

The TransAlta logo is located in the top left corner, featuring the word "transalta" in a white, lowercase, sans-serif font inside a dark blue rounded rectangle. The background of the entire page is a light blue gradient with a faint image of a wind turbine tower and blades.

transalta

Energize the Future with TransAlta

Our strategy is focused, our performance is consistent, and our people are exceptional.

We acquire, develop, nurture, and maintain a talented workforce that operates with a focus on excellence.

No matter where you are in your career, you'll be able to start building your legacy with TransAlta.

**Be yourself.
Energize the Future.**

A low-angle photograph of a worker in a yellow safety vest and hard hat, holding a laptop and looking upwards. The worker is positioned in the lower right quadrant of the frame. The background is a clear blue sky with a large, grey, diagonal structural element of a wind turbine tower extending from the bottom left towards the top center. The number "24A" is visible on the tower structure near the bottom left.

24A



Who we are

Since 1911, TransAlta has supplied the electrical power needed to make progress and innovation possible in Alberta and beyond. In the beginning, our growth was tied to the evolution of a province steeped in prairie optimism and rich natural resources.

Today, we own, operate, and develop a diverse fleet of electrical power generation assets in Canada, the United States, and Australia. TransAlta is one of Canada's largest producers of wind power and Alberta's largest producer of hydroelectric power.

We are committed to supplying reliable electric power to customers at an affordable cost, investing in the local community, and doing business in a manner that ensures our employees are safe and proud.

We are a responsible operator and a proud community member where our employees work and live. TransAlta aligns its corporate goals with the UN Sustainable Development Goals and is recognized as an industry leader in climate change management.

Our Values



Vision

A leader in clean electricity – committed to a sustainable future.



Mission

Provide safe, low-cost, and reliable clean electricity.

Safety

Ensure the health and safety of our people, partners, and stakeholders.

Innovation

Develop and embrace innovative solutions to challenges.

Sustainability

Reduce the impact of resource use in everything we do.

Respect

Support our people, our partners, our communities and our environment.

Integrity

Focus on honesty, transparency, and doing what's right.

About TransAlta



111 years

Generational experience is the foundation of our focused strategy.



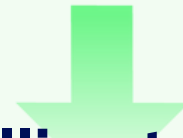
\$2.72 billion

2021 revenues equalled to a \$620 million increase compared to 2020.



76 generation facilities

Diversified portfolio with assets in Canada, the US, and Australia.



29 million tonnes

GHG reductions since 2005, accounting for 9 to 10 per cent of Canada's Paris Agreement goal.



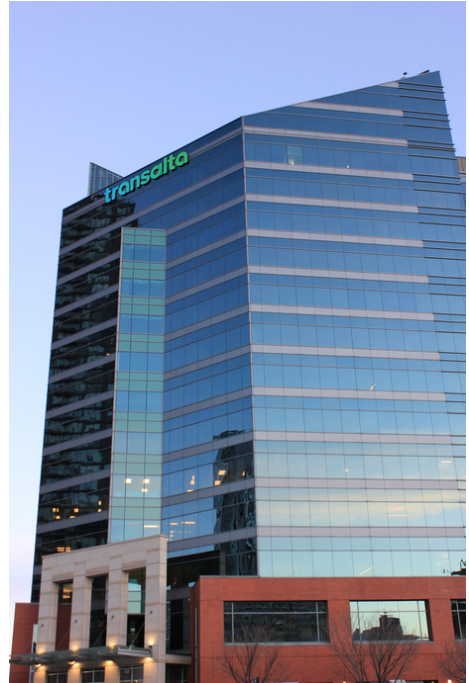
1,200+ employees

Our greatest asset and central to our value creation.

We bring the energy



Be yourself. Energize the Future.



Clean power is fundamental to moving the world forward. TransAlta is a forward-thinking, customer-focused, results-driven business delivering clean, low-cost electricity to energize and empower economies and communities.

Our culture has evolved and adapted throughout our heritage. With the aid of corporate initiatives and leadership support, we encourage our employees to maximize their potential.

This includes fostering a sense of belonging for employees and increasing employee engagement in the following ways:



Psychological Safety

Our culture embraces speaking up and having candid discussions with teammates to contribute their full potential.



Equity, Diversity, and Inclusion

We believe a focus on equity, diversity, and inclusion will drive performance in innovation, improve service to our customers, and positively impact the communities where we live.



Employee Retention and Recognition

We strive to be an employer of choice through our total rewards programs, including various incentive plans designed to align and consider key talent, gender equity, market competitiveness, internal equity, and performance with our annual and longer-term targets.



Talent and Employee Development

Investing in our employee development contributes to a strong corporate culture that provides value for TransAlta.

A photograph of two workers in safety gear (hard hats, high-visibility vests, and harnesses) walking away from the camera on a dirt path. They are heading towards a series of wind turbines in the distance. The scene is set in a field of tall, dry grass under a clear blue sky. A large, dark blue rounded rectangle is overlaid on the upper portion of the image, containing the title and a paragraph of text.

Employee Wellbeing

At TransAlta, the wellbeing of our people is paramount. We offer competitive compensation packages, robust benefits, career development initiatives, and an inclusive work environment to nurture the health and wellbeing of our employees.

Total Rewards

TransAlta prides itself on delivering comprehensive and flexible compensation and benefits to our workforce in Canada, the US, and Australia.

Base Salary

- TransAlta provides a competitive base salary, benchmarked against industry peers in each of the geographies where we operate.

Quarterly Incentive*

- BOLT is TransAlta's rewards and recognition program that provides financial recognition to employees for individual contributions and exceptional results during the quarter.

Annual Bonus*

- Our Annual Incentive Compensation (AIC) Plan is directly tied to TransAlta's achievement of corporate and business units results.

Boost

- Boost is our peer to peer recognition program that enables employees to reward their colleagues in the form of "Boost Bucks" they can spend in popular retail stores.

LTIP

- Employees in designated leadership roles are eligible to participate in the Long-Term Incentive Program (LTIP).

Financial Benefits

- Defined Contribution (DC) Pension/401k: TransAlta contributes five per cent of employees' salary and additionally will match up to an additional three per cent.
- Statutory superannuation (Australia only)



*Eligibility is restricted to permanent, non-union employees



Health Benefits

- We have a generous flexible benefits program in Canada and the US, providing flexibility in your benefit coverage to meet your individual needs for medical, dental, life and disability insurances, and options to apply credits to various programs, such as cash, health spending account, and retirement savings, depending on your geography.
- In Australia, we provide high-level private health insurance coverage.

Other Employee Benefits

- TransAlta offers other benefits that include:
 - Scholarship for children of employees
 - Long Term Service Awards
 - Employee & Family Assistance Provider (EFAP)
 - Virtual Health Care (Canada/US)

Vacation/Annual Leave

- The annual vacation is four weeks minimum, plus individual time off days, depending on the length of service, collective agreement, or geography.

Flexible Work

- TransAlta understands the importance of finding balance. We offer eligible employees the opportunity to work from:
 - An office/site location
 - Hybrid
 - Remote



Our culture is rooted in purpose, learning, and results. We consider professional development to be an investment that empowers our employees in their career growth and the future benefit of our business.

Professional Development

- TransAlta offers all employees career development opportunities through our Opportunity Board. We believe strongly in cross-training and upskilling our employees to ensure people have the opportunity to progress within the organization.
- We invest in employees through technical, safety, and leadership training.
- Employees are encouraged to participate in conferences and seminars. TransAlta provides in-house training on technical and non-technical topics.
- Membership with Industry bodies is encouraged and we support employees' representation in external bodies.
- TransAlta supports continuing education for employees to grow in their professional development.

Evaluation and Feedback

- We believe strongly in regular, continuous, and meaningful discussions between employees and their leaders about their job performance and career development.



At TransAlta, we prioritize not only the physical safety of employees, but equally, their psychological safety, which is the ability to interact with others without fear of negative consequences.

Equity, Diversity & Inclusion

- It is our collective mission to ensure that every single employee feels a sense of inclusion and belonging and can show up to work as their true authentic self. TransAlta is committed to hiring a diverse workforce including women, Indigenous Peoples, persons with disabilities, members of visible minorities, and members of the LGBTQ2+ community.
- TransAlta believes that diversity enhances the quality of its performance. It's an essential element for effective corporate governance and cultivates a strong workplace culture. TransAlta has received certification from Diversio, a technology company setting the global standard for equity, diversity, and inclusion, for its continued commitment to and meaningful performance on ED&I in the workplace.

Community Investment

- We are a proud community member where our employees work and live. We seek to make meaningful impact and enhance the quality of life in our operating jurisdictions by building the sustainability of these communities.
- To further explore our initiatives, visit our community investment page.

Indigenous Relations

- We engage with the Indigenous communities in the areas we operate in to build new relationships as we grow our renewable energy business. TransAlta believes education helps build healthy and prosperous communities and by providing Indigenous bursaries, we support students to reach their full potential.



TransAlta is the first publicly traded energy company to be certified by Diversio for its Equity, Diversity, and Inclusion program.

[Click here for our Diversity and Inclusion pledge.](#)

HR Award Recognitions

TransAlta is recognized for its HR performance excellence by the annual Canadian HR Awards, which celebrates notability in the human resources industry. This leading independent awards program showcases the nation’s most outstanding HR teams, leaders, and employers for their achievements, leadership, innovations, best practices, and leadership in the HR profession.

For a list of awards TransAlta has received, visit our [Awards & Recognition page](#).

Best Learning & Development Strategy Award

- TransAlta won The Queen’s University IRC Award for Best Learning and Development Strategy. This award recognizes and celebrates the HR team that has delivered the most outstanding organizational benefits by directly linking the training needs of their people, at all levels, to the business needs of their organization.



Excellence in Diversity & Inclusion Award

- TransAlta received the silver award for Excellence in Diversity and Inclusion. This award recognizes an organization that has diversity and inclusion at the heart of its business, providing programs for employees from five groups including women, members of visible minorities, persons with disabilities, Indigenous peoples, and the LGBTQ+ community.



HRPA Woman of Distinction Award

- TransAlta received the silver award for the Human Resources Professional Association (HRPA) Award for Woman of Distinction (Jane Fedoretz, EVP, People, Talent & Transformation). This award is for women in any facet of the HR profession, whose astounding personal and professional achievements have earned them a place among the industry’s best.





From internships to graduate opportunities and lifelong careers for experienced professionals, we have a place where you can begin to build your legacy.

Are you interested in being part of the TransAlta team? Visit our [careers page](#) to learn more, or [apply today](#).



transalta™