



Glowing teepee in the snowy forest under the northern lights, Yellowknife, Northwest Territories, Canada

ENVIRONMENTAL ACTION

Our reconciliation journey – 2025

Honoring commitments. Building partnerships. Advancing reconciliation.





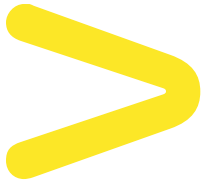
Land Acknowledgment

We respectfully acknowledge that Drax plants and offices across Turtle Island (in North America) are located on the traditional, treaty and unceded territories of First Nations, Inuit and Métis peoples. And we acknowledge the deep and sacred connection that Indigenous Peoples have with this land.

Our acknowledgment also invites us to learn more about the histories of these Indigenous Peoples and to take thoughtful steps toward reconciliation.

Contents

Land Acknowledgement	2
Message from the Chair, Indigenous Advisory Committee	3
The Drax commitment to reconciliation	4
The Drax Indigenous Advisory Committee (IAC)	5
2025 Highlights and achievements	6
Our path forward: Indigenous workplan 2026	8



"Reconciliation lives in the actions we take and the relationships we nurture."



Avril Jack

Chair, Drax Indigenous Advisory Committee

Message from the Chair, Indigenous Advisory Committee

2025 has been a landmark year for Drax in advancing reconciliation. Together with Indigenous Peoples across Canada, we've moved beyond words to actions that demonstrate respect, trust, and shared prosperity. Among our most meaningful achievements this year was the unveiling of Indigenous territorial acknowledgment plaques at all Drax plants and offices. This is a visible and lasting recognition of the lands we work upon and the Nations who have cared for them since time immemorial.

We also proudly established the Drax Indigenous Advisory Committee (IAC), a diverse group of Indigenous leaders, Elders, and Drax representatives. The IAC guides our reconciliation strategy

and ensures Indigenous voices remain heard, listened to, and considered within Drax.

We developed our Reconciliation Action Plan (RAP) collaboratively with Indigenous advisors, setting a structured path forward across four pillars: Leadership commitment, Community relations, Employment, and Business development. We also became a Committed Level Member in the Canadian Council of Indigenous Business (CCIB) Partnership Accreditation in Indigenous Relations (PAIR) Program, formalizing our dedication to continuous improvement and transparent reporting.

Through a series of significant

milestones this year, we were able to strengthen awareness and connection among Drax colleagues and Indigenous partners. These milestones included gaining approval for our Indigenous Procurement Plan and launching our culture awareness program (by securing a training module from Indigenous Corporate Training Inc.). We also set up a dedicated internal page for blogs and stories of Indigenous collaboration.

For Drax, reconciliation isn't just 'an initiative' – it's integral to our values and ethics. It lives in how we listen, engage, and commit to walking alongside Indigenous communities and businesses as we build a sustainable future – together.



Portrait of an Indigenous woman horseback riding
Calgary, AB, Canada

The Drax commitment to reconciliation

Reconciliation at Drax is built on respect, responsibility, and relationships. We're guided by the Truth and Reconciliation Commission's Calls to Action and the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP). We aim to embed reconciliation principles into every aspect of our work, from corporate policy to project delivery.

Our 2025 journey focused on three related goals: recognition, engagement, and action. Working together on all three, our colleagues, Indigenous partners, and clients connected through shared learning, open dialogue, and tangible outcomes.

The year marked a pivotal chapter in our reconciliation journey. Through collaboration, respect, and continued action, we strengthened relationships with Indigenous Peoples and communities across Canada.

By reflecting on our major milestones, initiatives, and learnings, this report demonstrates our deepening commitment to reconciliation and inclusion.

The Drax Indigenous Advisory Committee (IAC)

We established the IAC in 2024 to provide strategic direction, Indigenous insight, and oversight to our reconciliation initiatives.

The Committee comprises six members from different communities, including Indigenous leaders and Elders, who collaborate with Drax colleagues to provide cultural, strategic, and organizational guidance.

Members:

- > Albert Gerow, Ts'il Kaz Koh First Nation
- > Barry Nikal, Witset First Nation
- > Avril Jack (Chair), Witset First Nation
- > Percy Guichon, Tsideldel First Nation
- > Robert Manual, BC First Nation Forestry Council
- > Leonard Joe, BC First Nation Forestry Council

Drax representatives:

- > Diane Nicholls
- > Mark Puglas
- > Zishan Shah

The Committee's diverse representation reflects the voices of Indigenous communities. Working collaboratively with leaders from our Indigenous Relations team, the IAC ensures that Drax upholds reconciliation principles across all operations.

Key milestones from 2025 include six formal meetings and guidance on the development of the Drax Reconciliation Action Plan and Procurement Plan.



2025 Highlights and achievements

Territorial acknowledgment and awareness

- > We unveiled Indigenous territorial acknowledgment plaques at all Canadian offices and plants. Developed in partnership with local Indigenous communities and under guidance from the IAC, the plaques honor the traditional territories where we operate. Each site's plant manager led an unveiling ceremony that allowed colleagues to learn about the local history, languages, and protocols. These plaques serve as a visible and lasting symbol of the company's respect for Indigenous sovereignty and heritage.
- > To increase awareness with colleagues and to provide educational resources, articles and updates on ongoing projects, we launched a 'Commitment to reconciliation' SharePoint (intranet) page. This digital platform serves as an internal hub for learning and engagement across all North American teams.



Drax Burns Lake Plant Manager Rodney Bedford unveiling an Indigenous territorial acknowledgment plaque

Learning and cultural awareness

- > We want to make sure every colleague has a strong understanding of Indigenous culture and history. To this end, we obtained a license to a culture awareness training course from Indigenous Corporate Training Inc. This allows colleagues across Drax to access online modules and facilitated sessions covering topics like Indigenous worldviews, history, and reconciliation in practice. This training marks a major step forward in building cultural competency.
- > We launched our first Indigenous youth internship program, in collaboration with British Columbia (BC) First Nations Forestry Council (BC FNFC). The first intern gained valuable professional experience by rotating through key departments such as environmental science, sustainability, fiber procurement, and Indigenous relations. This rotational model encouraged cross-departmental learning and built capacity for recruiting Indigenous professionals within Drax in the future. The feedback from the intern, as well as from mentors and colleagues, was overwhelmingly positive, reinforcing the value of inclusive career pathways.

"Being part of Drax has opened my eyes to the real-world impact of renewable energy and sustainable practices. This internship has given me confidence in my degree in environmental sustainability. I feel empowered knowing my work contributes to a better future for my community and the planet."

Hannah Harris, Intern, Drax

"Partnerships like this one with Drax provide a great foundation for our next generation of Indigenous leaders in forestry and renewables. It's not just an internship, it's a pathway."

Lennard Joe, CEO, BC FNFC

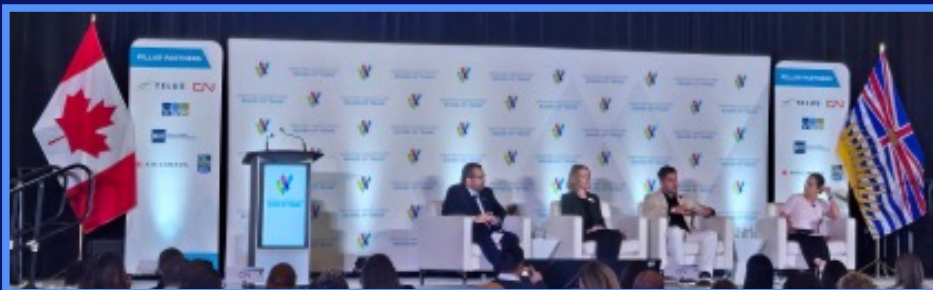
Governance, policy and planning

- > We finalized the Indigenous Peoples Policy, a guiding document that articulates our respect for Indigenous rights and cultures. It aligns with the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) and the Truth and Reconciliation Commission (TRC) Calls to Action. It also sets out expectations for ethical conduct, partnership building, and inclusion, ensuring all colleagues operate with respect and cultural awareness.
- > We made substantial progress in drafting our first Reconciliation Action Plan (RAP), which identifies commitments in leadership, employment, procurement, and community engagement. Informed by consultation with the IAC and internal teams, the RAP sets measurable targets and key performance indicators to ensure transparency and accountability. The RAP will guide our actions from 2026 onwards.

- > In 2025, the IAC approved the Drax Indigenous Procurement Plan, which outlines our procurement strategies, supplier engagement processes, and monitoring mechanisms. Implementation begins in 2026, making our procurement practices more inclusive and enhancing participation of Indigenous-owned businesses in our supply chain.



Unveiling of Indigenous territorial acknowledgment plaque at the Drax office in Vancouver, Canada.



A session on Indigenous Procurement hosted by Greater Vancouver Board of Trade, Vancouver, BC Canada

Partnerships and engagement



Splatsin First Nation golf tournament

- > Drax became a committed-level member of the Canadian Council of Indigenous Business (CCIB) Partnership Accreditation in Indigenous Relations (PAIR) program in 2025. We're now working through Phases 1, 2, and 3 of the program, which focus on Indigenous employment, business partnerships, and community engagement. This milestone formalizes our dedication to structured, measurable reconciliation and highlights our leadership in responsible business practices.
- > To help foster trust and highlight our long-term commitment to community-driven reconciliation, we continued to sponsor and participate in Indigenous community events nationwide. By joining cultural festivals, youth gatherings, and National Indigenous Peoples Day celebrations, colleagues engaged directly with communities and supported cultural preservation and youth mentorship.

- > We engaged directly with various Indigenous Economic Development Corporations (EDCs), exploring opportunities for collaboration on environmental projects, fiber procurement, and community capacity building (involving training and skills development). Such collaboration can help communities to independently and sustainably pursue opportunities, both with Drax and with other organizations.



Chief Ronald Mitchell at Wet'suwet'en 101 workshop, Vancouver, BC, Canada

- > These partnerships are rooted in shared values and mutual growth, supporting economic self-determination for Indigenous partners.
- > We published blogs and stories highlighting Indigenous culture, colleague reflections, and successful partnerships. These narratives brought visibility to reconciliation efforts and fostered empathy across the organization.

Our path forward: Indigenous workplan 2026

Our 2026 Indigenous reconciliation workplan builds upon the foundations we established in 2025. Key priorities include implementing the procurement plan, expanding the internship program, and deepening partnerships with Indigenous communities.

This proactive plan ensures that Drax continues to move forward with measurable and lasting impact.

Our path forward:

- > Implement Indigenous Procurement Plan across departments.
- > Retention of the Youth Internship Program.
- > Development of a Reconciliation Action Plan.
- > Make available Indigenous cultural awareness training for all colleagues.
- > Strengthen community partnerships in renewable energy and environmental management.



 [/draxgroup](#)

 [/company/drax-group](#)

drax.com/positive-action

Tireless action

POSITIVE ACTION

to make Drax
climate, nature
and people positive.