

 IDAHO POWER®
The logo for Idaho Power, featuring a stylized mountain range icon to the left of the text "IDAHO POWER" in a bold, teal, sans-serif font. A registered trademark symbol (®) is located at the end of the text. IDACORP®
The logo for IDACORP, featuring a stylized mountain range icon to the left of the text "IDACORP" in a bold, teal, sans-serif font. A registered trademark symbol (®) is located at the end of the text. 2023
The year "2023" is displayed in a large, white, sans-serif font, centered horizontally and partially overlapping the river scene. CORPORATE
RESPONSIBILITY
REPORT
The title "CORPORATE RESPONSIBILITY REPORT" is written in a large, bold, teal, sans-serif font, stacked in three lines. The text is positioned in the lower half of the page, overlapping the river and the bottom of the "2023" text. ENVIRONMENTAL > SOCIAL > GOVERNANCE
The text "ENVIRONMENTAL > SOCIAL > GOVERNANCE" is displayed in a teal, sans-serif font, with orange chevron symbols (>) separating the words. It is located at the bottom of the page.

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WHO WE ARE

Idaho Power — the principal operating subsidiary of IDACORP, Inc. — is a locally operated energy company with 2,100 employees dedicated to serving over 633,000 customers. Headquartered in Boise, Idaho, we serve customers across southern Idaho and eastern Oregon. We believe we all prosper by committing to the needs and success of our customers, communities, employees, and owners, and by preserving the environment we rely on. We are passionate about powering lives with energy that is:

- **SAFE.** *We put safety first, both for our employees and customers.*
- **RELIABLE.** *Service is at the center of everything we do, and we're proud to keep the lights on 99.97% of the time.*
- **AFFORDABLE.** *We are committed to keeping our prices fair and affordable across all customer groups.*
- **CLEAN.** *We have long been leaders in clean energy, and our goal is to provide 100% clean energy by 2045.**

NOTE ABOUT FORWARD-LOOKING STATEMENTS IN THIS REPORT

This report contains “forward-looking statements” intended to qualify for the safe harbor from liability established by the Private Securities Litigation Reform Act of 1995. Forward-looking statements are all statements other than statements of historical fact, including, without limitation, those that are identified by the use of words such as “anticipates,” “expects,” “believes,” or similar expressions. Forward-looking statements should be read with the cautionary statements included in IDACORP’s Form 10-K for the year that ended Dec. 31, 2023, including in Part 1, Item 1A — “Risk Factors” in that report, and in other reports filed by IDACORP and Idaho Power with the Securities and Exchange Commission.

NOTE ABOUT RENEWABLE ENERGY CREDITS

This report references Idaho Power’s sources of energy, which do not reflect energy delivered to customers for two reasons. First, we participate in the wholesale energy market and sell energy both to other utilities and to retail customers. Second, power from some renewable sources comes with a Renewable Energy Credit, or REC, which we sell to keep customer prices low.

* We define clean as non-carbon-emitting.



FROM OUR CEO & CHAIR



As we look back on 2023, we feel very fortunate to lead a company that serves a critical purpose and cares deeply about its customers. Our focus has been — and will continue to be — doing what’s best for our customers, employees, and owners through a lens that includes corporate responsibility.

This focus begins with safely providing reliable, affordable energy when and where customers need it. We keep the lights on 99.97% of the time. This translates to our average customer being without power for less than three hours per year. And we work hard to ensure this will be the case going forward by strengthening the grid, adding efficiencies with technology, and planning for the sustained growth we continue to see across our service area.

Thoughtful planning was key to our latest Integrated Resource Plan (IRP), which we released in fall 2023. This plan not only provides a path to ensure we continue to affordably meet customer needs, it also includes more renewable energy resources and a reduction in carbon-emitting resources.

The plan shows substantial increases in solar, wind, and storage over the coming decade, along with conversion of our remaining coal units to natural gas by the end of 2030. Generating with natural gas results in about half the carbon emissions of coal and will help keep our system reliable.

To increase our imports of clean energy and strengthen our reliability, we achieved important milestones on the Boardman to Hemingway (B2H) transmission line in 2023, clearing the way for an expected start to construction as early as late 2024 and in-service no earlier than 2027. We’re also hardening our existing lines and equipment to protect against wildfires and making sure we’re prepared for public safety power shutoffs if needed as a last resort.

The safety of our customers and employees continues to be our top priority. We had zero catastrophic injuries or fatalities in 2023, and our employees’ support of our safety culture reached all-time highs. Employee engagement also remained strong overall, and we continued to enhance our culture through training and events. We had the opportunity to connect with old friends — retirees — and make many new connections through internships, apprenticeships, and more. With a dedication to caring for our employees, we’re proud our company remains an employer of choice.

Our call to care — supported by a passion for service and diverse, knowledgeable leadership — extends to our customers. While safely providing reliable, affordable, clean energy is our daily mission, we also help customers save energy and money through energy efficiency and demand response programs. And when it comes to business customers investing in clean energy, we partner with them in innovative ways, as demonstrated by our Clean Energy Your Way program, which was approved by our regulators in 2023.

As you read more about our 2023 corporate responsibility efforts detailed throughout this report, we hope you’ll find — as we have — that committing to these efforts makes us a stronger, more thoughtful, and more resilient company.

Jisla Grow
President and CEO

Ric W. J. Jahl
Chair of the Board



OUR CORPORATE RESPONSIBILITY STRATEGY

IDACORP and Idaho Power plan and operate with corporate responsibility in mind, in addition to responsible fiduciary management that strengthens the company’s financial position and provides reasonable returns for investors. We recognize that all decisions have impacts on our customers, employees, owners, communities and the environment.

IDACORP considers and incorporates corporate responsibility action items across four critical success factors: keep employees safe and engaged, grow financial strength, improve the core business, and enhance the brand. In addition, IDACORP views its commitment to corporate responsibility as furthering the company’s business strategies to safely provide our customers with reliable, affordable, clean energy while promoting an inclusive workplace where all employees are valued and respected. We believe this commitment will also enhance long-term owner value and promote environmental and community stewardship.

Given that Idaho Power provides the vast majority of IDACORP’s net income, this report will focus on the energy company’s activity, performance, and results. However, our philosophical approach to business, corporate responsibility, and stewardship is consistent across all IDACORP subsidiaries.

HIGHLIGHTS AT A GLANCE

	➤		➤		➤		➤		➤		➤		➤	
Served customers with 99.97% reliability		Achieved 16th consecutive year of earnings growth		Had zero catastrophic injuries or fatalities		Gave over \$1.5 million in charitable contributions to our communities		Had more than half our energy come from carbon-free generation		Obtained Certificates of Public Convenience and Necessity for B2H		Filed our 2023 IRP with regulators		Helped customers save ~140,000 megawatt-hours (MWh) of energy

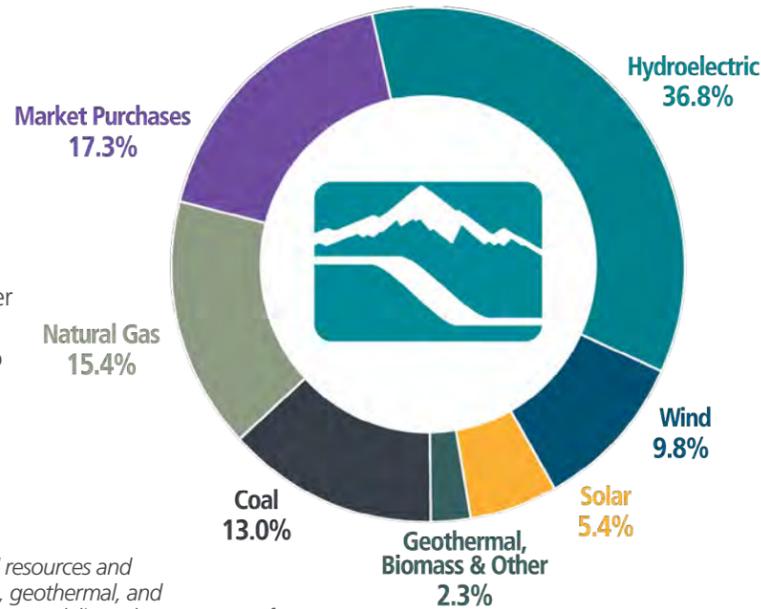


ENVIRONMENTAL

If you've been to southern Idaho, you know how extraordinary it is. From the expansive Snake River to the commanding forests of tamarack and pine, we are surrounded by inspiring, life-giving natural resources. We work every day to protect and preserve these resources and ensure a clean future supported by energy that is reliable and affordable. And we recognize we aren't the only ones to rely on our environment's resources, which is why we perform extensive work to care for salmon, sturgeon, raptors, and other species that share our land and contribute to its richness and vitality.

ADVANCING TOWARD CLEAN: OUR ENERGY MIX*

Today, more than half of our energy supply* comes from carbon-free generation, including 36.8% from hydroelectric sources.



Our company has long embraced low-cost, clean hydropower as one of our key energy sources, and it remains key in our goal of providing 100% clean energy by 2045. In addition to our hydro resources, we have incorporated numerous other clean energy sources — including wind, solar, geothermal, and biomass — from market purchases, power purchase agreements (PPA), and Public Utility Regulatory Policies Act (PURPA) contracts.

* This energy mix shows the energy we generate from company-owned resources and energy we buy through long-term contracts with wind, solar, biomass, geothermal, and small-scale hydro generators. The overall mix does not represent the energy delivered to customers for two reasons. First, we participate in wholesale energy markets and sell energy both to other utilities and to retail customers. Second, power from some renewable sources comes with a REC, which we sell to keep customer prices low.

LOOKING AHEAD

Resource additions through year 2027 are based on recent resource requests for proposals and developments in the B2H timeline. Years 2028 and beyond align with the 2023 IRP.

Our 2023 IRP charts our course toward our clean-energy goal while prioritizing reliability and affordability. The result is a measured approach that calls for additional solar, wind, batteries, transmission, and other clean resources. The plan also calls for exiting our remaining participation in coal-fired generation by the end of 2030. This exit includes converting all remaining coal units to natural gas, which will reduce the carbon emissions of those units by about half. See the Governance section for more details on the 2023 IRP.



REDUCING CARBON EMISSIONS

As we move toward a cleaner energy future, carbon emissions will decline over time but will vary year to year as we follow our long-term plans to maintain reliability and affordability. We've long been dedicated to emissions reductions with specific goals. Overall, we have a declining trend of carbon emissions, and historically our CO₂ emissions from generating resources have been below the national average for the 100 largest electric utilities in the U.S.

SHORT-TERM GOAL:
Reduce our carbon emissions intensity from Idaho Power-owned generation resources by 35% for the period 2021 to 2025 compared to 2005.**

Having met and increased this short-term goal several times in prior years to stricter standards, 2023 served as the mid-point for the goal's current period. So far, our average CO₂ emissions intensity for 2021 through 2023 (837, 935, and 739 pounds per MWh, respectively) is 837 pounds per MWh — representing a 30% reduction from 2005. This number is higher than projected primarily due to below-normal water conditions and hydropower generation from 2021 through 2023.

MEDIUM-TERM GOAL:
Reduce the overall carbon emissions intensity (the pounds of CO₂ emitted per MWh of energy generated) from all sources in our energy mix (including market power purchases and energy from PURPA contracts and PPAs) over the 2023 to 2042 IRP planning period, compared to our 2005 baseline level, by 88% by 2030.* (For each year's targets, see our Emissions Reduction Report on our website.)

Updated in 2023, this goal is based on our most recent IRP projections (2023 IRP) and addresses both absolute carbon emissions and carbon emissions intensity. In 2023, our carbon emissions intensity from all sources was 640 pounds per MWh of our total energy mix — a 46% reduction from 2005.

Looking ahead, despite year-to-year ups and downs in emissions results, we expect our scheduled exit from all coal generation by the end of 2030, and our increases in renewable energy resources will help reduce our carbon emissions intensity.

LONG-TERM GOAL:

With our company's long history of using clean hydropower to help meet customers' needs, setting our goal of providing 100% clean energy by 2045 was a natural step for our company back in 2019. Our short- and long-term plans to add more renewable resources, add battery storage, and build transmission to import clean energy complement our existing clean energy mix and further this long-term goal. Along the way, we'll evaluate emerging technologies that can help us reach our goal without sacrificing affordability or reliability.



** The emissions intensity level in 2005 was 1,194 pounds per MWh and based solely on Idaho Power generation, as data is unavailable for 2005 PURPA purchases or market purchases.

CARING FOR AQUATIC AND WILDLIFE

FISH HATCHERIES & MONITORING

We have always been dedicated to mitigating the impacts our three-dam Hells Canyon Complex (HCC) — our largest hydropower resource — has on ocean-going fish. Over the years, and through a formal agreement between the states of Oregon, Washington, and Idaho and the National Marine Fisheries Service, our mitigation plans have resulted in four fish hatcheries. These hatcheries, operated in cooperation with the Idaho Department of Fish and Game (IDFG), yield millions of Chinook salmon and steelhead smolts (young ocean-bound fish) each year. Our hatcheries not only help

conserve salmon and steelhead populations, they also provide harvest opportunities for both recreational and traditional Native American anglers.

To provide stable spawning conditions for fall Chinook salmon, we control the water released from our Hells Canyon Dam in the fall. Idaho Power coordinated with the U.S. Geological Survey again in 2023 to count the salmon nests (called redds). Using drones, we counted 2,202 redds in the Snake River in 2023 — the highest total since 2015.



UPGRADING OXBOW

Idaho Power developed the state of Idaho's first ocean-going-fish hatchery near Oxbow Dam in 1962. The Oxbow hatchery is a holding and spawning facility for adult steelhead migrating up the Snake River, above its confluence with the Salmon River. In 2023, we began an extensive remodel of the facility that will include major improvements to the water intake, the egg incubation facility, and increased visitor access. We expect to complete these upgrades in 2024.

Chinook salmon

Steelhead

White sturgeon



UNCOVERING NEW CHALLENGES

In 2023, a study published in the journal *iScience* — with contributions by Idaho Power's Biologist Natalie Turley — revealed that gunshot wounds are a major cause of death for birds found beneath power lines on public lands.

Researchers were able to determine the cause of death for 175 birds collected beneath transmission and distribution lines, and two-thirds of those were killed by gunshots. "Utilities have focused on reducing electrocution and collision along power lines for decades. The results of this study show shooting is another conservation challenge for raptors that needs to be addressed," Natalie said.

Idaho Power will continue to work with the World Center for Birds of Prey and a coalition of utilities to reduce the impact of electrical equipment on birds. We are also working with the IDFG, Bureau of Land Management, and others to reduce the impact of shooting, which is not only a preventable source of bird mortality but can also cause expensive damage to electrical equipment and creates a risk of fire and power outages.

RAPTORS

Hawks, eagles, and other large birds often use power poles and power lines as perches while they rest or search for prey, especially in areas where electrical equipment offers the tallest vantage point. Using these structures can pose a risk, and Idaho Power has been an industry leader in developing equipment and tactics to prevent bird injuries and deaths from contact with power lines.

Our Avian Protection Plan work includes:

- Developing raptor-safe guidelines for all new electrical construction
- Designing poles and lines to be safer for birds, such as by lowering crossarms to increase the distance to energized components
- Covering conductors and other equipment
- Placing reflective devices on lines to make them more visible to birds in flight
- Moving nests to specially designed platforms
- Training employees to ensure plan compliance

This juvenile osprey was trapped with its foot caught in baling twine. Lead Lineman Lloyd Neff brought him down where the twine could be safely removed, and the bird flew off to join its parents. Ospreys often use twine in their nests, but it poses a hazard.



PROTECTING OUR NATURAL RESOURCES

CARING FOR WATER

Our aquatic resources begin with the Snake River — a vital resource for our more than 633,000 customers and our 17 hydroelectric dams. A healthy river and waterways benefit irrigators; wild and aquatic life; and people who enjoy the river for boating, fishing, and other recreational uses. Idaho Power is committed to preserving this resource and fostering its health for all beneficial uses through our Snake River Stewardship Program (SRSP) and other projects.

- We restore river channels through in-stream projects that reduce water surface area, increase water velocity and increase channel depths. Reducing the surface area lessens the water exposed to heating, decreasing aquatic algae and plant production and improving fish and wildlife habitat.
- We plant native vegetation along key tributaries of the Snake River, increasing shade, providing more diverse fish and wildlife habitat, and helping prevent sediment and pollutants from entering the water. We have already planted approximately 20 acres of riparian vegetation along the Powder, Weiser, and Little Weiser rivers.
- We work with farmers to convert traditional flood and furrow irrigation to sprinklers. This uses water more efficiently while reducing the amount of runoff entering the Snake River.
- We partner with the Riverside Irrigation District in Boise to prevent at least 15,000 pounds of phosphorus from entering the Snake and Boise rivers each year. Reducing phosphorus helps limit algae and aquatic plant growth, thereby reducing the amount of plant material that ends up downstream in Brownlee Reservoir, where it uses valuable oxygen as it decays.

PRESERVING HABITAT & CULTURAL RESOURCES

Idaho Power manages over 25,000 acres of wildlife habitat in the Hells Canyon, C.J. Strike, and Hagerman areas. Our biologists protect natural resources, cultivate wildlife-friendly plants, reduce shoreline erosion, and control weeds on these lands — all with the aim of improving habitat and wildlife diversity. Certain areas of the lands we manage are open for the public to enjoy, offering bank fishing, upland bird and waterfowl hunting, and wildlife viewing. We even offer annual hunts for youths ages 12 to 17 interested in hunting upland birds, deer, and elk.

Although fish and large animals like deer, elk, and bighorn sheep primarily benefit from our environmental stewardship, smaller creatures do as well. In 2023, we began planting native flowers and grasses at some parks in Hells Canyon to benefit important insect species like monarch butterflies and native bees.



PARTNERING AGAINST INVASIVE SPECIES

In early fall 2023, quagga mussels were discovered in the Snake River near Twin Falls, Idaho. These tiny mussels pose a significant threat to the existing habitat and native species, as well as our hydroelectric and recreational facilities, water pumps, safety equipment, and other infrastructure essential for agriculture and industry.

Idaho Power supported the Idaho State Department of Agriculture's plan to treat approximately six miles of the river, which included our Shoshone Falls and Twin Falls power plants. We also helped issue numerous public safety advisories and asked customers to ensure watercraft and other equipment had been cleaned, drained, and dried to avoid spreading the species further. Testing is underway to gauge the effectiveness of the treatment.

STREAM GAGING

Stream gaging is just one of the many pieces of water management critical to our operations, and our stream gaging team works hard to manage about 80 gages across our service area. Several areas of our company use the stream gaging data, from forecasting flows available for power generation to examining dam safety, water quality, licensing compliance, recreation, and fish production. The equipment in the river and the increasingly sophisticated computer modeling software provide a detailed look at changes in the river.

"There are a lot of aspects to the stream gaging program. We take flow measurements in the field, install and monitor gage equipment, and perform data analysis and reporting."

*—Jim Hulme,
Senior Hydrologist*



Our Cultural Resources group is a team of dedicated archaeologists who help preserve artifacts across our service area. One major preservation project in 2023 included building an interpretive exhibit about the Oregon Trail near our new distribution center. The sign features imagery and facts about the nearby trail location, promoting this unique piece of our region's history.

OVERSEEING ENVIRONMENTAL EFFORTS

To ensure we are holding ourselves accountable — and following federal and state environmental requirements — we have a comprehensive Environmental Compliance Program that includes policies, standards, procedures, and training designed to follow industry best practices.

Our Environmental Compliance and Environmental Affairs departments help ensure we implement these environmental policies and programs effectively and manage environmental risks through a comprehensive environmental management system. Specifically, we assess our business practices around air quality, water quality, hazardous waste management, and hazardous

materials transportation. We continually improve practices and train employees responsible for monitoring regulatory requirements. Our Environmental Compliance department performs periodic assessments of treatment, storage, and disposal facilities, and the company performs internal audits of the Environmental Compliance Programs to verify compliance with environmental regulations, permits, and policies. We comply with federal and state hazardous waste reporting requirements; have specific spill prevention, control, and countermeasure plans for each of our qualifying plants; and provide internal hazardous waste handling/storage training companywide, as well as more specified training based on job type.

RECYCLING

2023 NUMBERS

Being a responsible steward of the environment includes recycling and re-using when possible. When amounts add up, it can make a big impact. This practice is also good for business, reducing costs where possible and finding new value from items we no longer need.

MATERIAL TYPE	WEIGHT IN POUNDS
Paper	142,700
Used transformer and motor oil	67,039
Lead acid batteries	41,200
Electronics (computers, copiers, etc.)	14,037
Non-regulated soil debris, non-friable asbestos, and wood	165,501
Metals	2,094,555

Note: In 2023, cardboard was recycled but numbers were not reported by our recycling agency.

DISPOSING OF COAL ASH

Coal ash, also known as coal combustion residuals (CCR), is a byproduct of burning coal. It is produced at the Jim Bridger and North Valmy coal plants, in which Idaho Power has partial ownership interests. At both plants, CCRs are properly disposed of — coal ash into specialized landfills and liquid to collection ponds. (Refer to the Sustainability Accounting Standards Board [SASB] reporting in the back of this report for CCRs generated, the percentage recycled, and the total number of CCR impoundments.) When possible, we sell fly ash, a type of coal ash, for the benefit of Idaho Power customers and owners and to reduce waste in landfills. This fly ash is sold to manufacturing facilities for use as a concrete strengthening additive.



DRIVING ELECTRIC

As part of our commitment to clean, affordable sources of energy, we have long been supporters of electric vehicles (EV). That includes our own fleet of EVs for employees to use, along with efforts to educate customers and businesses on EVs. In 2023, we:

- Partnered with local businesses and organizations to host an EV open house for businesses interested in electrifying their fleet vehicles.
- Hosted four educational sessions for area businesses interested in adding EVs to their fleet. Participants learned about vehicle options, creating a charging strategy, how EVs can lower operating costs and promote sustainability, and opportunities for grants or incentives.
- Hosted drive events where customers were able to test drive a variety of EVs and talk to Idaho Power representatives about the benefits of EVs.

“We had a variety of large business customers attend the sessions. Throughout each session, we gathered information that allowed us to provide each customer with a simplified business plan for moving their fleet to electric. It was great to connect with local businesses and learn their motivation for considering electrifying their fleet.”

— Melanie Pinkston,
Regional Customer Relations Manager



OUR FLEET GOALS

By 2030, we aim for 75% of our passenger cars and 75% of our forklifts (including all new purchases) and 35% of other fleet vehicles under 8,500 pounds to be electric or hybrid. Here's where we ended in 2023:

PASSENGER CARS > 58% FORK-LIFTS > 39% OTHER VEHICLES > 3%



SOCIAL

People are central to our purpose. Whether it's employees who serve our customers with integrity and care, or customers who motivate us to continually go above and beyond through volunteering, we thrive when we work together and for our communities. That's why caring for our employees and customers — from their safety to their satisfaction — is key to our success.

CARING FOR OUR EMPLOYEES



PUTTING SAFETY FIRST, ALWAYS

As we've done for decades — long before OSHA existed — we put safety first, both as a core value and in practice. In 2023, that began with welcoming a new safety director who has over 20 years of field experience with the company and brings a well-respected, practical approach to safety. Along with a team of safety professionals, that approach brought improvements to the following areas:

- We trained employees on proactively identifying warning signs to use in preventing incidents.
- We trained human resources (HR) and safety professionals on how to better help employees with mental health in response to critical stress incidents.
- We improved our contractor onboarding and evaluation process and held a safety summit for our lines and stations contractors.
- Our employees continued to voluntarily share hundreds of their experiences for coworkers to learn from — demonstrating our vital behavior of speaking up for safety.

At year end, we were pleased to report our OSHA-recordable injuries had decreased compared with 2022, and we had zero catastrophic injuries or fatalities.

While we feel our safety culture is thriving, our work will never be done. In 2024, we have objectives to reduce motor vehicle accidents, reduce body-movement injuries, and incorporate high-energy control assessments into daily work to prevent serious injuries or fatalities.

On our 2023 employee engagement survey, 94% of employees indicated they feel comfortable speaking up for safety. We also had 97% participation in meeting safety goals around focusing, assessing, making the safe choice, and speaking up.

2023 NUMBERS (Estimates as of April 10, 2024)

	2023	5-Year Avg.	10-Year Avg.
Severity Rate: <i>The number of lost workdays per 100 full-time employees.</i>	10.18	7.47	13.33
Days Away, Restricted and Transfer (DART) Rate: <i>The number of injuries with days away from work and restricted cases per 100 full-time employees.</i>	0.62	0.48	0.85
Lost-Time Injuries: <i>The number of injuries for which workdays were lost.</i>	5.00	5.40	8.70
Lost-Time Injury Rate: <i>The number of lost-time injuries per 100 full-time employees.</i>	0.26	0.30	0.46
OSHA-Recordable Injuries: <i>Includes any illness or injury occurring on/related to the job that requires treatment beyond basic first aid or time away from work.</i>	26.00	22.00	31.50
OSHA-Recordable Rate: <i>The number of OSHA-recordable injuries per 100 full-time employees.</i>	1.35	1.18	1.67
Preventable Motor Vehicle Accidents	7.00	6.80	6.83* (7-yr avg.)

*We began tracking this data in 2017.

BEING AN EMPLOYER OF CHOICE

At Idaho Power, we're proud of our employees. They're dedicated, loyal, passionate, and always aim to do what's best for our customers. Our people are one of the main reasons we attract other great employees; it's common knowledge in our service area that Idaho Power is a great place to work.

- Our competitive benefits remain in line with or above our industry peers. Our company-paid pension plan, extensive health benefits, and prioritized work-life balance are key to attracting talented applicants.
- We maintain a high-performance culture and offer employee development, continuing education opportunities, tuition reimbursement, and cross-departmental temporary-duty assignments (TDA) to help improve and keep employees at Idaho Power. In 2023, 35 employees received tuition reimbursement, and 96 employees gained new skills via internal TDAs.
- Our largest employee resource group, the Professional Development Network (PDN), is an employee-led group

that plans and promotes networking and learning opportunities within the company. About 25% of our employees are members of the PDN.

Our efforts have proven worthwhile, as our employees' average tenure is almost 12 years. Further, with a response rate of 77%, we maintained an 82% overall positivity score from our annual 2023 engagement survey, and 86% of respondents noted they intend to be working for Idaho Power in 12 months. While there are always areas to improve — and we continue to form action plans around those — we believe we are on the right path with employee engagement and retention.

POWERING THE NEXT GENERATION

Long before we seek applicants, we're supporting the development of a talented workforce through a variety of education funding, STEM events, mentorship programs, and paid internships. Our environmental and engineering internships are consistently regarded as highly valuable by young students. In 2023, we had 5 interns and awarded 34 scholarships.

"This experience has been truly exceptional and has provided me with valuable insights into the power industry. Idaho Power's internship program stands out for its immersive approach. Idaho Power's supportive and welcoming work environment left a profound impact on me. The people I had the pleasure of working with were nothing short of exceptional."

—Laila, Boise State University Electrical Engineering, Summer 2023 Engineering Intern



In 2023, Idaho Power awarded college scholarships to 11 graduating high school students from the Shoshone-Bannock Tribes in eastern Idaho. Energy advisors Matt Stucki and Aleasha Murphy attended the Rez Wide Graduation ceremony to hand out certificates to the scholarship recipients.

TRAINING APPRENTICES

Skilled trade workers keep our systems running and energy flowing. And many of them learned the tools of their trade right here at Idaho Power. From lineworkers and generation specialists to stations and meter technicians (and more), our apprenticeship programs prepare our field workforce for the future. We have eight federally registered apprentice programs and three pre-apprentice programs.

Apprentices spend three to four years working on our crews to learn their trade and everything it takes to power our communities. While they're learning, we provide excellent pay and benefits, stable employment, career-advancement

opportunities, and the chance to make an impact in their communities.

We invest a lot in our apprentices, including providing training programs at our state-of-the-art Skills Training Center and the opportunity to turn their experience into an associate degree through our partnership with the College of Southern Idaho. Through a combination of on-the-job training, classroom learning, and specialized certifications, our apprentices graduate from their programs ready to work anywhere in the energy industry. But many of our apprentices choose to stay on at Idaho Power, where we value safety, teamwork, and innovation.



Our 14,500-square-foot, state-of-the-art Skills Training Center is situated on an 11-acre complex complete with dozens of power poles, a fully functional substation, an underground line system, and a 5,000-square-foot indoor lab.



UNIFYING TEAMS

In 2023, we provided many employees with Building Unified Teams training, which supports unity and inclusion by embracing individual narratives and gaining a deeper understanding of one another. This training further supported our Commitment to Each Other statement, which states that we are a stronger company when we stand together and embrace our differences. Employees rely on this statement, and each other's actions, to better collaborate and support an inclusive environment. This is in addition to our Human Rights Statement – a formal commitment to non-discrimination, anti-harassment, and the support of human rights for all our employees.

EMPLOYEE DEMOGRAPHICS

Available on IDACORP's website, our latest [Employer Information Report \(EEO-1\)](#) shares our employee demographics with the U.S. Equal Employment Opportunity Commission (EEOC). When compared to U.S. Census Bureau data, we believe our employee demographics continue to reasonably reflect our local labor markets.

As of Oct. 21, 2023, 24% of our total workforce was female, 43% of senior managers were female, and 29% of officers were female. This compares to 25% (total workforce), 42% (senior managers), and 23% (officers) in 2022. In addition, 90% of employees were white and 10% were minorities, compared to 91% and 9% in 2022. For the gender and ethnic diversity of our Board of Directors, see the Governance section.

RECONNECTING WITH OLD FRIENDS

In 2023, we were pleased to resume our retiree luncheons — a series of gatherings across our service area that brought together old friends. Our executives also attended the luncheons, sharing company news and key issues going forward. We know that even after our employees retire, they remain advocates for Idaho Power and partners in our communities. What's more — they know we care about them not just while they are employed with us, but as people and friends long after they retire.

"It was the people. It was the teamwork. It was that whatever I was doing, I was always learning. And that at Idaho Power, everybody has a voice."
 —Kathy,
 Idaho Power retiree



"The training center helps us keep lessons fresh and build the skills we need to do this job right. Most importantly, we learn from start to finish how to do the job safely."

—Emmet Boden, Lineman

CARING FOR OUR CUSTOMERS AND COMMUNITIES

CUSTOMER SATISFACTION

To gauge how satisfied customers are with our services — and to ensure we're meeting customers' expectations — we survey a sample of customers each quarter. Questions include asking how well we keep customers informed, how easy it is to do business with us, and how satisfied they are overall. Our surveys from 2023 elicited great feedback, and customer satisfaction scores continue to rank high, with notable increases in "has a mobile app that is easy to navigate" and "provides a number of options for how and where to pay your bill."



SERVING AS TRUSTED ENERGY ADVISORS

One of the key aspects of serving our customers, and showing they matter, is every personal interaction we have with them. Many of these interactions come from our team of energy advisors, including our education and outreach energy advisors who work year-round with schools, businesses, and community and civic groups to share how we deliver energy and educate customers on a variety of topics, such as electrical safety and outage preparedness. These employees also perform other community outreach, such as organizing Idaho Power's participation in numerous community events and coordinating charitable activities.

In 2023, our energy advisors gave over 1,170 presentations throughout our service area!



Our customers matter to Idaho Power — they are our neighbors, family, and friends, and they rely on us to power their lives. In fact, one of our company's key objectives is to ensure customers know they matter to us, whether it's through satisfaction with their energy service or as helping hands at community causes.

PROVIDING RECREATION OPPORTUNITIES

Wild and aquatic life aren't the only ones who benefit from our environmental work — our customers do as well. We provide numerous recreation opportunities, from stocking fish for anglers to maintaining geocaches on our lands and maintaining 39 parks and campgrounds across southern Idaho. Our customers continued to enjoy these opportunities in 2023; despite a cool, wet spring that delayed camping, **32,352 overnight stays were made at our campsites.**



TAKING CARE OF SAFETY

One of the areas our energy advisors — and the company as a whole — focus on is helping customers stay safe. While much of this work is done through education and outreach, 15 of our employees received the President's Award for Safety in 2023 for going above and beyond to ensure the safety of others. Many of these employees acted as first responders and saved customers' lives simply because it was the right thing to do.

"Our employees are everywhere, and we don't hesitate to help. It's part of what I love most about our company and why I'm so proud of these employees."

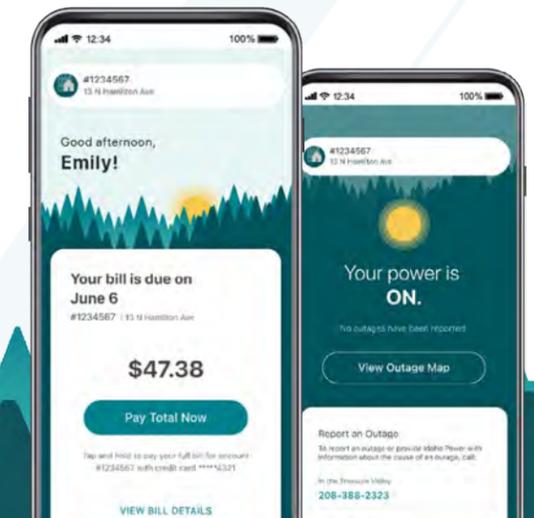
—Lisa Grow, President and CEO

IMPROVING DIGITAL OPTIONS

When customers have more options, and when they participate in those options, they have higher satisfaction. That's one of the reasons we offer numerous digital payment and alert options and are continuing to expand those offerings. Along with improving customer satisfaction, these programs leverage digital customer self-service channels to help reduce costs for the company — **paperless billing alone saves more than \$105,000 a month, and we had an 8% increase in this program's enrollment in 2023.**

Other digital enhancements in the works throughout 2023 — and set to launch in 2024 — were auto-enrolling customers in residential outage alerts and launching a new payment platform that reduces our two current payment vendors to one and integrates new payment options our customers have been asking for — like Apple Pay, Google Pay, PayPal, and Venmo.

The first full year our customers had access to download our new mobile app was 2023 — and we're thrilled to report they did, with nearly 100,000 downloads by year-end. The app provides a convenient option for customers to quickly pay their bill, enroll in programs and alerts, and check their outage status. On average, customers rated our app 4.5 out of 5 stars.





PROVIDING RELIABLE, AFFORDABLE SERVICE

While our work extends well beyond the flip of a switch, that's where it starts. Our purpose is to serve, and we know our customers count on us to do so reliably and affordably. We're proud to say we kept the lights on 99.97% of the time in 2023, and that the average customer was without power for fewer than 3 hours last year. In addition, the typical Idaho Power customer had their power restored twice as quickly as the national average. Our reliability numbers for 2023 were among the best in company history, and our prices continue to be among the lowest in the nation.

2023 NUMBERS * U.S. Energy Information Administration (EIA) Form 861 2022 reliability data set; 2023 data not yet available.

Standard Measurement	Idaho Power	National Average*
Average Number of Outages (System Average Interruption Frequency Index [SAIFI])	1.09	1.38
Average Time Without Power Annually (System Average Interruption Duration Index [SAIDI]) (the amount of time an average customer was without power for the entire year)	2.20 hours	5.59 hours
Average Time Until Restoration (Customer Average Interruption Duration Index [CAIDI]) (the amount of time an average customer outage lasted)	2.02 hours	4.04 hours



KEEPING THE GRID STRONG

When the power does go out, our crews take their dedication to the next level — working long hours in winter storms or summer heat to restore our customers' power. And when they're not restoring power, they're hard at work ensuring the grid stays resilient and safe. Our efforts to keep the grid strong begin by meeting or exceeding industry standards when designing and constructing energy equipment. Our employees maintain these standards by monitoring the grid 24/7. We proactively inspect and maintain our equipment using visual inspections and technology like thermal imaging, drones, and helicopters. We continually assess lines that deliver power to customers, determining if we need to replace switches, install animal guards, add fuses, replace crossarms, or change out poles. We perform additional measures to harden the grid against wildfires, such as wrapping wood poles in fire-resistant mesh. For more information on how we mitigate the risk of wildfires, see the Governance section.

NEW DISTRIBUTION CENTER

In summer 2023, Idaho Power broke ground on a new 36,095-square-foot warehouse used to house materials to serve a wide range of projects across our 24,000-square mile service area. The center, which replaces a regionalized distribution approach, also adds much-needed inventory space and improves safety by reducing inventory crowding at our warehouses and yards. Operational in spring 2024, the warehouse helps us more quickly and efficiently respond to customer needs and keep their power reliable.



KEEPING GOOD ENERGY IN THE ROOM

In 2023, we launched our "Good Energy" campaign, encouraging customers to use energy efficiently and take advantage of the incentives we offer. The campaign included paid social media and digital, radio, outdoor, and television ads. In a survey of 953 customers, over half of respondents recalled seeing one or more of the television ads, and overall sentiment was positive. At least 50% of viewers indicated they would consider practicing good energy habits after seeing the campaign.

Along with awareness campaigns and tips, we offer energy efficiency programs and incentives for customers. Through these programs, in 2023 our customers saved 139,683 MWh of energy — enough to power about 12,253 average-sized homes in our service area for one year.

MWH SAVINGS BY CATEGORY



DEMAND RESPONSE

Our demand response programs help avoid or delay the need for new resources to serve periods of high energy demand. Customers who participate agree to manually reduce load or let Idaho Power cycle (turn on and off) equipment, such as air conditioning, on certain days when summer demand for energy is high. In return for participation, customers earn a monthly credit on their summer energy bills or receive an incentive check at the end of the season. These programs represent approximately 8% of Idaho Power's system peak and comprise one of the largest utility demand response portfolios in the nation, relative to our peak demand. In 2022, we implemented changes to match the evolving needs of our electrical system, such as shifting the time when the programs run to later in the evening — when solar production drops dramatically but customer use remains high.

Overall, in 2023, our demand response programs achieved a load reduction of 240 MW. Here's a closer look at our 2023 season results:

- A/C COOL CREDIT**
 - 4 events
 - 18,714 participants
- COMMERCIAL FLEX PEAK**
 - 3 events
 - 271 sites from 82 participants
- IRRIGATION PEAK REWARDS**
 - 7 events
 - 2,439 service points

BEYOND ENERGY: POWERING OUR COMMUNITIES

CHARITABLE GIVING

Because we care about our neighbors, we feel it's our duty — and privilege — to help where there's a need. Our areas of giving target enhancing organizations dedicated to health and human services; education; civic and community causes; culture and arts; and environment and recreation outreach. In addition, our funds often fill gaps for underserved populations and promote unity and inclusion for historically underrepresented populations.*

\$1,584,614** 
TOTAL GIVING IN 2023

* Donations do not impact customer rates.
** Includes a \$279,105 match to Employee Community Funds, an employee-led program where employees and retirees donate their own funds toward charitable causes. These contributions help employees and those in our communities experiencing hardships or short-term needs, and IDACORP matches much of these contributions so the impacts can go even further.

PARTNERING WITH BUSINESS CUSTOMERS

We've seen extensive, continued growth in our service area over the past several years. That growth has extended to our business customers, who use approximately 50% of the energy we provide. We brought several new Idaho manufacturing customers online in 2023, including The Stow Company in Nampa and True West Beef in Jerome. Idaho Power is also on track with its construction efforts to support electrical upgrades for two large users: the 960,000 square-foot Meta data center project in Kuna and \$15 billion semiconductor fabrication facility for Micron in Boise.

CLEAN ENERGY YOUR WAY

While our records of reliability and affordability remain two of the primary reasons businesses choose to locate in our service area, our clean-energy options are another reason. In 2023, these options took a big step forward with approval from the Idaho Public Utilities Commission (IPUC) of our Clean Energy Your Way program. The program has three options for Idaho customers, each of which provides customers an opportunity to cover up to 100% of their energy use with renewable energy. The Clean Energy Your Way program also complements our company goal of providing 100% clean energy by 2045 while maintaining reliable, affordable service.



VOLUNTEERING

Each year, our employees collectively log thousands of volunteer hours — exemplifying our core value of respect for all through treating our customers and the environment with care and dignity. Moreover, 2023 marked a special occasion in volunteering — the start of our Power of Community Days campaign.

This semi-annual event celebrates giving back to our communities through numerous organizations. In May 2023, our Treasure Valley area employees came together to pack food boxes at The Salvation Army in Boise, bag fruit at The Idaho Foodbank, plant flowers at Settlers Park in Meridian, and build an ADA-accessible wheelchair ramp for a local veteran. In September, employees lent hands at Faces of Hope, the Women's & Children's Alliance, Global Talent, the Ronald McDonald House, and The Land Trust of the Treasure Valley. And these were volunteer efforts from just two days!

EMPLOYEE SPOTLIGHT

By day, Jarek Zatloukal is a Lead Internal Auditor crunching numbers and keeping Idaho Power's financial health in check. But off the clock, Jarek volunteers at Global Talent by Jannus, an organization that addresses the barriers to employment well-educated and highly skilled immigrants and refugees face. As the son of an immigrant, Jarek understands firsthand how hard the professional transition can be.

Jarek focuses on mentoring refugees with business and accounting/finance backgrounds. He reviews resumes, helps people understand their path to getting the proper credentials — and most importantly — helps coach soft skills. Because of Jarek's passion for helping immigrants, dozens of employees at Idaho Power are now involved with coaching and performing mock interviews with refugees and immigrants.

"I realize I have a lot of privilege," Jarek said, "and I want to do what I can to help. I understand the advantages I've had and know that not everyone is starting from the same point."



Jarek with Career Advisor Zahraa from Global Talent

Meta, Micron, and the City of Boise made progress in using our Clean Energy Your Way offerings in 2023 to help further their clean energy goals.

"The beauty of this project is that it is a partnership — the city will receive clean energy at a reasonable price, and Idaho Power is able to incorporate that clean energy into a reliable system."
—Adam Richins,
Senior Vice President & Chief Operating Officer

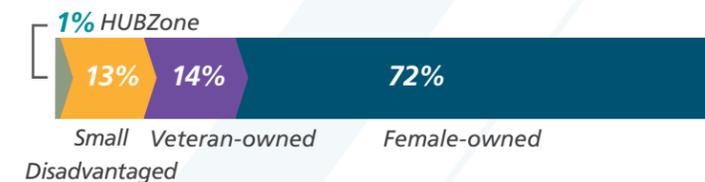
SOURCING SMALL, LOCAL, AND DIVERSE

Another way we support our business customers is by looking out for the small business owner. Through our Supplier Diversity Program, we support suppliers with a diverse mix of backgrounds and perspectives. The program also helps veteran-owned; women-owned; and small, disadvantaged businesses compete in our supply chain and procurement process.

The program helps us support the growth of small and local businesses, from large construction to seasonal landscaping. We believe the program is mutually beneficial, making us a more nimble and effective company while supporting our small business providers.

In 2023, Idaho Power purchased over \$140 million in goods and services from Idaho and Oregon businesses that self-reported as small.*

PURCHASED SERVICES BY SMALL BUSINESS CATEGORY**



* Reporting period was from 10/1/22 to 9/30/23.
** Suppliers could identify across multiple categories.



GOVERNANCE

At Idaho Power, we strive to serve as trusted energy advisors to our customers. That starts at the top and begins with experienced, strong, and diverse leadership. We believe we have just that, from our President and CEO to our Board of Directors, with oversight of each area of the company. Our strategic oversight of both the big and little things ensures our company's continued success — whether it's providing reliable service despite increased extreme weather or providing value to owners with our 16th straight year of earnings growth.

OUR BOARD OF DIRECTORS



The long-term success of our company — 107 years and counting — would not be possible without ethical oversight and responsible planning. That’s where our Board of Directors comes in, ensuring we maintain high standards; plan prudently for the future; and keep the interests of our customers, employees, and owners at the core of our decisions.

Our directors have a diverse array of professional experience (listed in the table below), ensuring we have broad oversight throughout the company. In 2023, we were pleased to expand on this experience by welcoming Nate Jorgensen and Susan Morris to our Board of Directors.

Jorgensen, the CEO of Boise Cascade Company, has extensive experience in operations oversight and a background in civil and environmental engineering. He also serves on the board of directors for the American Wood Council.



Morris, the Executive Vice President and Chief Operations Officer at Albertsons Companies, has many years of experience in retail operations and a background in social/political science. She also serves on the boards of the J.A. and Kathryn Albertson Foundation; FMI, The Food Industry Association; and the Federal Reserve Bank of San Francisco’s Salt Lake City Branch.



BOARD EXPERIENCE

AREA OF EXPERIENCE	Bolano	Dahl	Elg	Grow	Jibson	Johansen	Johnson	Jorgensen	Kinneveauk	Morris	Navarro	Peters
Senior Executive	X	X	X	X	X	X	X	X	X	X	X	X
Operational	X	X	X	X	X	X		X	X	X	X	X
Banking & Finance	X	X	X		X	X	X		X		X	
Energy Utility		X		X	X	X			X			X
Other Public Board Service		X	X		X	X	X	X	X		X	X
Food & Agribusiness		X	X							X	X	
Construction/Engineering		X		X	X			X	X			X
Legal						X	X					
Healthcare	X			X		X						
IT/Security												X
Environmental/Climate												X

MEETING HIGH STANDARDS

To ensure we have a well-rounded, diverse, and knowledgeable board, we adhere to the following best practices:

- Annually elect all directors.
- Maintain an independent chair and a majority of independent directors.
- Hold regular board and committee executive sessions.
- Require ownership of stock for directors and officers.
- Prohibit hedging and pledging of company securities for directors and officers.
- Require annual self-evaluations of the board and committees.
- Require a majority vote resignation policy for directors in uncontested elections.
- Maintain a compensation clawback policy.
- Mandate continuing education for directors.
- Adhere to a robust code of business conduct and ethics specific to directors.
- Consider diversity in our board member selection.

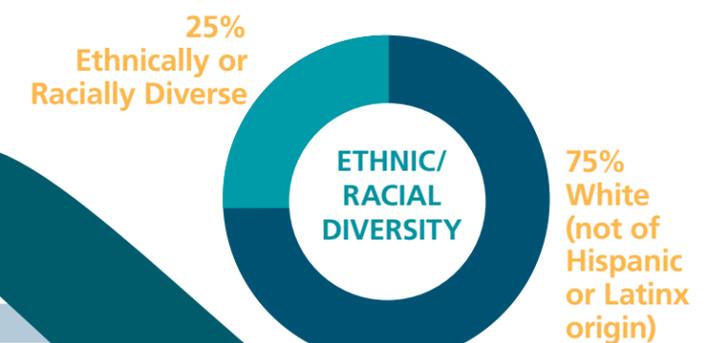
A CLOSER LOOK

(As of April 2, 2024)

INDEPENDENT MEMBERS > 92%

AVERAGE AGE > 63.9 years

AVERAGE TENURE > 7.1 years



COMMITTEE OVERSIGHT

We have several board committees dedicated to oversight of specific corporate responsibility topics (see below), and our Corporate Governance & Nominating Committee is in charge of overall corporate responsibility oversight. These committees help ensure we are considering companywide impacts and topics. Other areas not listed are overseen by the full Board of Directors.

Audit Committee	Compensation & Human Resources Committee	Executive Committee	Corporate Governance & Nominating Committee
<ul style="list-style-type: none"> Code of Conduct/ Business Ethics Compliance Cyber and Physical Security Environment — Air/Water/Waste 	<ul style="list-style-type: none"> Employee Benefits Executive Compensation Labor Rights Unity and inclusion Safety 	<ul style="list-style-type: none"> Crisis Response Enterprise Risk Management (including wildfire mitigation) 	<ul style="list-style-type: none"> Board Governance Lobbying and Government Relations* Political Contributions*

*Idaho Power routinely engages in public policy discussions, advocating for a variety of interests that affect costs to customers and owners; safety; reliability of service; and our responsibility to the environment, our employees, and our communities. Our voluntary, non-partisan employee political action committee (IDA-PAC) participates in the political process through contributions to candidate campaigns, other political action committees, and ballot measure campaigns in compliance with applicable laws. Those contributions are made in furtherance of the company's interests and without regard to the personal political preferences of our directors, executives, or employees. The Corporate Governance & Nominating Committee annually reviews all such activities.

OWNER ENGAGEMENT/SAY-ON-PAY RESULTS

We are committed to engaging with our owners and soliciting their perspectives on key performance, compensation, and corporate responsibility issues. Our Compensation & Human Resources Committee and management are focused on ensuring the appropriate alignment between our programs and our owners' preferences. We regularly engage in owner outreach. In 2023, management and the chair of our Compensation and

Human Resources Committee reached out directly to owners holding over 50%, and met with owners holding over 15%, of IDACORP's outstanding shares. The owners we engaged with in 2023 remained supportive of our strategy and financial performance and our executive compensation program. Owner support is further evidenced by our 2023 say-on-pay advisory vote, which received a 94.5% positive vote from our owners.

GROWTH & FINANCIAL UPDATE

Customer and load growth remain strong across Idaho Power's service area. Our customer base grew 2.4% in 2023, and we now serve more than 633,000 customers. Moody's most recent GDP calculations for Idaho Power's service area forecast growth of 3.6% in 2024 and 3.7% in 2025.

Our parent company, IDACORP, continued its strong operational and financial performance in 2023 by achieving its 16th straight year of earnings growth at \$5.14 per diluted share and a 12th consecutive year with a dividend increase. To further support financial stability, Idaho Power did not

use any additional amortization of accumulated deferred investment tax credits (ADITC) in 2023 under its Idaho regulatory mechanism. This preserves ADITCs for future earnings support. In our 2024 full year guidance issued on Feb. 15, 2024, we indicated we expect to use between \$35 and \$60 million of additional amortization of ADITCs to realize a 9.12% return on year-end equity in Idaho. As we contemplated in our Idaho general rate case filing, approximately \$25 million of the ADITC amortization expected for 2024 relates to covering the revenue requirement for Idaho Power's investment in 2023 battery storage projects.

REGULATORY MATTERS

We are constantly working in partnership with our regulatory commissions in Idaho and Oregon to do what's best for our customers and the company. At the end of 2023, the IPUC issued important orders on several cases we filed.

GENERAL RATE CASES

The IPUC approved a settlement regarding our general rate case in Idaho — the first general rate case we have filed since 2011. The settlement provides for an overall rate increase of \$54.7 million, or an average of 4.25% for Idaho customers. These new rates went into effect Jan. 1, 2024.

The settlement agreement demonstrates the constructive regulatory environment in Idaho and helps us recover some of the significant infrastructure investments we've made to serve our growing customer base since our last general rate case. This outcome also benefits our cash flows as we continue to develop additional infrastructure and maintain the reliability of our system.

We filed a general rate case in Oregon in December 2023, and that case will be processed by the Oregon commission throughout much of 2024. We have provided notice to the IPUC of our intent to file a limited issue rate case proceeding in Idaho on or after May 31, 2024.



ON-SITE GENERATION

The IPUC approved changes to our on-site generation offering in 2023. Changes to billing, compensation structure, and system size limitations went into effect Jan. 1, 2024, for customers in Idaho with non-legacy on-site generation systems.

The rate now paid to non-legacy rooftop solar owners reflects the market value at the time they export energy to Idaho Power, plus additional compensation for the benefits they bring to the grid. This crucial change takes a step toward addressing cost shifting between those who have rooftop solar and those who do not and ensures on-site generators will be given a fair value for their exported energy. The IPUC's decision sought to provide a reasonable balance between the interests of customers with on-site generation and customers without it.

CLEAN ENERGY YOUR WAY

See the Partnering with Business Customers portion of the Social section for a discussion of the Clean Energy Your Way program.



We are extremely proud that we have served new growth reliably while providing meaningful returns to our owners and keeping prices affordable for all our customers. Refer to our annual report for more details on earnings results and dividend growth.

OUR 20-YEAR PLAN

We believe our 2023 IRP reflects movement toward clean, low-cost resources while maintaining a focus on system reliability.

We filed our most comprehensive planning document — our IRP — with state regulators in September 2023. This document, which is published every two years and continuously researched and developed, charts our course to safely, reliably, and affordably meeting our customers' energy needs for the next 20 years while also considering our goal to provide 100% clean energy by 2045.

Our 2023 IRP forecasts that by the end of 2043, our number of customers will have increased by 25% and our summer peak will grow by an average of 80 MW per year over the next two decades. We expect this continued strong growth will require additional solar, wind, and batteries on our system and transmission to move energy between regions and across our service area. Energy efficiency, hydrogen, demand response, and geothermal may be cost-effective resources in the future.

The 2023 IRP anticipates the B2H transmission line to be in service in 2026 (now expected no earlier than 2027), along with key segments of Gateway West beginning in late 2028 and subject to partner needs.

Idaho Power plans for all remaining coal-fired operations to be converted to natural gas by the end of 2030. See a detailed timeline in the Looking Ahead portion of the Environmental section.

Other resource options, such as pumped-storage hydro and small modular nuclear reactors (see sidebar), were evaluated but ultimately not chosen due to cost, risk, or other factors. We will continue to use our evolving 20-year plans as guideposts for a successful future.

EXPLORING NEW TECHNOLOGIES: SMALL MODULAR REACTORS

As part of our planning process and efforts to advance clean energy, we evaluated various nuclear technologies, including small modular reactors (SMR). Compared to typical reactor designs, SMRs offer potential benefits including smaller physical footprints, reduced capital investment, plant size scalability, and greatly enhanced flexibility. Grid services provided by the SMR include baseload energy, peaking capacity, and flexible capacity. And because an SMR could be on the Idaho National Laboratory site within our service area, modeling such an SMR was part of our planning process in 2023. Ultimately, SMRs were not selected in our preferred portfolio due to cost and risk concerns, but we will continue to evaluate this resource as it develops.

TRANSMISSION UPDATES

We anticipate B2H to be in service no earlier than 2027 and key segments of Gateway West to be in service beginning in late 2028. Several milestones were met in 2023 to continue the progress of these lines:

- We obtained Certificates of Public Convenience and Necessity for B2H in Oregon and Idaho. These certificates are key precursors to building and operating B2H and acknowledge that the nearly 300-mile line will serve the public interest.
- Oregon's Supreme Court upheld a site certificate for B2H, clearing the way for its construction across five eastern Oregon counties.
- Idaho Power and B2H co-participants Bonneville Power Administration (BPA) and PacifiCorp finalized an agreement that transfers BPA's share of the project to Idaho Power. Taking over BPA's share simplifies permitting and construction of B2H, strengthening our chances of completing the project on schedule.
- We continued to work with PacifiCorp on the 1,000-mile Gateway West transmission lines, which we expect will help both companies meet rising customer demand and improve reliability. PacifiCorp is leading permitting efforts on Gateway West.
- Idaho Power is exploring an interest in the Southwest Intertie Project-North (SWIP-North), a federally permitted 500-kilovolt (kV) transmission line running between Southern Idaho and Nevada that could allow Idaho Power to import power from the southwestern U.S. Though SWIP-North is not part of the Preferred Portfolio in Idaho Power's 2023 IRP, the company will continue to evaluate its potential for meeting growing needs through greater access to regional resource diversity.

THE IRP PROCESS

The goal of the IRP process is to ensure Idaho Power's system has sufficient resources to serve customer demand safely and reliably over the next 20 years while balancing cost, risk, efficiency, and environmental responsibilities and involving the public in a meaningful way. The IRP advisory council (IRPAC) is comprised of a diverse group of stakeholders from Idaho and Oregon, including major industrial customers, members of the environmental community, irrigation representatives, state and local elected officials, public utility commission representatives, and more.

➤ Gather a team of employees and an advisory council and outline goals/meetings.

➤ Forecast load, carbon costs, natural gas prices, and future resources (e.g., PURPA generation).

➤ Examine renewable resources, storage options, energy efficiency, and demand response potential.

➤ Examine resource adequacy, transmission, and future supply-side resources.

➤ Develop portfolios, sensitivities, and risk metrics.

➤ Validate and verify data.

➤ Use advanced computer modeling to calculate results; select a preferred portfolio.

➤ Provide opportunity for IRPAC review.

➤ Submit plan to PUCs.

MANAGING RISKS AND PREPARING FOR EMERGENCIES

Much like we do with safety, Idaho Power is constantly identifying potential risks and proactively mitigating impacts. Preparing for the unexpected is part of providing reliable energy in an ever-changing industry.

ENTERPRISE RISK MANAGEMENT PROGRAM

Our oversight begins with our Enterprise Risk Management Program, which assesses current and emerging regulations and factors that could affect our operations as they relate to technology, legal, markets, weather, reputation, safety, and more. Each risk is reported to the Board of Directors and prescribed specific management, such as internal oversight by a department and/or committee, auditor process review, board committee oversight, or development of business continuity or disaster response plans.

To respond to emergency events, we maintain an Emergency Management Team (EMT) with key representatives from across our company. The EMT leads our company's response and has the authority to activate any of our numerous business continuity and disaster recovery plans. Proactive risk management for specific areas of our operations are detailed in the following sections.

MANAGING WATER RESOURCES

Our single largest energy source is hydropower, and water has long been a crucial resource to our region and the company. As such, we are committed to responsibly managing our water use. Specific programs we have implemented include working with federal and state government agencies to monitor key water supply indicators (e.g., snow water equivalent, precipitation, temperature); conducting cloud seeding; monitoring surface and groundwater flows; producing short- and long-range streamflow forecasts to inform the company's water operations and IRP; and staying current on research and studies.

The most recent River Management Joint Operating Committee Second Edition Long-Term Planning Study shows the natural hydrograph could see lower summer base flows, an earlier shift of the peak runoff, higher winter baseflows, and an overall increase in annual natural flow volume. For Idaho Power's hydro system, the findings support that upstream reservoir regulation significantly dampens the effects of this shift in natural flow to Idaho Power's system. In fact, we could see July–December regulated streamflow relatively unaffected and January–June regulated streamflow increasing.

We secure water right permits through the State of Idaho's proof of beneficial use process and use the State of Idaho Water Supply Bank. The state also holds minimum instream water rights that serve as a backstop for helping secure our hydropower generation baseline, and our summer readiness plan requires us to be prepared for streamflows forecast to be in the lowest 10% of historical averages.

RESPONDING TO CLIMATE CHANGE

One of our primary steps in responding to climate change is to continue moving toward our goal to provide 100% clean energy by 2045, along with reducing our carbon emissions. Our 2023 IRP, which took this goal into consideration while prioritizing affordability and reliability, reflects continued movement toward a clean mix of generation and transmission resources over the next 20 years. Our Clean Energy Your Way Program, approved in 2023 by the IPUC, is a way in which we can support our customers' individual and business goals to achieve clean energy.

To further adapt to climate change impacts, Idaho Power stays current on climate change research and analysis both

generally and specific to the Pacific Northwest. While reports highlight the uncertainty related to future climate projections, many projections show warming temperatures and increased precipitation into the future.

In the 2023 IRP, Idaho Power took climate change risk into account by adjusting modeling inputs and scenarios to understand portfolio impacts. For further details, see our 2023 IRP.

Other response measures we continually implement to address climate change include those listed in the following table.

PHYSICAL	SOCIAL AND ECONOMIC	REGULATORY
<ul style="list-style-type: none"> Forecast and manage variable water supply. Mitigate wildfire risk and enhance grid resiliency. Monitor and care for the Snake River. Help preserve wild and aquatic life. Secure our cyber and physical assets. Investigate new clean technologies, such as battery storage, hydrogen generation, and SMR technology. Proactively shutoff power if needed to reduce the risk of wildfires. 	<ul style="list-style-type: none"> Maintain and track progress of carbon emissions intensity reduction goals. Continue our path away from coal. Integrate renewable energy. Incorporate more EVs into our vehicle fleet. Communicate about wildfire mitigation efforts and educate customers/communities about what they can do to reduce wildfire risk. Provide energy efficiency and clean energy options for customers. 	<ul style="list-style-type: none"> Model climate-related impacts in our IRP. Advocate for utility interests in public policy. Work with large customers to create regulatory programs, such as Clean Energy Your Way, to support their clean energy goals with new, non-carbon-emitting energy resources. Partner with agencies and other stakeholders to conduct studies, enhance technologies, and mitigate impacts.

HELLS CANYON COMPLEX RELICENSING

We continue to work toward a new long-term federal license for our three-dam HCC, which accounts for about 70% of our hydro generation. In October 2023, the Federal Energy Regulatory Commission (FERC) updated its timeline for completing the next phase in the relicensing process for the HCC. A draft supplemental environmental impact statement (EIS) will be released as early as May 2024, with a final EIS — which must be completed prior to FERC granting a new license — potentially issued in early 2025. That would put Idaho Power on track to receive a new long-term license in late 2025 or early 2026.

MANAGING WILDFIRE RISKS

“Every year, we face new challenges in wildfire, and every year, we get better at responding to them. All these steps we’re taking to reduce wildfire risk and protect the grid — it’s all done with safety foremost in our minds. Safety for our employees, the communities we serve, and the natural places we love.”

—Jon Axtman,
T&D Reliability and Engineering Senior Manager

The increase in wildfires poses perhaps the largest threat to our industry in recent years. We take that threat seriously and have dedicated an entire team to proactive fire mitigation and response efforts. These efforts are detailed in our Wildfire Mitigation Plan (WMP), which includes a Fire Potential Index (FPI) tool to forecast short-term risks and coordinate with our other operational plans as needed. The FPI uses environmental, statistical, and scientific data and reflects key variables, such as native vegetation, fuels, and weather across our service area. Our WMP is updated annually in advance of each fire season and has been approved by our Idaho and Oregon regulators. We are also looking at wildfire impacts during the winter and will continue to assess these risks.

We maintain a Public Safety Power Shutoff (PSPS) plan to guide when we might need to turn off power proactively and temporarily to areas where wildfire risk is high due to extreme weather conditions. A proactive outage (a PSPS event), if necessary, would be an effort to protect our customers, communities, employees, and equipment from wildfires in windy, dry conditions. Wildfire prevention efforts occur year-round and in many different ways. A PSPS event is a measure of last resort. Although we were monitoring conditions daily and prepared to call a PSPS event if needed, we did not need to call any PSPS events in 2023. In 2024, we will continue to harden our system and evaluate our wildfire risk zones, expanding areas as needed.

KEEPING THE GRID STRONG

Our efforts to keep the grid strong begin by meeting or exceeding industry standards when designing and constructing energy equipment. Our employees keep up these standards by monitoring the grid 24/7. We proactively inspect and maintain our equipment using visual inspections and technology like thermal imaging, drones, and helicopters. We continually assess lines that deliver power to customers, determining if we need to replace switches, install animal guards, add fuses, replace crossarms, or change out poles. In 2023, we performed the following measures.

➤ **854 wooden poles** wrapped in a fire-resistant mesh

➤ **955 spark-prevention units** installed to protect other equipment on the line from failing and producing sparks

➤ **955 expulsion fuses** replaced, which keep hot particles from hitting the ground

➤ **8 new reclosers** installed to isolate and more quickly de-energize certain sections of the grid in high-risk areas

➤ **0.61 miles** of overhead distribution lines converted to underground in high-risk areas

➤ **70+ miles** of overhead distribution lines hardened by installing fiberglass crossarms and animal guards, replacing conductors and switches, changing out poles, and more



KEEPING SECURE

PHYSICAL SECURITY

The security of our infrastructure is critical to our operations, and the safety of our employees is paramount. That’s why we employ a variety of preventive physical security measures:

- Maintain emergency response guides for all office locations, operations centers, and power plants
- Maintain business continuity plans for response to critical impacts on our operations
- Prohibit workplace violence and provide employee training annually
- Develop and invest in physical security protocols
- Participate in the biennial security exercise hosted by the North American Electric Reliability Corporation, GridEx, which simulates cyber and physical infrastructure attacks
- Cultivate partnerships with local, state, federal, and industry partners to share security information
- Promote a “see something, say something” culture among our employees in which suspicious behavior is immediately reported
- Implement a Dam Safety Surveillance and Monitoring Program, which includes project-specific visual inspection plans and instrumentation monitoring, along with annual review of these measures by FERC
- Produce and regularly exercise emergency action plans (EAP) that provide a strategy for operations and a timely way to notify local communities and emergency management agencies

CYBERSECURITY

Our cybersecurity experts are constantly monitoring and working to prevent cyberattacks on our system and strengthen our defenses. The company’s numerous cybersecurity measures include the following:

- Securing devices to our network using endpoint protection and layering systems with protective mechanisms and intentional redundancies
- Providing security awareness, education, and training to employees on threats and how to safeguard sensitive information through regular communications and simulated phishing tests
- Validating recovery procedures and system resiliency to ensure we can return critical systems to normal operating levels in a timely manner
- Partnering with other energy organizations and local, state, and federal agencies to gain insight into — and actionable intelligence about — cyber threats
- Conducting annual cybersecurity exercises to ensure our readiness and identify opportunities for improvement



METRICS

For reporting and transparency, we voluntarily disclose our year-end metrics via several frameworks. In addition to the Edison Electric Institute (EEI) ESG Table, we also report using the SASB framework for Electric Utilities & Power Generators. This framework is designed to enable disclosure of company data and information in a clear and consistent manner so it can be used by various stakeholders. Last, we map our metrics to the Taskforce on Climate-related Financial Disclosure (TCFD) to enhance reporting of climate-related information and further support informed decision-making and capital allocation by stakeholders.

Unless stated otherwise, the following information uses Idaho Power data as of Dec. 31, 2023.

EEI TABLE

Portfolio	2005	2022	2023
Owned Nameplate Generation Capacity at Year End (MW)	3,077	3,486	3,506
Coal	1,111	920	920
Natural Gas	254	762	762
Nuclear	0	0	0
Petroleum	5	5	5
Total Renewable Energy Resources	1,707	1,799	1,818
• Biomass/Biogas	0	0	0
• Geothermal	0	0	0
• Hydroelectric	1,707	1,799	1,818
• Solar	0	0	0
• Wind	0	0	0
Owned Net Generation for the Data Year (MWh)	13,513,694	11,325,243	11,938,265
Coal	7,248,393	3,656,890	2,473,143
Natural Gas	66,772	2,321,751	2,917,183
Petroleum	5	39	61
Total Renewable Energy Resources (Hydroelectric)	6,198,524	5,346,563	6,547,878
Investing in the Future: Capital Expenditures and Energy Efficiency (EE)			
Total Annual Capital Expenditures (nominal dollars)	\$185,865,000	\$432,430,000	\$610,913,000
Incremental Annual Electricity Savings from EE Measures (MWh)	37,978	169,889	139,683
Incremental Annual Investment in Electric EE Programs (nominal dollars)	\$6,700,792	\$42,963,579	\$41,979,473
Retail Electric Customer Count (at end of year)			
Commercial & Industrial	58,219	77,434	78,718
Irrigation	17,975	22,071	22,333
Residential	380,952	518,490	531,885

Emissions	2005	2022	2023
Greenhouse Gas Emissions: Carbon Dioxide (CO₂) and Carbon Dioxide Equivalent (CO₂e)			
Owned Generation			
Carbon Dioxide (CO ₂)			
• Total Owned Generation CO ₂ Emissions (metric tons [MT])	7,320,981	4,805,653 ¹	4,001,966 ¹
• Total Owned Generation CO ₂ Emissions Intensity (MT/Net MWh)	0.54	0.42	0.34
Carbon Dioxide Equivalent (CO ₂ e)			
• Total Owned Generation CO ₂ e Emissions (MT)	NA	4,836,441	4,024,307
• Total Owned Generation CO ₂ e Emissions Intensity (MT/Net MWh)	NA	0.43	0.34
Purchased Power			
Carbon Dioxide Equivalent (CO ₂ e)			
• Total Purchased Generation CO ₂ e Emissions (MT)	NA	1,734,959	1,502,603
• Total Purchased Generation CO ₂ e Emissions Intensity (MT/Net MWh)	NA	0.09	0.08
Owned Generation + Purchased Power			
Carbon Dioxide Equivalent (CO ₂ e)			
• Total Owned + Purchased Generation CO ₂ e Emissions (MT)	NA	6,571,401	5,526,910
• Total Owned + Purchased Generation CO ₂ e Emissions Intensity (MT/Net MWh)	NA	0.22	0.22
Non-Generation CO₂e Emissions			
Total CO ₂ e Emissions of Sulfur Hexafluoride (MT)	NA	2,069	2,367
Leak Rate of CO ₂ e Emissions of Sulfur Hexafluoride (MT/Net MWh)	NA	NA	NA
Nitrogen Oxide (NO_x), Sulfur Dioxide (SO₂), Mercury (Hg)			
Generation basis for calculation	Total	Total	Total
Nitrogen Oxide (NO_x)			
Total NO _x Emissions (MT)	14,805	2,509	1,922
Total NO _x Emissions Intensity (MT/Net MWh)	0	0	0
Sulfur Dioxide (SO₂)			
Total SO ₂ Emissions (MT)	12,004	2,409	1,810
Total SO ₂ Emissions Intensity (MT/Net MWh)	0	0	0
Mercury (Hg)			
Total Hg Emissions (kg)	NA	13.4	11.9
Total Hg Emissions Intensity (kg/Net MWh)	NA	0	0

¹ Emissions come directly from the Power Plant's Green House Gas (GHG) reports submitted to the U.S. Environmental Protection Agency (EPA). Employees with knowledge of GHG emissions certify to ensure this information is appropriately portrayed.

Resources	2005	2022	2023
Human Resources			
Total Number of Employees	1,821	2,066	2,101
• Percentage of Women in Total Workforce	NA	25%	24%
• Percentage of Minorities in Total Workforce	NA	9%	10%
Total Number on Board of Directors/Trustees	11	11	12
• Percentage of Women on Board of Directors/Trustees	9%	36%	42%
• Percentage of Minorities on Board of Directors/Trustees	0%	27%	25%
Employee Safety Metrics (at date of publication)			
• Recordable Incident Rate	4.00	1.82	1.35
• Lost-time Case Rate	0.64	0.48	0.26
• DART Rate	1.98	0.86	0.62
• Work-related Fatalities	0	0	0
Fresh Water Resources used in Thermal Power Generation Activities			
Water Withdrawals — Consumptive (Millions of Gallons)	NA	268,891,385	369,027,016
Water Withdrawals — Non-Consumptive (Millions of Gallons)	0	0	0
Water Withdrawals — Consumptive Rate (Millions of Gallons/Net MWh)	NA	1.50	1.27
Water Withdrawals — Non-Consumptive Rate (Millions of Gallons/Net MWh)	NA	0	0
Waste Products			
Amount of Hazardous Waste Manifested for Disposal (metric tons)	NA	109,405	92,250
Percent of Coal Combustion Products Beneficially Used	NA	45%	37%

SASB TABLE

Accounting Metrics					
Topic	Data Requests	2022	2023		
Greenhouse Gas Emissions and Energy Resource Planning	Gross global Scope 1 emissions (million metric tons)	4.86	4.40		
	Percentage covered under emissions-limiting regulations	100%	100%		
	Percentage covered under emissions-reporting regulations	100%	100%		
	Greenhouse Gas emissions associated with power deliveries	Unable to Provide	Unable to Provide		
	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets.	2022 Annual Report, page 18, Reducing Carbon Emissions Intensity and 2023 Proxy Statement, pages 4–6.	2023 Annual Report, page 17, Reducing Carbon Emissions Intensity and 2024 Proxy Statement, pages 4–6.		
	Number of customers served in markets subject to renewable portfolio standards (RPS)	No RPS for Idaho. Oregon RPS requirement begins in 2025.	No RPS for Idaho. Oregon RPS requirement begins in 2025.		
	Percentage fulfillment of RPS target by market	NA	NA		
Air Quality	Air emissions of the following pollutants:				
	• NOx (excluding N ₂ O) Short Tons	2,765	2,119		
	• SOx Short Tons	2,655	1,995		
	• Particulate Matter (PM10) Short Tons	596	596		
	• Lead (Pb) Short Tons	0	0		
	• Mercury (Hg) kg	13	12		
	Percentage of each in or near areas of dense population	0%	0%		
Water Management	Total water withdrawn — consumptive (Natural Gas Plants, in gallons)				
	• Langley Gulch (On Site and River House Wells)	299,790,468*	392,285,000*		
	• Danskin (On Site Well)	6,970,133	7,397,316		
	• Bennett Mountain (Municipal)	1,946,200	4,153,700		
		Total	268,891,385**	369,027,016**	
	Percentage of each in regions with High or Extremely High Baseline Water Stress	0%	41.1% and 40.7%, respectively		
	Number of incidents of non-compliance with water quality and/or quality permits, standards, and regulations	16	0		
Discussion of water management risks and description of strategies and practices to mitigate those risks	2021 IRP, Chapter 8, pages 100–101	2023 IRP, Chapter 8 "Planning Period Forecasts; Generation Forecast for Existing Resources: Hydroelectric Resources"			

* 13% and 8%, respectively, represents recycled water

** Total is reduced by recycled water

Accounting Metrics			
Topic	Data Requests	2022	2023
Coal Ash Management	Amount of CCRs generated (based on ownership share) (metric tons)	109,405	92,250
	Percentage recycled	45%	37%
	Total number of CCR impoundments, broken down by hazard potential classification and structural integrity assessment	Unable to Provide	Unable to Provide
Energy Affordability	Average retail electric rate for:		
	• Residential Customers	10.70 cents/kWh	11.65 cents/kWh
	• Commercial Customers	8.04 cents/kWh	8.81 cents/kWh
	• Industrial Customers	6.16 cents/kWh	6.87 cents/kWh
	Typical monthly electric bill for residential customers for:		
	• 500 kWh of electricity delivered	\$56.14	\$63.21
	• 1,000 kWh of electricity delivered	\$109.31	\$118.82
	Number of residential customer electric disconnections for non-payment		
	• Idaho	19,137	21,852
	• Oregon	346	355
Percentage reconnected within 30 days (Reporting reflects reconnections within 7 days.)			
• Idaho	91%	90%	
• Oregon	81%	78%	
Discussion of impact of external forces on customer affordability of electricity, including the economic conditions of the service area	2022 ESG Report: Caring for Our Customers and Communities	This report: Caring for Our Customers and Communities	
Workforce Health and Safety	Total recordable incident rate (TRIR)	1.82	1.35
	Fatality rate	0	0
	Near miss frequency rate (NMFR)	84	87.91
End-use Efficiency and Demand	Percentage of electric utility revenues from rate structures that are decoupled	46.8%	46.3%
	Contain a lost revenue adjustment mechanism (LRAM)	NA	NA
	Percentage of electric load served by smart grid technology	80%	80%
	Customer electricity savings from efficiency measures, by market (MWh)	169,889	139,683
Grid Resiliency	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	Not Reported	Not Reported
	System Average Interruption Duration Index (SAIDI)	151 minutes	132 minutes
	System Average Interruption Frequency Index (SAIFI)	1.16	1.09
	Customer Average Interruption Duration Index (CAIDI), inclusive of major events	130 minutes	121 minutes

Activity Metrics		
Data Requests	2022	2023
Number of:		
• Residential customers served	518,490	531,885
• Commercial customers served	77,306	78,586
• Industrial customers served	128	132
• Agricultural customers served	22,071	22,333
Total electricity delivered in MWh to:		
• Residential customers	6,056,124	5,902,715
• Commercial customers	4,306,595	4,269,163
• Industrial customers	3,509,694	3,537,648
• Agricultural customers	1,950,042	1,805,466
• Wholesale customers	1,319,000	2,095,000
Length of transmission lines	4,832	4,762
Length of distribution lines	29,384	29,714
Total electricity generated (MWh)	11,325,243	11,938,265
Percentage by major energy source :		
• Hydro	47.21	54.85
• Coal	32.29	20.72
• Natural Gas	20.50	24.44
Percentage in regulated markets	100%	100%
Total wholesale electricity purchased (MWh)	7,178,000	7,027,000

TCFD REPORTING

Principle	Recommended Disclosure	IDACORP Response
Governance Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate-related risks and opportunities.	This report: Responding to Climate Change
	Describe management's role in assessing and managing climate-related risks and opportunities.	Internal Corporate Responsibility Committee: The purpose of this committee is to support the companies' ongoing commitment to environmental, health and safety, corporate social responsibility, corporate governance, sustainability, and other public policy matters relevant to the companies (collectively "Corporate Responsibility Matters") by developing, implementing, and monitoring initiatives and policies on Corporate Responsibility Matters; overseeing communications with employees, investors, and other stakeholders of the companies with respect to Corporate Responsibility Matters; and monitoring and anticipating developments relating to, and improving the companies' understanding of, Corporate Responsibility Matters.
Strategy Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's business, strategy, and financial planning where such information is material.	Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	This report: Responding to Climate Change
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	2023 Annual Report, pages 16–18, 23–24, 27–30, 33 and 2023 IRP, page 37
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C scenario.	Idaho Power Website: Energy & The Environment/ <i>Clean Today, Cleaner Tomorrow</i> ® Goal, and this report: Responding to Climate Change Risk Table
Risk Management Disclose how the organization identifies, assesses, and manages climate-related risks.	Describe the organization's processes for identifying and assessing climate-related risks.	2023 Annual Report, pages 16–18 and 23–24
	Describe the organization's processes for managing climate-related risks.	This report: Responding to Climate Change
	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	This report: Responding to Climate Change

Metrics and Targets	Recommended Disclosure	IDACORP Response
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	2024 Proxy Statement, pages 4–5; 2023 Annual Report, page 23; and this report: Responding to Climate Change
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 GHG emissions, and the related risks.	This report: EEL Reporting Template in Appendix
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	This report: page 17 Reducing Carbon Emissions Intensity and 2024 Proxy Statement, pages 3–5



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