PHMSA) incidents were reported in 2025 for Peoples Gas. Both were due to third-party damages. PGS also received three FPSC pipeline safety violations. NMGC received four Notice of Probable Violation Letters resulting from four of seven audits from the New Mexico Pipeline Safety Bureau (PSB).
2-28	**MEMBERSHIP ASSOCIATIONS**
	Emera has operating companies that are members of Electricity Canada, Edison Electrical Institute (EEI), American Gas Association (AGA), and the Caribbean Electric Utility Services Corporation (CARILEC).
2-29	**APPROACH TO STAKEHOLDER ENGAGEMENT**
	• 2025 Emera Sustainability Report: Governance and Risk Management, p. 5 • Stakeholder Engagement table in the Downloads section of our website
2-30	**COLLECTIVE BARGAINING AGREEMENTS**
2-30-a	Approximately 30 per cent of Emera's employees were represented by a union in 2025. Emera and its operating companies respect the rights of bargaining agreements and adhere to the collective bargaining process, including the right to bargain and strike, and observe all regulatory requirements.
2-30-b	The working conditions and terms of employment of non-unionized employees are not influenced or determined based on other collective bargaining agreements. • 2025 Emera Annual Information Form, p. 7
	SASB ACTIVITY METRICS (GENERAL DISCLOSURES) EU— ELECTRIC UTILITIES, GU— GAS UTILITIES
IF-EU-000.A	**NUMBER OF: (1) RESIDENTIAL, (2) COMMERCIAL, AND (3) INDUSTRIAL CUSTOMERS SERVED**
	• Residential — 1,418,956 • Commercial — 138,877 • Industrial — 3,586 • Other — 54,610
IF-EU-000.B	**TOTAL ELECTRICITY DELIVERED TO: (1) RESIDENTIAL, (2) COMMERCIAL, (3) INDUSTRIAL, (4) ALL OTHER RETAIL CUSTOMERS, AND (5) WHOLESALE CUSTOMERS**
	• Residential — 16,103 GWh • Commercial — 10,503 GWh • Industrial — 4,261 GWh • Other — 2,229 GWh
IF-EU-000.C	**LENGTH OF TRANSMISSION AND DISTRIBUTION LINES**
	Across its electric utilities, Emera has approximately 8,200 km of aboveground transmission lines and 348 km of underground (including subsea, 170 km) transmission lines. There are approximately 42,000 km of aboveground and approximately 13,000 km of underground distribution lines.

Disclosure/Code	Disclosure Response
IF-EU-000.D	**TOTAL ELECTRICITY GENERATED, PERCENTAGE BY MAJOR ENERGY SOURCE, PERCENTAGE IN REGULATED MARKETS**

Net Generation by Energy Source (Excluding Purchases)

Source	MWh	Percentage
Coal	4,683,890	16%
Natural Gas	18,872,088	66%
Petroleum	1,521,777	5%
Biomass	318,803	1%
Hydroelectric	594,003	2%
Solar	2,436,164	9%
Wind	258,765	1%
Total	**28,685,490**	**100%**

100% of energy generated is in regulated markets.

Installed Capacity (MW)*

Coal	1,225
Natural Gas	5,761
Petroleum	593
Biomass	93
Hydroelectric	374
Solar	1,436
Wind	148

Total Installed Capacity — 9,630 MW
Total Renewable Capacity — 2,051 MW

*Dual fuel unit installed capacities have been classified according to the primary fuel source used. Total installed capacities include long-term rental generation units.

In addition to the above, there is 219.3 MW battery storage installed at Emera sites. This includes battery storage at the Barbados Light and Power solar farm in Trents, St. Lucy (5 MW); at Grand Bahama Power (9.3 MW), at Tampa Electric's Solar Big Bend Installation (10 MW), Dover Battery Storage site (15 MW), Lake Mabel (40 MW), and Wimauma (40 MW); and at Nova Scotia Power's Spider Lake and Bridgewater Battery Storage sites (50 MW each).

Disclosure/Code	Disclosure Response
IF-EU-000.E	**TOTAL WHOLESALE ELECTRICITY PURCHASED**
	Emera's electric utilities purchased 6,448,400 MWh of electricity for resale in 2025.
IF-GU-000.A	**NUMBER OF: (1) RESIDENTIAL CUSTOMERS, (2) COMMERCIAL CUSTOMERS, AND (3) INDUSTRIAL CUSTOMERS SERVED**
	• Residential — 991,482 • Commercial — 50,686 • Industrial — 8 • Other — 33,391
IF-GU-000.B	**AMOUNT OF NATURAL GAS DELIVERED TO: (1) RESIDENTIAL CUSTOMERS, (2) COMMERCIAL CUSTOMERS, (3) INDUSTRIAL CUSTOMERS, AND (4) TRANSFERRED TO A THIRD PARTY**
	• Residential — 33,076,594 MMBtu • Commercial — 86,760,249 MMBtu • Industrial — 163,906,986 MMBtu • Transferred to a third party — 31,332,231 MMBtu
IF-GU-000.C	**LENGTH OF GAS (1) TRANSMISSION AND (2) DISTRIBUTION PIPELINES**
	Emera has approximately 2,800 km of transmission pipelines and approximately 44,000 km of distribution pipelines across its gas utilities.
103	**MANAGEMENT APPROACH**
	MANAGEMENT APPROACH
	Our management approach is described in the following sections: 201 Economic Performance 301 Environmental Performance 401 Social Performance
201	**ECONOMIC PERFORMANCE**
	MANAGEMENT APPROACH
	Emera is at the forefront of a transformative era in energy with robust opportunities to invest on behalf of customers across the portfolio. Our proven strategy and operational excellence ensure we can capitalize on this growth. • 2025 Emera Annual Report, p. 1-61 • 2025 Emera Sustainability Report: About This Report, p. 3; The Energy Trilemma, p. 8
201-1	**DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED**
	$7.4 billion in economic value distributed in our operating markets. This includes our community investments, capital payments (including dividends), employee wages and benefits, and taxes.
201-2	**FINANCIAL IMPLICATIONS AND OTHER RISKS AND OPPORTUNITIES DUE TO CLIMATE CHANGE**
	Managing the complexity of the energy trilemma requires a balance of system reliability, customer cost impacts, and climate-related physical and transition risks as government policy and regulatory environments evolve. At Emera, this balance shapes how we plan, sequence, and allocate capital, and informs regulatory engagement across our operations. • 2025 Sustainability Report: The Energy Trilemma, p. 8

Disclosure/Code	Disclosure Response
201-3	**DEFINED BENEFIT PLAN OBLIGATIONS AND OTHER RETIREMENT PLANS**
	• 2025 Emera Annual Report, p. 43, 52, 56-57, 111-116
202	**MARKET PRESENCE**
202-1	**RATIOS OF STANDARD ENTRY LEVEL WAGE BY GENDER COMPARED TO LOCAL MINIMUM WAGE**
	Emera's current compensation structure does not include rates that are below minimum wage.
205	**ANTI-CORRUPTION**
205-1	**OPERATIONS ASSESSED FOR RISKS RELATED TO CORRUPTION**
	Under the direction of Emera's Enterprise Risk Management (ERM) and Compliance functions, corruption and bribery risks are assessed at the Emera enterprise, Emera operating company, and at the government relations program levels, as applicable. Emera Anti-Corruption Policy.
205-2	**COMMUNICATION AND TRAINING ABOUT ANTI-CORRUPTION POLICIES AND PROCEDURES**
	Emera has an Anti-Corruption Policy that prohibits the unlawful giving of anything of value to a government official at all levels of government interaction. All Emera employees are trained on and expected to know Emera's Code of Conduct, which includes specific content on engaging in political activity and related anti-corruption/bribery expectations. Emera Companies follow Emera's Anti-Corruption Standard, which requires the identification of employees whose roles interact with government officials and targets them for more comprehensive anti-corruption training and awareness. These roles include government relations, executive, account management, business development, permits & permissions, and regulatory affairs. New employees in these roles are trained as part of employee onboarding, and all identified employees are required to recertify anti-corruption training on a recurring basis. Government relations roles with higher corruption risk are subject to pre-employment corruption screening and regular review of expense accounts. Additionally, corruption risk of lobbyists, contractors, and suppliers are assessed as part of Emera Company's Third-Party Risk Management (TPRM) Program. Emera Anti-Corruption Policy.
205-3	**CONFIRMED INCIDENTS OF CORRUPTION AND ACTION TAKEN**
	Emera has not confirmed any corruption incidents through quarterly compliance certifications from Emera Company Anti-Corruption Program Managers and Compliance Officers to the Emera Executive Vice President, Legal and General Counsel.
207	**TAX**
207-1	**APPROACH TO TAX**
207-2	**TAX GOVERNANCE, CONTROL AND RISK MANAGEMENT**
207-2	**STAKEHOLDER ENGAGEMENT AND MANAGEMENT OF CONCERNS RELATED TO TAX**
207-2	**COUNTRY-BY-COUNTRY REPORTING**
	Emera has established a Corporate Tax team whose responsibility is to ensure that Emera and its subsidiaries are compliant with the legal tax filing obligations in the jurisdictions in which Emera and its subsidiaries operate. The Corporate Tax team focuses on ensuring that Emera and its subsidiaries remit their taxes in accordance with the tax legislation and tax treaties applicable to their respective jurisdictions. The Corporate Tax team works internally and with its advisors to ensure that any tax incentives available in connection with the transition to clean energy are capitalized upon where applicable. Ultimate ownership of the tax function rests with the CFO. The CFO is aware of all material transactions, tax or otherwise, within the business. At a minimum, on an annual basis, the Corporate Tax team provides an update to the Audit Committee that addresses any material changes to tax policies, processes and legislation, tax planning initiatives, tax payments and reporting, and pending tax audits or assessments for Emera and its subsidiaries. Emera files a Country by Country (CBC) report with the Canada Revenue Agency. The CBC report is a form that multinational enterprise groups are required to complete and file annually to provide information on their global operations in each tax jurisdiction where they do business. This filing requirement is part of a global initiative by the Organization for Economic Cooperation and Development (OECD)/G20 to enhance transparency for tax administrations.

Disclosure/Code	Disclosure Response
300	**ENVIRONMENT**
	MANAGEMENT APPROACH
	Emera 2024 Climate Update • 2025 Sustainability Report: The Energy Trilemma, p. 8 • 2025 Sustainability Report: Biodiversity and Land Use, p. 21 We are committed to working in a manner that is respectful and protective of the environment and in full compliance with legal requirements and company policy. To deliver on this commitment, each Emera company adheres to a clearly defined environmental policy and established environmental management system (EMS) that aligns with the requirements of the ISO 14001 standard. Emera's Corporate EMS provides oversight and drives alignment across our business. The Corporate EMS includes the elements that must be in place to enable EMS components to function effectively within operating companies as well as coordinating the flow of information to Emera leadership to enhance environmental performance, fulfill compliance obligations and achieve environmental objectives. The Emera Corporate EMS does this by setting the environmental policy, outlining expectations of operating company management systems, providing resource support where required, and providing reviews and feedback on the continuing suitability, adequacy and effectiveness of the EMS. For more information pertaining to Emera's EMS, Environmental Policy and Governance Approach, refer to our Emera Corporate Website: Environment & Climate. In 2025, Emera had fifty-one Moderate Environmental Incidents across the business. Moderate incidents were reported by Tampa Electric (48), and NSPI (3). Of the total moderate incidents reported, forty-seven were caused by mineral oil releases (MODEF) at TEC. TEC also had an incident of failing to secure an NPDES permit prior to completing construction work. NSPI had two instances of hydraulic releases from deteriorated equipment to land, and one oil release to land from defective equipment. Oil and other releases are remediated in conformance with local regulatory requirements and are remediated such that the result is minimal residual environmental impact. **Biodiversity** Wildlife, Terrestrial Habitat, Vegetation and Fish and Aquatic Habitat are aspects of Emera's operations. For more information on our biodiversity approach, refer to our Emera Corporate Website: Environment & Climate
303	**WATER AND EFFLUENTS**
	MANAGEMENT APPROACH
	At Emera, water is integral to our thermal and hydro energy generation operations. Our approach to managing water use and discharge is fully incorporated into our EMS and compliant with all regulations. Across our operations, our use of water is highest in areas where water stress is a potential concern (Florida, New Mexico, and Barbados) however, our operations are not impacted, and we do not impact water use for other stakeholders. Our operating companies Tampa Electric, Peoples Gas, and New Mexico Gas, are considered to be in areas of high or extremely high-water stress as defined by the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct. Tampa Electric recognizes that water management is critical in the state of Florida and is always looking for opportunities to conserve and protect water quality across its operations. New Mexico Gas and Peoples Gas have limited impact on water in their operating states. Across all of our operations, we take care to ensure that our water use discharges do not impact other local water stakeholders or sensitive environments. For more information pertaining to Emera's management approach to water and effluents, refer to our Emera Corporate Website: Environment & Climate
303-1	**INTERACTION WITH WATER AS A SHARED RESOURCE**
	We take care to ensure that our water use and discharges do not impact other local water stakeholders or sensitive environments. Water withdrawal for thermal generation is primarily from seawater sources as noted in GRI 303-3, and Emera operating companies discharge water as noted in GRI 303-4. Water-related impacts are identified and monitored via environmental aspect/impact assessments, routine equipment inspections, implementation of established procedures, and automated water monitoring technology. At our hydro sites, we take steps to avoid impeding the movement of local fish species. Water-related impacts at Tampa Electric are addressed through responsible use and best available technologies for water handling. Polk Generating Station has implemented a more efficient water treatment process and operational optimization to increase the use of treated reclaimed water for additional purposes. At Bayside, new and innovative systems on ponds are resulting in potable water and chemical reductions, to the benefit of the environment and customers rates. New Mexico Gas has a robust system of permits, control and containment plans, and prevention practices to prevent any releases or impacts to local ground or surface waters. Our gas operations often bore below regulated waterways and wetlands in order to avoid impacts.

Disclosure/Code	Disclosure Response
303-2	**MANAGEMENT OF WATER DISCHARGE-RELATED IMPACTS (EFFLUENT MANAGEMENT)**
	Emera's thermal generating facilities discharge water effluent. We take care to make certain that our use of water and discharges do not impact local water stakeholders or sensitive environments. All discharges are monitored and reported in accordance with operating approvals or permits and/or federal, provincial, or state legislation requirements.
303-3	**WATER WITHDRAWAL**

Total Water Withdrawal (megalitres)

	Freshwater	Other Water
Groundwater	523	46,990
Seawater	—	2,301,508
Surface Water	5,232	—
Third-Party Water	10,706	—
Total	**16,461**	**2,348,498**

Water withdrawal data is directly measured or calculated using sensor data.

Total Water Withdrawal from Water-Stressed Areas (megalitres)[1]

	Freshwater	Other Water
Groundwater	337	1
Seawater	—	1,242,515
Surface Water	4,518	—
Third-Party Water	8,906	—
Total	**13,761**	**1,242,516**

(1) Water-stressed areas include operations at NMGC, PGS, and TEC, as per the World Resources Institute's Aqueduct Water Risk Atlas. In 2024, these numbers represented water withdrawal for BLP and TEC.

Disclosure/Code	Disclosure Response
303-4	**WATER DISCHARGE**

Total Water Discharge (megalitres)

	Freshwater	Other Water
Groundwater	2,437	1,408
Seawater	32	2,327,486
Surface Water	2,634	204
Third-Party Water	2	—
Total	**5,105**	**2,329,098**

Water discharge data is directly measured or calculated using sensor data.

Total Water Discharge to Water-Stressed Areas (megalitres)[1]

	Freshwater	Other Water
Groundwater	2,437	1,407
Seawater	32	1,242,543
Surface Water	2,229	—
Third-Party Water	2	—
Total	**4,700**	**1,243,950**

303-5	**WATER CONSUMPTION**
	In 2025, Emera operating companies Tampa Electric, Nova Scotia Power, Emera Energy's Brooklyn Power, Peoples Gas, Grand Bahama Power, and Barbados Light and Power consumed a total of approximately 76,286 megalitres of water as part of their operations. Of this, 12,392 megalitres were consumed in water-stressed areas[1]. Depending on the operational activity, water consumption data is either sourced from direct measurements, invoices or is estimated. Water storage as a result of operations does not have significant water-related impacts in our operating areas.
	SASB WATER MANAGEMENT
IF-EU-140A.1	**(1) TOTAL WATER WITHDRAWN, (2) TOTAL WATER CONSUMED, PERCENTAGE OF EACH IN REGIONS WITH HIGH OR EXTREMELY HIGH BASELINE WATER STRESS**
	(1) 2,364,959 thousands of cubic meters (megalitres) withdrawn, 53% in locations with high or extremely high baseline water stress as defined by the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct[2]. (2) 76,286 thousands of cubic meters (megalitres) consumed, 16% in locations with high or extremely high baseline water stress as defined by the World Resources Institute's (WRI) Water Risk Atlas tool, Aqueduct.[2]
IF-EU-140A.2	**NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH WATER QUANTITY AND/OR QUALITY PERMITS, STANDARDS, AND REGULATIONS**
	In 2025, Tampa Electric had three instances of non-compliance with discharge limit following significant work on the Bayside plant's cooling water intake structure. Tampa Electric worked with the Florida Department of Environmental Protection (FDEP) to add best management practices for performing work on or around the cooling water intake structure to prevent future recurrences. Nova Scotia Power also had one incident at Trenton of irregular elevated wastewater limits for oil and grease. There were no other incidents among Emera operating companies in 2025.

(1) Water-stressed areas include operations at NMGC, PGS, and TEC, as per the World Resources Institute's Aqueduct Water Risk Atlas. In 2024, these numbers represented water withdrawal for BLP and TEC.

(2) Percentages have been updated to reflect that our operating companies PGS, TEC and NMGC are now considered to be in an area of high or extremely high-water stress as of 2025, as defined by the World Resources Institute's (WRI) Water Risk Atlas Tool, Aqueduct.

Disclosure/Code	Disclosure Response
IF-EU-140A.3	**DESCRIPTION OF WATER MANAGEMENT RISKS AND DISCUSSION OF STRATEGIES AND PRACTICES TO MITIGATE THOSE RISKS**
	See response to Management Approach, GRI-303-1 and 303-2.
304	**BIODIVERSITY**
	MANAGEMENT APPROACH
	As part of our EMS, we have a well-established approach to managing biodiversity impacts, covering both regular operations and projects. We are compliant with regulations in this area and work with regulators to gather data and take steps that can be of shared value to other groups and organizations carrying out biodiversity-related work. For additional information on our management approach to biodiversity, refer to our Emera Corporate Website: Environment & Climate and for our partnership opportunities, refer to our Emera 2025 Sustainability Report: Biodiversity and Land Use, p. 21
304-1	**OPERATIONAL SITES OWNED, LEASED, MANAGED IN, OR ADJACENT TO, PROTECTED AREAS AND AREAS OF HIGH BIODIVERSITY VALUE OUTSIDE PROTECTED AREAS**
	We operate a wide variety of facilities — including electrical transmission and distribution lines, natural gas mains and service lines, hydro sites, solar sites, substations, generating stations and wind farms — across multiple regions and ecosystems. When we are building new or maintaining existing energy infrastructure, we follow a process that is respectful of the environment. Screening for biological resources and sensitive and protected areas is conducted as part of the work planning processes so that negative impacts are avoided. The vast majority of our operational sites that are adjacent to or intersect protected areas or areas of high biodiversity value are electricity distribution and transmission lines, interacting with terrestrial or freshwater locations. Natural gas pipelines in our operating areas also interact with sensitive areas, including protected areas, watersheds, and watercourse crossings with the potential for high biodiversity. These areas are monitored for impacts and avoided whenever possible. In Nova Scotia Power's service area, there are numerous hydroelectric dams and generation sites, many of which have been in place since the early 1900s. Seven hydroelectric facilities include fish passage structures (i.e. fish ladders) or mitigation measures in place to pass migratory fish species, such as alewife, blueback herring, American eel and salmonid species. Mitigating and maintaining fish passage systems is an important part of hydro operations and is done in collaboration with regulatory agencies and Indigenous communities in Nova Scotia. Work is always ongoing to reduce the impacts of our hydro operations on aquatic ecosystems, through ongoing research, upgrades, and modifications. Impacts from thermal generation activities across our operating companies are similarly managed by our EMS and aligned with regulated requirements for operations and environmental monitoring and management of processes associated with air emissions, ash management, surface water, ground water, and cooling water management, fuel management, and reporting. Warm water discharge from thermal plants creates local microclimate effects, often resulting in positive impacts for some species (e.g., manatees, bird and fish species). In Florida, solar sites are within or adjacent to terrestrial and freshwater areas which contain threatened and endangered birds, reptiles, mammals, rodents, and woody and herbaceous vegetation species. The impacts on species from these sites post-construction are minimal. See 304-2 for more information on impacts and mitigation approaches used in sensitive areas.
304-2	**SIGNIFICANT IMPACTS OF ACTIVITIES, PRODUCTS, AND SERVICES ON BIODIVERSITY**
	Emera's Environmental Management System (EMS) guides how we assess and manage environmental risks across the full lifecycle of our operations, and is aligned with ISO 14001 standards, from early planning through construction, to daily activities and maintenance. Through our EMS, we identify sensitive biological resources, design projects to avoid or reduce impacts, and apply site-specific measures such as water and sediment controls, wetland safeguards, and wildlife protection. When impact avoidance isn't possible, we implement mitigation, restoration, or offset actions that help maintain long-term ecosystem health. Mitigation strategies used by operating companies include timing restrictions on work or construction projects (for example, to avoid nesting season), exclusionary fencing to prevent entry of workers into sensitive areas, regular inspections and maintenance of asset interactions with sensitive areas, and proactive environmental incident identification. Operating companies follow all local regulations regarding projects with potential impacts to biodiversity and the environment. For work across many of our operating jurisdictions, project-specific Environmental Protection Plans are developed to meet regulatory requirements or best management practices in order to avoid, reduce, or mitigate potential impacts where identified. Throughout our transmission and distribution networks, nesting birds are always considered when planning and executing line work, vegetation clearing or trimming, and new construction. Mitigation measures include delaying work, adjusting work scopes, and obtaining appropriate permits or approvals prior to completing noisy or disruptive work in the area. Field personnel are trained in practices and procedures when encountering nesting birds and working in and around sensitive areas. Across our hydro systems in Nova Scotia, regular, detailed inspections are conducted on dams and associated fish passage infrastructure to ensure proper operation. Studies to assess instream flow as well as upstream and downstream fish passage help inform future hydro asset renewal and capital investment plans, ensuring that fish passage considerations are integrated into infrastructure planning. Operational approvals specify precise water control requirements essential for maintaining system biodiversity, including water levels, ecological maintenance flows, fish ladder functionality, and protective screen installation. Additionally, project activities are executed with a strong focus on fish protection, incorporating measures such as sediment monitoring, cofferdam installation, and isolation of any work that may pose potential impacts.

Disclosure/Code	Disclosure Response
304-3	**HABITATS PROTECTED AND RESTORED**

Restoration and habitat protection work completed by our operating companies in 2025 included:

New Mexico Gas — NMGC projects with a National Pollution Discharge Elimination System permit require final stabilization after construction is complete. NMGC usually accomplishes this by reseeding with native seeds. In 2025, NMGC reseeded six projects of varying sizes, mainly along highway shoulders. With the arid exception, vegetation has three years to become established, with monitoring to ensure final stabilization is reached.

Peoples Gas — PGS diligently adheres to the stringent environmental permitting processes mandated by the state of Florida's Department of Environmental Protection (FDEP) and the Federal US Army Corps of Engineers. Throughout 2025, PGS incorporated design modifications to project plans to eliminate impacts to protected flora and fauna.

Tampa Electric — TEC's Living Shoreline project was constructed in 2025. It included the development of 1,500 linear feet of shoreline, the planting of native vegetation and the removal of invasive species of vegetation. TEC continues to manage invasive plants species on over 500 acres of land at the Florida Conservation and Technology Center. The species that have benefitted from this work include the West Indian manatee, various species of sea turtles, Atlantic sturgeon, bald eagle, osprey, wood stork, roseate spoonbill and numerous other birds and waterfowl. TEC has committed to managing the control of these invasive species until the habitats are self-sustaining with beneficial native Florida species.

Nova Scotia Power —

- Hydro: Final monitoring of the Roseway Dam removal project was completed in 2025. Monitoring demonstrated that the restoration as designed is effective in providing suitable conditions for fish passage in the Roseway River. Habitat restoration on the LeHave River, located in Lunenburg County, Nova Scotia, was completed as part of offsetting activities for the Cowie Falls Maintenance Project and associated drawdown, located on the Mersey Hydro System. Approximately 7,800 m^2 of stream restoration was completed including the installation of digger logs, riparian protection and sandwanding. This work was conducted in partnership with Coastal Action. As part of offsetting activities for the Ruth Falls Dam Refurbishment project and associated drawdown, habitat restoration on tributaries of the St Mary's River, located in Guysborough County, Nova Scotia, was completed in 2025. Approximately 27,000 m^2 of habitat restoration was completed, including the installation of digger logs. This work was conducted in partnership with the Confederacy of Mainland Mi'kmaq (CMM) and MacInnis Natural Resources. Planning has begun in partnership with Ducks Unlimited Canada to restore an orphaned dam and fishway located on the Harmony Lake, in Harmony Mills, Nova Scotia, as part of offsetting activities for the Lower Great Brook maintenance project and associated drawdown and future drawdowns on the Mersey Hydro System. Activities conducted in 2025 included preliminary engineering and stakeholder engagement. The Tusket Tidally Influenced Pool project, located on the Tusket Hydro System, had wetland habitat compensation for remedial works completed in 2025. A total area of 73 m^2 was impacted by infilling activities, and a total of 147 m^2 of wetland habitat was restored in partnership with Ducks Unlimited Canada. Nova Scotia Power works collaboratively with Fisheries and Oceans Canada (DFO) and Indigenous partners to assess and implement measures to improve upstream and downstream American eel and gaspereau passage (both species of interest and concern in Nova Scotia) across its hydro fleet.
- Thermal: In 2025, the first year of monitoring associated with habitat restoration conducted on MacLellans Brook was completed. The restoration project was conducted to offset impacts in the East River, Pictou County, associated with the installation of a toe buttress at Trenton generating station in 2019. The restoration plan was identified, developed, and work executed by the Confederacy of Mainland Mi'kmaq. Nova Scotia Power continues to work with Indigenous communities and DFO to identify environmental restoration projects as a means of offsetting potential fish impacts associated with normal thermal operations, and projects that benefit fish populations and can be used as habitat banking opportunities.
- Energy Delivery: Wetland habitat compensation for a new substation development located in Mount Uniacke, Nova Scotia, was completed in 2025. A total area of 600 m^2 was impacted by the new substation footprint and a total compensation of 1,200 m^2 of wetland habitat was restored under the direction of Ducks Unlimited Canada. Nova Scotia Power continues to implement its osprey management program, with five additional nesting platforms added in 2025.

Disclosure/Code	Disclosure Response
305	**EMISSIONS**
305-1	**DIRECT (SCOPE 1) GHG EMISSIONS**
305-2	**ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS**
305-3	**OTHER INDIRECT (SCOPE 3) GHG EMISSIONS**
305-4	**GHG EMISSIONS INTENSITY**
305-5	**REDUCTION OF GHG EMISSIONS**

Emera has a strong track record of reducing GHG emissions through investments in renewables and lower-carbon energy sources. Emera has reduced its Scope 1 GHG emissions (tCO_2e) by 46[1] per cent and its Scope 1 CO_2 emissions (tCO_2) by 48[2] per cent since 2005. Emera has chosen 2005 as the baseline year for emissions calculations as it aligns with the baseline year used by the Government of Canada for national GHG reduction targets. Operational control is the consolidation approach for emissions used at Emera.

Scope 1 GHG emission calculations include CO_2, CH_4, N_2O and SF_6. Scope 2 and 3 GHG emissions include CO_2, CH_4 and N_2O. Emera used the IPCC 5th Assessment Report as the source for global warming potential (GWP). Scope 3 GHG emissions include the use of sold products and purchased electricity that is sold to end users. Emera does not report market-based energy indirect (Scope 2) GHG emissions.

GHG Emissions (tonnes CO_2e)

	Scope 1 and 2	Scope 3
2025	13,605,660 (13,559,645 CO_2)	8,913,899
2005 (Base Year)	25,048,100	1,885,000

Emera's GHG emissions intensity ratio in 2025 was 0.41 metric tonnes CO_2e/MWh (CO_2 emissions intensity ratio was 0.41 metric tonnes CO_2/MWh). This ratio is calculated using total MWh energy sold, and Scope 1 and 2 GHG emissions (CO_2e).

1. In addition to the above, Emera's CO_2 emissions from biomass generating facilities were 452,174 metric tonnes in 2025.
2. Scope 2 base year 2005 is unavailable. Purchased electricity for own use is not a large number at Emera facilities.
3. Emera currently discloses two Scope 3 categories under the GHG Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard. Our Scope 3 emissions include emissions from purchased electricity (Category 3d) for NSPI and TEC and the end use of natural gas (Category 11) for PGS and NMGC (including gas owned by and gas distributed but not owned by both PGS and NMGC).

(1) Approximately 92 per cent of Emera's Scope 1 GHG emissions (tCO_2e), attributable to TEC and NSPI, have been third-party verified to a reasonable level of assurance.
(2) Includes Scope 1 generation CO_2 emissions for TEC and NSPI only. Scope 1 generation CO_2 emissions for NSPI and TEC are independently verified by a third party to a reasonable level of assurance.

Disclosure/Code	Disclosure Response
305-7	**NITROGEN OXIDES (NO_X), SULFUR OXIDES (SO_X), AND OTHER SIGNIFICANT AIR EMISSIONS[1]**

In 2025, Emera's other emissions for NO_x, SO_2, Mercury (Hg), carbon monoxide (CO), total particulate matter, PM_{10} and $PM_{2.5}$ were as noted in the following table. Persistent organic pollutants (POP), volatile organic compounds (VOC), hazardous air pollutants (HAP), and other standard categories of air emissions identified in relevant regulations are included in National Pollutant Release Inventory (NPRI) reporting for NSPI and in Toxic Release Inventory (TRI) or Florida Department of Environmental Protection (FDEP) reporting for TEC.

Other Emissions

NO_x	17,758	tonnes
SO_2	54,401	tonnes
Hg*	0.08	tonnes
CO**	2,957	tonnes
Total Particulate Matter**	1,391	tonnes
PM_{10}**	882	tonnes
$PM_{2.5}$**	452	tonnes

*Applies to Tampa Electric and Nova Scotia Power only.
**Reported for Tampa Electric, Nova Scotia Power and Brooklyn Power.

	SASB GREENHOUSE GAS EMISSIONS & ENERGY RESOURCE PLANNING
IF-EU-110A.1	**(1) GROSS GLOBAL SCOPE 1 EMISSIONS, PERCENTAGE COVERED UNDER (2) EMISSIONS-LIMITING REGULATIONS, AND (3) EMISSIONS-REPORTING REGULATIONS**

(1) 13,603,256 tonnes CO_2e*.

(2) 42 per cent covered under emissions-limiting regulations.

(3) 93 per cent covered under emissions-reporting regulations.

*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.

IF-EU-110A.2	**GREENHOUSE GAS (GHG) EMISSIONS ASSOCIATED WITH POWER DELIVERIES**

14,391,256 tonnes CO_2e.

(1) Note that Total Particulate Matter was updated for 2024 from 590 to 712 tonnes due to methodology adjustment in 2025.

Disclosure/Code	Disclosure Response
IF-EU-110A.3	**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**
	For over 20 years, Emera has been steadily transforming its generation mix, expanding cleaner energy while managing costs and maintaining reliable service. Since 2005, coal use in our portfolio has declined significantly (57 per cent to 14 per cent), while renewables have increased (four per cent to 21 per cent). With these changes, natural gas is now the primary source of our electricity—contributing to an overall reduction in CO_2 emissions by nearly 50 per cent. This transition has been driven by disciplined, customer-focused investments. • Emera 2025 Sustainability Report, The Energy Trilemma, p. 8
IF-EU-110A.4	**(1) NUMBER OF CUSTOMERS SERVED IN MARKETS SUBJECT TO RENEWABLE PORTFOLIO STANDARDS (RPS) AND (2) PERCENTAGE FULFILLMENT OF RPS TARGET BY MARKET**
	(1) Approximately 564,504 customers of NSPI. (2) 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 2025, 40.2 per cent of total sales were RES-compliant, with a contribution of 17.4 per cent from IPPs.
	SASB AIR QUALITY
IF-EU-120A.1	**AIR EMISSIONS OF THE FOLLOWING POLLUTANTS: (1) NO_x (EXCLUDING N_2O), (2) SO_x, (3) PARTICULATE MATTER (PM_{10}), (4) LEAD (PB), AND (5) MERCURY (HG); PERCENTAGE OF EACH IN OR NEAR AREAS OF DENSE POPULATION**
	(1) NO_x — 17,758 tonnes, 44 per cent in or near areas of dense population. (2) SO_2 — 54,401 tonnes, 21 per cent in or near areas of dense population. (3) Particulate Matter (PM_{10}) — 882 tonnes, 20 per cent in or near areas of dense population. (4) Lead (Pb) — 0.89 tonnes, 12 per cent in or near areas of dense population. (5) Mercury (Hg) — 0.08 tonnes, 37.5 per cent in or near areas of dense population.
306	**WASTE**
306-1	**WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS**
	Emera companies are focused on reducing waste at its source and minimizing the amount of non-hazardous and hazardous waste that is produced and in need of disposal. Actions focus on waste prevention, material reuse, process efficiency, and responsible end-of-life management. All waste is managed and disposed of in accordance with applicable regulations and at approved facilities. Our largest waste type by volume continues to be waste products from the combustion of coal. These products are either repurposed for other uses or landfilled at company sites. As we transition away from coal use, we will continue to reduce, and eventually eliminate, coal combustion residue production in our generating facilities.

Disclosure/Code	Disclosure Response
306-2	**MANAGEMENT OF SIGNIFICANT WASTE RELATED IMPACTS**
306-3	**WASTE GENERATED[1]**
306-4	**WASTE DIVERTED FROM DISPOSAL**
306-5	**WASTE DIRECTED TO DISPOSAL**

Emera and its operating companies have environmental management systems to manage environmental risks, including waste management. Processes are in place to review contractors managing Emera waste and to review facilities where our waste is disposed.

	Liquid Waste (litres)	Solid Waste (tonnes)
Non-Hazardous Waste[2]		
Disposed of via incineration	401,342	6
Disposed of via landfilling	7,523	268,869
Disposed of via other disposal operations	—	695
Total non-hazardous waste directed to disposal	**408,865**	**269,570**
Diverted via reuse	—	147
Diverted via recycling	7,465	10,094
Diverted via other recovery operations	486,204	69
Total non-hazardous waste diverted from disposal	**493,669**	**10,310**
Hazardous Waste[3]		
Disposed of via incineration	26,666	5
Disposed of via landfilling	—	3
Disposed of via other disposal operations	2,099,627	18
Total hazardous waste directed to disposal	**2,126,293**	**26**
Diverted via reuse	—	—
Diverted via recycling	100	41
Diverted via other recovery operations	—	0.08
Total hazardous waste diverted from disposal	**100**	**41**

In 2025, approximately 10,816 litres of liquid PCB waste and 39 tonnes of solid PCB waste (>50ppm) was generated[4].

(1) Waste generation data does not include BLP.
(2) Non-hazardous waste includes PCB waste with 2-49ppm PCBs and all coal combustion products (CCPs). For a breakdown of CCP waste, see IF-EU-150A.1.
(3) Hazardous waste includes all PCB waste with greater than 50ppm PCBs.
(4) Note that PCB waste generated was updated in 2024 from 19 to 25.7 tonnes and 4,191 to 5,951 litres due to additional data submitted in 2025.

Disclosure/Code	Disclosure Response
	SASB COAL ASH MANAGEMENT
IF-EU-150A.1	**AMOUNT OF COAL COMBUSTION PRODUCTS (CCP) (1) GENERATED, (2) PERCENTAGE RECYCLED**
	Tampa Electric and Nova Scotia Power generated 270,956 metric tonnes of coal combustion products in 2025, of which 2.3 per cent was recycled. TEC had an additional 3,058 tonnes CCPs that were disposed of, but not generated in, the 2025 reporting year.
IF-EU-150A.3	**DESCRIPTION OF COAL COMBUSTION PRODUCTS (CCPS) MANAGEMENT POLICIES AND PROCEDURES FOR ACTIVE AND INACTIVE OPERATIONS**
	Nova Scotia Power — Nova Scotia Power residue management sites (ash sites) are regulated through operating approvals issued by Nova Scotia Environment and Climate Change (NSECC) which stipulate environmental requirements. Residue management operations manuals/procedures are in place and while these plans vary from site to site, typical plans provide guidance and direction to Nova Scotia Power personnel, as well as to the residue management contractor (if applicable), who operate and/or supervise the activities at the residue management sites. The plans typically include: description of the equipment and facilities that are in place to enable truck loading, transportation, truck unloading and placement of residue, information on the quantity of residue to be handled, treatment of ash at the generating station and landfill, objectives of storage, and potential ash diversion activities, and the processes and procedures required to place and remove residue in the landfill in a manner that will be acceptable from an engineering and environmental point of view. Water management strategies and established sampling, inspection, and testing protocols (including reference to industrial operating approvals with outline environmental monitoring/sampling requirements) are also outlined in the plans, as well as limitations and stipulations on the residue handling operations, special conditions that may alter day-to-day operations at the landfill site and describe the processes and procedures that will be required to deal with these conditions and information on the development and management strategy of the residue management site, placement, and removal strategies. Finally, the plans include safety requirements and strategies related to the residue management sites and procedures/processes to mitigate environmental impacts including fugitive dust, wastewater effluent, etc. Tampa Electric — Big Bend Unit 4 is the only remaining unit in the Tampa Electric generating fleet that continues to utilize coal for fuel and produce Coal Combustion Residuals (CCRs) on an intermittent basis. Onsite CCR operations and maintenance by trained Tampa Electric or contract personnel are performed in accordance with the Big Bend Coal Combustion Residuals Management Manual that is maintained by Tampa Electric, as required by the Florida Department of Environmental Protection (FDEP). The Manual is designed to ensure compliance with all applicable permits and environmental regulations and provides specific procedures that are followed by the facility to maximize the beneficial use of CCRs, minimize generation of CCR wastes and prevent unauthorized releases to the environment. There are five operating CCR management units/systems at Big Bend where CCRs are stored temporarily before processing and/or shipment to customers. The other CCR management units at the station have been retired and/or closed. Whenever possible, CCRs are sold and beneficially recycled offsite for the production of wallboard, cement products, grit blast media, roofing shingles and agricultural products. As we transition away from coal use, we will continue to reduce, and eventually eliminate, coal combustion residue production in our generating facilities.
	SASB INTEGRITY OF GAS DELIVERY INFRASTRUCTURE
IF-GU-540A.1	**NUMBER OF (1) REPORTABLE PIPELINE INCIDENTS, (2) CORRECTIVE ACTION ORDERS (CAO), AND (3) NOTICES OF PROBABLE VIOLATION (NOPV)**
	(1) Reportable pipeline incidents: 2 (2) Corrective Action Orders (CAO): 0 (3) Notices of Probable Violation (NOPV): 7
IF-GU-540A.2	**PERCENTAGE OF DISTRIBUTION PIPELINE THAT IS (1) CAST AND/OR WROUGHT IRON AND (2) UNPROTECTED STEEL**
	(1) Cast and/or wrought iron — 0% (2) Unprotected steel — 0% (10.6 km (6.6 miles) of unprotected steel remain) 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.

Disclosure/Code	Disclosure Response
IF-GU-540A.3	**PERCENTAGE OF GAS (1) TRANSMISSION AND (2) DISTRIBUTION PIPELINES INSPECTED**
	Emera's Canadian and US gas utilities have pipeline inspection programs in place that meet the requirements set out by the Canada Energy Regulator (CER) in Canada and the Pipeline and Hazardous Materials Safety Administration (PHMSA) in the United States. Our operating companies comply with the inspection requirements set out by CER and PHMSA. Our Canadian operating company, Emera Brunswick Pipeline, includes gas transmission while our US operating companies, Peoples Gas and New Mexico Gas, include gas transmission and distribution. Percentage of gas transmission lines inspected (integrity assessment inspections): On average, 10-14 per cent annually. Percentage of gas distribution lines inspected (integrity assessment inspections): Not a requirement under PHMSA. Percentage of gas transmission lines inspected (leak surveys): 100 per cent annually. Percentage of gas distribution lines inspected (leak surveys): On average, 20 per cent annually.
IF-GU-540A.4	**DESCRIPTION OF EFFORTS TO MANAGE THE INTEGRITY OF GAS DELIVERY INFRASTRUCTURE, INCLUDING RISKS RELATED TO SAFETY AND EMISSIONS**
	Emera's Canadian and US gas utilities have transmission and distribution integrity management programs in place to identify and manage risks to our systems. A key aspect of pipeline safety risk reduction at both PGS and NMGC are Distribution Integrity Management (DIM) programs. The objective of the DIM program is to create a safer distribution system by guiding processes on continually identifying and assessing risks on distribution and lines, remediating conditions that present a potential threat to pipeline integrity, and monitoring effectiveness of actions. Our gas utilities also make certain that employees are sufficiently qualified to perform their tasks. For example, Peoples Gas has an advanced Personnel Qualification Program that exceeds regulatory requirements and New Mexico Gas has a structured employee training schedule for integrity management engineers, which documents each employee's qualifications and is updated annually. Emera has a Safety Management System that is focused on the safety of employees, contractors and the public. All our gas companies' employees perform pre-job site safety assessments and tailboards each day while working in the field as well as completing owners identified hazardous and control forms for all work before it is sent to contractors. Public safety is a priority across our gas utilities with programs in place covering public awareness and damage prevention, call before you dig, pipeline markers, and emergency preparedness programs. Mock emergency exercises are routinely held and provide emergency responders and employees the opportunity to test emergency response plans and interagency communications practices in a simulated emergency scenario. For example, staff at NMGC participate annually/biannually in public awareness/first responder emergency preparedness meetings around the state that include mock tabletop exercises. NMGC and PGS are members of the American Gas Association (AGA) and participate in various activities offered by the association including annual conferences, best practice reviews, the Peer Review program and various committees all to share best practices and stay current on important topics to the sector. Regarding emissions, NMGC and PGS have identified opportunities to reduce GHG emissions, both internally (e.g., through further opportunities to reduce transmission and distribution methane leakage through the use of compressed natural gas fleet vehicles, and through increased energy efficiency and renewable energy opportunities at our facilities) and externally (e.g., through enhancing customers' energy efficiency programs and renewable natural gas opportunities). • Emera Governance and Risk Management (Emergency Response Program)

Disclosure/Code	Disclosure Response
400	**SOCIAL**
	MANAGEMENT APPROACH
	Our People Our people are central to delivering reliable, affordable energy and advancing our long-term strategy. We invest in creating safe, inclusive and healthy workplaces, and focus on attracting, developing and retaining exceptional talent. • 2025 Emera Sustainability Report: Our People, p. 17 • Emera Corporate Website: Teams and Communities **Safety** The health and safety of our employees, contractors, customers, and communities is fundamental to how we operate. At Emera, safety is a core organizational priority, supported by strong safety leadership, clear accountability, and disciplined execution through our Safety Management System (SMS), which governs how we identify, manage, and monitor safety risks. • Occupational Safety and Health Policy • 2025 Emera Sustainability Report: Health and Safety, p. 6 • Emera Corporate Website: Teams and Communities **Supply Chain Oversight** Emera has developed a Third-Party Risk Management Program to evaluate, mitigate and manage risk with respect to third-party vendors (suppliers, consultants, professionals, etc.). It is structured with three primary areas in the lifecycle of a third-party's relationship with the company: 1. Pre-contracting (due diligence) to identify and evaluate risks inherent in the scope of work and the vendor's ability to mitigate/manage those risks; 2. Contracting and 3. Post contracting. A pre-screening Risk Evaluation Tool has been developed to ensure the project, procurement and legal teams consider all risks related to the scope and vendors. Sustainability was identified as a risk and current questions address components of sustainability including environmental and safety standards, cyber security, anti-corruption, and compliance with HR policies. This will continue to expand as new sustainability risks are identified to ensure they are evaluated for our supply chain. • Third-Party Risk Management Policy **Supply Chain Resilience** Emera's Enterprise Risk Management (ERM) team examined supply risk and exposure mitigations across our largest operating companies. Our operating companies have recognized and are responding to supply chain risk, which has been increasing in recent years, by taking actions such as strengthening their relationships with suppliers, diversifying their supplier bases, and carrying increased inventory in response to increased equipment lead times. The teams will continue to monitor supply chain risk drivers e.g., increase equipment demand resulting from extreme weather event response and electrification demand, that are expected continue for the foreseeable future.

Disclosure/Code	Disclosure Response
401	**EMPLOYMENT**
401-1	**NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER**

	Hires		Turnover	
Age Group	**#**	**Rate**	**#**	**Rate**
Under 30	248	3.3%	94	1.2%
30-50	338	4.5%	222	2.9%
Over 50	88	1.2%	229	3.0%
Gender	**#**	**Rate**	**#**	**Rate**
Female	224	3.0%	173	2.3%
Male	450	6.0%	371	4.9%
Region	**#**	**Rate**	**#**	**Rate**
Canada	233	3.1%	159	2.1%
United States	389	5.1%	350	4.6%
Caribbean	52	0.7%	36	0.5%
Total	**674**	**8.9%**	**545**	**7.2%**

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.

401-2	**BENEFITS PROVIDED TO FULL-TIME EMPLOYEES THAT ARE NOT PROVIDED TO TEMPORARY OR PART-TIME EMPLOYEES**
	Emera companies provide a comprehensive range of benefits for our eligible employees which include health and dental insurance, life insurance, AD&D insurance, virtual health care, an Employee and Family Assistance Program, disability insurance, parental leave, wellness programs, pension plans and stock ownership. Eligibility terms of benefits vary by company and are in compliance with local jurisdiction's legal requirements.
401-3	**PARENTAL LEAVE**
	All regular full-time or part-time employees who become a natural or adoptive parent of one or more children are eligible for Parental Leave that meets or exceeds the jurisdictional requirements where Emera operates. Employment position security upon return from leave is offered to all full-time employees.

Disclosure/Code	Disclosure Response
403	**OCCUPATIONAL HEALTH AND SAFETY**
403-1	**OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM**
	Emera and its operating companies have a Safety Management System (SMS) in place that is informed by ISO 45001 and other industry best practices. Employees are made aware of their safety responsibilities under the SMS through on-going education and training. The Emera SMS applies to Emera Inc. and its operating companies, and each have developed a Corporate Safety Policy that is kept updated and signed by the operating company CEO or General Manager. Emera utilizes a governance system to manage safety across its operating companies. This process brings together operational leads, senior management, executive management, and the Board. We employ a continual improvement approach where we learn from each other by sharing of best practices and incident findings. Key programs within our SMS include Contractor Safety Management, Serious Injury & Fatality Prevention, Risk Management, Public Safety and Safety Assurance. These, in addition to others, are actively managed across all our operations.
403-2	**HAZARD IDENTIFICATION, RISK ASSESSMENT, AND INCIDENT INVESTIGATION**
	As part of the SMS, Emera and its operating companies utilize Hazard Risk Registers (HRRs) to identify the hazards associated with the various tasks/activities their organizations perform. Emera Safety and its operating companies worked collaboratively to identify and categorize the severity of relevant hazards of its operational activities. From a hazard register, operating companies create Task Inventories, which identify work tasks commonly performed by the organization. The ability to relate hazard information contained within the risk register to the task to be performed allows the organizations to identify the necessary operational controls required to mitigate risk. Once operational tasks have been identified, operating companies make certain that processes, policies and procedures, inclusive of safe work practices, safety rules, and job safety analyses, are aligned. Regular safety audits, field level compliance checks and other assurance practices review the effectiveness and continually improve the process. Emera has instituted common processes for incident reporting, including near-miss and proactive incident reporting. Emera and its operating companies are increasingly focused on proactive leading indicators, such as proactive reporting, monitoring senior management field safety engagements, and employee participation in high-risk job reviews. Employee safety committees have been instituted, where employees have an opportunity to raise safety concerns, discuss these amongst peers and determine recommended courses of action. These committees provide an open forum for all employees to discuss safety-related issues and topics. Identification and reporting of safety hazards and concerns is promoted by all levels of management within the business by various forms of positive employee recognition programs. Under Emera's Code of Conduct, managers and supervisors are responsible for encouraging open communication and ensuring that employees are not retaliated against for reporting concerns in good faith. Employees across Emera and operating companies have the right to refuse work they feel is unsafe and are empowered to exercise their stop work responsibility. These practices allow employees to identify when they have concerns about working safely, report concerns to management so they can be addressed and communicate concerns so that others are made aware of the status, refusals, or work modifications. Emera's Code of Conduct safeguards employees from retaliation for reporting concerns in good faith. Emera has a robust safety incident management and investigation process that is based on root cause analysis techniques. Lessons learned from investigations are shared across all companies.
403-3	**OCCUPATIONAL HEALTH SERVICES**
	Emera operating companies have health and wellness resources that provide information and services to employees in areas including, but not limited to, ergonomics, strength and mobility assessments, physical and psychological wellness participation programs. Confidential post incident debriefing discussions and support are also provided. Some Emera operating companies have programs that allow for early access to assessment and treatment to eliminate or minimize lost time associated with an incident, early return to work, or other measures to improve workers' well-being. Where regular hazard exposure is known, Emera operating companies have health monitoring programs, such as audiometric testing and respiratory fit testing programs, which are administered by certified safety professionals and industrial hygienists.

Disclosure/Code	Disclosure Response
403-4	**WORKER PARTICIPATION, CONSULTATION, AND COMMUNICATION ON OCCUPATIONAL HEALTH AND SAFETY**
	As part of the SMS, Emera operating companies have various processes in place for employee participation and consultation, including Emera's network of occupational health and safety committees, encouraging our "speak up" safety culture, regular corporate-wide safety checkpoints, pre-job safety meetings, toolbox talks, annual safety initiatives, communication of safety incidents, and occupational health and safety bulletin boards. Occupational Health and Safety Committees (OHSC) have been established at operational levels within Emera operating companies, and Emera employees and management are represented. Safety committees have established terms of reference that outline meeting schedules, activities, and representation. Meetings are held regularly throughout the year. Representation on committees includes unionized and non-unionized employees, as well as management and non-management employees.
403-5	**WORKER TRAINING ON OCCUPATIONAL HEALTH AND SAFETY**
	There are various mechanisms where safety information/training is provided to employees, visitors or contractors, depending on job requirements and different learning techniques within Emera. This includes: • Safety moments at the start of meetings; • Site orientations where work related safety considerations are reviewed; • Review of Emera safety policies and requirements; • Training and awareness requirements under the Emera Safety Management System; and • Job specific safety training. The process for identification and tracking of training requirements for each operating company is an aspect of Emera's SMS and the effectiveness of the training is reviewed through regular inspections and audits.
403-6	**PROMOTION OF WORKER HEALTH**
	Emera is committed to providing safe and healthy workplaces that support leadership effectiveness, respectful workplace practices and employee health and wellness. Emera offers a range of services, programs and incentives to promote and support safe and healthy living to reduce lifestyle risk factors and prevent injury/illness, for example, offering wellness incentives, annual flu clinics and health screenings, and smoking cessation programs at our Canadian operations. Emera organizes regular health challenges — friendly competitions that encourage positive, healthy habits. These initiatives have increased awareness of the importance of overall wellness across Emera. The Employee and Family Assistance Program is inclusive of all employees across Emera, allowing Emera employees and their families to receive high quality support services for a variety of service offerings. All Emera employees also have access to a virtual health care provider to support their personal and family wellness as an avenue to health prevention and accessible treatment of non-urgent medical concerns.
403-7	**PREVENTION AND MITIGATION OF OCCUPATIONAL HEALTH AND SAFETY IMPACTS DIRECTLY LINKED BY BUSINESS RELATIONSHIPS**
	Emera and its operating companies have implemented an SMS that addresses safety performance and injury prevention for employees and contractors. A key element of the SMS is a comprehensive approach to risk management which includes tools to assist with effective recognition, evaluation of hazards and implementing of appropriate controls. The effectiveness of the SMS and of Emera's overall safety performance are reviewed regularly through on-going audit and compliance checks.
403-8	**WORKERS COVERED BY AN OCCUPATIONAL HEALTH AND SAFETY MANAGEMENT SYSTEM**
	The Emera SMS includes all employees. Contractor requirements are also covered as part of the Emera SMS. The SMS is audited regularly both internally and externally. Emera's SMS includes an assurance program that includes audits as well as other related activities such as compliance checks and field level safety observations.
403-9	**WORK-RELATED INJURIES**
	In 2025, for Emera employees, the Total Recordable Injury Rate was 1.09. All rates for Emera employees are based on a 200,000-hour conversion. Although contractor and consultant incidents are not reported within our employee TRIR, incident reports associated with contractors and consultants are tracked internally across our operating companies.

Disclosure/Code	Disclosure Response
	SASB WORKFORCE HEALTH AND SAFETY
IF-EU-320A.1	**(1) TOTAL RECORDABLE INCIDENT RATE (TRIR), (2) FATALITY RATE, AND (3) NEAR MISS FREQUENCY RATE (NMFR)**
	(1) Total Recordable Injury Rate (TRIR) — In 2025, our TRIR was 1.09. (2) Fatality Rate — Emera had one fatality in 2025. (3) Near Miss Frequency Rate (NMFR) — N/A
404	**TRAINING AND EDUCATION**
404-2	**PROGRAMS FOR UPGRADING EMPLOYEE SKILLS AND TRANSITION ASSISTANCE PROGRAMS**
	Emera's ability to deliver for customers and to execute its growth plan depends on its ability to attract, develop and retain a skilled workforce. Emera works to attract top talent and to provide people with the tools they need to achieve success. Emera supports career growth and development and offers opportunities for employees to take on new roles in different parts of the business. Emera's annual performance review process enables employees and leaders the opportunity to identify areas for development and formal and informal training opportunities. For formal training opportunities, Emera's operating companies engage with external training providers. Emera operating companies offer longer-term career planning through the Employee Development Assistance (EDA) Program, as well as other tuition assistance programs that allow employees in Canada, the US and the Caribbean to apply for funding for training outside their current role. Our EDA program covers a portion of any formal education which is undertaken to advance an employee's career beyond their current position e.g., an undergrad or graduate degree, a certification, or vocational training. Regular full-time employees (including union) with at least six months' tenure are eligible to participate. Emera's workforce planning programs aim to understand the required skillsets and competencies to successfully execute the company's business strategy. Emera places emphasis on identifying future leaders and building leadership talent within the company. Emera continually conducts talent review and succession planning activities and discussions, with the goal of continuing to grow and develop the talent pipeline. Emera's Leadership Academy provides an interactive learning experience for leaders at all levels. Participants join cross-business cohorts and engage in self-directed learning, coach-led development, and group sessions. The program builds foundational and advanced leadership skills with a focus on applying them in real business settings. Emera companies contribute to apprenticeship programs, offer meaningful co-op student programs and support scholarship and bursary programs to attract top talent early on. In 2025, Emera was named one of Canada's Top 100 Employers, one of Canada's Best Diversity Employers, Atlantic Canada's Top Employers and Nova Scotia's Top Employers and a Dialogue Healthiest Workplace. • 2025 Sustainability Report: Our People, p. 17
404-3	**PERCENTAGE OF EMPLOYEES RECEIVING REGULAR PERFORMANCE AND CAREER DEVELOPMENT**
	Employees of all Emera companies complete an annual performance and career development review. The program includes employees and leaders working together to set goals and measures of success and identify development areas to be reviewed and evaluated throughout the year.

Disclosure/Code	Disclosure Response	
405	**DIVERSITY AND EQUAL OPPORTUNITY**	
	405-1 Diversity of governance bodies and employees	
	Employee Gender Diversity	
	Percentage of female employees in our workforce (All employees)	29%
	Percentage of female employees (US)	29%
	Percentage of female employees (Canada)	31%
	Percentage of female employees (Caribbean)	30%
	Employee Visible Minority[1] and Underrepresented[2] Identification	
	Percentage of employees that identify as visible minorities (US)	44%
	Percentage of employees that identify as visible minorities (Canada)	11%
	Percentage of employees that identify as underrepresented (US)	8%
	Percentage of employees that identify as underrepresented (Canada)	6%
	Leader[3] Gender Diversity	
	Percentage of female leaders in the workforce (All employees)	31%
	Percentage of female leaders (US)	26%
	Percentage of female leaders (Canada)	38%
	Percentage of female leaders (Caribbean)	48%
	Leader Visible Minority[1] and Underrepresented[2] Identification	
	Percentage of leaders in the workforce that identify as visible minorities (US)	31%
	Percentage of leaders in the workforce that identify as visible minorities (Canada)	8%
	Percentage of leaders in the workforce that identify as underrepresented (US)	7%
	Percentage of leaders in the workforce that identify as underrepresented (Canada)	3%
	Senior Leaders[4]	
	Percentage of female leaders on Emera's senior leadership team	39%
	Employee Hiring — Gender Diversity	
	Percentage of all hires who were female (All employees)	33%
	Percentage of all hires who were female (US)	27%
	Percentage of all hires who were female (Canada)	43%
	Percentage of all hires who were female (Caribbean)	35%

Disclosure/Code	Disclosure Response

405-1 Diversity of governance bodies and employees	
Employee Promotions — Gender Diversity	
Percentage of female employees promoted in our workforce (All employees)	38%
Percentage of female employees promoted (US)	32%
Percentage of female employees promoted (Canada)	48%
Percentage of female employees promoted (Caribbean)	23%
Employee Hiring — Visible Minority[1] and Underrepresented[2] Identification	
Percentage of employees hired that identify as visible minorities (US)	45%
Percentage of employees hired that identify as visible minorities (Canada)	31%
Percentage of employees hired that identify as underrepresented (US)	10%
Percentage of employees hired that identify as underrepresented (Canada)	8%
Employee Promotions — Visible Minority[1] and Underrepresented[2] Identification	
Percentage of employees promoted that identify as visible minorities (US)	51%
Percentage of employees promoted that identify as visible minorities (Canada)	17%
Percentage of employees promoted that identify as underrepresented (US)	5%
Percentage of employees promoted that identify as underrepresented (Canada)	6%
Emera Inc. Board Gender Diversity[5]	
Percentage of Emera Board of Director nominees that are female	42%
Emera Inc. Board Diversity[6]	
Percentage of the Emera Board of Director nominees that identify as diverse	17%

(1) 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, 2025, 63 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. Note that our percentage of employees hired that identify as visible minorities in Canada rose from 17 per cent in 2024 to 31 per cent in 2025 due in part to an improvement in how this data was collected.

(2) In the US, "underrepresented" includes veterans and people with a disability.

(3) Leaders are defined as managers, directors and above.

(4) Senior leaders are defined as director level and above.

(5) 5 out of 12 Director nominees were female in 2025, including our Board Chair. At our Annual Meeting of Shareholders held May 21, 2026, 45 per cent (5 out of 11) of Emera Director Nominees to the Board are female, including the Chair.

(6) 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 21, 2026, 18 per cent (2 out of 11) of Emera Director Nominees to the Board identify as diverse (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).

Disclosure/Code	Disclosure Response
408	**CHILD LABOUR**
409	**FORCED OR COMPULSORY LABOUR**
408-1 AND 409-1	**OPERATIONS AND SUPPLIERS AT SIGNIFICANT RISK FOR CHILD LABOUR**
	The Emera Companies do not tolerate the use of child labour or forced labour and are committed to acting ethically and with integrity in all business dealings and relationships to reduce the risk of child labour or forced labour from taking place in Emera Companies' supply chains. All Emera employees are trained on and expected to know Emera's Code of Conduct, which includes specific content on child labour and forced labour and Emera's commitment to prevention. Additionally, child labour and forced labour supply chain risks are assessed as part of Emera Company's Third-Party Risk Management (TPRM) Program. Canadian Emera Companies certify compliance with Canada's Forced Labour and Child Labour in Supply Chains Act with the Emera Board of Directors providing oversight of Emera's Modern Slavery Compliance Report to the Canadian government. This includes implementing our Reducing the Risk Modern Slavery in Emera's Business and Supply Chains Policy. Emera has no indication from primary/direct suppliers that any issues with forced or child labour have arisen. • Reducing the Risk of Modern Slavery in Emera's Business and Supply Chain Policy • Emera's Modern Slavery Compliance Report
411	**RIGHTS OF INDIGENOUS PEOPLES**
411-1	**RIGHTS OF INDIGENOUS PEOPLES**
	Indigenous and Native American communities are important and valued partners across Emera's operations in their traditional territories. We're committed to maintaining open and collaborative long-term relationships that are based on trust and respect. Through these relationships, we work together to deliver a cleaner energy future while protecting the environment, respecting tradition and strengthening communities. We engage in open communication and meaningful consultation on new and developing energy projects to learn about the unique perspectives, concerns and interests of our Indigenous and Native American partners. We have an MOU with the Mi'kmaq of Nova Scotia which includes a structured work plan that we collaboratively work on. We also work together to create education and training opportunities, including through scholarships and job opportunities. Based on the jurisdictions and geographies where we operate, our relationships with Indigenous communities are focused in Atlantic Canada and New Mexico. We have not confirmed any identified violations involving the rights of Indigenous Peoples during this reporting period. • 2025 Emera Sustainability Report: Indigenous Engagement & Opportunity, p. 19
	SASB ENERGY AFFORDABILITY
IF-EU-240A.1, 2 AND 3	• Barbados Light & Power Tariffs & Riders — Link to Residential and Business Tariffs and Riders • Grand Bahama Power Rates — Link to Billing for Home and Billing for Business • Nova Scotia Power Rates & Tariffs — Link to Rates & Tariffs • Tampa Electric Rates — Link to Rates
IF-GU-240A.1, 2 AND 3	• New Mexico Gas — Link to Rates • Peoples Gas — Link to Rates

Disclosure/Code	Disclosure Response
	SASB END-USE EFFICIENCY & DEMAND
IF-EU-420A.2	**PERCENTAGE OF ELECTRIC LOAD SERVED BY SMART GRID TECHNOLOGY**
	At the end of 2025, Emera had approximately 1.58 million customers served by smart meters (advanced metering infrastructure or automatic meter reading technologies) across our electric utilities. Approximately 98% of our energy load is served by smart grid technology. Smart meters help our customers better manage electricity costs, improve response time in the event of an outage, and make connecting or disconnecting power easier and faster.
IF-EU-420A.3	**CUSTOMER ELECTRICITY SAVINGS FROM EFFICIENCY MEASURES, BY MARKET**
	Florida Tampa Electric received approval for its 2020–2029 Demand-side Management (DSM) Plan in August 2020. On June 1, 2025, TEC transitioned to the commission-approved 2025-2034 DSM Plan and standards. This plan supports the approved Florida Public Service Commission (FPSC) goals, which are reasonable, beneficial, and cost-effective to all customers as required by the *Florida Energy Efficiency and Conservation Act* (FEECA). Tampa Electric files annual reports with the FPSC and the US Energy Information Administration, which summarize its DSM program accomplishments. Some of Tampa Electric's DSM initiatives include conservation programs, free energy audits, numerous energy rebate and incentive programs, and energy education, awareness, and outreach. In 2025, Tampa Electric's conservation programs reduced the use of energy by 65.8 GWh (65,800 MWh) for residential and commercial/industrial customers. The company incurred DSM costs of approximately $47.6 million USD. **Nova Scotia** In Nova Scotia, DSM programs are funded by NSPI pursuant to legislation requirements within the *Public Utilities Act*. This legislation requires that NSPI purchase electricity efficiency and conservation activities from EfficiencyOne, a public utility regulated by the Nova Scotia Energy Board (formerly the Nova Scotia Utility and Review Board, UARB). DSM activities at EfficiencyOne include home energy assessments, numerous energy rebate and incentive programs, free energy efficient products, and energy efficiency education and advice. In 2025, the energy savings achieved were 129 GWh (47 GWh (47,000 MWh) Residential and 83 GWh (83,000 GWh) Business/ Non-Profit/Institutional). In 2025, the contribution to EfficiencyOne from NSPI revenue was $62.5 million.
IF-GU-420A.2	**CUSTOMER GAS SAVINGS FROM EFFICIENCY MEASURES, BY MARKET**
	Florida PGS offered eleven DSM programs in 2025 to its customers, including gas-to-gas retention, electric-to-gas retrofit, new construction rebates to both residential and commercial customers, and combined heat and power rebates to commercial customers. PGS also offers an online residential energy audit and a commercial walkthrough energy audit. Program costs are approved annually by the FPSC with costs recovered through the Natural Gas Conservation Cost Recovery Clause rate on customers' gas bill. In 2025, PGS conservation programs saved 322,759 MMBtu (3.23 million therms), at a cost of approximately $27 million USD which includes rebates paid to customers, payroll costs for the employees who work on the DSM programs, conservation advertising, and fees for third-party vendors to provide the energy audit programs and other program support. **New Mexico** Utilities in the state of New Mexico are required to offer energy efficiency programs to customers through the State's *Efficient Use of Energy Act*. NMGC provides energy efficiency programs designed to incentivize residential and commercial customers to purchase or install high efficiency measures that decrease the use of natural gas in their homes or businesses. In 2025, NMGC offered eight separate programs, including: residential water and space heating programs, the New Homes program, Efficient Buildings and Strategic Energy Management for commercial customers programs, and Home Energy Reports for residential customers. These programs offer multiple natural gas saving measures for commercial, residential, and school facilities. NMGC's 2024 energy efficiency programs saved approximately 499,380 MMBtu (4.99 million therms). The annual program runs from April 1 to March 31.

Disclosure/Code	Disclosure Response
	SASB NUCLEAR SAFETY & EMERGENCY MANAGEMENT
IF-EU-540A.1	**TOTAL NUMBER OF NUCLEAR POWER UNITS, BROKEN DOWN BY RESULTS OF MOST RECENT INDEPENDENT SAFETY REVIEW**
	Emera does not own nuclear generation.
IF-EU-540A.2	**DESCRIPTION OF EFFORTS TO MANAGE NUCLEAR SAFETY AND EMERGENCY PREPAREDNESS**
	Emera does not own nuclear generation.
	SASB GRID RESILIENCY
IF-EU-550A.1	**NUMBER OF INCIDENTS OF NON-COMPLIANCE WITH PHYSICAL AND/OR CYBERSECURITY STANDARDS OR REGULATIONS**
	There was one reportable cybersecurity breach in 2025. See the 2025 Emera Annual Report for further details. • 2025 Emera Annual Report, p. 25; 48-49
IF-EU-550A.2	**(1) SYSTEM AVERAGE INTERRUPTION DURATION INDEX (SAIDI), (2) SYSTEM AVERAGE INTERRUPTION FREQUENCY INDEX (SAIFI), AND (3) CUSTOMER AVERAGE INTERRUPTION DURATION INDEX (CAIDI), INCLUSIVE OF MAJOR EVENT DAYS (MEDS)**
	(1) System Average Interruption Duration Index (SAIDI): Emera's SAIDI over the course of the year was 5.89 (All-in) and 3.18 (MEDS & Planning Outages not included). SAIDI is calculated using total customer interruption duration (over 1 minute long) in hours against average number of customers for the 2025 reporting period. Emera meets and exceeds the minimum IEEE Standard 1366-2012 requirements, which includes the 2.5 beta method for calculating major event days. (2) System Average Interruption Frequency Index (SAIFI): Emera's SAIFI over the course of the year was 2.89 (All-in) and 1.92 (MEDS & Planning Outages not included). SAIFI is calculated using total number of customer interruptions (over 1 minute long) against average number of customers for the 2025 reporting period. Emera meets and exceeds the minimum IEEE Standard 1366-2012 requirements, which includes the 2.5 beta method for calculating major event days. (3) Customer Average Interruption Duration Index (CAIDI): Emera's CAIDI over the course of the year was 2.04 (All-in) and 1.66 (MEDS & Planning Outages not included). 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.

www.emera.com