



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.

transalta™

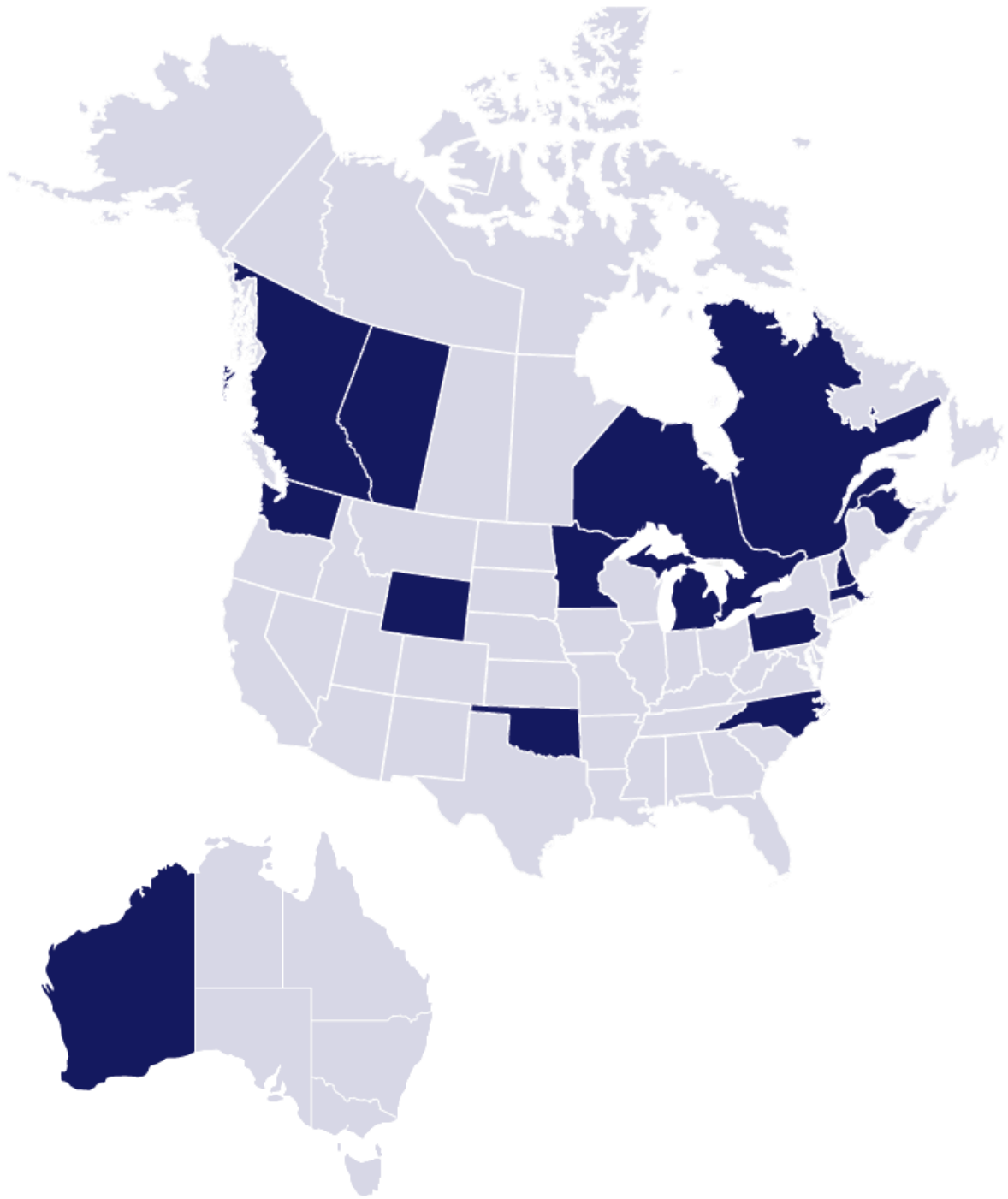
Our Story Begins in 1911

Since then, TransAlta has supplied the electrical power needed to make progress and innovation possible.

In the beginning, our growth was tied to the evolution of a province steeped in prairie optimism and rich natural resources.

In 1996, our footprint grew beyond Alberta, beginning with operations in Australia and again in 2000 in the United States. Since then, we've made significant investments to expand our global fleet, including gas, hydro, solar, wind and co-generation.





Australia

TransAlta Energy Australia is building on our 25 year history in the country with significant new investments made over the past several years.

Canada

We began in Alberta over 113 years ago with the construction of our first hydro facility. Today, our operations span the country, providing the electricity Canadians need every day.

United States

Our United States operations began in Centralia, Washington. Since then, our US fleet has continued to expand in Oklahoma, Michigan, Pennsylvania and other states.

Our Vision

To be a leader in clean electricity—committed to a sustainable future.

Our Mission

Provide safe, low-cost and reliable clean electricity.

Our Values



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.

Our Strategy is Built Upon Four Key Pillars

Customer Needs

We meet our customers' needs for safe, low-cost and reliable clean electricity.

Shareholder Value

We increase shareholder value through our portfolio of high-quality electricity facilities that deliver stable and predictable cash flows.

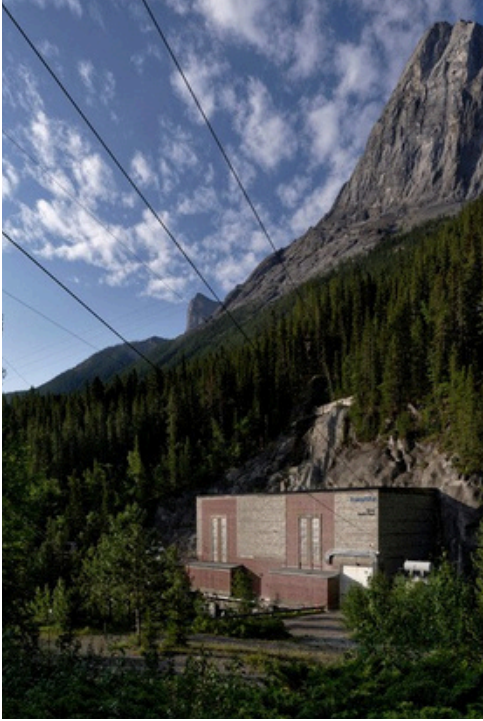
Operational Excellence

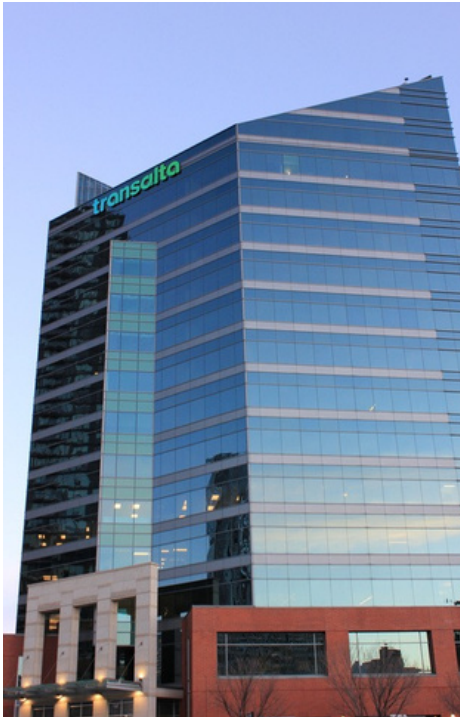
We seek excellence and continuous improvement in the management and operation of our business.

Our People

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

We Bring the Energy.





A Culture of Results, Purpose and Learning

By providing a great place to work, we can make great work happen.

Our culture is built on foundational truths that come to life every day in our hallways, operations facilities, meeting rooms and collaborative spaces. Our commitment to employee development and engagement is evident in our collaborative spaces, where everyone is a cultural architect, shaping an environment that fosters continuous improvement and a sense of belonging.

We nurture a sense of community and boost engagement with:

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. Our Incentive plans are designed to align and consider key talent, gender equity, market competitiveness, internal equity and performance targets.

Talent and Employee Development

We offer comprehensive career development, cross-training and upskilling opportunities. Our training programs cover technical, safety and leadership areas, supplemented by in-house courses and support for industry involvement and continuing education.

A modern, multi-story office building with a glass facade and a brick base. The word "transalta" is visible in green and blue on the upper part of the building. The sky is a clear, light blue.

transalta

Total Rewards at a Glance

At TransAlta, we are dedicated to the health and success of our employees. We offer competitive compensation packages, comprehensive benefit plans, group retirement pension and savings plans and numerous career development opportunities. Our commitment to our employees' well-being and professional growth is at the heart of everything we do. We also understand the importance of work-life balance and strive to create a supportive work environment with flexible work arrangements, wellbeing programs and various resources to help our employees maintain a healthy balance between their work and personal lives.

Benefit eligibility may be subject to employment status and limited by jurisdiction.

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).

Retirement Pension and Savings Plans

- Defined Contribution (DC) Pension/401k savings plan. TransAlta contributes five per cent of employees' salary and additionally will match contribution based on Employee Contribution. (Canada and U.S.)
- Statutory superannuation. (Australia)



Health Benefits

- For the majority of our Canadian and US employees, we offer a generous and inclusive flexible benefits program that covers medical, dental, vision, life insurance, disability insurance and more for our employees and their families. Employees have the choice and flexibility to allocate funding based on their needs. Depending on your location, programs such as health spending accounts, retirement savings, group insurances, flex spending accounts, dependent care accounts and voluntary accident insurance are available.
- In Australia, we provide high-level private health insurance coverage.

Vacation/Annual Leave

- Generous annual vacation 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 and remote.

Wellbeing

- TransAlta is committed to employee health and wellness, supporting four pillars: Financial, Mental, Physical and Social wellbeing. We offer seminars, platforms like Virgin Pulse and Prosperiguide and various webinars and sessions for employees and their families

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)
 - Enjoy up to 17 weeks of maternity leave or eight weeks of parental leave with salary top-ups up to 100% of your base earnings (less any government-paid leave programs).
 - Paid volunteer day to enrich both our team and community



Award Recognitions

TransAlta stands out as a recognized leader in its field, earning accolades for its exceptional performance across diverse aspects of its operations. The company's excellence has been acknowledged by prestigious organizations, reflecting its commitment to innovation, leadership, employee fulfilment and success.

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| <p>Alberta's Top Employers</p> | <p>DEI Practice</p> | <p>Best Reward & Recognition Strategy</p> | <p>Best Learning & Development Strategy Award</p> | <p>Excellence in Diversity & Inclusion Award</p> |
| <p>Health and Wellness Award of Distinction</p> | <p>Canadian Top 50 Corporate Citizens</p> | <p>World's Most Trustworthy Companies - #1 in Energy and Utilities</p> | | |
| <p>Women in Electricity Innovation in HR Practices</p> | <p>5-Star Diversity and Inclusion Employer</p> | <p>Best Place to Work in Canada</p> | <p>Innovative HR Team</p> | |
| <p>Best in Sector: Utilities Best Innovation in Shareholder Communications Best ESG Reporting (mid-cap)</p> | | <p>Female Trailblazer Of The Year Construction, Infrastructure And Transportation Law Department Of The Year</p> | | |



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.



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