

2020-2030



# Equity, Diversity & Inclusion Strategy

Updated: May 2025



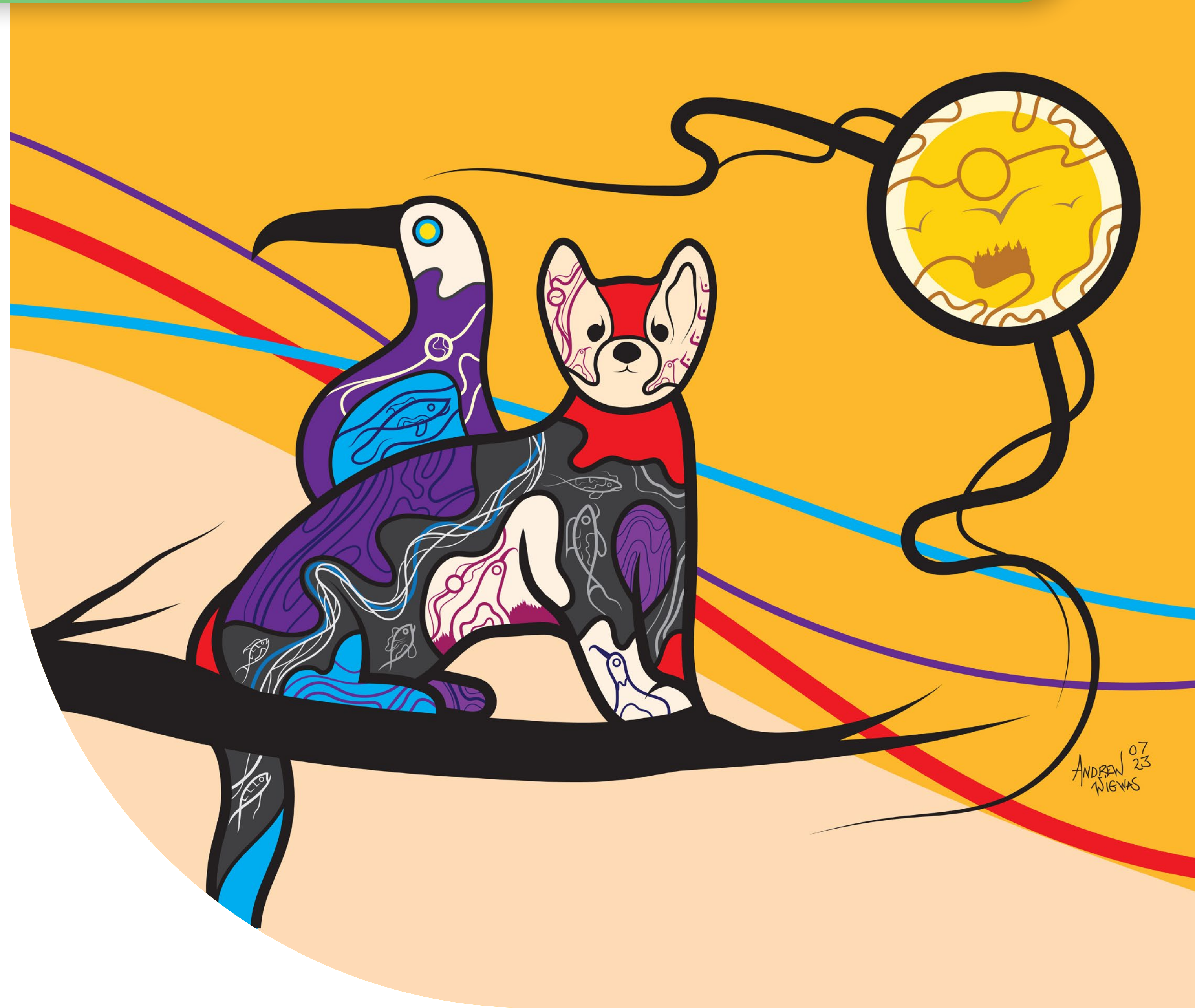
# Honouring traditional territory

**OPG respectfully acknowledges that the lands on which its generating stations and other assets are located are within the traditional and treaty territory of many Indigenous Nations and communities.**

To acknowledge this is to honour the deep connection that Indigenous Peoples have with the land, that they are the original stewards and caretakers of it and that they continue to play an important role to ensure its health and integrity for generations to come. As a company, OPG remains committed to advancing Reconciliation by developing trusting and mutually beneficial relationships with Indigenous Nations, communities, and Peoples across Ontario. We provide educational opportunities and encourage our employees to learn more about the important local and national history of Indigenous Peoples.

*Commissioned for OPG's Reconciliation Action Plan (2024), Andrew Wigwas's artwork, produced in the Woodlands art style, depicts the story of the Marten Clan. At the core of this piece is the marten, the cherished emblem of the Marten Clan within Indigenous Ojibwe communities and a potent symbol of their heritage and identity. The Marten Clan was known for their skills in defensive strategy.*

To learn more about Andrew and our Reconciliation Action Plan visit [opg.com/reconciliation](https://opg.com/reconciliation)



# Contents



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## Message from our **President & CEO**

**OPG remains committed to our Equity, Diversity and Inclusion (ED&I) strategy, which is part of our long-term plans to electrify life in one generation.**

Since OPG launched its first-ever 10-year ED&I strategy in 2022, we have made significant progress in creating a more diverse and inclusive organization.

Inclusion at OPG means feeling valued for your perspective, connected to your colleagues, confident that your work matters, and comfortable sharing your ideas. It's about being kind, viewing diversity as a strength, being collaborative, and ensuring everyone feels they belong. When we all feel included and that we belong, we're more engaged, innovative, and successful together. Everyone at OPG has a role to play – whether you're joining an Employee Resource Group, supporting a colleague, or sharing your ideas, you help make OPG a stronger, more welcoming place. This strengthens our teams, drives innovation and elevates our success.

We've almost finished all our original ED&I Strategy actions and are proud to be named one of Canada's Best Diversity Employers in 2023. Our workplaces are becoming stronger and more positive thanks to the diverse skills and experiences of our growing team. I thank our committed ED&I champions across the company for

helping us make this progress possible. But our progress together is just the beginning, and it must continue. Creating an inclusive workplace is an ongoing process, which means that as OPG grows and evolves, our strategy and actions will change over time as well.

We remain committed to our four focus areas: **Foundation, People, Connection** and **Community**, and are updating our actions for 2025 – 2027 and beyond. With a renewed focus on building a diverse workforce that represents our communities and creating a culture of inclusion, we plan to take more impactful, concrete steps on our journey to ED&I excellence. Together, we will continue to advance ED&I at OPG and in the communities where we live and work, ensuring that our collective success is built on the strength of inclusion, and that our teams feel valued and empowered every stage of the way.



**Nicolle Butcher**  
President and Chief Executive Officer



# Refreshed ED&I Strategy Actions

2025-2027

Since launching the 2020-2030 ED&I strategy, we've made significant progress in creating a more diverse and inclusive organization. Building on this momentum, OPG has added 20 new actions that emphasize two key priorities. From 2025-2027, the following actions will build a workforce that represents our communities, and create a culture of inclusion.



# Create a culture of inclusion



## Refreshed ED&I Strategy Actions 2025-2027

FOCUS AREA	ACTIONS	TARGET COMPLETION
Foundation	1 Integrate the role of a Leader in inclusion as part of the redesigned MyLeadership Fundamentals leadership development program.	2025
	2 Engage leaders in a conversation about inclusion, their role to drive belonging and how to navigate complex challenges within their teams.	2026
People	3 Implement updated medium term incentive plan terms for employees on maternity or parental leave.	2025
	4 Comply with the federal <i>Pay Equity Act</i> to conduct an assessment to ensure pay equity for employees in jobs that are commonly held by women.	2026
	5 Review benefit offerings and implement enhancements to adapt to changing conditions and priorities.	2027
Connection	6 Incorporate inclusion into the onboarding and orientation experience for new employees to foster inclusion from day one.	2025
	7 Execute employee resource group action plans with the focus on driving a culture of inclusion and belonging.	2025
	8 Embed belonging into leadership accountability by implementing a belonging survey and equipping leaders to act on insights.	2027
	9 Empower leaders and employees to champion belonging through communications and accessible self-serve learning.	2027



# ED&I in Action at OPG

At OPG, we take pride in taking meaningful action. The following examples showcase just a sample of the initiatives we have completed to advance our mandate across *Foundation, People, Connection* and *Community*.

These accomplishments highlight the dedication and work of our teams to create a workplace where everyone can thrive.

These efforts are deeply rooted in our value of Inclusion.



**By sharing these successes, we aim to inspire continued action to build a more inclusive OPG for all.**

At OPG, many of our ED&I strategy initiatives are supported by the grassroots efforts of employees and teams across the organization. Driven by a desire to improve our work environment, they build inclusive teams, a culture of belonging and a place where everyone brings their authentic selves to work.

Over the past few years, OPG has worked to drive change through efforts including:

**Foundation**

- Improved framework for our Employee Resource Groups, which provide safe communities for employees to support one another, learn and grow.
- Enhanced data analysis and specialized recruitment teams to drive understanding and further equity in the workplace. OPG was recognized for these efforts by the Government of Canada's Employment Equity Achievement Award for Innovation in 2024.

**People**

- Strengthened outreach and partnerships with high schools, post-secondary institutions, and equity-focused organizations to attract and inspire diverse, skilled candidates to pursue careers at OPG.
- Delivered all-employee anti-racism training, conducted in-person and virtual sessions that empowered leaders to facilitate brave conversations about race, and fostered safe spaces for racialized employees to discuss experiences of racism.





### Connection

- Created the first ever Inclusion Day, bringing together over 200 employees to celebrate and inspire diversity and belonging across our organization.
- Celebrated Inclusion award winners at the Power of You Awards, which recognize employees who embody the OPG values across the company.

### Community

- Contributed \$104,000 to Ontario Tech scholarship programs which support 26 students enrolled in the Faculty of Engineering and Applied Sciences, or Science, Technology, Engineering and Mathematics (STEM) focused programs. By supporting these students, we're encouraging and growing our potential future workforce and giving them the opportunity to pursue what they love.

**With a fresh set of actions to guide our efforts and help us sustain our progress, we are reenergized and ready to move forward with focus.**

OPG's actions for 2025-2027 are focused on continuing to create a culture where everyone feels they belong, surrounded by qualified professionals with diverse backgrounds and opinions that represent our communities.

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