

LEADERSHIP STATEMENT

As executive leaders at Alectra, we have a crucial role in championing reconciliation within our company. We commit to wholeheartedly supporting initiatives to enhance Indigenous cultural knowledge, meaningful engagement with Indigenous communities and ensure equity for Indigenous peoples in our workforce.

We value the relationships we have built – and continue to build –with Indigenous Nations and remain committed to ongoing economic reconciliation by identifying opportunities to engage with their communities and businesses to develop mutually beneficial partnerships. We will ensure that all our employees and anyone acting on behalf of Alectra adhere to our Indigenous Relations Policy, which provides a framework for guiding our commitments in the areas of Leadership Actions, Employment, Business Development, and Community Relationships. True sustainability can only be achieved with the active participation and benefit of Indigenous communities.

Our journey is ongoing, and as a leadership team, we will strengthen our own understanding and appreciation of the history, heritage and hardships faced by Indigenous peoples. We will use our learnings as a tool to effectively and consciously lead with a reconciliation-mindset. We understand that this commitment to reconciliation is an investment in our company - it's future, our communities, our customers and, most importantly, Indigenous peoples.



Signed by:
Brian Bentz