



2020 Corporate
Social Responsibility Report
(CSR)

Beyond Renewable Energy

2020



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“Boralex believes that its duty to be profitable is matched by its duty to be responsible.”

Message from the
Chairman of the Board

Supporting the Implementation of our CSR Approach

By its very nature and through its business practices, Boralex has been applying and embodying the core principles of social responsibility and sustainable governance since its inception.

Already used to anticipating the impact of its activities and decisions on the environment and society, as well as taking into account the ecosystem in which it operates, the Corporation is now formalizing this ambition by setting it at the heart of its strategic directions.

A Sustainable Business Model

As an essential component of governance, and a key objective for Boralex, the corporate social responsibility (CSR) approach, under the theme “Beyond Renewable Energy,” integrates social and environmental concerns into the Corporation’s relationships with its stakeholders. The fact that Boralex takes into account the environmental, social and governance aspects—through ten priority issues sorted under three clear and distinct areas of commitment—now part and parcel of its business model, reflects a perfectly integrated view of financial and societal priorities. Boralex therefore believes that its duty to be profitable is matched by its duty to be responsible.

Reaching Consensus on Priority Issues

Boralex consulted its stakeholders, including collaborators and investors, to select and prioritize the sustainable development issues it will focus on and that will be considered in its major strategic decisions (acquisitions, investments, business partnerships, etc.). The actions implemented in the coming years for each priority issue will be monitored and assessed for their effectiveness. By precisely identifying both the opportunities and risks related to its operations, the Corporation is able to better read its business environment and make sure it behaves in the most responsible manner.

A Firm Conviction

Boralex has always been driven by its openness to communities and desire to continually improve its dialogue with its stakeholders. This CSR approach represents a natural evolution of the Corporation’s commitments, along with its positive and fruitful relationships with its collaborators, the Indigenous and local communities in which it operates, as well as with its investors, clients, suppliers and other partners. Through its supervisory role, the board will ensure CSR information is disclosed periodically and that Boralex remains a committed societal player.

Through its sustainable positioning, Boralex is expected to play a leading role in the global energy transition, notably by helping its customers choose flexible and competitive renewable energy solutions, thereby demonstrating the positive relationship between CSR and value creation for everyone.

Alain Rhéaume
Chairman of the Board

Message from the
President and CEO

Through the unique expertise of its teams across two continents, Boralex has helped drive the emergence of a new energy model by delivering innovation and sustainable achievements over the past three decades.

Working in a socially responsible manner is part of our Corporation's culture. As a result, we have implemented this year a strategy fostering corporate social responsibility (CSR) and environmental, social and governance (ESG) criteria to underscore our mandate for sustainable development.

A Duty and a Source of Competitiveness

“Undeniably, Boralex is innovative, efficient and sustainable.”

This CSR report details our value-adding and more structured approach, with careful consideration of risk and opportunity management. Here is what its theme, “Beyond Renewable Energy”, means for us:

- **Leading through example;**
- **Making renewable energy in a sustainable and resilient manner;**
- **Respect our people, our planet and our community.**

These three areas of engagement feature ten priority issues chosen following an informed analysis, to which a series of non-financial indicators—practical and observable elements—are linked. Each priority issue aligns with specific objectives and actions we will implement through projects. Boralex chooses a long-term vision for a sustainable future in complete transparency and according to a logic of continuous improvement. This vision includes leveraging the diversity within Boralex and its business environment, which is of paramount importance to us. By valuing people’s differences, we create a collaborative and supportive work environment that helps everyone achieve their potential and improve our business.

Leading a Value-adding CSR Strategy

Based on criteria set by the **Global Reporting Initiative (GRI)** and incorporating ISO 26000 approach principles in terms of CSR, our strategy also aims to contribute to the UN Sustainable Development Goals (SDGs) and ensure our activities have a positive net impact. At the heart of our 2023 strategic plan, we see CSR as an extraordinary lever for development. With the support of the board of directors, the management team and a solid action plan, our issue leaders at Boralex are already hard at work.

A Key Differentiator

As a pioneer, Boralex is the first organization in the renewable energy sector to promote a fully integrated vision by giving as much importance to achieving its CSR strategy as it does its strategic plan and its four strategic directions. Shareholders and investors around the world are taking CSR into account in their decision-making process. They recognize their impact on the environment, people and business profitability. They demand more sustainability. This context is conducive to our future development and fuels our ambition to provide our customers with competitive, clean energy solutions.

More than ever, in light of our recent acquisitions and growth initiatives, we want to go beyond renewable energy and help accelerate the energy transition by putting our technology, skills and values to work for customers who want a post-carbon society. Undeniably, Boralex is innovative, efficient and sustainable.

Going Even Further

At Boralex, we believe our social responsibility is a vector for accelerating progress toward the decarbonization of energy production in the countries where we operate. This is both our duty and a source of our competitiveness. With our partners, we will meet the ecological and social challenges we face. Join us, and together we will go even further.

Patrick Decostre
President and Chief Executive Officer

Consistency and Meaning



Presenting Boralex





Boralex develops, builds and operates renewable energy power facilities in Canada, France, the United Kingdom and the United States.

A leader in the Canadian market and France’s first independent onshore wind power producer, the Corporation stands out for its solid experience in optimizing its asset base in four types of energy production: wind, hydroelectric, thermal and solar.

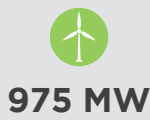
Boralex ensures sustainable growth by leveraging the expertise and diversification developed over 30 years. Its strength lies in the employees’ skill and ingenuity. Boralex is committed to contributing to the global energy transition by acting ethically, being an exemplary corporate citizen, sharing with communities and providing sustained financial returns to its shareholders and partners.

As of February 24, 2021



CANADA

					TOTAL
MW	989	1	100	35	1,125
SITES IN OPERATION	24	1	9	1	35

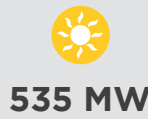
PROJECTS IN DEVELOPMENT AND CONSTRUCTION



UNITED STATES

			TOTAL
MW	209	81	290
SITES IN OPERATION	7	7	14

PROJECTS IN DEVELOPMENT AND CONSTRUCTION



NUMBER OF EMPLOYEES



282



220



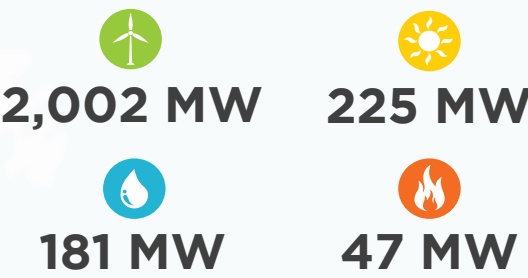
25

527

As of December 31, 2020

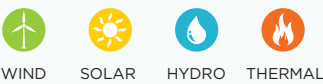
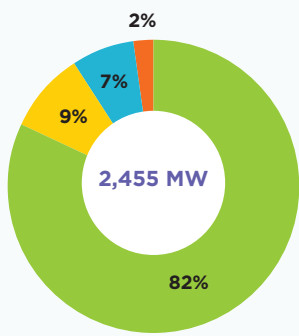


TOTAL INSTALLED CAPACITY
2,455 MW

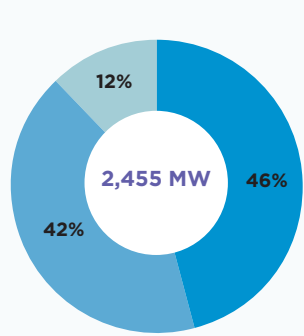


PROJECTS IN DEVELOPMENT AND CONSTRUCTION
3,046 MW

SEGMENT BREAKDOWN



GEOGRAPHIC BREAKDOWN






SCOTLAND

PROJECTS IN DEVELOPMENT AND CONSTRUCTION



FRANCE

				TOTAL
MW	1,013	15	12	1,040
SITES IN OPERATION	64	2	1	67

PROJECTS IN DEVELOPMENT AND CONSTRUCTION



To know more about our sites and projects
www.boralex.com/our-projects-and-sites



Our Corporate Social Responsibility (CSR) Approach:

Going Beyond Renewable Energy

In 2020, Boralex structured its corporate social responsibility (CSR) ambitions using the ISO 26000 corporate social responsibility guidelines, an industry benchmark.

This report aims to detail this approach and inform the Corporation’s stakeholders about its non-financial performance for 2020. For this first report, Boralex will provide a limited number of indicators and objectives identified in the approach undertaken during the year, as the Corporation is currently implementing a very rigorous collection and validation process for the new indicators. The CSR report will therefore be expanded every year. *For more information, please refer to the methodological note at the end of the report.*

An Inclusive and Collegial Approach

Through a selection of 18 issues relevant to Boralex’s activities, the Corporation surveyed a representative panel of its stakeholders (21 qualitative interviews were conducted) on their perceptions and expectations of its non-financial performance. These stakeholders include investors, communities (municipalities, non-governmental organizations) and employees. This exercise, carried out in 2020, led to the development of a materiality matrix highlighting the most significant sustainability issues for the Corporation’s stakeholders.



Risk Assessment Matrix

- ENVIRONMENTAL ISSUES
 - 1 Responsible Resource Use
 - 2 Greenhouse Gas Emissions (scopes 1 and 2)
 - 3 Adapting to Climate Change
 - 4 Biodiversity
- SOCIAL ISSUES
 - 5 Health and Safety
 - 6 Quality of Work Life
 - 7 Skills and Employability Development
 - 8 Diversity and Equal Opportunities
 - 9 Talent Attraction and Retention
- SOCIETAL ISSUES
 - 10 Local Community Consultation and Engagement
 - 11 Territorial Economic and Social Development
 - 12 Responsible Procurement
 - 13 Social Innovation and Partnerships
 - 14 Philanthropy and Sponsorships
- GOVERNANCE ISSUES
 - 15 Responsible Corporate Governance
 - 16 Ethics in Business and Behaviour
 - 17 Responsible Taxation
 - 18 Cybersecurity and Data Protection

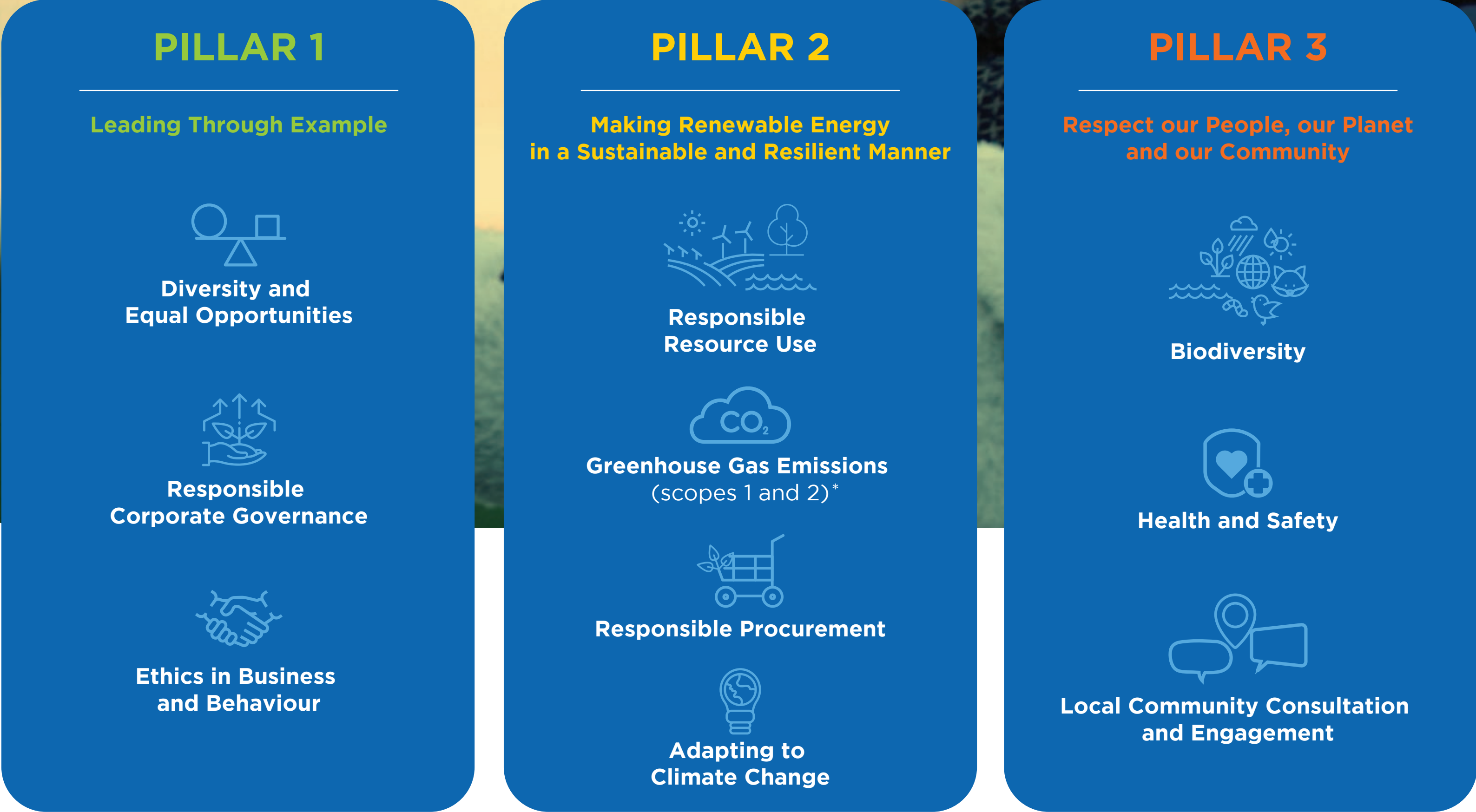
IMPORTANCE TO STAKEHOLDERS



IMPACT ON BORALEX'S OVERALL PERFORMANCE

Three decades later, Boralex still has an ambitious vision: to go beyond renewable energy, together.

Combined with the mapping of non-financial risks inherent to Boralex’s activities, this matrix identified **ten priority issues, sorted into three areas of commitment**, on which the Corporation is committed to intensifying its efforts until 2025. The execution of this plan is integrated to the achievement of Boralex’s strategic plan and financial objectives, reflecting Boralex’s management’s commitment to CSR.



* Greenhouse Gas Protocol



Taken from the list of applicable United Nations Sustainable Development Goals for the 3 areas of commitment chosen by Boralex.

These ten issues are aligned with the United Nations Sustainable Development Goals (SDGs). Boralex assessed its contribution to the SDGs based on the direct and indirect impact the Corporation may have :

Boralex's main mission-related contributions are as follows:

With **4,727 GWh** of green energy produced through its various activities (wind, solar, hydro, thermal) in 2020, **Boralex avoids the release of 294,260 tons of CO₂ equivalent.**

Hence, SDGs 7, 9 and 13 embody the Corporation's strategic mission.

Contributions related to Boralex's approach to social responsibility:

By committing to "Beyond Renewable Energy,"

Boralex is contributing to SDGs 3, 5, 8, 10, 11, 12, 15, 16.



Supported by the Board of Directors through its Nominating and Corporate Governance Committee, as well as the Executive Committee, Boralex’s collaborators strongly contributed in creating the CSR approach during several workshops in 2020.

Their expertise helped define Boralex’s ambition for 2025 for each of its ten priority issues.

Key performance indicators (KPIs) associated with each of these issues are presented in the following section. Reporting is done in accordance with the **recommendations of the Global Reporting Initiative (GRI)**. The use of the GRI guidelines fosters transparency, clarity and comparability. A full summary of the key non-financial performance indicators (KPIs) can be found in the Our Performance at a Glance section of this report. They will also be included in Boralex’s 2020 Circular. Each year, Boralex will expand the indicators presented in this report.

CSR Governance

The Corporation’s approach to social responsibility is entrusted to its highest levels. The board of directors, through the nomination and corporate governance committee, oversees the whole process and pays close attention to the risks and opportunities related to climate change. It monitors the implementation of the CSR strategy and makes recommendations on CSR topics to the board of directors and the executive committee. It communicates the executive committee members’ CSR performance objectives to the human resources committee.

Integrating ESG Criteria into the Business Model

Along with the financial objectives, Boralex’s CSR objectives were integrated into the Corporation’s strategic plan during the year 2020 and are an integral part of its business model.

Doing so has anchored the goals in its business model and contributes to creating value in a sustainable, long-term manner. The evolution of Boralex’s business model is thus consistent with the recommendations of the **Task Force on Climate-related Financial Disclosures (TCFD)** on financial risks and opportunities related to energy transition and climate change.

Integration of CSR Objectives to our Strategic Directions

STRATEGIC DIRECTIONS

GROWTH
in markets with promising renewable energy programs

DIVERSIFICATION
into solar power and energy storage

NEW CUSTOMERS
through corporate PPAs and other sources of revenues

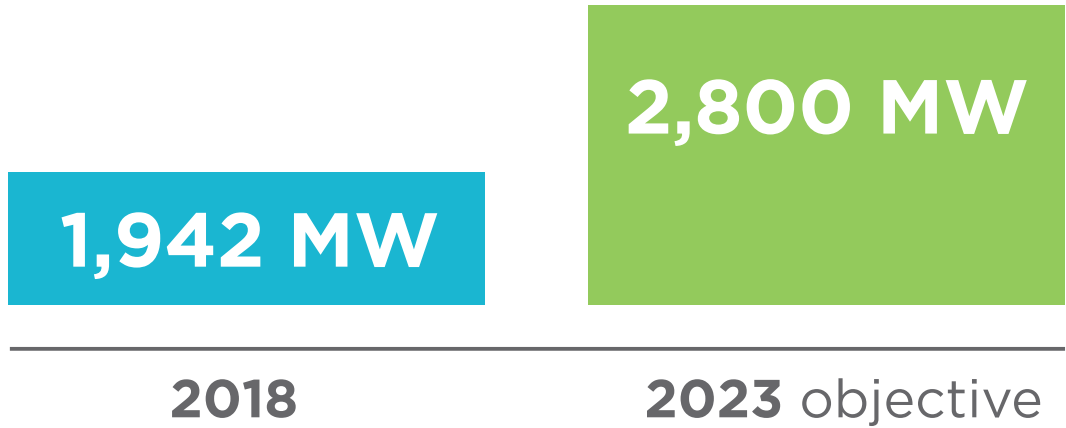
OPTIMIZATION
operational and financial

2023 FINANCIAL OBJECTIVES

DISCRETIONARY CASH FLOW



INSTALLED CAPACITY



40% TO 60% DIVIDEND PAYOUT RATIO

CSR OBJECTIVE : BEYOND RENEWABLE ENERGY

- Diversity and Equal Opportunities
- Responsible Corporate Governance
- Ethics in Business and Behaviour
- Responsible Resource Use
- Greenhouse Gas Emissions (scopes 1 and 2)

- Responsible Procurement
- Adapting to Climate Change
- Biodiversity
- Health and Safety
- Local Community Consultation and Engagement

Our Areas of Commitment and Priority Issues

PILLAR OF COMMITMENT 1

Leading Through Example

Diversity and Equal Opportunities

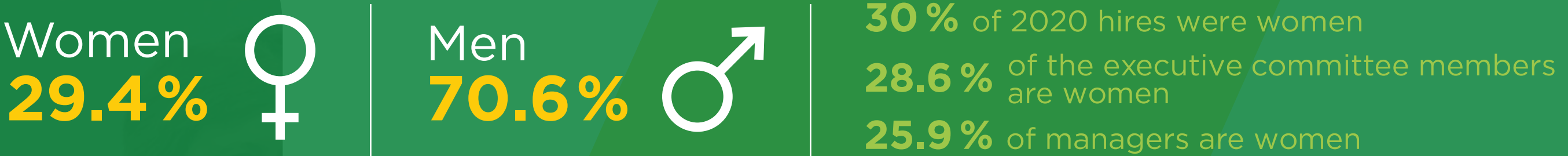
Boralex recognizes how important diversity and inclusion are in creating a fulfilling workplace. Boralex honours the differences that make each person unique by promoting and valuing the diversity of its employees, partners and communities. These include, but are not limited to, ethnicity, gender identity and expression, religion, age and ability.

A diversity in experience, perspectives and expression is also highly valued. Going beyond employment equity standards and laws, Boralex demands that all its employees be treated fairly, ethically, and with respect and dignity. Boralex encourages its employees to be authentic and true to their nature at work, so that they can be truly appreciated for who they are and allowed to flourish and contribute to Boralex’s mission.

“Beyond Renewable Energy” Ambition, 2020-2025

Ensuring women in the renewable energy sector receive equal opportunities is a top priority for Boralex. To that end, the Corporation actively promotes pay equity and parity in management positions.

Company-wide gender ratio :



Providing employees with a work environment that is free of any type of discrimination (gender, age, culture, ethnicity, disability, political and religious beliefs, LGBTQ+) is crucial.

Gender ratio on our board of directors: **44 %** of our independent directors are women

Over the past few years, Boralex has implemented a procedure that encourages employees to report possible violations of its internal anti-discrimination policies.



2020 Initiative

In France, Boralex reaffirmed its commitment to diversity and equal opportunities by signing the Charter of Diversity. Doing so formalized a long-standing commitment to diversity in all of its activities. In the wake of this signature, Boralex is upholding the Charter by getting involved in a campaign against disability discrimination and by participating in Operation DuoDay. As part of the latter activity, in November 2020, Boralex volunteers were paired with individuals with disabilities to share some of their knowledge about the energy sector.

2020 Initiative

Niagara Region Wind Farm

This wind farm located on the Niagara Peninsula, Ontario, Canada, is held in partnership with the Six Nations Aboriginal Community of Grand River.



“Boralex formally manifests its intolerance towards all forms of racism. Inspired by the bonds of respect and trust that unite us with our business partners from Indigenous communities, Boralex committed in October 2020 to contribute to the enhancement of First Nations culture among our employees. We believe that the richness and diversity of their culture needs to be better understood. That is why, as early as 2021, we are committed to incorporating awareness of racism against Indigenous peoples into our training programs, our welcome guides for new employees and our code of ethics.”

- Julie Cusson Vice President, Public and Corporate Affairs
- Hugues Girardin Vice President, Development

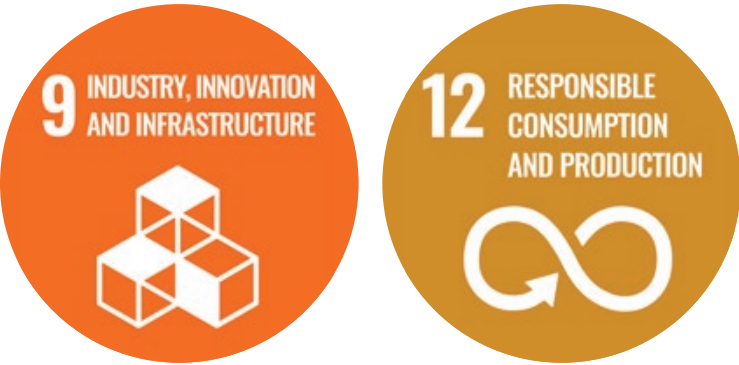
2020 Initiative

Boralex believes in being dedicated to the development of renewable energies while encouraging solidarity and job transition. That is why in 2020, the Corporation supported in France the Synergie Solaire energy fund and the BAO association for the implementation of the “Future Posers” project. The goal is to establish a fast and professionalised training in the installation of solar panels for people seeking work integration.



PILLAR OF COMMITMENT 1
Leading Through Example

Responsible Corporate Governance



Accountability, transparency, recognition of stakeholder interests and respect for human rights are the pillars of effective and sustainable governance on which Boralex is built. It integrates these principles of social responsibility into its decision-making and implementation processes. In addition, the Corporation ensures its board of directors maintains its independence and that its leaders are compensated appropriately.

“Beyond Renewable Energy” Ambition, 2020-2025

Boralex is committed to ensuring that its “Beyond Renewable Energy” approach is integrated at the corporate management level and board of directors level through its nomination and corporate governance committee. The executive committee participated in the creation of the “Beyond Renewable Energy” approach during brainstorming workshops. The board also oversaw the various stages of the process throughout 2020 and will continue to do so in 2021.

Boralex is committed to maintaining a certain level of independence for its board of directors, particularly in terms of corporate governance criteria (independent members).

81% of its board members are independent

As a sustainable business, it is crucial that the Corporation ensures its profits are shared responsibly.



Short-Term Incentive Plan

“Boralex reviewed its Short-Term Incentive Plan this year to ensure each employee’s performance and contribution had a direct impact on their compensation, as well as offer a fair and competitive increase aligned with the Corporation’s strategic plan. This adjustment now enables us to better recognize our employees’ contribution, motivate them, as well as attract new talent, while developing our employer brand.”

- Marie-Josée Arsenault
Vice President, Talent and Culture

PILLAR OF COMMITMENT 1
Leading Through Example

Ethics in Business and Behaviour



Boralex prides itself on being a trusted renewable energy producer whose conduct is beyond reproach.

As such, it has put in place prevention mechanisms and control procedures to avoid unethical business practices and thus ensure compliance with applicable national and international laws, regulations and standards. This includes the fight against corruption and illegal agreements, as well as the adherence to a Code of Ethics regulatory compliance.

Over the past several years, Boralex has put in place a formal procedure that encourages employees to report potential violations of the Code of Ethics. An independent telephone line and website are made available to employees to ensure the anonymity of those reporting a situation.

The vice president, chief legal officer and corporate secretary and the chair of the audit committee are informed of the alert and they in turn inform the board of directors. The audit committee has established procedures for receiving, retaining and handling complaints or reports regarding: (i) accounting, internal accounting controls, audits or any financial irregularity, and (ii) any indication that an activity could constitute fraud, deliberate error, false or misleading representation, or a violation of accounting, internal accounting controls or audit laws and regulations.

“Beyond Renewable Energy” Ambition, 2020-2025

Since its inception, Boralex has cultivated a rigorous and practical approach to its activities with a focus on ethics, respect, and responsibility. By training all its employees on this issue, Boralex aims to become a leader in business ethics.

100% of employees received training on the Code of Ethics in 2019 and 2020

Boralex is committed to providing all employees with a workplace that is free of harassment, violence and bullying.

PILLAR OF COMMITMENT 2

Making Renewable Energy in a Sustainable and Resilient Manner



Responsible Resource Use

**As a leader in renewable energy production,
Boralex pays special attention to resource management.**

The Corporation is increasing its efforts to find the best solutions to reduce waste production and optimize the use of resources (raw materials, water, energy) throughout the life cycle of a project, including for its internal operations.

“Beyond Renewable Energy” Ambition, 2020-2025

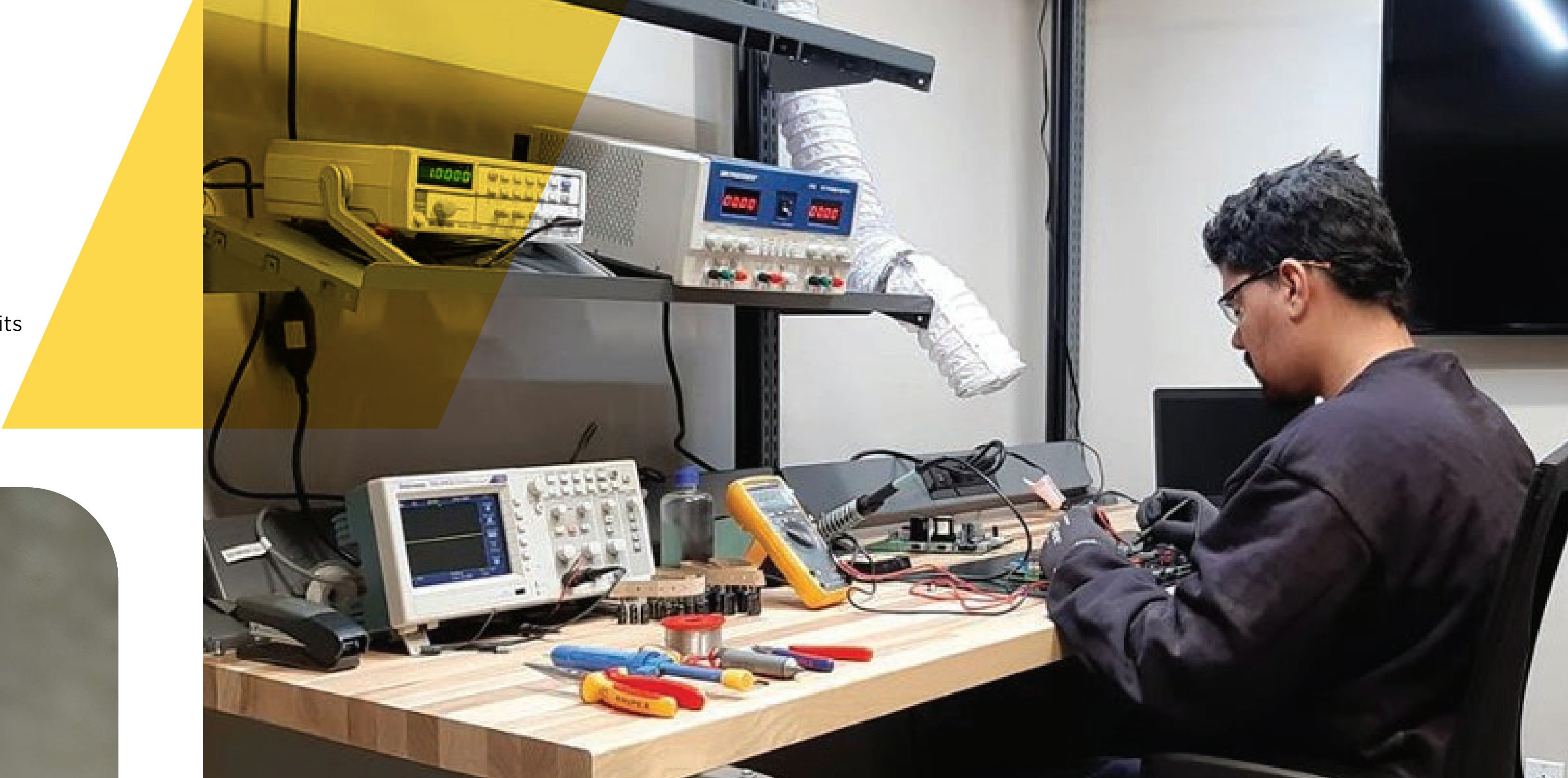
For Boralex, adopting a sustainable vision means integrating circular economy principles into all phases of a project’s life cycle, including dismantling, upgrading and repowering.

Boralex also plans to pursue its efforts to use resources responsibly across all its sites and offices. The Corporation’s goal is to reduce waste production and increase the traceability and recovery of its consumable waste.

2020 Initiatives

In Canada, Boralex began a repair process for defective turbine parts.

Sixty-eight parts were given a second life, thus strongly reducing waste production and generating savings of approximately \$50,000 CAD, all based on a circular economy approach. This project will be expanded in 2021 and will allow Boralex to develop in-house expertise while reducing its dependence on external services.



- Alexis Glandières
Construction Manager, France

“When we repowered our Cham Longe wind farm in Ardèche (France), we decided to maximize the reuse of raw materials and the recycling of existing materials to integrate the principles of circular economy. The site’s original 12 wind turbines were completely dismantled, and will be given a second life in Spain where they will be reassembled on a site that is less weather-constrained. 220 m³ of concrete were extracted and retrieved at a recycling platform near the site and reused as needed. In addition, 20 tons of steel were extracted at each site and revalued by various local metal workers and smelters.”

PILLAR OF COMMITMENT 2
Making Renewable Energy in a Sustainable and Resilient Manner



Greenhouse Gas Emissions (scopes 1 & 2)

According to the UN, more than 60% of the global greenhouse gases (GHGs) currently emitted come from the energy sector. Fast decarbonizing of the sector is therefore necessary to fight climate change and comply with the Paris Agreement. Boralex’s operations aim to produce electricity from renewable sources and through processes that emit little or no GHG emissions. Therefore, by its very nature, Boralex contributes to the reduction of global GHG emissions worldwide by producing and making available to consumers energy that generally emits less GHG than national energy mixes that are still largely based on fossil fuels.

“Beyond Renewable Energy” Ambition, 2020-2025

By committing to the issue of GHG emissions, Boralex is following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD) and identifying the opportunities and risks associated with this issue. Boralex’s mission is to produce renewable energy, which represents an opportunity in the fight against climate change.

In 2020 _____
our renewable energy production
prevented the release of _____
294,260 tons of CO₂

This calculation was designed by HEC Montréal’s Chair in Energy Sector Management. For more information, please refer to the methodological note at the end of the report.



“Boralex’s Space for a Sustainable World Program, which includes a grant for the purchase of an electric or hybrid vehicle in North America, and access to a charging station for the majority of its employees in Canada, the United States and France, demonstrates the importance placed on the growing number of individuals who are embracing ‘sustainable’ means of transportation.

In addition, a \$500 CAD refund per year is offered to employees who use eco-friendly transportation. This amount pays part of the cost of public transit, cycling or walking to work. These programs are consistent with their field of business and actively promote behaviours that support Boralex’s commitment to environmental responsibility.”



- **Marilène Bergeron**
Program Manager - Mobility
Équiterre¹



As a leader in the energy transition, Boralex wants to reduce the GHG emissions related to its activities and internal operations.

The Corporation plans to identify its sources of emissions and the concrete actions it can take to reduce its carbon impact as of 2021. In addition to increasing the ratio of electric, hybrid and fuel-efficient vehicles in its fleet, Boralex offers several employee benefits programs to encourage eco-friendly transportation (mileage allowance for bike use, reimbursement of public transit passes, etc.).

¹ Equiterre is a recognized Quebec non-profit organization whose mission is to contribute to building a society where citizens, businesses and governments make ecological, equitable and solidarity-based choices.

PILLAR OF COMMITMENT 2
Making Renewable Energy in a Sustainable and Resilient Manner

Responsible Procurement



Boralex’s approach to responsible procurement is constantly evolving. The Corporation and its suppliers have a shared responsibility toward the environment and those involved in their value chain.

This is a long-term commitment, as having a truly responsible procurement approach requires significant effort. Boralex is committed to this and it will continue to promote the integration of ethical, social and environmental considerations in its goods and services purchasing practices. Following the adoption of its Sustainable Procurement Charter in 2019, the Corporation has been ensuring that its suppliers behave consistently with its ambition, particularly with regard to human rights and the fight against all forms of illegal work.

“Beyond Renewable Energy” Ambition, 2020-2025

For Boralex, the first step will be to formalize a shared responsible procurement process for North America and Europe, applicable throughout the value chain.

The Corporation will then be able to **support its suppliers and subcontractors** regarding sustainable development issues, particularly by **carrying out supplier audits**.

This approach will ensure all suppliers are treated fairly.

Boralex subscribes to the Equator Principles and the Universal Declaration of Human Rights and has adopted a Sustainable Procurement Charter.

This charter sets out Boralex’s commitments and those expected from suppliers towards responsible purchasing leading to a sustainable relationship between the parties. Boralex’s commitments to promote a responsible supply chain and sustainable performance to support its activities are based on three fundamentals. First, to innovate by building partnerships with suppliers that seek ways to integrate new services and circular economy principles. Secondly, Boralex wants to increase its competitiveness through mutually beneficial relationships with suppliers and the establishment of transparent relationships and win-win partnerships. Finally, to contribute to local development in regions where it operates sites by supporting non-profit organizations or sports or cultural associations.

In addition, Boralex expects its suppliers to contribute to the creation of global value as well as to environmental and social performance in sustainable development. To do so, Boralex’s suppliers must be committed to respecting the fundamental rights established in the Universal Declaration of Human Rights; to respect and implement the 10 principles of the UN Global Compact; comply with the Boralex environmental mission; and to conduct themselves in accordance with the Corporation’s Code of Ethics.

– Boralex Sustainable Procurement Charter Executive Summary, January 2019



PILLAR OF COMMITMENT 2
Making Renewable Energy in a Sustainable and Resilient Manner

Adapting to Climate Change



As a producer of renewable energy, Boralex depends on nature and its elements.

While wind, water, wood resources and sun exposure are predictable in the short term, some climate change effects are less predictable in the long term. These could have adverse, or at least uncertain, consequences on the Corporation’s financial performance or the condition of its facilities. By identifying and assessing climate change-related opportunities and risks, Boralex is following the TCFD recommendations.

“Beyond Renewable Energy” Ambition, 2020-2025

Adaptation to climate change is a long-term process to identify and adjust to climate change. Multiple adaptation pathways are possible.

Therefore, the first step for Boralex is to pursue its strategy of geographical and technological diversification of its energy production sources in order to reduce the overall vulnerability of Boralex’s assets to climatic hazards.

Boralex strives to identify and assess the impacts of climate change on its facilities’ production. In doing so, the climate issue will be further integrated into the Corporation’s strategy.

“Between winning a call for tenders from NYSERDA for 4 solar farms in the United States in March 2020 for a total of 180 MW, acquiring 7 operating solar farms in 3 U.S. states, for a total of 118 MW and submitting bids for various other projects in New York State, we can say that 2020 was an important year for the diversification component of our strategic plan. By focusing on increasing our solar assets in the United States, we are diversifying our energy sources and geographic locations, providing better risk management for climate change.”

- Adam Rosso
Director of Development



PILLAR OF COMMITMENT 3

Respect our People, our Planet and our Community

Biodiversity



The conservation and restoration of biodiversity is a major challenge considering the multiple human pressures on ecosystems. But ecosystem services provided by biodiversity are crucial.

Boralex’s activities operate over long cycles and have a direct impact on natural environments. From the design phase of its projects, the Corporation is extremely vigilant in applying regulatory procedures and the “Avoid, Reduce, Compensate” sequence.

Boralex is committed to reducing its footprint on ecosystems to limit the risk of damage to biodiversity by acting on the most striking factors, such as the destruction and fragmentation of natural environments and pollution, and by creating conditions conducive to the preservation of species and their habitat. These measures apply over the entire life cycle of a project, from its construction to its dismantling including its operation. Particular attention is paid to avifauna species and chiroprprotective species for wind farms, ground fauna and flora for solar farms, and aquatic species for hydro facilities.

Also, at each phase of construction work and operation, ecological monitoring is systematically carried out by an independent research firm, which ensures that companies are aware of and implement the avoidance and minimization measures from the environmental actions plans (engine and material control). Clean-up kits are routinely made available on site in case of accidental pollution. Monitoring also reports on the damage to hedgerows and trees, with the objective of locally replanting the equivalent of what has been damaged or destroyed.

“Our teams developed a number of new measures and partnerships in 2020. For example, based on the recommendations of a regional bat association, protective measures were implemented on our Plateau de Savernat wind farm to provide a hunting zone for bats and places for them to shelter and reproduce. We have also partnered with Picardie Nature for our Extension Seuil de Bapaume wind farm to fund bat and heritage bird awareness activities and various habitats. It is important to note that these actions also have positive impacts on other species (e.g., amphibians, small mammals, reptiles, insects, etc).”



- **Émilie Douté**
Chief Operating Environment Officer, France

“Beyond Renewable Energy” Ambition, 2020-2025

From the earliest stages of the development of a renewable energy project, Boralex makes habitat conservation and biodiversity protection a priority. This commitment can take different forms depending on what is best suited to the project, site, species and ecosystems involved, and is carried out in partnership with the most relevant stakeholders.

In France, several species protection measures have been implemented near sites. These include the protection of harrier hawks, a species which is in steep decline in France, and the installation and planting of habitats for bats and the red-backed shrike.

In North America, there are various habitat protection measures in place, such as fish relocation at hydro facilities or habitat compensation for grassland birds. In both France and North America, measures to regulate wind turbines designed to protect bats, are being implemented in many wind farms where such concerns are identified through post-implementation monitoring. In addition to the measures put in place within the Corporation, collaboration with third parties through various partnerships is an integral part of Boralex’s approach to protect wildlife and vegetation and continually contribute to improving its insight regarding better ways of doing things.

PILLAR OF COMMITMENT 3
Respect our People, our Planet and our Community
Health and Safety

Boralex stands out for its health and safety performance.

The construction, operation and maintenance of electricity-producing infrastructures expose Boralex employees and subcontractors to risk. **The Corporation therefore ensures the safety and protection of its employees’ physical and psychological health is maintained in the workplace** through appropriate preventive measures (information, training), appropriate management processes, and corrective actions.

During the construction phase, Health and Safety teams oversee risk prevention on construction sites. Since Boralex hires subcontractors for certain construction operations (e.g., civil engineering, electrical engineering, wind turbine assembly), the Health and Safety teams ensure that they comply to the Corporation’s safety standards.

2020 Initiative

Boralex France is proud to lend its OH&S experience to the WindHarmony project, which aims to identify harmonization opportunities for the European wind industry. This demonstrates our Corporation’s strong commitment to addressing health and safety issues.



“Beyond Renewable Energy” Ambition, 2020-2025

Year after year, Boralex strives to be an industry leader in occupational health and safety.



No occupational disease claims made in 2020

Boralex is committed to providing a healthy and safe workplace and strengthening the Corporation’s Occupational Health & Safety (OH&S) culture, particularly by providing all employees with OH&S training that is adapted to their location and working conditions.

100% of OH&S trainings were conducted in 2020, including the Safe-Start training that focuses on the human factor and its challenges

100% of corrective actions were completed within 30 days

Boralex plans to increase its responsiveness in carrying out the necessary corrective actions during and after incidents and/or accidents.

² According to the US principle OSHA 300, the Total Recordable Incident Rate (TRIR) corresponds to the number of absences for every 200,000 hours worked, divided by the hours worked by 100 employees. Thus, a rate of 1 means that one in 100 employees was involved in a work stoppage accident during the year.

Boralex aspires to become a Corporation where physical and mental health are a priority.

Until now, occupational Health & Safety has been the responsibility of the operations and asset management departments, both in France and North America. Since February 2021, this function is now grouped under the Vice President, Talent and Culture (Human Resources), thus demonstrating the evolution of our OHS practices to promote the importance of the overall health of Boralex’s employees.

True to its nature, Boralex continued to focus on flexibility to help employees better adapt to the challenges of finding a work-life balance and dealing with the COVID-19 pandemic. In addition to the services provided by the employee assistance program, a number of initiatives were put in place to promote good mental health, such as frequent communications from the management team, virtual activities to encourage social and active gatherings among employees and a conference on stress management. The Corporation intends to promote and improve its employees’ support tools to prevent mental health risks.



PILLAR OF COMMITMENT 3
Respect our People, our Planet and our Community

Local Community
Consultation and Engagement



Historically located within rural territories, Boralex is a welcomed guest and collaborates with local stakeholders throughout the lifespan of the projects.

To foster social acceptance, to build lasting relationships and to share economic value created, Boralex focuses on consulting as many stakeholders as possible, including communities, associations, Indigenous communities, and local and regional authorities. Driven by the development teams for projects and operations teams for operating sites, Boralex seeks to ensure that it can grow from being a guest to a member of the community.

Creating and sustaining a neighbourhood relationship in a territory implies understanding how the Corporation’s activities affect communities and populations during the development phase in order to establish a fully integrated project which goes beyond landscape, environmental and technical aspects. This also requires implementing a mechanism to effectively manage and process complaints that may emerge during the operational phase.



“From the project’s launch, we’ve found Boralex to be responsive and attentive to our needs and those of local residents. These are qualities that have persisted since the project’s commissioning, making Boralex a true partner in our community. Wind turbines are particularly well integrated into the landscape and are now part of the communal identity, as evidenced by our logo.”

- Sébastien Rochard
Mayor of the Coulonges Thouarsais commune
(Deux-Sèvres, France)



Our “Beyond Renewable Energy” Ambition, 2020-2025

Boralex aims to systematize and follow up on consultation actions with local communities. As a result, all new projects were subject to input and consultation prior to their commissioning.

100% of new projects are conducted through an information and consultation process before they are put into service

During the construction and operational phases, Boralex addressed all complaints from local stakeholders through official channels (phone and email on the website, as well as digital platforms). Boralex is committed to improving its response time.

2020 Initiative



Boralex supported **France Nature Environnement (FNE)**, France’s leading federation of associations for the protection of nature for the development of “**l’Éoloscope terrestre**,” a tool to inform and foster territorial dialogue, made available to citizens and local communities to assist in the development of exemplary wind energy projects in French territories.

2020 Initiative

Boralex has put community consultation at the heart of its expansion in the United States. Three open house events were held in Green Corners, two of which were virtual: a first for Boralex. Other consultations have been carried out in New York State (Monroe, Fort Edward), including the release of explanatory materials and forms on solar development projects.

Other Initiatives in 2020

Alongside its areas of engagement, Boralex is continuing its efforts on other issues related to its social responsibility.

Focus on the COVID-19 Crisis

The COVID-19 crisis has put into perspective a significant number of global challenges that our modern societies will be facing in the coming years, the first of which is the fight against the erosion of biodiversity and the reduction of CO₂ emissions. Through renewable energies, the global energy model can be revised, and Boralex is proud to be a part of the transition toward a decarbonized world.

However, this transition must be achieved by leaving no one behind, and businesses must contribute with a positive impact and participation in social progress. In response to the COVID-19 pandemic, Boralex was fully mobilized on multiples levels to ensure the population’s power supply. Its activities are deemed essential in the countries where it operates. Assets have remained at full capacity thanks to employees’ commitment. Maintenance activities—preventive and curative—continued and employees whose roles allowed them to do so have been working from home. The health and safety of employees and subcontractors at work sites was top-of-mind in managing this crisis. In addition, numerous initiatives—management webcasts, home equipment purchases, improved internet connections—to support our collaborators during this period were launched.

Teamwork, solidarity, mutual support and community involvement are part of Boralex’s DNA. In this way, the Corporation contributed to the collective effort by providing financial support to organizations that help the most vulnerable in this ongoing crisis.

In April 2020, Boralex pledged to make a corporate donation and launched an internal solidarity donation campaign by committing to match the donations of each employee to the organizations of their choice. A total of \$185,000 CAD was given to support nearly 50 organizations that help people in vulnerable situations due to COVID-19 in Canada, France and the United States.



+ \$35,000 SOLIDARITY DONATION PROGRAM
= \$150,000 CORPORATE DONATION
\$185,000 TO COMMUNITIES

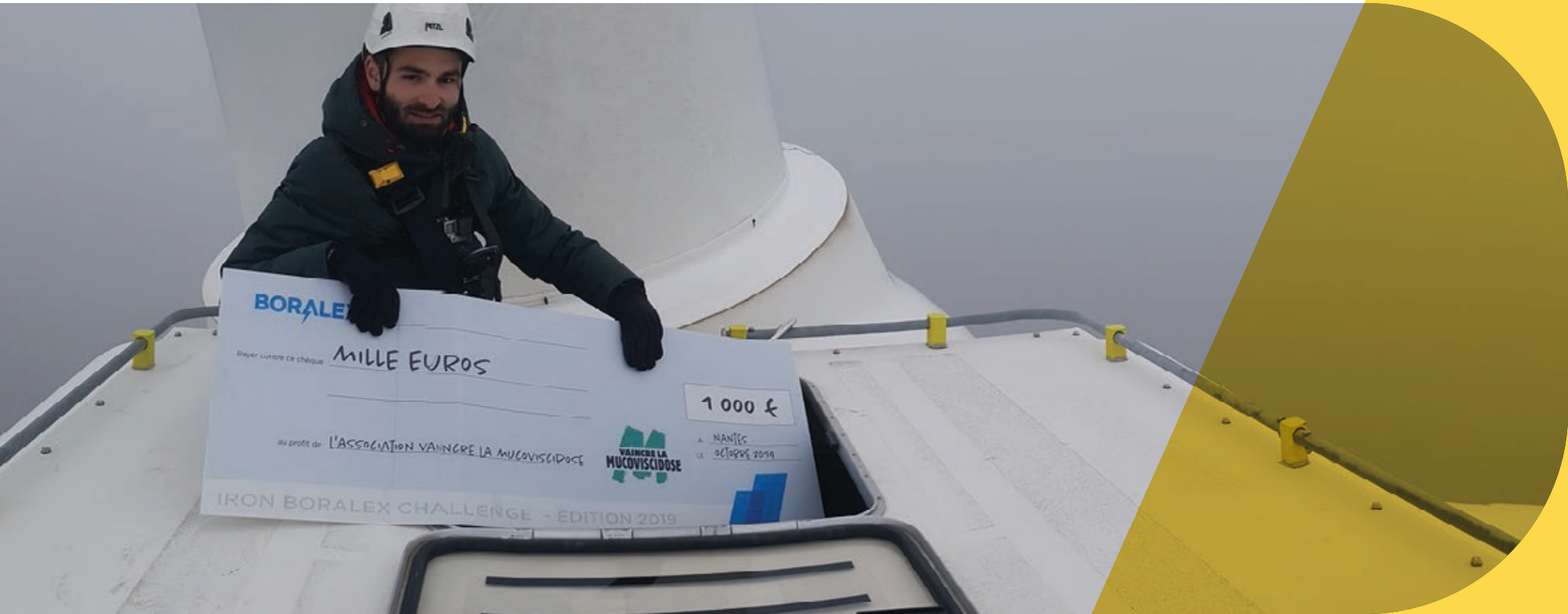


Boralex also decided to convert into donations all sponsorships for which it had committed in 2020.

A vast majority of events or associations supported by the Corporation are small organizations whose financial insecurity increased during the pandemic. Just another way for the Corporation to express its solidarity in the communities in which it operates.

30 Years, 30 Actions in Sustainable Development Contest

To celebrate 30 years of contribution to the energy transition, Boralex organized, with the help of the Internal Sustainable Development Committee, a contest among employees to find 30 sustainable development initiatives that the Corporation will commit to in 2021. More than 200 suggestions were submitted by the employees, proving the contest was a real springboard for developing and sharing good sustainable development practices internally. Selected proposals include consuming paper and ink more responsibly, purchasing environmentally friendly cleaning products and creating a network for exchanging and lending material among employees. These suggestions will drive the CSR action plans for the coming years.



Iron Boralex Challenge

The Iron Boralex Challenge’s mission—in addition to contributing to the physical and psychological well-being of employees and discovering great athletes—is to help charitable organizations. The associations were chosen accordingly to suggestions made by employees and had to help people living a difficult situation (disability, illness, grief, etc.) as well as have one or more employees personally involved and/or volunteer on a regular basis. With this challenge, Boralex helped eight associations (four in France, three in Canada and one in the United States) by giving a total amount of €4,200 in France and \$5,000 CAD in North America.

Cybersecurity

Boralex launched its Security and Information Protection Policy in April 2020. It aims to determine the best practices to protect Boralex’s information and operational assets to prevent incidents such as fraud, cyber attacks, information leaks and privacy breaches. All employees completed training on cyber security and information protection. Various cyber security awareness modules were also added to this training.



Engaging our Employees

Employee mobilization is a key factor in the organization’s success. For the past three years, the engagement survey has been an essential indicator for measuring the organizational climate and identifying what needs to be done to improve it. Boralex achieved its objective of a 3% improvement in employee engagement compared to 2019 reaching 65% in 2020. To achieve this, specific actions have been put forward in terms of compensation, recognition, talent management and recruitment.

**BORALEX’S
ENGAGEMENT
SCORE**
65% GLOBAL



Partnerships with Associations and Educational Programs



Since 2011, WWF France and Boralex France have been working together to strengthen and promote the sustainable development of renewable energies in France. Since then, WWF France has been involved in 22 Boralex projects, with 15 under development and 7 in operation. Boralex contributed to the development of WWF France’s “Renewable and Sustainable Energy” approach. In 2020, WWF France and Boralex renewed their joint commitment for another three years.

Chair in Energy Sector
Management
HEC MONTRÉAL

Boralex is a founding partner of HEC Montréal’s Chair in Energy Sector Management. Since 2014, Boralex has supported the Chair’s mission, which is to increase knowledge on energy issues from a perspective of sustainable development, optimization and alignment between energy sources and the society’s needs. The Corporation’s involvement came about through the 2020 election of Julie Cusson, Boralex’s Vice President, Public and Corporate Affairs, as Chair of the Advisory Board.

MORE THAN
\$1,090,173 CAD
PAID IN PARTNERSHIPS

Beyond partnerships with associations and universities, Boralex also engages in many other donations and sponsorships. It helps fund a multitude of educational programs, such as the Carbone Scol’ERE scholarship, which enables elementary school students to adopt eco-responsible behaviours, or the J’adopte un cours d’eau program, which introduces students and citizens to the water utility. In total, the Corporation paid more than **\$1,090,173 CAD** in partnerships.

- **Pierre-Olivier Pineau**
Chair in Energy Sector Management

2021 CSR Outlook

In 2021, Boralex structured a CSR strategy supported by its board of directors. Consequently, the Corporation decided to set up an internal organization with prerogatives and resources dedicated to fully integrate CSR into its business model and focus efforts on the priority issues outlined in this report.

Three priority issues will be addressed in 2021

PILLAR OF COMMITMENT 1

Leading Through Example

2021 emphasis regarding Diversity and Equal Opportunities

Boralex intends to intensify its efforts regarding disability awareness, anti-discrimination and First Nations consideration, with training to begin in 2021 in line with actions undertaken in 2020.

PILLAR OF COMMITMENT 2

Making Renewable Energy in a Sustainable and Resilient Manner

2021 emphasis regarding Greenhouse Gas (GHG) Emissions

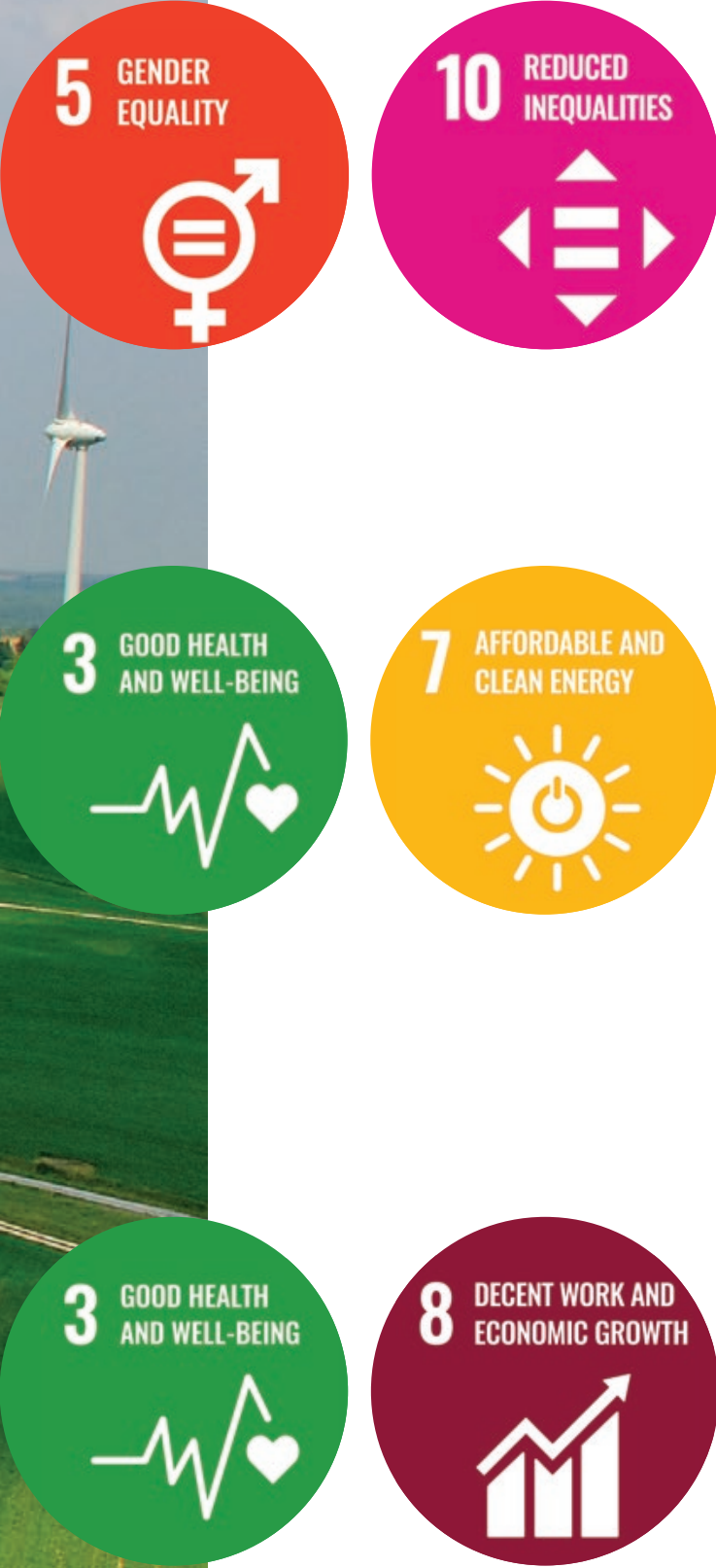
Boralex plans to follow the path of the 2015 Paris Agreement to limit global warming to 1.5°C. As a first step in 2021, Boralex will achieve a carbon footprint (scopes 1 and 2) and will enable the Corporation to identify the vectors for reducing its direct CO₂ emissions (not just the emissions avoided by its renewable energy production) in the years to come.

PILLAR OF COMMITMENT 3

Respect our People, our Planet and our Community

2021 emphasis regarding Health and Safety

Preventing accidents for its employees and subcontractors has always been at the heart of Boralex’s concerns. From now on, Boralex also aspires to become a Corporation where physical and mental health are a priority. In addition to preventing physical risks, the Corporation intends to promote and improve its employees’ support tools to prevent mental health risks, thereby ensuring the overall health for all.



Our Performance at a Glance

BORALEX

ENVIRONMENTAL		SOCIAL	SOCIETAL	GOVERNANCE		
ISSUES	INDICATOR	2019	2020	GRI	SDG	
Responsible Resource Use	Certifications		Montreal office business : BOMA Best- Platinum Certification Lyon office business : Haute Qualité Environnementale, BREEAM and Well Silver criteria certifications In France, Boralex is a member of a group of seven independent renewable energy producers who have created the Electricité Verte d’Origine Contrôlée (Green Electricity Produced in France)	GRI102-7 GRI305-2	<div>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</div> <div>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	
Greenhouse Gas Emissions (Scopes 1 and 2)	Net renewable energy generated, in GWh	4,371 GWh	4,727 GWh	GRI305-5		
	CO2 emission avoided by our renewable energy production, in tons	290,577 tons of CO2 emission avoided	294,260 tons of CO2 emission avoided	GRI305-5		
	Proportion of fleet electric, hybrid ou low consumption (<5L/100KM) vehicules, in %		North America : 22% France : 49%	GRI302-1	<div>7 AFFORDABLE AND CLEAN ENERGY</div>	
	Number of charging stations for electric vehicules accessible to employees		Kingsey Falls : 6 Montréal : 11 South Glens Falls : 1 Lyon : 2 Blendecques : 5 Niagara Region Wind Farm : 1	GRI302-1		
	Financial incentives to encourage responsible employee transportation		Responsible Transportation Compensation program for public transport, cycling and walking. Compensation program for the purchase of an electric or hybrid vehicle and home charging station in North America See p.18 for more details on Greenhouse Gas Emissions	GRI302-1		
Adapting to Climate Change	Electricity generation capacity by energy source and country, in %		By Energy Source: Wind : 2002 MW (81.5%) Solar : 225 MW (9.2%) Hydro : 181 MW (7.4 %) Thermal : 47 MW (1.9%) By Country: Canada : 1125 MW (45.8%) France : 1040 MW (42.4%) USA : 290 MW (11.8%) See p.21 for more details on Adapting to Climate Change		<div>13 CLIMATE ACTION</div>	
Biodiversity	Number of spill or discharge resulting in fines	0	0 See p.22 for more details on Biodiversity	GRI306-3	<div>15 LIFE ON LAND</div>	

ENVIRONMENTAL		SOCIAL		SOCIETAL		GOVERNANCE			
ISSUES	INDICATOR	2019	2020			GRI	SDG		
Health and Safety	Total Recordable Injury Rate (TRIP)	0.3	0.6			GRI403-9	<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div> <div></div>		
	Recordable Injury Rate	0	0			GRI403-10			
	Corrective Actions finalized within 30 days Rate, in %		100%				<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div></div>		
	Certifications		Safe Start Boralex Health and safety procedure for COVID-19 See p.24 for more details on Health and Safety			GRI403-5			
Quality of Work Life	Engagement Score, in %	62%	65%				<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div> <div></div>		
	Employment Type		Permanent : 510 / Contract: 17			GRI102-8			
Skills and Employability Development	Training and skills development programs		Leadership Path / Boralex Code of Ethics Cybersecurity Training / Procurement process Training			GRI404			
	Employees who have received at least one training or formation, in %		100%			GRI404-1			
	Employees receiving regular performace and career development reviews, in %		100%			GRI404-1-3			
Diversity and Equal Opportunities	Politics and principles Adhesion		Charte de la diversité (France) / Universal Declaration of Human Rights / Equator Principles						
	Women in the workplace, in %	Total Women : 29.4% Men : 70.6%	Total Women : 29.4% Men : 70.6%			Permanents Women : 29.6% Men : 70.4%	GRI102-8	<div>5</div> <div>GENDER EQUALITY</div> <div></div>	
	Women in a management position, in %		26%			GRI405-1			
	Women in the Executive Committee, in %	25%	28.6%				<div>10</div> <div>REDUCED INEQUALITIES</div> <div></div>		
	Women on the Board (independant members), in %	40%	44%						
	Average age of workforce in years		36.9 years old			GRI102-8			
	Workforce breakdown by country	Canada : 251 United States : 22 France: 206 United Kingdom : 1	Canada : 282 / United States : 25 / France : 220 / United Kingdom : 1 See p.12 for more details on Diversity and Equal Opportunities			GRI102-8			
Talent Attraction and Retention	New employees breakdown by : - Country - Gender		Men Country Permanent Contract Canada 45 4 USA 4 France 24 9			Women Country Permanent Contract Canada 12 3 USA France 20 2	GRI401-1		
	Retention Rate, in %	87%	90.2%			GRI401-1			
	Benefits provided to full-time employees		Short-Term Incentive Plan Stock ownership Parental Leave Pension Plan			Collective insurance - Heath Care - Dental Care - Life Insurance (employee and family) - Disability and invalidity coverage	GRI401-2		

ISSUES	INDICATOR	2019	2020	GRI	SDG
Local Community Consultation and Engagement	Official Complaints aswered and processed*, in % *Official complaints are reported via our official contact identified on our website “Contact” section		100% See p.26 for more details on Local Community Consultation and Engagement		11 SUSTAINABLE CITIES AND COMMUNITIES
Territorial Economic and Social Development	Employee volunteerism and local giving investment, in \$ CA		\$17,200	GRI201-1	
Social Innovation and Partnerships	Social Innovation and Partnerships		Chair in Energy Sector Management HEC Montréal / Éoloscope / Une étude majeure sur l’écologie des populations d’originaux dans le contexte du réchauffement climatique (Laval University project partnership) / Protège ton cours d’eau / Équiterre / World Wild Fund (WWF) France	GRI201-1	
Philanthropy and Sponsorships	Economic value generated and distributed via Boralex’s Donations and Sponsorships program, in CA\$	\$911,000 CA	\$1,090,173 CA	GRI201-1	
Responsible Corporate Governance	Independent board directors, in %	90%	80%		9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
	Overall board meetings attendance, in %	98%	99%		
	Board Breakdown by gender, in %	Men : 60% Women : 40%	Men : All 64% / independant 56% Women : All 36% / independant 44%	GRI405-1	12 RESPONSIBLE CONSUMPTION AND PRODUCTION
	Breakdown by age group, in %	< 60 years old : 60% 60 - 69 years old : 30% 70 - 80 years old : 10%	< 60 years old : 60% 60 - 69 years old : 40% See p.14 for more details on Responsible Governance	GRI405-1	
Ethics in Business and Behaviour	Employees receiving Boralex Code of Ethics training, in %	100%	100%	GRI205-1-2-3	16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	Employees receiving Boralex Harrassment and Violence in the workplace politic training, in %	100%	100%		
Cybersecurity and Data Protection	Policy		Lauching of the Information security and protection polity and its related practices in April 2020	GRI418-1	
	Practices and system implemented		Implementation of data protection solutions on mobile devices, remote devices, cloud computing, and email (Cisco Suite). Implementation of data encryption.		
	Education / Training		Raising staff awareness with educational mounthly informative articles and certification training		
			Webcast to employees See p.28 for more details on Cybersecurity and Data Protection		

Methodological Note on Non-Financial Indicators

References

The environmental, social and governance reporting approach is based on recognized benchmarks:

- ISO 26000 guidelines
- The UN Sustainable Development Goals (SDGs)
- The Global Standards for Sustainability Reporting of the Global Reporting Initiative (GRI)
- The Recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD)

Specifically, the calculation of the number of tons of CO₂ equivalent avoided by the production of renewable energy was designed by the Chair of Energy Sector Management at HEC Montréal. It is based on the total annual production of each of our facilities according to the energy mix (distribution of different energy sources consumed within a given geographic area) of each region and country in which they are located. This allows for a more accurate result of the number of tons of CO₂ equivalent avoided, based on the exact production of each site and the energy context of each region (regional emission factor) for each reporting year.

Perimeter

The reference period for the 2020 non-financial reporting is based on the calendar year (January 1 to December 31, 2020) to ensure consistency with financial reporting.

The non-financial reporting perimeter is identical to the financial reporting perimeter and corresponds to Boralex Inc. and all of its subsidiaries in Canada, France, the United States and the United Kingdom.

Internal Control

For this first CSR report, data collection was carried out within the network of internal employees present at all the Corporation's sites. The collection process will be strengthened and made more reliable in the coming years.

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