

**ONTARIO POWER GENERATION
ACCESSIBILITY
PLAN**

2026 - 2028

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Introduction

Ontario Power Generation (“OPG”) is one of North America’s largest and most diverse generators of clean energy and operates a diverse range of generating assets that power Ontario homes and businesses. OPG has over 11,000 employees that generate roughly half of Ontario’s electricity needs from a combination of nuclear, hydro, solar, biomass, and natural gas.

OPG is committed to fostering an inclusive workplace where all employees are treated with dignity and respect. This commitment drives forward OPG’s vision of “electrifying life in one generation” and mission to build a sustainable future powered by our electricity, ideas and people.

Delivering on this vision and mission means using organizational values of safety, integrity, excellence, inclusion and innovation to guide decisions and build the culture mindset OPG needs to succeed. OPG’s values are reinforced by the equity, diversity and inclusion (“ED&I”) Strategy which focuses on creating a culture of inclusion and building a workforce that represents our communities. OPG’s ED&I Strategy is available [here](#).

OPG’s Accessibility Plan 2026-2028 (“Accessibility Plan”) supports OPG in achieving our ED&I goals and is consistent with the mission of the *Accessible Canada Act*.

General

OPG is committed to integrating feedback from both employees and members of the public related to accessibility barriers, where appropriate. This may include feedback regarding implementation of this Accessibility Plan, barriers that employees or members of the public may face related to accessibility at OPG, or other feedback that falls within the scope and intent of this Accessibility Plan.

Feedback Process

All feedback is reviewed and discussed with the responsible areas of the business within OPG. Based on this review, feedback is considered for continuous improvement of our programs and integration in future initiatives. All feedback is directed to OPG’s Manager, Ethics.

In line with OPG’s dedication to addressing accessibility concerns and barriers, multiple methods are available for submitting feedback including:

Telephone

1-416-592-3700 or toll free at 1-855-592-3700

Email

ethics@opg.com

Mail

Ontario Power Generation
c/o Manager Ethics, Ethics Office
1908 Colonel Sam Dr.
Oshawa, ON
L1H 8P7

Anonymous Feedback

Employees and members of the public can submit accessibility feedback anonymously directly to the Ethics Office by completing the Anonymous accessibility feedback form on www.OPG.com available [here](#). OPG welcomes anonymous feedback; however, due to anonymity, responses or acknowledgments cannot be provided.

Requesting Alternative Formats

OPG's Accessibility Plan, progress reports, feedback information and other information can be requested in the following alternative formats, including:

- Print
- Large Print (increased font size and clarity)
- Braille (a system of raised dots that people who are blind or who have low vision can read with their fingers)
- Audio (a recording of someone reading the text out loud)
- Electronic (an electronic format that is compatible with adaptive technology that is intended to assist people with disabilities)

OPG will provide requested alternate formats within the timelines established under the *Accessible Canada Act*. To request alternative formats, please contact OPG using the feedback options listed above.

Development of the Accessibility Plan 2026-2028

OPG created the Accessibility Plan following the accessibility principle of "Nothing without us," which means people with disabilities were actively included throughout

the development process. The plan incorporates elements from OPG's ED&I Strategy, reinforcing OPG's commitment to ED&I excellence, and supporting the company's long-term vision to electrify life in one generation. Building on the ED&I Strategy, the Accessibility Plan allows OPG to make continuous improvement by identifying and removing barriers reported by employees.

OPG consulted closely with people with disabilities and teams across the organization to develop site-specific and company-wide actions to address identified barriers. This Accessibility Plan also expands OPG's Multi-Year Accessibility Plans, which are required under the *Accessibility for Ontarians with Disabilities Act*. The 2022-2027 Multi-Year Accessibility Plan is available [here](#).

Alongside employee consultations, OPG completed external benchmarking and reviewed accessibility-related feedback received from both internal and external sources. This evaluation led to the identification of further barriers and the development of actions to prevent or address them.

Consultations

When developing the Accessibility Plan, OPG worked closely with the Abilities Alliance Employee Resource Group ("ERG"). The Abilities Alliance ERG consists of 46 members and aims to educate and raise awareness for people with disabilities, caregivers of people with disabilities, and promote opportunities to support full participation and foster a more inclusive workplace.

OPG conducted consultations with employees with disabilities using multiple approaches, including a group focus session, survey, and confidential one-on-one meetings. These consultations focused on barriers that employees may have experienced at OPG and potential actions to address and prevent these barriers.

Group Focus Session

In March 2026, OPG held a group focus session with the Abilities Alliance ERG. A total of 17 members participated in open and direct conversations led by facilitators from OPG's Ethics Office. Employees were informed about the session in January 2026, providing them with time to consider and prepare their feedback regarding their experiences at OPG.

Survey

OPG conducted an anonymous survey to gather input from employees with disabilities on barriers they experience. This provided a private, confidential way to share feedback in addition to the focus group session.

One on One Meetings

Employees also had the option to meet one-on-one with a member of OPG's Ethics Office to share feedback confidentially. Meetings were offered in person and online to support meaningful participation and accommodation needs.

Priority Areas Under the Accessibility Plan

Through these consultations, OPG identified accessibility barriers across seven priority areas:

- Employment
- The built environment
- Information and Communication Technologies
- Communications
- Procurement of goods, services and facilities
- The design and delivery of programs and services
- Transportation

Employment

OPG is committed to creating an inclusive and barrier-free workplace experience at every stage of the employment journey. This priority area supports equal opportunity for people with disabilities to contribute, grow, and succeed.

People with disabilities and their allies have identified opportunities for improvement, such as increasing awareness of accommodation resources including peer mentorship supports, safe spaces for employees to disclose disabilities, as well as ensuring strong leadership support for managing routine and complex accommodations.

OPG's current and planned initiatives impacting the area of employment to remove barriers to accessibility include:

- Develop and publish accommodation and accessibility resources for employees to easily locate and access relevant information and support, including information on mentorship.
- Continue to engage leaders in conversations about inclusion, belonging, and navigating complex team challenges.

- Continue to strengthen leadership accountability for belonging by implementing a belonging survey and equipping leaders to act on insights, consistent with OPG's ED&I Strategy.

Built Environment

OPG is committed to ensuring that OPG sites—including buildings, parking lots, and public areas—are accessible, safe, and inclusive.

People with disabilities and their allies have identified opportunities for some worksites to ensure that smoking areas are located further from entrances, ensure that appropriate private spaces are available for medical care as needed, and ensure doors are identified which may require updates to become automated. They also identified opportunity for scent free work areas at OPG's Corporate Headquarters ("CHQ").

OPG's current and planned initiatives impacting the area of built environment to remove barriers to accessibility include:

- Continue to use accessibility design assessments and consult with people with disabilities for continuous improvements across OPG sites to ensure barrier-free facilities for new site builds and major renovations.
- Review and reinforce designated smoking areas to ensure appropriate distance from entrances.
- Designate scent sensitive spaces at CHQ.
- Review specific scent sensitivity concerns on a case-by-case and provide reasonable accommodations through formal workplace accommodation when appropriate.
- Expand awareness and use of first aid and wellness spaces for safe, private administration of medications; provide individualized accommodations as appropriate through OPG's formal workplace accommodation process.
- Identify and communicate accessible washroom locations at CHQ.

Information and Communication Technologies

OPG is committed to making digital tools and platforms—including websites, applications, software, and online services—accessible. This includes supporting compatibility with assistive technologies and inclusive digital experiences.

People with disabilities and their allies have identified opportunities for additional clarity on emergency response resources, gender inclusive accessibility training, and increased guidance on creating accessible documents.

OPG's current and planned initiatives impacting the area of information and communication technologies to removing barriers to accessibility include:

- Update OPG's emergency response accommodation information and related templates so employees understand their accountabilities during potential emergencies as it relates to accessibility.
- Build digital accessibility expertise across OPG including use of accessibility and compliance review software.
- Review accessibility training to confirm language is fully gender inclusive.
- Increase awareness of how to create accessible materials through targeted communications.

Communication, Other than Information and Communication Technologies

OPG is committed to accessible communication and information, including meetings, emails, announcements, and other formats.

People with disabilities and their allies have identified that it would be beneficial to increase consistency in closed captioning capabilities for organization-wide meetings and provide improvements in accessibility of PowerPoint templates.

OPG's current and planned initiatives impacting the area of communication, other than information and communication technologies for the purpose of removing barriers to accessibility include:

- Confirm accessibility features (including captions) are enabled before sharing materials at Town Halls and other organization-wide meetings.
- Include accommodation information in organization-wide meeting invitations and assess accommodation needs case by case.
- Review OPG-branded PowerPoint templates to ensure they are accessible.

Procurement of Goods, Services and Facilities

OPG is committed to including accessibility in procurement so that goods, services, and facilities are accessible and inclusive.

People with disabilities and their allies have identified that making sharps containers available for the safe disposal of medical supplies would be beneficial to include in more worksites. It was also identified that scented cleaning products may impact individuals with scent sensitivities.

OPG's current and planned initiatives impacting the area of procurement of goods, services and facilities to remove barriers to accessibility include:

- Procure scent-free cleaning products where appropriate and available.
- Assess the need for sharps containers or other disposal options at each site and address requirements on a case-by-case basis.

Design and Delivery of Programs and Services

OPG is committed to making programs and services accessible, whether delivered in person, online, or by phone. This includes ensuring everyone can use them, understand the information, and get the support they need.

People with disabilities and their allies have identified opportunities for increased awareness and resources on invisible disabilities, including neurodiversity.

OPG's current and planned initiatives impacting the area of design and delivery of programs and services to remove barriers to accessibility include:

- Increase awareness through learning focused on invisible disabilities, including neurodiversity.
- Support employee-led events related to National AccessAbility Week and International Day of Persons with Disabilities (December 3rd).

Transportation

OPG has limited transportation responsibilities within its jurisdiction, and no transportation barriers were identified during development of this plan. If barriers arise, OPG will review and assess on an individual basis.

Assessing Progress

OPG remains committed to actively seeking and considering feedback submitted internally, externally, and anonymously regarding each priority area outlined in this Accessibility Plan, as well as overall accessibility at OPG.

OPG will develop and publish progress reports, as required, detailing the implementation of the Accessibility Plan. Throughout the three-year duration of the Accessibility Plan, OPG will actively monitor and report on its effectiveness to

ensure continued progress toward accessibility goals. The first progress report will be available internally and externally on June 1, 2027. The progress reports will be publicly available [here](#).

Conclusion

The *Accessible Canada Act* focuses on creating a Canada without barriers by January 2040. OPG is committed to creating a diverse, safe, respectful, and inclusive workplace in support of this objective. OPG will continue to identify, remove, and prevent barriers to the full participation of people with disabilities. This includes a conscious approach to education, shifting attitudes, and considering accessibility when making decisions that affect the workplace. Over time, this plan will continue to evolve in response to feedback, so the accessibility needs of employees and the public are met within all OPG spaces.

