

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 11/30/2026					
SECTION A – TYPE OF REPORT CONSOLIDATED REPORT															
SECTION B – EMPLOYER IDENTIFICATION															
OFS COMPANY ID 0473211			EMPLOYER NAME IDACORP INC												
ADDRESS 1221 WEST IDAHO STREET					CITY/TOWN BOISE				STATE ID		ZIP CODE 83702				
SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)															
HQ/ESTABLISHMENT-LEVEL UNIT ID			HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME												
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS					CITY/TOWN				STATE		ZIP CODE				
SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN) 820130980															
SECTION E – EMPLOYER FILING ELIGIBILITY <input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS															
SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable) Unique Entity ID (UEI): K74HEGGZGPW3 <input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor) <input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor)															
SECTION G – NAICS INFORMATION 221122 - Electric Power Distribution															
SECTION H – WORKFORCE DEMOGRAPHIC DATA															
JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male							Female					
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	1	30	0	3	0	0	1	26	0	0	0	0	0	61
First/Mid-Level Officials and Managers	5	4	161	1	1	0	0	0	45	0	0	0	0	1	218
Professionals	18	16	398	3	8	1	3	3	158	1	9	0	0	4	622
Technicians	8	4	141	0	2	0	0	1	15	0	1	0	0	0	172
Sales Workers	4	1	69	0	0	1	0	2	17	0	0	0	0	0	94
Administrative Support Workers	9	37	46	0	0	1	0	1	167	2	4	2	1	2	272
Craft Workers	23	0	473	0	0	3	3	2	5	0	0	0	0	0	509
Operatives	10	0	126	1	1	0	0	3	6	0	0	0	0	0	147
Laborers and Helpers	0	0	18	0	0	0	0	0	6	0	0	0	0	0	24
Service Workers	0	1	1	0	0	0	0	0	3	0	0	0	0	0	5
CURRENT 2024 REPORTING YEAR TOTAL	77	64	1463	5	15	6	6	13	448	3	14	2	1	7	2124
PRIOR 2023 REPORTING YEAR TOTAL	71	60	1471	3	16	5	7	13	427	2	16	2	0	6	2099
SECTION I – WORKFORCE SNAPSHOT PERIOD 10/12/2024 - 10/25/2024															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)  Not Applicable															

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION				
EMPLOYER IDENTIFICATION				
OFS COMPANY ID 0473211		EMPLOYER NAME IDACORP INC		
ADDRESS 1221 WEST IDAHO STREET		CITY/TOWN BOISE	STATE ID	ZIP CODE 83702
CERTIFICATION COMMENTS (optional)				
Added two new establishments - Amity Distribution Center and Baker City.				
CERTIFICATION STATEMENT <i>"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."</i> <b>Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.</b>				
DATE OF CERTIFICATION 6/19/2025 8:34 PM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official Lindsey Fow		Title of Certifying Official Senior HR Professional		
Email Address of Certifying Official LFow@idahopower.com		Telephone Number of Certifying Official 208-388-6764		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC Lindsey Fow		Title and Employer of Primary POC Senior HR Professional Idaho Power Company		
Email Address of Primary POC LFow@idahopower.com		Telephone Number of Primary POC 208-388-6764		