



ENMAX Power Corporation
2025 Annual Inter-Affiliate Code of Conduct Compliance Report
April 23, 2026

1.0 INTRODUCTION

Pursuant to Section 7.6 of the ENMAX Power Corporation (“EPC”) Inter-Affiliate Code of Conduct (the “Code”) and the EPC Inter-Affiliate Code of Conduct Compliance Plan (the “Plan”) EPC submits its 2025 Annual Compliance Report (the “Report”), for review by the Alberta Utilities Commission (“AUC”).

Unless otherwise defined herein, capitalized terms shall have the meaning attributed to such terms in the Code.

2.0 EPC COMPLIANCE REPORT

The 2025 EPC Compliance Report includes the following information prepared for the period of January 1, 2025 to December 31, 2025 (the “Reporting Period”), and is attached within:

a) A copy of the Compliance Plan and any amendments thereto;

A copy of the EPC Inter-Affiliate Code of Conduct Compliance Plan (the “Plan”), effective November 9, 2005 and as currently filed has been attached. (Attachment A)

b) A corporate organization chart for the Utility and its Affiliate, indicating relationships and ownership percentages;

A chart reflecting the ENMAX Corporate Structure, EPC and Affiliate relationships and ownership percentages, as well as a listing of EPC Officers and Directors, as of December 31, 2025 has been attached. (Attachment B)

c) A list of all Affiliates with whom the Utility transacted business, including business addresses, a list of the Affiliates’ officers and directors, and a description of the Affiliates’ business activities;

A listing of all Affiliates with whom EPC transacted business in 2025, including business addresses, a listing of officers and directors, and a description of Affiliate business is attached. (Attachment C)

d) A list of all Services Agreements in effect during the Reporting Period;

A listing of Service Agreements between EPC and its Affiliates is attached. (Attachment D)

e) An overall assessment of compliance with the Code by the Utility, including compliance by the directors, officers, employees, consultants, contractors and agents of the Utility and by Affiliates of the Utility with respect to the interactions of the Affiliates with the Utility;

EPC is operating in material compliance with the provisions of the Code and is fully committed to the spirit and intent of the Code.

For the Reporting Period, EPC maintained material compliance with the Code using effective self-monitoring, record-keeping and a thorough year-end evaluation. EPC is confident that its key personnel can recognize areas of concern and seek advice from members of the ENMAX Legal and Compliance groups and/or the Conduct Committee prior to taking action that could lead to non-compliance with the Code.

f) An assessment of the effectiveness of the Plan and any recommendations for modifications thereto;

The Plan has been effective in achieving the purpose of the Code, namely to:

- prevent EPC from cross-subsidizing Affiliate activities;
- protect confidential customer information collected in the course of providing utility services;
- ensure Affiliates and their customers do not have preferential access to utility services; and
- avoid uncompetitive practices between EPC and its Affiliates, which may be detrimental to the interests of EPC customers.

The Plan describes the measures EPC will take regarding the communication, education, and review of Code requirements to achieve this purpose. These measures have been supported in the Plan through specific actions and procedures to ensure that EPC's Affiliate business transactions comply with all aspects of the Code. EPC has implemented these measures and, during the Reporting Period, did not receive any complaints or disputes from internal or external parties regarding the application of, or compliance with, the Code's provisions.

As required by the Compliance Plan, the Conduct Committee meets quarterly and annually to ensure all requirements under the Compliance Plan are satisfied. For 2025, the Conduct Committee members include the Director, Legal Services and Compliance, Compliance Counsel, and the EPC Corporate Controller. Support is also provided by staff from Regulatory & Legal Services and Information Technology on behalf of EPC. The breadth of role and experience represented on the Conduct Committee allows for critical and thorough discussion of Compliance issues as it is tasked with reviewing all reported inquiries and non-compliances.

Looking ahead, EPC continues to work on the development of a comprehensive Compliance framework to improve quarterly and annual Compliance processes including automated reporting, training and records management. Ongoing consideration will be given to revising any language in the Plan that is not aligned with forthcoming processes and to further clarifying any terms that may require additional definition.

g) In the event of any material non-compliance with the Code, a comprehensive description thereof and an explanation of all steps taken to correct such non-compliance;

EPC does not have any instances of material non-compliances with the Code to report.

h) A summary of disputes, complaints and inquiry activity during the year;

There were no disputes, complaints or inquiry activity under Section 8.1 of the Code for the Reporting Period.

i) A list and detailed description of all Major Transactions between the Utility and its Affiliates;

Details of major transactions with an aggregate value of \$500,000 or greater, relating to the provision of services between EPC and its Affiliates for 2025 are attached. (Attachment E)

j) An Affiliated Party Transactions Summary;

A general description of the transactions and services, the parties involved, and the approximate aggregate value between EPC and its Affiliates for 2025 is attached. (Attachment F)

k) A summary description together with an estimated aggregate value for each Occasional Service provided by the Utility to an Affiliate, and by Affiliates to the Utility.

The 2025 Occasional Services report is attached. (Attachment G)

l) A summary list of any exemptions granted to the Code, or exceptions utilized, including the exception for emergency services;

The 2025 Emergency Services report is attached. (Attachment H).

- m) A list of all employee transfers, temporary assignments and secondments between the Utility and its Affiliates, detailing specifics as to purpose, dates and duration of such employee movements;**

A listing of all EPC employee transfers, temporary assignments, and secondments for 2025 is attached. (Attachment I)

- n) Two certificates, attesting to completeness of the Compliance Report and compliance with the Code, one certificate signed by the Compliance Officer and a second certificate signed by the highest ranking operating officer of the Utility;**

Attached EPC submits two officer certificates signed by the Executive Vice President, ENMAX Power and the EPC Treasurer respectively, each attesting to the completeness of the 2025 Compliance Report and compliance with the Code. (Attachment J).

3.0 CONCLUSION

EPC believes that it has materially complied with and operated within the provisions, spirit and intent of the Code and the EPC Plan.

Following submission of this report to the AUC on April 28, 2026 the Annual 2025 EPC Inter-Affiliate Code of Conduct Compliance Report (dated as of April 23, 2026), will be posted on the EPC website and interested parties will be advised accordingly.

**ENMAX POWER CORPORATION
INTER-AFFILIATE CODE OF CONDUCT
COMPLIANCE PLAN
November 9, 2005**

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1. PURPOSE AND OBJECTIVES OF THE COMPLIANCE PLAN

The purpose of this plan is to detail the measures, policies, procedures and monitoring mechanisms that ENMAX Power will employ to ensure that it is in full compliance with the provisions of the Code including in particular all directors, officers, employees, consultants, contractors and agents of ENMAX Power, and by Affiliates of ENMAX Power with respect to the interactions of the Affiliates with ENMAX Power.

This Compliance Plan describes certain obligations and responsibilities of specified ENMAX Power management personnel. Notwithstanding this, and without otherwise reducing or eliminating the obligation and responsibility of the specified ENMAX Power management personnel to ensure any specific requirements of this Compliance Plan are satisfied, it is understood that all or a portion of the tasks described in this Compliance Plan may be delegated by the specified ENMAX Power management personnel to other ENMAX Power personnel.

The Director, Compliance is the designated ENMAX management employee who has the duty to oversee all ENMAX Power compliance activity, as well as all of the duties set out in section 7.4 of the Code, and the responsibility to ensure that the duties of Compliance Officer as defined by the Code are performed. As well this Compliance Plan allows the delegation of the responsibilities of Director, Compliance to the Compliance Co-ordinator who has the strategic advantage of being in a position to directly influence the operations of ENMAX Power.

Questions or comments concerning the Compliance Plan should be directed to the Director, Compliance:

Elizabeth (Liz) L. Bhar
Phone: (403) 514-2056
Fax: (403) 514-1740
Email: ebhar@enmax.com

These or other questions or comments may also be directed to the EUB:

EUB Utilities Branch, Audit and Compliance Group
Phone: (403) 297-3590
Email: eub.utl@gov.ab.ca

Copies of the Code and this Compliance Plan are available at www.enmaxpower.com. The numbering used in this Compliance Plan is consistent with the numbering used in the Code.

2. GENERAL PROVISIONS

2.1 Definitions

In this Compliance Plan, the following capitalized words and phrases shall have the following meanings:

- (a) **“ABCA”** means the *Business Corporations Act*, R.S.A.2000 c. B-9.
- (b) **“Affiliate”** means with respect to ENMAX Power:
 - (i) an “affiliate” as defined in the ABCA;
 - (ii) a unit or division within ENMAX Power or any Body Corporate referred to in clause (b) (i) above;
 - (iii) a partnership, joint venture, or Person in which ENMAX Power or any Body Corporate referred to in clause (b) (i) above has a controlling interest or that is otherwise subject to the control of ENMAX Power or such Body Corporate;
 - (iv) any partnership, joint venture, or Person deemed by the EUB to be an Affiliate of ENMAX Power for the purposes of the Code; and
 - (v) an agent or other Person acting on behalf of any Body Corporate, operating division, partnership, joint venture or Person referred to in clauses (b) (i) to (iv) above.
- (c) **“Affiliated Party Transactions Summary”** unless otherwise directed by the EUB, means in respect of any period of time, a summary overview of each type of business transaction or service, other than Major Transactions or Utility Services, performed by an Affiliate for ENMAX Power or by ENMAX Power for an Affiliate, which summary shall contain a general description of the transactions and services, the parties involved and the approximate aggregate value of each type of transaction or service during the said period.
- (d) **“Body Corporate”** means a “body corporate” as defined in the ABCA.
- (e) **“Code”** means the ENMAX Power Inter-Affiliate Code of Conduct.
- (f) **“Compliance Co-ordinator”** means the Manager, Business Integration, the designated management employee of ENMAX Power having those duties set out in section 7.4 of the Code for ENMAX Power that he/she represents, as specifically provided herein.
- (g) **“Compliance Plan”** or **“Plan”** shall mean the document to be prepared and updated by ENMAX Power pursuant to Section 7.5 of the Code.
- (h) **“Compliance Report”** shall have the meaning ascribed thereto in Section 7.6 of the Code. Quarterly, ENMAX Power will provide an exception report or a more detailed report, if there is a matter that ought to be brought to the attention of the EUB.
- (i) **“Compliance Training”** means the training developed by the Director, Compliance and updated as required which will be used to ensure that all directors, officers, employees,

consultants, contractors and agents of ENMAX Power are familiar with the provisions of the Code and this Plan. At a minimum, the training will include instructions on:

- impartial application of each Utility tariff
- equal access to Utility Services
- avoiding undue influence of customers with respect to Affiliates
- ensuring Affiliate's compliance with the Code
- appropriate use of the ENMAX name, logo, or other distinguishing characteristics
- confidentiality of Utility information
- treatment of Confidential Information related to customers
- process for forwarding disputes, complaints or inquiries to the Director, Compliance

(j) **"Conduct Committee"** shall mean a committee which shall meet at least quarterly, comprised of at least the following:

- Director, Compliance
- Compliance Counsel
- Compliance Co-ordinator
- Manager, ENMAX Power Financial Services

and supported by the following resource staff:

- Procedures and Documentation Administrator
- Director, Human Resources (ENMAX Power)
- Director, Regulatory Affairs (ENMAX Power)
- Manager, Security and Disaster Recovery
- Director, Application Services

(k) **"Confidential Information"** means any information relating to a specific customer or potential customer of ENMAX Power, which information ENMAX Power has obtained or compiled in the process of providing current or prospective Utility Services and which is not otherwise available to the public.

(l) **"Corporate Governance Group"** means those Directors, Officers, and Employees who have responsibility for corporate governance, policy, and strategic direction for both Utility and Non-Utility businesses within the ENMAX group of companies.

(m) **"Cost Recovery Basis"** with respect to:

- (i) the use by one Affiliate of another Affiliate's personnel, means the fully burdened costs of such personnel for the time period they are used by the Affiliate, including salary, benefits, vacation, materials, disbursements and all applicable overheads;
- (ii) the use by one Affiliate of another Affiliate's equipment, means an allocated share of capital and operating costs appropriate for the time period utilized by the Affiliate;
- (iii) the use by ENMAX Power of an Affiliate's services, means the complete costs of providing the service, determined in a manner acceptable to ENMAX Power, acting prudently;

- (iv) the use by an Affiliate of the services of ENMAX Power, means the complete costs of providing the service, determined in a manner acceptable to ENMAX Power, acting prudently; and
- (v) the transfer of equipment, plant inventory, spare parts or similar assets between Utilities, means the net book value of the transferred assets.
- (n) **“ENMAX”** means ENMAX Corporation.
- (o) **“ENMAX Power”** means ENMAX Power Corporation.
- (p) **“EUB”** means the Alberta Energy and Utilities Board.
- (q) **“Fair Market Value”** means the price reached in an open and unrestricted market between informed and prudent parties, acting at arms length and under no compulsion to act.
- (r) **“For Profit Affiliate Service”** means any service, provided on a for-profit basis:
- (i) by ENMAX Power to a Non-Utility Affiliate, other than a Utility Service; or
 - (ii) by a Non-Utility Affiliate to ENMAX Power.
- (s) **“Information Services”** means any computer systems, computer services, databases, electronic storage services or electronic communication media utilized by ENMAX Power relating to customers or operations.
- (t) **“Major Transaction”** means a transaction or series of related transactions within a calendar year between ENMAX Power and an Affiliate relating to the sale or purchase of an asset(s) or to the provision of a service or a similar group of services, other than Utility Services, which has an aggregate value within that calendar year of \$500,000 or more.
- (u) **“Non-Utility Affiliate”** means an Affiliate that is not a Utility.
- (v) **“Occasional Services”** means services that ENMAX Power receives, or provides, in the manner of one-off, infrequent or occasional services to, or from, an Affiliate as the case may be, on a Cost Recovery Basis. Such services shall be documented by way of work order, purchase order or similar instrument.
- (w) **“Operational Efficiencies”** means the use of common facilities (such as shared warehousing or field offices), combined purchasing power or the use of other cost saving procedures, individual assets or groups of assets used in Utility operations (such as equipment, plant inventory, spare parts or similar assets).
- (x) **“Person”** means a “person” as defined in the ABCA.
- (y) **“Services Agreement”** means an agreement entered into between ENMAX Power and one or more Affiliates for the provision of Shared Services or For Profit Affiliate Services and shall provide for the following matters as appropriate in the circumstances:

- (i) the type, quantity and quality of service;
 - (ii) pricing, allocation or cost recovery provisions;
 - (iii) confidentiality arrangements;
 - (iv) the apportionment of risk;
 - (v) dispute resolution provisions; and
 - (vi) a representation by ENMAX Power and each Affiliate party to the agreement that the agreement complies with the Code.
- (z) **“Shared Service”** means any service, other than a Utility Service or a For Profit Affiliate Service, provided on a Cost Recovery Basis by ENMAX Power to an Affiliate or by an Affiliate to ENMAX Power.
- (aa) **“Subsidiary”** shall have the meaning ascribed thereto in Section 2 (4) of the ABCA.
- (bb) **“Utility”** means any Body Corporate or any unit or division thereof, that provides a Utility Service and falls within the definition of:
- (i) “electric utility” under the *Electric Utilities Act*, S.A. 2003, c. E-5.1;
 - (ii) “gas utility” under the *Gas Utilities Act*, R.S.A. 2000, c. G-5;
 - (iii) “public utility” under the *Public Utilities Board Act*, R.S.A. 2000, c. P-45;
 - (iv) “regulated rate provider” under the *Electric Utilities Act*, S.A. 2003, c. E-5.1; or
 - (v) “default supply provider” under the *Gas Utilities Act*, R.S.A. 2000, c. G-5.
- (cc) **“Utility Service”** means a service, the terms and conditions of which are regulated by the EUB, and includes services for which an individual rate, joint rate, toll, fare, charge or schedule of them, have been approved by the EUB.

2.2 Interpretation

Headings are for convenience only and shall not affect the interpretation of this Plan. Words importing the singular include the plural and vice versa. A reference to a statute, document or a provision of a document includes an amendment or supplement to, or a replacement of, that statute, document or that provision of that document.

2.3 To Whom this Plan Applies

All directors, officers, employees, consultants, contractors and agents of ENMAX Power are obligated to comply with this Plan and all directors, officers, employees, consultants, contractors and agents of Affiliates of ENMAX Power are obligated to comply with this Plan to the extent they interact with ENMAX Power.

2.4 Coming into Force

This Plan comes into force on approval by the EUB.

2.5 Amendments to this Plan

This Plan may be reviewed and amended from time to time by the EUB on its own initiative upon no less than 30 days notice to ENMAX Power.

2.6 Retained for Numbering Consistency

2.7 Authority of the EUB

Upon approval of this Plan by the EUB, such approval does not detract from, reduce or modify in any way, the powers of the EUB to deny, vary, approve with conditions, or overturn, the terms of any transaction or arrangement between ENMAX Power and one or more Affiliates that may be done in compliance with this Plan. Compliance with this Plan does not eliminate the requirement for specific EUB approvals or filings where required by statute or by EUB decisions, orders or directions.

3. GOVERNANCE AND SEPARATION OF UTILITY BUSINESSES

3.1 Governance

3.1.1 Separate Operations

Policy: The business and affairs of ENMAX Power will be managed separately from the business and affairs of its Non-Utility Affiliates, except as required to fulfill corporate governance, policy, and strategic direction responsibilities of the ENMAX group of companies.

Compliance Measures

1. The Director, Compliance will maintain an up-to-date list of the Corporate Governance Group consisting of such directors, officers and management employees as may be involved in corporate governance, policy and strategic direction responsibilities of the ENMAX group of companies (the “**Corporate Governance Group List**”).
2. On an annual basis, the Director, Compliance will provide Compliance Training to the Corporate Governance Group. Within 30 days of the end of the previous calendar year, the Director, Compliance will seek and obtain written acknowledgement from all individuals identified as the Corporate Governance Group (the “**Governance Group Special Acknowledgement**”) that they have received the Compliance Training, that they are familiar with the requirements of the Code and the Plan, and that their role in managing the business and affairs of ENMAX Power have been limited to providing corporate governance, policy, and strategic direction. The Governance Group Special Acknowledgement will also confirm that the individuals identified as the Corporate Governance Group are familiar with the provisions of the Code (including Section 3.1.5) and the Plan, and have acted in a manner which preserves the form, and the spirit and intent of the Code, and this Plan.
3. The Conduct Committee will review all Governance Group Special Acknowledgements within 60 days of the end of the previous calendar year. The minutes of the meeting at which the acknowledgements are reviewed will reflect the results of the review.
4. If any instances of non-compliance with this policy are identified by the Conduct Committee, they will be treated as an inquiry under the Code (see Section 8).

3.1.2 Retained for Numbering Consistency

3.1.3 Separate Management

Policy: Other than the Corporate Governance Group, ENMAX Power will have a separate management team and separate officers from its Non-Utility Affiliates.

Compliance Measures

1. Prior to amending the make-up of the management team of ENMAX Power, or changing the officers, the applicable Vice President or the Director, Human Resources (ENMAX Power) will provide a notice in writing to the Compliance Co-ordinator (the “**Notice of Management Team Change**”). If the Compliance Co-ordinator does not identify a concern with adherence to this policy within five working days of receiving the notice, the Vice-President may proceed with the change. If the Compliance Co-ordinator does identify a potential concern with adherence to this policy, he will advise the Vice-President within five working days, and initiate an inquiry under the Code (Section 8).
2. The Compliance Co-ordinator will maintain an up-to-date list of management team members and officers (the “**ENMAX Power Management Group and Officers List**”), and will file a copy of the list with the Conduct Committee at each meeting of the Conduct Committee.
3. At each meeting of the Conduct Committee, the ENMAX Power Management Group and Officers List will be compared to the current management team members and officers of ENMAX Power’s Non-Utility Affiliates, and the minutes of the meeting will reflect the outcome of this comparison.
4. Any conflicts with this policy identified as a result of this review will be treated as an inquiry under the Code (see Section 8).

3.1.4 Retained for Numbering Consistency

3.1.5 Guiding Principle

Policy: No individual shall act both as a director, officer, or member of a management team of ENMAX Power and as a director, officer or member of a management team of an Affiliate of ENMAX Power unless the individual is able to carry out his/her responsibilities in a manner that preserves the form, and the spirit and intent, of the Code and this Plan.

Compliance Measures

1. The Director, Compliance will maintain an up-to-date listing of directors, officers, or members of the management team of ENMAX Power who act as directors, officers, or members of the management team of an Affiliate of ENMAX Power (the “**Master Directors, Officers and Management Team List**”)
2. All such directors, officers, or members of the management team of ENMAX Power who also act as directors, officers, or members of the management team of an Affiliate of ENMAX Power will, on commencement of such dual responsibilities, provide a signed certificate to the Director, Compliance that stipulates that he/she is aware of the provisions of Section 3.1.5 of the Code, and that he/she will carry out his/her responsibilities in a manner which will preserve the form, and the spirit and intent of the Code (the “**Officer’s Undertaking**”).
3. Within 30 days of the end of each calendar year, all such directors, officers, or members of the management team of ENMAX Power who also act as directors,

officers, or members of the management team of an Affiliate of ENMAX Power will provide a signed certificate to the Director, Compliance that stipulates that he/she carried his/her responsibilities in a manner which preserved the form, and the spirit and intent of the Code (the “**Annual Officer’s Certificate**”).

4. The Director, Compliance will maintain a record of the Officer’s Undertakings and Annual Officer’s Certificates within the Master Directors, Officers and Management Team List. Any failure to provide a certificate, or the provision of a certificate which does not demonstrate adherence to the Code, will be treated as an inquiry under the Code (see Section 8).

3.2 Degree of Separation

3.2.1 Accounting Separation

Policy: ENMAX Power shall have separate financial records and books of accounts from all Affiliates.

Compliance Measures

1. The Manager, ENMAX Power Financial Services will ensure the accounts and records of ENMAX Power are kept separate from the accounts and records of all Affiliates.
2. The Manager, ENMAX Power Financial Services will provide to the Conduct Committee a signed certificate in the form attached as Schedule “B” to this Plan attesting to the accounting separation from all Affiliates and the maintenance of separate financial records and books of accounts, within 30 days of the end of the previous calendar year (the “**Annual Financial Records Certificate**”).
3. The Director, Compliance will maintain a record of Annual Financial Records Certificates. Any failure to provide a certificate, or the provision of a certificate which does not demonstrate adherence to the Code, will be treated as an inquiry under the Code (see Section 8).

3.2.2 Physical Separation

Policy: ENMAX Power shall be located in separate buildings, or shall otherwise be physically separated from all Non-Utility Affiliates through the use of appropriate security-controlled access.

Compliance Measures

1. In situations where ENMAX Power is located in the same building as a Non-Utility Affiliate, ENMAX Power will institute appropriate security controlled access, through the use of receptionists, keyed locks, or card-key access.
2. The Compliance Co-ordinator will provide to the Conduct Committee a signed certificate in the form attached as Schedule “B” to this Plan attesting to the physical

separation of ENMAX Power from all Non-Utility Affiliates within 30 days of the end of each calendar year (the “Physical Separation Certificate”).

3. The Director, Compliance will maintain a record of the Physical Separation Certificates. Any failure to provide a certificate, or the provision of a certificate which does not demonstrate adherence to the Code, will be treated as an inquiry under the Code (see Section 8).

3.2.3 Separation of Information Services

Policy: Where ENMAX Power shares Information Services with an Affiliate all Confidential Information will be protected from unauthorized access by the Affiliate.

Compliance Measures

1. Approval to share Information Services with an Affiliate of ENMAX Power may only be provided in writing by the Compliance Co-ordinator. A copy of each approval so issued (the “Shared Information Decision Record”) will be provided to the Director, Compliance who will maintain a record of the above approvals.
2. The Compliance Co-ordinator will ensure that appropriate data management and data access protocols as well as contractual provisions regarding the breach of any access protocols are in place before approving the sharing of Information Services with an Affiliate of ENMAX Power.
3. The Compliance Counsel will review the access control lists for all Information Services shared with an Affiliate of ENMAX Power and will provide to the Director, Compliance within 30 days of the end of the previous calendar year a signed certificate in the form attached as Schedule “B” to this plan attesting that he has reviewed all Information Services shared with an Affiliate of ENMAX Power and that all access by Affiliates of ENMAX Power to Information Services is in accordance with section 3.2.3 of the Code (the “Shared Access Certificate”).
4. The Director, Compliance will keep a record of the Shared Access Certificates. The Conduct Committee will review all Shared Access Certificates within 60 days of the end of the previous calendar year.
5. Any failure to provide a Shared Access Certificate or the provision of a certificate which does not demonstrate adherence to the Code will be treated as an inquiry under the Code (see Section 8).

3.2.4 Financial Transactions with Affiliates

Policy: Any loan, investment, or other financial support provided by ENMAX Power to a Non-Utility Affiliate is to be provided on terms no more favorable than what that Non-Utility Affiliate would be able to obtain as a stand-alone entity from the capital markets.

Compliance Measures

1. The Manager, ENMAX Power Financial Services will review all loans, investments, or other financial support provided to a Non-Utility Affiliate to ensure compliance with section 3.2.4 of the Code and Plan.
2. The Manager, ENMAX Power Financial Services will provide a signed certificate in the form attached to this Plan as Schedule "B" attesting that any loans, investments, or other financial support provided to a Non-Utility Affiliate have been provided on terms no more favourable than what the Non-Utility Affiliate would be able to obtain as a stand-alone entity (the "**Financial Arrangements Certificate**"). The Financial Arrangements Certificate will be provided to the Director, Compliance within 30 days of the end of the previous calendar year.
3. The Director, Compliance will maintain a record of the Financial Arrangements Certificates. The Conduct Committee will review all Financial Arrangements Certificates within 60 days of the end of the previous calendar year. Any failure to provide a certificate or the provision of a certificate which does not demonstrate adherence to the Code will be treated as an inquiry under the Code (see Section 8).

3.3 Resource Sharing

3.3.1 Sharing of Employees

Policy: ENMAX Power may share employees with Affiliates on a Cost Recovery Basis if the conditions described in Section 3.3.1 of the Code are met.

Compliance Measures

1. ENMAX Power employees may not be shared with an Affiliate without the written permission of the appropriate Vice-President of ENMAX Power (the "**Shared Employee Decision Record**"), who will provide the signed permission to the Compliance Co-ordinator.
2. The Compliance Co-ordinator will retain the written permission on file, and provide a quarterly report to the Director, Compliance on all instances of sharing ENMAX Power employees with Affiliates which have occurred, or continued during the reporting period (the "**Shared Employee Report**"). The Shared Employee Report will identify if the required Vice-President approval was in place before the sharing took place.
3. The Conduct Committee will review all Shared Employee Reports on a quarterly basis. The minutes of the meeting at which the report is reviewed will reflect the results of the review, including any recommendations by the Conduct Committee for changes to the manner in which ENMAX Power employees are shared with Affiliates. The Director, Compliance will maintain a record of the Shared Employee Reports.

4. Any recommendations by the Conduct Committee for changes to the manner in which ENMAX Power employees are shared with Affiliates will be treated as an inquiry under the Code (see Section 8). Any instances of ENMAX Power employees being shared with Affiliates without the signed permission of the appropriate Vice-President will be treated as an inquiry under the Code (see Section 8).

3.3.2 Transferring of Employees

Policy: Where an employee is being transferred from ENMAX Power to an Affiliate, the Director, Human Resources (ENMAX Power) will identify whether or not the employee had access to Confidential Information, and if it is determined that the employee did have such access, the Director, Human Resources (ENMAX Power) will obtain the necessary confidentiality agreement prior to the transfer of the employee.

Compliance Measures

1. The Director, Human Resources (ENMAX Power) will ensure that ENMAX Power receives a signed confidentiality agreement prior to the transfer of an employee from ENMAX Power to an Affiliate, and will ensure that the signed agreement is provided to the Director, Compliance for record-keeping.
2. The Director, Human Resources (ENMAX Power) will provide a quarterly report to the Director, Compliance on all instances of ENMAX Power employees transferring to Affiliates which have occurred during the reporting period, indicating whether the required signed confidentiality agreement was in place before the transfer took place (the "Transferred Employee Report").
3. The Conduct Committee will review the Transferred Employee Report on a quarterly basis. The minutes of the meeting at which the report is reviewed will reflect the results of the review, including any recommendations by the Conduct Committee for changes to the manner in which employees are transferred to Affiliates.
4. Any recommendations by the Conduct Committee for changes to the manner in which employees transfer to Affiliates will be treated as an inquiry under the Code (see Section 8). Any instances of employees with access to Confidential Information being transferred to an Affiliate in the absence of a signed confidentiality agreement will be treated as an inquiry under the Code (see Section 8).

3.3.3 Sharing of Assets

Policy: Plant, assets and equipment of ENMAX Power shall be separated in ownership and separated physically from the plant, assets and equipment of Non-Utility Affiliates.

Compliance Measures

1. The Manager, ENMAX Power Financial Services will maintain an inventory of all plant, assets and equipment shared with Affiliates (the "Shared Assets List").

2. The Manager, ENMAX Power Financial Services will ensure that no plant, assets and equipment are shared with Non-Utility Affiliates.
3. Any sharing of the plant, assets and equipment with Non-Utility Affiliates will be treated as an inquiry under the Code (see Section 8).

3.3.4 Shared Services Permitted

Policy: ENMAX Power may obtain Shared Services from, or provide Shared Services to, an Affiliate where it is prudent to do so, provided that each of ENMAX Power and the Affiliates bear its proportionate share of costs.

Compliance Measures

1. The Director, Compliance will maintain an inventory of all Shared Services Agreements including a listing of Shared Services obtained from, or provided to an Affiliate (the "Shared Services List").
2. All new or revised Shared Services will be documented by a Services Agreement.
3. Prior to receiving a Shared Service, a business case identifying that it is prudent to obtain the Shared Services will be prepared by the appropriate ENMAX Power employee and presented to the Conduct Committee in the form of a decision record (the "Shared Services Decision Record") for review and approval.
4. Prior to providing a Shared Service, the Services Agreement will be prepared (or an existing Services Agreement amended as the case may be) by the appropriate ENMAX Power employee and presented to the Conduct Committee for review and approval.
5. At the first meeting of the Conduct Committee in each year, the Shared Services List will be reviewed. The results of the review will be reflected in the minutes of the meeting. Any Shared Service Services Agreements which no longer meet the test of continued prudence will be revised or terminated in accordance with the terms of the Services Agreement.

3.3.5 Retained for Numbering Consistency

3.3.6 Occasional Services Permitted

Policy: ENMAX Power may receive, or provide, one-off, infrequent, or Occasional Services to, or from, an Affiliate on a Cost Recovery Basis, documented by way of a work order, purchase order, or similar instrument, where the Occasional Services are not material as to value, frequency, or use of resources.

Compliance Measures

1. The Compliance Co-ordinator will ensure that all Occasional Services provided to, or received by an Affiliate are provided on a Cost Recovery Basis, and are documented by way of an approved work order, purchase order, or similar instrument.
2. Within 30 days of the end of the previous calendar year, the Compliance Co-ordinator will provide to the Conduct Committee a report of all Occasional Services provided by ENMAX Power to an Affiliate and of all Occasional Services provided by any Affiliate to ENMAX Power, indicating whether the services have been provided on a cost recovery basis, have been properly documented, and remain non-material, as required by Section (k) of the Compliance Report (the “**Occasional Services Report**”).
3. The Conduct Committee will review the Occasional Services Reports within 60 days of the end of the previous calendar year. The minutes of the meeting at which the report is reviewed will reflect the results of the review, including any recommendations by the Conduct Committee for changes to the provision, receipt and documentation of Occasional Services.
4. Any recommendations by the Conduct Committee for changes to the provision, receipt and documentation of Occasional Services, will be treated as an inquiry under the Code (see Section 8).

3.3.7 Emergency Services Permitted

Policy: In the event of an emergency, ENMAX Power may receive, or provide, services and resources to, or from, an Affiliate on a Cost Recovery Basis.

Compliance Measures

1. The Compliance Co-ordinator will ensure that all emergency services and resources provided to, or received by an Affiliate in the event of an emergency are provided on a Cost Recovery Basis, and are documented by way of an approved work order, purchase order or similar instrument.
2. Within 30 days of the end of the previous calendar year, the Compliance Co-ordinator will provide to the Director, Compliance a report of all Emergency Services provided by ENMAX Power to an Affiliate and vice versa, indicating whether the services have been provided on a cost recovery basis, have been properly documented, and remain non-material, as required by Section (l) of the Compliance Report (the “**Emergency Services Report**”). The Director, Compliance will keep a record of all Emergency Services Reports.
3. The Conduct Committee will review the Emergency Services Reports within 60 days of the end of the previous calendar year. The minutes of the meeting at which the report is reviewed will reflect the results of the review, including any recommendations by the Conduct Committee for changes to the provision, receipt and documentation of Emergency Services.

4. Any recommendations by the Conduct Committee for changes to the provision, receipt and documentation of Emergency Services, will be treated as an inquiry under the Code (see Section 8).

4. TRANSFER PRICING

4.1 For Profit Affiliate Services

Policy: ENMAX Power may, when it determines it is prudent to do so in operating its Utility business, obtain or provide For Profit Affiliate Services to an Affiliate, subject to the provisions of Sections 4.2 and 4.3 of the Code.

Compliance Measures

1. The Director, Compliance will maintain an inventory of all For Profit Affiliate Services which ENMAX Power has obtained from, or provided to an Affiliate. On a quarterly basis, the Director, Compliance will prepare a report describing all For Profit Affiliate Services obtained from, or provided to an Affiliate and will maintain a record of the above reports (the “**For Profit Services Report**”).
2. All existing, new or revised For Profit Affiliate Services will be documented by a Services Agreement, duly executed by ENMAX Power employees with the appropriate signing authority.
3. Prior to implementing a new or revised For Profit Affiliate Service to receive services from an Affiliate a business case identifying that it is prudent to obtain the For Profit Affiliate Service in the form of a decision record (the “**For Profit Services Decision Record**”) will be presented to the Conduct Committee for review and approval. The For Profit Services Decision Record must contain adequate evidence (on a net present value basis appropriate to the life cycle or operating cycle of the services involved) to conclude that the decision to out-source is the lowest cost option for customers, and that the For Profit Affiliate Services have been acquired at a price which is no more than Fair Market Value. Fair Market Value will be determined in a manner consistent with Section 4.5 of the Code.
4. Prior to implementing a new or revised For Profit Affiliate Service to provide services to an Affiliate, the Services Agreement, and a For Profit Service Decision Record establishing a price which is no less than Fair Market Value will be reviewed and approved by the Conduct Committee. Fair Market Value will be determined in a manner consistent with Section 4.5 of the Code.
5. At the first meeting of the Conduct Committee in each year the For Profit Services List for ENMAX Power will be reviewed. The results of the review will be reflected in the minutes of the meeting. Any For Profit Affiliate Service which no longer meets the test of continued prudence will be revised or terminated in accordance with the terms of the Service Agreement.

6. Failure to provide a list described in item 1 above will be treated as an inquiry under the Code (see Section 8).

4.2 Retained for Numbering Consistency

4.2.1 Retained for Numbering Consistency

4.2.2 Retained for Numbering Consistency

4.3 Retained for Numbering Consistency

4.4 Asset Transfers

Policy: Assets transferred, mortgaged, leased or otherwise disposed of by ENMAX Power to an Affiliate or by an Affiliate to ENMAX Power will be at Fair Market Value, subject to the provisions of Section 4.6 of the Code.

Compliance Measures

1. The Manager, ENMAX Power Financial Services of ENMAX Power will approve any asset transfers, mortgages, leases, or other dispositions by ENMAX Power to an Affiliate, or by an Affiliate to ENMAX Power, and will ensure that such asset transfers are at Fair Market Value, subject to the provisions of Section 4.6 of the Code. Such approval will be recorded in writing (the “**Asset Disposition Decision Record**”).
2. Within 30 days of the end of the previous calendar year, the Manager, ENMAX Power Financial Services will provide a report to the Director, Compliance detailing any asset transfers between ENMAX Power and Affiliates. The report will describe the manner in which the asset transfers were determined to be at Fair Market Value, subject to the provisions of Section 4.6 of the Code (the “**Asset Disposition List**”). The Director, Compliance will keep a record of Asset Disposition Lists.
3. Within 60 days of the end of the previous calendar year, the Conduct Committee will review the Asset Disposition Lists. The minutes of the meeting at which the report is reviewed will reflect the results of the review, including any recommendations by the Conduct Committee for changes to the methods used to ensure that asset transfers are at Fair Market Value, subject to the provisions of Section 4.6 of the Code.
4. Any recommendations by the Conduct Committee for changes to the methods used to ensure that asset transfers between ENMAX Power and Affiliates are priced at Fair Market Value, subject to the provisions of Section 4.6 of the Code, will be treated as an inquiry under the Code (see Section 8).

4.5 Retained for Numbering Consistency

4.6 Retained for Numbering Consistency

5. EQUAL TREATMENT WITH RESPECT TO UTILITY SERVICES

5.1 Impartial Application of Tariff

Policy: ENMAX Power shall apply and enforce all tariff provisions related to Utility Services impartially, in the same timeframe, and without preference in relation to its Affiliate and all other customers or prospective customers.

See the Compliance Measures in Section 7.2 of this Plan.

5.2 Equal Access

Policy: ENMAX Power shall not favour any Affiliate with respect to access to information concerning Utility Services or with respect to the obtaining of, or the scheduling of, Utility Services. Requests by an Affiliate or an Affiliate's customers for access to Utility Services shall be processed and provided in the same manner as would be processed or provided for other customers of ENMAX Power.

See the Compliance Measures in Section 7.2 of this Plan.

5.3 No Undue Influence

Policy: ENMAX Power shall not condition or otherwise tie the receipt of Utility Services to a requirement that a customer must also deal with an Affiliate. ENMAX Power shall ensure that its employees do not explicitly or by implication, suggest that an advantage will accrue to a customer in dealing with ENMAX Power if the customer also deals with an Affiliate of ENMAX Power.

See the Compliance Measures in Section 7.2 of this Plan.

5.4 Affiliate Activities

Policy: ENMAX Power shall take reasonable steps to ensure that an Affiliate does not imply in its marketing material or otherwise, favoured treatment or preferential access to Utility Services.

See the Compliance Measures in Section 7.2 of this Plan.

5.5 Name and Logo

Policy: ENMAX Power shall take reasonable steps to ensure that an Affiliate does not use its name, logo or other distinguishing characteristics in a manner which would mislead consumers as to the distinction or lack of distinction between ENMAX Power and an Affiliate.

See the Compliance Measures in Section 7.2 of this Plan.

5.6 Retained for Numbering Consistency

6. CONFIDENTIALITY OF INFORMATION

6.1 Utility Information

Policy: Subject to Section 6.2 of the Code, ENMAX Power shall not provide Non-Utility Affiliates with information relating to the planning, operations, finances or strategy of ENMAX Power before such information is publicly available.

See the Compliance Measures in Section 7.2 of this Plan.

6.2 Management Exception

Policy: Officers of ENMAX Power who are also officers of an Affiliate as permitted pursuant to Section 3.1.4 of the Code may disclose, subject to the provisions of Section 3.1.5 of the Code, Utility planning, operational, financial and strategic information to the Affiliate to fulfill their responsibilities with respect to corporate governance, policy and strategic direction of an Affiliated group of businesses, but only to the extent necessary and not for any other purpose.

See the Compliance Measures in Section 3.1 of this Plan.

6.3 No Release of Confidential Information

Policy: ENMAX Power shall not release to an Affiliate Confidential Information relating to a customer or prospective customer, without receiving the prior written consent of the customer or prospective customer, unless such Confidential Information may be disclosed in connection with an inquiry described in Section 6.3 of the Code. Confidential Information to be disclosed in connection with an inquiry described in Section 6.3 of the Code must be approved by the Compliance Co-ordinator prior to being released.

Compliance Measures

1. Approval will be obtained from a customer, or prospective customer, in writing, indicating their consent to share Confidential Information relating to the customer or prospective customer with an Affiliate of ENMAX Power before the information is shared, unless such confidential information may be disclosed to an Affiliate in connection with a disclosure required under Section 6.3 of the Code.
2. Written consent received from a customer or prospective customer will be provided to the Compliance Co-ordinator (or to his/her delegate), who will verify that the information has not yet been shared and will maintain the consent documentation on file as a record of the approval. Management can then release the information.
3. If confidential information is to be disclosed to an Affiliate in connection with a disclosure required under Section 6.3 of the Code, the Compliance Co-ordinator or his/her delegate will verify the circumstances and, if appropriate, will provide record of the authority for disclosure prior to the information being released.

4. The Compliance Co-ordinator will provide a signed certificate in the form attached as Schedule "B" to this plan attesting that no unauthorized release of Confidential Information related to a customer or prospective customer has occurred without receiving the prior written consent of the customer or prospective customer, to the Director, Compliance within 30 days of the end of the previous calendar year (the "**Protection of Confidential Information Certificate**").
5. The Director, Compliance will maintain a record of the Protection of Confidential Information Certificates. Any failure to provide a certificate as described in paragraph 4 above or the provision of a certificate which does not demonstrate adherence to the Code will be treated as an inquiry under the Code (see Section 8).

6.4 **Aggregated Confidential Information**

Policy: ENMAX Power may disclose Confidential Information when aggregated with the Confidential Information of other customers in such a manner that an individual customer's Confidential Information can not be identified, provided that ENMAX Power shall not disclose such aggregated customer information to an Affiliate prior to making such information publicly available.

Compliance Measures

1. If management of ENMAX Power proposes to disclose aggregated Confidential Information to an Affiliate, the Compliance Co-ordinator (or his/her delegate) will verify the aggregated information and, if appropriate, will provide an authorization in writing prior to the information being released. Management can then release the information.
2. The Compliance Co-ordinator (or his/her delegate) will verify that the information has not been released to an Affiliate before being released to the public and will maintain a record of the approval on file.
3. The Compliance Co-ordinator will provide to the Director, Compliance a signed certificate in the form attached as Schedule "B" to this plan attesting that no unauthorized release of aggregated Confidential Information has occurred to an Affiliate prior to making such information publicly available, within 30 days of the end of the previous calendar year (the "**Aggregated Confidential Information Certificate**").
4. The Director, Compliance will maintain a record of the Aggregated Confidential Information Certificates. Any failure to provide a certificate as described in paragraph 3 above or the provision of a certificate which does not demonstrate adherence to the Code will be treated as an inquiry under the Code (see Section 8).

7. COMPLIANCE MEASURES

7.1 Responsibility for Compliance

Policy: ENMAX Power shall be responsible for ensuring compliance with the Code on the part of its directors, employees, consultants, contractors and agents, and by Affiliates of ENMAX Power.

See the Compliance Measures in Section 7.2 of this Plan.

7.2 Communication of Code and Compliance Plan

Policy: ENMAX Power will communicate the contents of the Code and the Compliance Plan, and any modifications to them from time to time to each of its directors, officers, employees, consultants, contractors, agents and Affiliates, and make the Code and the Compliance Plan available on the ENMAX Power website.

Compliance Measures

1. Each director, officer, employee, consultant, contractor, agent and Affiliate of ENMAX Power will be directed to a copy of the Code as part of the Compliance Training delivered shortly after commencement of their relationship with ENMAX Power.
2. See the Compliance Measures in Section 3.1.1 for the record keeping which will exist for the Corporate Governance Group.
3. For ENMAX Power employees (not included in the Corporate Governance Group), a signed acknowledgement that the employee has received, and is familiar with, the Code and this Compliance Plan (the “**Training Acknowledgement**”) will be obtained on the completion of Compliance Training delivered shortly after commencement of employment with ENMAX Power. The acknowledgement will be kept in the files of the Director, Compliance.
4. For ENMAX Power consultants, contractors, and agents, the Director, Compliance will ensure that appropriate review of the work assignment of the consultant, contractor, or agent is carried out to determine if the work assignment is affected by the existence of the Code. If the responsible employee determines that the work assignment of the consultant, contractor, or agent may be affected by the Code, the responsible employee will provide reasonable information about the Code to the affected party, and will require a Training Acknowledgement from the consultant, contractor, or agent. The Training Acknowledgement will be kept in the files of the Director, Compliance.
5. The Director, Compliance will provide copies of the Code and this Compliance Plan to all Affiliates of ENMAX Power on an annual basis, addressed to a senior officer of the Affiliate or through the ENMAX intranet.

6. On an annual basis, and within 60 days of the end of the previous calendar year, the Director, Compliance will ensure that each employee for ENMAX Power has confirmed (through Training Acknowledgement) that they have received the current Compliance Training, are aware of the Code and this Compliance Plan, and are aware of their contents, and agree to abide by their requirements and have abided by the Code in the previous year. The Training Acknowledgements will be maintained in the files of the Director, Compliance.
7. Within 90 days of the end of the previous calendar year, the Director, Compliance will provide the Conduct Committee a written report identifying which, if any ENMAX Power employees have not signed a Training Acknowledgment (the “**Annual Compliance Training Report**”).
8. The Director, Compliance will post the Code and the Compliance Plan on the ENMAX Power website and the ENMAX intranet.

7.3 Retained for Numbering Consistency

7.4 Responsibilities of the Director, Compliance and Compliance Co-ordinator

Policy: The Director, Compliance will discharge the responsibilities detailed in Section 7.4 of the Code. The Director, Compliance may delegate these responsibilities to the Compliance Co-ordinator.

Compliance Measures

1. The responsibilities of the Director, Compliance are the “Responsibilities of Compliance Officer” described in Section 7.4 of the Code as amended from time to time. The Director, Compliance is ultimately responsible for all Code compliance activities within ENMAX Power and is obligated to ensure performance of all of the responsibilities of “Compliance Officer” as contemplated by the Code for ENMAX Power.
2. Within 60 days of the end of the previous calendar year, the Director, Compliance of ENMAX Power will prepare a report to the Conduct Committee detailing the manner in which he/she has discharged the above responsibilities. The report will be prepared in a manner consistent with Sections 7.4 and 7.6 of the Code (the “**Compliance Report**”). The records required to be maintained by the Director, Compliance pursuant to Section 7.4 of the Code will be retained for a period of six years in a manner sufficient to support a third party audit of the state of compliance with the Code.
3. At its next meeting following receipt of the above report, the Conduct Committee will review the Compliance Report. The results of the review and any recommendations by the Conduct Committee for improvements to the manner in which the Director, Compliance and Compliance Co-ordinator discharge the above responsibilities will be detailed in the minutes of the meeting.

4. Any recommendations by the Conduct Committee for changes to the manner in which the Director, Compliance and Compliance Co-ordinator discharge the above responsibilities will be treated as an inquiry under the Code (see Section 8).

7.5 The Compliance Plan

Policy: ENMAX Power will prepare a Compliance Plan, review it at least annually, and update it as necessary.

Compliance Measures

1. A copy of the current Compliance Plan, indicating the date of its last review will be filed with the EUB as Section (a) of the annual Compliance Report of ENMAX Power.

7.6 The Compliance Report

Policy: ENMAX Power will prepare a Compliance Report in accordance with Section 7.6 of the Code, and file it with the EUB within 120 days of the fiscal year end of ENMAX Power. The Compliance Report will be posted on ENMAX Power's web site, and interested parties will be advised promptly when the Compliance Report has been posted on the website.

Compliance Measures

1. The annual Compliance Report will meet the requirements of Section 7.6 of the Code as amended from time to time.
2. Quarterly, ENMAX Power will provide an exception report or a more detailed report, if there is a matter that ought to be brought to the attention of the Board.

7.7 Retained for Numbering Consistency

7.8 Retained for Numbering Consistency

8. DISPUTES, COMPLAINTS AND INQUIRIES

8.1 Filing with the Compliance Officer

Policy: The Director, Compliance will keep a record of all written (or e-mailed) disputes, complaints or inquiries from within the ENMAX Power or from external parties respecting the application of, or alleged non-compliance with, the Code. The identity of the party making the dispute, complaint, or inquiry will be kept confidential.

Compliance Measures

1. The Director, Compliance will keep the necessary records of disputes, complaints, or inquiries (the "Conduct Intake List").
2. The Director, Compliance will ensure that appropriate instructions for sending disputes, complaints, or inquiries are posted on the ENMAX Power website.
3. The Director, Compliance will ensure that a description of how the disputes, complaints or inquiries will be investigated (in a manner consistent with the Code) is posted on the ENMAX Power website.

8.2 Processing by Utility

8.2.1 Compliance Officer Acknowledgment

Policy: The Director, Compliance shall acknowledge all disputes, complaints or inquiries in writing (which includes e-mail) within five working days of receipt.

Compliance Measures

See Section 8.1.

8.2.2 Disposition

Policy: The Director, Compliance shall respond to the dispute, complaint or inquiry within 21 working days of its receipt. The response shall include a description of the dispute, complaint or inquiry and the initial response of ENMAX Power to the issues identified in the submission. ENMAX Power's final disposition of the dispute, complaint or inquiry shall be completed as expeditiously as possible in the circumstances, and in any event within 60 days of receipt of the dispute, complaint or inquiry, except where the party making the submission otherwise agrees.

Compliance Measures

See Section 8.1.

8.3 Referral to the EUB

Policy: The Director, Compliance shall ensure that instructions on how to refer disputes to the EUB are contained on the ENMAX Power website.

Compliance Measures

1. Instructions for referring disputes to the EUB will be posted on the ENMAX Power website.

9. RETAINED FOR NUMBERING CONSISTENCY

9.1 Retained for Numbering Consistency

9.2 Retained for Numbering Consistency

10. EFFECTIVE DATE OF THE COMPLIANCE PLAN

This Plan comes into effect on final approval of the EUB.

11. SCHEDULE A – OFFICER’S CERTIFICATE

To: The Alberta Energy and Utilities Board

I, _____ of the City of _____, in the Province of Alberta, acting in my position as an officer of ENMAX Power and not in my personal capacity, to the best of my knowledge do hereby certify as follows:

1. My position with ENMAX Power is _____, and as such I have personal knowledge of, or have conducted due inquiry of individuals who have personal knowledge of, the facts and matters herein stated.
2. Capitalized terms used herein (which are not otherwise defined herein) shall have the meanings ascribed thereto in the ENMAX Power Inter-Affiliate Code of Conduct (the Code).
3. I have read the Code, the ENMAX Power Inter-Affiliate Code of Conduct Compliance Plan dated _____ and the ENMAX Power Compliance Report dated _____.
4. The form and contents of the Compliance Report comply with the requirements of the Code and the matters reported therein are fully and accurately described.
5. I am not aware of any material non-compliance with the provisions of the Code by any director, officer, employee, consultant, contractor or agent of ENMAX Power, or by any Affiliate of ENMAX Power (including any director, officer, employee, consultant, contractor or agent of the Affiliate) with respect to any interaction between an Affiliate and ENMAX Power that is not fully and accurately described in the Compliance Report.

Name: _____

Title: _____

Date: _____

12. SCHEDULE B – COMPLIANCE REPORT

To: Director, Compliance/Compliance Co-ordinator and Compliance Committee

I, _____ of the City of _____, in the Province of Alberta, acting in my position as an officer of ENMAX Power and not in my personal capacity, to the best of my knowledge do hereby certify as follows:

1. Section _____ of the ENMAX Power Inter-Affiliate Code of Conduct Compliance Plan requires me to provide this Compliance Certificate on or before _____.
2. My position with ENMAX Power is _____, and as such I have personal knowledge of, or have conducted due inquiry of individuals who have personal knowledge of, the facts and matters herein stated.
3. For the period of _____ to _____, ENMAX Power has been in compliance with the requirements of Section _____ of the Code, with the exception (if any) of the items described on the attached sheet.

Name: _____

Title: _____

Date: _____

ATTACHMENT A-1

**ENMAX Power Corporation
Inter-Affiliate Code of Conduct Compliance Plan – Amendment**

Please note the following amendment to page 3, Section 1. *Purpose and Objectives of the Compliance Plan*, to reflect current contact information:

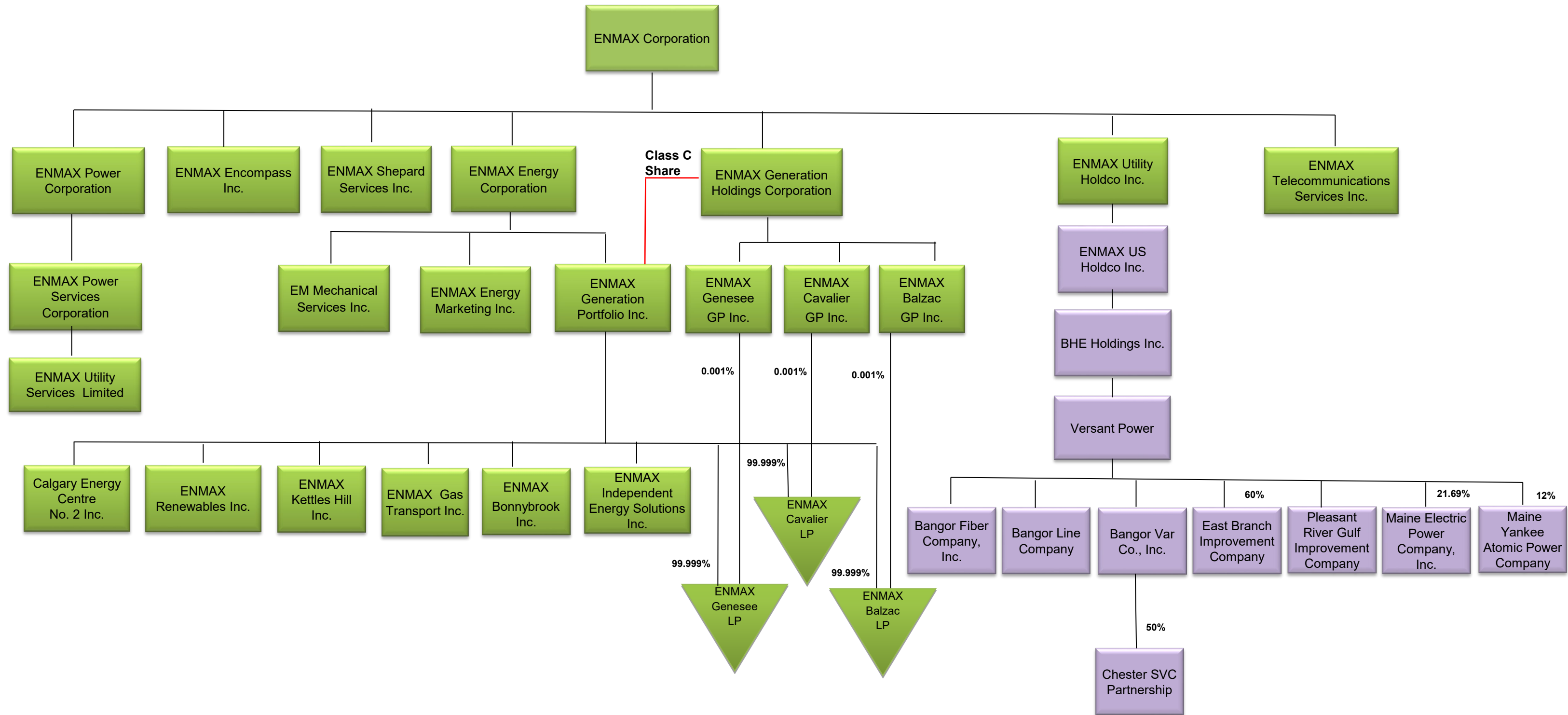
Questions or comments concerning the Compliance Plan should be directed to the Director, Legal Services and Compliance:

Karen McGlone
Phone: (368) 886-1876
Email: kmcglone@enmax.com

These or other questions or comments may also be directed to the AUC:

Alberta Utilities Commission
Market Oversight and Enforcement Division
Phone: (403) 592-8845
Email: regulatorypolicy@auc.ab.ca

CONFIDENTIAL
ENMAX Corporate Structure
Ownership Percentage
At December 31, 2025



ENMAX Notes:
 All holdings 100% unless otherwise indicated.
 EGHC holds 1 Class C Preferred Share of EGPI.



Versant Power Notes:
 All holdings are 100%, unless otherwise indicated. BHE holds 100% of the common shares of Versant Power, and approx. 3,635 of non-callable preferred shares, representing less than \$0.5M in share capital, are outstanding to third parties.

**ENMAX Power Corporation - Business Affiliates and Officers & Directors Listing
As of December 31, 2025**

ENMAX POWER CORPORATION	
141 - 50 Avenue SW, Calgary AB, T2G 4S7	
Directors	Comments
Nipa Chakravarti	
Laura Formusa	
Daryl Fridhandler	Retired May 8, 2025
Eric Markell	
Barbara Munroe	
Byron Neiles	
Chika Onwuekwe	
Mark Poweska	
Elise Rees	
Charles Ruigrok	
Bill Taylor	
Bruce Williamson	
Officers	Comments
Greg Retzer - President	
Shiv Kumar - Vice-President	
David Lenz - Vice-President	
Ben Painter - Vice-President	
Janene Taylor - Vice President	Resigned June 6, 2025
Shaylyn Hayduk - Treasurer	
Karren Mulligan - Corporate Secretary	

**ENMAX Power Corporation - Business Affiliates and Officers & Directors Listing
As of December 31, 2025**

ENMAX CORPORATION	
141 - 50 Avenue SW, Calgary AB, T2G 4S7	
Electric Utility Company.	
Directors	Comments
Nipa Chakravarti	
Laura Formusa	
Daryl Fridhandler	Retired May 8, 2025
Eric Markell	
Barbara Munroe	
Byron Neiles	
Chika Onwuekwe	
Mark Poweska	
Elise Rees	
Charles Ruigrok	
Bill Taylor	
Bruce Williamson	
Officers	Comments
Mark Poweska - President and Chief Executive Officer	
Sheri Primrose - Executive Vice President & Chief Financial Officer	
Greg Retzer - Executive Vice President, ENMAX Power	
Brandie Yarish - Chief Human Resources Officer and Executive Vice President, Safety and IT	
Erica Young - Executive Vice President, ENMAX Energy	
Marie Rajic - Senior Vice President, Corporate Affairs	
Sarah Stevens - Senior Vice President, Regulatory and Chief Legal Officer; Corporate Secretary	
Davin Kivisto - Treasurer	
ENMAX ENERGY CORPORATION	
141 - 50 Avenue SW, Calgary AB, T2G 4S7	
Electricity / Natural Gas Retailer for commercial and residential customers.	
Directors	Comments
Mark Poweska	
Sheri Primrose	
Sarah Stevens	
Officers	Comments
Mark Poweska - President & Chief Financial Officer	
Sheri Primrose - Executive Vice President & Chief Financial Officer	
Erica Young - Executive Vice President	
Davin Kivisto - Treasurer	
Sarah Stevens - Corporate Secretary	
ENMAX GENERATION PORTFOLIO INC.	
141 - 50 Avenue SW, Calgary AB, T2G 4S7	
Owner of multiple generation plants; Produces and distributes power using environmental friendly technology including wind farms and natural gases.	
Directors	Comments
Mark Poweska	
Sheri Primrose	
Sarah Stevens	
Officers	Comments
Mark Poweska - President & Chief Financial Officer	
Sheri Primrose - Executive Vice President & Chief Financial Officer	
Davin Kivisto - Treasurer	
Sarah Stevens - Corporate Secretary	
ENMAX POWER SERVICES CORPORATION	
141 - 50 Avenue SW, Calgary AB, T2G 4S7	
Engineering, Procurement and Distribution; Wind down activities are ongoing related to the underground residential distribution business.	
Directors	Comments
Mark Poweska	
Sheri Primrose	
Sarah Stevens	
Officers	Comments
Mark Poweska - President & Chief Financial Officer	
Sheri Primrose - Executive Vice President & Chief Financial Officer	
David Lenz - Vice-President, Field Services	
Ben Painter - Vice-President, Project Delivery	
Davin Kivisto - Treasurer	
Sarah Stevens - Corporate Secretary	

ENMAX SHEPARD SERVICES INC. 141 - 50 Avenue SW, Calgary AB, T2G 4S7 Contracting entity, operator and agent for Shepard Energy Centre on behalf of owners.	
Directors	Comments
Mark Poweska	
Sheri Primrose	
Sarah Stevens	
Officers	Comments
Mark Poweska - President & Chief Financial Officer	
Sheri Primrose - Executive Vice President & Chief Financial Officer	
Davin Kivisto - Treasurer	
Sarah Stevens - Corporate Secretary	
ENMAX TELECOMMUNICATIONS SERVICES INC. 141 - 50 Avenue SW, Calgary AB, T2G 4S7 Coordinates pole access and attachment services for telecommunication companies; Telecom services to enable 5G.	
Directors	Comments
Mark Poweska	
Sheri Primrose	
Sarah Stevens	
Officers	Comments
Mark Poweska - President & Chief Financial Officer	
Sheri Primrose - Executive Vice President & Chief Financial Officer	
Davin Kivisto - Treasurer	
Sarah Stevens - Corporate Secretary	
The City of Calgary 800 MacLeod Trail SE, Calgary AB, T2G 2M3 Municipality; sole shareholder of ENMAX Corporation.	
Directors	Comments
The City of Calgary does not have any Officers or Directors	

ENMAX Power Corporation – Affiliate Services 2025

Below is a list of Service Agreements for Shared Services and For-Profit Affiliate Services in effect during 2025.

Intercorporate Service Agreements between:
ENMAX Power Corporation (**EPC**) and ENMAX Power Services Corporation (**EPSC**)

2025 – Active Service Agreements between EPC & EPSC:

1. Telecom Master Conduit Installation Services Agreement
2. Telecom Master Pole Attachment Services Agreement
3. Telecom Master Conduit Installation Licence Agreement
4. Telecom Master Pole Attachment Licence Agreement
5. Assignment and Novation Agreement

Intercorporate Service Agreements between:
ENMAX Power Corporation (**EPC**) and ENMAX Generation Portfolio Inc. (**EGPI**)

2025 – Active Service Agreements between EPC & EGPI:

1. Intercorporate Services Agreement

Intercorporate Service Agreements between:
ENMAX Power Corporation (**EPC**) and ENMAX Shepard Services Inc. (**ESSI**)

2025 – Active Service Agreements between ESSI & EPC:

1. Meter Polling Services Agreement

Intercorporate Service Agreements between:
ENMAX Power Corporation (**EPC**) and The City of Calgary (**the City**)

2025 – Active Service Agreements between EPC & the City:

1. Data License Agreement
2. EV Charging Reimbursement and Data Sharing Agreement
3. Joint Utility Mapping Project Agreement
4. Intercorporate Services Agreement
5. Temporary Workspace Agreement
6. Telecom Facilities Licence Agreement
7. Agreement of Purchase and Sale
8. Mobile Radio Services Agreement

Intercorporate Service Agreements between:
ENMAX Power Corporation (**EPC**) and ENMAX Energy Corporation (**EEC**)

2025 – Active Services Agreements between EPC & EEC:

1. Electricity Services Agreement

Intercorporate Service Agreements between:
ENMAX Power Corporation (**EPC**) and ENMAX Corporation (**EC**)

2025 – Active Services Agreements between EPC & EC:

1. Intercorporate Services Agreement

Intercorporate Service Agreements between:
ENMAX Power Corporation (**EPC**) and ENMAX Encompass Inc (**EEl**)

2025 – Active Services Agreements between EPC & EEI:

1. Subcontract for Water Services Meter Reading

ATTACHMENT E

List of Major Transactions (above \$500K)

Attachment to the 2025 Compliance Report pursuant to Section 7.6 of the Inter-Affiliate Code of Conduct

Transactions (\$000s)	ENMAX Energy	ENMAX Power Services	ENMAX Corp	The City of Calgary	Total
<u>Income Statement</u>					
Revenues					
Contractual Services Revenue					
Water Meter Reading Services	0	0	0	(2,618)	(2,618)
Locates Services	0	0	0	(699)	(699)
Overhead/Underground Service	0	0	0	0	0
Streetlight Services	0	0	0	(1,701)	(1,701)
Monitoring Control Centre	0	0	0	(507)	(507)
Service Order Revenue					
Service Order Revenue	(1,619)	0	0	0	(1,619)
Pole & Duct Rental	0	0	0	0	0
Telecommunications	0	0	0	0	0
Other Revenues (mainly cable connection requests)					
Other Revenues (mainly cable connection requests)	0	0	0	0	0
Interest Income	0	0	(5,825)	0	(5,825)
Expenses					
Operations, Maintenance and Administration					
Consulting & Contractor Services	0	0	0	0	0
Operating Costs and Maintenance of Tools & Equipment	0	0	0	0	0
Labour Direct Charges	0	0	0	0	0
Writeoffs	0	0	0	0	0
Fleet Services and Administration	0	0	0	0	0
Telecommunications & Market Research	0	0	0	0	0
Minor Service Orders	0	0	0	0	0
Building / Land Lease	0	0	0	0	0
Utilities	1,633	0	0	0	1,633
Permits	0	0	0	0	0
Amortization					
Capital Lease	0	0	4,582	0	4,582
Interest Charges					
Debenture Interest	0	0	85,588	0	85,588
Shared Service Charges					
Corporate cost allocations to operating companies	0	0	57,833	0	57,833
	14	0	142,178	(5,525)	136,667
<u>Balance Sheet</u>					
Issuance of Long Term Loans from ENMAX Corporation			204,545		204,545
Long Term Loan Repayments to ENMAX Corporation			(108,868)		(108,868)
Dividends declared			(41,000)		(41,000)
Capital Assets		55			55
	0	55	54,677	0	54,732

ATTACHMENT F

Affiliate Party Transaction Summary (below \$500K)

Attachment to the 2025 Compliance Report pursuant to Section 7.6 of the Inter-Affiliate Code of Conduct

Transactions (\$000s)	ENMAX Energy	ENMAX Power Services	ENMAX Corp	The City of Calgary	Energy Retail Services	Crossfield Energy Centre	Kettles Hill Wind Energy Inc.	Taber Wind Farm	Total
<u>Income Statement</u>									
Revenue									
Contractual Services Revenue									
Training Services	0	0	0	0	0	0	0	0	0
Record and Mapping Services	0	0	0	0	0	0	0	0	0
Network Services	0	0	0	(35)	0	0	0	0	(35)
Monitoring Control Centre	0	0	0	0	0	0	0	0	0
Streetlight Services	0	0	0	(27)	(127)	0	0	0	(153)
Miscellaneous Work Requests	0	0	0	0	0	0	0	0	0
Meter Point Services	0	0	0	0	0	(15)	(4)	(4)	(24)
Overhead/Underground Service	0	(280)	0	(391)	0	0	0	0	(671)
Streetlighting Emerg Response	0	0	0	0	0	0	0	0	0
Permits	0	0	0	0	0	0	0	0	0
Locates Services	0	0	0	0	0	0	0	0	0
Other Revenues	0	0	0	(11)	0	0	0	0	(11)
Water Meter Reading Services	0	0	0	0	0	0	0	0	0
Service Order Revenue									
Service Order Revenue	(2)	0	0	(186)	(74)	0	0	0	(263)
Pole & Duct Rental	0	0	0	(465)	(97)	0	0	0	(562)
Telecommunications	0	0	0	0	0	0	0	0	0
Interest Income	0	0	0	0	0	0	0	0	0
Other Revenues	0	0	0	0	0	0	0	0	0
Expenses									
Operations, Maintenance and Administration									
Consulting & Contractor Services	0	0	0	0	0	0	0	0	0
Operating Costs and Maintenance of Tools & Equipment	0	0	0	248	0	0	0	0	248
Labour Direct Charges	0	0	0	0	0	0	0	0	0
Writeoffs	0	88	0	0	0	0	0	0	88
Fleet Services and Administration	0	0	0	0	0	0	0	0	0
Telecommunications & Market Research	0	0	0	0	0	0	0	0	0
Minor Service Orders	0	0	0	0	0	0	0	0	0
Building / Land Lease	0	0	234	0	0	0	0	0	234
Utilities	0	0	0	0	0	0	0	0	0
Permits	0	0	0	6	0	0	0	0	6
Amortization									
Capital Lease	0	0	0	0	0	0	0	0	0
Interest Charges									
Debenture Interest	0	0	0	0	0	0	0	0	0
Shared Service Charges									
Corporate cost allocations to operating companies	0	0	0	0	0	0	0	0	0
	(2)	(192)	234	(860)	(298)	(15)	(4)	(4)	(1,143)

	INTER-AFFILIATE CODE OF CONDUCT
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Occasional Services Report

For the Period of: January 1, 2025 – December 31, 2025

	Occasional Service	To/From Affiliate Name	Cost Recovery Yes/No	Documented Yes/No	Estimated Value \$
1	Cost Sharing of IHS Standards website between EEC and EPC	EPC receiving from EEC	Yes	Yes – ADR 610424	85,000
2	EPC GOWAN Orderwire Project	EPC receiving from EEC	Yes	Yes – ADR 610433	15,000
3	City of Calgary 2025 - Network Traffic and Street light Relocation	EPC receiving from City of Calgary	Yes	Yes – ADR 610465	150,000
4	2025 Network City of Calgary Tree Removal and Protection Permits	EPC receiving from City of Calgary	Yes	Yes – ADR 610466	200,000
5	2025 Downtown Network Grade Sheets	EPC receiving from City of Calgary	Yes	Yes – ADR 610487	80,000
6	2023 - 2025 - Pooled Fleet - EPC and EEC	EEC receiving from EPC	Yes	Yes – ADR 610498	10,573.50
7	City of Calgary Welding ADR	EPC receiving from City of Calgary	Yes	Yes – ADR 610505	100,000
8	City of Calgary Sand & Gravel ADR	EPC receiving from City of Calgary	Yes	Yes – ADR 610506	400,000
9	City of Calgary Excavation Permits ADR	EPC receiving from City of Calgary	Yes	Yes – ADR 610507	900,000
10	City of Calgary Waste and Recycling ADR	EPC receiving from City of Calgary	Yes	Yes – ADR 610508	400,000
11	City of Calgary Traffic ADR	EPC receiving from City of Calgary	Yes	Yes – ADR 610509	1,500,000
12	City of Calgary Utility Alignment Permits	EPC receiving from City of Calgary	Yes	Yes – ADR 610519	750,000



INTER-AFFILIATE CODE OF CONDUCT

	Occasional Service	To/From Affiliate Name	Cost Recovery Yes/No	Documented Yes/No	Estimated Value \$
13	Support from ENMAX Energy for InMoment Surveys	EPC receiving from EEC	Yes	Yes – ADR 610524	28,236.60
14	Software application development and support services	EC receiving from EPC	Yes	Yes – ADR 610548	6,000
15	City Of Calgary - Communication cables installation and removal services in downtown network	City of Calgary receiving from EPC	Yes	Yes – ADR 610552	250,000
16	City of Calgary Land Agreements	EPC receiving from City of Calgary	Yes	Yes – ADR 610555	100,000
17	ISOC Building Permits	EPC receiving from City of Calgary	Yes	Yes – ADR 610569	1,000,000
18	Compiling of various reports for City of Calgary	City of Calgary receiving from EPC	Yes	Yes – ADR 610571	10,000
19	EPC to City of Calgary Locating Services for Underground Facilities	City of Calgary receiving from EPC	Yes	Yes – ADR 610578	1,100,000
20	EPC Franchise Fee Agreement with the City: Electricity	EPC receiving from City of Calgary	Yes	Yes – ADR 610581	143,500,000
21	Conduit Access License Agreement on Crowchild Trail Bridge with EPC and The City of Calgary	EPC receiving from City of Calgary	Yes	Yes – ADR 610582	50,000
22	ENMAX EIT Program	EEC receiving from EPC	Yes	Yes – ADR 610591	5,000
23	2025 City of Calgary Excavation Permits ADR	EPC receiving from City of Calgary	Yes	Yes – ADR 610601	900,000
24	2025 City of Calgary Sand & Gravel ADR	EPC receiving from City of Calgary	Yes	Yes – ADR 610602	400,000



INTER-AFFILIATE CODE OF CONDUCT

	Occasional Service	To/From Affiliate Name	Cost Recovery Yes/No	Documented Yes/No	Estimated Value \$
25	2025 City of Calgary Waste and Recycling ADR	EPC receiving from City of Calgary	Yes	Yes – ADR 610603	400,000
26	2025 City of Calgary Welding ADR	EPC receiving from City of Calgary	Yes	Yes – ADR 610604	100,000
27	2025 Rate of Last Resort (RoLR) - EEC EPC Service Agreement	EPC receiving from EEC	Yes	Yes – ADR 610606	0
28	2025 City of Calgary Traffic ADR	EPC receiving from City of Calgary	Yes	Yes – ADR 610607	1,000,000
29	Grid Innovation - EV Adhoc Advice	City of Calgary receiving from EPC	Yes	Yes – ADR 610614	0
30	City of Calgary Utility Alignment Permits	EPC receiving from City of Calgary	Yes	Yes – ADR 610616	750,000
31	Urban Forestry PWO 21652217 215 Pumhill Tree Removal	EPC receiving from City of Calgary	Yes	Yes – ADR 610622	35,000
32	2025 COC Excavation Permits - URD	EPC receiving from City of Calgary	Yes	Yes – ADR 610624	250,000
33	HPDE for 4Party Consortium	EPC receiving from City of Calgary	Yes	Yes – ADR 610636	1,400,000
34	Network City of Calgary Water Services	EPC receiving from City of Calgary	Yes	Yes – ADR 610637	100,000
35	EPSC Developer Choice Final Acceptance Certificate Deficiency Repairs	EPSC receiving from EPC	Yes	Yes – ADR 610638	400,000
36	Mobile Fleet Building Permits	EPC receiving from City of Calgary	Yes	Yes – ADR 610640	1,000
37	C20239: 16.60L/21.61L Project	EPC receiving from City of Calgary	Yes	Yes – ADR 610647	121,025



INTER-AFFILIATE CODE OF CONDUCT

	Occasional Service	To/From Affiliate Name	Cost Recovery Yes/No	Documented Yes/No	Estimated Value \$
38	EPC Land use of City On-Line website to purchase and download property information	EPC receiving from City of Calgary	Yes	Yes – ADR 610515	18,000
39	City of Calgary License Agreement for Structures	EPC receiving from City of Calgary	Yes	Yes – ADR 610615	75,000
40	EPC GOWAN Orderwire Ongoing Services	EEC receiving from EPC	Yes	Yes – ADR 610486	1
41	2025 COC ULA Fee's – URD	EPC receiving from City of Calgary	Yes	Yes – ADR 610618	900,000

**Emergency Services Report**

For the Period of: January 1, 2025 – December 31, 2025

	Emergency Service	To/From Affiliate Name	Cost Recovery Yes/No	Documented Yes/No	Non-Material Yes/No
1					

There were no Emergency Services in 2025.



List of Employee Transfers, Temporary Assignments and Secondments - 2025

Transfer Type	From/To	Position	Duration	Effective Date
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Coordinator	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Coordinator	Permanent	2025-01-01
Transfer	EPC to EC	Case Manager	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EPC to EC	Case Manager	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EPC to EC	Librarian	Permanent	2025-01-01
Transfer	EPC to EC	Director	Permanent	2025-01-01
Transfer	EPC to EC	Case Manager	Permanent	2025-01-01
Transfer	EPC to EC	Manager	Permanent	2025-01-01
Transfer	EPC to EC	Case Manager	Permanent	2025-01-01
Transfer	EPC to EC	Case Manager	Permanent	2025-01-01
Transfer	EPC to EC	Manager	Permanent	2025-01-01
Transfer	EPC to EC	Case Manager	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Manager	Permanent	2025-01-01
Transfer	EC to EPC	Material Handler	Permanent	2025-01-01
Transfer	EC to EPC	Field Rep	Permanent	2025-01-08
Transfer	EPC to EEC	Specialist	Permanent	2025-01-20
Transfer	EPC to EC	Legal Counsel	Permanent	2025-01-27
Transfer	EEC to EPC	EIT	Permanent	2025-02-25
Transfer	EPC to EC	Manager	Permanent	2025-03-17
Transfer	EPC to EC	Analyst	Permanent	2025-03-17
Transfer	EPC to EC	Specialist	Permanent	2025-03-17
Transfer	EPC to EC	Specialist	Permanent	2025-03-17
Transfer	EPC to EC	Team Lead	Permanent	2025-03-17
Transfer	EPC to EC	Analyst	Permanent	2025-03-17
Transfer	EPC to EC	Architect	Permanent	2025-03-17
Transfer	EPC to EC	Analyst	Permanent	2025-03-17
Transfer	EPC to EC	Analyst	Permanent	2025-03-17
Transfer	EPC to EC	Specialist	Permanent	2025-03-17
Transfer	EPC to EC	Analyst	Permanent	2025-03-17

Transfer	EPC to EC	Specialist	Permanent	2025-03-17
Transfer	EPC to EC	Developer	Permanent	2025-03-17
Transfer	EPC to EC	Developer	Permanent	2025-03-17
Transfer	EPC to EC	Specialist	Permanent	2025-03-17
Transfer	EPC to EC	Manager	Permanent	2025-03-17
Transfer	EPC to EC	Developer	Permanent	2025-03-17
Transfer	EPC to EC	Analyst	Permanent	2025-03-17
Transfer	EPC to EC	Team Lead	Permanent	2025-03-17
Transfer	EPC to EC	Team Lead	Permanent	2025-03-17
Transfer	EC to EPC	Project Manager	Permanent	2025-05-12
Transfer	EEC to EPC	Specialist	Permanent	2025-05-27
Transfer	EEC to EPC	Project Manager	Permanent	2025-06-03
Transfer	EPC to EC	Team Lead	Permanent	2025-07-02
Transfer	EPC to EEC	EIT	Permanent	2025-05-27
Transfer	EPC to EC	Material Handler	Limited Term	2025-11-24
Transfer	EEL to EPC	Specialist	Limited Term	2025-12-11

OFFICER'S CERTIFICATE

To: The Alberta Utilities Commission

I, Shaylyn Hayduk, of the City of Calgary, in the Province of Alberta, acting in my position as Treasurer of ENMAX Power Corporation (the "Utility") and not in my personal capacity, to the best of my knowledge do hereby certify as follows:

1. My position with the Utility is Treasurer, and as such I have personal knowledge of, or have conducted due inquiry of individuals who have personal knowledge of, the facts and matters herein stated.
2. Capitalized terms used herein (which are not otherwise defined herein) shall have the meanings ascribed thereto in the ENMAX Power Corporation Inter-Affiliate Code of Conduct ("The Code").
3. I have read the Code, the Utility's Inter-Affiliate Code of Conduct Compliance Plan dated November 9, 2005 and the Compliance Report of the Utility dated April 23, 2026.
4. The form and contents of the Compliance Report comply with the requirements of the Code and the matters reported therein are fully and accurately described.
5. I am not aware of any material non-compliance with the provisions of the Code by any director, officer, employee, consultant, contractor or agent of the Utility or by any Affiliate of the Utility (including any director, officer, employee, consultant, contractor or agent of the Affiliate) with respect to any interaction between an Affiliate and the Utility that is not fully accurately described in the Compliance Report.

Name: Shaylyn Hayduk
Shaylyn Hayduk

Title: Treasurer
ENMAX Power Corporation

Date: April 23, 2026

OFFICER'S CERTIFICATE

To: The Alberta Utilities Commission

I, Greg Retzer, of the City of Calgary, in the Province of Alberta, acting in my position as Compliance Officer of ENMAX Power Corporation (the "Utility") and not in my personal capacity, to the best of my knowledge do hereby certify as follows:

1. My position with the Utility is Executive Vice President, ENMAX Power, and as such I have personal knowledge of, or have conducted due inquiry of individuals who have personal knowledge of, the facts and matters herein stated.
2. Capitalized terms used herein (which are not otherwise defined herein) shall have the meanings ascribed thereto in the ENMAX Power Corporation Inter-Affiliate Code of Conduct ("The Code").
3. I have read the Code, the Utility's Inter-Affiliate Code of Conduct Compliance Plan dated November 9, 2005 and the Compliance Report of the Utility dated April 23, 2026.
4. The form and contents of the Compliance Report comply with the requirements of the Code and the matters reported therein are fully and accurately described.
5. I am not aware of any material non-compliance with the provisions of the Code by any director, officer, employee, consultant, contractor or agent of the Utility or by any Affiliate of the Utility (including any director, officer, employee, consultant, contractor or agent of the Affiliate) with respect to any interaction between an Affiliate and the Utility that is not fully accurately described in the Compliance Report.

Name: _____

Greg Retzer

Title: Compliance Officer
Executive Vice President, ENMAX Power
ENMAX Power Corporation

Date: April 28, 2026