

# GRI and SASB Index: Three-Year Data Summary

|            |                                                                          | 2025               | 2024        | 2023        |
|------------|--------------------------------------------------------------------------|--------------------|-------------|-------------|
|            | <b>GRI 2 GENERAL DISCLOSURES</b>                                         |                    |             |             |
| <b>2-7</b> | <b>EMPLOYEES</b>                                                         |                    |             |             |
|            | Total number of employees by employment contract, by Gender <sup>1</sup> |                    |             |             |
|            | Total Number of Permanent Female Employees (%)                           | <b>2,224 (29%)</b> | 2,141 (29%) | 2,115 (30%) |
|            | Total Number of Permanent Male Employees (%)                             | <b>5,337 (71%)</b> | 5,237 (71%) | 5,018 (70%) |
|            | Total                                                                    | <b>7,561</b>       | 7,378       | 7,133       |
|            | Total Number of Temporary Female Employees (%)                           | <b>72 (30%)</b>    | 69 (35%)    | 53 (28%)    |
|            | Total Number of Temporary Male Employees (%)                             | <b>165 (70%)</b>   | 127 (65%)   | 134 (72%)   |
|            | Total                                                                    | <b>237</b>         | 196         | 187         |
|            | Grand Total                                                              | <b>7,798</b>       | 7,574       | 7,320       |
|            | Total Number of Employees by Employment Contract, by Region <sup>1</sup> |                    |             |             |
|            | Total Number of Permanent Employees — Canada (%)                         | <b>2,622 (35%)</b> | 2,501 (34%) | 2,391 (34%) |
|            | Total Number of Permanent Employees — US (%)                             | <b>4,284 (57%)</b> | 4,236 (57%) | 4,129 (58%) |
|            | Total Number of Permanent Employees — Caribbean (%)                      | <b>655 (9%)</b>    | 641 (9%)    | 613 (9%)    |
|            | Total                                                                    | <b>7,561</b>       | 7,378       | 7,133       |
|            | Total Number of Temporary Employees — Canada (%)                         | <b>180 (76%)</b>   | 149 (76%)   | 125 (67%)   |
|            | Total Number of Temporary Employees — US (%)                             | <b>35 (15%)</b>    | 28 (14%)    | 33 (18%)    |
|            | Total Number of Permanent Employees — Caribbean (%)                      | <b>22 (9%)</b>     | 19 (10%)    | 29 (16%)    |
|            | Total                                                                    | <b>237</b>         | 196         | 187         |

<sup>1</sup> Includes full-time and part-time employees.

|             |                                                                                         | 2025                | 2024        | 2023        |
|-------------|-----------------------------------------------------------------------------------------|---------------------|-------------|-------------|
|             | Grand Total                                                                             | 7,798               | 7,574       | 7,320       |
|             | Total Number of Employees by Employment Type, by Gender <sup>1</sup>                    |                     |             |             |
|             | Total Number of FTE Employees — Female (%)                                              | 2,289 (29%)         | 2,204 (29%) | 2,160 (30%) |
|             | Total Number of FTE Employees — Male (%)                                                | 5,489 (71%)         | 5,353 (71%) | 5,144 (70%) |
|             | Total Number of < 1 FTE Employees — Female (%)                                          | 7 (35%)             | 6 (35%)     | 8 (50%)     |
|             | Total Number of < 1 FTE Employees — Male (%)                                            | 13 (65%)            | 11 (65%)    | 8 (50%)     |
|             | Total                                                                                   | 7,798               | 7,574       | 7,320       |
| 2-30A       | PERCENT OF EMPLOYEES REPRESENTED BY A UNION (%)                                         | 30                  | 30          | 30          |
|             | SASB ACTIVITY METRICS (GENERAL DISCLOSURES) EU — ELECTRIC UTILITIES, GU — GAS UTILITIES |                     |             |             |
| IF-EU-000.A | NUMBER OF ELECTRIC UTILITY CUSTOMERS SERVED                                             |                     |             |             |
|             | Residential                                                                             | 1,418,956           | 1,399,228   | 1,374,975   |
|             | Commercial                                                                              | 138,877             | 138,572     | 137,363     |
|             | Industrial                                                                              | 3,586               | 3,606       | 3,638       |
|             | Other                                                                                   | 54,610              | 54,236      | 53,579      |
| IF-EU-000.B | TOTAL ELECTRICITY DELIVERED TO CUSTOMERS (GWh)                                          |                     |             |             |
|             | Residential                                                                             | 16,103              | 15,865      | 15,762      |
|             | Commercial                                                                              | 10,503              | 10,416      | 10,208      |
|             | Industrial                                                                              | 4,261               | 4,304       | 4,466       |
|             | Other                                                                                   | 2,229               | 2,164       | 2,442       |
| IF-EU-000.C | LENGTH OF ELECTRIC TRANSMISSION LINES (KM)                                              | 8,500 <sup>2</sup>  | 7,854       | 7,869       |
|             | Length of Electric Distribution Lines (km)                                              | 55,000 <sup>2</sup> | 54,297      | 53,483      |

<sup>2</sup> Lengths are approximated.

|                    |                                                                                        | 2025                    | 2024             | 2023             |
|--------------------|----------------------------------------------------------------------------------------|-------------------------|------------------|------------------|
|                    |                                                                                        |                         |                  |                  |
| <b>IF-EU-000.D</b> | <b>TOTAL ELECTRICITY GENERATED BY ENERGY SOURCE — NET GENERATION (MWh)<sup>3</sup></b> |                         |                  |                  |
|                    | Coal (%)                                                                               | <b>4,683,890 (16%)</b>  | 3,778,657 (13%)  | 4,407,601 (15%)  |
|                    | Natural Gas (%)                                                                        | <b>18,872,088 (66%)</b> | 20,315,956 (70%) | 19,761,810 (69%) |
|                    | Petroleum (%)                                                                          | <b>1,521,777 (5%)</b>   | 1,366,712 (5%)   | 1,364,413 (5%)   |
|                    | Biomass (%)                                                                            | <b>318,803 (1%)</b>     | 299,197 (1%)     | 259,568 (0.9%)   |
|                    | Hydroelectric (%)                                                                      | <b>594,003 (2%)</b>     | 685,564 (2%)     | 943,199 (3%)     |
|                    | Solar (%)                                                                              | <b>2,436,164 (9%)</b>   | 2,249,788 (8%)   | 1,761,920 (6%)   |
|                    | Wind (%)                                                                               | <b>258,765 (1%)</b>     | 244,135 (1%)     | 203,493 (1%)     |
|                    | Total                                                                                  | <b>28,685,490</b>       | 28,940,009       | 28,702,005       |
|                    | Installed Capacity (MW) <sup>4</sup>                                                   |                         |                  |                  |
|                    | Coal                                                                                   | <b>1,225</b>            | 1,667            | 1,711            |
|                    | Natural Gas                                                                            | <b>5,761</b>            | 4,972            | 5,411            |
|                    | Petroleum                                                                              | <b>593</b>              | 909              | 909              |
|                    | Biomass                                                                                | <b>93</b>               | 93               | 93               |
|                    | Hydroelectric                                                                          | <b>374</b>              | 374              | 376              |
|                    | Solar                                                                                  | <b>1,436</b>            | 1,362            | 1,264            |
|                    | Wind                                                                                   | <b>148</b>              | 148              | 148              |
|                    | Total                                                                                  | <b>9,630</b>            | 9,525            | 9,913            |
|                    | Total Renewable Capacity (MW)                                                          | <b>2,051</b>            | 1,977            | 1,882            |
|                    | Battery Storage (MW)                                                                   | <b>219.3</b>            | 42.6             | 27.6             |

<sup>3</sup> Excluding purchases.

<sup>4</sup> Dual fuel unit installed capacities have been classified according to the primary fuel source used. Total installed capacities include long-term rental generation units.

|                    |                                                                          | 2025                      | 2024        | 2023                   |
|--------------------|--------------------------------------------------------------------------|---------------------------|-------------|------------------------|
| <b>IF-EU-000.E</b> | <b>TOTAL WHOLESALE ELECTRICITY PURCHASED (MWh)</b>                       | <b>6,448,400</b>          | 6,165,664   | 5,955,812 <sup>5</sup> |
| <b>IF-GU-000.A</b> | <b>NUMBER OF GAS UTILITY CUSTOMERS SERVED</b>                            |                           |             |                        |
|                    | Residential                                                              | <b>991,482</b>            | 977,232     | 954,502                |
|                    | Commercial                                                               | <b>50,686</b>             | 50,399      | 49,906                 |
|                    | Industrial                                                               | <b>8</b>                  | 7           | 5                      |
|                    | Other                                                                    | <b>33,391</b>             | 30,050      | 33,088                 |
| <b>IF-GU-000.B</b> | <b>AMOUNT OF NATURAL GAS DELIVERED (MMBtu)</b>                           |                           |             |                        |
|                    | Residential                                                              | <b>33,076,594</b>         | 40,900,390  | 41,337,963             |
|                    | Commercial                                                               | <b>86,760,249</b>         | 82,331,682  | 83,973,442             |
|                    | Industrial                                                               | <b>163,906,986</b>        | 161,788,545 | 161,382,971            |
|                    | Transferred to a Third-Party                                             | <b>31,332,231</b>         | 27,848,594  | 26,685,051             |
| <b>IF-GU-000.C</b> | <b>LENGTH OF NATURAL GAS TRANSMISSION PIPELINES (KM)</b>                 | <b>2,800<sup>6</sup></b>  | 2,917       | 2,999                  |
|                    | Length of Natural Gas Distribution Pipelines (km)                        | <b>44,000<sup>6</sup></b> | 43,372      | 42,637                 |
| <b>201-1</b>       | <b>DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (BILLIONS OF CAD)</b> | <b>\$7.4</b>              | \$6.7       | \$6.5                  |
|                    | <b>303 WATER AND EFFLUENTS</b>                                           |                           |             |                        |
| <b>303-3</b>       | <b>WATER WITHDRAWAL</b>                                                  |                           |             |                        |
|                    | Total Water Withdrawal (megalitres) (Freshwater)                         |                           |             |                        |
|                    | Groundwater                                                              | <b>523</b>                | 1,300       | 2,311                  |
|                    | Seawater                                                                 | -                         | -           | -                      |
|                    | Surface Water                                                            | <b>5,232</b>              | 6,752       | 5,728                  |
|                    | Third-Party Water                                                        | <b>10,706</b>             | 8,920       | 8,482                  |

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

<sup>6</sup> Lengths are approximated.

|       |                                                                                          | 2025      | 2024      | 2023      |
|-------|------------------------------------------------------------------------------------------|-----------|-----------|-----------|
|       | Total                                                                                    | 16,461    | 16,972    | 16,521    |
|       | Total Water Withdrawal (megalitres) (Other Water)                                        |           |           |           |
|       | Groundwater                                                                              | 46,990    | 47,646    | 50,712    |
|       | Seawater                                                                                 | 2,301,508 | 2,289,519 | 2,588,629 |
|       | Surface Water                                                                            | -         | -         | -         |
|       | Third-Party Water                                                                        | -         | -         | -         |
|       | Total                                                                                    | 2,348,498 | 2,337,165 | 2,639,341 |
|       | Total Water Withdrawal from Water-Stressed Areas (megalitres) (Freshwater) <sup>7</sup>  |           |           |           |
|       | Groundwater                                                                              | 337       | 1,148     | 2,180     |
|       | Seawater                                                                                 | -         | -         | -         |
|       | Surface Water                                                                            | 4,518     | 5,984     | 5,052     |
|       | Third-Party Water                                                                        | 8,906     | 7,019     | 6,670     |
|       | Total                                                                                    | 13,761    | 14,151    | 13,902    |
|       | Total Water Withdrawal from Water-Stressed Areas (megalitres) (Other Water) <sup>7</sup> |           |           |           |
|       | Groundwater                                                                              | 1         | 47,646    | 50,712    |
|       | Seawater                                                                                 | 1,242,515 | 1,230,525 | 1,504,521 |
|       | Surface Water                                                                            | -         | -         | -         |
|       | Third-Party Water                                                                        | -         | -         | -         |
|       | Total                                                                                    | 1,242,516 | 1,278,171 | 1,555,233 |
| 303-4 | WATER DISCHARGE                                                                          |           |           |           |

<sup>7</sup> 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. In 2023, these numbers represented water withdrawal for BLP, NMGC and TEC.

|  |                                                                                       | 2025      | 2024      | 2023      |
|--|---------------------------------------------------------------------------------------|-----------|-----------|-----------|
|  | Total Water Discharge (megalitres) (Freshwater) <sup>8</sup>                          |           |           |           |
|  | Groundwater                                                                           | 2,437     | 2,379     | 2,379     |
|  | Seawater                                                                              | 32        | -         | -         |
|  | Surface Water                                                                         | 2,634     | 2,993     | 1,957     |
|  | Third-Party Water                                                                     | 2         | -         | -         |
|  | Other Water                                                                           | -         | -         | -         |
|  | Total                                                                                 | 5,105     | 5,372     | 4,336     |
|  | Total Water Discharge (megalitres) (Other Water)                                      |           |           |           |
|  | Groundwater                                                                           | 1,408     | 88        | 89        |
|  | Seawater                                                                              | 2,327,486 | 2,317,178 | 2,616,920 |
|  | Surface Water                                                                         | 204       | 345       | 319       |
|  | Third-Party Water                                                                     | -         | -         | -         |
|  | Other Water                                                                           | -         | -         | -         |
|  | Total                                                                                 | 2,329,098 | 2,317,611 | 2,616,698 |
|  | Total Water Discharge to Water-Stressed Areas (megalitres) (Freshwater) <sup>9</sup>  |           |           |           |
|  | Groundwater                                                                           | 2,437     |           |           |
|  | Seawater                                                                              | 32        |           |           |
|  | Surface Water                                                                         | 2,229     |           |           |
|  | Third-Party Water                                                                     | 2         |           |           |
|  | Total                                                                                 | 4,700     |           |           |
|  | Total Water Discharge to Water-Stressed Areas (megalitres) (Other Water) <sup>9</sup> |           |           |           |

<sup>8</sup> In 2025, updates were made to our data collection system and resulted in improvements to water categorization methods. These categorization adjustments account for most changes from 2024 to 2025.

<sup>9</sup> Water-stressed areas include operations at NMGC, PGS, and TEC, as per the World Resources Institute's Aqueduct Water Risk Atlas. In 2025, our disclosure was expanded to include water discharge to water-stressed areas; these values were not previously reported.

|                |                                                                                                              | 2025      | 2024      | 2023      |
|----------------|--------------------------------------------------------------------------------------------------------------|-----------|-----------|-----------|
|                | Groundwater                                                                                                  | 1,407     |           |           |
|                | Seawater                                                                                                     | 1,242,543 |           |           |
|                | Surface Water                                                                                                | -         |           |           |
|                | Third-Party Water                                                                                            | -         |           |           |
|                | Total                                                                                                        | 1,243,950 |           |           |
| 303-5          | TOTAL WATER CONSUMPTION (MEGALITRES)                                                                         | 76,286    | 62,917    | 64,718    |
|                | SASB WATER MANAGEMENT                                                                                        |           |           |           |
| IF-EU-140A.1   | TOTAL WATER WITHDRAWN (THOUSANDS OF CUBIC METERS) (MEGALITRES)                                               | 2,364,959 | 2,354,137 | 2,655,862 |
|                | Total Water Consumed (thousands of cubic meters) (megalitres)                                                | 76,286    | 62,917    | 64,718    |
|                | Percentage of Water Withdrawn in Regions with High or Extremely High Baseline Water Stress (%) <sup>10</sup> | 53%       | 53%       | -         |
|                | Percentage of Water Consumed in Regions with High or Extremely High Baseline Water Stress (%) <sup>10</sup>  | 16%       | 20%       | -         |
|                | 304 BIODIVERSITY <sup>11</sup>                                                                               |           |           |           |
|                | 305 EMISSIONS <sup>12</sup>                                                                                  |           |           |           |
| 305-1, 2, 3, 4 | DIRECT (SCOPE 1), ENERGY INDIRECT (SCOPE 2), OTHER INDIRECT (SCOPE 3) GHG EMISSIONS                          |           |           |           |
|                | Scope 1 and 2 (ktCO <sub>2</sub> )                                                                           | 13,560    | 13,153    | 13,336    |
|                | Scope 1 and 2 (ktCO <sub>2</sub> e)                                                                          | 13,606    | 13,384    | 13,558    |
|                | CO <sub>2</sub> intensity (tCO <sub>2</sub> /MWh of total sales)                                             | 0.41      | 0.40      | 0.41      |

<sup>10</sup> 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.

<sup>11</sup> Note: In 2025, **304 Biodiversity** data disclosure was removed from the Three-Year Data Summary. Considering ongoing data collection improvements and upcoming adjustments to the GRI standards, the decision was made to shift to a more qualitative disclosure for the 2025 year. Please see 304 Biodiversity in the GRI and SASB Index at the back of Emera's 2025 Sustainability Report for more details.

<sup>12</sup> 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) 5<sup>th</sup> Assessment Report for all operating companies, except for our US operating companies who were regulated to use GWPs from the IPCC 4<sup>th</sup> Assessment Report in 2023.

|                     |                                                                                                                      | 2025              | 2024       | 2023       |
|---------------------|----------------------------------------------------------------------------------------------------------------------|-------------------|------------|------------|
|                     | Reduction in CO <sub>2</sub> emissions since 2005 (%) <sup>13</sup>                                                  | 48                | 49         | 47         |
|                     | Scope 3 (ktCO <sub>2</sub> e) <sup>14</sup>                                                                          | 8,914             | 8,627      | 8,301      |
| <b>305-7</b>        | <b>NITROGEN OXIDES (NO<sub>x</sub>), SULFUR OXIDES (SO<sub>2</sub>) AND OTHER SIGNIFICANT AIR EMISSIONS (TONNES)</b> |                   |            |            |
|                     | NO <sub>x</sub>                                                                                                      | 17,758            | 17,424     | 15,677     |
|                     | SO <sub>2</sub>                                                                                                      | 54,401            | 41,108     | 47,952     |
|                     | Hg <sup>15</sup>                                                                                                     | 0.08              | 0.037      | 0.042      |
|                     | CO <sup>16</sup>                                                                                                     | 2,957             | 3,161      | 2,944      |
|                     | Total Particulate Matter <sup>16</sup>                                                                               | 1,391             | 590        | 732        |
|                     | PM <sub>10</sub> <sup>16</sup>                                                                                       | 882               | 550        | 491        |
|                     | PM <sub>2.5</sub> <sup>16</sup>                                                                                      | 452               | 339        | 330        |
| <b>IF-EU-110A.1</b> | <b>GROSS GLOBAL SCOPE 1 EMISSIONS (TONNES CO<sub>2</sub>e)<sup>17</sup></b>                                          | <b>13,603,256</b> | 13,381,615 | 13,555,422 |
|                     | Percentage Covered Under Emissions-Limiting Regulations                                                              | 42                | 40         | 36         |
|                     | Percentage Covered Under Emissions-Reporting Regulations                                                             | 93                | 92         | 93         |
| <b>IF-EU-110A.2</b> | <b>GREENHOUSE GAS (GHG) EMISSIONS ASSOCIATED WITH POWER DELIVERIES (TONNES CO<sub>2</sub>e)</b>                      | <b>14,391,256</b> | 14,068,701 | 14,330,004 |
| <b>IF-EU-110A.4</b> | <b>NUMBER OF CUSTOMERS SERVED IN MARKETS SUBJECT TO RENEWABLE PORTFOLIO STANDARDS<sup>18</sup></b>                   | <b>564,504</b>    | 557,219    | 548,633    |
|                     | Percentage Fulfilment of RPS Target by Market (%) <sup>19</sup>                                                      | 100               | 100        | 100        |

<sup>13</sup> Includes Scope 1 generation CO<sub>2</sub> emissions for TEC and NSPI only. Scope 1 generation CO<sub>2</sub> emissions for NSPI and TEC are independently verified by a third party to a reasonable level of assurance.

<sup>14</sup> 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).

<sup>15</sup> Applies to TEC and NSPI only.

<sup>16</sup> Reported for TEC, NSPI and Brooklyn Power Corporation (BPC).

<sup>17</sup> 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) 5<sup>th</sup> Assessment Report for all operating companies, except for our US operating companies who were regulated to use GWPs from the IPCC 4<sup>th</sup> Assessment Report in 2023.

<sup>18</sup> Applies to NSPI only.

<sup>19</sup> The Renewable Energy Regulations require NSPI to ensure at least 40% of net electricity sales are derived from renewable low-impact electricity, with a minimum contribution of 5% from independent power producers (IPPs) each year from 2020. In 2025, 40.2% of total sales were RES-compliant, with a contribution of 17.4% from IPPs.

|                     |                                                                                                                                                                                                                                                  | 2025                | 2024         | 2023         |
|---------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|--------------|--------------|
|                     | <b>SASB AIR QUALITY</b>                                                                                                                                                                                                                          |                     |              |              |
| <b>IF-EU-120A.1</b> | <b>AIR EMISSIONS FOR THE FOLLOWING POLLUTANTS: NO<sub>x</sub> (EXCLUDING N<sub>2</sub>O), SO<sub>x</sub>, PARTICULATE MATTER (PM<sub>10</sub>) LEAD (PB), MERCURY (Hg) (TONNES). PERCENTAGE OF EACH IN OR NEAR AREAS OF DENSE POPULATION (%)</b> |                     |              |              |
|                     | NO <sub>x</sub>                                                                                                                                                                                                                                  | <b>17,758 (44%)</b> | 17,424 (56%) | 15,677 (54%) |
|                     | SO <sub>2</sub>                                                                                                                                                                                                                                  | <b>54,401 (21%)</b> | 41,108 (27%) | 47,952 (25%) |
|                     | Particulate Matter (PM <sub>10</sub> )                                                                                                                                                                                                           | <b>882 (20%)</b>    | 550 (38%)    | 491 (29%)    |
|                     | Lead (Pb)                                                                                                                                                                                                                                        | <b>0.89 (12%)</b>   | N/A          | N/A          |
|                     | Mercury (Hg)                                                                                                                                                                                                                                     | <b>0.08 (37.5%)</b> | 0.037 (2%)   | 0.042 (5%)   |
|                     | <b>306 WASTE<sup>20</sup></b>                                                                                                                                                                                                                    |                     |              |              |
| <b>306-4</b>        | <b>WASTE DIVERTED FROM DISPOSAL</b>                                                                                                                                                                                                              |                     |              |              |
|                     | Non-hazardous waste diverted from disposal – liquid (litres)                                                                                                                                                                                     |                     |              |              |
|                     | Diverted via reuse                                                                                                                                                                                                                               | -                   |              |              |
|                     | Diverted via recycling                                                                                                                                                                                                                           | <b>7,465</b>        |              |              |
|                     | Diverted via other recovery options                                                                                                                                                                                                              | <b>486,204</b>      |              |              |
|                     | Total liquid non-hazardous waste diverted from disposal                                                                                                                                                                                          | <b>493,669</b>      |              |              |
|                     | Non-hazardous waste diverted from disposal – solid (tonnes)                                                                                                                                                                                      |                     |              |              |
|                     | Diverted via reuse                                                                                                                                                                                                                               | <b>147</b>          |              |              |
|                     | Diverted via recycling                                                                                                                                                                                                                           | <b>10,094</b>       |              |              |
|                     | Diverted via other recovery options                                                                                                                                                                                                              | <b>69</b>           |              |              |
|                     | Total solid non-hazardous waste diverted from disposal                                                                                                                                                                                           | <b>10,310</b>       |              |              |
|                     | Hazardous waste diverted from disposal – liquid (litres)                                                                                                                                                                                         |                     |              |              |

<sup>20</sup> Waste data collection and disclosure was expanded in 2025 to provide a better breakdown of waste disposal and diversion. Previous years' data can be found at the bottom of the Waste section. Waste generation data does not include BLP. 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. Hazardous waste includes all PCB waste with greater than 50ppm PCBs.

|       |                                                            | 2025    | 2024 | 2023 |
|-------|------------------------------------------------------------|---------|------|------|
|       | Diverted via reuse                                         | -       |      |      |
|       | Diverted via recycling                                     | 100     |      |      |
|       | Diverted via other recovery options                        | -       |      |      |
|       | Total liquid non-hazardous waste diverted from disposal    | 100     |      |      |
|       | Hazardous waste diverted from disposal – solid (tonnes)    |         |      |      |
|       | Diverted via reuse                                         | -       |      |      |
|       | Diverted via recycling                                     | 41      |      |      |
|       | Diverted via other recovery options                        | 0.08    |      |      |
|       | Total solid non-hazardous waste diverted from disposal     | 41      |      |      |
| 306-5 | <b>WASTE DIRECTED TO DISPOSAL</b>                          |         |      |      |
|       | Non-hazardous waste directed to disposal – liquid (litres) |         |      |      |
|       | Disposed of via incineration                               | 401,342 |      |      |
|       | Disposed of via landfilling                                | 7,523   |      |      |
|       | Disposed of via other disposal operations                  | -       |      |      |
|       | Total liquid non-hazardous waste directed to disposal      | 408,865 |      |      |
|       | Non-hazardous waste directed to disposal – solid (tonnes)  |         |      |      |
|       | Disposed of via incineration                               | 6       |      |      |
|       | Disposed of via landfilling                                | 268,869 |      |      |
|       | Disposed of via other disposal operations                  | 695     |      |      |
|       | Total solid non-hazardous waste directed to disposal       | 269,570 |      |      |
|       | Hazardous waste directed to disposal – liquid (litres)     |         |      |      |
|       | Disposed of via incineration                               | 26,666  |      |      |
|       | Disposed of via landfilling                                | -       |      |      |

|                     |                                                                                                               | 2025                  | 2024         | 2023          |
|---------------------|---------------------------------------------------------------------------------------------------------------|-----------------------|--------------|---------------|
|                     | Disposed of via other disposal operations                                                                     | 2,099,627             |              |               |
|                     | Total liquid hazardous waste directed to disposal                                                             | 2,126,293             |              |               |
|                     | Hazardous waste directed to disposal – solid (tonnes)                                                         |                       |              |               |
|                     | Disposed of via incineration                                                                                  | 5                     |              |               |
|                     | Disposed of via landfilling                                                                                   | 3                     |              |               |
|                     | Disposed of via other disposal operations                                                                     | 18                    |              |               |
|                     | Total solid hazardous waste directed to disposal                                                              | 26                    |              |               |
|                     | Liquid PCB waste generated (litres)                                                                           | 10,816                |              |               |
|                     | Solid PCB waste generated (tonnes)                                                                            | 39                    |              |               |
|                     | Solid hazardous waste (tonnes) <sup>21</sup>                                                                  | See above             | 40           | 110           |
|                     | Liquid hazardous waste (litres) <sup>22</sup>                                                                 | See above             | 1,009,093    | 2,076,900     |
|                     | <b>SASB COAL ASH MANAGEMENT</b>                                                                               |                       |              |               |
| <b>IF-EU-150A.1</b> | <b>AMOUNT OF COAL COMBUSTION RESIDUALS (CCR) GENERATED (TONNES),<br/>PERCENTAGE RECYCLED (%)<sup>23</sup></b> | <b>270,956 (2.3%)</b> | 259,141 (4%) | 302,390 (23%) |
|                     | <b>SASB INTEGRITY OF GAS DELIVERY INFRASTRUCTURE</b>                                                          |                       |              |               |
| <b>IF-GU-540A.1</b> | <b>NUMBER OF REPORTABLE PIPELINE INCIDENTS</b>                                                                | <b>2</b>              | 3            | 3             |
|                     | Corrective Action Orders                                                                                      | -                     | -            | -             |
|                     | Notice of Probable Violation (NOPV)                                                                           | 7                     | 24           | 9             |
| <b>IF-GU-540A.2</b> | <b>PERCENTAGE OF DISTRIBUTION PIPELINE THAT IS CAST AND/OR WROUGHT IRON (%)<sup>24</sup></b>                  | -                     | -            | -             |
|                     | Percentage of Distribution Pipeline that is Unprotected Steel (%)                                             | - <sup>25</sup>       | -            | -             |

<sup>21</sup> This data is now broken down further in 306 Waste, above. In 2024, this included approximately 19 tonnes of solid PCB waste, in 2023 approximately 46.3 tonnes of solid PCB waste.

<sup>22</sup> This data is now broken down further in 306 Waste, above. In 2024, this included approximately 4,191 litres of liquid PCB waste, in 2023, approximately 7,406 litres of liquid PCB waste.

<sup>23</sup> Includes TEC and NSPI. TEC had an additional 3,058 tonnes CCPs that were disposed of, but not generated in, the 2025 reporting year. As of 2025, 306 Waste: Non-hazardous waste includes all coal combustion products (CCPs).

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

<sup>25</sup> 10.6 km (6.6 miles) of unprotected steel remain.

|                     |                                                                                                     | 2025              | 2024       | 2023        |
|---------------------|-----------------------------------------------------------------------------------------------------|-------------------|------------|-------------|
| <b>IF-GU-540A.3</b> | <b>PERCENTAGE OF GAS TRANSMISSION AND DISTRIBUTION PIPELINES INSPECTED</b>                          |                   |            |             |
|                     | Percentage of gas transmission lines inspected (Integrity assessment inspections) <sup>26</sup> (%) | <b>10-14</b>      | 10-14      | 10-14       |
|                     | Percentage of gas transmission lines inspected (leak surveys) (%) <sup>27</sup>                     | <b>100</b>        | 100        | 100         |
|                     | Percentage of gas distribution lines inspected (leak surveys) (%) <sup>27</sup>                     | <b>20</b>         | 20         | 20          |
|                     | <b>400 SOCIAL PERFORMANCE</b>                                                                       |                   |            |             |
|                     | <b>401 EMPLOYMENT</b>                                                                               |                   |            |             |
| <b>401-1</b>        | <b>NEW EMPLOYEE HIRES AND EMPLOYEE TURNOVER<sup>28</sup></b>                                        |                   |            |             |
|                     | New Employee Hires by Age Group (%)                                                                 |                   |            |             |
|                     | Under 30                                                                                            | <b>248 (3.3%)</b> | 238 (3.2%) | 248 (3.5%)  |
|                     | 30-50                                                                                               | <b>338 (4.5%)</b> | 361 (4.9%) | 435 (6.1%)  |
|                     | Over 50                                                                                             | <b>88 (1.2%)</b>  | 122 (1.7%) | 130 (1.8%)  |
|                     | New Employee Hires by Gender (%)                                                                    |                   |            |             |
|                     | Female                                                                                              | <b>224 (3.0%)</b> | 195 (2.6%) | 259 (3.6%)  |
|                     | Male                                                                                                | <b>450 (7.1%)</b> | 526 (6.0%) | 554 (7.8%)  |
|                     | New Employee Hires by Region (%)                                                                    |                   |            |             |
|                     | Canada                                                                                              | <b>233 (3.1%)</b> | 230 (3.1%) | 244 (3.4%)  |
|                     | United States                                                                                       | <b>389 (5.1%)</b> | 435 (5.9%) | 526 (7.4%)  |
|                     | Caribbean                                                                                           | <b>52 (0.7%)</b>  | 56 (0.8%)  | 43 (0.6%)   |
|                     | Total                                                                                               | <b>674 (8.9%)</b> | 721 (9.8%) | 813 (11.4%) |
|                     | Employee Turnover by Age Group (%)                                                                  |                   |            |             |

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

<sup>27</sup> On average, annually.

<sup>28</sup> 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.

|                     |                                                                     | 2025       | 2024       | 2023       |
|---------------------|---------------------------------------------------------------------|------------|------------|------------|
|                     | Under 30                                                            | 94 (1.2%)  | 71 (1.0%)  | 83 (1.2%)  |
|                     | 30-50                                                               | 222 (2.9%) | 223 (3.0%) | 246 (3.4%) |
|                     | Over 50                                                             | 229 (3.0%) | 231 (3.1%) | 252 (3.5%) |
|                     | Employee Turnover by Gender (%)                                     |            |            |            |
|                     | Female                                                              | 173 (2.3%) | 168 (2.3%) | 174 (2.4%) |
|                     | Male                                                                | 371 (4.9%) | 357 (4.8%) | 407 (5.7%) |
|                     | Employee Turnover by Region (%)                                     |            |            |            |
|                     | Canada                                                              | 159 (2.1%) | 175 (2.4%) | 198 (2.8%) |
|                     | United States                                                       | 350 (4.6%) | 322 (4.4%) | 353 (4.9%) |
|                     | Caribbean                                                           | 36 (0.5%)  | 28 (0.4%)  | 30 (0.4%)  |
|                     | Total                                                               | 545 (7.2%) | 525 (7.1%) | 581 (8.1%) |
| 403-9, IF-EU-320A.1 | WORK-RELATED INJURIES <sup>29</sup>                                 |            |            |            |
|                     | Total Recordable Injury Rate <sup>30</sup>                          | 1.09       | 1.33       | 1.02       |
|                     | Lost Time Injury Frequency Rate <sup>29</sup>                       | 0.25       | 0.35       | 0.25       |
|                     | Employee Fatalities                                                 | 1          | -          | -          |
|                     | Contractor Fatalities                                               | -          | -          | -          |
| 405-1               | DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES (NEW DISCLOSURES)      |            |            |            |
|                     | Employee Gender Diversity                                           |            |            |            |
|                     | Percentage of female employees in our workforce (All employees) (%) | 29         | 29         | 30         |
|                     | Percentage of female employees (US) (%)                             | 29         | 29         | 29         |
|                     | Percentage of female employees (Canada) (%)                         | 31         | 30         | 30         |

<sup>29</sup> 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. The 2025 TRIR rate had a 17 per cent improvement over 2024 and 2% improvement over the five-year average. The 2025 Lost Time Injury Frequency Rate had a 34 per cent improvement over 2024 (0.38) and a 24 per cent improvement over the 5-year average (0.33).

|  |                                                                                           | 2025                   | 2024                   | 2023                   |
|--|-------------------------------------------------------------------------------------------|------------------------|------------------------|------------------------|
|  | Percentage of female employees (Caribbean) (%)                                            | 30                     | 30                     | 31                     |
|  | Employee Visible Minority <sup>31</sup> and Underrepresented <sup>32</sup> Identification |                        |                        |                        |
|  | Percentage of employees that identify as visible minorities (US) (%)                      | 44                     | 43                     | 42                     |
|  | Percentage of employees that identify as visible minorities (Canada) (%)                  | 11                     | 9                      | 8                      |
|  | Percentage of employees that identify as underrepresented (US) (%)                        | 8                      | 7                      | 7                      |
|  | Percentage of employees that identify as underrepresented (Canada) (%)                    | 6                      | 5                      | 5                      |
|  | Leader Gender Diversity                                                                   |                        |                        |                        |
|  | Percentage of female leaders in the workforce (All employees) (%)                         | 31                     | 31                     | 31                     |
|  | Percentage of female leaders (US) (%)                                                     | 26                     | 25                     | 26                     |
|  | Percentage of female leaders (Canada) (%)                                                 | 38                     | 36                     | 35                     |
|  | Percentage of female leaders (Caribbean) (%)                                              | 48                     | 49                     | 53                     |
|  | Leader Visible Minority <sup>31</sup> and Underrepresented <sup>32</sup> Identification   |                        |                        |                        |
|  | Percentage of leaders in the workforce that identify as visible minorities (US) (%)       | 31                     | 31                     | 31                     |
|  | Percentage of leaders in the workforce that identify as visible minorities (Canada) (%)   | 8                      | 7                      | 7                      |
|  | Percentage of leaders in the workforce that identify as underrepresented (US) (%)         | 7                      | 7                      | 6                      |
|  | Percentage of leaders in the workforce that identify as underrepresented (Canada) (%)     | 3                      | 3                      | 3                      |
|  | Senior Leaders <sup>33</sup>                                                              |                        |                        |                        |
|  | Percentage of female leaders on Emera's senior leadership team (%)                        | 39 (42% at Emera Inc.) | 37 (42% at Emera Inc.) | 36 (45% at Emera Inc.) |

<sup>31</sup> 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.

<sup>32</sup> In the US, "underrepresented" includes veterans and people with a disability.

<sup>33</sup> Senior leaders are defined as Director level and above.

|  |                                                                                                        | 2025 | 2024 | 2023 |
|--|--------------------------------------------------------------------------------------------------------|------|------|------|
|  | Employee Hiring — Gender Diversity                                                                     |      |      |      |
|  | Percentage of all hires who were female (All employees) (%)                                            | 33   | 27   | 32   |
|  | Percentage of all hires who were female (US) (%)                                                       | 27   | 25   | 29   |
|  | Percentage of all hires who were female (Canada) (%)                                                   | 43   | 31   | 38   |
|  | Percentage of all hires who were female (Caribbean) (%)                                                | 35   | 29   | 37   |
|  | Employee Promotions — Gender Diversity                                                                 |      |      |      |
|  | Percentage of female employees promoted in our workforce (All employees) (%)                           | 38   | 40   | 36   |
|  | Percentage of female employees promoted (US) (%)                                                       | 32   | 33   | 32   |
|  | Percentage of female employees promoted (Canada) (%)                                                   | 48   | 51   | 44   |
|  | Percentage of female employees promoted (Caribbean) (%)                                                | 23   | 33   | 33   |
|  | Employee Hiring — Visible Minority <sup>31</sup> and Underrepresented <sup>32</sup> Identification     |      |      |      |
|  | Percentage of employees hired that identify as visible minorities (US) (%)                             | 45   | 47   | 46   |
|  | Percentage of employees hired that identify as visible minorities (Canada) (%)                         | 31   | 17   | 14   |
|  | Percentage of employees hired that identify as underrepresented (US) (%)                               | 10   | 9    | 9    |
|  | Percentage of employees hired that identify as underrepresented (Canada) (%)                           | 8    | 8    | 6    |
|  | Employee Promotions — Visible Minority <sup>31</sup> and Underrepresented <sup>32</sup> Identification |      |      |      |
|  | Percentage of employees promoted that identify as visible minorities (US) (%)                          | 51   | 49   | 46   |
|  | Percentage of employees promoted that identify as visible minorities (Canada) (%)                      | 17   | 14   | 11   |
|  | Percentage of employees promoted that identify as underrepresented (US) (%)                            | 5    | 5    | 3    |
|  | Percentage of employees promoted that identify as underrepresented (Canada) (%)                        | 6    | 7    | 8    |
|  | Emera Inc. Board Gender Diversity <sup>34</sup>                                                        |      |      |      |

<sup>34</sup> 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.

|              |                                                                                                             | 2025            | 2024      | 2023      |
|--------------|-------------------------------------------------------------------------------------------------------------|-----------------|-----------|-----------|
|              | Percentage of the Emera Board that identify as female (%)                                                   | 42              | 42        | 45        |
|              | Emera Inc. Board Diversity <sup>35</sup>                                                                    |                 |           |           |
|              | Percentage of the Emera Board that identify as diverse (%)                                                  | 17              | 17        | 18        |
|              | Independent Directors on Emera Board (%) <sup>36</sup>                                                      | 90              | 92        | 91        |
|              | Average Age of Directors                                                                                    | 65              | 65        | 64        |
|              | Average Tenure of Directors (years)                                                                         | 6.7             | 6.2       | 6.8       |
| N/A          | COMMUNITY INVESTMENT (MILLIONS OF CAD) <sup>37</sup>                                                        | \$13.9          | \$12.4    | \$12.3    |
| N/A          | EMPLOYEE VOLUNTEERISM (HOURS) <sup>38</sup>                                                                 | 32,708          | 45,615    | 37,985    |
| N/A          | EMPLOYEE ENGAGEMENT RATE (%) <sup>39</sup>                                                                  | —               | —         | 80%       |
|              | SASB END-USE EFFICIENCY AND DEMAND                                                                          |                 |           |           |
| IF-EU-420A.2 | NUMBER OF SMART METERS INSTALLED (ELECTRIC UTILITIES)                                                       | 1,578,394       | 1,545,177 | 1,531,606 |
| IF-EU-420A.2 | PERCENTAGE OF ELECTRIC LOAD SERVED BY SMART GRID TECHNOLOGY (%)                                             | 98              | 98        | 98        |
|              | SASB GRID RESILIENCY                                                                                        |                 |           |           |
| IF-EU-550A.1 | NUMBER OF REPORTABLE CYBERSECURITY BREACHES <sup>40</sup>                                                   | . <sup>41</sup> | -         | -         |
| IF-EU-550A.2 | SAIDI <sup>42</sup> (System Average Interruption Duration Index) (including significant weather event days) | 5.89            | 45.62     | 9.84      |

<sup>35</sup> 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)

<sup>36</sup> 9 out of 10 Director Nominees are independent in 2025.

<sup>37</sup> Emera's Community Investment Program is formally audited by the London Benchmarking Group (LBG). The LBG Model is the recognized global standard for managing, measuring and reporting community investment, helping companies ensure credibility and accountability in the disclosure of the value of community investment.

<sup>38</sup> Hours volunteered during non-working hours, as self-reported by employees.

<sup>39</sup> Occurs approximately every two years. The latest Employee Engagement Survey took place in 2026.

<sup>40</sup> Emera and its operating companies are required to comply with rules and standards relating to cybersecurity and information technology, including those mandated by bodies such as the North American Electric Reliability Corporation and the Transportation Security Administration (TSA). We assess a *material reportable cybersecurity breach* in accordance with applicable securities legislation.

<sup>41</sup> See Emera's 2025 Annual Report for further details on a 2025 cybersecurity incident.

<sup>42</sup> Emera meets and exceeds the minimum IEEE Standard 1366-2012 requirements, which includes the 2.5 beta method for calculating major event days. Note: There is inherent variability in Emera's SAIDI and SAIFI all-in metrics, which can be highly impacted by storms and other severe weather conditions. In 2022, these metrics were significantly impacted by a larger number of severe weather events, particularly Hurricane Ian and Post-Tropical Storm Fiona; in 2024 by similar scale events such as Hurricane Helene and Hurricane Milton.

|  |                                                                                                              | 2025 | 2024 | 2023 |
|--|--------------------------------------------------------------------------------------------------------------|------|------|------|
|  | SAIDI (excluding significant weather event days)                                                             | 3.18 | 3.21 | 2.73 |
|  | SAIFI <sup>42</sup> (System Average Interruption Frequency Index) (including significant weather event days) | 2.89 | 4.31 | 3.27 |
|  | SAIFI (excluding significant weather event days)                                                             | 1.92 | 2.18 | 1.79 |
|  | CAIDI (Customer Average Interruption Duration Index) (including significant weather event days)              | 2.04 | 10.6 | 3.00 |
|  | CAIDI (Customer Average Interruption Duration Index) (excluding significant weather event days)              | 1.66 | 1.47 | 1.52 |