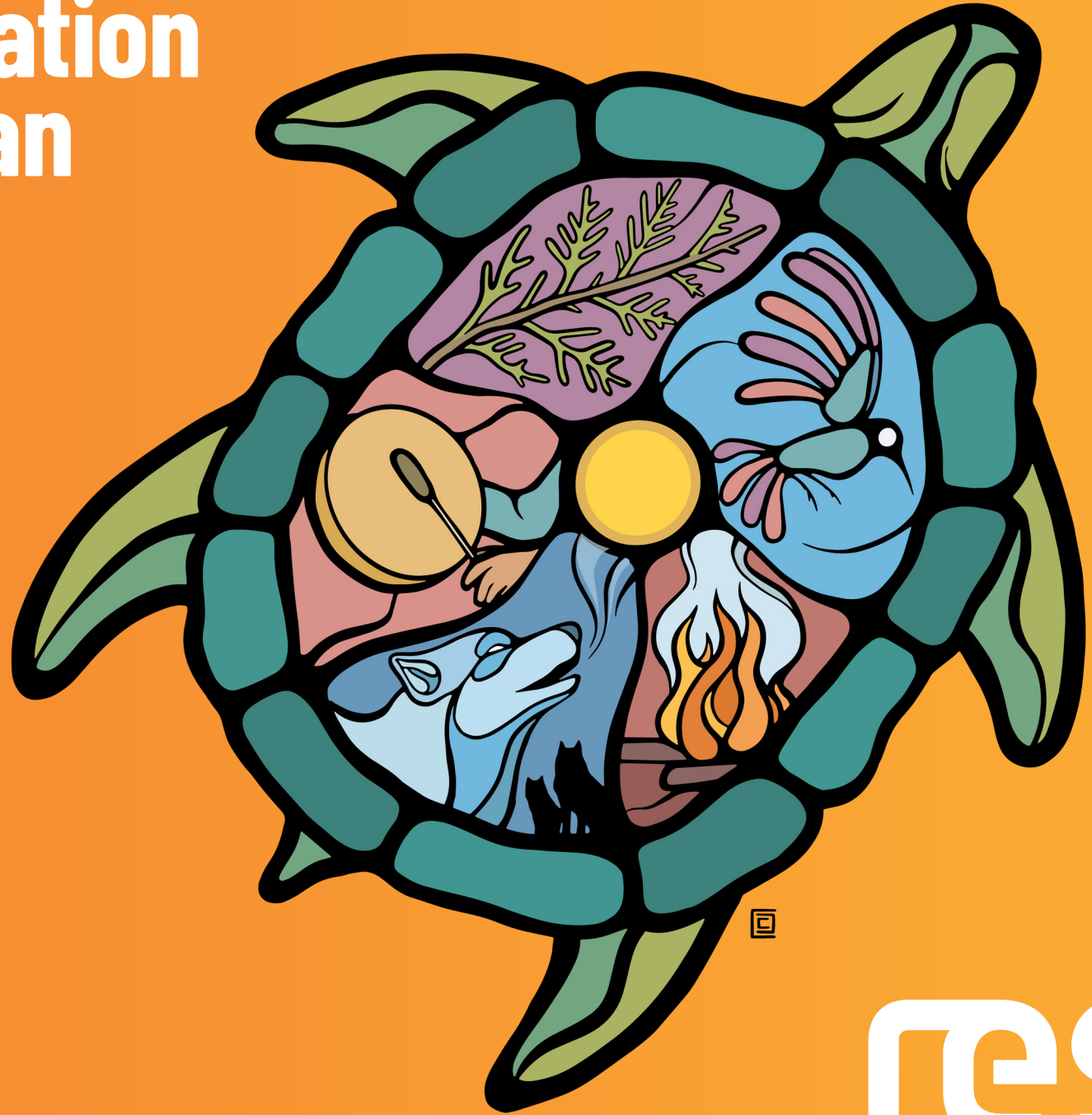


Reconciliation Action Plan

Canada
2025 to 2029



res

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Our acknowledgments

RES acknowledges that we live, work, and provide energy to many territories and treaty areas across Canada. We acknowledge that our Canadian headquarters in the City of Montréal is on the traditional and unceded territory of the Kanien'kehá:ka (Mohawk) Nation, a place which has long served as a site of meeting and exchange amongst nations. We acknowledge that our project sites span across many unceded and treaty lands from coast to coast to coast.

We acknowledge that sovereignty over these lands was never ceded and that it always was, and always will be, Indigenous land. We are grateful to the Traditional Knowledge Keepers and Elders those who came before us, those who are with us today, and those who will come after us that continue to guide us in our work. We recognize and respect the deep and ongoing connection that Indigenous Peoples share with the land, waters, and air, and their valuable knowledge of how to care for and be cared for by Mother Earth.

We are committed to upholding the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), the Calls to Action from the Truth and Reconciliation Commission of Canada (TRC), and the Calls for Justice from the National Inquiry into Missing and Murdered Indigenous Women and Girls (NIMMIWG). We will actively integrate these principles and actions into our project-based work, striving to create safer and more equitable outcomes for all.



Our business

RES is the world's largest independent renewable energy development and service company with over 40 years of experience in wind, solar, energy storage, transmission, and distribution. We have delivered more than 28 GW of renewable energy projects globally and support an operational asset portfolio exceeding 45 GW.

RES employs over 4,500 passionate people and is active in 24 countries.

RES has been in operations in Canada for two decades, with expertise in all technologies: wind, solar and storage.

RES offers development, construction, operations, asset management and digital services across Canada.

RES recognizes the invaluable contributions of Indigenous knowledge to environmental stewardship, sustainable development and practices, and a brighter, cleaner future for all. We have been involved in approximately 18% of all wind projects currently in operation in Canada, which includes some of the largest wind farms in eastern Canada.

RES business in Canada

9.9 GW

Portfolio of projects under development

3.5 GW

Projects operational, developed, and/or constructed

787 MW

Projects currently under construction

472 MW

Projects under O&M and/or asset management

Indigenous-led power



In 2017, we responded to a request for proposal from Saskatchewan Power Corporation (SaskPower) to develop the Bekevar Wind Project (Bekevar), a 200MW wind energy initiative in Saskatchewan, Canada.

Recognizing the importance of early and meaningful consultation, we engaged with Cowessess First Nation to honour and respect the potential impacts of Bekevar on treaty lands or traditional territories and land use. Through these discussions, we learned of Cowessess First Nation's vision to participate in utility-scale renewable energy projects.

This alignment of values led to the establishment of a Collaboration and Benefits Agreement, which provides Cowessess First Nation with meaningful benefits and participation.

In 2021, while Bekevar was selected as the successful proponent by SaskPower, the COVID-19 pandemic presented significant challenges across all aspects of the project. However, the strength of our partnership—rooted in trust and collaboration—navigated us through; the expertise of Cowessess First Nation's technical team maintained momentum, while strong leadership from Chief Delorme and Council advocated for the project's long-term success at the provincial and federal level.



Meaningful benefits

The benefits from Bekevar extend into long-term economic prosperity and capacity-building for Cowessess First Nation and local communities.

- **Equity ownership:** 17% equity ownership with annual distributions to Cowessess Ventures Ltd.
- **Multiple revenue streams:** Cowessess First Nation generates annual lease revenue from two turbines on reserve, while partnerships with Gee Bee Cowessess Construction Joint Venture and a civil contractor provide contracting revenue.
- **Employment and training opportunities:** Bekevar's construction and development provided employment opportunities for Cowessess First Nation community members and RES invested in training and scholarships to support with skills development in the renewable energy sector.



"Our investment in this project not only strengthens our community's economic portfolio, but it also reduces carbon emissions in Canada and reinforces our role as Indigenous Peoples to act as stewards to the land, waters, and air."

- Cadmus Delorme, Former Chief of Cowessess First Nation

A future of Indigenous-led renewable energy

Looking ahead, we remain committed to creating similar agreements and partnerships with Indigenous communities across Canada.

We recognize that Indigenous-led renewable energy is key to energy sovereignty, sustainability, and economic empowerment. We aspire to continue the path of partnership with Indigenous communities to build clean, sustainable energy for future generations.

Introducing our RAP

We developed our Reconciliation Action Plan (RAP) to demonstrate our commitment to accountability, action, and transparency. We wholeheartedly believe in the shared values between renewable energy and Indigenous worldviews, such as respect for the environment, sustainability, and building for future generations.

Our RAP was developed in collaboration with our staff and with input from our Indigenous partners. It focuses on five pillars to guide our reconciliation efforts over the next four years, which are intentionally titled as verbs because we believe that true reconciliation can only be achieved when it is coupled with tangible actions.

Each pillar represents a pathway to creating long-lasting relationships that are built on respect, collaboration, and mutual benefit. We also recognize that reconciliation is not a static strategy; it is an evolving landscape that will change depending on the needs, priorities, and interests of Indigenous groups.



*Peter Clibbon,
SVP, Canada - RES*

"I am honoured to present RES' RAP to reaffirm our commitment to reconciliation with Indigenous Peoples in Canada. The renewable energy business takes us directly to where Indigenous Peoples have a unique and long-lasting connection to the land and waters. We are committed to nurturing deeper relationships with Indigenous communities and dedicated to recognizing Indigenous histories, diverse cultures, and unique perspectives as vital. Every RES employee should be proud as we implement our RAP over the coming years, modifying and improving our practices on building out a clean renewable future and fulfilling our responsibility towards true reconciliation."

Our RAP pillars

Each of the five plates of Turtle's shell represent one pillar of our RAP. While Sun (middle of Turtle's shell) does not represent its own pillar, it symbolizes the energy and vitality that RES has to move forward in a good way.



Pillar 1
Educate
Wolf

Advance education, understanding, and recognition of the relationship between Indigenous Peoples and Canada.



Pillar 2
Engage
Drum

Reinforce accountability and respect when conducting business that intersects with Indigenous Peoples and communities.



Pillar 3
Empower
Cedar

Provide economic opportunity through employment, equity, partnerships, and procurement.



Pillar 4
Celebrate
Hummingbird

Honour and respect Indigenous ways of knowing, being, doing, and connecting.



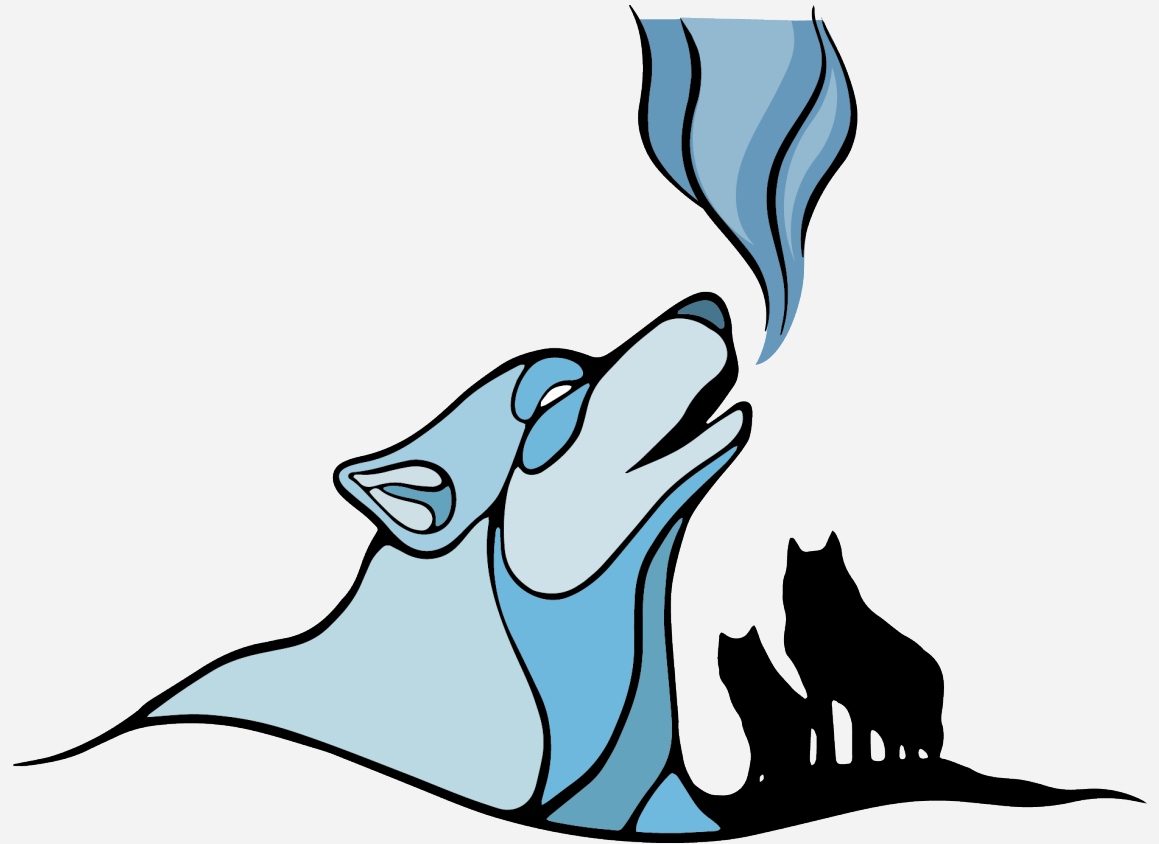
Pillar 5
Illuminate
Fire

Shine light on truth and demonstrate accountability and transparency to Indigenous Peoples and communities.

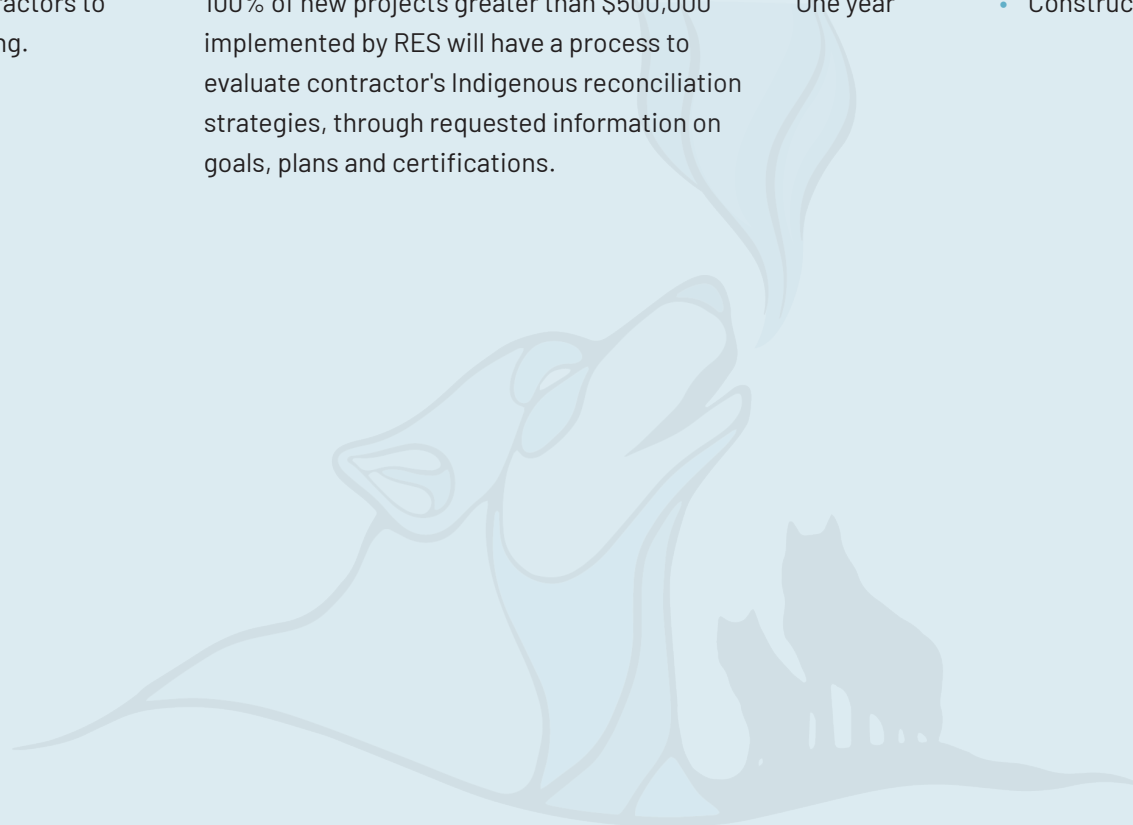
Pillar 1 Educate

Advance education, understanding, and recognition of the relationship between Indigenous Peoples and Canada.

"Wolf represents humility and learning from leaders based on the examples they set."



Commitment	Action	Metric of progress	Timeline	Owner
1. Create ongoing education about the relationship between Indigenous Peoples and Canada and raise awareness of the importance of understanding Indigenous worldviews.	1.1 Provide regular Indigenous awareness training programs or educational opportunities for staff, including making training more accessible to those working in the field.	85% of RES employees certified in approved Indigenous awareness training.	One year	• People and Culture
	1.2 Encourage and motivate our contractors to have Indigenous awareness training.	100% of new projects greater than \$500,000 implemented by RES will have a process to evaluate contractor's Indigenous reconciliation strategies, through requested information on goals, plans and certifications.	One year	• Construction



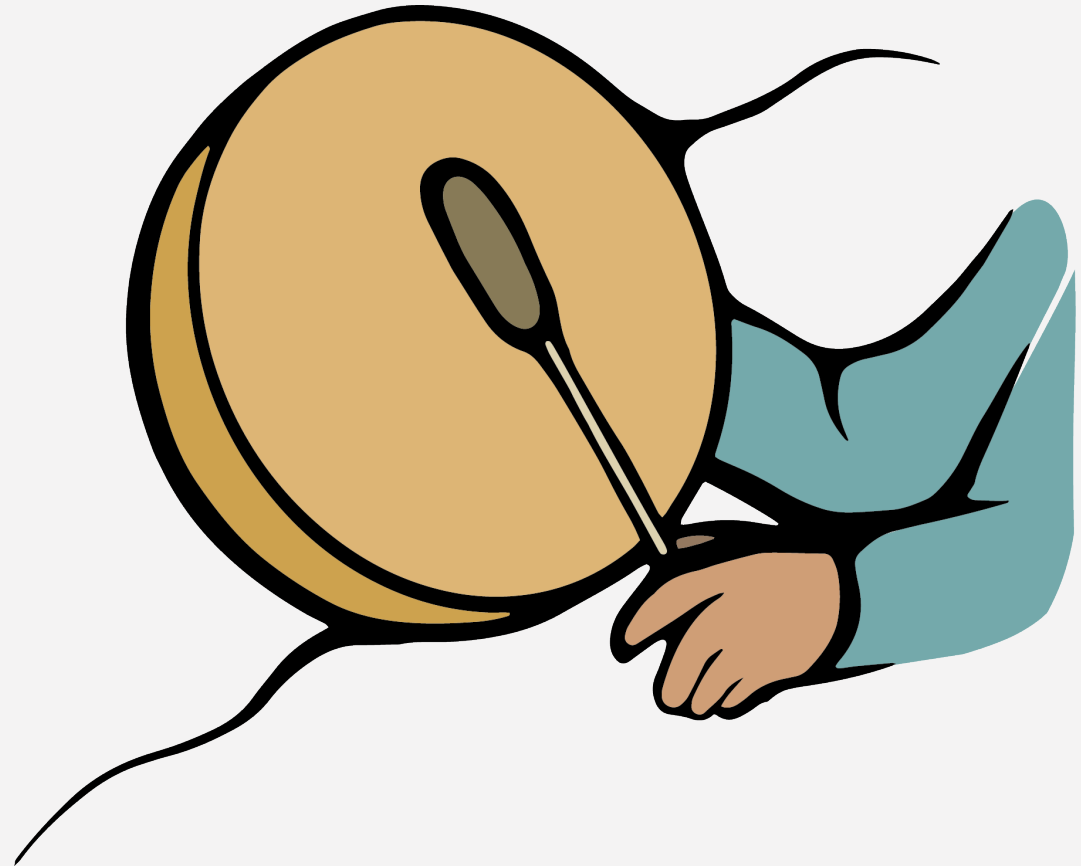
Commitment	Action	Metric of progress	Timeline	Owner
2. Increase understanding and recognition of Indigenous cultures, histories, knowledge and rights through cultural learning.	2.1 Invite local Indigenous communities to share their unique and distinct culture, traditions and history with RES, both at the project sites and in office locations.	Send at least two (2) formal invitations per fiscal year to local Indigenous communities, inviting them to visit RES' project sites and/or office locations.	6 months (timeframe for sending invitations)	• Community Relations • Construction
	2.2 As part of on-site safety orientation, create opportunities to increase awareness of local Indigenous Peoples close to project sites and reinforce the importance of respecting and acknowledging RES' impact and work in the area.	100% of new RES projects will formally invite representatives from the local Indigenous community to participate in and contribute to the on-site safety orientation, providing them with a platform to share their knowledge and perspectives on their history, presence, culture, and rights within the project area.	One year	• Community Relations • Construction
	2.3 Invite local Indigenous communities to welcome RES' teams to project sites through appropriate cultural protocols recommended by the local Indigenous communities (e.g., council meeting, ceremony such as powwow or round dance, etc.).	100% of new RES projects will include a formal invitation to the relevant local Indigenous communities to conduct a welcome ceremony or other appropriate cultural protocol within one month of project commencement.	Two years	• Community Relations • Construction

Pillar 2

Engage

Reinforce accountability and respect when conducting business that intersects with Indigenous Peoples and communities.

"Drum represents the rhythm of a heartbeat and connection to one another and to community."

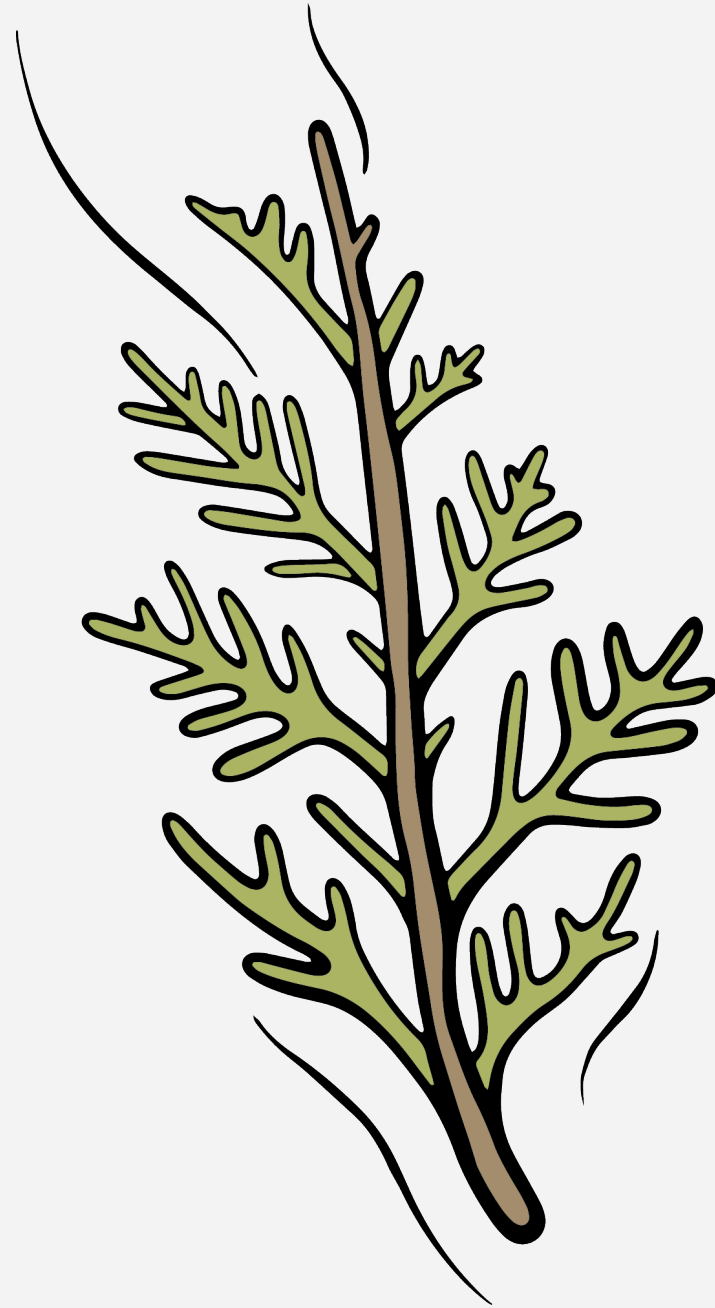


Commitment	Action	Metric of progress	Timeline	Owner
1. Seek to obtain Free, Prior, and Informed Consent (FPIC) from Indigenous communities before deciding whether a project will proceed.	1.1 Engage with Indigenous communities very early in project development and jointly develop engagement plans.	For all new projects, engagement plan that is co-developed with relevant Indigenous Peoples, communities, Nations, and/or partners.	Three years	• Community Relations • Development
	2.1 Invite Indigenous Knowledge Keepers and Elders to provide input into project location and design.	For all new projects, opportunity for Indigenous Knowledge Keepers or Elders to provide input on project location and design.	Four years	• Community Relations • Development
	2.2 Create opportunities for Indigenous communities to conduct their own Traditional Knowledge and use studies to mitigate any unnecessary impacts.	For all new projects, funding or other resources (e.g., technical support, access to project data) to conduct Traditional Land Use (TLU) studies.	Four years	• Community Relations • Development
	2.3 Co-design approaches to minimizing impacts of development projects, including layout design, wildlife protection, and siting transmission lines and roads.	For all new projects, co-design with the relevant Indigenous communities.	Three years	• Community Relations • Development
3. Recognize the contributions Indigenous leaders bring to projects.	3.1 Create opportunities for Indigenous representation on project boards and standalone committees.	For all new projects, opportunities for relevant Indigenous communities on project boards and committees.	Two years	• Community Relations • Development

Pillar 3 Empower

Provide economic opportunity
through employment, equity,
partnerships, and procurement.

*"Cedar offers to
strengthen others in its
role as shelter, tools,
and traditional
medicine."*



Commitment	Action	Metric of progress	Timeline	Owner
1. Create long-term economic opportunities to ensure benefits of projects are shared with relevant Indigenous communities during the life of the project.	1.1 Identify potential Indigenous communities and businesses to partner with. Explore long lasting partnerships or benefit opportunities, including equity ownership.	Robust agreements (e.g., Memorandum of Understanding, Partnership Agreements, etc.).	Two years	• Development • Construction
	1.2 Create contracting opportunities for qualified Indigenous-owned or -affiliated businesses.	For all new projects, engage with local Indigenous communities to identify qualified businesses and partnerships. Mandatory Indigenous Participation Plan for contractors with major contracts.	One year	• Development • Construction

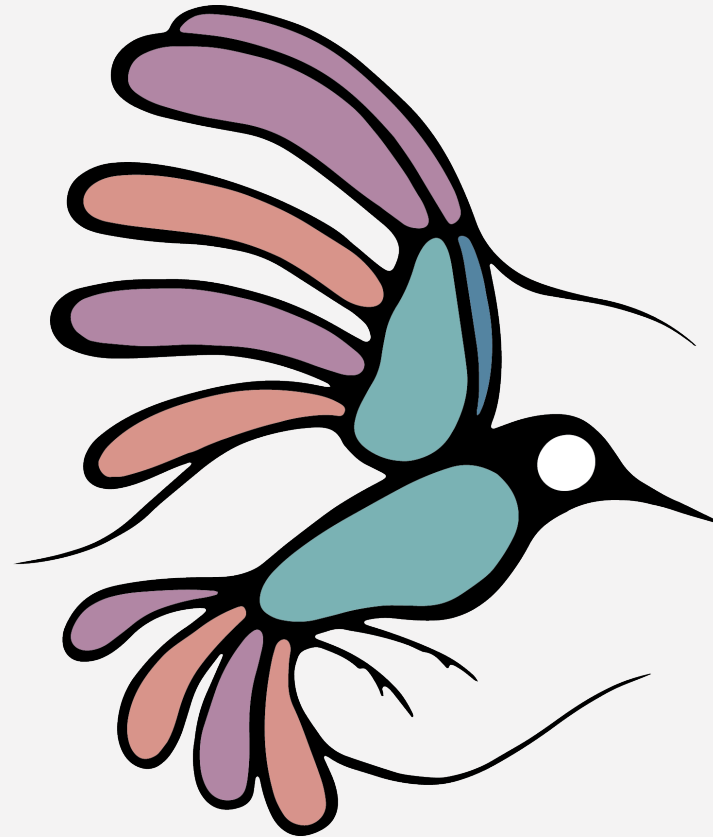
Commitment	Action	Metric of progress	Timeline	Owner
2. Improve employment outcomes and career paths for Indigenous candidates who are interested in pursuing a career in renewable energy.	2.1 Develop Indigenous Participation Plans for all construction projects conducted by RES.	Comprehensive and adaptable Indigenous Participation Plan framework. Indigenous Participation Plan per construction project conducted by RES.	Two years	• Community Relations • Construction
	2.2 Conduct job fairs within Indigenous communities for all RES projects to share employment and/or training opportunities available and share resumes (with candidate permission) with contractors and subcontractors.	For every project RES will host a career fair dedicated to increasing local Indigenous employment; or will host at least two (2) career fairs within Indigenous communities annually.	One year	• Community Relations • Development • Construction • People and Culture • Talent Acquisition
	2.3 Commit to scholarships or other funding support for Indigenous learners interested in pursuing technical training in the renewable energy sector.	\$5,000 per project (one scholarship; 2 x \$2,500 or 4 x \$1,250).	Two years	• Community Relations • Development
	2.4 Coordinate project site visits with Indigenous youth to experience renewable energy development first-hand.	100% of new projects will coordinate at least one (1) youth site visit per project.	One Year	• Community Relations • Construction

Pillar 4

Celebrate

Honour and respect Indigenous ways of knowing, being, doing, and connecting.

"Hummingbird represents both excitement and joy; they are a reminder to acknowledge and celebrate beauty."



Commitment	Action	Metric of progress	Timeline	Owner
1. Build respect for Indigenous cultures and histories by celebrating events.	1.1 Create opportunities for employees to learn on National Indigenous Peoples Day (NIPD) (June 21) and the National Day for Truth and Reconciliation (NDTR)(September 30).	At least one (1) activity or event for NIPD and NDTR annually.	One year	Marketing and Comms
	1.2 Create opportunities to continue learning throughout the year.	At least one (1) activity or event, identified by Indigenous Peoples, beyond NIPD and NDTR annually.	One year	People and Culture
2. Demonstrate respect for Indigenous Peoples by observing cultural protocols.	2.1 Develop an understanding of the rights holders of the land and waters that coincide with RES project sites.	Engaged with all Indigenous local rights holders of the land and waters for all RES project sites, achieved through direct community engagement with their leadership, Elders, Knowledge Keepers.	Three years	- Development - Construction
	2.2 Educate employees on the importance of adhering to and understanding local Indigenous cultural protocols.	Documented cultural protocol for relevant Indigenous communities around RES' project sites achieved through direct community engagement with their leadership, Elders, Knowledge Keepers for the benefit of education.	Two years	- Development - Construction - Marketing and Comms
3. Support Indigenous cultural events.	3.1 Participate in and provide monetary support for local cultural events.	\$10,000 annually. If invited, RES attends sponsored cultural event.	Two years	- Development - Construction - Community Relations

Pillar 5

Illuminate

Shine light on truth and demonstrate accountability and transparency to Indigenous Peoples and communities.

"Fire represents awakening and seeking truth by bringing light onto darkness. Fire brings people together with its role of warmth, light, and creation."



Commitment	Action	Metric of progress	Timeline	Owner
1. Demonstrate transparency and accountability to Indigenous communities.	1.1 Refresh and/or report on RES' RAP every two (2) years to track completion, identify new commitment opportunities, and/or provide rationale for commitment progress.	Biannual report containing action progress, stories of impact, and other pertinent information that RES discovers through RAP execution.	Two years	Marketing and Comms
2. Advocate for prosperity related to energy for Indigenous communities.	2.1 Explore identified important topic areas with Indigenous communities (e.g., energy security, energy sovereignty, education on renewable power generation, etc.).	An annually updated document for each relevant Indigenous community, detailing explored important topic areas and outlining actionable initiatives, programs, or strategies developed to proactively address these topics.	One year	Community Relations

About the artist and design



Chris Chipak is a Cree artist, designer, and illustrator from Red Pheasant Cree Nation. He graduated from the University of Saskatchewan with his Bachelor's of Education and currently works as a teacher in the City of Saskatoon. He is a self-taught artist who first learned art through colouring books. His artistry focus on aspects of interconnectedness and resilience.

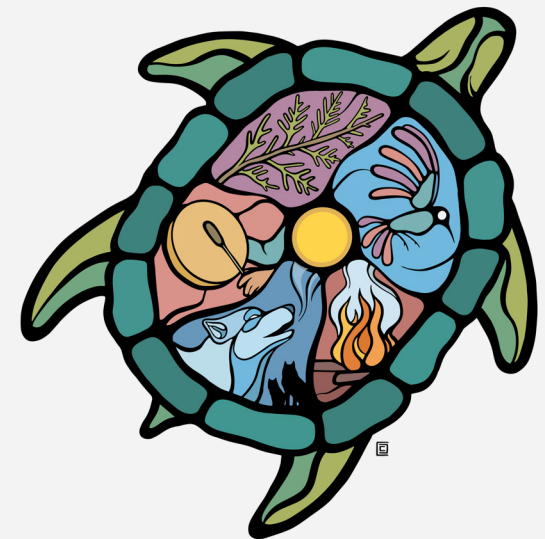
Chris's artwork has been featured locally in and around Saskatoon, such as the Buena Vista Park basketball court and Wanuskewin Heritage Park. His art can also be found in organizations nationally and internationally, including his work with NBA Canada, the CFL, and the Canadian Archaeological Association.

When discussing the inspiration for the design, Chris shares:

"I wanted to highlight Turtle Island as the one who carries us all on her back. The unique elements within each of the five plates of her shell:

- ***Wolf*** represents humility who learns from leaders and the examples they set;
- ***Drum*** represents the rhythm of a heartbeat and connection to one another and to community;

- ***Cedar*** offers to strengthen others in its role as shelter, tools, and traditional medicine;
- ***Hummingbird*** represents both excitement and joy; they are a reminder to acknowledge and celebrate beauty;
- ***Fire*** represents awakening and seeking truth by bringing light onto darkness. Fire brings people together with its role of warmth, light, and creation."



Our journey ahead

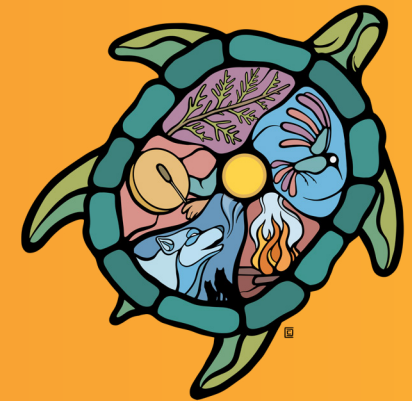
We acknowledge that true reconciliation is not a static “checklist” of activities to be conducted by our leadership and employees, but that it will evolve continuously with both context and time. We are committed to evolving as well to remain a strong community partner. We are committed to honouring Indigenous cultures and voices throughout the year whenever we are invited to listen, participate, and learn.

We are deeply inspired by the partnerships already taking root. Looking forward, we are excited to continue building long-lasting partnerships with Indigenous Peoples across Canada in ways that strengthen prosperity, sovereignty, and our shared responsibility to steward the land. As we move forward, we will share openly what we learn and achieve along the way. We are honoured to walk this path with our Indigenous partners, energized by the possibilities of creating a cleaner, more sustainable, and more equitable future for all.



*André Canguçu,
CEO Americas - RES*

“This RAP prepared by RES is closely connected to RES’ values of global sustainability, as well as diversity and inclusion strategies, and provides an exciting opportunity for RES to put our company’s vision into action. Our RAP sets out concrete actions for RES to advance reconciliation and hold ourselves accountable as a business and community partner. The journey toward reconciliation is only the beginning and we approach this journey with a deep sense of responsibility and a commitment to building a shared future where clean, safe, and thriving communities are possible for everyone.”



res-group.com/about-us/canada

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