



BC Hydro United Nations Declaration on the Rights of Indigenous Peoples Implementation Plan

2025/26 Annual Report

BC Hydro acknowledges that our infrastructure is located on land where First Nations people have resided since time immemorial and hold Aboriginal rights, title, and treaty rights. We recognize that BC Hydro's system and operations have affected the land, and we share a responsibility to act as stewards for the land.

 **BC Hydro**
Power smart



Forward

We're pleased to be back for our second year as BC Hydro's United Nations Declaration on the Rights of Indigenous Peoples (the UN Declaration) Advisory Committee.

The Committee was established, and members were nominated, by agreement between BC Hydro and the First Nations Energy and Mining Council. We are guided by a shared commitment to uphold the UN Declaration and an understanding that this work must be done in collaboration with First Nations.

There is indeed work to do. In an era where political priorities are heavily focused on the economy, it is important that we don't lose sight of other aspects of the UN Declaration that are just as important to First Nations – rights to culture and identity, protection of the environment, self-determination, and others. We hope this report highlights the true breadth of the rights set out in the UN Declaration, and the variety of actions that can be taken to implement them through BC Hydro's business.

We invite First Nations across British Columbia to reach out to the UN Declaration Advisory Committee with any questions, thoughts, or suggestions related to BC Hydro's implementation of the UN Declaration. Indigenous perspectives and priorities are essential to this journey, and we are committed to listening, learning, and working together towards meaningful and lasting reconciliation.

The UN Declaration Advisory Committee



Ken Cameron



Ernie George



Grand Chief
Ed John



Chris Lewis



Dr. Judith Sayers



Kathryn Teneese



BC Hydro is committed to advancing reconciliation by incorporating the United Nations Declaration on the Rights of Indigenous Peoples (the UN Declaration) into our business and acting on the Calls to Action of the Truth and Reconciliation Commission. This report outlines our efforts to align our business practices with the UN Declaration, reflecting our dedication to fostering respectful and collaborative relationships with First Nations and Indigenous people.

This is an exciting time for BC Hydro, given the important role we play in powering the future of our province and driving economic growth. Partnering with First Nations continues to be central to our work ahead to safely provide reliable, affordable, and renewable electricity to our province.

This past year has been one of meaningful progress and continued learning. We are working in partnership with First Nations across all aspects of our business—from strengthening respectful relationships and supporting cultural and community well-being, to co-developing approaches to decision-making, environmental stewardship, and economic participation. These efforts are grounded in the understanding that reconciliation requires sustained action, transparency, and trust.

Our Implementation Plan, developed collaboratively with First Nations, is designed as a living document that evolves over time. It reflects shared priorities and identifies practical actions to advance reconciliation in areas such as land and environmental stewardship, social and cultural well-being, and economic opportunity.

While there is still work ahead, we are encouraged by the progress made and the strength of the relationships we are building. We remain committed to listening, learning, and working collaboratively with First Nations to advance meaningful and lasting reconciliation.

President and CEO, Charlotte Mitha

Introduction

BC Hydro began engaging with First Nations on the development of a UN Declaration Implementation Plan (the Plan) in spring 2021, with the intent to design the Plan collaboratively and a commitment to ensure it reflected the priorities and perspectives of First Nations and Indigenous people. Our engagement approach was structured to make participation accessible for Nations across the province, with particular attention to those most affected by BC Hydro's operations within their territories.

Following nearly three years of dialogue and input, the Plan was published in March 2024. It is intentionally designed as a living document—one that will evolve over time to reflect changes in law, the broader context of Indigenous relations in B.C., and ongoing conversations about how BC Hydro can meaningfully advance reconciliation.

This second annual report outlines progress made toward the actions in the Plan during BC Hydro's last fiscal year (April 1, 2025, to March 31, 2026). While some actions lend themselves to annual metrics and quantifiable updates, others are best demonstrated through examples or case studies. Because reconciliation is a long-term undertaking, not every action will show measurable progress each year; this report focuses on areas where significant advancement occurred during the reporting period.

BC Hydro remains committed to working in partnership with First Nations and Indigenous people as we continue implementing the Plan in the years ahead.



Respectful relations



Respectful relations

Building respectful relationships with First Nations and Indigenous people requires a foundation rooted in the recognition of Aboriginal and treaty rights, self-determination, and self-governance. It also calls for acknowledging the historic and ongoing impacts of colonial systems and working collaboratively to address the challenges and discrimination Indigenous people continue to face. BC Hydro is working with First Nations to advance actions that strengthen trust, mutual understanding, and partnership. Key initiatives undertaken during the reporting period include:

Action 1.1

Creating introductory and advanced level training programs for employees and contractors that build greater awareness of Indigenous peoples' history in Canada, knowledge of the UN Declaration and the TRC Calls to Action, and the context of BC Hydro's work with, and impact on, First Nations. Target having 80% of BC Hydro employees complete the introductory and/or advanced level training by the end of fiscal year 2026.

➡ PROGRESS TO DATE

BC Hydro offers both an introductory and advanced level Indigenous cultural awareness training for our employees and contractors, both of which were developed in collaboration with First Nations and cover Indigenous history in B.C. and Canada, BC Hydro's impact on First Nations communities, and how employees can advance reconciliation in the course of their work. Our introductory course is an e-learning module which is mandatory for all new employees. Our advanced level course is a four hour in-person or virtual interactive team session led by an Indigenous facilitator. We have established a community of care to support our Indigenous facilitators with training and peer mentoring.

At the end of the reporting period 96% of BC Hydro's work force had taken one or both of these courses.

It's important that our employees have opportunities to engage with and learn about Indigenous cultures throughout the year. That's why we celebrate National Indigenous Peoples Day, commemorate Truth and Reconciliation Day, and participate in the Moosehide Campaign every year. In 2025, we hosted the Eagle Song Dancers and Wild Moccasin Dancers at our Dunsmuir and Edmonds offices for National Indigenous Peoples Day. We also welcomed Sam George, a respected elder from the Squamish Nation and survivor of St. Paul's Indian Residential School, for a lunch and learn on Truth and Reconciliation Day to share his experiences with residential schools.

Action 1.2

Increasing understanding and awareness of BC Hydro's employees and contractors working in an individual First Nation's territory through Nation-specific and Nation-led training and awareness initiatives.

➡ PROGRESS TO DATE:

BC Hydro employees regularly attend Nation-specific, Nation-led training hosted by the First Nations they work with. Examples of training sessions attended during the reporting period include:

- **May 2025:** Prior to BC Hydro starting the non-integrated area stations upgrades projects in remote regions of the province, most contractors and employees completed cultural humility training delivered by a matriarch from one of the non-integrated communities. This targeted awareness training was focused on the colonial history and ongoing impacts on First Nations in British Columbia, with particular emphasis on the non-integrated areas context and culturally respectful best practices. A total of 74 BC Hydro employees and frontline workers have completed this training.
- **June 2025:** Members of the Indigenous Relations team participated in St'át'imc Canoe Journey on Anderson Lake and Seton Lake.
- **September 2025:** Members of the Wilsey Fish Passage project team and Indigenous Relations team floated the Shuswap River with members of Splatnin leadership and staff to learn values and history related to the river from the Nation.
- **October 2025:** Members of the Revelstoke 6 Project team travelled to Cranbrook to participate in a half-day of Ktunaxa Nation cultural training.
- **October 2025:** Doig River provided "Treaty 101" training to members of BC Hydro's Environment team as well as training on their land use planning system tools.



St'át'imc Canoe Journey, June 2025

In May 2025, we were fortunate to have an opportunity to work in collaboration with the syilx Okanagan Nation to support the Conference Board of Canada (now known as Signal49 Research) in hosting executives from across Canada at a conference aimed at exploring the role of corporate Canada in implementing the UN Declaration. BC Hydro and the syilx Okanagan co-led a workshop profiling the evolution of their own Enduring Relationship. BC Hydro sponsored a syilx Okanagan cultural performance and supported a conference site visit to showcase a syilx Okanagan land stewardship project for conference attendees.

Action 1.3

Acknowledge the First Nations and their lands and territories on which we operate.

➡ PROGRESS TO DATE:

- The Capilano Substation project acknowledges the Skwxwú7mesh (Squamish) Nation and their lands where BC Hydro operates. The placement of a Skwxwú7mesh welcome figure at Murdo Frazer Park, carved by Skwxwú7mesh artists Delmar Joseph Sr. and Siobhan Joseph, provides a visible and permanent recognition of Skwxwú7mesh presence, culture, and connection to the territory adjacent to the newly rebuilt Capilano Substation, and recognizes the ongoing relationship between BC Hydro and Skwxwú7mesh.
- BC Hydro supported the Okanagan Nation Alliance's initiatives related to signage and interpretive information at traditional trailheads and cultural heritage sites of significance in the syilx Okanagan territory. The syilx Okanagan have placed information at Spotted Lake informing visitors about the ecological and cultural heritage sensitivities of the site.

Action 1.4

Co-develop long-term Relationship Agreements that advance reconciliation with the First Nations who are most impacted by our infrastructure.

➡ PROGRESS TO DATE:

BC Hydro seeks deeper relationships with First Nations who are most impacted by our existing infrastructure and upcoming projects. We may formalize these enhanced relationships through Relationship Agreements with these Nations to facilitate a higher volume of engagement and deeper collaboration on our shared interests. As of the end of the reporting period, we have 16 Relationship Agreements with 25 First Nations across B.C.



Blessing Ceremony, September 2025



**Social and cultural
well-being**



Social and cultural well-being

BC Hydro utilizes water to generate electricity for our customers and develops projects on the land for the transmission and distribution of that electricity. Given the ties between water, land and the environment and First Nations rights, title, and cultural practices, BC Hydro's operations have had a deep impact on First Nations' social and cultural well-being. We are therefore taking action to support rights to develop, practice and protect First Nations cultural heritage. Highlights from the reporting period include:

Action 2.1

Renewing cultural heritage protection practices through co-management with First Nations of heritage resources and ancestral remains sites affected by BC Hydro projects and operations.

➡ PROGRESS TO DATE:

- The Council of Haida Nation's Heritage and Natural Resources Department exercises stewardship of Haida lands and natural resources on behalf of the Haida Nation. In 2025, the department collaborated with us to update their Cultural Monitoring contract and practices to ensure Haida's culture and heritage practices are followed.

First Nations will often provide cultural monitors to monitor BC Hydro's construction work. This year, we revised our cultural monitoring contracts to make it easier to do business with us. These updates streamline agreements by removing unnecessary terms and administrative complexity, better aligning them with the collaborative nature of BC Hydro's relationships with First Nations that monitor our work. The changes support meaningful participation and reinforce the protection of cultural values on the ground.

Action 2.2

Collaborating on the development, maintenance, and usage of First Nations languages in joint communications materials and at BC Hydro facilities.

➡ PROGRESS TO DATE:

- When we needed to make improvements to the trails and bridge alongside the Puntledge River, we recognized an opportunity to support K'ómoks First Nation's cultural connection to the area's lands and waters through names and signage in their language. Trail and bridge construction work was awarded to a K'ómoks First Nation designated business, and the Nation provided traditional names for new bridges and structures.

Action 2.3

Co-developing methodologies to evaluate community and cultural well-being in cumulative effects assessments and project impact studies.

Action 2.4

Co-developing codes of conduct for BC Hydro sites to mitigate impacts to surrounding First Nations communities.

Action 2.5

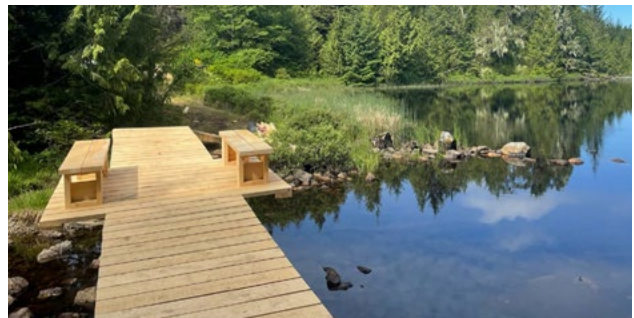
Supporting initiatives related to the practice and revitalization of First Nations cultures through social investments.

➡ PROGRESS TO DATE:

- BC Hydro had the opportunity to support cultural values by partnering with Dease River First Nation to deliver an electric vehicle art contest at the Good Hope Lake electric vehicle charging station. The initiative promoted environmental awareness, supported sustainable transportation, and recognized First Nations artistic talent, while strengthening community relationships through the display of local artwork on BC Hydro–owned infrastructure.
- BC Hydro contributed to the Heiltsuk Nation’s community–led trail revitalization in Bella Bella by donating two large 45–foot wood poles that were used to construct a new bridge over a creek, helping to reconnect a loop trail around a lake. The bridge was completed by the Heiltsuk Trail Team as part of broader efforts to reclaim and rename trails with Heiltsuk place names. The local BC Hydro line crew was present in the community to support and witness the opening ceremony and trail blessing event in July 2025.



Dease River First Nation art at Good Hope Lake EV charging station



Heiltsuk's Bella Bella bridge—photo by Patrick Lucas

Action 2.6

Collaborating with Indigenous people and First Nations to realize social and economic benefits associated with improving energy performance in their homes, businesses and community.

➡ PROGRESS TO DATE:

Non-Integrated Areas

BC Hydro offers funding and support for customers in non-integrated areas to make energy efficient upgrades that reduce reliance on diesel-generated electricity. We’ve partnered with the Government of B.C. and the New Relationship Trust to provide funding for energy-efficient upgrades through the Community Energy Diesel Reduction program. Our funding supports projects that improve the energy efficiency of residential buildings. We’ve also increased the funding we provide to the Indigenous Climate Action Network, a program administered by the Coastal First Nations Great Bear Initiative in partnership with the Government of B.C. and the Government of Canada. This program provides funding and support for Climate Action Coordinator positions, training, and peer learning opportunities for remote First Nations communities across B.C.

BC Hydro is currently funding Climate Action Coordinators in nine communities including: Skidegate (Skidegate Band Council), Old Massett (Old Massett Village Council), Bella Coola (Nuxalk), Bella Bella (Heiltsuk), Hartley Bay (Heiltsuk), Ehlthlateese (Uchucklesaht), Good Hope Lake (Dease River First Nation), Anahim Lake (Ulkatcho First Nation), and Kwadacha (Kwadacha First Nation).

Integrated (Main Grid–Connected Areas)

BC Hydro continued to support energy management capacity through funding energy management positions with the Aboriginal Housing and Management Association, Musqueam First Nation, Squamish Nation, Tsleil–Waututh Nation, Tla'amin Nation, Nisga'a Lisims Government, and the BC First Nations Energy and Mining Council. In 2025–26, we also added two new positions with Snuneymuxw and Songhees First Nations.

During the reporting period:

- We secured federal acceleration funding that we've used to support projects with the Coastal First Nations Great Bear Initiative such as a pilot project to train First Nations community members in heat pump maintenance.
- We contributed to individual First Nation's efforts around energy efficient codes and standards, such as Squamish Nation's climate action standard for new buildings, and Sts'ailes First Nation's sustainable design guidelines.

BC Hydro also offers demand side management programs in our main grid–connected area that support energy efficiency projects in residential and community buildings with electric space and water heating. We launched the new Partners in Indigenous Energy Efficiency & Resilience (PIEER) program in June 2025 based on input from the PIEER Indigenous Program Advisory Council, established in 2024 to inform program development. PIEER includes offers for home energy efficiency retrofits, energy assessment funding, heating system maintenance rebates, and free basic energy saving measures.

During the reporting period, First Nations or Indigenous housing societies received just over \$2 million for eligible energy efficiency related projects through the PIEER program or the former Indigenous Communities Conservation Program (now replaced by PIEER). 35 projects were completed, and BC Hydro incentives supported the following energy efficiency measures during the reporting period:

- 132 electric air source heat pumps
- Insulation and/or high–efficiency windows and doors in 12 homes
- 25 home energy assessments (which will be used to support planning and implementation of future energy efficiency projects).

PIEER was developed in collaboration with the Province and FortisBC and brings together funding from the three partners under one program umbrella to simplify the program landscape and better support energy efficiency in Indigenous communities. The program is administered by BC Hydro on behalf of our partners. The program partners continue to engage with the Indigenous Program Advisory Council to ensure that Indigenous perspectives continue to inform program management moving forward.



Decision-making



Decision-making

BC Hydro makes a wide range of decisions every day to provide safe and reliable electricity across the province, and we are working with First Nations to increase their involvement in those decisions. In support of First Nation self-determination and self-governance, we are collaborating more closely on decisions that may affect First Nations' rights, title and interests, with the goal of achieving consent for our work. Key examples of this collaborative approach during the reporting period include::

Action 3.1

Co-developing processes, agreements, and other constructive arrangements that enable greater participation in decision-making and are designed to seek First Nations' free, prior and informed consent to BC Hydro's projects and initiatives, to support self-determination and inclusion in decision-making as described in the UN Declaration.

➡ PROGRESS TO DATE:

Squamish Nation and BC Hydro advanced the Cheakamus Water Use Plan Order Review (WUPOR) through a four-year process that resulted in agreement on operational changes in 2025, with the parties continuing to work through associated monitoring recommendations. The progression of the WUPOR was grounded in a governance approach aligned with the UN Declaration, particularly recognition of Indigenous decision-making authority and partnership. Squamish Nation participated as a governing partner and full member of the Order Review Advisory Committee, embedding the Nation directly in decision-shaping. This partnership-based structure enabled the co-development of solutions through joint technical work, transparent information sharing, and a shared commitment to adaptive management.

Action 3.2

Co-developing procedures designed to ensure the prompt and fair resolution of any conflicts between BC Hydro and First Nations.

Action 3.3

Greater involvement and collaboration in planning, including multi-year regional planning and at the earliest stages of BC Hydro projects.

➡ PROGRESS TO DATE:

- On October 31, 2025, BC Hydro filed our 2025 Integrated Resource Plan (IRP) with the British Columbia Utilities Commission. The IRP outlines how we will meet B.C.'s future electricity needs for a 20-year plus timeframe. It includes the resources we'll need, when we'll need them, and how much energy and capacity they'll provide. Throughout 2025, we engaged First Nations in this planning process, first to determine what was important to First Nations as we developed the plan, and later to gather input on the plan itself. First Nations provided valuable input on everything from energy costs to environmental considerations to diversifying our energy sources, all of which was key to shaping the final application to the Utilities Commission.

Action 3.4

Co-designing and supporting processes that accommodate the work of First Nations decision-making governance institutions and structures.



**Water, land
and environment**



Water, land and environment

The construction and operation of BC Hydro's infrastructure on First Nations territories has created historic and ongoing impacts to water, lands and the environment, with direct effects on First Nations' rights, title and ways of life. In response, we are working collaboratively with First Nations to reduce these impacts, advance shared environmental stewardship, pursue environmental enhancement opportunities, and address the challenges of climate change. During the reporting period, key collaborative actions in this area included:

Action 4.1

Learning about First Nations knowledge and methodologies around water, land and environment and collaborating to include First Nations expertise, knowledge, and reverence for water into our decision-making processes.

➡ PROGRESS TO DATE:

The Revelstoke 6 Project – installing a sixth generating unit at BC Hydro's Revelstoke Dam – has provided several opportunities to include the local First Nations' expertise, knowledge and reverence for water into our work. Water was not a formal Valued Component in the Revelstoke 6 Environmental Assessment; however, First Nations emphasized the fundamental cultural, spiritual, and relational importance of water. In response, BC Hydro and the Nations developed an explicit acknowledgement at the front of the project's management plans to help shape how mitigation and management measures are developed and applied, recognizing that "the value of water goes well beyond power generation. For First Nations, water is a life-giving force that all things depend on and are connected to. It is foundational to All Living Things and to First Nations' creation stories and part of a worldview that sees All Living Things as being interdependent and linked. This core value to these First Nations emphasizes the imperative of ensuring that BC Hydro adequately and respectfully addresses the potential adverse effects from the addition of the 6th unit to the Revelstoke Generating Facility in close collaboration with these First Nations." The Revelstoke 6 Project team has also recently attended the recent *siwtłkʷ* Water and Climate Forum to increase our understanding of on collaborative approaches to watershed governance, and on how First Nations' knowledge, Western science, and community leadership can work together to strengthen our watersheds.

Action 4.2

Co-designing new approaches to minimize the environmental and archaeological impacts of BC Hydro activities and that also contribute to addressing past and ongoing impacts.

➡ PROGRESS TO DATE:

- Our environmental teams have partnered with local First Nations, government and non-profits to reclaim land around the Site C dam for the plants and animals that call the area home. Now that the Site C dam and powerhouse are completed and operating, we're working with Aski Reclamation, a Saulteau First Nation company, to seed and plant for woodland, wetland and grassland reclamation efforts around Site C. Guided by the Treaty 8 First Nations, we've adopted a reclamation strategy that doesn't just aim to replace habitat lost to the creation of the reservoir, but also relies on a detailed habitat functionality assessment to inform reclamation efforts.

- BC Hydro and the Squamish Nation have been working together for several years on an adaptive stranding approach for the Cheakamus River to reduce risk and mitigate fish stranding. This work fundamentally changed how field activities are planned and carried out, embedding Squamish Nation participation throughout. Through this process, BC Hydro also developed alternatives to its Operations Protocols. The result was the Cheakamus Adaptive Stranding Protocol—the first of its kind—which improves BC Hydro’s ability to respond effectively to storm events and to reduce juvenile salmon stranding. In the 2025 reporting period, despite several storm events, no significant fish stranding incidents were recorded, demonstrating the effectiveness of this collaborative, adaptive approach in addressing ongoing impacts.

Action 4.3

Exploring opportunities for environmental enhancements and archaeological site protections through BC Hydro’s projects and programs.

➡ PROGRESS TO DATE:

- BC Hydro’s Community ReGreening program supports the planting of trees and other vegetation that help enhance ecological networks across the province, including funding for Indigenous cultural plantings. We approved funding for all 10 applications by First Nations to plant culturally significant vegetation in their communities as part of BC Hydro’s Community ReGreening Program in 2025.
- The Fish and Wildlife Compensation Program provides funding for projects that conserve and enhance fish and wildlife in watersheds impacted by BC Hydro dams. The program approved \$9.2 million for 72 fish and wildlife projects. Of the 72 projects, 18 of them (25%) are led by First Nations or First Nations’ companies.

In addition to the environmental enhancement programs described above, BC Hydro undertakes more targeted environmental improvement projects. In partnership with First Nations, in 2025 BC Hydro replanted First Nation–selected native plants and seeds around our facilities at Buntzen Lake and Dunsmuir Plaza. By incorporating Indigenous knowledge and Nation–approved restoration methods, we’ve improved ecological resilience, strengthened environmental outcomes, and committed to culturally informed land stewardship.

Action 4.4

Seeking consent and consensus on water use and watershed planning.

During the reporting period, BC Hydro engaged First Nations across the province on six Water Use Plan Order Reviews. Four of these reviews have concluded, and consensus amongst all the First Nations participants in the review was achieved on three out of the four reviews.

What happens during a Water Use Plan Order Review? The goal of these reviews is to review the implementation of BC Hydro's Water Use Orders, identify new or ongoing issues related to facility operation, discuss mitigation measures to address the identified issues, and collaboratively develop a set of recommendations that inform BC Hydro's regulatory applications. Our recent consultation with First Nations on the Wahleach Water Use Plan Order Review provided an opportunity for BC Hydro to learn about and better understand First Nations' interests related to the Wahleach system in general as well as those interests specific to the Review. We collaboratively developed and implemented a review process with First Nations, which included forming an Order Review Advisory Committee made up of First Nations, federal and provincial regulators, and BC Hydro that was structured as a single table forum. The Committee completed the review and formally reached consensus on a set of recommendations in June 2025. BC Hydro also worked with First Nations to identify pathways to capture and continue dialogue on issues beyond the scope of the review through other avenues and forums.

Action 4.5

Collaborating on the design and implementation of aquatic restoration programs and activities addressing fish and fish habitat.

➡ PROGRESS TO DATE:

- BC Hydro's Fish Entrainment Strategy was developed to meet the Fisheries Act requirement to address fish impacts caused by fish entering our turbine and other dam structures. Starting in 2010, a technical committee, comprised of representatives from Ktunaxa, Okanagan and Secwepemc Nations, the Department of Fisheries and Oceans, and the Province of B.C. developed a comprehensive "offsetting" program to address entrainment impacts to Bull Trout and Kokanee at our Mica and Revelstoke facilities. In 2026, as part of this offsetting work, BC Hydro and the Simpcw First Nation are partnering to pilot our first year of the Fisheries Guardian Program. The pilot will determine if this type of program will be effective and identify ways to improve our efforts. The pilot program will fund the work of two Guardians supporting stream water quality monitoring and educational outreach from May to September.



Simpcw First Nation's crew conducting monitoring activities

Action 4.6

Expanding opportunities for environmental stewardship by First Nations related to our projects and operations.

➡ PROGRESS TO DATE:

- BC Hydro and First Nations involved in Phase 2 of the North Coast Transmission Line Project are developing a Guardian Program to facilitate First Nations providing Guardians to monitor pre-construction and construction activities. Guardians will be present on project worksites to observe, record, communicate and report on the progress of work and its adherence to applicable project conditions, and to support responses to and mitigations of potential impacts. The program will include a host, designated by First Nations, to facilitate Guardian activities through delivery of the program.
- BC Hydro undertakes a variety of different types of environmental work in order to avoid environmental impacts throughout the lifecycle of our assets and operations. Having First Nations undertake environmental services work on our behalf provides opportunities for First Nations to exercise their role as stewards of the land. In total, we now have 21 agreements with pre-qualified First Nations businesses who we can easily engage for environmental work on everything from major capital projects to maintenance programs that will contribute to a healthy environment for the long-term

Action 4.7

Supporting the restoration of land ownership, stewardship and protection by First Nations through property dispositions, leasing and other land-related initiatives.

➡ PROGRESS TO DATE:

The Fish & Wildlife Compensation Program was proud to provide funding towards the purchase of two significant land parcels this year:

- We provided funding to support the Nature Conservancy of Canada's purchase of the Kootenay Forest Lands —45,000 hectares—within the homelands of the Ktunaxa Nation who endorsed this purchase. These lands are vital for wildlife movement and ecological health, supporting grizzly bears, wolverine, bighorn sheep, badger, lynx, bull trout, and Endangered white-bark pine. Rare high-elevation grasslands, ancient forests, and a multitude of watercourses influencing 42 watersheds and 930 kms of streams will be conserved through this purchase.
- We provided funding to help conserve the final 37 hectares of the Puntledge forest, which contain some of the most ecologically valuable riparian, wetland, and upland forest habitats in the Puntledge River Watershed. Conserving these important habitats took important negotiations and a conservation covenant to restrict timber harvesting in perpetuity. The forest and river are highly valued by the K'ómoks First Nation for fish habitat and cultural values.

Action 4.8

Reduce reliance on diesel generation in communities that are not connected to BC Hydro's integrated system.

➡ PROGRESS TO DATE:

BC Hydro operates 14 non-integrated areas (NIAs), which are remote areas in B.C. that are not connected to the integrated power system. The NIAs, which serve 28 remote communities and 12 First Nations, are standalone microgrids powered by a mix of diesel and renewable energy sources. BC Hydro is working with First Nations in the NIAs to support community-owned renewable energy projects that reduce reliance on diesel while advancing First Nations' energy sovereignty and security.

Powering communities not connected to our integrated electricity system (the NIAs) requires approximately 20 million litres of diesel each year. As the largest BC Hydro NIA fully reliant on diesel, Masset on Haida Gwaii historically accounted for approximately 35% of total NIA Diesel use. In December 2025, TII Yahda Energy, a Haida partnership between the Council of Haida Nation, Skidegate Band Council and Old Masset Village Council, connected the first Indigenous-owned and operated solar generation project on Haida Gwaii, to the BC Hydro grid. This first 2MW solar farm will offset 9% of the community's diesel use when fully supported by BC Hydro's battery energy storage system. BC Hydro and TII Yahda Energy signed a Community Energy Purchase Agreement in December 2025 through which BC Hydro will purchase electricity from Haida Nation over the next 20 years. This milestone achievement was only possible with deep commitment and collaboration between the Haida Nation and BC Hydro.



Economic relations



Economic relations

Both the UN Declaration and the Truth and Reconciliation Commission's Calls to Action speak to the importance of economic development and the need to ensure that Indigenous people see long-term, sustainable economic benefits from development projects. Opportunities for First Nations and Indigenous people as partners, suppliers, employees and owners in the energy sector provide a clear path for First Nations and Indigenous people to achieve economic self-determination. BC Hydro is committed to economic reconciliation across our business – here are some of the ways we worked towards this with First Nations and Indigenous people during the reporting period:

Action 5.1

Continuing to provide market-competitive directed procurement opportunities, including expanding opportunities on the operational side of our business where our most significant infrastructure footprint is located. Our directed procurement approach is focused on the First Nations with agreements where our most significant infrastructure footprint is located because these are the First Nations that have been most impacted by our business.

➡ PROGRESS TO DATE:

During BC Hydro's most recent fiscal year (April 1, 2025—March 31, 2026), BC Hydro spent \$374 million on market competitive directed procurement contracts (direct and indirect) with First Nations designated businesses. In total, BC Hydro has spent over \$1.991 billion on directed procurement contracts with First Nations designated businesses since 2015, when we started tracking this metric.

This total includes an increase to \$37.7 million (up from \$23.9 million in the previous fiscal year) in work opportunities awarded to First Nations designated businesses on the operational side of our business, such as line construction work, earth moving, traffic management, and vegetation management.

The Bridge River 1 Penstock Refurbishment project presented an opportunity to provide substantial, meaningful contracting opportunities to the St'át'imc and Tsal'alh Nations—the First Nations most impacted by BC Hydro's Bridge River infrastructure footprint – and highlights how successful projects can be when we build them together with First Nations. Tsal'alh Development Corporation delivered major components of this complex, safety-critical project, partnering with specialized firms, employing community members, building long-term capacity, and ultimately delivering the project 14 months ahead of schedule.

Action 5.2

Supporting directed procurement by providing opportunities and programs, such as our First Nations Contractor Program.

➡ PROGRESS TO DATE:

The First Nations Contractor Program was developed in 2019 with the goal to on-board First Nations and their businesses so that getting work and getting-to-work is easier. This interactive program consists of three modules: procurement processes and practices, contract and construction management, and safety where participants can ask questions and discuss common circumstances, various types of work experiences, and good practices. During the reporting period, we delivered two First Nation Contractor Program workshops to 36 First Nations designated business.

Action 5.3

Meet or exceed the representation in the available workforce by 2026: Indigenous people—5%.

➡ PROGRESS TO DATE:

BC Hydro hired 17 Indigenous employees during the reporting period. Indigenous employees currently represent 3.9% of our total workforce of 8,409, for a total of 325 self-identified Indigenous employees.

A key component of hiring and retaining Indigenous candidates at BC Hydro is ensuring we have a culturally appropriate and safe workplace. Our Indigenous Advisory Council, made up of Indigenous BC Hydro employees, provides Indigenous-specific content for human resources initiatives to make sure they are respectful and inclusive. During the reporting period, the Advisory Council provided feedback on the values and behaviours BC Hydro should adopt as part of our overall workplace culture, and drove changes to our Respectful Workplace Policy, including the creation of an Indigenous Navigator role to support Indigenous employees during investigations.

Action 5.4

Supporting employment and training at BC Hydro for Indigenous people through programs that increase opportunities for Indigenous employment and career growth, such as the Professionals in Development, Try-A-Trade, and Indigenous Career exploration Programs.

➡ PROGRESS TO DATE:

BC Hydro has several employment programs geared specifically to Indigenous job-seekers, designed to position them for success in obtaining employment at BC Hydro. These include:

- **Try-A-Trade:** a 16-week job shadow program to help participants gain work experience and learn about the trades in a workplace setting. The intent of the program is to position candidates for entry level trades roles and to compete for pre-apprenticeship or apprenticeship programs. Six participants have been hired for pre-apprenticeship or apprenticeship positions through the program and an additional participant secured a Union Hall Hire Driver/Helper position during the reporting period.
- **Try-A-Technical:** a 16-week paid work experience program for office-based technical positions at BC Hydro, such as customer service representatives, operations and engineering clerks, and materials management clerks. Two participants secured full-time roles after completing the program during the reporting period.
- **Professionals in Development:** offers Indigenous professionals paid work and professional development placements at BC Hydro. Candidates participate in two or more work rotations over a one- to two-year period in management and professional roles in different business groups, gaining BC Hydro work experience and building networks that will help when applying for full-time BC Hydro roles. Three participants have been hired for permanent positions through the program during the reporting period.

○ **Indigenous Career Exploration Program:** a pre-employment program intended to mitigate specific barriers to employment. The program provides each applicant with a one-on-one conversation with our recruiter, job matching, high-level career guidance, and ongoing support to navigate the recruitment process for jobs. During the reporting period, we have connected with 91 candidates through the program and 14 have been hired into our employment programs or open roles.

BC Hydro supports Indigenous candidates well before they reach the workforce. Our Indigenous scholarship programs support Indigenous students at different stages of their educational journeys through scholarships for both full and part-time students enrolled in degree, diploma, certificate or technical/trades programs related to BC Hydro careers. In 2025, we distributed \$180,000 in scholarships to 36 Indigenous recipients.

In March 2026, BC Hydro and St'át'imc Government Services co-delivered a career exploration day at Lillooet Secondary School, where approximately 70% of students are Indigenous. The event engaged about 135 students in Grades 8–12 through hands-on, activity-based learning. Modelled after BC Hydro's annual Take Our Kids to Work Day event, students explored skilled trades, STEM, and energy-sector careers through interactive stations spanning field operations, engineering, environmental stewardship, archaeological mitigation and management, and emerging technologies. The initiative provided early, positive exposure to career pathways and strengthened relationships with Indigenous youth and communities.

Action 5.5

Exploring new economic opportunities for First Nations related to our business. This may include exploring the potential for co-ownership of electrical infrastructure starting with new major transmission lines in the North coast.

➡ PROGRESS TO DATE:

Throughout the reporting period, BC Hydro has continued working with the Province of B.C. and First Nations impacted by the proposed North Coast Transmission Line to pursue innovative partnership approaches to project development. This includes an equity opportunity where First Nations have an option to co-own the new transmission line with BC Hydro. Co-ownership of electricity infrastructure with First Nations is new to BC Hydro and the North Coast Transmission line is an opportunity for us to learn how it can work in our business.

First Nations are exploring new opportunities to operate part of BC Hydro's business. In 2025, BC Hydro awarded the Jones Lake (Wahleach) reservoir management contract to Peters First Nation and provided training and support to build capacity for year-round management of the site.

Action 5.6

Collaborating with the Province and First Nations on economic opportunities which may arise from the Indigenous Clean Energy Opportunities engagement process.

Action 5.7

Exploring opportunities to address First Nations' interests in revenue sharing, in alignment with the new fiscal framework currently being co-developed by the Province and First Nations.

Action 5.8

Supporting economic partnerships and benefits in the renewable energy sector through collaboration on future calls for power.

➡ **PROGRESS TO DATE:**

Building on the success of our 2024 Call for Power, in July 2025 we launched our 2025 Call for Power to procure clean, renewable energy to support B.C.'s growing population and industries. Learning from First Nations' feedback on the 2024 Call, in 2025 we provided guidance to project proponents designed to improve the quality of their consultation and made targeted adjustments to encourage multi-Nation participation in individual projects — supporting broader access so that more Nations can benefit. Also new to the 2025 Call was the First Nations Clean Energy Representative, a resource to help ensure that First Nations are meaningfully informed, supported and engaged throughout the procurement process.

The 2025 Call for Power required a minimum of 25% equity ownership to be held by First Nations, with incentives for up to 51% ownership and other economic benefits such as procurement or employment. We have selected four new wind energy projects, all of which have 51% equity ownership by First Nations. As we look forward to future calls, this marks a historic step forward in energy partnership with First Nations.

Conclusion

This second annual report demonstrates how BC Hydro is adopting the UN Declaration as the guiding framework for advancing reconciliation within our mandate as a public utility. Through sustained collaboration with First Nations and Indigenous people across B.C., we are taking tangible actions across the five key areas of respectful relations, social and cultural well-being, decision-making, stewardship of water, lands and the environment, and economic relations. These actions reflect BC Hydro's commitment to recognizing rights of First Nations and Indigenous people and to transforming how we work together. While challenges remain, our continued focus on meaningful engagement and long-term partnership underscores our dedication to supporting a more equitable and sustainable energy future.

Acknowledgments

We're grateful to all the First Nations on whose lands we operate, and who continue to work with us to advance true and lasting reconciliation. We also want to thank our partners at the First Nations Energy and Mining Council, and our UN Declaration Advisory Committee, for their advice and guidance as we implement our Plan.

Finally, we would like to thank artists Tiernan Short and Bert Peters of Nations Creations for their beautiful cover art design. Nations Creations is an Indigenous-owned and operated manufacturer and platform for Indigenous artists located on unceded Stó:lō territory which encapsulates the beauty of its surroundings through its Indigenous artisan-created pieces.



