

# Fortis Sustainability

**FORTIS**

2025 UPDATE REPORT



# Reporting Framework

Fortis reports sustainability KPIs annually, and issues a full sustainability report every two years. We issued a full report in 2024. We report GHG emissions in accordance with the GHG Protocol Corporate Accounting and Reporting Standards. The KPIs reported in this document are corporate-wide, meaning they include data from all Fortis utilities. Any exceptions are noted with footnotes.

The [sustainability reporting page](#) on our website includes prior sustainability reports and:

- cross-references for the SASB and GRI standards
- the EEI sustainability reporting template

**Additional resources available on our website:**

- [Financial and regulatory reports](#)
- [Mandates and policies](#)
- [Advocacy and political engagement](#)

**Note to users:** This update report includes information on Fortis’ sustainability-related objectives, practices and performance and includes statements about the environmental or climate-related impacts of business activities of our utilities and us. Fortis assesses and confirms the accuracy of these statements in accordance with applicable law as well as current industry and international best practices in sustainability reporting. Where indicated, our GHG emissions and environmental indicators are presented in accordance with internationally recognized methodologies, including the GHG Protocol Corporate Accounting Standards and Reporting Standards. Other KPIs and statements are in accordance



Fortis is a well-diversified leader in the North American regulated electric and gas utility industry, with 2024 revenue of \$12 billion and total assets of \$73 billion as at June 30, 2025. The Corporation’s 9,800 employees serve utility customers in five Canadian provinces, ten U.S. states and three Caribbean countries.

## Climate Scenario Analysis

To support our strong track record of providing reliable energy to customers, we conduct corporate-wide climate scenario analyses to assess future climate scenarios. This enables us to better understand the impact on our operations. The work includes using specific geographic climate science to assess physical risks in relation to priority assets. The findings are available in our [2024 Climate Report](#), and align with the TCFD recommendations.

with internationally recognized reporting methodologies and best practices and are supported by our internal controls and processes. Scope 1 emissions and select board diversity metrics have received third-party limited assurance.

This update report includes forward-looking information. Please refer to the forward-looking caution on page 20.

# Executing Our Strategy and Building a More Resilient and Sustainable Future

As our industry transforms, Fortis is driving innovation to support economic growth and resiliency for our customers and communities.

Our strategy is built on continuing to deliver safe, reliable, affordable, and secure energy to customers.

## Operations

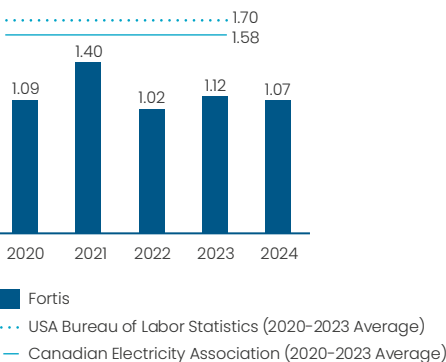
Safety comes first. In 2024, our teams exceeded industry benchmarks for employee safety performance. We promote a safety culture and continuously strive for improvement to keep customers, employees, and contractors safe.

Ensuring our customers have the energy they need when and where they need it guides our investment strategy, especially as we prepare for future energy demand growth.

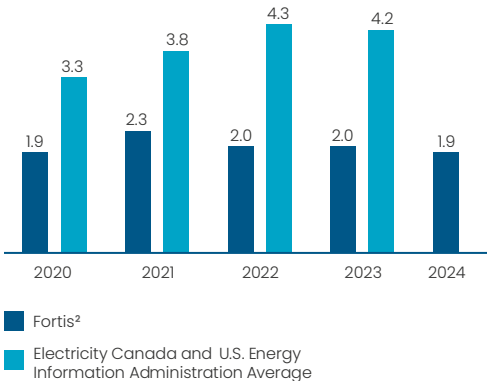
Fortis achieved top quartile reliability performance in 2024, delivering energy to our customers 99.9% of the time.

A fundamental operating premise of our strategy is to operate as cost-effectively and affordably as we can for the benefit of customers. While we have experienced inflationary and supply chain pressures in recent years, we have been successful in keeping controllable operating cost increases relatively stable at approximately 2.8% annually, below inflation during the past five years.

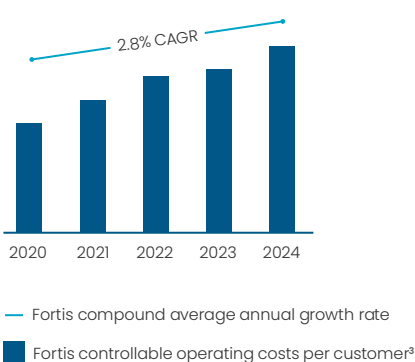
All-Injury Frequency Rate<sup>1</sup>



Average Electricity Customer Outage Duration (Hours)



Controllable Operating Costs per Customer



<sup>1</sup> All-injury frequency rate = (# injuries x 200,000) / hours worked.  
<sup>2</sup> Based on weighted average customer count in each jurisdiction.

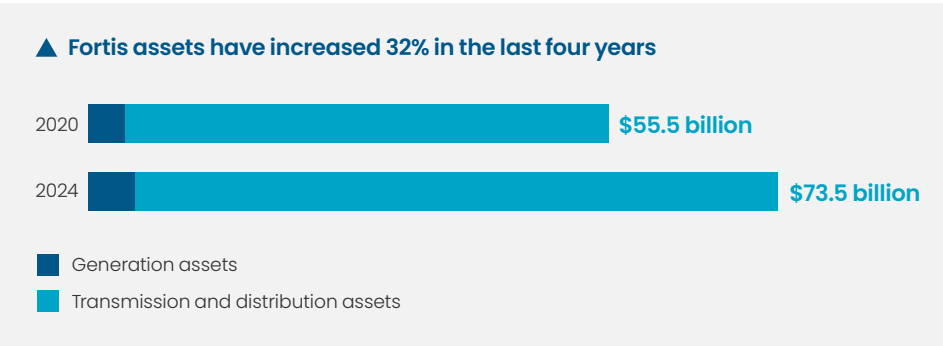
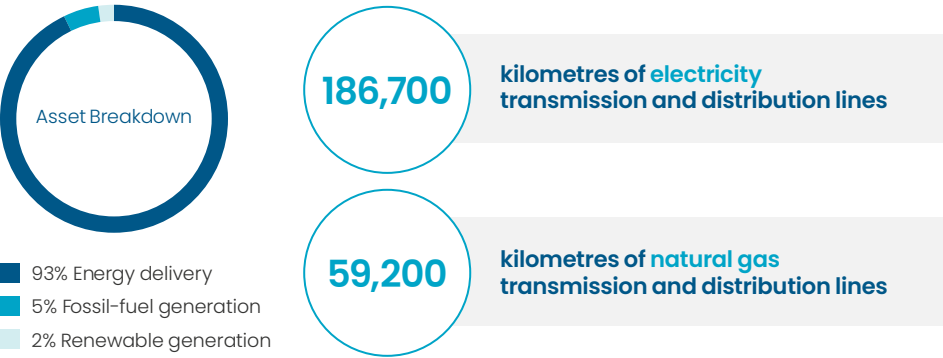




Environment

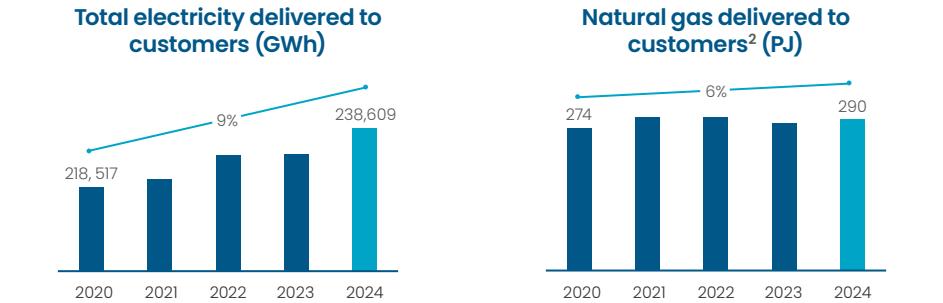
We continue to invest in our energy delivery systems and advance a cleaner energy<sup>1</sup> future.

The vast majority of Fortis’ assets are focused on energy delivery:



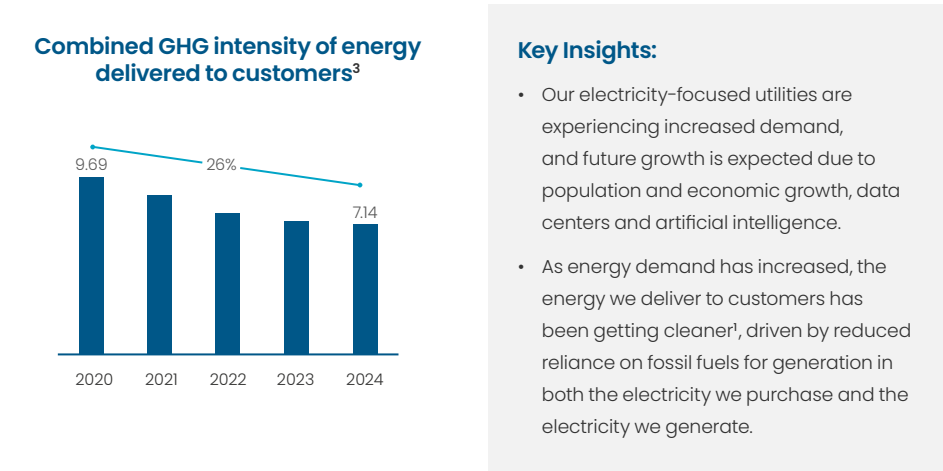
Increased Energy Delivered to Customers

Fortis electric utilities are experiencing increased demand, with a 9% increase in the amount of electricity delivered over the last five years. Natural gas deliveries have increased 6% over the last five years.



Reduced Emissions Associated with Energy Delivery

Over the last five years, the GHG intensity of energy delivered to customers has decreased, reaching its lowest level in 2024. Increased energy delivered to customers and a less fossil fuel intense energy mix over this period contributed to the decrease.



<sup>1</sup> Refer to the glossary on page 20.  
<sup>2</sup> Natural gas deliveries related to Aitken Creek natural gas storage facility have been excluded. Fortis sold this storage facility in 2023.  
<sup>3</sup> Combined GHG intensity of energy delivered to customers is calculated by dividing total scope 1 and 2 emissions by total electricity and natural gas deliveries. Measured in ktonnes of CO<sub>2</sub>e per PJ.

Reduced Emissions Associated with Electricity Generation

In 2020, Fortis established a corporate-wide scope 1 GHG emissions reduction target of 75% by 2035 from a 2019 base year. In 2022, we added a second interim target to reduce GHG emissions 50% by 2030 and we also created a 2050 net-zero goal.

Our ability to achieve our interim GHG emissions reduction targets is expected to be impacted by factors including significant load growth, customer affordability, the pace of development of clean energy technology as well as federal, state and provincial energy policies.

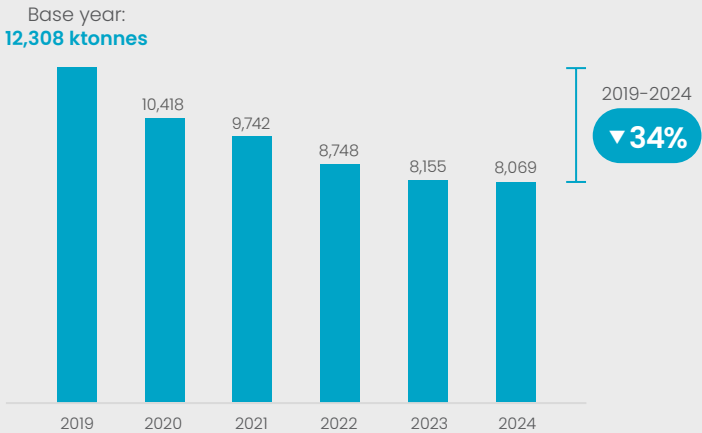
Fortis’ emission reduction targets are primarily associated with our utility Tucson Electric Power (TEP), which owns the majority of Fortis’ total generation assets and is

the only Fortis utility that uses coal for generation. To support customer affordability, local communities and reliability, TEP has determined that it will convert 793 MW of coal-fired generation at its Springerville Generating Station to natural gas. This conversion is expected to result in additional natural gas generation compared to its 2023 Integrated Resource Plan.

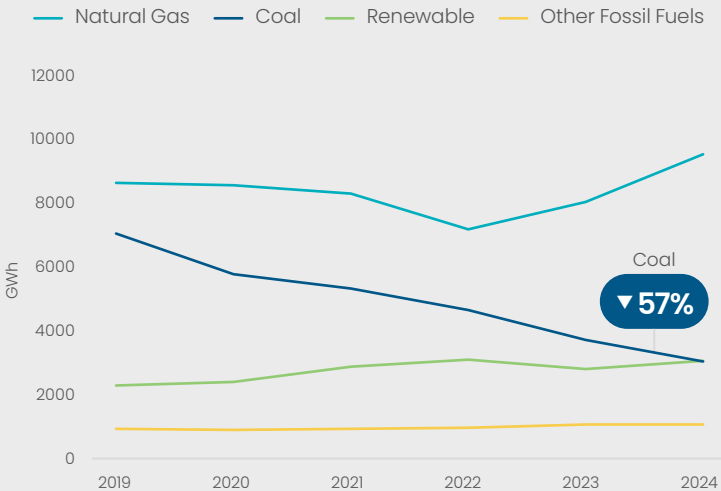
We remain committed to having a coal-free generation mix by 2032 and to achieving net-zero by 2050; however, we expect it will take us longer to achieve our 50% and 75% interim GHG reduction targets. As TEP and our other utilities advance their energy resource planning, we will reassess our interim targets and will share the results once complete.

Since our base year of 2019, consistent progress has been made to decarbonize our energy mix  
While only 7% of total assets focus on energy generation, we remain committed to decarbonization

Historical progress towards targets  
Scope 1 emissions (ktonnes of CO<sub>2</sub>e)



2019-2024 Generation Mix



Since 2019, coal generation has consistently decreased, while renewables have increased. 2024 marked an inflection point where renewable generation surpassed coal generation for the first time since acquiring TEP. Natural gas generation has increased 11% since 2019, providing an efficient source of reliable and cost-effective electricity as we transition away from coal generation.

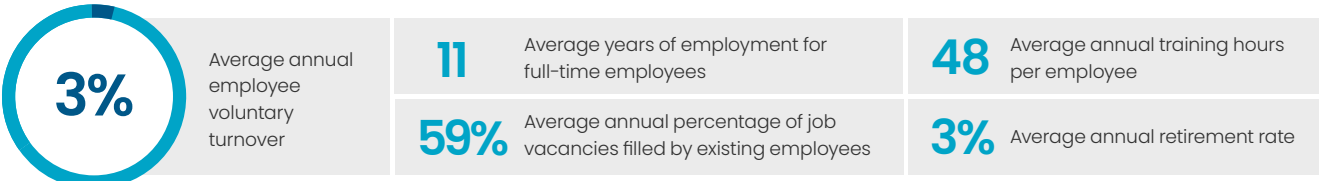
People and Community

Our team’s ability to innovate is essential to keep us at the forefront of our industry. We value our employees and create meaningful work experiences by consistently placing a strong focus on talent development, employee well-being, and community engagement.

100% of full-time employees are eligible to:

- Receive employee and family assistance
- Participate in a retirement savings plan and an employee stock purchase plan
- Receive health care benefits and life insurance
- Receive wellness-related perquisites

Over the last five years:



These metrics have remained relatively consistent year over year, providing us with key employee insights:

- Employee retention has been strong and stable, and retirement rates are consistent.
- We promote from within, with more than half of positions filled by existing employees. Our balanced approach to recruitment fosters career development and engagement, while also introducing new ideas and specialized expertise.

Community

Giving back is core to our culture. In 2024, Fortis companies contributed approximately \$15 million to communities we serve, marking more than \$61 million in community donations over the last five years.

Fortis Received EEI’s 2025 International Edison Award for the Wataynikaneyap Power Transmission System

The Wataynikaneyap Power transmission system has dramatically changed how electricity is delivered to remote First Nations in northwestern Ontario, Canada, and is Canada’s largest Indigenous-led electricity project.

Construction of the 1,800 kilometre transmission system began in 2020 and was completed in 2024. The project created an innovative, collaborative approach to the energy transition. The new transmission system is expected to reduce carbon emissions by 6.6 million tonnes during the next

40 years and will reduce First Nations communities’ reliance on diesel generation. Relying on diesel generation led to school closures, food spoilage, and limited access to medical care. It also restricted community expansion and led to overcrowding. As communities have connected to the transmission system, there has been an immediate and profound positive impact.

Fortis shared the vision of First Nations’ desire for majority ownership. After 25 years, the First Nations will have the opportunity to own 100% of the transmission system, creating an unprecedented model of Indigenous ownership in Canadian

infrastructure and the foundation for these communities to participate meaningfully in the economic prosperity of their region and country. The EEI award is the electric power industry’s highest honour and was presented to Fortis in recognition for distinguished leadership, innovation, and contribution to the advancement of the industry.





Building Strong Indigenous Partnerships

Fortis continues to create and nurture meaningful relationships with Indigenous peoples.

We believe in the potential and have experienced the mutual benefit of Indigenous partnerships. With Wataynikaneyap Power, we created a groundbreaking partnership model for First Nations-led infrastructure projects in Canada. The agreement to a majority Indigenous ownership partnership was unprecedented at the time and has proven to be successful.

There is no single template for partnerships. Respect, trust and relationship building are the foundations for success. When the vision is shared and strong, together we find a way to make it work.

FortisAlberta and FortisBC Building Strong Indigenous Relationships

Meaningful Partnerships at FortisAlberta

FortisAlberta supports annual powwows, Indigenous food banks and local community events. The utility provides bursaries to students at Siksika Nation High School and scholarships to Indigenous students attending Lethbridge College. For 24 years, the company has supported the Aboriginal Role Models of Alberta Awards and partners with Trade Winds to Success to promote pre-apprenticeship training. These efforts reflect FortisAlberta’s ongoing commitment to building meaningful partnerships with Indigenous communities across Alberta.

Tilbury LNG Expansion Agreements at FortisBC

An agreement was signed in 2022 that provides the Musqueam Indian Band (xʷməθkʷəy̓əm) with the option to acquire equity ownership in proposed expansions of the Tilbury LNG Facility, including the Tilbury LNG Storage Expansion Project and the Tilbury Marine Jetty Project. The equity options recognize the important relationship between FortisBC and Musqueam, and the shared desire to be true partners. FortisBC has signed 12 other benefit agreements with First Nations in relation to Tilbury, which seek to share benefits associated with the Tilbury LNG Projects. These agreements build on longstanding relationships fostered over many years.

Inclusive Supply Chain

Nearly **25%, or \$141 million**, of the total annual contracting expenditures for FortisBC’s major projects in the design-execution stage was awarded to Indigenous-owned and affiliated businesses in 2024.

# Key Performance Indicators

The sustainability KPIs included in this document are as of December 31, 2024 except as otherwise noted herein. Please use this document for comparative purposes as historical data has been updated in some instances.

Unless otherwise specified, all financial information is referenced in Canadian dollars and based on the average U.S. dollar-to Canadian dollar exchange rates each year. Variances in financial indicators year-over-year may be impacted by changes in foreign exchange rates.

This report was published on August 1, 2025.

## Operations Indicators

	2024	2023	2022	2021	2020
<b>Financial Indicators</b>					
<b>Assets<sup>1</sup> (% of total assets, except as indicated)</b>					
Total value of assets (\$ billions)	73.5	65.9	64.3	57.7	55.5
Total assets that are regulated utility assets	99%	99%	99%	99%	99%
Total assets dedicated to energy delivery	93%	93%	93%	93%	93%
Total assets dedicated to electricity generation	7%	7%	7%	7%	7%
–fossil-fuel generation	5%	5%	5%	5%	5%
–renewable generation	2%	2%	2%	2%	2%
<b>Revenue (% of total revenue)</b>					
Transmission, storage and distribution of electricity	64.0%	60.8%	59.4%	59.5%	62.5%
Transmission, storage and distribution of natural gas	17.0%	19.6%	23.7%	22.1%	19.4%
Natural gas-fired electricity generation	5.4%	5.6%	4.4%	4.1%	3.7%
Coal-fired electricity generation <sup>2</sup>	4.0%	3.6%	4.1%	5.1%	5.7%
Renewable generation	2.7%	2.6%	2.7%	2.5%	2.3%
Diesel/oil generation	2.2%	2.1%	2.1%	1.9%	1.9%
Other	4.7%	5.7%	3.6%	4.8%	4.5%
<b>Rate Base (% of midyear rate base)</b>					
Transmission, storage and distribution of electricity	67.9%	66.7%	66.7%	66.8%	67.0%
Transmission, storage and distribution of natural gas	16.9%	18.0%	17.8%	18.9%	18.9%
Coal-fired electricity generation	3.0%	3.1%	3.3%	3.6%	3.9%
Renewable generation	3.0%	3.1%	3.0%	2.5%	1.9%
Natural gas-fired electricity generation	2.8%	2.7%	2.7%	2.8%	2.8%
Diesel/oil generation	2.2%	2.1%	2.0%	2.1%	2.3%
Other	4.2%	4.3%	4.5%	3.3%	3.2%



	2024	2023	2022	2021	2020
<b>Capital Expenditures (% of total capital expenditures, except as indicated)<sup>3</sup></b>					
Total Annual Capital Expenditures (\$ billions)	5.2	4.3	4.0	3.6	4.2
Transmission, storage and distribution of electricity	54.4%	60.2%	63.9%	61.6%	54.8%
Transmission, storage and distribution of natural gas	18.5%	15.7%	15.8%	14.3%	12.5%
Renewable generation <sup>4</sup>	8.9%	4.6%	1.4%	2.7%	12.8%
Natural gas-fired electricity generation	1.7%	4.2%	1.3%	2.0%	2.2%
Diesel/oil generation	1.4%	2.4%	2.0%	1.2%	0.8%
Coal-fired electricity generation	0.8%	0.6%	1.0%	1.4%	1.2%
Other <sup>5</sup>	14.3%	12.3%	14.6%	16.8%	15.7%
<b>Electricity Transmission and Distribution (T&amp;D)</b>					
Total kilometres of electricity T&D lines	186,700	185,300	185,010	185,200	185,700
- Distribution lines (% of total T&D lines)	82%	82%	82%	81%	81%
- Transmission lines (% of total T&D lines)	18%	18%	18%	19%	19%
<b>Natural Gas T&amp;D</b>					
Total kilometres of natural gas T&D lines	59,200	59,100	58,700	58,000	57,000
- Distribution lines (% of total T&D lines)	99%	99%	99%	99%	99%
- Transmission lines (% of total T&D lines)	1%	1%	1%	1%	1%
<b>Electricity Generation</b>					
<b>Electricity Generation Capacity (MW)</b>					
Natural gas	2,245	2,213	2,133	2,135	2,135
Coal	903	903	903	1,073	1,073
Diesel/oil	398	410	408	441	441
Hydropower	396	396	395	395	395
Wind	250	250	250	250	0
Solar	72	71	70	58	57
<b>Total electricity generation capacity</b>	<b>4,264</b>	<b>4,243</b>	<b>4,159</b>	<b>4,352</b>	<b>4,101</b>
<b>Net Electricity Generated (GWh)</b>					
Natural gas	9,572	8,060	7,191	8,324	8,590
Coal	3,049	3,727	4,665	5,341	5,820
Hydropower	2,255	2,161	2,292	2,239	2,288
Diesel/oil	1,096	1,070	979	942	884
Wind	710	552	727	573	0
Solar	129	123	115	101	112
<b>Total net electricity generated</b>	<b>16,811</b>	<b>15,693</b>	<b>15,969</b>	<b>17,520</b>	<b>17,694</b>

	2024	2023	2022	2021	2020
Electricity Purchased by Fortis and Resold for Customer Use <sup>9</sup> (GWh)					
Hydropower	10,069	10,229	9,865	9,457	9,166
Wind	1,498	1,411	1,382	1,122	1,163
Solar	1,434	1,369	1,349	1,164	951
Other renewables	288	214	215	197	232
<b>Total renewables<sup>7</sup></b>	<b>13,289</b>	<b>13,223</b>	<b>12,811</b>	<b>11,940</b>	<b>11,512</b>
Nuclear	2,598	2,497	2,711	2,539	2,685
<b>Total clean sources<sup>7</sup></b>	<b>15,887</b>	<b>15,720</b>	<b>15,522</b>	<b>14,479</b>	<b>14,197</b>
Other sources from the grid	4,120	4,729	4,501	4,352	4,058
<b>Total electricity purchased by Fortis and resold for customer use</b>	<b>20,007</b>	<b>20,449</b>	<b>20,023</b>	<b>18,831</b>	<b>18,255</b>
Clean Energy Sales					
Percentage of electricity sold to customers from clean sources <sup>7</sup>	51.6%	51.3%	51.8%	47.8%	46.2%
Energy Deliveries					
Total electricity delivered (GWh)	238,609	229,891	229,319	221,139	218,517
Total gas delivered (PJ)	290	314	331	338	306
Percentage of net electricity generated relative to total electricity deliveries	7.0%	6.8%	6.9%	7.9%	8.0%
Customer Information					
Number of electricity customers (in thousands)	2,161	2,133	2,097	2,074	2,054
- Percentage of residential customers	86.9%	86.8%	86.7%	86.8%	86.7%
- Percentage of commercial customers	11.7%	11.8%	11.9%	11.8%	11.9%
- Percentage of industrial customers	0.5%	0.5%	0.5%	0.5%	0.6%
- Percentage of other customers <sup>8</sup>	0.9%	0.9%	0.9%	0.9%	0.8%
Electric customer satisfaction score					
- U.S. - Central Hudson	73.9%	63.5%	67.0%	85.0%	*
- U.S. - TEP <sup>9</sup>	707	722	735	749	751
- Canada	76%-93%	76%-94%	79%-95%	80%-96%	*
Number of natural gas customers (in thousands)	1,358	1,345	1,323	1,310	1,297
- Percentage of residential customers	90.6%	90.6%	90.6%	90.6%	90.5%
- Percentage of commercial customers	9.2%	9.2%	9.2%	9.2%	9.2%
- Percentage of industrial customers	0.1%	0.1%	0.1%	0.1%	0.1%
- Percentage of other customers <sup>8</sup>	0.1%	0.1%	0.1%	0.1%	0.2%
Natural gas customer satisfaction score					
- U.S. - Central Hudson	73.9%	63.5%	67.0%	85.0 %	*
- U.S. - UniSource Energy Services <sup>9</sup>	742	735	760	757	729
- Canada - FortisBC	86.0%	85.0%	86.0%	87.0%	*
Customer Energy Savings from Efficiency and Demand Reduction Programs					
Total spending on energy efficiency customers programs <sup>10</sup> (\$ thousands)	224,286	204,345	164,784	158,578	*
New annual electricity program savings (GWh)	265	315	343	310	390
New annual natural gas program savings (terajoules)	1,826	1,548	1,288	1,261	1,165

	2024	2023	2022	2021	2020
<b>Electricity Consumed in Operations (GWh)</b>					
Wind	1,277	1,337	1,140	*	*
Hydropower	835	829	713	*	*
Solar	222	186	145	*	*
Other renewables	131	137	137	*	*
<b>Total renewables<sup>7</sup></b>	<b>2,465</b>	<b>2,489</b>	<b>2,135</b>	<b>*</b>	<b>*</b>
Nuclear	1,339	1,311	1,666	*	*
Other sources from the grid	6,308	6,301	6,205	*	*
<b>Total electricity consumed in operations<sup>11</sup></b>	<b>10,112</b>	<b>10,101</b>	<b>10,006</b>	<b>8,821</b>	<b>*</b>
<b>Energy Reliability</b>					
<b>Electricity Reliability Performance</b>					
Electricity System Average Interruption Duration Index (SAIDI) under normal operations (customer hours of interruption per customer served)	1.87	1.96	2.02	2.28	1.90
SAIDI during major events (customer hours of interruption per customer served) <sup>12</sup>	0.88	1.52	8.77	1.70	2.82
Electricity System Average Interruption Frequency Index (SAIFI) under normal operations (number of times that a customer experiences an outage)	1.18	1.18	1.32	1.37	1.39
SAIFI during major events (number of times that a customer experiences an outage) <sup>12</sup>	0.16	0.40	0.41	0.35	0.38
Electricity Customer Average Interruption Duration Index (CAIDI) under normal operations (amount of time required, in hours, to restore service once an outage has occurred)	1.59	1.66	1.53	1.66	1.37
CAIDI during major events (amount of time required, in hours, to restore service once an outage has occurred) <sup>12</sup>	5.50	3.80	21.39	4.86	7.42
Transmission service reliability (number of forced outages per 100 miles of transmission lines)	0.45	0.37	0.52	0.47	0.68
<b>Natural Gas Reliability Performance</b>					
Reportable pipeline incidents <sup>13</sup>	10	6	12	17	20
Corrective action orders	0	0	1	0	0
Gas leaks per 1,000 customers (number of gas leaks for every 1,000 customers)	1.33	1.47	1.60	1.50	1.75
Percentage of cast/wrought iron pipeline in service <sup>14</sup>	—%	0.1%	0.1%	0.5%	0.5%
Percentage of unprotected steel pipeline in service <sup>15</sup>	0.1%	0.1%	0.2%	0.7%	0.7%
Percentage of transmission pipelines inspected <sup>16</sup>	100%	100%	100%	100%	100%
Percentage of distribution lines inspected <sup>16</sup>	100%	100%	100%	100%	100%
<b>Employee Safety</b>					
All injury frequency rate (number of injuries for every 200,000 hours worked)	1.07	1.12	1.02	1.40	1.09
Lost work day case rate (number of lost time injuries for every 200,000 hours worked)	0.45	0.45	0.50	0.55	0.42
Days away, restricted and transfer rate (number of lost time injuries including restricted work duties for every 200,000 hours worked)	0.68	0.73	0.70	0.86	0.65
Total recordable incident rate (number of injuries including job transfers not requiring medical treatment for every 200,000 hours worked)	1.14	1.22	1.05	1.47	1.31
Work-related fatalities <sup>17</sup>	0	0	1	0	0
Percentage of Fortis utilities with extensive occupational health and safety management programs aligned with ISO 45001, OHSAS 18001 or equivalent	100%	100%	100%	100%	100%
<b>Contractor Safety</b>					
Core contractor lost time injury and fatalities rate (number of reported injuries and fatalities for every 200,000 hours worked) <sup>18</sup>	0.58	0.52	0.64	0.15	*

	2024	2023	2022	2021	2020
<b>Cybersecurity</b>					
Number of material security breaches	0	0	0	0	0
Number of material information security breaches involving customers' personally identifiable information	0	0	0	0	0
Number of customers affected by material information security breaches involving customers' personally identifiable information	0	0	0	0	0
Total amount of fines/penalties paid in relation to information security breaches	0	0	0	0	0

The astericks (\*) in the table above indicate metrics added in recent years or historical data is not available.

- (1) Based on the U.S. dollar-to-Canadian dollar exchange rate as of December 31st each year.
- (2) Revenue allocated based on rate base and operating costs.
- (3) Capital expenditures represent a non-US GAAP financial measure. Refer to the "Non-US GAAP Financial Measures" section of the Corporation's applicable annual Management Discussion and Analysis for the Non-US GAAP reconciliation.
- (4) Renewable generation includes capital expenditures in wind, solar and hydro generation. Also includes battery storage that supports renewable energy sources.
- (5) Includes facilities, equipment, vehicles, and information technology assets.
- (6) Mixed source purchases from the grid estimated based on supplier energy mix and/or regional energy supply.
- (7) Renewable sources include wind, solar, hydropower, biofuel and geothermal. Clean sources include nuclear and renewable energy.
- (8) Includes wholesale customers.
- (9) Reflects J.D. Power customer satisfaction scores, which are not provided as percentages. TEP and Unisource Energy Services are wholly-owned subsidiaries of UNS Energy.

- (10) Includes operating and capital expenditures.
- (11) Includes energy consumption at the Fortis utilities, including line losses from energy generated, purchased or delivered. Mixed source electricity consumption from the grid is estimated based on supplier energy mix and/or regional energy supply.
- (12) A major event is an event that exceeds the reasonable design and/or operational limits of the electric power system. SAIDI and CAIDI performance during major events in 2022 was negatively impacted by Hurricane Fiona at Maritime Electric.
- (13) An incident is deemed reportable if it meets the reporting requirements specified by a regulator. The severity of an incident is established based on the Pipeline and Hazardous Materials Safety Administrations (PHMSA) definition 191.3. Based on the PHMSA definition, all incidents reported since 2020 are considered "minor" in nature.
- (14) Includes bare and/or uncoated iron.
- (15) Pipeline in service that is bare/uncoated steel.
- (16) Percentage inspected in accordance with regulatory and inspection program requirements.
- (17) An employee fatality was experienced in 2022 due to a tragic accident at a hydroelectric facility at Fortis Belize.
- (18) 2024 and 2023 data excludes FortisBC, UNS Energy, Fortis Belize and Central Hudson. Core contractors are contractors utilized in providing services associated with Fortis' core business functions such as capital construction, equipment maintenance and vegetation management.



## Environmental Indicators

The following GHG inventory is presented in accordance with The Greenhouse Gas Protocol Corporate Accounting Standards. The GHG inventory is consolidated using the financial control approach across Fortis operations, and includes our proportionate share of emissions from Fortis' jointly controlled generating facilities, consistent with the approach taken for financial reporting.

	2024	2023	2022	2021	2020
<b>GHG emissions<sup>1</sup></b>					
<b>Scope 1 emissions (ktonnes of CO<sub>2</sub> equivalent)<sup>2</sup></b>					
From natural gas electricity generation	3,974	3,345	3,027	3,372	3,639
From coal electricity generation	3,095	3,811	4,658	5,406	5,865
From diesel/oil electricity generation	726	698	651	639	589
<b>Total From Electricity Generation</b>	<b>7,795</b>	<b>7,854</b>	<b>8,336</b>	<b>9,417</b>	<b>10,093</b>
From natural gas fugitive emissions	102	96	175	86	80
From natural gas operations (combustion, flaring, venting)	83	128	156	141	134
From owned vehicle emissions	49	52	50	53	52
From SF6 fugitive emissions	40	25	31	45	59
<b>Total Scope 1 Emissions<sup>3</sup></b>	<b>8,069 ✓</b>	<b>8,155 ✓</b>	<b>8,748 ✓</b>	<b>9,742</b>	<b>10,418</b>
<b>Scope 2 emissions (ktonnes of CO<sub>2</sub> equivalent)<sup>4</sup></b>					
Location-Based Method: From electricity purchased and consumed in Fortis-owned or controlled equipment	141	158 ✓	*	*	*
Market-Based Method: From electricity purchased and consumed in Fortis-owned or controlled equipment	141	158 ✓	179 ✓	158	173
<b>Scope 3 emissions (ktonnes of CO<sub>2</sub> equivalent)</b>					
<b>Category 3 - Related to fuel- and energy-related emissions not included in scope 1 or scope 2</b>					
Related to electricity transmitted and delivered under certain regulated tariffs <sup>5</sup>	75,247	85,418	88,355	78,284	85,395
Upstream emissions related to the production of fuels and energy purchased and consumed by the reporting company	10,016	9,474	*	*	*
Related to electricity used by customers that Fortis purchased from the grid	1,897	1,914	2,133	1,984	2,233
<b>Category 11 - Use of sold products</b>					
Related to natural gas used by customers <sup>6</sup>	10,236	10,637	11,709	11,634	10,583
Related to natural gas transmitted and delivered under certain Fortis contracts <sup>7</sup>	4,671	5,631	5,573	6,184	5,462
<b>Other GHG Emissions (ktonnes of CO<sub>2</sub> equivalent)</b>					
Related to electricity purchased and resold to non-end users	235	316	320	300	243
<b>Avoided emissions (ktonnes of CO<sub>2</sub> equivalent)</b>					
Avoided emissions from customer demand reduction and energy efficiency programs	195	200	192	178	226
– From electricity related programs in the year	102	122	127	113	165
– From natural gas related programs in the year	93	78	65	65	61
Avoided emissions from the use of renewable natural gas in natural gas deliveries <sup>8</sup>	194	266	214	57	19
Avoided emissions from the use of liquified natural gas in marine bunkering <sup>9</sup>	55	40	43	39	39
Avoided emissions from the use of natural gas in transportation <sup>9</sup>	32	31	31	43	36

	2024	2023	2022	2021	2020
<b>GHG Intensity Factors</b>					
Combined GHG intensity of energy delivered to customers (ktonnes of CO <sub>2</sub> equivalent per PJ)	7.14	7.28	7.72	8.73	9.69
Average GHG intensity of electricity generated by Fortis (ktonnes of CO <sub>2</sub> equivalent per GWh)	0.46	0.50	0.52	0.54	0.57
<b>Other air emissions from fossil fuel electricity generation</b>					
NO <sub>x</sub> emissions (ktonnes)	17	17	17	18	18
Mercury emissions (kilograms)	14	9	6	8	9
SO <sub>2</sub> emissions (ktonnes)	3	4	4	4	5
Particulate matter emissions (ktonnes)	1	1	1	1	1
<b>Water Used During Fossil Fuel Generation (million cubic metres, except as indicated)</b>					
Groundwater withdrawn	47	46	44	45	48
Surface water withdrawn	2	1	2	4	5
Returned to source	31	28	28	28	28
Water consumed in electricity generation, covering significant use	18	19	18	20	25
Percent returned to source	63%	60%	61%	57%	53%
<b>Waste Management<sup>(*)</sup> (ktonnes)</b>					
Total amount of hazardous waste manifested for disposal	1.00	0.49	0.39	0.23	0.44
Total amount of recycled hazardous waste	0.52	0.53	0.61	0.53	0.79
<b>Environmental Compliance</b>					
Number of spills or releases with an associated fine	0	0	0	0	0
Percentage of Fortis utilities with an emergency spill response plan	100%	100%	100%	100%	100%
Percentage of Fortis utilities with extensive environmental management programs aligned with ISO 14001	100%	100%	100%	100%	100%

The ✓ identifies performance indicators for which a limited level of assurance was provided in the current or previous years.

The asterisks (\*) in the table above indicate metrics added in recent years or historical data is not available.

- (1) GHG Emissions are stated as CO<sub>2</sub>-equivalent using 100-year time horizon global warming potentials (GWPs) per the IPCC Fifth Assessment Report (AR5) for 2024, and the IPCC Fourth Assessment Report (AR4) for historical years. The impact of the transition to GWPs per the AR5 is immaterial and Fortis has not restated the 2019 baseline year.
- (2) For Scope 1 inventory, Fortis utilities reference GHG data primarily from emissions monitoring systems that is used to satisfy regulatory reporting requirements. When regulatorily submitted data is not available, Fortis utilities employ the best available activity data, such as fuel consumption data from the facility, along with fuel combustion emission factors from external sources, such as the U.S. Environmental Protection Agency, to calculate relevant emissions. GHG Emissions include CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O and SF<sub>6</sub> and excludes immaterial emissions sources (<1% of total Scope 1 inventory), such as comfort heating and refrigerants.
- (3) For Fortis Scope 1 targets, 2019 was selected as the baseline year. At the time of setting the target, 2019 represented the most current and complete inventory available, and therefore was the strongest set of data to benchmark Fortis progress. A limited level of assurance was provided on 2019 Scope 1 emissions, which totalled 12,308 ktonnes.

- (4) For both location-based and market-based Scope 2 emissions, Fortis utilities utilize supplier specific emission factors, when available, that represent the energy available for purchase in those regions. This approach prevents double counting emissions in areas where Fortis utilities generate and supply electricity to customers. When supplier specific emission factors are not available, Fortis utilities utilize best available regional emission factors. Excludes line losses from ITC Holdings Corp., FortisAlberta and UNS Energy when these utilities transmit and deliver electricity only and do not purchase or sell electricity.
- (5) Reflects ITC Holdings Corp., FortisAlberta and UNS Energy when these utilities transmit and deliver energy only and do not purchase or sell the energy.
- (6) Emissions reflect customer combustion of the gas transmitted and delivered by Fortis utilities.
- (7) Reflects customer combustion of the gas that is transmitted and delivered. This natural gas is not owned by Fortis utilities.
- (8) 2024 reflects a change in methodology to represent avoided emissions on renewable natural gas delivered. Historical periods continue to reflect avoided emissions on renewable natural gas purchased.
- (9) Avoided GHG emissions compared to the carbon intensity of diesel.
- (10) Includes ~0.1 ktonnes of PCB waste that is required to be submitted to a regulatory agency by federal, state/provincial, or local regulations.

## Governance & Policy Indicators

	Anti-corruption	Code of Conduct	Diversity & Inclusion	Respectful Workplace	Speak Up	Insider Trading	Political Engagement	Privacy	Human Rights Statement and Vendor Code of Conduct <sup>1</sup>	
Fortis-wide policy frameworks	✓	✓	✓	✓	✓	✓	✓	✓	✓	
Policy review included in new employee orientation	✓	✓	✓	✓	✓	Targeted <sup>2</sup>	Targeted <sup>2</sup>	Targeted <sup>2</sup>	Targeted <sup>2</sup>	
Policy review included in continuous employee training	✓	✓	✓	✓	✓	Targeted <sup>2</sup>	Targeted <sup>2</sup>	Targeted <sup>2</sup>	Targeted <sup>2</sup>	
						2024	2023	2022	2021	2020
Fortis Inc. Board of Directors <sup>3,4</sup> (% of Board of Directors, except as noted)										
Independent						92%	92%	92%	92%	90%
Women <sup>5</sup>						50%	58%	54%	50%	40%
Men <sup>5</sup>						50%	42%	46%	50%	60%
Veterans						8%	8%	8%	8%	0%
Country of Residency										
Reside in Canada						42%	42%	38%	42%	50%
Reside in U.S.						58%	58%	62%	58%	50%
Ethnicity										
Caucasian <sup>5</sup>						84%	84%	84%	92%	90%
Black/African <sup>5</sup>						8%	8%	8%	0%	0%
Hispanic/Latino <sup>5</sup>						8%	8%	8%	8%	10%
Age										
Under 60						25%	33%	38%	33%	30%
Between 60-65						33%	42%	54%	59%	60%
Directors 66+						42%	25%	8%	8%	10%
Subsidiary Boards of Fortis' operating utilities <sup>3</sup> (% of total subsidiary board members)										
Independent						58%	57%	59%	56%	55%
Women						45%	47%	44%	41%	32%
Men						55%	53%	56%	59%	68%
Veterans						4%	4%	5%	5%	6%
Ethnicity										
Caucasian						82%	84%	85%	84%	80%
Black/African						9%	8%	6%	8%	13%
Hispanic/Latino						3%	2%	3%	3%	3%
Indigenous, American Indian or Alaska Native						1%	1%	1%	1%	1%
Asian						1%	1%	1%	1%	1%
With two or more races						4%	4%	4%	3%	2%

	2024	2023	2022	2021	2020
Age					
Under 60	57%	58%	57%	54%	56%
Between 60-65	23%	21%	26%	29%	31%
Directors 66+	20%	21%	17%	17%	13%

(1) Both the Human Rights Statement and the Vendor Code of Conduct came into effect on January 1, 2024.

(2) Policy not considered directly relevant to all employees, therefore orientation and continuous training target specific employees.

(3) Results based on self-identification data collected from board members.

(4) Results for 2024 reflect board members as of March 21, 2025, the date of Fortis' 2025 Management Information Circular. Historical periods presented are as at December 31<sup>st</sup>.

(5) Lisa Crutchfield resigned from the board effective December 31, 2024, and Gregory Knight was appointed to the board on January 1, 2025. As at December 31, 2024 the composition of the board included Ms. Crutchfield and reflected: (i) gender diversity of 58% women and 42% men, and (ii) ethic diversity of 84% Caucasian, 8% Black/African and 8% Hispanic/Latino, as one board member identified as Black/African and one board member identified as Hispanic/Latino. A limited level of assurance was provided on gender and ethnic diversity as at December 31, 2024.



## Employee & Social Indicators

	2024	2023	2022	2021	2020
Number and geographical location of employees (% of workforce, except as noted)					
Total number of employees <sup>1</sup>	9,800	9,600	9,200	9,100	9,000
Employed in Canada	54%	54%	54%	53%	53%
Employed in the U.S.	41%	41%	41%	42%	42%
Employed in the Caribbean	5%	5%	5%	5%	5%
Employee Composition					
Enterprise-wide employee composition (% of employee respondents) <sup>2</sup>					
Male	68%	68%	68%	69%	69%
Female	32%	32%	32%	31%	31%
Caucasian	68%	68%	*	*	*
Hispanic/Latino	14%	14%	*	*	*
Asian	8%	7%	*	*	*
Black/African	5%	6%	*	*	*
Indigenous, American Indian or Alaska Native	2%	2%	*	*	*
Two or more ethnicities	3%	3%	*	*	*
Veterans (U.S. utilities only) <sup>3</sup>	8%	8%	8%	9%	9%
With disabilities	6%	6%	*	*	*
Indigenous status (Canadian utilities only) <sup>4</sup>	5%	5%	4%	4%	*
Enterprise-wide executive <sup>5</sup> composition (% of executive respondents)					
Male	61%	62%	64%	64%	67%
Female	39%	38%	36%	36%	33%
Caucasian	75%	75%	77%	77%	*
Black/African	7%	8%	8%	8%	*
Asian	6%	5%	4%	4%	*
Hispanic/Latino	5%	4%	4%	4%	*
Indigenous, American Indian or Alaska Native	1%	1%	1%	1%	*
Two or more ethnicities	4%	4%	5%	5%	*
Did not disclose their ethnicity	2%	3%	1%	1%	*
Veterans (U.S. utilities only) <sup>3</sup>	3%	3%	2%	2%	*
With disabilities	1%	1%	2%	2%	*
Indigenous status (Canadian utilities only) <sup>4</sup> [New]	2%	*	*	*	*
Demographics					
Employees <sup>1</sup> (% of employees, except as noted)					
Under 30	12%	12%	11%	11%	10%
Between 30 - 50	59%	59%	59%	58%	56%
Over 50	29%	29%	30%	31%	34%
Average age of employees (years)	43	43	44	44	44
Executives <sup>5</sup> (% of executive)					
Between 30 - 50	40%	43%	44%	42%	41%
Over 50	60%	57%	56%	58%	59%

	2024	2023	2022	2021	2020
Turnover and retention (% of total full-time employees, except as noted)					
Annual voluntary employee turnover <sup>6</sup>	3.5%	3.4%	4.6%	3.4%	1.5%
Annual involuntary employee turnover <sup>7</sup>	1.0%	1.0%	0.9%	0.8%	0.9%
Average years of employment for full-time employees (years)	10.6	10.7	11.0	11.4	12.0
Annual retirement rate	2%	3%	3%	3%	2%
Hiring (% of job vacancies filled)					
Existing employees	61%	56%	60%	58%	59%
New employees	39%	44%	40%	42%	41%
Men	67%	63%	64%	65%	67%
Women	33%	37%	36%	35%	33%
Employee <sup>1</sup> Training and Development					
Total employee training spend (\$ millions)	36.5	33.8	26.1	21.6	19.5
Total training spend per employee (\$)	3,703	3,517	2,803	2,373	2,178
Total employee training hours	517,660	471,064	439,689	370,095	321,344
Total training hours per employee	53	53	51	44	39
Full-time employees that received annual performance appraisals (% of full-time employees)	80%	81%	81%	80%	71%
Benefits <sup>9</sup> (% of full-time employees)					
Eligible to receive disability coverage <sup>9</sup>	98%	98%	98%	98%	98%
Eligible to receive employee and family assistance	100%	100%	100%	100%	100%
Eligible to participate in an employee stock purchase plan	100%	100%	100%	100%	100%
Eligible to receive health care benefits	100%	100%	100%	100%	100%
Eligible to receive life insurance	100%	100%	100%	100%	100%
Eligible to participate in a retirement savings plan	100%	100%	98%	98%	98%
Eligible to receive wellness-related perquisites <sup>10</sup>	100%	100%	100%	100%	100%
Eligible to receive paid sick leave	100%	100%	100%	100%	100%
Labour Management Relations					
Total number of work stoppages	0	0	0	0	0
Grievance resolution rate without the use of arbitration	92.4%	92.6%	95.0%	93.1%	95.5%
Freedom of Association					
Percentage of total workforce - unionized	50%	50%	50%	51%	52%
Remuneration					
Percentage of full-time employees whose basic salary is above the local minimum wage	100%	100%	100%	100%	100%
Median employee total annual compensation	\$146,824	\$136,221	\$132,023	\$128,791	\$136,349

	2024	2023	2022	2021	2020
<b>Economic Value Distributed (\$ millions)</b>					
Costs paid for energy supply	3,249	3,771	3,952	2,951	2,562
Costs paid for fleet, materials and services to top 10 suppliers at each utility	2,401	1,945	1,759	1,367	1,240
Total amount paid in annual employee compensation	1,770	1,633	1,528	1,437	1,444
Costs paid for finance charges	1,361	1,255	1,057	986	1,027
Total amount paid to common shareholders in dividends	1,178	1,109	1,037	964	900
Total amount paid in carbon taxes	533	447	395	324	305
Total amount paid in property taxes	510	475	441	414	417
Total amount paid in employee payroll taxes	486	453	442	405	388
Total amount paid in excise/sales taxes	357	394	348	328	315
Other taxes paid	71	66	59	41	29
<b>Community Donations (\$ millions)</b>					
Small businesses & other	4.9	1.8	1.4	1.8	6.2
Social development	4.0	3.8	2.8	2.9	3.4
Education	3.0	2.7	2.7	2.5	2.1
Arts & culture	1.0	0.8	0.6	0.4	0.6
Health & wellness	1.0	1.0	0.7	0.7	1.1
Environment & safety	0.7	0.8	0.9	0.8	0.9
Biodiversity	0.5	0.5	0.6	1.0	0.7
<b>Community donations total</b>	<b>15.1</b>	<b>11.4</b>	<b>9.7</b>	<b>10.1</b>	<b>15.0</b>

The asterisks (\*) in the table above indicate metrics added in recent years or historical data is not available.

- (1) An employee includes any individual who has a direct employment relationship with the company as of December 31 of the calendar year.
- (2) 2024 and 2023 racial diversity data is based upon self-identification. Participation rates were approximately 100% in the U.S., 35% in Canada, and 47% in the Caribbean in 2024 (100%, 29%, and 48%, respectively, in 2023). These response rates may not accurately reflect the representation of the entire workforce. Data for 2024 was collected as at December 31, 2024 in the U.S. and as at April 30, 2025 in Canada and the Caribbean.
- (3) Results are based upon U.S. respondents. An employee is considered a veteran if they are a former member of the armed forces.
- (4) Results are based upon Canadian respondents. Indigenous is a term used in Canada to describe the original inhabitants (or Aboriginal people) of Canada and their descendants. Indigenous Peoples in Canada include First Nations, Inuit and Métis people.
- (5) An employee is considered executive if they hold the position of Vice President, Senior Vice President, Executive Vice President or President/CEO. Diversity data is based upon self-identification.

- (6) Voluntary turnover includes an employee who leaves the company voluntarily (e.g., willingly chooses to resign their position), but excludes seasonal temporary employment and retirement
- (7) Involuntary turnover includes an employee who leaves the company involuntarily (e.g., a position is terminated, an employee is dismissed or an employee dies).
- (8) The eligibility to receive these benefits may be dependent on completing a probation period, as applicable.
- (9) Employee eligibility may be impacted by insurance coverage terms (e.g., age or health of an employee).
- (10) Wellness-related perquisites include family leave, personal days off, flexible working hours and location, and fitness/gym financial support.

## Forward-Looking Information

Fortis includes forward-looking information in this sustainability update report within the meaning of applicable Canadian securities laws and forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995 (collectively referred to as “forward-looking information”). Forward-looking information reflects expectations of Fortis management regarding future growth, results of operations, performance and business prospects and opportunities. Wherever possible, words such as anticipates, believes, budgets, could, estimates, expects, forecasts, intends, may, might, plans, projects, schedule, should, target, will, would, and the negative of these terms, and other similar terminology or expressions have been used to identify the forward-looking information, which includes, without limitation: the expected increase in demand for electricity driven by factors including population and economic growth, data centers and artificial intelligence; the 2050 net-zero GHG emissions target and interim 2030 and 2035 GHG emissions reduction targets; the potential impact of factors, including significant load growth, customer affordability, and the pace of development of clean energy technology, as well as federal, state and provincial energy policies, on the Corporation’s ability to achieve its interim GHG emissions reduction targets; the nature, timing, benefits and impacts of the planned conversion of coal-fired generating units at TEP’s Springerville Generating Station to natural gas generation; how the Corporation’s GHG emissions targets are expected to be achieved, including exiting coal by 2032; the expectation that it will take the Corporation longer to achieve its interim GHG emissions reduction targets; the planned reassessment of the Corporation’s interim GHG reduction targets and timing of associated disclosure; the expected benefits and reduction in carbon emissions of the Wataynikaneyap Power transmission system over the next 40 years; the expectation that First Nations will wholly own the Wataynikaneyap Power transmission system in 25 years; and planned First Nations equity ownership and shared benefits in the Tilbury LNG Storage Expansion Project and the Tilbury Marine Jetty Project.

Forward-looking information involves significant risks, uncertainties and assumptions. Certain material factors or assumptions have been applied in drawing the conclusions contained in the forward-looking information. These factors or assumptions are subject to inherent risks and uncertainties surrounding future expectations generally, including those identified from time to time in the forward-looking information. Such assumptions include, but are not limited to: the successful execution of the capital plan; reasonable regulatory decisions and the expectation of regulatory stability; no material capital project or financing cost overrun; sufficient human resources to deliver service and execute the capital plan; no significant operational disruptions or environmental liability or upset; the continued ability to maintain the performance of the electricity and gas systems; no severe and prolonged economic downturn; sufficient liquidity and capital resources; no significant changes in government energy plans, environmental laws and regulations that could have a material negative impact; retention of existing service areas; continued maintenance of information technology infrastructure and no material breach of cybersecurity; continued favourable relations with Indigenous Peoples; and favourable labour relations.

Fortis cautions readers that a number of factors could cause actual results, performance or achievements to differ materially from the results discussed or implied in the forward-looking information. These factors should be considered carefully and undue reliance should not be placed on the forward-looking information. For additional information with respect to certain of these risks or factors, reference should be made to the continuous disclosure materials filed from time to time by the Corporation with Canadian securities regulatory authorities and the Securities and Exchange Commission. All forward-looking information herein is given as of the date of this sustainability update report. Fortis disclaims any intention or obligation to update or revise any forward-looking information, whether as a result of new information, future events or otherwise.

## Glossary

Cleaner/Cleaner Energy	Refers to: (i) electricity generation sources with minimal to no associated GHG emissions; as well as (ii) the transition to comparatively less carbon intensive sources, such as transitioning coal electricity generation to natural gas.
CO <sub>2</sub> e	Carbon dioxide equivalent
Controllable operating costs per customer	Financial measure used by management to evaluate operating efficiency. May not be comparable with measures used by other entities and excludes costs that are considered largely outside of management’s control (e.g., purchased power, generation fuel expense)
EI	Edison Electric Institute
GHG	Greenhouse gas
GRI	Global Reporting Initiative
GWh	Gigawatt hours
KPI	Key performance indicator
ktonnes	Kilotonnes
LNG	Liquefied natural gas
MW	Megawatts
PJ	Petajoules
SASB	Sustainability Accounting Standards Board
TCFD	Task Force on Climate-related Financial Disclosures