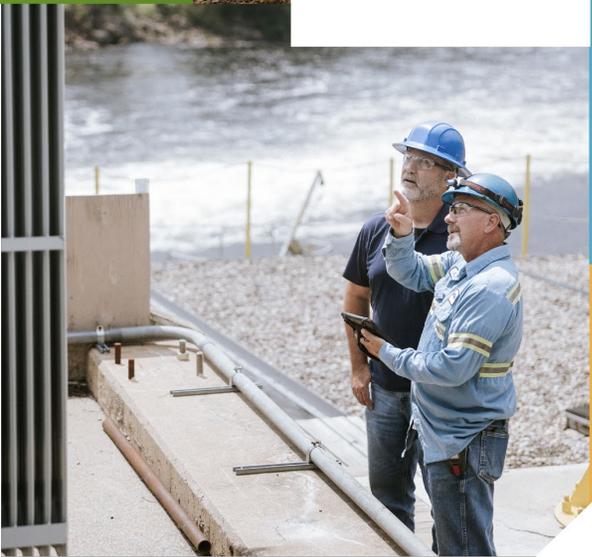


BORALEX

Beyond
RENEWABLE ENERGY

20
23



**Pursuing Our
Ambitions and
Creating Value**

2023 Corporate Social
Responsibility Report





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2023 Highlights

This past year was particularly productive and fruitful in terms of CSR. We continued to improve our performance and make tangible and meaningful progress toward our 10 priorities, while respecting the regulatory, cultural and operational realities of each jurisdiction where we operate.

ENVIRONMENT



- **100%** of electricity sales revenue came from renewable energy production.
- **1,021,496** tonnes of CO₂ avoided through renewable energy production in 2023.
- Received approval from the French government to use **IdentiFlight**^{®1}, a tool that effectively reduces the mortality rates of protected bird species on our wind farms.
- Targets are currently being determined and they will be published following approval by **SBTi**.

SOCIETY



- **0.49** OHS TRIR (vs. 0.94 in 2022).
- Introduced a company-wide strategy to promote physical and mental well-being in the workplace.
- **33%** female representation throughout the company.
- Launched the **2nd** cohort of The A Effect, an initiative to boost female ambition, as well as the 2023 Leadership Path program.
- Launched a wind turbine maintenance training program for Innu communities as part of the future operation of the Apuiat wind farm.

GOVERNANCE



- **3** CSR indicators included in corporate executive compensation.
- Code of Ethics training program completed by **99%** of our employees and board members.
- **1** EcoVadis gold medal with 74/100.
- **50%** female representation on the Board of Directors as of December 31st 2023, and addition of a target for other diversity characteristics.
- Enhancement of the Board of Directors' mandate to include risk monitoring responsibilities, particularly in terms of climate.

¹ Bird protection system to reduce the risk of collision with rotating wind turbine blades

About the 2023 CSR Report

Boralex has been publishing an annual corporate social responsibility (CSR) report since 2020. This year's report focuses on Boralex's CSR achievements in 2023, in line with the CSR strategy adopted by the company in 2020.

Structured around key environmental, social and governance (ESG) factors, this report applies best practices for the presentation of information as defined by internationally recognized, widely used CSR reporting frameworks. Specifically, the report follows the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD), the Sustainability Accounting Standards Board (SASB) framework² (adopted by the IFRS Foundation in August 2022) and the Global Reporting Initiative (GRI). The appendices include a table that shows how our priorities align with GRI and SASB indicators.

The new visual layout of this fourth CSR report is modelled on our financial reports and emphasizes on the quantitative indicators of performance as set out in ESG disclosure frameworks. To learn more about our leadership's commitment to CSR and how we have integrated CSR into our vision for growth, please see the messages from the Chair of the Board and the President and CEO in our annual report. For more details about our most noteworthy CSR achievements, visit our website in the "[Our Commitments](#)" section.

United Nations (UN) Sustainable Development Goals (SDGs) to Which Boralex Contributes

By the very nature of our business, our mission and our CSR approach, we contribute to the advancement of 13 of the 17 SDGs:

- | | |
|---|---|
| 3 Good Health and Well-Being | 12 Responsible Consumption and Production |
| 4 Quality Education | 13 Climate Action |
| 5 Gender Equality | 14 Life Below Water |
| 7 Affordable and Clean Energy | 15 Life on Land |
| 8 Decent Work and Economic Growth | 16 Peace, Justice and Strong Institutions |
| 9 Industry, Innovation and Infrastructure | 17 Partnerships for the Goals |
| 11 Sustainable Cities and Communities | |

Throughout the report, we specify which SDGs are directly related to our various achievements and commitments.

We have also identified three SDGs to which we contribute indirectly or to a lesser degree: **SDG 1** (No Poverty), **SDG 2** (Zero Hunger) and **SDG 6** (Clean Water and Sanitation). We have taken a thoughtful approach to **SDG 10** (Reduced Inequalities) by having our in-house experts monitor our actions to ensure that they do not cause harm.

That said, and despite the fact that renewable energy generation contributes positively to the energy transition, and **SDG 13** (Climate Action) and **SDG 7** (Affordable and Clean Energy) in particular, we are aware that our activities have the potential to hamper achievement of the other SDGs. For this reason, we work with local partners to mitigate negative impacts as much as possible. Specifically, we do this by addressing our 10 CSR priorities, which we have identified through materiality analysis as the areas where we can have the biggest impact.



² For the following industries: Electric Utilities & Power Generators, Wind Technology & Project Developers and Solar Technology & Project Developers

About the 2023 CSR Report (continued)



Disclosures and Rankings

- **Board Games:** We ranked 102nd out of 219 S&P/TSX Composite Index companies and trusts, with a score of 76/100. In 2022, we ranked 114th with a score of 76.
- **CDP:** We scored a C, the same as in 2022.
- **Corporate Knights Magazine:** We ranked 21st on a list of Canada's 50 best corporate citizens. A total of 286 companies were evaluated.
- **EcoVadis:** We received a gold medal for the second year in a row, as well as an overall score of 74/100 (five points higher than in 2022).
- **Institutional Shareholder Services ESG Corporate Rating (ISS ESG):** We were assigned a B- rating and "Prime" status.
- **S&P Global Corporate Sustainability Assessment (CSA):** Our overall score was 54/100, an increase from 51/100 in 2022.

Scope of the CSR Report

This report covers the period from January 1 to December 31, 2023. The scope of the extra-financial disclosure is the same as that of our financial reporting and therefore encompasses the activities of Boralex Inc. and its subsidiaries in Canada, France, the United States and the United Kingdom, unless otherwise indicated.

Calculation of Tonnes of CO₂ Emissions Avoided

The number of tonnes of CO₂ emissions avoided (tCO₂e) through renewable energy production is calculated using parameters established in-house based on criteria developed by a third party. We aggregate the combined annual production³ of each of our facilities and convert this total into tCO₂e using location-dependent regional emission factors. By using the exact production at each site and

taking into account the energy context of each region (regional emission factor), we obtain a more accurate estimate of the number of tonnes of CO₂ equivalent emissions avoided in a given reporting year. Regional emission factors are updated annually based on the most recent data provided by government agencies in Canada and the United States, as well as the International Energy Agency (IEA).

Internal Control

Data for this CSR report was collected from staff at all of Boralex's sites. Quality control was performed by the internal control team and the Executive Committee. We obtained limited assurance from external auditors for two indicators: CO₂ emissions avoided through renewable energy production and the representation of women in management positions. These indicators are identified by the ✓ symbol.

Currency

The financial information in this report is in Canadian dollars unless otherwise indicated.

Policies and Guidelines

The policies and guidelines listed for each CSR priority apply to the entire organization unless otherwise indicated.



Contact

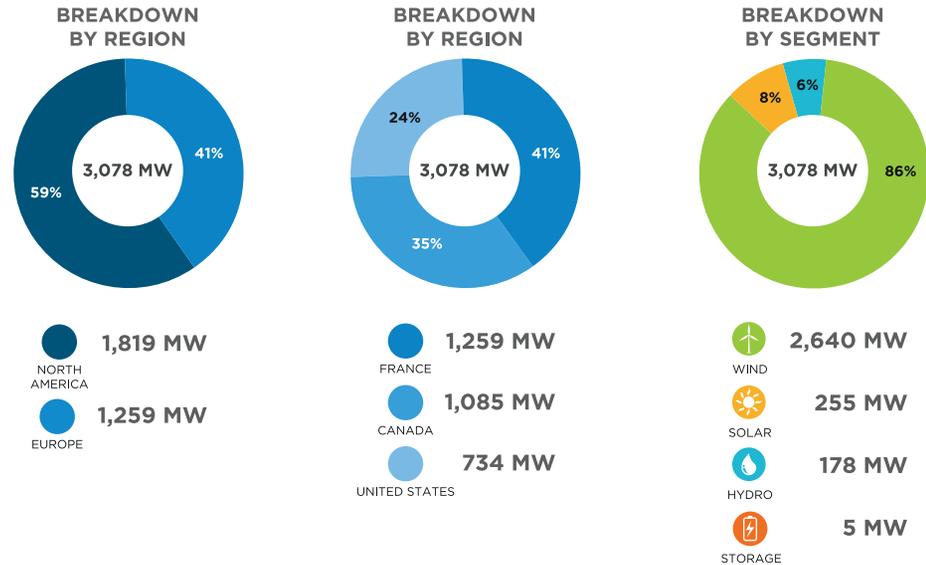
If you have any questions or feedback about Boralex's CSR report, [please reach out to our CSR team.](#)

³ Combined production includes 100% of the production of Boralex-controlled subsidiaries, as well as Boralex's share in companies over which it does not exercise control, which is accounted for using the equity method.

About Boralex

Boralex is a major player in renewable energies, specializing in four sectors of activity: wind, solar, hydroelectricity and storage. As both an energy producer and a site operator, we have a complete picture of the entire life cycle of our projects. Our growth is firmly rooted in our long-term vision. We are the first company in the renewable energy sector to attach equal importance to CSR and financial objectives in our strategic plan. This speaks volumes about the importance we place on these principles and our dedication to achieving our CSR objectives.

OUR ENERGY MIX



OUR VALUE CHAIN



OUR CSR APPROACH

Our CSR approach is largely based on the results of a materiality analysis, which allowed us to identify the most important environmental, social and governance (ESG) risks for our principal stakeholders and to prioritize these risks in accordance with stakeholder expectations and objectives.

We conducted 21 interviews with a broad range of stakeholders — investors, municipalities, non-governmental organizations, associations and staff — to discuss the potential impact of 18 ESG issues on Boralex’s performance, based on the most significant impact that our activities on society and the environment, and factors that could have a positive or negative impact on Boralex’s value. Using the findings from these discussions, we developed a materiality matrix inspired by the double materiality approach, in which we studied the most significant challenges with regard to sustainable development for both our stakeholders and our organization.

Our materiality matrix, combined with an assessment of the extra-financial risks inherent to our business, led us to identify 10 ESG priorities to guide our CSR efforts.

ENVIRONMENTAL ISSUES

- 1 Responsible Resource Use
- 2 Greenhouse Gas Emissions (Scope 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



Our materiality matrix is reviewed every year and updated when warranted to ensure that it remains relevant in the face of changing internal and external circumstances. It is presented to the Audit Committee and approved by the Board of Directors at the same time as the CSR report. Given forthcoming changes to ESG disclosure guidelines, a double materiality assessment will be performed in 2024.

In this report, we draw clear links between our achievements, our commitments and the corresponding priorities.

Ongoing Validation by Our Financial Stakeholders

Given the scale of the energy transition that needs to take place, we are making special efforts to systematically discuss CSR with our investors. In our presentations to investors, we ask them to share their CSR-related priorities and concerns. In recent years, we have become more proactive in this regard. **We hold meetings with the ESG leads of current and potential investors to understand how they view the risks and opportunities of ESG factors and what role these play in their investment decisions.** This strategy has allowed us to seek out new shareholders in Europe, with a focus on funds specializing in renewable energy.

In 2023, we held **over 100 meetings** with investors and took part in **three panels** on ESG issues.

Our approach to CSR is based on the sound management of extra-financial risks. This attracts investors who prioritize ESG issues and helps diversify our shareholder base, while simultaneously reducing risk.

 For more information about our commitment to stakeholders, visit boralex.com/investors/esg.

Integrating CSR into Our Financial Tools

In 2023, we closed \$608 million worth of financing for the Apuiat wind farm, located in the Côte-Nord region of Quebec. The financing comprises a derivative instrument to cover variations in interest rates and reward the achievement of key ESG objectives related to health and safety, as well as the involvement of Innu communities. This is Boralex's first deal to be linked to ESG criteria for a specific project. In Europe, we carried out an analysis of human rights and climate change in connection with a significant long-term financing deal.

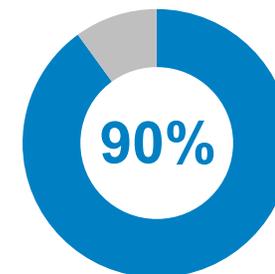
In 2021, Boralex extended a letter of credit facility for five years, with pricing conditions attached to ESG objectives (percentage of women in management positions and tonnes of CO₂ avoided by our renewable energy production). At the end of 2023, we obtained a \$100 million increase in our credit facility, for a total of \$550 million until 2028, and the ESG targets agreed for 2021 were revised upwards, as they had already been achieved.

Changes to ESG Disclosure

ESG disclosure standards are evolving. At Boralex, we have begun preparing for the new global sustainability disclosure framework developed by the *International* Sustainability Standards Board (ISSB) to meet investors' needs. After analyzing the gaps between our current practices and the new framework, we implemented a plan to begin moving toward the new standards in 2024 and prepare to perform a double materiality analysis. We are also preparing for the European Union's Corporate Sustainability Reporting Directive (CSRD), to which we are subject due to the scope of our activities in France.

Integrating ESG Impacts into Risk Management

Our enterprise risk management policy enables us to proactively and systematically identify, manage and monitor risks that could impact our ability to achieve our strategic objectives. It helps us make informed decisions in line with our objectives and our mission, defines the roles and responsibilities of all internal stakeholders (including the Board of Directors) and outlines the accountability process for each risk level.



More than 90% of the money in Boralex's pension plan for employees in Canada **is invested in funds that meaningfully take ESG factors into account in their investment process**. These investments, which align with our values, represent more than \$18 million.

In 2023, we updated the primary risks to the success of our corporate strategy in order to reflect the changing economic and operational backdrop. It should be noted that CSR considerations, including our 10 CSR priorities, are not a risk category in and of themselves; they are cross-cutting and apply to each risk category. They enable us to systematically analyze ESG opportunities and impacts for each of the decisions we make.

Integrating ESG Impacts into Risk Management (continued)

We have also developed an impact matrix, which allows us to classify risks based on their potential repercussions on various aspects of the organization, such as the strategic plan, profitability, operations, human resources, regulatory compliance and corporate reputation. It allows us to focus our efforts on the risks that pose the greatest threat to Boralex's success and to identify emerging risks that need to be discussed with the Executive Committee and/or Board of Directors. Additionally, the matrix helps us perform extra-financial analyses when making major business decisions or engaging in strategic planning.

Starting in 2022, risk management has been under the remit of the Senior Vice President, Enterprise Risk Management and Corporate Social Responsibility. This individual reports to the President and CEO rather than any one business unit. We have also included accountability for the greatest risks to Boralex in the mandates of the Board of Directors and its committees. Likewise, we have instituted disclosure meetings — to be held at least once a quarter — to formalize regular discussions between business units, the Executive Committee and the Board of Directors on risk-related subjects, such as trends, risk exposure, and current and future mitigation measures. Additionally, risk managers have been appointed within the various business units, allowing us to stay abreast of local risk landscapes.

These efforts have been reinforced by a number of in-house training sessions and awareness-raising workshops for business unit executive committees and specific roles.



OVERVIEW OF OUR COMMITMENTS IN 2023 AND GOALS FOR 2024

At the start of 2023, we set ourselves ambitious CSR goals. Over the course of the year, we introduced and implemented initiatives that enabled us to make progress in this regard. The following table shows the status of our commitments for 2023. For more information on our management approaches and our 2023 achievements, see the sections corresponding to the 10 CSR priorities on the following pages.

In 2024, we will continue working toward our 2025 targets, which we are well on the way to achieving.

PRIORITIES	2023 COMMITMENTS	STATUS	2024 GOALS
GOVERNANCE			
1 – Prioritize responsible corporate governance	<ul style="list-style-type: none"> Integrate CSR risks into our corporate risk map. 	●	<ul style="list-style-type: none"> Continue deepening our board members' knowledge of climate issues, primarily through training sessions. Begin the preparatory work, including double materiality analysis, for implementing new ISSB (global) and CSRD standards (Europe).
2 – Optimize ethics in business and behaviour	<ul style="list-style-type: none"> Roll out the revised Code of Ethics. 	●	<ul style="list-style-type: none"> Prepare our first Fighting Against Forced Labour and Child Labour in Supply Chains Act Report.
3 – Promote sustainability in our procurement decisions	<ul style="list-style-type: none"> Continue to implement our Sustainable Procurement Charter. 	●	<ul style="list-style-type: none"> Review the procedures and scope of our procurement charter to expand its application. Develop an internal procurement policy.
	<ul style="list-style-type: none"> Work with a third-party specialist to evaluate the CSR performance of our major suppliers. 	●	
SOCIETY			
4 – Foster inclusion, diversity and equal opportunity	<ul style="list-style-type: none"> Continue efforts to diversify our workforce and meet our targets for representation of women in management positions (32.5%), on the Board of Directors (40%) and among new hires (35%) by 2025. 	●	<ul style="list-style-type: none"> Begin the process to become certified by Women in Governance. Launch new training programs on unconscious bias, inclusive leadership and psychological safety.
5 – Take action on occupational health and safety	<ul style="list-style-type: none"> Strengthen OHS governance by raising standards for all existing and future Boralex sites. 	●	<ul style="list-style-type: none"> Implement OHS Zero-Tolerance Policy and Golden Rules. Incorporate a well-being index into management practices.
6 – Consult and engage communities	<ul style="list-style-type: none"> Remain attentive to local communities as our business expands, especially in the United States, where we anticipate accelerated growth. 	●	<ul style="list-style-type: none"> Continue to forge positive relationships and build business partnerships with local and Indigenous communities.

● In progress ● Completed ● Ongoing

OVERVIEW OF OUR COMMITMENTS IN 2023 AND GOALS FOR 2024 (CONTINUED)

PRIORITIES	2023 COMMITMENTS	STATUS	2024 GOALS
ENVIRONMENT			
7 – Use resources responsibly	<ul style="list-style-type: none"> Implement reduction, reuse, recycling and energy recovery initiatives. Analyze how non-hazardous waste is managed at our operating sites. 	●	<ul style="list-style-type: none"> Study the possibility of standardizing our maintenance and upkeep service models across all our jurisdictions. Pursue waste management initiatives.
	8 – Respect and protect biodiversity	<ul style="list-style-type: none"> Continue to assess the effectiveness of new technologies and innovative methods for protecting biodiversity. 	
9 – Adapt to climate change	<ul style="list-style-type: none"> Move toward new reporting frameworks, including that of the Task Force on Climate-Related Financial Disclosures (TCFD). 	●	<ul style="list-style-type: none"> Revise our North American operating framework to account for the physical risks of climate change. Continue to factor the physical risks of climate change into our business decisions across all business units.
	<ul style="list-style-type: none"> Factor the physical risks of climate change into our business decisions. 	●	
	<ul style="list-style-type: none"> Leverage renewable energy production to reach our target of 1,080,561 tonnes of CO₂ emissions avoided by 2025. 	●	
10 – Limit greenhouse gas emissions	<ul style="list-style-type: none"> Quantify our Scopes 1, 2 and 3 emissions annually. 	●	<ul style="list-style-type: none"> Establish SBTi-approved reduction targets and develop corresponding action plans covering all of Boralex's jurisdictions.
	<ul style="list-style-type: none"> Report emissions via the CDP questionnaire. 	●	
	<ul style="list-style-type: none"> Make progress toward our Science Based Targets initiative (SBTi) commitments. 	●	

● In progress ● Completed ● Ongoing

OUR TARGETS FOR 2025

40%

women on the Board of Directors and the Executive Committee



32.5%

women in management positions



35%

women hired

1

Board member from another designated group, i.e., Indigenous people, people with disabilities, members of visible or ethnic minorities, or members of the 2SLGBTQ+ community



1,080,561

tonnes of CO₂ avoided through renewable energy production

1 Our Governance Priorities

Leading by example

Over the years, Boralex has built a reputation for transparency, ethical leadership, recognition of stakeholder interests and respect for rights and freedoms. We realize that inadequate corporate governance is a serious risk to company performance. Good governance is not only key to the success of our business strategy, but also represents an opportunity to stand out as a reliable and respectful developer, operator and partner, as well as an employer of choice.



PRIORITY 1: PRIORITIZE RESPONSIBLE CORPORATE GOVERNANCE

Corporate governance helps us ensure consistency between the strategic directions set by management and the Board of Directors, and the decisions and actions taken on the ground in relation to all aspects of our business, including the social and environmental impacts of our activities. Corporate governance therefore makes it possible for us to reach our financial and strategic targets while remaining true to our mission and benefiting society as a whole. Over the years, we have made many improvements to governance at Boralex, with the result that our excellence in this area is recognized by our industry peers.

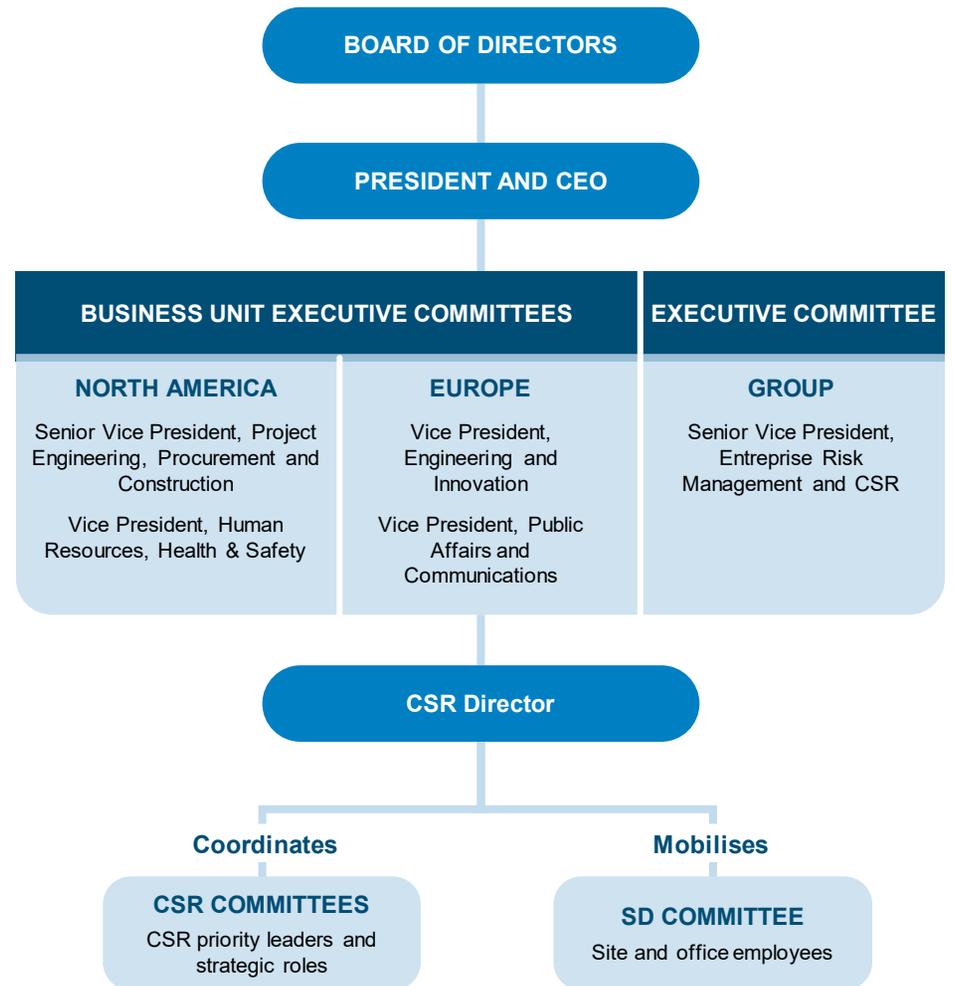
Policies and Guidelines

- Governance Manual
- Cybersecurity and Data Protection Policy



CSR Governance

Our CSR strategy is managed and implemented by a governance structure integrated into our business units, as shown in the organizational chart opposite.



Incorporation of CSR and Climate Considerations into Management Evaluation and Compensation

For several years now, CSR indicators relating to occupational health and safety, representation of women in management positions and external rankings of our CSR performance (which include a climate component) have been included in short-term compensation schemes for senior executives.

In 2023, the annual performance review form was revised to outline aspects of CSR that must be reflected in company culture and executives' behaviour. All our executives are therefore evaluated on how they address CSR issues within their teams.

Expanded Mandate and Increasing Diversity for the Board of Directors

Following the creation of the enterprise risk management and CSR function, the mandate of the Board of Directors was updated to include responsibility for monitoring specific risks, such as those related to climate, health and safety, and ethics, as well as the integrated risk management framework.

The Board is now responsible for the following:

- Evaluating CSR-related strategy, performance and risks.
- Examining and approving Boralex's CSR strategy, as well as our positioning with regard to ESG factors.
- Monitoring Boralex's policies and practices in terms of performance, communication and engagement relating to ESG and other factors to ensure that CSR targets are achieved.

In 2023, the Board continued to improve its diversity policy by adding to the current target of 40% female representation, a target of one member from another designated group, i.e., Indigenous people, people with disabilities, members of visible or ethnic minorities, or members of the 2SLGBTQ+ community. As of December 31, 2023, **50%** of board members were women and **one** member was from a designated group.

During the past year, the members of the Board and the Executive Committee were provided training on the new disclosure requirements to support them with the CSR and climate aspects of their mandate. The training focused on the forthcoming ISSB and CSRD frameworks, which will standardize how businesses around the world talk about and measure CSR performance.

Resilience Against Cybersecurity Risks

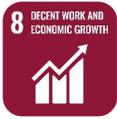
As a major contributor to the power grids of several countries, Boralex takes cybersecurity very seriously. The international nature of our business means that we deal with a variety of standards for critical infrastructure and data protection, which gives rise to some unique challenges. That said, we seek to go beyond merely meeting the minimum regulatory requirements. We believe that we have a responsibility to safeguard our customers', partners' and employees' data and protect the continuity of essential services.

Our cybersecurity strategy, which aims to ensure the resilience and stability of our assets and infrastructure, is built on concrete measures tailored to the complex environment in which we operate. This strategy includes regular exercises, such as simulated attacks and penetration tests, as well as risk and maturity assessments carried out by third-party specialists. At Boralex, we emphasize that cybersecurity is a collective responsibility by promoting awareness and engagement at all levels of the company.

In 2023, we marked Cybersecurity Awareness Month, including a corporate call led by our Chief Information Security Officer, and carried out several simulation exercises. In addition, we set up a dedicated cybersecurity team with a high level of independence, as well as a new structure for monitoring our maturity and risks in this area to ensure an adapted and evolving approach in the face of ever-changing threats. Finally, particular emphasis has been placed on strengthening our ability to detect and respond rapidly to intrusions. These measures underscore our determination to safeguard our infrastructure, protect our data and ensure a proactive and robust cybersecurity approach is in place.



To learn more about Boralex's governance structure, please visit www.boralex.com



PRIORITY 2: OPTIMIZE ETHICS IN BUSINESS AND BEHAVIOUR

Policies and Guidelines

- Code of Ethics
- Anti-Bribery and Anti-Corruption Policy



Business ethics are essential to Boralex. They standardize our operating methods, shape our corporate culture, protect our reputation and help us establish strong relationships with both internal and external stakeholders, which in turn allows our company to thrive and grow. We apply a Code of Ethics in which all full- and part-time employees (whether regular, temporary or contractual), directors and officers are trained. The Code is designed to ensure that all employees conduct themselves in an exemplary manner in the fulfilment of their roles.



An Improved Code of Ethics

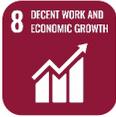
Our Code of Ethics was updated in 2022, approved by our Board of Directors earlier this year and published in February 2023. With this first major revision of the Code since 2018, we adopted guidelines that reflect Boralex's new reality of an ever-changing business environment, steady growth and regional diversification in recent years, as well as the company's ambitious goals for future development.

The new Code of Ethics models our values and outlines the behaviours expected of our employees, officers and directors in the performance of their duties. It is designed to be a tool to help with everyday decision-making at Boralex.

The updated version provides clear guidelines in a number of areas, including social media use, respect for human rights and the environment, diversity and inclusion, and cybersecurity. Any team member can anonymously flag an ethics concern or report questionable conduct through our dedicated online portal or hotline, both of which are managed by an external service provider.

Our Code of Ethics is available in the [Investors section](#) of the Boralex website.

In the last quarter of 2023, we offered training on the revised code to reinforce a culture of ethics and promote compliance. To date, **99%** of employees, directors and officers have completed this course. The course is mandatory for all new hires and renewable annually, and all employees are subject to an annual refresher.



PRIORITY 3: PROMOTE SUSTAINABILITY IN OUR **PROCUREMENT** DECISIONS

Policies and Guidelines

- Sustainable Procurement Charter



Procurement plays a core business function for Boralex, as we have to purchase large components to build and operate our wind and solar farms, hydroelectric power plants and storage sites. Our close relationships with strategic suppliers enable us to streamline our projects and meet deadlines. Working with suppliers that share our values is essential to completing projects successfully and achieving our business goals. These third-party suppliers contribute significantly, both directly and indirectly, to our CSR objectives, particularly those relating to GHG emissions, the environment and society. For this reason, we have adopted a collaborative approach with our suppliers that aims to emphasize our shared commitment to ethical behaviour, health and safety, and the environment

Responsible Procurement Governance

A multidisciplinary responsible procurement working group monitors the progress of actions in this area. The Board of Directors also plays an oversight role with regard to responsible procurement.

A New Procurement Policy

In 2023, we formalized the management of strategic suppliers by incorporating this task into the mandate of the Senior Vice President, Corporate Strategy and Business Performance. We also created a strategic procurement team in order to strengthen relationships with key suppliers.

To support these changes and standardize the procurement process across the organization, we developed a new procurement policy during the year. This policy applies to all employees of Boralex and its subsidiaries and will be implemented in 2024

It explains how CSR will be systematically integrated into the supplier selection process, based on the best practices outlined in our Code of Ethics, and also includes measures to ensure suppliers' compliance with our Sustainable Procurement Charter for the entire length of their business relationship with us.

Our sustainable procurement efforts are one of the reasons we were awarded a gold medal by EcoVadis in 2023 in France, for the second year in a row.

Our Sustainable Procurement Approach

Our expectations for suppliers are defined in our Sustainable Procurement Charter, which is based on the ISO 26000 standard. The Charter is an integral part of our calls for bids and purchase orders for contracts with a value exceeding CAD/USD/EUR 150,000. In 2023, **98%** of purchases above this amount were made through suppliers that have signed the Charter.

In cases where a supplier is unable to sign the Charter, we employ a tailored due diligence approach and an ESG analysis can be performed.

Under the Charter, **we require our suppliers to commit to five key principles:**

- 1 Respecting fundamental rights, specifically as they pertain to child labour, slavery and forced labour.
- 2 Respecting and protecting the environment and biodiversity.
- 3 Behaving ethically and with integrity, in accordance with our Code of Ethics.
- 4 Protecting the health and safety of their employees, their subcontractors and the general population where they conduct their activities.
- 5 Promoting local development, including by using locally established businesses.

Boralex has a zero-tolerance policy for human rights violations. We subscribe to the [Equator Principles](#) and the [Universal Declaration of Human Rights](#), and we are committed to working with stakeholders who do the same. Where relevant, we include clauses in our contracts relating to respect for human rights and our Sustainable Procurement Charter.

We also have a zero-tolerance policy with regard to forced labour and are a signatory of the [Solar Industry Forced Labor Prevention Pledge](#), a formal collective commitment against the use of forced labour in the solar industry.

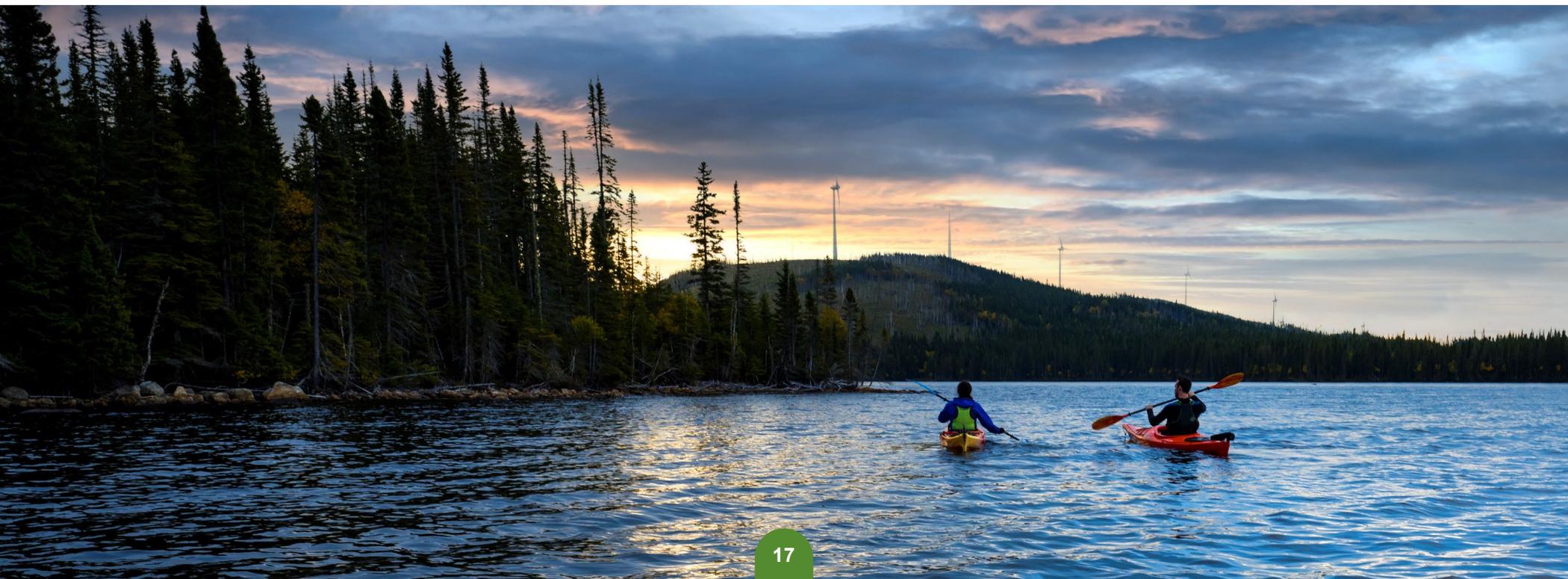
In 2023, we also began monitoring compliance with legislation in the wake of Canada's passing of the [Fighting Against Forced Labour and Child Labour in Supply Chains Act](#).

We also encourage our main suppliers to participate in the [EcoVadis](#) assessment. In 2023, we trained a third group of suppliers to prepare them for the process, which we apply to all major contracts. Last year, **81%** of purchases were made from suppliers that have completed the EcoVadis assessment.

Facilitating Dialogue with Industry Stakeholders

As leaders in our industry, we are committed to encouraging other organizations to actively address CSR issues, with a particular emphasis on sustainable procurement. Over the course of the year, Boralex representatives took part in important CSR forums, including the Colloque National Éolien (CNE). During this event, held annually in France, we spoke with various partners about CSR in supply chains, as well as about new sustainability initiatives such as low-carbon concrete and the recycling of all wind turbine blade components.

We also took part in a panel discussion at the Grande conférence sur l'approvisionnement durable et l'innovation, hosted by the Association de l'industrie électrique du Québec (AIEQ). Discussions were centred largely on overarching CSR trends and how suppliers can contribute to the CSR efforts of major customers such as Boralex.



We fully support and respect human rights. We subscribe to the **Equator Principles** and the **Universal Declaration of Human Rights**, and we are committed to working with stakeholders who do the same.

Human Rights at Boralex

Human rights issues and risks are discussed at the highest levels of our company and are taken into account when making strategic decisions, including those related to internal policy updates, new project development and working conditions for our employees.

We use the following tools to ensure that we respect the human rights of our:

- Employees — Through our recently updated Code of Ethics and the signing of the Charter of Fundamental Rights of the European Union, in France; and through the strategic management of our procurement practices, in line with such provisions as the *Fighting Against Forced Labour and Child Labour in Supply Chains Act*, in force since January 1, 2024, in Canada.
- Suppliers — Through such initiatives as our Sustainable Procurement Charter, the **Solar Industry Forced Labor Prevention Pledge** and the non-compliance risk matrix for our supply chain.
- Communities — Through environmental and social assessments (including evaluation of human rights impacts and climate change risks), in accordance with the second Equator Principle. In 2023, nine projects (both completed and in progress) underwent the assessment process.

Our Societal Priorities

Respecting our people, our planet and our communities

Respecting our people, our planet and our communities is critical to the successful execution of our strategic plan and the attainment of our business objectives. This is a pledge that is reflected in our collaborative approach to our suppliers and our partners, and in our commitment to those who live and work near our facilities. While these relationships give rise to many opportunities, they also bring risks, particularly relating to social acceptability.

As an employer, we are dedicated to treating the members of our team with courtesy and consideration. Every year, our employees have the opportunity to answer a survey about their overall satisfaction with their job conditions and work environment. In 2023, this survey, for which the **response rate topped 93%**, revealed a **higher satisfaction rate than the year before**, thanks to the improvements we made in areas identified through the 2022 survey.



PRIORITY 4: FOSTER INCLUSION, DIVERSITY AND EQUAL OPPORTUNITY



Policies and Guidelines

- Code of Ethics
- Workplace Bullying, Harassment and Violence Policy (North America)⁴

As we grow, we recognize that it is essential to ensure inclusion, diversity and equal opportunity in all areas of our business. In addition to having a positive impact on Boralex’s performance, this approach helps us stand out in the markets in which we operate and attract the best candidates. It also helps us retain talent by creating an enriching employee experience as well as a career with many opportunities for professional development. Over the last year, we have implemented continuous improvement practices that enable us to receive employee feedback on an ongoing basis. This input will help us create an inclusive, diverse and equitable workplace.

Our Commitment to Diversity

At Boralex, we strongly believe in diversity and equal opportunity, both within our organization and in society at large. We do not tolerate racism nor discrimination in any form, and we respect and value the different cultures and perspectives of our employees, our partners and the communities in which we operate because they provide a wealth of perspectives and points of view.

In France, we have signed the *Charte de la diversité* to openly demonstrate our commitment to cultural, ethnic and social diversity within our company.

In Canada, given that we are developing projects and also operate a number of sites in partnership with Indigenous communities, we have launched several initiatives to help increase our employees’ understanding and awareness of First Nations peoples and cultures. Accordingly, our employees, officers and directors have been invited to a training on Indigenous cultures in Canada and diversity.

⁴ The prevention of bullying, harassment and violence in the workplace is governed by an internal by-law in France (*règlement intérieur*) and a corporate policy in the United Kingdom (Workplace Bullying Harassment and Violence Policy), both of which we are committed to complying with.

Cultivating Inclusive Management Capabilities

We offer a leadership program to help our managers and personnel in leadership roles develop inclusive management skills that align with Boralex's values. This professional development program of approximately 20 hours spread over as many weeks combines learning with workplace activities to improve knowledge retention and promote sustainable performance and adherence to Boralex's values, as well as those relating to inclusion, diversity and equal opportunity. In 2023, 12 members of our North American and European teams took part in the program.

Our managers also learned about the role of systemic, unconscious bias during performance reviews. In groups, they discussed how to ensure equity, transparency and fairness in employee evaluations.

Increased Representation of Women in Our Workforce

At Boralex, we have taken various measures to increase the number of women in management and leadership positions. Women's representation on the Board of Directors now stands at 50% (as of December 31, 2023), higher than the minimum of 40% we set initially.

As our organization grows at an accelerated pace, we have adopted targets to ensure women are well represented among new hires. We have also set a goal of having women hold at least 32.5% of management positions by 2025

This target is now one of the short-term incentive compensation metrics applicable to senior executives.

In 2023, women's representation across the entire company was 33%, the result of specific talent management measures implemented in recent years.

In order to make career advancement and empowerment opportunities available to the women on our teams, Boralex participates in the Ambition Challenge/Défi 100 jours program run by [The A Effect](#). In 2023, 13 women working for Boralex in Canada, France and the United States took part in this training program, during which they reflected on their professional goals, learned how to manage risk strategically and expanded their network. The aim of this program is to support businesses that are working to develop a professional environment where women can thrive, with the ultimate goal of creating a world where diversity and equality are the norm.

Considering that men hold the majority of STEM-related jobs in our industry, we actively encourage women to train as engineers in the renewable energy field.

In 2023, for example, we awarded a \$5,000 merit scholarship to a female student at Polytechnique Montréal. Our commitment in this area is in line with the principles of the [Equal by 30](#) campaign to which we subscribe.

Improved Employee Onboarding

In 2023, we overhauled our onboarding process to provide a better overall experience for new hires and facilitate their integration. We also launched a new survey, which is sent out a few months after employees start, to ask them for their feedback about the transition and determine what motivates them at work (e.g., feeling useful and self-sufficient, learning opportunities, sense of belonging). The results of these surveys are then shared with relevant managers, HR business partners and executive committees, so that targeted measures can be developed and implemented.



PRIORITY 5: TAKE ACTION ON OCCUPATIONAL HEALTH AND SAFETY

Employees are essential to our success, and safeguarding their physical and mental health and well-being is a top priority for Boralex. This is a particularly important aspect of our management, since all employees are involved. A large proportion of our employees build, maintain or operate our renewable energy facilities, where significant health and safety risks are present. For this reason, we made OHS a key strategic priority for 2023. We developed targeted strategies, prevention measures, tailored management processes and corrective actions to apply at our offices, our operation and construction sites alike. Needless to say, we always comply with legal requirements with regard to OHS in all the jurisdictions where we operate.

OHS Outcomes and Performance

In 2023, we introduced a new, consolidated OHS governance structure. The decision to implement a company-wide approach was the result of greater synergy between the European and North American business units and the Corporate Affairs team. Regular follow-ups and check-ins were scheduled to maintain this momentum.

We also developed or launched several new initiatives:

- OHS Zero-Tolerance Policy and Golden Rules, which cover the 10 most critical risks for our employees and our facilities.
- A global OHS maturity assessment matrix, based on best practices and the highest standards, enabling our OHS teams to audit all our sites in a uniform manner.
- A transparent approach to potential fatal incidents (PFIs), which involves sending emails to employees and submitting monthly reports to the Executive Committee.
- A Road Safety Policy and associated mandatory training for all employees, as road risks are one of the 10 critical risks addressed in the OHS Zero-Tolerance Policy.
- The development of a process for monitoring subcontractors on our construction sites, which is currently under development.

As a result of these actions, our OHS performance improved in 2023, with a total recordable incident rate (TRIR) of 0.49 for the company as a whole.



Policies and Guidelines

- Our Commitment to Health and Safety
- OHS Zero-Tolerance Policy and Golden Rules
- Road Safety Policy
- Sustainable Procurement Charterment responsible

We place great importance on this indicator and include it in the calculation of short-term compensation for our senior executives.

Our lost time incident rate (LTIR) remained low, at 0.49 for the company as a whole.⁵

We incorporate the same high OHS standards into all of our sites, including newly operating sites in locations such as Alabama and California, and those where operations will soon be launched (e.g., Texas).

⁵ Given that the events recorded in 2023 all involved lost time, the LTIR and TRIR are the same.



Physical and Mental Health and Well-Being in the Workplace

As part of our commitment to creating safe workplaces, we have developed initiatives to promote the physical and mental health and well-being of our employees. **In 2023, we introduced a company-wide strategy to promote physical and mental health and well-being in the workplace, with the following areas of focus:**

- Governance: Mitigating psychosocial risks and promoting well-being.
- Skills: Helping employees and managers increase awareness of and develop skills related to health and well-being.
- Resources: Providing resources and access to care.

Our main objective in 2023 was to promote dialogue and increase awareness of mental health issues among Boralex employees and managers. To this end, we launched several initiatives over the year, including the following major ones.

Training HR-OHS Teams and Managers

All our HR-OHS team across the world received mental health first aid training, which enables them to spot potential problems, react appropriately and intervene in the event of a crisis. Additionally, 120 managers (75% of all managers) and designated employees received training on how to manage psychosocial risks and ensure a good quality of work life.

Building Awareness

Boralex held a series of talks, titled “Courageous Conversations,” on the topics of stress management and mental health at work. In each of these talks, an external specialist spoke on the subject at hand and employees shared their personal history and experiences.

Optimizing Work Flexibility

We continued to promote work flexibility and shared best practices for employees who work in hybrid mode, when such a format is possible for employees. We encourage our employees to disconnect and respect their colleagues’ right to disconnect by scheduling emails to send later, setting an out-of-office message when away and establishing work and quiet hours.



PRIORITY 6: CONSULT AND ENGAGE COMMUNITIES

As both a developer and operator of renewable energy facilities, our business model requires that we maintain a decades-long presence in the communities where we operate.

Policies and Guidelines

- Code of Ethics
- Environmental Mission Statement
- Sustainable Procurement Charter
- Donation and Sponsorship Policies

It is therefore essential that we establish harmonious, long-term relationships with the communities surrounding our project sites, taking into account the specific circumstances of each area. To do this, we focus on dialogue and, in some cases, partnership, the nature of which varies from place to place. We consult local authorities, land users and local residents on each of our projects, well before the development phase. We are always open to the community's comments and suggestions and are willing to make adjustments to better respond to their needs and any worries they might raise. In some cases, we set up monitoring and advisory committees to keep the lines of communication open with stakeholders. We also contribute to the communities where our projects are situated, particularly through donations and sponsorships that align with Boralex's values and principles. We consider ourselves to be guests in these communities and therefore behave accordingly. This approach allows us to achieve our growth-related objectives as outlined in our strategic plan, while also honouring our commitment to being respectful of people, communities and the planet.

Contributing to Local Economies

Boralex's mission is to supply affordable, renewable energy to all. In the current environment, where inflation is raising energy costs in the context of the energy transition, our mission is particularly important. We believe that the energy transition must be fair and take into account the large-scale repercussions and consequences of energy development. Whenever possible, we provide affordable energy to the communities where we operate, for example, through community projects that allow residents to choose locally produced electricity.

Since 2023, the **City of Glens Falls Community Hydro project**, a collaborative initiative between Boralex, Northern Power & Light and the City of Glens Falls, NY, has been providing subscribers the option to choose local, renewable energy through their current electricity provider. One of the key features of this community hydro project is providing electricity at reduced rates to low-income residents. This provides access to affordable and reliable green energy while also fighting climate change and fuel poverty.

During the year, Boralex signed the **Charte Synergie Renouvelable**, which brings together industry players and funding to provide technical and financial support to energy access-related humanitarian projects all over the world.

Agrivoltaics also makes it possible to meet the needs and satisfy the economic interests of communities. This practice uses land for both solar panels and agriculture, thus optimizing agricultural yield while also protecting crops and livestock from extreme weather conditions. In California, one such site is used to graze sheep, thus helping to control vegetation without the need for mowers and tractors.

Partnerships with First Nations

We have entered into successful partnerships with a number of Indigenous communities in Canada. In Quebec, for example, we have joined forces with the Innu Nation on the Apuiat wind farm project, for which construction kicked off in 2023. In order to promote community involvement at all stages of the project and ensure effective communication with locals and land users, we set up a liaison committee comprising members of Indigenous communities, municipal employees, representatives of economic and environmental organizations, land users, residents and project leaders. The committee meets to apprise members of progress on the project and discuss community-related issues, such as the arrival of seasonal visitors and the social and financial repercussions of the project.

We also held meetings with seasonal visitors during the year to address their concerns and answer any questions regarding the overlap between construction work and the start of hunting season. We set up a dedicated phone line and email address where seasonal visitors can reach out to us with their enquiries.

For this project, we now have a new recruiter who is responsible for promoting the hiring of members of the Innu community. We also have a new community relations officer, who organizes and leads meetings with local stakeholders, handles various issues as they arise, and develops and maintains close relationships with our Innu business partners on this project.

In November 2023, we launched a **customized program to train members of the Innu community in wind turbine maintenance**. The aim of the program is to fill the permanent positions needed for the operations phase of the wind farm, which is slated to be commissioned at the end of 2024. The **six-month program is free to participants and comprises a theory component and two intensive internships**.

In Ontario, we entered into partnerships with Six Nations of the Grand River and Walpole Island First Nation to develop battery energy storage parks in Hagersville (300 MW) and Tilbury (80 MW), respectively. Our teams have developed community engagement plans and have met regularly with local stakeholders to present the projects and receive feedback. Meetings will continue to be held throughout the development, construction and operation phases for both projects.

Boralex has been working in partnership with Six Nations since the development of the Niagara Region Wind Farm in Ontario nearly 10 years ago. As part of this collaboration, we donated funds to help build the new Woodland Cultural Centre in Brantford, Ontario. The centre includes an art gallery, museum and theater, located next to the former Mohawk Institute Residential School, which has been renovated to accommodate guided tours. The facilities are designed to inspire and give hope, especially to the youth of the Hodinohsho:ni people of the Eastern Woodlands.



Close Relationships with Communities

We work with a variety of municipal organizations in every jurisdiction where we operate. Without their support, we would be unable to build and operate our renewable energy production and storage facilities. For this reason, it is essential that we obtain their approval before we begin the development phase of our projects. Our aim is to maximize social acceptability and be a respected and respectful neighbour.

We also consult local residents who stand to be impacted by our projects.

In 2023, for example, we organized **six open house events**, where members of the public were able to **learn more about the battery energy storage projects to be developed in Ontario**. In the state of New York, we held **10 open house events to familiarize residents with our projects**.

For the Newport Solar project, we held many virtual and in-person meetings, where participants discussed topics such as first responder access in the event of an emergency, as well as the project's acoustic and visual impacts.

Such events and meetings are an opportunity for us to become aware of residents' concerns, respond to their questions and consider adjustments to our projects.

In France, we meet on an ongoing basis with local associations to take their wishes into account and adapt our projects where possible. This approach aligns with our values of openness and communication.

In the context of the extension of the Limekiln wind farm in the Scottish Highlands, Boralex strives to maximize social acceptability by involving the local community to obtain the best benefits for all and by actively supporting community initiatives. Specifically, we solicit input from the local population regarding community benefits and encourage the employment of local people wherever possible, including for on-site jobs planned during the operating phase. In addition, Boralex has a policy of maximizing the use of local contractors.

In certain jurisdictions, we make use of tools that facilitate project acceptability. These tools include partnerships with host communities and municipalities, which can involve investments in cases where they wish to become co-owners.

Boralex teams continue to maintain relationships with host communities during the operations phase of our projects. **For example, in 2023, we welcomed members of the public to nine wind farms in France for a day of educational activities and entertainment. This event provided us with the opportunity to chat with our neighbours.**

Philanthropic Events and Public Forums

We also seek to contribute to the vitality of the jurisdictions where we operate, by sponsoring events and activities and partnering with local organizations and businesses. These philanthropic activities are governed by our Donation and Sponsorship Policy.

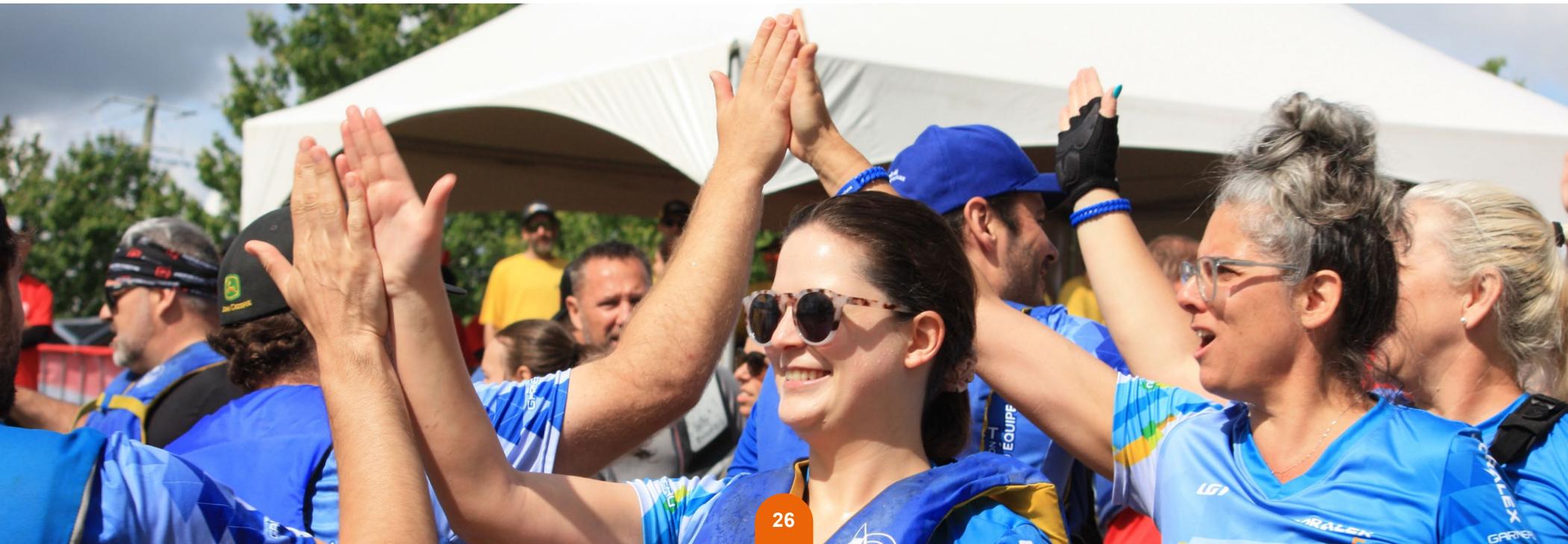
In 2023, we sponsored the annual powwows of the Chippewas of the Thames First Nation and the Walpole Island First Nation in Ontario. In France, we supported **61 initiatives** and events in a wide range of areas, including sports, construction and renovation, culture, solidarity, ecology and education.

In Scotland, the Boralex team was present at the All-Energy Exhibition and Conference in Glasgow to meet players in the renewable energy supply chain and forge promising links in the region.

Over the years, we have also established partnerships with associations dedicated to protecting the environment and natural landscapes. Our collaboration with France Nature Environnement led to the development of the Eoloscope terrestre and the Photoscope, both of which are designed to help with the development of wind and solar projects in France. We also worked with the Landscape and Energy Research Chair of the École nationale supérieure de paysage in Versailles on landscape-energy interactions.

In addition, we have attended a number of events related to sustainable finance, including the BNEF Summit in New York and the Sustainable Finance Summit in Montreal, to highlight the vital importance of adapting financial markets and their financing tools to the climate crisis and the renewable energy industry.

Boralex makes a point of addressing CSR issues at major economic events. In 2023, we were able to take these messages to the Montreal Conference and the Paris Conference of the International Economic Forum of the Americas, as well as to the Giverny Forum, France's premier CSR event.



Our Environmental Priorities

Producing renewable energy in a sustainable and resilient manner

At Boralex, we believe that the accelerated pace of climate change requires urgent action. A successful energy transition is essential if we are to meet the challenges that lie ahead. This transition represents an opportunity for renewable energy producers, and that’s why we and our stakeholders are actively engaged in this cause. Our commitments in this area are guided primarily by our Environmental Mission Statement. We comply with all applicable environmental regulations and, whenever possible, strive to go beyond them by applying a voluntary best-practice approach to risk management. Our goal is to find innovative solutions that accelerate renewable energy development while protecting biodiversity.

There were no incidents linked to the integrity or safety of Boralex’s operating sites in 2023. Since such events can occur despite the best precautions, emergency plans are in place at all our facilities, and incident simulations are conducted regularly.



PRIORITY 7: USE RESOURCES RESPONSIBLY



Policies and Guidelines

- Environmental Mission Statement
- Code of Ethics

In keeping with its purpose and mission, Boralex is committed to using resources responsibly and efficiently. Our aim is to safeguard the well-being of future generations by ensuring that economic development does not occur at the expense of the planet. The fact that we manage our assets over their entire life cycle means that we have the means to optimize the use of our resources. Resource use tends to peak during the purchasing and building phases, and when assets are at the end of their service life.

Repair and Reuse Rather Than Disposal

Throughout the lifespan of our assets, we strive to repair damaged or defective components whenever possible. Using this approach, we can make better maintenance decisions, decrease costs and timeframes, and reduce our production of GHG emissions and waste material.

To this end, we have created two maintenance workshops: one in Thames River, Ontario, and the other in Thetford Mines, Quebec. Our crews currently repair wind turbine components at these workshops and will soon be able to accept solar farm equipment as well. **In 2023, over 330 components of varying size and scale were repaired and installed in Canada.**

We also made improvements to our workshop in Quebec and, in 2024, will be hiring another technician and incorporating new diagnostic tools to increase the team’s repair capacity.

In Europe, we continue to increase the number of different types of electronic parts repaired each year. We are also working on the development of repairs to major components such as multipliers and direct generators. In 2023, we reconditioned two multipliers, leading to significant economic and environmental gains.

In France specifically, we have a program for wind turbines at the end of their service life, through which they can either be refurbished or sold on the secondary market with the possibility of tracking their use. We are also exploring ways to recycle blades through reputable channels. When wind turbines are decommissioned, we systematically recover and reuse or recycle all materials at the site. Concrete, for instance, can be recovered by a specialized contractor and then crushed and reused, either on site or at another project in the area.

Innovation to Minimize Resource Use

We harness technological innovation to cut down on our use of resources while still holding our own with other sectors of the economy.

In France, we are testing **agrivoltaics** at certain sites that meet specific criteria. This technology **combines energy production with agriculture**, allowing farmers to diversify their revenue streams and increase the resilience of their operations.

We also converted a former gravel pit into a floating solar farm — in service since 2021 — to reduce the potential for land use conflicts.

In the United States, we are developing our first multi-use site in New York State. This site integrates agricultural production into our Green Corners Solar project. In its operational phase, this site will house a commercial beekeeping operation, as well as two pilot projects to test whether manure injections improve the soil's carbon sequestration capacity. The goal of this 35-year, multi-use plan is to maximize use of the 430-hectare (1,070-acre) site.

Our teams in France are now using Trackdéchets. This digital hazardous waste-tracking tool enables traceability and real-time monitoring, thus improving our waste management performance.



Circular economy principles in office design

Thanks to a partnership with Recycle Scotland, over 40 recycled items were used in the fit-out of our new Edinburgh offices, representing **70% of office furniture**. Hanging acoustic screens, lockers, a desk and conference room chairs were reused, while the sofa was reupholstered using recycled fabric to extend its life. Likewise, in Milton, Ontario, used furniture was selected to furnish our new spaces.

Careful Water Management

Wind turbines and solar panels, which account for 94% of our installed power generation capacity, require little, if any, water. **Our water use is therefore limited to consumption in our offices, cleaning and washing, as well as the operation of our hydroelectric power stations.**

Since access roads to wind and solar farms and certain hydroelectric sites in North America are sometimes unpaved, they may undergo erosion. In order to prevent sediment from reaching waterways and having a negative impact on aquatic habitats, we follow best practices for road construction and perform preventive maintenance.

Our hydroelectric power stations have a minimal impact on natural waterways, as they are run-of-river facilities. Additionally, as water is not held in basins, we do not contribute to water stress.

In 2023, we began recovering drainage water that was collecting in the pits at the foot of wind turbines at one of our large wind farms in Quebec. This water is analyzed to see whether it has been contaminated during its passage through the wind turbine. If required, the water is pumped into a cistern and treated before being released into the environment. The success of this voluntary initiative may lead us to adopt the same approach in all our wind farms. To date, we have not detected any water contamination.

We also constructed a new water treatment plant containing a disinfection unit in Quebec's Gaspé Peninsula. Performance is closely monitored on a monthly basis. Following a study carried out by a specialist consultant, the production capacity of the drinking water treatment system will be increased to meet current standards when more than 20 people are on site, which is the case when additional workers or visitors are present. This water treatment system is currently under review by the provincial Ministère de l'Environnement, de la Lutte contre les changements climatiques, de la Faune et des Parcs.





PRIORITY 8: RESPECT AND PROTECT BIODIVERSITY

Policies and Guidelines

- Code of Ethics
- Environmental Mission Statement
- Sustainable Procurement Charter



Reports from around the globe are confirming that climate change is accelerating biodiversity loss. We are taking this matter seriously and making considerable efforts to protect ecosystems in the areas where we build our facilities because we are aware that by erecting facilities, we can have an impact on the biodiversity. Whenever possible, we try to find innovative ways to help us comply with the often-strict regulations in the jurisdictions where we operate. In 2023, Boralex continued to invest in technological solutions designed to protect biodiversity, with two goals in mind: determining the effectiveness of these new tools using established assessment protocols and improving our understanding of wildlife behaviour at our sites. Our ongoing efforts have given us a head start in fulfilling our commitments under the Kunming-Montreal Global Biodiversity Framework. The objectives of this framework are to preserve nature, halt and reverse the loss of biodiversity, and put natural environments on the road to recovery by 2050.

Development That Respects Nature

Right from the design phase of our projects, biodiversity issues must be taken into account in order to minimize any impacts on the environment and where possible, generate positive effects.

During construction, we also implement mitigation measures to reduce the impact of our activities. For example, an independent consultancy firm provides biodiversity project management assistance, raising the awareness of companies working on the site and ensuring that avoidance and reduction measures are implemented by authorization decrees and the site's environmental action plans. Intervention kits are also made available on site in the event of accidental contaminant spills, and our teams and subcontractors receive training to ensure they are aware of the environmental issues involved in our activities and can take action in the event of an environmental incident.

From the outset of the Limekiln project in the Scottish Highlands, a peat management strategy was proposed to avoid, or at least minimize, the impact of the construction site. The strategy is based on the best practices recommended by Scottish Renewables and the Scottish Environmental Protection Agency to ensure that construction and site operations are carried out in an environmentally responsible manner. For example, peat stockpiles will be located and managed in such a way as to avoid leaching of organic matter from stored peat into nearby watercourses.

Protecting Birds and Other Wildlife

When operating our facilities, we take care to protect biodiversity, while still maintaining a focus on optimal production. In France, for example, where the regulatory framework is quite strict, we have implemented a variety of biodiversity stewardship solutions while still producing sufficient electricity to help the country meet its needs and ensure energy security.

In the Grand Est region of France, we have deployed new bird protection systems on five wind farms where certain vulnerable species are known to be present. In 2023, one of these tools, IdentiFlight®, was validated by local authorities — on the basis of a testing protocol developed in collaboration with government departments — as being effective at reducing the mortality rate of the red kite on French wind farms. This is the first time that French authorities have approved an automated system as a sufficient measure to reduce the risk of bird–turbine collisions. IdentiFlight® combines artificial intelligence and high-performance optical systems to stop a turbine blade from turning when a nearby red kite is detected, giving the bird enough time to fly past. Bioseco®, a tool that uses 3D cameras, was also validated by French authorities in two sites in 2023 using the same testing method.

In the same region, we have also standardized a red kite protection technique, whereby we work closely with farmers to shut down wind turbines when agricultural activities are taking place in the vicinity, as these activities tend to expose small mammals that attract birds of prey. Thanks to this technique, which limits blade movement at key times, we have significantly reduced the risk of collision.

Based on our experience, we have prepared a set of specifications and a contract template for the purchase of these new bird-detection technologies.

In North America, various measures are in place to protect fish at our hydroelectric power stations. For example, **we conduct inspections outside the spawning season to protect specific species, and we implement mitigation measures as soon as we begin dam construction.** Since variations in water flow can alter riverbeds by displacing sediment, and lower levels of water can temporarily dry out the shoreline, where fish and other aquatic species live, we systematically hire specialists to relocate at-risk animals and measure the impact of our activities. We also work with government authorities to continually refine and improve our methods.



In the United States, we have partnered with the Bee and Butterfly Habitat Fund to populate our Green Corners Solar project site with the optimal diversity and density of plants that flower at the best time for pollinators such as bees and monarch butterflies. When the project becomes operational, the site will also host commercial beekeeping activities.



At some of our solar farms in France, we encourage eco-pastoralism — that is, livestock grazing — which maintains the site's vegetation naturally.



Continuously Monitoring Our Impact

In 2023, we improved our management of environmental incidents by rolling out a standardized reporting tool for all our North American sites. This system allows for incidents to be managed centrally and handled consistently across the organization.

In addition to implementing mitigation measures at our sites right from the design phase, we monitor the effectiveness of these measures continuously throughout construction and operation, right up to the decommissioning or repowering of our facilities. Regular monitoring throughout the life cycle allows us to rapidly identify environmental issues when they arise.

As mentioned earlier, climate change is having significant repercussions on biodiversity. Migration corridors and nesting zones for birds are shifting. Heat waves that occur after summer's end, when temperatures normally start to drop, are causing an increase in bat activity. Whenever we observe such alterations, we work to develop appropriate, effective solutions and adjust our practices to the extent possible.



PRIORITIES 9 AND 10: ADAPT TO CLIMATE CHANGE AND LIMIT GREENHOUSE GAS EMISSIONS

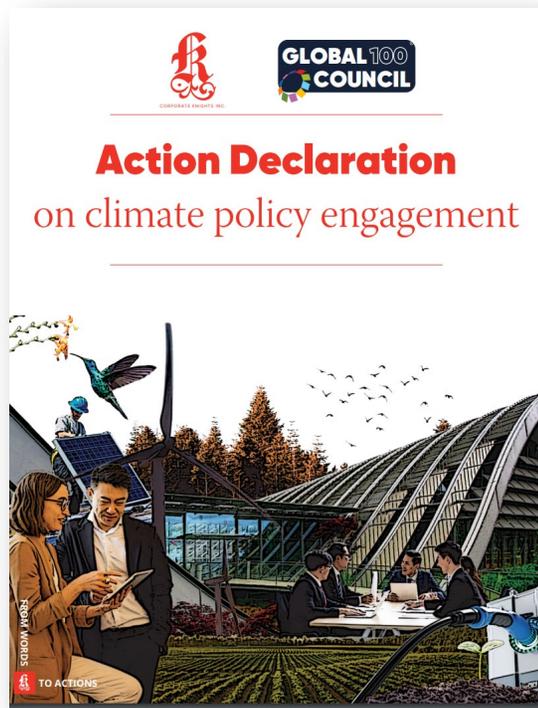
Policies and Guidelines

- Code of Ethics
- Environmental Mission Statement
- Sustainable Procurement Charter
- Business Travel Policy



Minimizing the impact of climate change is at the very heart of our raison d'être and a top priority for Boralex. Now, more than ever, the energy transition is critical to reducing the impact of human activity on global biodiversity. As producers of electricity from 100% renewable resources, we are contributing actively to this transition. That is why we have established annual targets for tonnes of CO₂ avoided from now through 2025. Our activities are not, however, entirely emissions-free. Our GHG emissions are primarily indirect, and we are taking action to reduce them.

According to the European Union's Copernicus Climate Change Service,⁶ 2023 was the hottest year on record since the pre-industrial era. Extreme meteorological events, such as the heat domes in France and the wildfires in Canada, wreaked havoc and underscored the urgent need to act.



Our Commitments

Boralex is a signatory to the [Action Declaration on climate policy engagement](#) published as part of COP27, held in 2022. By signing this declaration, industrial leaders in decarbonizing the economy committed to ambitious efforts to bridge the gap between words and actions related to countries' emissions reductions. In 2023, we showed our commitment in various ways: our President and CEO met with the premier of Quebec to discuss accelerating wind energy development and the Boralex team took part in over two dozen panels on the energy transition in North America and Europe.

In addition, Boralex is a partner of around ten organizations and associations promoting renewable energies. To view details of our activities in 2023 in relation to this commitment, please see our action [statement available](#).

⁶ The 2023 Annual Climate Summary, Global Climate Highlights 2023, January 2024, available [here](#).

TCFD Recommendations for Disclosure

Since 2020, Boralex has been presenting the financial risks associated with climate change in its reports, following the recommendations of the Task Force on Climate-Related Financial Disclosures (TCFD).

Governance

Monitoring our CSR strategy — which includes a section on adaptation to climate change — is part of the Board of Directors' mandate. The Board relies on the work of its multiple committees, benefiting from their expertise, insight and diligence with regard to specific aspects of the CSR strategy.

The risks and opportunities associated with climate change and our carbon footprint fall under the purview of the Governance, Environment, Health and Safety Committee. This committee's mandate includes evaluating and monitoring Boralex's policies and practices, as well as tracking performance, risks and corporate compliance.

Because Boralex operates in the renewable energy sector, the Board has regular discussions (at least once per quarter) about the consequences of climate change and the organization's role in the energy transition.

This transition presents tangible opportunities for our growth. Updates on changes in regulations, technology and markets are therefore standing items on the Board's meeting agendas. Every quarter, the President and CEO, together with the Vice President and CFO, present the Board with a summary of changes in target markets and demand for renewable energy, as well as progress made toward implementing our strategic plan centred on production of 100% renewable energy.

The President and CEO is directly accountable for implementing the CSR strategy, including adaptation to climate change and reduction of GHG emissions. The Senior Vice President, Enterprise Risk Management and Corporate Social Responsibility, supports the President and CEO with the integration of climate-associated risks and opportunities into our overall risk management framework.

The evaluation of climate-related risks and opportunities is carried out by our TCFD working group, which oversees implementation of TCFD recommendations. This group reports to the Board of Directors and the Executive Committee.

In 2023, we focused our efforts on **analyzing the impacts of climate** on our finances and incorporating the opportunities of the energy transition into our strategy.

Tying Compensation to CSR and Climate

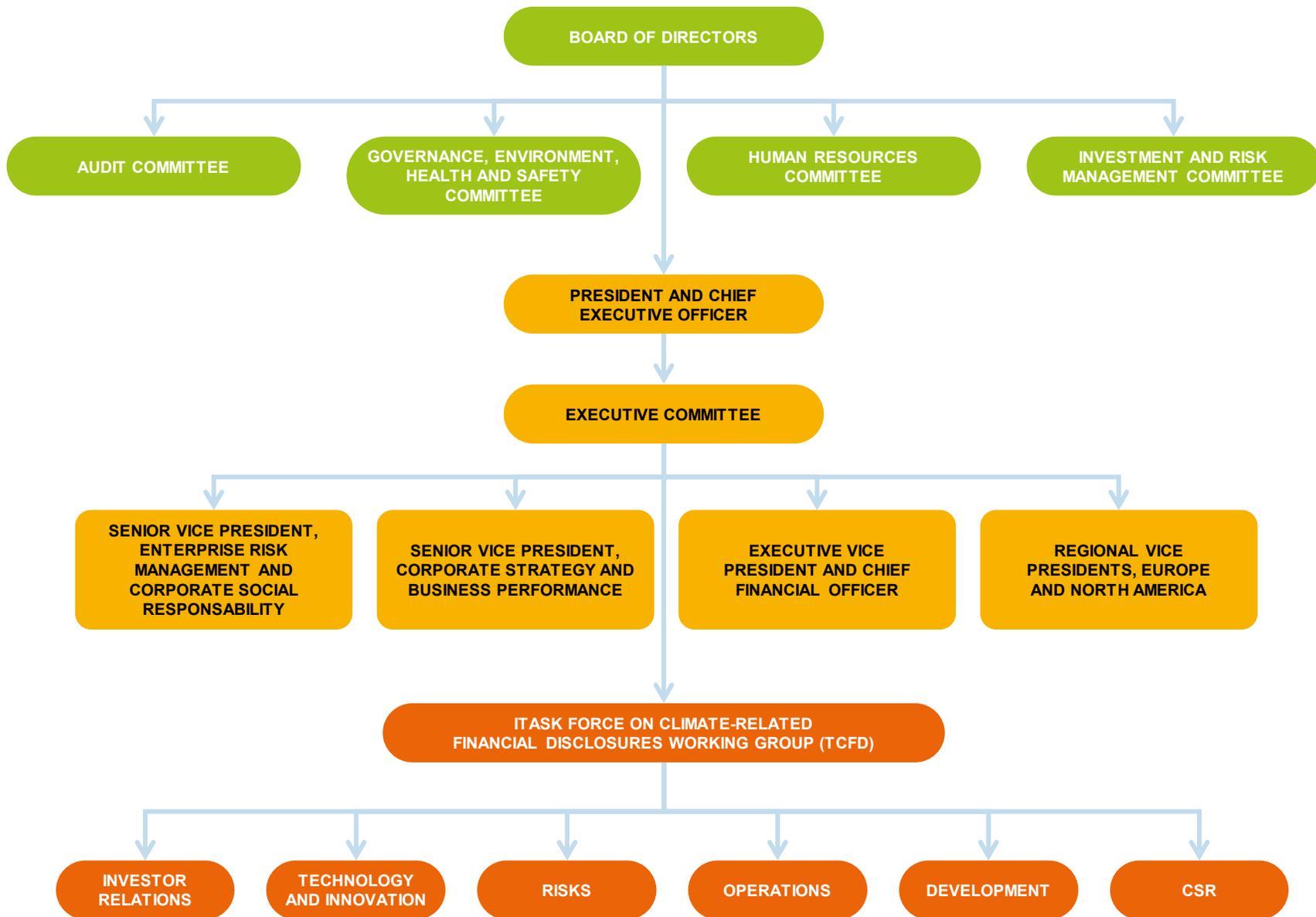
CSR and climate indicators are taken into account when determining short-term compensation for senior executives.

One of these indicators is based on a third-party evaluation of CSR performance that considers factors such as greenhouse gas emissions. This indicator, which represents 5% of short-term incentive compensation for senior executives, will be revised in 2024 to incorporate our GHG emission targets. Additionally, company growth, which plays a role in compensation for senior executives, could be seen as a climate-related indicator as well, since more growth means more renewable energy produced.

Business Travel Policy

The guidelines governing the management of travel and business expenses were revised in 2023 to integrate principles linked to the reduction of GHG emissions. These include a focus on remote work, carpooling and rail as a preferred travel option over air.

Our Climate Governance Structure



Strategy

The fight against climate change is an integral part of Boralex's mission: **On our planet where electricity is central to fighting climate change, we have a responsibility to produce it sustainably for future generations.** Despite the economic slowdown, interest in renewables remains high, and is even growing, as efforts to decarbonize increase, which bodes well for the future of Boralex. At COP28, world leaders committed to tripling renewable energy capacity by 2030, which corroborates our optimism for the future.

As a renewable energy producer, we are directly involved in the energy transition, and our predictions of growth are supported by a confluence of factors, described below.

Strong Growth Potential

The European energy crisis of 2022–2023 underscored the need for accelerated renewable energy development — not only to benefit the climate, but also to ensure energy independence and a secure energy supply.

With many governments rolling out green stimulus packages, national action plans and more ambitious targets, the demand for renewable energies is growing quickly.

In line with its low-carbon policy, the French government launched a plan to accelerate renewable energy development, which includes emergency measures to fast-track project commissioning and support the supply chain in the face of rising costs. Renewable energy is essential to ensuring a secure energy supply in the coming years. With more than 30 years of experience in the renewable energy market, Boralex is optimally positioned to respond to this need. For more details on the energy policies of the jurisdictions in which Boralex operates, consult the annual report available [on our website](#)

Further, our standing in the renewable energy sector and our excellent reputation as a developer and operator allow us to stand out in the labour market as well. Our experience, our purpose and our mission help us attract key talent — particularly from younger generations, who are increasingly looking for employers who share their values.

Affordable Technological Innovations

Even against the backdrop of inflation, solar and wind power remain the least expensive sources of energy. Today, energy storage systems allow us to overcome the challenges of intermittent supply and increase renewable energy use by supplying other electricity providers. In 2023, Boralex was awarded two energy storage contracts, totalling 380 MW, in Ontario. These technologies can be launched more quickly than the majority of other energy solutions on the market.

In 2023, the cost of equipment stabilized or even dropped in relation to peak prices seen in 2022, suggesting that renewable energies will be able to maintain their competitive edge into the future.

An Expanding Market

Growing interest on the part of businesses seeking to decrease their carbon footprint is creating strong demand for power purchase agreements (PPAs). This growth is bolstered by energy prices in Europe, which are driving more and more businesses to sign PPAs in order to secure competitive prices for a long-term supply of green electricity. Financial incentives are now among the many good reasons to transition to renewable energy. To date, we have signed agreements with several companies in France, namely Orange, IBM, L'Oréal, Auchan and Metro France.

We also saw an increase in government support for renewable energy development during the year, despite growing competition in the industry. Such support boosts predictability and fosters trust, and thus creates a more investment-friendly environment.

These factors all work in favour of the growth areas identified during the 2021 revision of our strategic plan:

- Significantly increasing the share of solar energy in our asset and project portfolio and making inroads into the energy storage market.
- Positioning the United States as a prime market for development.
- Diversifying our geographic presence in Europe.
- Accelerating wind power development in Canada.
- Expanding our current customer base by becoming a direct supplier to industrial energy consumers looking to improve their social and climate footprints.

On this basis, we estimate that we can achieve a combined EBITDA of between \$800 million and \$850 million by 2025, which would be an increase of 9% to 11% compared to 2020.

Although we do not use internal carbon pricing, we take care to ensure that our growth does not harm the environment and that we generate the lowest possible amount of GHG emissions per megawatt hour.



For more details about our strategic plan, please consult the [Borex Annual Report](#).

Risk Management

Our risk management program includes a CSR risk identification process that follows the Committee of Sponsoring Organizations of the Treadway Commission (COSO) framework.

We identify short-term risks and opportunities in our annual planning process. Risks and opportunities are reviewed each quarter, and adjustments are made if necessary. Medium-term and emerging risks and opportunities are included in our strategic planning and in our review of our integrated risk management framework. We define emerging risks as those that may arise due to new internal or external factors (e.g., markets, technologies, strategies, regulations, shifting resources) and that have the potential to increase in the coming years. As we project that our assets will have a service life of 20 to 40 years, we use the year 2050 as a reference point in our analysis of long-term risks and opportunities associated with climate change, in accordance with our TCFD-aligned approach.

We define impacts as material when they are likely to have a lasting effect on the profitability of the company or its operations, including the achievement of objectives outlined in our growth strategy.

Risks Relate to Climate Change

Climate risks are taken into account in the “natural disasters and force majeure events” and “power station and site performance” rubrics, specifically as factors that can lead to breakdowns, hinder access to our installations, necessitate damage repair, create challenging health and safety conditions, and leave us exposed financially. Climate change could increase the frequency and severity of natural disasters, thus increasing our scope for financial exposure.

Based on a qualitative analysis by a consulting firm of the physical impacts under a high-emissions climate change scenario (SSP5-8.5),⁷ we identified climate parameters specific to each energy source (solar, wind, hydro and storage) and ranked the severity of potential global warming impacts. We then assessed all our assets — both in operation and under development — for climate-related risks represented by indicators projected in the SSP5-8.5 scenario:

- Changes in temperature.
- Extreme heat.
- Changes in freeze-thaw cycles.
- Extreme rainfall and pluvial flooding.
- Changes in wind speed.
- Wildfires
- Convective storms.
- Drought events.
- Changes in snow cover.
- Changes in solar radiation.
- Changes in cloud cover.
- Wind gusts.
- Changes in evaporation.

The results of this analysis, as well as the mitigation measures in place to deal with potential extreme events, have been validated with the Executive Committee, and have been approved for implementation. We take these impacts into account in our internal planning, particularly in the establishment of health and safety measures and in the planning and development process for new production sites. In 2023, our North American teams launched a campaign to increase employee awareness of ways to stay safe during intense heat waves.

Acute Physical Risks Related to Climate Change

Climate change can produce extreme meteorological conditions and cause natural disasters that may affect our employees, damage our assets, cause equipment failures or hinder access to our facilities. For this reason, we have emergency plans in place for all our facilities, and we revise them annually in order to ensure that we are able to act quickly when required.

Furthermore, when we plan new facilities or make major modifications to existing sites, we take into account the reality that events that were once considered extreme are becoming more frequent.

Chronic Physical Risks Related to Climate Change

Because of climate change, the availability of water, wind and sunlight can vary considerably in relation to historical and predicted patterns.

That’s why **we study the availability of these resources on a quarterly basis in all regions where we operate and continuously monitor (in real time) the status of our installations in the face of meteorological risks.**

Financial Risk Analysis

In 2023, **we performed an analysis of the financial risks associated with climate change.** This allowed us to better understand the potential financial impacts of climate change. We identified specific items in our financial statements that could be impacted by climate change and determined how to estimate potential impact.

⁷ The SSP5-8.5 scenario, recommended by the Intergovernmental Panel on Climate Change (IPCC), represents a “business-as-usual” trajectory, which assumes that no mitigation measures are implemented globally and that GHG emissions continue to increase at a constant rate until fossil fuel stocks are depleted. In this conservative scenario, an increase in global temperature of about 2°C over 1850–1900 levels is very likely to occur by 2050.



GHG Emission Indicators and Targets

We calculate Scopes 1, 2 and 3 GHG emissions in accordance with the GHG Protocol and the ISO 14064-1 standard, and make improvements to our methods annually.

We refined our method in 2023 by including more accurate figures for our portfolio of storage assets. This year, Boralex built a storage site in France and, therefore, the site's emissions were included in our calculations. Additionally, the two different uses of stored energy — resale to the network and powering other assets — were separated and treated as required by the calculation methods. We also had a third-party consultant confirm that our carbon emissions calculation is compatible with the GHG Protocol. We include all Boralex facilities and offices in our calculation, applying a combined production approach.⁸

Thanks to our expansion, our annual production of 100% renewable energy⁹ allows us to avoid a growing number of tonnes of CO₂. As this trend continues in the coming years, however, there is a risk of increasing our indirect emissions, primarily along our supply chain (Scope 3). We must therefore continue to promote sustainable procurement practices, in order to incentivize our suppliers and partners to commit to reducing their own emissions.

⁸ Combined production includes 100% of the production of Boralex-controlled subsidiaries, as well as Boralex's share in companies over which it does not exercise control, which is accounted for using the equity method.

⁹ Electricity production includes output for which Boralex receives financial compensation following electricity production limitations imposed by its clients, since management considers this output in assessing the Corporation's performance. This adjustment makes it possible to correlate energy production, revenue from energy sales and feed-in premium.

Reduction Targets

Since 2021, we have been defining targets for CO₂ emissions avoided through renewable energy production. These are based on our targets for production capacity as presented in our strategic plan. We increased our target for 2025 from 781,773 to **1,080,561** tonnes of CO₂ emissions avoided to reflect our growth forecast.

The GHG emission reduction between 2022 and 2023 is attributable to fewer MW built and commissioning in 2023, the resale of our biomass assets and the precision of emission factors used to assess GHGs emitted over the life cycle of wind turbines and solar panels.

The table below provides data on our Scopes 1, 2 and 3 emissions and CO₂ emissions avoided.

In December 2022, we committed to setting a long-term science-based target for carbon neutrality by 2050, in accordance with the Net-Zero Standard developed by the Science Based Targets initiative (SBTi). We have also committed to submitting this target to SBTi for validation and to publishing it within a period of 24 months. **Our targets are currently being determined and they will be published following approval by SBTi.** By making these commitments, we have joined SBTi's Race to Zero and Business Ambition for 1.5°C campaigns.

RESULTS OF OUR EMISSIONS CALCULATIONS SINCE 2020

Year	Scope 1 tCO ₂ e	Scope 2 tCO ₂ e	Scope 3 tCO ₂ e ¹⁰	Scopes 1, 2 et 3 tCO ₂ e	Total installed capacity (MW)	Renewable energy production (GWh)	Emissions avoided tCO ₂ e
2020	56,523	1,246	NA	NA	2,246	5,834	283,831
2021	24,759	2,351	NA	NA	2,492	6,215	352,666
2022	1,215	2,811	115,409	119,435	3,022 ¹¹	6,300	354,442
2022 revised ¹²	1,214	2,276	98,602	102,092	3,022	6,300	354,442
2023	1,227	1,710	66,354	69,291	3,078	8,020	1,021,496 ¹³

¹⁰ The quantities of Scope 3 emissions were calculated based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) (2004) and in accordance with the ISO 14064-1 standard. These calculations were made on a voluntary basis since Boralex is not subject to any regulations limiting GHG emissions. The calculation is combined and takes into account 100% of Boralex subsidiaries, to the extent that Boralex holds control.

¹¹ In fiscal 2023, installed capacity was modified for 2022 to take into account the 2 MW storage unit in France.

¹² The following changes have been made to the calculation methodology in order to comply with the SBTi requirements: calculation of electricity consumption based on the market (market based) rather than based on location (location based), precision of the factors based on the life cycle of wind turbines and solar panels, and removal of emissions linked to our biomass assets. The "revised 2022" data will become our reference year for monitoring our reduction targets.

¹³ The increase in tonnes of CO₂ avoided between 2022 and 2023 is mainly attributable to the acquisition of a 50% interest in five wind farms in the United States. For further details on the methodology used to calculate this figure, please refer to the "**Calculation of Tonnes of CO₂ Emissions Avoided**" section in this document.

APPENDICES



Independent practitioner's assurance report

To the Management of Boralex Inc.

Scope

We have been engaged by Boralex Inc. ("Boralex" or "the Company") to perform a limited assurance engagement, as defined by Canadian Standards on Assurance Engagements, hereafter referred to as the engagement, to report on Boralex's CO₂ emissions avoided and proportion of women in management positions (collectively, the "Subject Matter") for the year ended, and as at, December 31, 2023, respectively, contained in Boralex's 2023 Corporate Social Responsibility Report (the "Report").

Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by Boralex

In preparing the Subject Matter, Boralex applied internally developed criteria, as detailed in the accompanying Schedule (the "Criteria"). Such Criteria were specifically designed for the preparation of the Report. As a result, the subject matter information may not be suitable for another purpose.

Boralex's responsibilities

Boralex's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the subject matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the Canadian Standard on Assurance Engagements, Attestation Engagements Other than Audits or Reviews of Historical Financial Information (“CSAE 3000”). This standard requires that we plan and perform our engagement to obtain limited assurance about whether, in all material respects, the Subject Matter is presented in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusions.

Our Independence and Quality Management

We have complied with the relevant rules of professional conduct / code of ethics applicable to the practice of public accounting and related to assurance engagements, issued by various professional accounting bodies, which are founded on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our firm applies Canadian Standard on Quality Management 1, Quality Management for Firms that Perform Audits or Reviews of Financial Statements, or Other Assurance or Related Services Engagements, which requires us to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from, and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management’s internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information, and applying analytical and other appropriate procedures.

Our procedures included:

- Conducting interviews with relevant personnel to obtain an understanding of the reporting processes and internal controls;
- Inquiries of relevant personnel who are responsible for the Subject Matter including, where relevant, observing and inspecting systems and processes for data aggregation and reporting in accordance with the Criteria;
- Assessing the accuracy of data, through analytical procedures and limited reperformance of calculations, where applicable; and
- Reviewing presentation and disclosure of the Subject Matter in the Report.

We also performed such other procedures as we considered necessary in the circumstances.

Inherent limitations

Non-financial information, such as the Subject Matter, is subject to more inherent limitations than financial information, given the more qualitative characteristics of the Subject Matter and the methods used for determining such information. The absence of a significant body of established practice on which to draw allows for the selection of different but acceptable evaluation techniques which can result in materially different evaluation and can impact comparability between entities and over time.

Conclusion

Based on our procedures and the evidence obtained, nothing has come to our attention that causes us to believe that the Subject Matter for the year ended, and as at, December 31, 2023, is not prepared, in all material respects, in accordance with the Criteria.



Chartered Professional Accountants
Licensed Public Accountants

February 29, 2024
Toronto, Ontario

Schedule

Our limited assurance engagement was performed on the following Subject Matter for the year ended, and as at, December 31, 2023:

Subject Matter	Criteria	Reported Value	Unit	Report page(s)
CO ₂ Emissions avoided	Internally developed ¹	1,021,496	tCO ₂ e	2; 40; 46
Women in management positions	Percentage of women in management as defined by Global Reporting Initiative (GRI) 405-1b. ²	32.90	%	49

- ⁽¹⁾ The internally developed criteria are described in the Report on pages 4 and 39.
- ⁽²⁾ Other criteria included in GRI disclosure 405-1b (e.g., percentage of employees by other employee categories, or employee category by age and other indicators of diversity, where relevant) are excluded from the scope of our limited assurance engagement.

APPENDIX 2 QUANTITATIVE INDICATORS TABLE

The following table outlines our corporate social responsibility (CSR) key performance indicators for 2023, selected based on our **10 CSR priorities**. These correspond to SASB indicators for the Electric Utilities & Power Generators, Wind Technology & Project Developers and Solar Technology & Project Developers industries, as well as Global Reporting Initiative indicators, where relevant. The table also lists the applicable UN Sustainable Development Goals to which Boralex contributes for each of these indicators.

Environment

CSR priority	Indicator	2021	2022	2023	Explanatory Notes	Applicable frameworks
Greenhouse gas emissions	Scope 1 Greenhouse gas emissions (tonnes of CO ₂ e)	24,759	2022: 1,215 2022 revised*: 1,214	1,227	Scope 1 emissions were calculated by a third party based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) (2004) and in accordance with ISO 14064-1. The calculations were prepared on a voluntary basis as Boralex is not subject to any regulations limiting GHG emissions. The calculations were performed using combined data and includes 100% of the subsidiaries controlled by Boralex.	IF-EU-110a.1 GRI 305-1 
	Scope 2 Greenhouse gas emissions (tonnes of CO ₂ e)	2,351	2022: 2,811 2022 revised*: 2,276	1,710	Scope 2 emissions were calculated by a third party based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) (2004) and in accordance with ISO 14064-1. The calculations were prepared on a voluntary basis as Boralex is not subject to any regulations limiting GHG emissions. The calculations were performed using combined data and includes 100% of the subsidiaries controlled by Boralex.	GRI 305-2 
	Scope 3 Greenhouse gas emissions (tonnes of CO ₂ e)	NA	2022: 115,409 2022 revised*: 98,602	66,354	Scope 3 emissions were calculated by a third party based on the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) (2004) and in accordance with ISO 14064-1. The calculations were prepared on a voluntary basis as Boralex is not subject to any regulations limiting GHG emissions. The calculations were performed using combined data and includes 100% of the subsidiaries controlled by Boralex.	GRI 305-3 
	Total greenhouse gas emissions (Scopes 1, 2 and 3) in tonnes CO ₂ e	NA	2022: 119,435 2022 revised*: 102,092	69,291	The reduction between 2022 and 2023 is attributable to fewer MW built in 2023, the resale of our biomass assets and the precision of emission factors used to assess GHG emissions over the life cycle of wind turbines and solar panels. Scope 3 emissions have been calculated on the basis of the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (GHG Protocol) (2004) and in compliance with ISO 14064-1. These calculations were made on a voluntary basis, since Boralex is not subject to any regulations limiting GHG emissions. The calculation is combined and takes into account 100% of Boralex's subsidiaries, to the extent that Boralex has control.	GRI 305-3 
	CO ₂ emissions avoided by our renewable energy production (tonnes of CO ₂ e)	352,666	354,442 ✓	1,021,496 ✓	The increase from 2022 to 2023 is due primarily to the acquisition of a 50% stake in five U.S. wind farms. For additional details on how this indicator is calculated, please see the "Calculation of Tonnes of CO ₂ Emissions Avoided" section of this report.	
	Percentage of fleet vehicles that are electric, hybrid or low consumption (<5L/100KM)	North America: 12% France: 49%	North America: 11% France: 44%	North America: 17% France: 53%		GRI 305-5 
	Measures to incentivize employee use of eco-friendly transportation	NA	NA	NA	"Bonus pay for using sustainable transport (bicycle, public transport and walking) in North America. Compensation for purchasing a plug-in hybrid or electric vehicle and installing a home charging station in North America. Electric vehicle charging stations available to employees on site."	GRI 305-5 

NA: Not applicable
SASB indicators that do not apply to us

ND: Not disclosed
SASB indicators that apply to us but for which data is not available

*Note on the revised 2022 calculation: The following changes have been made to the calculation methodology in order to comply with SBTi requirements: calculation of electricity consumption based on market rather than location, precision of emission factors based on the life cycle of wind turbines and solar panels, and removal of emissions linked to our biomass assets. The "revised 2022" data will become our reference year for monitoring our reduction targets.

✓ Indicators with limited assurance obtained from external auditors

CSR priority	Indicator	2021	2022	2023	Explanatory Notes	Applicable frameworks
Climate change adaptation	Total energy consumed (GJ)	ND	68,757	72,648		GRI 305-1 
	Quantity of electricity purchased from the grid (MWh)	14,629	14,467	15,460		RR-ST-130a.1. GRI 302-1 
	Renewable energy generated (GWh)	6,215	6,300	8,020	The results presented correspond to the combined results presented in our annual report. The increase between 2022 and 2023 is mainly due to the acquisition of a 50% interest in 5 wind farms in the United States as well as the contribution of newly commissioned facilities and the reactivation of sites following temporary shutdowns for repowering work.	GRI 305-5 
	Total installed capacity by energy source and by country (MW and %)	By energy source: Wind: 2,032 MW (82%) Solar: 244 MW (10%) Hydro: 181 MW (7%) Thermal: 35 MW (1%) By country: Canada: 1,121 MW (45%) France: 1,081 MW (43%) United States: 290 MW (12%)	By energy source: Wind: 2,584 MW (86%) Solar: 255 MW (8%) Hydro: 181 MW (6%) Storage: 2 MW (0%) By country: Canada: 1,085 MW (36%) France: 1,200 MW (40%) United States: 737 MW (24%)	By energy source: Wind: 2,640 MW (86%) Solar: 255 MW (8%) Hydro: 178 MW (6%) Storage: 5 MW (0%) By country: Canada: 1,085 MW (35%) France: 1,259 MW (41%) United States: 734 MW (24%)	In fiscal 2023, installed capacity was modified for 2022 to take into account the 2 MW storage unit in France.	GRI 305-5 
	Percentage of renewable energy consumption (excluding storage consumption)	France: 99.7%	France: 100%	France: 100%	The information presented covers our offices and sites in France only, and represents the amount of electricity covered by Guarantees of Origin.	RR-ST-130a.1. GRI 302-1 
	Discussion of long- and short-term strategies or plans to manage Scope 1 emissions, set emissions reduction targets and measure performance against those targets	NA	NA	NA	In this CSR report, we present our approach to quantifying and reducing our GHG emissions, and implementing the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).	IF-EU-110a.3. GRI 305-1 
	Description of risks associated with integration of solar energy into existing energy infrastructure and the efforts made to manage these risks	NA	NA	NA	As Boralex does not produce photovoltaic system components, it contributes to integration of solar energy into existing energy infrastructure through its partnerships with its host communities and territories, and its ongoing dialogue with its stakeholders.	RR-ST-410a.1. 
	Description of risks and opportunities associated with energy policies and of their impact on integration of solar energy into existing energy infrastructure	NA	NA	NA	Boralex plays a leading role in the energy transition by supporting global efforts to decarbonize the energy sector.	RR-ST-410a.2. 

CSR priority	Indicator	2021	2022	2023	Explanatory Notes	Applicable frameworks
Biodiversity	Accidental spills of contaminants into the environment that have been sanctioned by an authority (number)	0	0	0		RR-ST-150a.2 GRI 306-1 
	Quantity of spills (with sanction emitted) (in litres)	0	0	0		RRR-ST-150a.2 GRI 306-1 
	Number of unplanned shutdowns of power plant projects to mitigate/remedy unforeseen impacts on biodiversity (number)	0	0	1	This indicator includes only projects in operations. A decision has been made to temporarily shut down the Moulins du Lohan wind farm's turbines during the nights from November 17 to December 14, 2023, as a precautionary measure. This follows ecological impacts observed on bats.	RR-ST-160a.1. 
	Duration of unplanned project shutdowns to mitigate/remedy unforeseen impacts on biodiversity (days)	0	0	28	This indicator includes only projects in operations. A decision has been made to temporarily shut down the Moulins du Lohan wind farm's turbines during the nights from November 17 to December 14, 2023, as a precautionary measure. This follows ecological impacts observed on bats.	RR-ST-160a.1. 
Responsible use of resources	Total water withdrawn, including % in regions with "high" or "extremely high" water stress levels	NA	NA	NA	We do not disclose data for total water withdrawn. The impacts of our water use are limited to our hydroelectric facilities. However, none of Boralex's hydroelectric facilities are located in areas where water stress levels are "high" or "extremely high." For additional information on this topic, please refer to the analysis provided in our 2021 CSR Report.	RR-ST-140a.1. IF-EU-140a.1. GRI 303-3 
	Total water consumed, including % in regions with "high" or "extremely high" water stress levels	NA	NA	NA	We do not disclose data for total water withdrawn. The impacts of our water use are limited to our hydroelectric facilities. However, none of Boralex's hydroelectric facilities are located in areas where water stress levels are "high" or "extremely high." For additional information on this topic, please refer to the analysis provided in our 2021 CSR Report.	RR-ST-140a.1. IF-EU-140a.1. GRI 303-5 
	Description of water management risks and strategies and practices to mitigate these risks	NA	NA	NA	The impacts of water use are present only at our hydro sites. According to the WRI Acaduct Water Risk Atlas (2021), all our hydroelectric power stations are located in areas where the level of water stress is assessed as "low" (< 10%), with the exception of the Rimouski site, which is assessed as "low-medium" (10 to 20%). For more information, please refer to the analysis in Boralex's CSR Report 2021.	RR-ST-140a.2. IF-EU-140a.3. GRI 303-1 
	Number of incidents of non-compliance with permits, standards and regulations concerning water quantity and/or quality	0	0	0		IF-EU-140a.2 GRI303-2 
	Building certifications	NA	NA	NA	"The Montreal office is certified BOMA BEST – Platinum and LEED® CS Gold. The Lyon office is certified HQE (Haute Qualité Environnementale, or high environmental performance), BREEAM and WELL Silver. 100% of electricity needs for our buildings and sites in France are covered by Guarantees of Origin."	GRI305-5 

Society

CSR priority	Indicator	2021	2022	2023	Explanatory Notes	Applicable frameworks
Health and safety	Total recordable incident rate (TRIR)	1.2	0.94	0.49	Given that the events recorded in 2023 all involved lost time, the LTIR and TRIR are the same.	RR-WT-320a.1. IF-EU-320a.1 GRI 403-9 
	Fatality rate	0	0	0		RR-WT-320a.1. IF-EU-320a.1 GRI 403-9 
	Lost Time Injury Rate (LTIR)	ND	0.19	0.49	Given that the events recorded in 2023 all involved lost time, the LTIR and TRIR are the same.	IF-EU-320a.1 GRI 403-9 
	Near Miss Frequency Rate (NMFR)	6.09%	11.30%	24.67%	A near miss is an unplanned incident that did not result in environmental or property damage or bodily injury but that, under slightly different circumstances, could easily have done so. The increase in this indicator since 2021 is the result of our awareness campaign to encourage employees to report such incidents.	IF-EU-320a.1 GRI 403-9 
Inclusion, diversity and equal opportunity	Employee engagement rate, as measured by survey (%)	71%	65%	69%		
	Employee turnover rate (%)	16.80%	21.20%	16.10%	This indicator includes both voluntary and involuntary departures.	GRI 401-1 
	Employment type: number of permanent employees	539	605	734		GRI 102-8 
	Employment type: number of contract employees	23	21	19		GRI 102-8 
	Percentage of employees who have completed at least one training program	88%	95%	99%		GRI 404-2 
	Women in the workplace (%)	Total: 31.3% Permanent: 30.8%	Total: 33% Permanent: 32%	Total: 33% Permanent: 33%		GRI 102-8 
	Women in a management position (%)	25.20%	29.60% ✓	32.90% ✓	This indicator only consider full-time employees. A management position is one where the jobholder is responsible for at least one full-time or contractual employee.	GRI 405-1 

CSR priority	Indicator	2021	2022	2023	Explanatory Notes	Applicable frameworks
Inclusion, diversity and equal opportunity	Women in the Executive Committee (%)	25%	30%	30%		GRI 405-1 
	Average age of workforce (years)	39.2	39.1	39.2		GRI 102-8 
	Workforce breakdown by country	Canada: 305 U.S.: 31 France: 225 United Kingdom: 1	Canada: 322 U.S.: 43 France: 250 Europe (outside of France): 11	Canada: 396 U.S.: 52 France: 290 Europe (outside of France): 15		GRI 102-8 
	New employees breakdown by: - Country - Gender - Employment type	Canada Men Permanent: 52 Contract: 3 Women Permanent: 20 Contract: 6 U.S. Men Permanent: 4 Contract: 0 Women Permanent: 4 Contract: 0 France Men Permanent: 19 Contract: 4 Women Permanent: 8 Contract: 4	Canada Men Permanent: 71 Contract: 3 Women Permanent: 29 Contract: 4 U.S. Men Permanent: 10 Contract: 0 Women Permanent: 3 Contract: 0 France Men Permanent: 24 Contract: 5 Women Permanent: 23 Contract: 8 Europe (outside of France) Men Permanent: 0 Contract: 0 Women Permanent: 1 Contract: 0	Canada Men Permanent: 87 Contract: 6 Women Permanent: 35 Contract: 2 U.S. Men Permanent: 19 Contract: 0 Women Permanent: 4 Contract: 0 France Men Permanent: 35 Contract: 6 Women Permanent: 20 Contract: 8 Europe (outside of France) Men Permanent: 4 Contract: 0 Women Permanent: 2 Contract: 0		GRI 401-1 
	Retention rate (%)	80.2%	73.4%	75.5%		GRI 401-3 

CSR priority	Indicator	2021	2022	2023	Explanatory Notes	Applicable frameworks
Community and territory consultation and involvement	Direct economic value created and distributed in host regions through our donations and sponsorship program (CAD)	\$616,510	\$615,502	\$785,821	We tailor our mechanisms and tools to the unique nature of each project in order to identify and manage community and ecological impacts jointly with our host communities and territories.	GRI 201-1 
	Description of efforts in solar energy system project development to address community and ecological impacts	NA	NA	NA		RR-ST-160a.2 
	Number of formal complaints filed with the authorities and deemed admissible during the year	2	4	6		GRI 413-2 
	Number of formal complaints filed with the authorities that were deemed admissible and resolved during course of the year	2	0	5		GRI 413-2 

Governance

CSR priority	Indicator	2021	2022	2023	Explanatory Notes	Applicable frameworks
Ethics in business and behaviour	Number and nature of incidents of corruption or fraud confirmed during the current year	0	0	0		GRI 205-3 
	Percentage of employees and board directors who completed training on the Code of Ethics during the disclosure year (%)	95%	92%	99%		GRI 205-2 
Governance	Number of board directors as of December 31	11	11	10		
	Number of independent board directors	9	9	8		
	Board member attendance rate for board and committee meetings (%)	99%	99%	98%		
	Average age of board members (years)	60	61	62		GRI 405-1 

CSR priority	Indicator	2021	2022	2023	Explanatory Notes	Applicable frameworks
Governance	Number of women on the board (independent)	4	5	5		GRI 405-1 
	Board breakdown by gender (%)	Men: All: 64% Independent: 56% Women: All: 36% Independent: 44%	Men: All: 55% Independent: 44% Women: All: 45% Independent: 56%	Men: All: 50% Independent: 38% Women: All: 50% Independent: 62%		GRI 405-1 
	Board breakdown by age	40-49 years: 1 director 50-59 years: 4 directors 60+ years: 6 directors	40-49 years: 0 director 50-59 years: 5 directors 60+ years: 6 directors	40-49 years: 0 director 50-59 years: 3 directors 60+ years: 7 directors		GRI 405-1 
	Number of board members with other diversity characteristics	ND	ND	1		GRI 405-1 
Sustainable procurement	Description of how environmental risks associated with the polysilicon supply chain are managed	NA	NA	NA	Even though Boralex does not manufacture any solar or wind power equipment, we are dedicated to promoting responsible ESG practices — particularly those related to human rights — across our supply chain, which includes solar panel providers.	RR-ST-440a.2 
	Percentage of purchases made under major contracts with suppliers who have signed the Sustainable Procurement Charter or whose ESG practices have been evaluated	ND	98%	98%	Major contracts are those worth more than CAD/USD/EUR 150,000.	RR-ST-440a.2 
	Percentage of purchases made under major contracts with suppliers assessed by EcoVadis	ND	83%	81%	Major contracts are those worth more than CAD/USD/EUR 150,000.	RR-ST-440a.2 

APPENDIX 3

NOTICE CONCERNING FORWARD-LOOKING STATEMENTS

This Report herein contains forward-looking statements based on current expectations, within the meaning of securities legislation. Positive or negative verbs such as “will,” “would,” “forecast,” “anticipate,” “expect,” “plan,” “project,” “continue,” “intend,” “assess,” “estimate” or “believe,” or expressions such as “toward,” “about,” “approximately,” “to be of the opinion,” “potential,” “target,” “objective,” “initiative” or similar words or the negative thereof, or other comparable terminology are used to identify such statements. In particular, this Report contains forward-looking statements on the Corporation’s strategic directions, priorities and objectives (including becoming the leading CSR reference for its partners), strategic plan, business model, growth outlook, CSR targets and initiatives (including with respect to women’s representation in management and Board positions, geographic distribution and installed capacity focused technology, CO₂ emissions avoided, reduction of greenhouse gas emissions (GHG), hiring of women to fill new positions) and the Corporation’s pipeline of renewable energy projects. Actual events or results may differ materially from those expressed in such forward-looking statements.

Forward-looking information is based on significant assumptions, including assumptions about the performance of Boralex’s projects based on management estimates and expectations with respect to wind and other factors, the opportunities that could arise in the various segments targeted for growth or diversification, and assumptions about the industry and general economic conditions, competition and availability of financing and partners.

Moreover, CSR targets are established according to certain assumptions, including the following main assumptions: the implementation of corporate and business initiatives aimed at reducing direct and indirect GHG emissions; the availability of technology allowing the achievement of targets; the lack of new corporate initiatives, business acquisitions or technologies which would significantly increase the expected level of performance; the absence of negative impacts stemming from clarifications or changes made to international standards or methods used to measure our performance and disclosure relating to CSR; the necessary level of participation and collaboration from our suppliers for the implementation of their own targets with respect to Boralex’s CSR initiatives; the ability to find diverse competent talent; organizational training and mobilization in order to reach our CSR targets. While Boralex considers these factors and assumptions to be reasonable based on information currently available, they may prove to be incorrect.

Boralex would like to point out that, by their very nature, forward-looking statements involve risks and uncertainties such that its results or the measures it adopts could differ materially from those indicated by or underlying these statements, or could have an impact on the degree of realization of a particular forward-looking statement.

The main factors that could lead to a material difference between the Corporation’s actual results and the forward looking information or expectations set forth in this Report include, but are not limited to: power stations and site performance, performance by Boralex partners of their contractual commitments, workplace accidents and health and safety, disasters and force majeure events, hiring and retention of personnel, industry regulations and amendments thereto, CSR regulations and amendments thereto, damage to reputation, pandemics, as well as other factors described in the sections on risk factors and uncertainties which are contained in the Management’s Discussion & Analysis of Boralex for the year ended December 31, 2023.

Unless otherwise specified by the Corporation, the forward-looking statements do not take into account the possible impact on its activities of transactions, non-recurring items or other exceptional items announced or occurring after the statements are made. There can be no assurance as to the materialization of the results, performance or achievements as expressed or implied by forward-looking statements. The reader is cautioned not to place undue reliance on such forward-looking statements.

Unless required to do so under applicable securities legislation, management of Boralex does not assume any obligation to update or revise forward-looking statements to reflect new information, future events or other changes.

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