

2021+ Sustainability Targets

Our 2021 and longer-term sustainability targets support the long-term success of our business. The following targets highlight our future ESG value proposition and paint a portrait of how the Corporation will continue to be positioned as an ESG leader in the future. Goals and targets are established to manage key and emerging material sustainability issues and to improve our performance in these areas. We continue to evolve and adapt our goals and targets to focus on anticipated key areas of sustainability materiality.

We establish our goals and targets with reference to the UN's SDGs and the Future-Fit Business Benchmark. This focus ensures our goals and targets are meaningful in the broader context of solving societal problems; support the ambition of achieving a more sustainable, safe and just planet in the future; and ensure TransAlta's competitiveness both today and in the future.

Targets are outlined below:

ESG Alignment: Environment		
TransAlta Sustainability Goal	TransAlta Sustainability Target	Alignment with UN's SDG Target or Future-Fit Business Benchmark
Reclaim land utilized for mining	By 2040, complete full reclamation of our Centralia coal mine in Washington State	Future-Fit Business Benchmark - "Positive Pursuits 13: Ecosystems are restored"
	By 2046, complete full reclamation of our Highvale coal mine in Alberta	Future-Fit Business Benchmark - "Positive Pursuits 13: Ecosystems are restored"
Responsible water management	By 2026, reduce fleet-wide water consumption (withdrawals minus discharge) by 20 million m ³ or 40 per cent over the 2015 baseline	UN's SDG Target 6.4: "By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity."
Reduce operational waste	By 2022, reduce total waste generation by 80 per cent over a 2019 baseline	UN's SDG Target 12.5: "By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse."
Reduce air emissions	By 2026, achieve a 95 per cent reduction of SO ₂ emissions and an 80 per cent reduction of NO _x emissions below 2005 levels	UN's SDG Target 9.4: "By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes"
Reduce GHG emissions	By 2030, achieve company-wide GHG reductions of 60 per cent below 2015 levels, in line with a commitment to the UN's SDGs and prevention of 2°C of global warming	UN's SDG Target 13.2: "Integrate climate change measures into national policies, strategies and planning."
	By 2050, achieve carbon neutrality	
ESG Alignment: Social		
TransAlta Sustainability Goal	TransAlta Sustainability Target	Alignment with UN's SDG Target or Future-Fit Target
Reduce safety incidents	Achieve a Total Recordable Injury Frequency rate below 0.61	UN's SDG Target 8.8: "Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment."

Support prosperous Indigenous communities	Support equal access to all levels of education for youth and Indigenous peoples through financial support and employment opportunities	UN's SDG Target 4.5: "By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, Indigenous peoples and children in vulnerable situations."
	Provide Indigenous cultural awareness training to all TransAlta employees by the end of 2023	UN's SDG Target 12.8: "By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature."

ESG Alignment: Governance

TransAlta Sustainability Goal	TransAlta Sustainability Target	Alignment with UN's SDG Target or Future-Fit Target
Strengthen gender equality	Achieve a quota of 50 per cent female representation on the Board by 2030 Achieve at least 40 per cent female employment among all employees of the Corporation by 2030 Maintain equal pay for women in equivalent roles as men	UN's SDG Target 5.5: "Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision making in political, economic and public life."
Demonstrate leadership on ESG reporting within financial disclosures	Maintain our position as a leader on integrated ESG disclosure through increased annual alignment with leading sustainability disclosure frameworks	UN's SDG Target 12.6: "Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle."

ESG Alignment: Environment and Social

TransAlta Sustainability Goal	TransAlta Sustainability Target	Alignment with UN's SDG Target or Future-Fit Target
Coal transition	No further coal generation by the end of 2025 and 100 per cent of our owned net generation capacity will be from clean electricity (renewables and gas) Discontinue coal power generation in Canada by the end of 2021	UN's SDG Target 7.1: "By 2030, ensure universal access to affordable, reliable and modern energy services." UN's SDG Target 7.1: "By 2030, ensure universal access to affordable, reliable and modern energy services."
Clean energy solutions for customers	Develop new renewable projects that support customer sustainability goals to achieve both long-term power price affordability and carbon reductions	UN's SDG Target 7.2: "By 2030, increase substantially the share of renewable energy in the global energy mix."