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IDACORP and Idaho Power Officers

Lisa A. Grow, President and Chief Executive Officer, IDACORP, Inc. and Idaho Power



President and Chief Executive Officer of IDACORP, Inc. and Idaho Power since June 1, 2020; President of Idaho Power since October 2019; Former Senior Vice President and Chief Operating Officer for Idaho Power since March 2017. Grow has also served as Senior Vice President of Operations and, prior to that, Senior Vice President of Power Supply. Grow was appointed to the IDACORP and Idaho Power Company Boards of Directors in February 2020.

Grow began her career at Idaho Power in 1987 and held many engineering positions before moving into management. This broad background allowed her to gain valuable experience in many areas of the company. In 2005, Grow was named Vice President of Delivery Engineering and Operations.

Grow graduated from the University of Idaho in 1987 with a Bachelor of Science degree in electrical engineering and received a Master of Business Administration degree from Boise State University in 2008.

Grow is a leader in her field and involved in a number of industry groups, currently or previously serving on various committees and boards associated with the Western Electricity Coordinating Council, Northwest Power Pool, National Hydropower Association, Pacific Northwest Utilities Conference Committee and the Department of Energy Electricity Advisory Committee.

Grow was on the advisory committee of, and presented at, the University of Idaho's Energy Executive Course (formerly UEC), an internationally-recognized training program for industry executives worldwide. She also serves on the university's Foundation Board and is a past member of the advisory boards for the University of Idaho College of Engineering and the Boise State College of Engineering.

She served on the board of the Idaho division of the American Heart Association and currently serves on the St. Luke's Health System Board of Directors. She is also a Hope Society Member of the Women's and Children's Alliance. In 2021, she was appointed to the Federal Reserve Bank of San Francisco's Salt Lake City Branch Board of Directors for a three-year term.

Brian R. Buckham, Senior Vice President and Chief Financial Officer, IDACORP and Idaho Power



Brian R. Buckham assumed the role of Senior Vice President and Chief Financial Officer of IDACORP and Idaho Power in March 2022.

Prior to this appointment, he was Senior Vice President and General Counsel of IDACORP and Idaho Power since March 2017 after serving as Vice President and General Counsel of IDACORP and Idaho Power since April 2016.

Since joining Idaho Power in 2010, Buckham has also held the roles of corporate counsel, senior counsel, and lead counsel. Previously, Buckham was an attorney at Davis Wright Tremaine LLP in Portland, Ore., and at Greenberg Traurig LLP in Phoenix where his practice focused on securities, mergers and acquisitions, corporate governance and commercial transactions.

An Idaho native, Buckham holds a bachelor's degree in mining engineering from the University of Idaho, a Master of Business Administration from Gonzaga University and a Juris Doctor, *summa cum laude*, from the University of Idaho College of Law.

Buckham is the recipient of the Idaho Business Review's Leaders in Law award and Accomplished Under 40 award, and of the global Association of Corporate Counsel's Top-10 30-Something award. Buckham is a member of the Boards of Directors of the Treasure Valley YMCA and the Saint Alphonsus Foundation, and is a member of the Governing Council of the Idaho State Bar Business and Corporate Law Section. Buckham has also acted as an adjunct at the University of Idaho College of Law teaching the Securities Regulation course and is a member of the College of Law Advisory Council.

Jeffrey L. Malmen, Senior Vice President of Public Affairs, IDACORP, Inc. and Idaho Power



Jeff Malmen was named Senior Vice President of Public Affairs for IDACORP and Idaho Power in April 2016 after serving as Vice President of Public affairs for IDACORP and Idaho Power since October 2008. Malmen joined the company in December 2007 as senior manager of Governmental Affairs. In his current role, he oversees government and regulatory affairs, corporate communications and corporate services such as supply chain, real estate and facilities.

Before joining Idaho Power, Malmen enjoyed a 21-year career in state and federal politics. He served as chief of staff for both Idaho Gov. C. L. "Butch" Otter and Idaho Gov. Phil Batt. Malmen was administrator of the Division of Financial Management for Idaho Gov. Dirk Kempthorne. Prior to that, Malmen served as chief of staff and in other key leadership positions for a number of Idaho congressmen and senators, both in the state and in Washington, D.C.

Malmen is vice chairman of the Idaho Association of Commerce and Industry, past president of the Idaho Liability Reform Coalition and a board member of the Idaho Mining Association. He's a graduate of the Stanford University Graduate School of Business Executive Program.

Julia Hilton, Vice President, General Counsel, IDACORP and Idaho Power



Julia Hilton was named Vice President and General Counsel of IDACORP and Idaho Power in March 2023.

Hilton has served as an in-house utility attorney since 2008, with much of that time spent in leadership. Prior to this appointment, she served as the Deputy General Counsel and Director of Legal for Idaho Power. In that role, Hilton led the company's legal team that focuses on litigation; labor and employment; contracting; federal and state regulatory matters; construction transactions; and environmental, permitting and licensing issues.

Since joining Idaho Power in 2012, Hilton has also held the roles of corporate counsel and senior counsel. Prior to joining Idaho Power, she led the legal department and oversaw all legal issues for the American Samoa Power Authority.

Hilton holds a Bachelor of Science degree in political science from the University of Utah and a Juris Doctorate, from Gonzaga University School of Law where she graduated Magna Cum Laude. She clerked for former Chief Justice Schroeder at the Idaho Supreme Court and Chief Justice Kruse and Associate Justice Richmond at the High Court of American Samoa. Hilton completed the University of Idaho's Energy Executive Course in 2019.

Hilton is a recipient of the Idaho Business Review's Leaders in Law Award and the Women and Children Alliance's TWIN award. She is Board Secretary of the Girl Scouts of the Silver Sage Council and the Mountain West Chapter of the Association of Corporate Counsel.

Ken Petersen, Vice President, Chief Accounting Officer, and Treasurer IDACORP, Inc. and Idaho Power



Ken Petersen assumed the roles of Vice President, Controller and Chief Accounting Officer of IDACORP and Idaho Power in January 2014, and was appointed Treasurer on March 1, 2020.

Petersen began his career at Idaho Power in November 1998. Prior to joining the company he worked for several well-known Idaho companies, including Blue Cross of Idaho and Trus Joist. Petersen has more than 20 years experience in financial, operational and strategic roles in small and large organizations.

Petersen is a licensed certified public accountant and holds a bachelor's degree in accounting and computer information systems from Boise State University. He also earned his Master of Business Administration from Boise State, graduating with honors. Additionally, he is a graduate of the University of Idaho's Public Utility Executive course and Boise State's Management and Supervisory Series.

Patrick A. Harrington, Corporate Secretary, IDACORP, Inc. and Idaho Power



Patrick A. Harrington has served as Corporate Secretary for IDACORP and Idaho Power since March 2007.

Harrington has worked as an attorney at Idaho Power since 1986, focusing in the areas of corporate governance, real estate, corporate finance and subsidiary activities.

Idaho Power Officers

Adam J. Richins, Senior Vice President and Chief Operating Officer



Adam J. Richins was named Senior Vice President and Chief Operating Officer of Idaho Power in October 2019. Prior to that, Richins served as Vice President of Customer Operations and Business Development. In this role, he oversaw teams dedicated to customer satisfaction and supporting the company's brand. Since joining Idaho Power in 2011, Richins previously held the positions of General Manager of Customer Operations Engineering and Construction and Senior Counsel.

Before joining Idaho Power, Richins worked as an engineer and project manager on large construction projects and as an attorney at Stoel Rives, where he litigated complex business disputes and negotiated multi-million-dollar commercial transactions. Richins also clerked for the Ninth Circuit Court of Appeals (Honorable Stephen S. Trott) and worked as an engineer on large construction projects, including airports and schools.

Richins holds two Bachelor of Science degrees, one in mathematics from the University of Puget Sound and a second in civil engineering from Columbia University, where he graduated Magna Cum Laude. He earned his law degree from the University of Washington with high honors. Richins graduated from Harvard Business School's Advanced Management Program in 2016.

Richins serves on the boards for the Saint Alphonsus Health System, Boise School Foundation, the Boise Chamber of Commerce and the Pacific Northwest Conference Committee.

Ryan N. Adelman, Vice President, Power Supply



Adelman was named Vice President, Power Supply in August 2020. Prior to that, Adelman had served as Vice President of Planning, Engineering and Construction since October 2019.

Adelman started his career with Idaho Power in 2004 and has held numerous leadership positions in different business units including Power Production and Project Management. Before his appointment to vice president in 2019, he served as the Regional Manager for Idaho Power's Southeast Region. Adelman was the project manager for Idaho Power's Langley Gulch Power Plant, commissioned in 2012. Before coming to Idaho Power, Adelman consulted as a licensed civil engineer in Idaho and Oregon.

Adelman graduated from the University of Idaho with a Bachelor of Science degree in civil engineering. He received his Master of Business Administration from Boise State University in 2018. He completed the University of Idaho's Energy Executive Course, an internationally recognized training program for industry executives worldwide.

Mitch Colburn, Vice President, Planning, Engineering and Construction



Mitch Colburn was named Vice President of Planning, Engineering and Construction in August 2020. Since joining Idaho Power in 2007, Colburn held various engineering positions in the company's project management and planning groups before transitioning into leadership, where he previously served as Director of Engineering and Construction, Director of Resource Planning and Operations, Senior Manager of Transmission & Distribution Strategic Projects and leader over the company's joint-venture Boardman to Hemingway transmission line project.

Colburn earned his Bachelor of Science in electrical engineering from the University of Idaho where he graduated Summa Cum Laude. He earned his Master of Engineering in electrical engineering from the University of Idaho and his Master of Business Administration from Boise State University. He is also a graduate of the University of Idaho's Energy Executive Course, an internationally recognized training program for industry executives worldwide.

Colburn serves on the board of the United Way of Treasure Valley and the University of Idaho Electrical and Computer Engineering Department Advisory Board.

Sarah E. Griffin, Vice President, Human Resources



Sarah E. Griffin was named Vice President, Human Resources in October 2019. Previously, she was Human Resources Director and Human Resources Manager for Idaho Power. She oversees all aspects of Human Resources, including compensation, benefits, employee relations, diversity, talent and organizational development, employee engagement and succession planning.

Griffin has been in Human Resources since 1995 and with Idaho Power since 2007. Prior to Idaho Power, Griffin worked in various human resources roles at Boise Cascade, Delta Dental of Idaho, Thoratec Corporation and NPS Pharmaceuticals.

Griffin has her Bachelor of Arts in English from the University of Utah and her Master of Business Administration degree from Boise State University.

In February 2017, former Idaho Governor Butch Otter appointed Griffin to the Idaho Personnel Commission. She also serves on various councils promoting workforce development and a diverse talent pipeline in Idaho.

Bo Hanchey, Vice President, Customer Operations and Chief Safety Officer

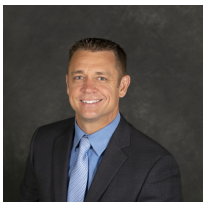


Bo Hanchey assumed the role of Vice President, Customer Operations and Chief Safety Officer in October 2019. Hanchey oversees teams dedicated to customer satisfaction and operational construction and maintenance at Idaho Power. He is responsible for leading the safety culture for the employees, business units and the communities that Idaho Power serves. Prior to this position, he served as the company's Customer Service Senior Manager.

Hanchey began working for Idaho Power in 1997 at the company's Twin Falls Operations Center. Throughout his 22 years with Idaho Power, Hanchey has held various positions including Materials Handler, Apprentice Lineman, Lineman, Foreman, Field Services Leader, Area Manager, Regional Operations Manager, Regional Manager and Customer Service Senior Manager.

Hanchey is a graduate of Bismarck State College, earning an Associate Degree in Applied Science in electric power technology. He is pursuing a Bachelor of Science degree in business management with Bismarck State College.

Jason Huszar, Vice President, Information Technology, and Chief Information Officer



Jason Huszar was named Vice President of Information Technology and Chief Information Officer in August 2020. He started his career at Idaho Power in 2008 as an HR Information System Leader then served in various IT roles including Manager of IT Infrastructure and Operations, and Director of IT Operations. Prior to his appointment, Huszar was the Managing Director of Information Technology.

During his career, Huszar held IT management roles in the residential land development and home building industries before coming to Idaho Power. In late 2016, Huszar led a strategic initiative to implement the first stage of Idaho Power's Grid Modernization and Asset Replacement Program, which was successfully completed in 2018. After four years supporting the IT needs of the U.S. Navy's Pacific Fleet, Huszar earned his Bachelor of Science in Information Systems from San Diego State University and his Master of Business Administration from the University of San Diego.

Huszar serves on the board of Idaho United Credit Union and is a member of the executive committee for the Idaho Technology Council.

Debra Leithauser, Vice President, Corporate Services and Communications



Leithauser was named Vice President, Corporate Services and Communications in October 2019. She started her career at Idaho Power as Director of Corporate Communications in 2017. In her current role, she oversees corporate real estate, supply chain, facilities, communications and marketing.

Before joining Idaho Power, Leithauser was the President and Publisher of the Idaho Statesman, overseeing all news, advertising, distribution, production and financial matters. She previously ran two other media companies, a newspaper in Pennsylvania and a news service in Washington, D.C. She was a Pulitzer Prize judge in 2014. For almost a decade, Leithauser was a journalist at The Washington Post, where she was the top editor for a variety of sections, including the award-winning Washington Post Magazine.

Leithauser graduated from the University of Florida with honors, earning a Bachelor of Science in journalism. She was named a distinguished alumna in journalism in 2013.

Leithauser serves on several boards including the United Way of Treasure Valley, the Women's and Children's Alliance, and the Frank Church Institute. She founded Together Treasure Valley, a community initiative, after moving to Boise in 2015.

Tim Tatum, Vice President of Regulatory Affairs



Vice President of Regulatory Affairs Tim Tatum assumed his role on March 1, 2016. In his position Tatum is responsible for the management of economic regulatory activities in both the Idaho and Oregon retail jurisdictions and with the Federal Energy Regulatory Commission (FERC).

Tatum began his career with Idaho Power in 1996 in the company's Customer Service department. He spent six years there before assuming the role of economic analyst supporting the implementation of Idaho Power's energy efficiency programs.

In 2004 he joined the Regulatory Affairs department as a regulatory analyst, and has served as a company witness in numerous regulatory proceedings relating to revenue requirements and rate design as well as the company's energy efficiency program activities.

Tatum was promoted to cost of service manager in 2008. In that role he was responsible for the company's revenue requirement determinations and other cost of service studies used to support the ratemaking process. In 2015, Tatum was promoted to general manager of regulatory affairs where his responsibilities broadened to include rate design, integrated resource planning and matters related to power purchases under the Public Utility Regulatory Policies Act, or PURPA.

Tatum holds a Bachelor of Business Administration in economics and Master of Business Administration from Boise State University. He completed the University of Idaho Utility Executive Course in 2012 and is currently on the faculty for that course.

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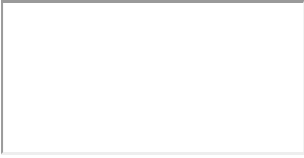
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