

Induction heating
of a cylindrical object

Atomic Energy of Canada Limited

2025 Environmental, Social and Governance (ESG) Report



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Advanced fuels and
fuel development



Message from the Chair of the Board of Directors



Our mission and vision

At Atomic Energy of Canada Limited (AECL), our mission is clear: to drive nuclear innovation that delivers clean energy technologies and improves the quality of life for Canadians, while caring for the land. Our vision—to leverage Canada’s nuclear expertise to achieve a better future for Canada and the world—guides every decision we make and every partnership we pursue.

A turning point for Canada’s nuclear industry

This past year marked a turning point for Canada’s nuclear industry. Nuclear energy is increasingly recognized as a vital component of the clean energy transition. The Government of Canada’s pledge to triple nuclear capacity by 2050 signals a major shift in national energy policy and affirms the role of nuclear in achieving net-zero goals. AECL is proud to support this momentum through strategic oversight and investment in innovation, including the federal government’s \$13.6 million commitment to Small Modular Reactor (SMR) research—an initiative that strengthens Canada’s leadership in advanced reactor technologies and regulatory readiness.

Advancing nuclear medicine

Social responsibility remains a cornerstone of AECL’s mandate. Through the Academic Partnership Program (APP), we are investing in the next generation of nuclear leaders and building a sustainable talent pipeline to support Canada’s climate ambitions. We are also advancing nuclear medicine, including the production of Actinium-225—a promising isotope for cancer therapy that has the potential to improve the health outcomes of Canadians.

Supporting the clean energy transition

AECL continues to demonstrate environmental leadership through its decarbonization efforts. We are committed to achieving net-zero emissions in our operations by 2040 and I am pleased to report that our Scope 1 and 2 emissions are currently ahead of our interim reduction target. We also made significant progress in decommissioning and remediation, including the Port Hope Area Initiative (PHAI) and the closure of Whiteshell Laboratories—projects that reflect our commitment to environmental stewardship and community wellbeing.

Our commitment to transparency

Looking ahead, AECL is preparing to transition toward an integrated annual report, reflecting our commitment to transparency and alignment with global best practices. We are also working closely with Canadian Nuclear Laboratories (CNL) to reconcile data collection and reporting metrics, ensuring consistency between CNL’s calendar year and AECL’s fiscal year.

On behalf of the Board of Directors, I extend my gratitude to AECL’s leadership, employees and partners for their continued dedication and collaboration.

A handwritten signature in black ink, appearing to read 'J. Burpee'.

James Burpee
Chair of the Board



Message from the President and Chief Executive Officer



Our legacy and vision for the future

At Atomic Energy of Canada Limited (AECL), our commitment to sustainability is grounded in a legacy of innovation and a clear vision for the future. Since 1952, AECL has played a central role in advancing nuclear science and technology to support clean energy, environmental protection and public health. That legacy continues through our Environmental, Social and Governance (ESG) strategy, which guides our actions and reinforces our responsibility to Canadians. This year's ESG Report reflects our progress from April 2024 to March 2025, as we continue to align with federal priorities and deliver on our mandate: enabling nuclear innovation, protecting the environment and driving value from Canada's CANada Deuterium Uranium (CANDU®) intellectual property.

Our ESG strategy and progress

Our ESG strategy is central to our operations. It is driven by five strategic differentiators—areas where AECL is uniquely positioned to lead—including decarbonization, science and technology, radioactive waste management, nuclear medicine and community engagement. These differentiators are supported by a set of baseline expectations that ensure operational integrity and long-term impact. These include climate resilience, environmental management, sustainable procurement, health and safety, diversity and inclusion and a deepening commitment to Indigenous Reconciliation.

Environmental commitment and decarbonization efforts

Environmental stewardship is a core part of our mission. AECL supports the continued safe operation of CANDU® reactor technology, which provides approximately 15% of Canada's electricity and plays a vital role in reducing greenhouse gas emissions, having avoided more than 3,500 megatonnes (Mt) carbon dioxide (CO₂) since they went in-service (source: WNA World Nuclear Performance Report 2025); to put this into context, Canada's total GHG emissions in 2023 were 694 Mt CO₂ equivalent (eq). In alignment with the Government of Canada's Greening Government Strategy, we are committed to achieving net-zero emissions in our operations by 2040, with an interim target of a 40% reduction by 2025. I'm proud to share that we are currently at 53% reduction, well ahead of that interim target. Our decarbonization efforts include transitioning Canadian Nuclear Laboratories' (CNL) fleet to low- and zero-emission vehicles and investing in energy retrofits across our sites.

Measuring our economic impact

In the 2024 fiscal year, AECL's collective operations contributed approximately \$1.7 billion to national GDP, contributed to the employment of over 12,000 individuals and generated and facilitated approximately \$1.2 billion in labour income and approximately \$423 million in tax revenues across personal income tax, corporate income tax and taxes on products and production.

Innovation in nuclear medicine

Innovation is at the heart of AECL's Science and Technology mission. In 2024–25, our research activities contributed approximately \$264 million to Canada's GDP, supported 1,650 jobs and generated \$202 million in labour income. We also advanced nuclear medicine through our joint venture, Actineer™ Inc., with Isotope Technologies Munich SE (ITM), expanding domestic production of Actinium-225—a rare isotope with transformative potential in cancer therapies.

Safely managing legacy waste

AECL's responsibility for radioactive waste management and decommissioning is a cornerstone of our mandate. In partnership with CNL, we are safely managing legacy waste and restoring impacted lands. The Port Hope Area Initiative (PHAI) alone contributed approximately \$390 million to Canada's GDP and supported over 3,281 jobs in 2024–25. All industrial sites in Port Hope have been remediated ahead of schedule and work is now focused on small-scale and residential sites. These efforts are carried out in close collaboration with Indigenous Nations, local communities and industry experts—ensuring transparency, trust and alignment with community values.

Climate resilience is embedded in our governance and risk management practices. AECL aligns with the Task Force on Climate-related Financial Disclosures (TCFD) and integrates climate-related risks into our corporate risk register. Our Board of Directors oversees climate-related risks and opportunities, while management conducts scenario analyses to assess physical and transition risks across short-, medium- and long-term horizons. These insights inform our strategic planning and help us meet our emissions reduction targets.

We also strengthened our supply chain practices through the development and implementation of AECL's Supplier Code of Conduct. This new standard, now embedded in our procurement processes and standard Terms and Conditions, sets clear expectations for suppliers in areas such as anti-corruption, environmental responsibility, Indigenous rights, human rights and fair labour practices. AECL also encourages CNL to support local communities and small businesses, contributing to economic development in the regions where we operate.

Commitment to Reconciliation and Indigenous engagement

Reconciliation and engagement with Indigenous Peoples are vital to fulfilling our mandate. AECL is committed to integrating Indigenous knowledge and values into our governance, operations and land use planning and to supporting community-led environmental monitoring, such as the Algonquins of Pikwàkanagàn First Nation Neyagada Wabandangaki and Sagkeeng Anicinabe Nation Niigan Aki guardian programs. Our approach is rooted in relationship-building, cultural awareness and active Indigenous participation—ensuring that our projects not only meet but exceed regulatory standards and reflect the values of the communities we serve.

Safety is the foundational principle of everything we do. AECL is committed to enhancing the health and safety of Canadians through nuclear innovation, community engagement and inclusive workplace practices. Through CNL, we prioritize the well-being of our workforce and the public, recognizing the unique challenges of the nuclear industry.

Attracting and retaining top talent

Attracting and retaining top talent is essential to our success. AECL maintained a low voluntary turnover rate in 2024–25 and we introduced inclusive hiring training for all hiring managers to reinforce equitable recruitment practices. With a portion of our workforce currently eligible for retirement, we are proactively implementing a strategic workforce plan, succession planning and targeted recruitment strategies to address talent shortages in specialized roles. Our partnerships with technical recruitment firms ensure agility in meeting operational needs while upholding our commitment to inclusive hiring.

Looking ahead

As we look ahead, AECL remains focused on expanding the use of nuclear technology to build a cleaner, safer and more inclusive future for all Canadians. I am confident that our continued collaboration, innovation and accountability will help us meet the challenges of today—and shape the opportunities of tomorrow.



Fred Dermarkar
President and CEO



Thermal Ionizing
Mass Spectrometry

About this Report

Atomic Energy of Canada Limited's (AECL) 2025 Environmental, Social and Governance (ESG) Report highlights our annual sustainability progress from April 1, 2024, to March 31, 2025.

The report showcases our objectives and commitment to sustainability, nuclear innovation and Indigenous Reconciliation. This report is one of several reports AECL publishes to communicate progress on our strategies, goals, accomplishments and areas for opportunity. To reduce duplicate content across reports, we link to these other reports throughout this document, so the reader can explore these areas in more depth.

In addition, this report contains data from our operator, Canada Nuclear Laboratories (CNL), who executes the majority of AECL's initiatives. More information on our relationship with CNL is included in the Governance section.

We acknowledge that AECL operates on territories that have, since time immemorial, been the traditional lands of Indigenous peoples in Canada. We are committed to advancing Reconciliation with First Nations, Métis and Inuit peoples through a renewed relationship based on recognition of rights, mutual understanding and respect and meaningful engagement, collaboration and partnership.

References to "AECL," "we," or "our" denote Atomic Energy of Canada Limited and all amounts are presented in Canadian dollars. References to "CNL" or "its" denote Canada Nuclear Laboratories. The report has been reviewed and approved by our executive leadership team and Board of Directors, including AECL's ESG Committee and is available in both English and French.

Reporting Standards and Frameworks

AECL is committed to enhancing our ESG performance and disclosures by closely monitoring the development of sustainability reporting standards relevant to the public sector, including requirements under the Government of Canada's Greening Government Strategy.

We are considering transitioning to an integrated annual report in the coming years to be aligned with the new International Public Sector Accounting Standards Board (IPSASB) Sustainability Reporting Standards.¹

This report is informed by the following standards and frameworks:

- Global Reporting Initiative (GRI) – Informs our material topic identification and helps us to communicate our sustainability performance. We strategically select metrics that align with our overall ESG strategy which helps us to track our performance for managing our strategic differentiators and baseline expectations. Our GRI table can be found in the Appendix section at the end of this report.
- Taskforce on Climate-Related Financial Disclosures (TCFD) framework – In alignment with the Government of Canada's mandate, AECL is required to adopt the Taskforce on Climate-Related Financial Disclosures (TCFD) framework². While no longer a standalone reporting standard, AECL is dedicated to fully aligning

with TCFD recommendations. In 2022, we published our first TCFD Climate Resilience report, detailing our progress. This effort aligns with the Government of Canada's mandate for Crown corporations to adopt TCFD framework and we continue to integrate our TCFD reporting with ESG reporting, emphasizing climate resilience as part of our overall ESG progression. A TCFD table can be found in the Appendix section at the end of this report.

- Sustainability Accounting Standards Board (SASB) Standards – AECL reports against relevant industry performance metrics per the Electric Utilities & Power Generators standard. See the SASB Index in the Appendix section for the relevant industry metrics we track.
- The Government of Canada's Greening Government Strategy (GGS) – AECL aligns with the Greening Government Strategy (GGS) which seeks to reduce the environmental footprint of federal operations and transition to net zero emissions by 2050. Our GGS table can be found in the Appendix section.
- United Nations Sustainable Development Goals (UN SDGs) – We leverage the UN SDGs throughout the report to help illustrate how our sustainability efforts are aligned with global priorities and ensure that our initiatives contribute to broader societal goals. For a detailed overview of how our strategy maps to the UN SDGs refer to the Appendix section.

¹ While we aim to publish an integrated report in future years, we will work with CNL to align on type and timing of information and data required for an integrated report.

² The TCFD framework has been incorporated into the International Sustainability Standards Board (ISSB) standards, which IPSAS also aligns to. As such, by maintaining alignment to the TCFD, AECL is actively working to meet the equivalent standards within IPSAS.



Clean energy generation



Ariel view of Whiteshell Laboratories



Chalk River Laboratories

Our Story

AECL was established as a Crown corporation in 1952 and has since been a significant contributor to Canada's nuclear industry, spearheading research and innovation in nuclear science to develop safe and dependable energy systems and health solutions.

AECL's mandate is to enable nuclear science and technology, drive optimal value for Canada from AECL's CANada Deuterium Uranium (CANDU®) intellectual property and to protect the environment by fulfilling the Government of Canada's radioactive waste and decommissioning responsibilities and commitments.

To do this, AECL aligns with federal priorities to build a stronger Canada by advancing science, leading in clean energy, contributing to economic development, enhancing climate resilience, protecting the environment and advancing Reconciliation with Indigenous Peoples. We serve a vital role as a thought leader in the nuclear sector, facilitating collaboration among governments, academia, industry, global partners and others.

AECL retains the ownership of our sites and facilities and oversees the operation of them through a Government-Owned, Contractor-Operated (GoCo) model in partnership with our private site operator, Canadian Nuclear Laboratories (CNL). Under AECL's guidance, CNL is responsible for the day-to-day management and operation of AECL's sites and has positioned itself at the forefront of global advancements in nuclear science and technology. AECL reviews and approves CNL's operational plans and conducts ongoing performance monitoring and evaluation based on predefined targets and metrics that are established at the beginning of each fiscal year.

For more information on the history of AECL, the GoCo model and our sites refer to our [Annual Report](#).

ESG Strategy

AECL's ESG strategy outlines our goals and commitments to integrate ESG principles within our organization and through our oversight of CNL and capitalize on opportunities that promote a sustainable future for Canada and the world.

AECL plays a key role in helping Canada meet its objectives related to environmental sustainability, climate resilience and social impact. Our ESG strategy is central to our operations, driven by five strategic differentiators that enhance business success and supported by eight baseline expectations that underpin our operational effectiveness. Our commitment to being an ESG informed organization drives us to deliver impactful results that benefit all Canadians.

The initiatives we undertake through these strategic differentiators and baseline expectations contribute to achieving eight of the 17 United Nations Sustainable Development Goals (SDGs), including promoting affordable and clean energy, good health and well-being and decent work and economic growth. For more details on how our efforts align with the UN SDGs, please refer to our UN SDG Data Table.

AECL's ESG Strategy

Environmental

Advancing environmental sustainability and climate resilience

Social

Improving quality of life for Canadians and collaborating with Indigenous peoples to build lasting relationships and advance our mandate

Governance

Accelerating innovation through trusted governance

United Nations Sustainable Development Goals (UN SDGs)



Strategic Differentiators

Our strategic differentiators indicate areas where AECL is uniquely positioned to influence and lead a sustainable, climate resilient future.

- Decarbonization
- Science and Technology
- Radioactive Waste Management and Decommissioning

- Nuclear Medicine
- Community Engagement and Development

- Governance Structure
- Oversight of CNL
- Enterprise Risk management
- Cybersecurity

Baseline Expectations

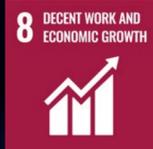
Integral to AECL's ability to manage risk, meet expectations of vested parties and achieve meaningful change.

- Climate Resilience
- Environmental Management
- Sustainable Procurement

- Health and Safety
- Diversity, Equity and Inclusion
- Employee Attraction
- Working towards a Reconciliation Action Plan
- Strengthening relationships with Indigenous Nations
- Promoting Indigenous Procurement
- Integrating Indigenous Knowledge in AECL's Governance and Operating Practices

- Governance Structure
- Oversight of CNL
- Enterprise Risk management
- Cybersecurity

Governance



Employees in the laboratory

Governance

Our governance structure plays a crucial role in ensuring effective oversight and accountability within our organization.

As a federal Crown corporation, we adhere to the Financial Administration Act, which provides a framework for transparency in our operations. Each year, AECL submits an Annual Report to Parliament via the Minister of Natural Resources, outlining our financial performance, operational achievements and strategic priorities. In addition to annual reporting, AECL provides Quarterly Financial Reports to maintain transparency and ensure ongoing accountability. The organization also publishes a Corporate Plan Summary every fiscal year, which sets out our strategic direction over a five-year horizon, aligning our objectives with national priorities. This openness helps build trust and ensures that AECL's operations are transparent and based on continuous improvement. The Board of Directors oversees AECL's strategic direction and is responsible for monitoring the organization's performance against our ESG objectives.

AECL has established an ESG Committee that is responsible for integrating ESG principles into our governance. This committee, chaired by the Vice President Nuclear Operation Oversight, includes representatives from various departments including executives and oversees the development and implementation of our ESG Strategy. All AECL employees have a portion of their compensation linked to the achievement of ESG objectives, reinforcing our shared accountability for sustainable performance and efforts are ongoing to embed ESG considerations into the Board's governance framework.

The ESG Committee updates the Board on ESG matters and the Board is responsible for monitoring AECL's ESG initiatives, from strategy to execution and communication. ESG issues are also included in AECL's Enterprise Risk Management (ERM) Register, reviewed quarterly by the Audit Committee, which covers environmental considerations such as decommissioning and remediation, Indigenous Reconciliation and governance issues. The Board oversees the Risk Management Framework, the Risk-Based Audit Plan, the Annual Incentive Plan, the Annual Plan of Work and Budget for CNL and the Performance Evaluation Measurement Plan for the Canadian National Energy Alliance (CNEA).

For more detailed information on AECL's governance structure, please refer to our [Annual Report](#) and [AECL's Website](#).

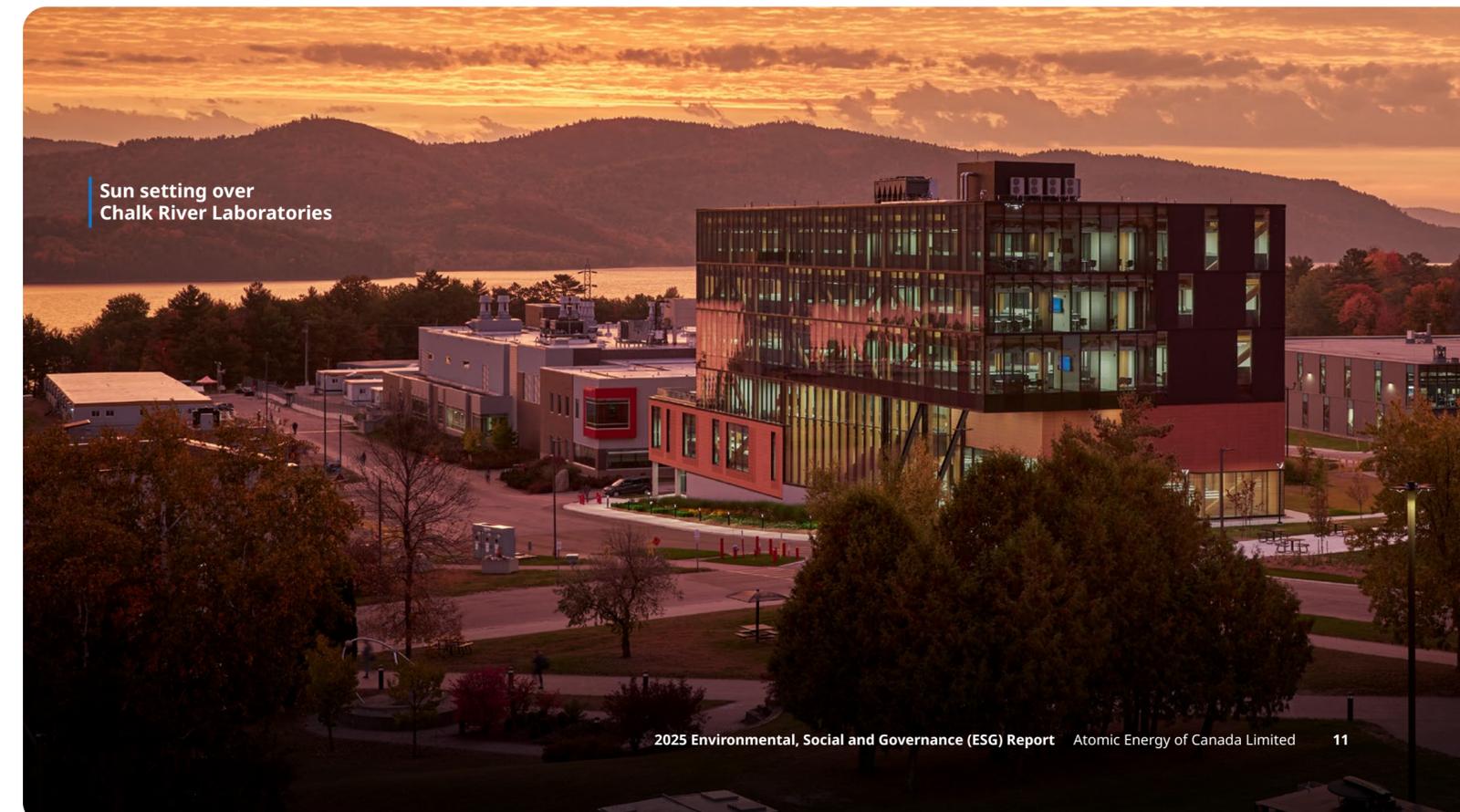
Oversight of Canadian Nuclear Laboratories (CNL)

AECL provides oversight of Canadian Nuclear Laboratories (CNL) under the Government-Owned, Contractor-Operated (GoCo) model that has been in place since 2015. This oversight includes setting priorities for CNL, approving long-term plans and assessing performance against established objectives. Under the GoCo model, AECL owns the sites, facilities, assets, intellectual property and responsibility for environmental remediation and radioactive waste management. CNL is responsible for the day-to-day operations of the sites, is the employer of the workforce and is responsible for all licences and permits.

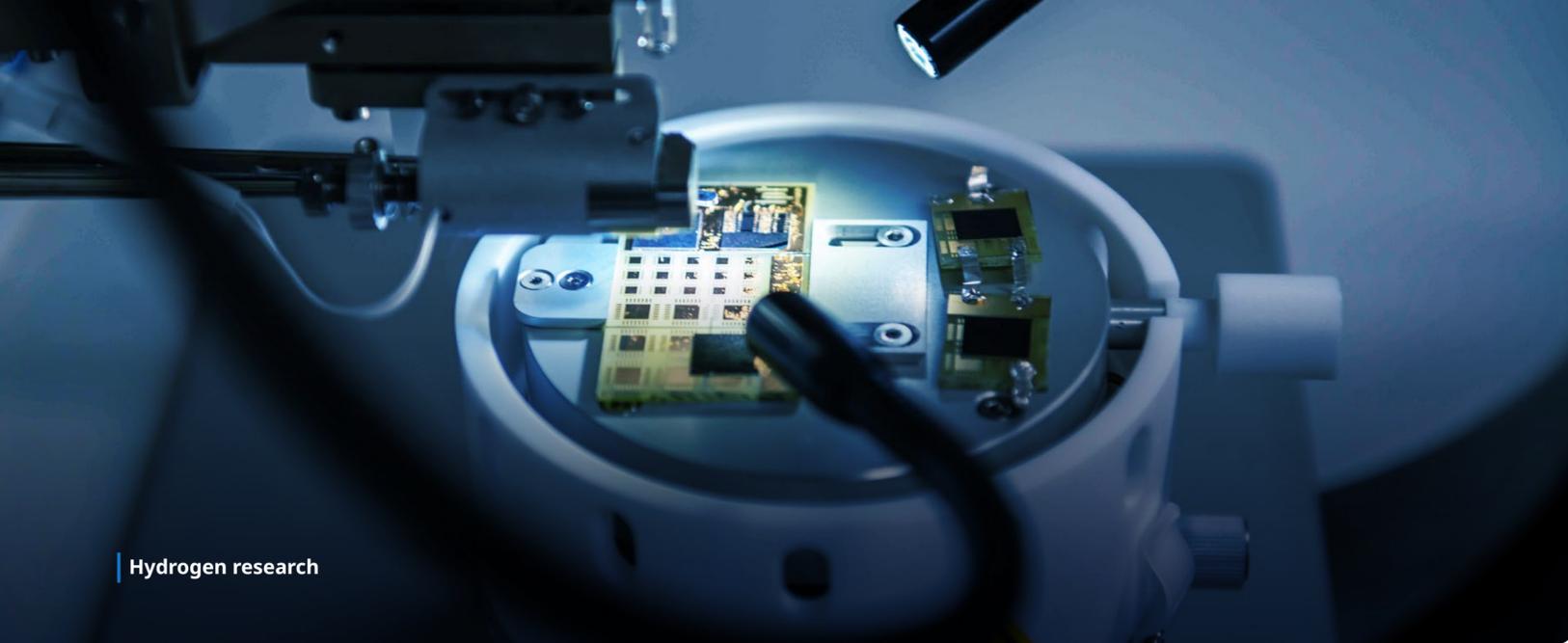
AECL's governance practices ensure that CNL operates in alignment with national priorities and regulations. The GoCo model allows AECL to leverage private sector expertise to advance our programs while transforming Chalk River Laboratories into a modern and sustainable national laboratory. This collaborative approach enhances the capabilities and resources of CNL for the benefit of Canadians.

For more detailed information on AECL's oversight of CNL, please refer to our [Annual Report](#), [CNL's 2025 Sustainability Report](#) and [AECL's Website](#).

The Board of Directors oversees AECL's strategic direction and is responsible for monitoring the organization's performance against our ESG objectives.



Sun setting over
Chalk River Laboratories



Hydrogen research

Risk Assessment and Reporting

AECL has adopted flexibility and proactive planning in our risk management to effectively fulfill our responsibilities in nuclear science and technology, as well as radioactive waste and decommissioning. A comprehensive risk management approach involves collaboration among various functions, ensuring that all risk owners, including Executive Management, are accountable.

AECL has implemented a comprehensive Risk Assessment and Reporting Procedure that addresses risks including those related to ESG topics. We are committed to continuously improving our risk management processes to ensure that strategic goals are met while maintaining safety and security for our operations. We view risk management as an ongoing process with regular quarterly assessments, taking immediate action in response to changes in the operating environment.

The procedure enhances decision-making regarding risk acceptance and mitigation, ultimately supporting strategic objectives, improving governance and fostering better business decisions. The procedure also includes regular assessments of climate-related risks and opportunities in mitigating the adverse impact of the risks, ensuring that AECL is proactively addressing

potential challenges associated with climate change. By integrating ESG considerations into our risk management processes, AECL is positioning itself to respond effectively to evolving stakeholder expectations.

Cybersecurity

AECL is actively enhancing our cybersecurity measures to protect our site infrastructure from evolving threats. We collaborate with CNL to implement robust cybersecurity protocols and training programs, ensuring the confidentiality, availability and integrity of our systems and data.

We established a National Innovation Centre for Cyber Security in 2018, which focuses on developing methodologies to monitor, detect and mitigate the risk of cyber intrusions. By prioritizing cybersecurity, AECL is safeguarding our operations and contributing to the overall security of Canada's site infrastructure.

In 2024, we initiated the analysis and quantification of our socioeconomic impact, including cybersecurity. The findings will be released in a separate report at a later date.



Scientists working on a computer at a research laboratory

Environmental



Scenic view of Chalk River Laboratories



Canadian landscape

Environmental

As a key player in Canada’s efforts to combat climate change, we are committed to leading decarbonization initiatives that align with both national and global priorities.

Recognizing the vital role of nuclear energy as a low-carbon and reliable source of electricity, we support the safe operation of existing CANDU® reactor technology, which significantly contributes to reducing greenhouse gas emissions. This section highlights our ambitious targets for net-zero emissions, ongoing decarbonization efforts and the collaborative approach taken with CNL to enhance sustainability and environmental stewardship.

Decarbonization

AECL is a leader in Canada’s decarbonization initiatives, acknowledging our importance as both a national and global priority. AECL supports the Canadian nuclear industry’s efforts to market the benefits of nuclear energy, such as Ontario Power Generators’ campaigns aiming to demystify nuclear power and promote its safety, reliability and its essential role in the fight against climate change. Nuclear energy is a cornerstone of decarbonization, providing a low-carbon, reliable and high-density source of electricity that complements renewable energy sources. By supporting the continued safe operation of existing CANDU® reactor technology, AECL plays a vital role in Canada’s energy infrastructure, which currently powers approximately 15% of the nation’s electricity and avoids significant greenhouse gas emissions.

³ AECL’s emissions reductions target of achieving net-zero emissions in our operations by 2040 includes CNL’s emissions.

In alignment with the Government of Canada’s Greening Government Strategy, AECL is committed to achieving net-zero emissions in our operations by 2040, with an interim target of a 40% reduction in greenhouse gas emissions by 2025 compared to a 2005 baseline.³ At present, our Scope 1 and 2 emissions are at 53% reduction, well ahead of this interim target. AECL’s ongoing efforts to decarbonize include transitioning CNL to low and zero-emission vehicles in its fleet and investing in energy retrofits and efficiency across our sites.

A closer look: snapshot of CNL data

Since 2022, there has been a reduction in overall Scope 1 and 2 emissions which are attributed to, among other initiatives, investing in renewable and clean energy and decarbonizing buildings and light-duty fleets. The minor (1%) increase in Scope 1 emissions from 2023 to 2024 is linked to a recalculation of landfill emissions and the change of emissions factor for the electricity grid in Ontario. Since 2003, CNL’s total greenhouse gas emissions have remained relatively stable.

CNL’s Greenhouse Gas Emissions	Baseline	2022	2023	2024
Reduction of Scope 1 GHG emissions	2005	35%	39%	40%
Reduction of Scope 2 GHG emissions	2005	91%	91%	89%
Reduction of Scope 1 and 2 GHG emissions	2005	51%	54%	53%

For more detailed information on CNL’s GHG emission performance, please refer to [CNL’s 2024-2025 Sustainability Report](#).

AECL is committed to achieving net-zero emissions in our operations by 2040, with an interim target of a 40% reduction in greenhouse gas emissions by 2025 compared to a 2005 baseline.³

At present, our Scope 1 and 2 emissions are at 53% reduction, well ahead of this interim target.

Science and Technology

AECL's Science and Technology (S&T) mission is integral to advancing nuclear research and innovation. Through CNL, the organization conducts cutting-edge research that addresses both domestic and global challenges in nuclear technology. This includes the development of next-generation reactors, advancements in medical isotopes and research on low-dose radiation effects.

In 2024-25, AECL's S&T mission contributed approximately \$264 million to national Gross Domestic Product (GDP), supported 1,650 jobs and generated \$202 million in labour income. AECL's commitment to advancing nuclear technology is further exemplified by our focus on the production of Actinium-225, a rare isotope with significant potential in cancer therapies. The joint venture Actineer™ Inc., formed with Isotope Technologies Munich SE (ITM), aims to expand production capacity and research on Actinium-225, ensuring a reliable domestic supply for clinical applications.

For more detailed information on Science and Technology, please refer to our [Annual Report](#).

AECL's S&T mission contributed approximately
\$264 million
to national Gross Domestic Product (GDP)

Supported
1,650 jobs

Generated
\$202 million
in labour income

Advanced fuels research



Decommissioning in support
of site revitalization

Radioactive Waste Management and Decommissioning

AECL's responsibility for radioactive waste management and decommissioning is a cornerstone of our mandate and our work with CNL. The organization is dedicated to ensuring that legacy waste is managed safely and effectively, minimizing risks to the environment and public health. AECL oversees various decommissioning projects, including the Port Hope Area Initiative (PHAI) and the Whiteshell Laboratories closure project.

The PHAI aims to safely relocate and manage approximately 2.1 million cubic meters of historic low-level radioactive waste. This initiative not only addresses environmental concerns but also enhances community wellbeing by restoring natural areas and enabling residential and commercial uses. In 2024-25, decommissioning and remediation efforts in Port Hope contributed approximately \$390 million to national GDP and supported over 3,281 jobs. All industrial sites at Port Hope have been remediated, ahead of schedule. CNL is now focusing on small-scale and residential sites.

AECL's commitment to environmental stewardship is reflected in our collaboration with Indigenous Nations, local communities and industry experts. By engaging with rights-holders and vested parties, AECL ensures that remediation efforts are aligned with community needs and values, fostering trust and transparency in our operations.

For more detailed information on AECL's radioactive waste management and decommissioning, please refer to our [Annual Report](#).

Climate Resilience

AECL is dedicated to aligning with the Government of Canada's expectations for Crown corporations regarding climate-related financial disclosures. Our commitment to climate resilience is reflected in our governance structure, where the Board of Directors oversees climate-related risks and opportunities as part of AECL's strategic direction. The Board reviews critical risks identified through our risk management protocols, including those related to climate, in accordance with the Task Force on Climate-related Financial Disclosures (TCFD) framework.

Management plays a pivotal role in assessing and managing climate-related risks and opportunities. AECL has established a comprehensive framework for identifying, evaluating and mitigating these risks, which includes conducting climate scenario analyses to understand potential impacts over short, medium and long-term horizons. We recognize both physical risks, such as flooding and extreme temperatures and transition risks associated with the shift to a lower-carbon economy.

The identified climate-related risks and opportunities influence AECL's business strategy and financial planning. For instance, our scenario analyses consider varying climate conditions, ranging from <math><2^{\circ}\text{C}</math> to $>4^{\circ}\text{C}$ scenarios, to evaluate the resilience of our operations and strategies. This proactive approach ensures that we are prepared for potential challenges while also capitalizing on opportunities that arise from the transition to a net-zero economy.

AECL integrates climate-related risk management into our overall risk management processes. This includes recognizing climate change as a significant risk within our corporate risk register and implementing robust procedures to address it.

We continuously refine our understanding of climate-related risks and their implications for our operations, including Scope 1, Scope 2 and, where applicable, Scope 3 greenhouse gas emissions. To manage these risks effectively, AECL has set specific targets aimed at reducing emissions and enhancing climate resilience. Our performance against these targets is regularly assessed, ensuring alignment with our strategic objectives and risk management processes.

We are committed to building resilience against climate-related risks while seizing opportunities that contribute to a sustainable future. Our ongoing efforts to enhance climate-related disclosures and integrate these considerations into our governance, strategy and operations reflect our dedication to responsible environmental stewardship.

Environmental Management

AECL prioritizes environmental management by implementing practices that promote sustainability and minimize environmental impacts. This includes ongoing efforts to improve water and wastewater management, protecting biodiversity and responsible non-radioactive waste management. AECL's commitment to environmental stewardship is reflected in the priorities we set for CNL and monitor their ongoing efforts to enhance operational practices by tracking pre-determined key performance indicators.

We have made significant strides in managing our water resources, with water meters installed at operating sites to monitor and manage consumption effectively.

In 2024, CNL's total water intake was 9,453 million, which has decreased nearly 43% from 2023 (16,524 million litres), due to reduced operational activities at Whiteshell laboratories.

Scientists collecting surface water samples



A closer look: snapshot of CNL data

CNL is committed to extending economic and procurement opportunities to local businesses where CNL operates. A part of this commitment is nurturing an inclusive procurement strategy to support small, local and Indigenous businesses. In 2024, CNL maintained 57% (\$439 million) of its annual spend on local suppliers, which is consistent in percentage to 2023. These suppliers are located within a 200 kilometer radius of Chalk River Laboratories, Whiteshell Laboratories and Port Hope sites.

Equipment warehouse with truck transporting equipment

Sustainable Procurement

AECL is dedicated to fostering an ethical and sustainable procurement process. We have updated our procurement procedure and processes therein to integrate ESG considerations into all procurement activities. AECL's procurement practices are designed to ensure that sustainability and ethical considerations are embedded in every aspect of our operations. AECL encourages CNL to support local communities and small businesses and contributes to economic development in the communities that we operate in, while remaining aligned with procurement principles and obligations.

A major milestone this year was the development and implementation of AECL's [Supplier Code of Conduct](#), which is now integrated into AECL's standard Terms and Conditions and therefore applies to all new contracts and purchase orders. The Supplier Code of Conduct sets clear expectations for suppliers, contractors and service providers in areas such as anti-corruption, environmental responsibility, Indigenous rights, human rights and fair labour practices.

The Supplier Code of Conduct outlines requirements and expectations on topics including:

- Anti-corruption and anti-bribery
- Environmental responsibility and sustainable practices
- Respect for Indigenous rights and treaty obligations
- Human rights, including the prohibition of forced and child labour
- Fair treatment, diversity and non-discrimination
- Health, safety and ethical labour practices

To promote transparency and accountability, our Supplier Code of Conduct is publicly available on AECL's website, providing suppliers and the public with access to AECL's standards and reporting mechanisms. It includes clear instructions for reporting suspected violations, including anonymous reporting through a third-party system, reinforcing AECL's commitment to ethical conduct and continuous improvement across our supply chain.

By formalizing these standards, we aim to embed the same values of integrity, transparency and accountability in our supply chain that guide our internal operations. The Supplier Code of Conduct also supports compliance with Canadian legislation, including the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* and reinforces AECL's leadership in responsible procurement.

For more detailed information on AECL's efforts to reduce the risk of forced labour and child labour, please refer to our [2024-2025 Supply Chains Act Report](#).

CNL maintained
57% (\$439 million)
of its annual spend on local suppliers.

Social



Helping to build communities

Partnerships grounded in
respect for people and place

A closer look: snapshot of CNL data

CNL continued to uphold our strong safety standards and reported zero fatalities, consistent with our performance for the last 73 years. The reduction in near miss events (change in near miss frequency rate, NMFR, from 1.54 in 2023 to 0.52 in 2024) is attributed to a changed definition of a near miss, along with increased management review and oversight⁴. In 2024, there was a notable rise in recordable injuries (where injuries exceed some low level medical treatment) compared to previous years (0.66 in 2024 compared to 0.41 in 2023). In response, a company-wide safety pause was implemented to raise awareness of this trend and promote greater situational awareness through multiple meetings and awareness sessions. Following this initiative, a significant decrease in recordable injuries was observed.

⁴ Near miss frequency rate is calculated as the number of near miss events per 200,000 hours worked.

Social

Indigenous Relations

Reconciliation and engagement with Indigenous Peoples are vital to fulfilling our mandate, with initiatives benefiting communities and the environment. Our missions in innovation and environmental stewardship rely on strong partnerships with Indigenous Nations. The exchange of knowledge, active Indigenous participation and ongoing cultural awareness training enrich our work. Moreover, robust Indigenous engagement—based on relationships rather than project-driven interactions—is essential for ensuring that our current and future projects comply with and exceed regulatory standards.

AECL is dedicated to integrating Indigenous knowledge and values into its governance and operational practices, collaborating with Indigenous Nations to respect and incorporate traditional knowledge. These efforts include support for community-led environmental monitoring and joint land use planning, enhancing environmental stewardship and relationships with Indigenous communities.

We are also focused on advancing Reconciliation through the development of a Reconciliation Action Plan, which aims to build meaningful relationships and equity partnerships. This commitment is demonstrated by hiring Indigenous Relations team members and appointing Dana Soonias, a member of Red Pheasant First Nation, to the Board of Directors.

Our teams have made significant progress in strengthening relationships with Indigenous Nations through formal agreements and collaborative initiatives, ensuring Indigenous perspectives are included in decision-making processes related to waste storage and disposal, fuel consolidation and site restoration.

AECL is committed to promoting economic opportunities for Indigenous communities through our procurement practices. The organization encourages employees to engage Indigenous-owned businesses, supporting local economies and social responsibility. AECL has established a contract with an Indigenous-owned office supplier, eSupply and updated our procurement procedures to include language that promotes Indigenous participation. The procurement team has expanded, allowing for the development of a roadmap to enhance Indigenous contract awards and reporting capabilities. These efforts align with our organization's goals to modernize procurement practices and increase visibility into supplier diversity. Additionally, CNL has revised its Indigenous Relations Procurement Strategy, raising its annual spending target on Indigenous businesses and exceeding it in the 2024-2025 fiscal year.

Health and Safety

We place the highest priority on health and safety, ensuring that both public safety and employee well-being are at the forefront of our operations as well as through our oversight of CNL. Through CNL we have implemented rigorous health and safety protocols and have maintained a strong safety culture, with improvement actions across various programs and missions, demonstrating a proactive and comprehensive approach to continuous improvement. AECL and CNL's commitment to employee health and safety extends to mental well-being, with initiatives aimed at promoting psychological health and safety in the workplace. AECL and CNL both recognize the importance of creating a supportive work environment that fosters employee engagement and satisfaction. We are committed to enhancing the health and safety of Canadians through innovative nuclear solutions and strong community relationships. Through CNL, our operations prioritize public well-being and workforce safety, recognizing the unique challenges of the nuclear industry. This section outlines our dedication to community engagement, the promotion of diversity, equity and inclusion and the ongoing efforts to ensure a safe and supportive environment for all stakeholders involved in our initiatives.

Health and Safety Metrics at Our Facilities Operated by CNL	2022	2023	2024
Fatality rate	0	0	0
Near miss frequency rate (NMFR)	1.58	1.54	0.52
Total Recordable Case Rate (TRC)	0.42	0.41	0.66
Rate of Days away, restricted or transferred (DART) incidents ⁵	0.19	0.25	0.50

⁵ The Days Away, Restricted, or Transferred (DART) rate is a calculation that represents the number of recordable incident per 100 full-time employees (200,000 work hours) that resulted in lost workdays, restricted workdays or job transfers due to workplace injuries or illnesses.

For more detailed information on AECL's approach to health and safety, please refer to our [Annual Report](#).

AECL is dedicated to enhancing the health and safety of Canadians through nuclear innovation in disease treatment, fostering genuine relationships with community members and ensuring the well-being of the public and our workforce. Our success is closely linked to our operations through CNL and engagement with the communities where we operate. We prioritize involving the public, Indigenous Nations and other vested parties in addressing concerns, sharing information and participating in decision-making processes related to Canada's nuclear legacy and future projects. In 2024, we engaged in meaningful relationship-building efforts with local and Indigenous communities, universities and global counterparts to help advance our meaningful relationship-building efforts which are crucial to advancing the health and safety of Canadians.

We consider safety to be a foundational principle of everything we do. At AECL and through CNL, we focus on the health, safety and well-being of our employees, contractors and community members, recognizing the inherent risks of complex operations on our sites. We commit to the safety and security of our nuclear facilities by aligning with national priorities. Additionally, we emphasize inclusivity through various diversity, equity and inclusion (DE&I) initiatives to create a welcoming and attractive workplace environment.

We have made significant strides in improving accessibility for all our employees. Since the advent of our Accessibility Plan in 2023, we have made improvements across areas of focus including the built environment, employment practices including hiring and recruitment, information and communication technologies and procurement.

For more detailed information on AECL's Accessibility Plan, please refer to our [Accessibility Progress Report](#).



Employee handling high pressure gas cylinders



Scientist pipetting laboratory samples in a fume hood

Nuclear Medicine

AECL and CNL continue to be leaders in the research and development of medical isotopes, which are critical for diagnostic imaging and cancer treatments. We are supporting advancement in cancer treatments through the production of Actinium-225, a promising isotope for targeted alpha therapy, through partnerships with the Sylvia Fedoruk Centre and Actineer™ Inc. AECL's legacy in nuclear medicine has resulted in significant health benefits for Canadians and people worldwide. The production of medical isotopes at Chalk River Laboratories has contributed to over one billion medical treatments globally since the facility began producing isotopes in the late 1940s. This year, AECL's efforts in advancing nuclear medicine have included achieving Good Laboratory Practice (GLP) accreditation, ensuring that its research outputs adhere to rigorous safety and quality standards.

For CNL's Good Laboratory Practice (GLP) Program Report, please see the [Areas of Recognition Report](#).

For more information on our contribution to Nuclear Medicine, please see [CNL's Sustainability Report](#).

In 2024, we initiated a socioeconomic impact assessment that explores the analysis and quantification of the social and economic impacts of our activities across Canada. The study provides insights into the economic impacts attributable to AECL's core mission and key sites including GDP, jobs and labour income created, as well as tax revenue generated. Using secondary research and stakeholder interviews, we also assessed the social impacts that our operations have on Canadians, the economy and environment. As part of our mandate to deliver value to Canadian society as a Crown Corporation, we will be considering the findings of this report along with other indicators of societal value - including ESG - to understand any implications on our approach to prioritization and or decision making going forward. We will release the findings of our Socioeconomic Impact Assessment at a later date.

We are supporting advancement in cancer treatments through production of Actinium-225, a promising isotope for targeted alpha therapy.

Community Engagement and Development

AECL is committed to fostering strong relationships with the communities in which we operate and prioritize community consultation, actively engaging local residents and Indigenous Nations to gather input and address concerns, which significantly improved public trust.

We are collaborating with local municipalities and Indigenous Nations to create a nature reserve along Lake Ontario, empowering communities in the planning and management process. Educational initiatives, including public information sessions and school tours further enhance community understanding of nuclear safety and environmental stewardship. Overall, AECL's approach to community engagement in the Port Hope Area Initiative serves as a model for future projects, ensuring that local voices are heard and respected. In 2024-25, AECL and CNL invested nearly \$300,000 to support local

causes, including donations to charities and community organizations. By engaging with local communities, AECL not only contributes to economic development but also builds trust and transparency, which are essential for the successful implementation of nuclear projects.

Diversity, Equity and Inclusion (DE&I)

AECL is committed to promoting diversity, equity and inclusion (DE&I) within our workforce. Our DE&I strategy includes initiatives to enhance workplace inclusion, attract and retain a diverse workforce and provide DE&I training and education. In 2024-25, we increased the percentage of our Indigenous workforce by 3% over 2023-24, reflecting proactive efforts to increase workforce diversity.

AECL's DE&I Working Group drives initiatives that foster collaboration, flexibility and fairness, improving

gender equity and supporting underrepresented groups to create a more inclusive and equitable environment. Additionally, AECL posted our first Pay Equity Plan this year to ensure equal pay for work of equal value, regardless of gender. For more information on AECL's DE&I strategy and initiatives, please refer to our [Annual Report](#).

Workforce Diversity	2024	2025
Total number of employees	48	56
% of workforce that identifies as a woman	54%	50%
% of workforce that identifies as a visible minority	8%	9%
% of workforce that identifies as an Indigenous person	4%	7%

In 2024-25, AECL and CNL invested nearly

\$300,000

to support local causes, including donations to charities and community organizations.

Employee Attraction and Talent Strategy

As AECL continues to expand our operations and advance Canada's nuclear agenda, our ability to attract, develop and retain top talent remains central to our success. Our forward-looking talent strategy is designed to build a workforce equipped to meet today's challenges and tomorrow's opportunities. By focusing on strategic talent management and career advancement, AECL fosters a culture of engagement and satisfaction, ensuring our people remain empowered and committed as we grow.

This year, we introduced inclusive hiring training for all hiring managers prior to each recruitment cycle, reinforcing our commitment to equitable hiring practices. AECL maintained a low voluntary turnover rate of 5.3%, reflecting a stable and engaged workforce. However, with approximately 10.7% of employees currently eligible for retirement, we recognize the need to proactively address future workforce planning and succession challenges.



Teaching children about nuclear science and innovation



Scientist performing hydrogen research

To prepare for anticipated growth and mitigate talent risks, AECL is prioritizing the implementation of our strategic workforce plan and is developing a comprehensive talent mapping framework. A key human capital challenge we continue to navigate is the growing shortage of talent in highly specialized roles, further intensified by an aging workforce with many experienced employees nearing retirement. In response, we are advancing targeted recruitment and development strategies and succession planning initiatives to strengthen our talent pipeline, while also enhancing internal mobility and career pathing to retain critical expertise and ensure long-term organizational resilience.

Central to this effort is AECL's new Talent Management Framework, which formalizes a structured, cyclical approach to managing and retaining top talent aligned with strategic goals and budget. Anchored by the pillars of Assess, Empower, Cultivate and Leverage, this framework supports proactive workforce planning, career development and succession strategies tailored to AECL's unique environment.

To enhance our agility in meeting both immediate and long-term talent needs, AECL has established partnerships with technical recruitment firms. These partnerships provide flexible, on-demand support, helping ensure continuity in critical operations. Importantly, all selected firms are required to demonstrate their commitment to inclusive hiring practices and their ability to deliver diverse candidate pools, aligning with AECL's broader DE&I objectives.

Additionally, AECL and CNL are actively building a diverse future workforce through strategic partnerships with universities. This year, both organizations signed a five-year extension with all nine universities currently participating in CNL's Academic Partnership Program (APP). The APP program was developed to ensure Canada's research and development community is ready to fully support the country's ambitious climate change goals through nuclear energy. Now in its third year, APP has engaged 7,000 students from across Canada. By creating opportunities for students and early-career professionals, AECL is investing in the next generation of nuclear industry leaders and helping build a sustainable talent pipeline for the Canadian nuclear sector.



Employees working together at the workplace



Employees working with radioactive materials in a shielded facility

The Academic Partnership Program was developed to ensure Canada's research and development community is ready to fully support the country's ambitious climate change goals through nuclear energy. Now in its third year, APP has engaged

7,000 students
from across Canada.

Appendices

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Abbreviations

Abbreviation	Meaning
AECL	Atomic Energy of Canada Limited
APP	Academic Partnership Program
AR	Advanced reactor
CANDU	Canadian deuterium uranium
CEO	Chief Executive Officer
CNEA	Canadian National Energy Alliance
CNL	Canadian Nuclear Laboratories
CO ₂	Carbon dioxide
CSDS	Canadian Sustainability Disclosure Standards
DA	Days away from work
DART	Days away from work or temporary job restrictions or transfers
DE&I	Diversity, equity and inclusion
ERM	Enterprise risk management
ESG	Environmental, Social and Governance

Abbreviation	Meaning
FAA	Financial Administration Act
FNST	Federal Nuclear Science and Technology
GDP	Gross Domestic Product
GHG	Greenhouse gas
GLP	Good Laboratory Practice
GoCo	Government-owned, contractor-operated
GRI	Global Reporting Initiative
IPSASB	International Public Sector Accounting Standards Board
MOU	Memorandum of understanding
NMFR	Near miss frequency rate
NSDF	Near Surface Disposal Facility
OSH	Occupational Safety and Health
PHAI	Port Hope Area Initiative

Abbreviation	Meaning
SASB	Sustainability Accounting Standards Board
SDG	Sustainable Development Goal
SMR	Small modular reactor
S&T	Science and technology
TCFD	Task Force on Climate-related Disclosures
tCO ₂ e	Tonnes of carbon dioxide equivalent
TRC	Total recordable cases
TRIR	Total recordable incident rate
UN	United Nations
UN SDGs	United Nations Sustainable Development Goals

Global Reporting Initiative (GRI) Content Index

Disclaimer

This Reporting Index includes a wide range of information on all aspects of AECL's business. We have included information where it is available. However, areas where AECL has not disclosed information is more often a function of that information being out of the traditional scope of this ESG report.

GRI Content Index	Description	Disclosure
GRI 2: General Disclosures		
2-1 Organizational details	<ul style="list-style-type: none"> a. Report its legal name. b. Report its nature of ownership and legal form. c. Report the location of its headquarters. d. Report its countries of operation. 	<ul style="list-style-type: none"> a. Atomic Energy of Canada Limited b. Atomic Energy of Canada Limited (AECL) is a federal Crown corporation that has a mandate to enable nuclear science and technology and to protect the environment by fulfilling the Government of Canada's radioactive waste and decommissioning responsibilities. c. Chalk River, Ontario, Canada d. Canada
2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> a. List all its entities included in its sustainability reporting. 	<ul style="list-style-type: none"> a. AECL and Canadian Nuclear Laboratories (CNL)
2-3 Reporting period, frequency and contact point	<ul style="list-style-type: none"> a. Specify the reporting period for and the frequency of its sustainability reporting. b. Specify the reporting period for its financial reporting and, if it does not align with the period for its sustainability reporting, explain the reason for this. c. Report the publication date of the report or reported information. d. Specify the contact point for questions about the report or reported information. 	<ul style="list-style-type: none"> a. 1st April 2024 to 31st March 2025, annually b. 1st April 2024 to 31st March 2025, annually c. December 2025 d. Jeremy Latta, Director of Communications and Government Reporting
2-4 Restatements of information	<ul style="list-style-type: none"> a. Report restatements of information made from previous reporting periods and explain. 	<ul style="list-style-type: none"> a. There are no restatements of information from previous reporting periods.
2-5 External assurance	<ul style="list-style-type: none"> a. Describe its policy and practice for seeking external assurance, including whether and how the highest governance body and senior executives are involved. b. If the organization's sustainability reporting has been externally assured 	<ul style="list-style-type: none"> a. Not applicable as this report has not undergone external assurance. b. AECL's sustainability reporting has not been externally assured.

GRI Content Index	Description	Disclosure
GRI 2: General Disclosures (continued)		
2-6 Activities, value chain and other business relationships	<p>a. Report the sector(s) in which it is active.</p> <p>b. Describe its value chain, including:</p> <ul style="list-style-type: none"> i. the organization's activities, products, services and markets served ii. the organization's supply chain iii. the entities downstream from the organization and their activities <p>c. Report other relevant business relationships.</p> <p>d. Describe significant changes compared to the previous reporting period.</p>	<p>a. Nuclear Science and Technology Sector</p> <p>b. AECL is a federal Crown corporation focused on advancing nuclear science and technology in Canada. Its core activities include nuclear innovation, environmental stewardship, intellectual property management and medical isotope production. It serves the Canadian and international nuclear energy sectors, medical and healthcare industries, government and regulatory bodies and environmental and waste management sectors. AECL's supply chain includes CNL, its primary contractor responsible for day-to-day operations, including site management, research and waste handling. Technology and Equipment Suppliers that provide specialized nuclear components, safety systems and engineering services. Construction and Remediation Contractors who support infrastructure upgrades and environmental cleanup projects. Academic and Research Institutions that collaborate on nuclear science and innovation. Entities downstream from AECL include Candu Energy Inc., Nordion, International Nuclear Operatorsoc. Canadian National Energy Alliance (CNEA) is a consortium that was selected by the Government of Canada to manage and operate AECL's nuclear laboratories through Canadian Nuclear Laboratories (CNL).</p> <p>c. None</p> <p>d. None</p>
2-7 Employees	<p>a. Total number of employees and a breakdown of this total by gender and region</p> <p>b. Report the total number of:</p> <ul style="list-style-type: none"> i. permanent employees and a breakdown by gender and by region ii. temporary employees and a breakdown by gender and by region iii. non-guaranteed hours employees and a breakdown by gender and by region iv. full-time employees and a breakdown by gender and by region v. part-time employees and a breakdown by gender and by region <p>c. Report contextual information necessary to understand the data reported under 2-7-a and 2-7-b.</p> <p>d. Describe significant fluctuations in the number of employees during the reporting period and between reporting periods.</p>	<p>a. 56 employees. 28 women, 8.9% visible minorities and 8.9% Indigenous people</p> <p>b. Report the total number of:</p> <ul style="list-style-type: none"> i. 47 employees, 24 women, 8.5% visible minorities and 8.5% Indigenous people ii. 9 employees, 4 women, 11% visible minorities and 11% Indigenous people iii. N/A iv. N/A - Full-time is the same as permanent (we do not have any part-time permanent employees) v. N/A <p>c. Methodology used is our reporting tool using headcount for active employees at March 31, 2025.</p> <p>d. None</p>

GRI Content Index	Description	Disclosure
GRI 2: General Disclosures (continued)		
2-9 Governance structure and composition	<p>a. Describe its governance structure, including committees of the highest governance body.</p> <p>b. List the committees of the highest governance body that are responsible for decision making on and overseeing the management of the organization's impacts on the economy, environment and people.</p> <p>c. Describe the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> i. executive and non-executive members ii. independence iii. tenure of members on the governance body iv. number of other significant positions and commitments held by each member and the nature of the commitments v. gender vi. under-represented social groups vii. competencies relevant to the impacts of the organization viii. stakeholder representation 	<p>a. AECL is a Crown Corporation of the Government of Canada, its sole shareholder. As a Schedule III crown corporation, AECL is subject to the Financial Administration Act (Canada) (FAA) which has governance related provisions, including with respect to the appointment of Board members and the Chief Executive Officer. AECL has a Board of Directors each of whom is appointed by the Government, specifically the Governor in Council (Cabinet) by an Order in Council. The Board also has established two Committees: the Audit Committee and the Human Resources & Governance Committee (HRGC).</p> <p>b. The Board and the Audit Committee and Human Resources & Governance Committee, operate pursuant to Charters which are generally reviewed, updated as appropriate and approved annually.</p> <p>c. Describe the composition of the highest governance body and its committees by:</p> <ul style="list-style-type: none"> i. All members of the Board are members of the Audit Committee and Human Resources & Governance Committee — except the President & CEO. Other than the CEO, there are no members of the executive team on the Board. All Board members other than the CEO are considered independent (i.e., not part of management). ii. All Board members other than the CEO are considered independent (i.e. not part of management). iii. Information not collected at this time iv. Information not collected at this time v. 3 of 7 directors are women. vi. Information not collected at this time vii. The stakeholder - NRCan is represented in two key ways - all Board members are selected by the Governor in Council (GIC) and NRCan has typically had one representative on the Board. viii. Information not collected at this time
2-10 Nomination and selection of the highest governance body	<p>a. Describe the nomination and selection processes for the highest governance body and its committees.</p> <p>b. Describe the criteria used for nominating and selecting highest governance body members, including whether and how the following are taken into consideration:</p> <ul style="list-style-type: none"> i. views of stakeholders (including shareholders) ii. diversity iii. independence iv. competencies relevant to the impacts of the organization 	<p>a. AECL is subject to the Financial Administration Act (Canada) ("FAA") which has governance related provisions, including with respect to the appointment of Board members and the Chief Executive Officer. AECL has a Board of Directors each of whom is appointed by the Government, specifically the Governor in Council (Cabinet) by an Order in Council.</p> <p>AECL and its Board participates by maintaining a skills/experience matrix which identifies the skills and experiences that the Board believes are needed by the Board and how the current Board satisfies it, together with gaps. This information is shared with PCO in the Director recruitment process. One or more members of the Board, usually the Chair, participates in Director interviews.</p> <p>b. AECL and the Board maintains a skills/experience matrix which identifies views of stakeholders, independence, the skills and experiences of the Board members, in addition to gaps. The matrix also considers language capabilities, diversity and competencies. This information is provided to Government as part of its formulation of the criteria for selecting the CEO and Chair of the Board, as well as Board members.</p> <p>Please refer to the Privy Council Office - Canada.ca website and the posted opportunities all of which cover "diversity and official language"; "Education and Experience"; "Knowledge, Skills & Abilities", etc.</p>
2-11 Chair of the highest governance body	<p>a. Report whether the chair of the highest governance body is also a senior executive in the organization.</p>	<p>a. The Chair of the Board is not a senior executive in the organization.</p>

GRI Content Index	Description	Disclosure
GRI 2: General Disclosures (continued)		
2-12 Role of the highest governance body in overseeing the management of impacts	<p>a. Describe the role of the highest governance body and of senior executives in developing, approving and updating the organization's purpose, value or mission statements, strategies, policies and goals related to sustainable development.</p> <p>b. Describe the role of the highest governance body in overseeing the organization's due diligence and other processes to identify and manage the organization's impacts on the economy, environment and people, including:</p> <ul style="list-style-type: none"> i. whether and how the highest governance body engages with stakeholders to support these processes ii. how the highest governance body considers the outcomes of these processes <p>c. Describe the role of the highest governance body in reviewing the effectiveness of the organization's processes as described in 2-12-band report the frequency of this review.</p>	<p>a. AECL's mission is set by government and implemented by Management under the oversight of the Board appointed by government (i.e. GIC). This oversight includes overseeing the development and implementation of the Corporate Strategy the ESG Strategy, as well as key policies</p> <p>b. The Board has oversight of AECL's ESG and climate disclosures and reporting, Risk Management Framework, the Risk Based Audit Plan of Internal Audit and multiple other documents, all of which have sustainability implications.</p> <ul style="list-style-type: none"> i. The Board engages with the executive team to support these processes. ii. The Board meets several times throughout the fiscal year to consider and influence these processes. <p>c. Board of Directors</p>
2-13 Delegation of responsibility for managing impacts	<p>a. Describe how the highest governance body delegates responsibility for managing the organization's impacts on the economy, environment and people, including:</p> <ul style="list-style-type: none"> i. whether it has appointed any senior executives with responsibility for the management of impacts ii. whether it has delegated responsibility for the management of impacts to other employees <p>b. Describe the process and frequency for senior executives or other employees to report back to the highest governance body on the management of the organization's impacts on the economy, environment and people.</p>	<p>a. At the management level, AECL has an ESG Committee which is led by two executive Co-Champions, the Vice President, Nuclear Operation Oversight and the Director, Plant Operations & Chief Security Officer.</p> <ul style="list-style-type: none"> i. Kathleen Heppell - Masys is the Vice President, Nuclear Operations Oversight, and has responsibility for ESG and the ESG strategy. She has the capacity via Management and not the Board. Management has set up a structure, including a Committee of employees for ESG. ii. Management is responsible for managing the impacts of the organization on the economy, environment and people with the oversight of the Board. <p>b. The ESG Committee reports to the Board as needed and no less than annually.</p>
2-14 Role of the highest governance body in sustainability reporting	<p>a. Report whether the highest governance body is responsible for reviewing and approving the reported information, including the organization's material topics and if so, describe the process for reviewing and approving the information.</p>	<p>a. The Board reviews and approves AECL's ESG and climate-related disclosures and reporting, including material topics. These matters are raised to the Board by the ESG Committee.</p>
2-15 Conflicts of interest	<p>a. Describe the processes for the highest governance body to ensure that conflicts of interest are prevented and mitigated.</p> <p>b. Report whether conflicts of interest are disclosed to stakeholders, including, at a minimum, conflicts of interest relating to:</p> <ul style="list-style-type: none"> i. cross-board membership ii. cross-shareholding with suppliers and other stakeholders iii. existence of controlling shareholders iv. related parties, their relationships, transaction sand outstanding balances 	<p>a. Critical concerns are overseen by the Board through Board meetings which occur quarterly. AECL's disclosure officer reports quarterly to the Board on matters relating to compliance with the company's Code of Conduct, including conflicts of interest and the Public Servants Disclosures Protection Act.</p> <p>b. All Board members are covered by the Conflict of Interest Act (Canada) which is extensive and contains obligations relating to the disclosure and avoidance of conflicts of interest. In addition, Board members are subject to AECL's Code of Conduct which also addresses the topic.</p>

GRI Content Index	Description	Disclosure
GRI 2: General Disclosures (continued)		
2-16 Communication of critical concerns	<ul style="list-style-type: none"> a. Describe whether and how critical concerns are communicated to the highest governance body. b. Report the total number and the nature of critical concerns that were communicated to the highest governance body during the reporting period. 	<ul style="list-style-type: none"> a. Critical concerns are typically communicated via Board meetings which occur quarterly. In addition, there are set recurring annual Board meetings to address items on an off-quarter cycle basis as needed. b. Information not collected at this time
2-17 Collective knowledge of the highest governance body	<ul style="list-style-type: none"> a. Report measures taken to advance the collective knowledge, skills and experience of the highest governance body on sustainable development. 	<ul style="list-style-type: none"> a. The Board receives training periodically. In terms of ESG, the Board has received significant reports on the progress of Indigenous engagement as well as training provided internally and from external providers.
2-18 Evaluation of the performance of the highest governance body	<ul style="list-style-type: none"> a. Describe the processes for evaluating the performance of the highest governance body in overseeing the management of the organization's impacts on the economy, environment and people. b. Report whether the evaluations are independent or not and the frequency of the evaluations. c. Describe actions taken in response to the evaluations, including changes to the composition of the highest governance body and organizational practices. 	<ul style="list-style-type: none"> a. The Government of Canada does not undertake any formal or prescribed evaluation of the Board and its appointed members. However, consistent with good governance practices, the Board and its Committees undertake an annual self assessment of their respective performance with opportunities for open feedback. This assessment is for the benefit of the Board and its functioning. b. The evaluation is not independent as it is a self evaluation but does allow for independent comments about the participation and performance of Board members. c. The outcome of the evaluation is discussed among the Chair and each Board member and then overall results are discussed by the Board.
2-19 Remuneration policies	<ul style="list-style-type: none"> a. Describe the remuneration policies for members of the highest governance body and senior executives, including: <ul style="list-style-type: none"> i. fixed pay and variable pay ii. sign-on bonuses or recruitment incentive payments iii. termination payments iv. clawbacks v. retirement benefits b. Describe how the remuneration policies for members of the highest governance body and senior executives relate to their objectives and performance in relation to the management of the organization's impacts on the economy, environment and people. 	<ul style="list-style-type: none"> a. The remuneration of the Board as well as the President is set by the Governor in Council. <ul style="list-style-type: none"> i.-v. Remuneration of the executive is approved by the Board. This includes any monetary amounts (salary, annual incentive plan, signing bonuses, allowance, etc.) and severance entitlements (i.e. termination payments), Retirement benefits are determined under the Public Service Pension. There are no claw backs in place. With respect to the linkage between remuneration of the executive and EPP/ESG. b. Refer to the AIP which is set annually and has linkages to these items.

GRI Content Index	Description	Disclosure
GRI 2: General Disclosures (continued)		
2-20 Process to determine remuneration	a. Describe the process for designing its remuneration policies and for determining remuneration, including: <ul style="list-style-type: none"> i. whether independent highest governance body members or an independent remuneration committee oversees the Process for determining remuneration ii. how the views of stakeholders (including shareholders) regarding remuneration are sought and taken into consideration iii. whether remuneration consultants are involved in determining remuneration and, if so, whether they are independent of the organization, its highest governance body and senior executives 	a. Describe the process for designing its remuneration policies and for determining remuneration, including: <ul style="list-style-type: none"> i. Independent members of the Human Resources and Governance Committee (HRGC) and Board review and approve executive compensation. ii. The Board as appointees of the Shareholder provide review and approval. Additionally, as the GIC sets the President and CEO compensation, the GIC's view on compensation is built in since the pay of executives takes into consideration the pay of the President and CEO with a view to having alignment insofar as possible. iii. A consulting firm is used by Management and the Board for compensation matters, including compensation philosophy, benchmarking and design.
2-22 Statement on sustainable development strategy	a. Report a statement from the highest governance body or most senior executive of the organization about the relevance of sustainable development to the organization and its strategy for contributing to sustainable development.	a. p. 3

GRI Content Index	Description	Disclosure
GRI 2: General Disclosures (continued)		
2-23 Policy commitments	<p>a. Describe its policy commitments for responsible business conduct, including:</p> <ul style="list-style-type: none"> i. the authoritative intergovernmental instruments that the commitments reference ii. whether the commitments stipulate conducting due diligence iii. whether the commitments stipulate applying the precautionary principle iv. whether the commitments stipulate respecting human rights <p>b. Describe its specific policy commitment to respect human rights, including:</p> <ul style="list-style-type: none"> i. the internationally recognized human rights that the commitment covers ii. the categories of stakeholders, including at-risk or vulnerable groups, that the organization gives particular attention to in the commitment <p>c. Provide links to the policy commitments if publicly available, or, if the policy commitments are not publicly available, explain the reason for this.</p> <p>d. Report the level at which each of the policy commitments was approved within the organization, including whether this is the most senior level.</p> <p>e. Report the extent to which the policy commitments apply to the organization's activities and to its business relationships.</p> <p>f. Describe how the policy commitments are communicated to workers, business partners and other relevant parties.</p>	<p>a. All employees have a role to play in carrying out AECL business in a fair, legal and ethical manner. This Code of Conduct Policy sets out AECL's commitment in doing what is right and ethical in all that we do. Employees are expected to make business decisions and take actions with this commitment in mind. The Code of Conduct Policy outlines the values and expected behaviours that guide us in all activities related to our professional duties. By committing to these values and adhering to the expected behaviours, we strengthen the ethical culture of the public sector and contribute to public confidence in the integrity of all public institutions, including AECL. AECL is committed to a work environment that fosters fairness, legal/ethical behaviour and integrity.</p> <p>We also have a Supplier Code of Conduct that outlines the minimum standards and expectations for all organizations and individuals providing goods or services to AECL, including suppliers, service providers and independent contractors, and their respective employees, representatives, agents and subcontractors. The Supplier Code outlines our principles and expectations for our Suppliers, including those related to business conduct and integrity, respect for individuals, Supplier Code monitoring and compliance and reporting of Supplier Code violations.</p> <p>We expect our Suppliers to adhere to these standards and expectations, and to conduct their activities consistent with the Supplier Code. It is the Supplier's responsibility to ensure compliance with the Supplier Code by its employees, representatives, agents and subcontractors.</p> <ul style="list-style-type: none"> i. Information not collected at this time ii. Information not collected at this time iii. Information not collected at this time iv. We are committed to upholding human rights in all our operations, and to maintaining and promoting a safe, healthy and respectful workplace. As a federal Crown corporation, we recognize our duty to ensure that our operations and interactions align with the highest standards of respect, equality, and fairness for everyone. The Code of Conduct Policy reinforces our commitment to respecting and protecting fundamental human rights. <p>b. AECL remains steadfast in our commitment to ethical sourcing and the elimination of forced and child labour within our supply chains. We report annually in compliance with Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act. Our disclosures can be found on our website.</p> <ul style="list-style-type: none"> i. The commitment covers forced labour and child labour. ii. Children and those vulnerable to forced labour iii. Information not collected at this time <p>c. Information not disclosed at this time</p> <p>d. President and Chief Executive Officer</p> <p>e. Our Code of Conduct Policy applies to all AECL employees, officers and directors of the Board. It applies at AECL sites, as well as at outside venues where AECL business is conducted. It is the responsibility of everyone to whom this Code applies to understand and abide by its requirements and to ask for guidance when we are not sure about how it applies to a particular situation.</p> <p>f. Information not collected at this time</p>

GRI Content Index	Description	Disclosure
GRI 2: General Disclosures (continued)		
2-30 Collective bargaining agreements	a. Report the percentage of total employees covered by collective bargaining agreements. b. For employees not covered by collective bargaining agreements, report whether the organization determines their working conditions and terms of employment based on collective bargaining agreements that cover its other employees or based on collective bargaining agreements from other organizations.	a. 63% of CNL employees, 0% of AECL employees b. N/A
GRI 3: Material Topics 2021		
3-1 Process to determine material topics	a. Describe the process it has followed to determine its material topics, including: <ul style="list-style-type: none"> i. how it has identified actual and potential, negative and positive impacts on the economy, environment and people, including impacts on their human rights, across its activities and business relationships ii. how it has prioritized the impacts for reporting based on their significance b. Specify the stakeholders and experts whose views have informed the process of determining its material topics.	a. We determined our list of material topics through a materiality assessment conducted in 2022. To date, AECL has not conducted an impact materiality assessment and considered our actual and potential, negative and positive impacts on the economy, environment and people. b. During our materiality assessment conducted in 2022, we considered the views of internal and external stakeholders. To do this, we engaged AECL and CNL Executives, government entities, local municipalities and private energy and utility companies to inform our material topics and ensure a variety of perspectives.
3-2 List of material topics	a. List its material topics.	a. Refer to our 2024 ESG-I Report at page 10 and 11 for an overview of our material topics.

GRI Content Index	Description	Disclosure
GRI 3: Material Topics 2021 (continued)		
3-3 Management of material topics	<p>For each material topic reported under Disclosure 3-2</p> <ol style="list-style-type: none"> a. Describe the actual and potential, negative and positive impacts on the economy, environment and people, including impacts on their human rights. b. Report whether the organization is involved with the negative impacts through its activities or as a result of its business relationships describe the activities or business relationships. c. Describe its policies or commitments regarding the material topic. d. Describe actions taken to manage the topic and related impacts, including: <ol style="list-style-type: none"> i. actions to prevent or mitigate potential negative impacts ii. actions to address actual negative impacts, including actions to provide for or cooperate in their remediation iii. actions to manage actual and potential positive impacts e. Report the following information about tracking the effectiveness of the actions taken: <ol style="list-style-type: none"> i. processes used to track the effectiveness of the actions ii. goals, targets and indicators used to evaluate progress iii. the effectiveness of the actions, including progress toward the goals and targets iv. lessons learned and how these have been incorporated into the organization's operational policies and procedures f. Describe how engagement with stakeholders has informed the actions taken (3-3-d) and how it has informed whether the actions have been effective (3-3-e). 	<ol style="list-style-type: none"> a. ESG, Climate Resilience and Reconciliation with Indigenous peoples are core tenets of AECL's strategy, which outlines AECL's ambition to invest in our capabilities and environmental duties, drive the future of nuclear in Canada and facilitate nuclear innovation to benefit the public good. b. Information not collected at this time c. AECL has a defined ESG strategy that contains objectives, outcomes and key performance indicators aimed at further integrating sustainability into every aspect of the organization. This strategy was developed in line with the federal government's Greening Strategy and the recommendations of the Task Force on Climate Related Financial Disclosures. AECL will continue to monitor emerging ESG reporting guidance and align to best practice to support the transparent disclosure of our environmental and social efforts, including emissions reductions d. e. f. For more details on actions taken by AECL on Decarbonization, Engagement and Reconciliation with Indigenous Peoples, Nuclear Medicine, Science and Technology, Radioactive Waste Management and Decommissioning and Community Engagement and Development, please refer to our published 2024 ESG Report Strategic Differentiators section.

GRI Content Index	Description	Disclosure
GRI 302: Energy 2016		
302-1 Energy consumption within the organization	<ul style="list-style-type: none"> a. Total fuel consumption within the organization from non-renewable sources, in joules or multiples and including fuel types used. b. Total fuel consumption within the organization from renewable sources, in joules or multiples and including fuel types used. c. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity consumption ii. heating consumption iii. cooling consumption iv. steam consumption d. In joules, watt-hours or multiples, the total: <ul style="list-style-type: none"> i. electricity sold ii. heating sold iii. cooling sold iv. steam sold e. Total energy consumption within the organization, in joules or multiples f. Standards, methodologies, assumptions and/or calculation tools used g. Source of the conversion factors used 	<ul style="list-style-type: none"> a. CNL Non-renewable fuel consumed: 402,916 GJ b. Information not collected at this time c. CNL Electricity consumption: 254,127 GJ d. Information not collected at this time e. Information not collected at this time f. Information not collected at this time g. Not applicable
302-2 Energy consumption outside of the organization	<ul style="list-style-type: none"> a. Energy consumption outside of the organization, in joules or multiples b. Standards, methodologies, assumptions and/or calculation tools used c. Source of the conversion factors used 	<ul style="list-style-type: none"> a. CNL non-renewable fuel consumed: 402,916 GJ b. Information not collected at this time c. Information not collected at this time
302-3 Energy intensity	<ul style="list-style-type: none"> a. Energy intensity ratio for the organization. b. Organization-specific metric (the denominator) chosen to calculate the ratio c. Types of energy included in the intensity ratio; whether fuel, electricity, heating, cooling, steam, or all d. Whether the ratio uses energy consumption within the organization, outside of it, or both 	<ul style="list-style-type: none"> a. Energy intensity ratio is calculated for all CNL sites and is based on energy consumption within the organization only (not outside of it). A ratio of MJ/m² was determined by dividing total energy consumption by floor space, with the energy consumption focused on that used within the buildings for heating, cooling, lighting and processes. b. Information not collected at this time c. Information not collected at this time d. Information not collected at this time

GRI Content Index	Description	Disclosure
GRI 303: Water and Effluents 2018		
303-1 Interactions with water as a shared resource	<ul style="list-style-type: none"> a. A description of how the organization interacts with water, including how and where water is withdrawn, consumed and discharged and the water-related impacts the organization has caused or contributed to, or that are directly linked to its operations, products, or services by its business relationships (e.g., impacts caused by runoff) b. A description of the approach used to identify water-related impacts, including the scope of assessments, their timeframe and any tools or methodologies used c. A description of how water-related impacts are addressed, including how the organization works with stakeholders to steward water as a shared resource and how it engages with suppliers or customers with significant water-related impacts. 	<ul style="list-style-type: none"> a. The use of water is spread out through numerous buildings and facilities at AECL locations, but can largely be grouped into Service Water (includes domestic use), Process Water and Fire Water use. Through water use in various nuclear facilities and radioisotope, chemical and biological laboratories, some level of radiological or non-radiological contamination may occur. b. Stakeholders are brought on as needed. For example, at Whiteshell Laboratories, stakeholders are actively involved in the sampling and monitoring process. c. CNL has installed water meters to monitor and manage water consumption more effectively. They annually monitor and report on water intake, water consumption and incidences of non-compliance related to water from across seven facilities across Ontario, Manitoba and Quebec, none of which are located in an area of water stress.
303-2 Management of water discharge-related impacts	<ul style="list-style-type: none"> a. A description of any minimum standards set for the quality of effluent discharge and how these minimum standards were determined, including: <ul style="list-style-type: none"> i. how standards for facilities operating in locations with no local discharge requirements were determined ii. any internally developed water quality standards or guidelines iii. any sector-specific standards considered iv. whether the profile of the receiving waterbody was considered. 	<ul style="list-style-type: none"> a. Minimum standards for the operating facilities were established by implementing the requirements of CSA N288.8. Administrative and Action Levels were developed for each site. In addition, non-radiological effluent levels are compared to the Wastewater Systems Effluent Regulations and the CNSC Regulatory Document – 2.9.1. The Guideline targets are also developed from multiple guidelines.

GRI Content Index	Description	Disclosure
GRI 303: Water and Effluents 2018 (continued)		
303-3 Water withdrawal	<p>a. Total water withdrawal from all areas in megalitres and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> i. surface water ii. groundwater iii. seawater iv. produced water v. third-party water. <p>b. Total water withdrawal from all areas with water stress in megalitres and a breakdown of this total by the following sources, if applicable:</p> <ul style="list-style-type: none"> i. surface water ii. groundwater iii. seawater iv. produced water v. third-party water and a breakdown of this total by the withdrawal sources listed in i-iv <p>c. A breakdown of total water withdrawal from each of the sources listed in Disclosures 303-3-a and 303-3-b in megalitres by the following categories:</p> <ul style="list-style-type: none"> i. freshwater ($\leq 1,000$ mg/L Total Dissolved Solids) ii. other water ($> 1,000$ mg/L Total Dissolved Solids) <p>d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used</p>	<ul style="list-style-type: none"> a. CNL total water withdrawn: 9,453 megalitres b. 0 c. Information not collected at this time d. Information not collected at this time
303-5 Water consumption	<ul style="list-style-type: none"> a. Total water consumption from all areas in megalitres. b. Total water consumption from all areas with water stress in megalitres c. Change in water storage in megalitres, if water storage has been identified as having a significant water-related impact d. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used, including whether the information is calculated, estimated, modeled, or sourced from direct measurements and the approach taken for this, such as the use of any sector-specific factors 	<ul style="list-style-type: none"> a. 210 ML consumed from all areas b. No volume of water reported from areas of water stress c. Information not collected at this time d. Information not collected at this time

GRI Content Index	Description	Disclosure
GRI 306: Waste 2020		
306-1 Waste generation and significant waste-related impacts	<p>a. For the organizations significant actual and potential waste related impacts a description of:</p> <ul style="list-style-type: none"> i. the inputs, activities and outputs that lead or could lead to these impacts ii. whether these impacts relate to waste generated in the organization's own activities or to waste generated upstream or downstream in its value chain 	<p>a. Waste-related impacts are realized in AECL's and CNL's operations, such as those generated at office, buildings and laboratories. As AECL's work in Science and Technology increases, new waste management enabling capabilities and facilities are being realized as waste management continues to grow and evolve.</p>
306-2 Management of significant waste-related impacts	<ul style="list-style-type: none"> a. Actions, including circularity measures, taken to prevent waste generation in the organization's own activities and upstream and downstream in its value chain to manage significant impacts from waste generated b. If the waste generated by the organization in its own activities is managed by a third party, a description of the processes used to determine whether the third party manages the waste in line with contractual or legislative obligations c. The processes used to collect and monitor waste-related data 	<ul style="list-style-type: none"> a. CNL's Integrated Waste Strategy provides the framework for the lifecycle management of all waste types across AECL sites, with a focus on lifecycle planning and optimization. The Integrated Waste Strategy also ensures that strategies and associated underpinning for all waste, are maintained to manage waste-related impacts. b. Information not collected at this time c. Information not collected at this time
306-3 Waste generated	<ul style="list-style-type: none"> a. Total weight of waste generated in metric tons and a breakdown of this total by composition of the waste b. Contextual information necessary to understand the data and how the data has been compiled 	<ul style="list-style-type: none"> a. CNL total conventional waste generated: 6,741 metric tons b. Information not collected at this time

GRI Content Index	Description	Disclosure
GRI 306: Waste 2020 (continued)		
306-4 Waste diverted from disposal	<ul style="list-style-type: none"> a. Total weight of waste diverted from disposal in metric tons and a breakdown of this total by composition of the waste b. Total weight of hazardous waste diverted from disposal in metric tons and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> i. preparation for reuse ii. recycling iii. other recovery operations c. Total weight of non-hazardous waste diverted from disposal in metric tons and a breakdown of this total by the following recovery operations: <ul style="list-style-type: none"> i. preparation for reuse ii. recycling iii. other recovery operations d. For each recovery operation listed in Disclosures 306-4-b and 306-4-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste diverted from disposal: <ul style="list-style-type: none"> i. onsite ii. offsite e. Contextual information necessary to understand the data and how the data has been compiled 	<ul style="list-style-type: none"> a. CNL total weight of conventional waste diverted from landfill: 6,143 metric tons b. CNL total weight of hazardous, non-radioactive waste diverted from landfill: 9 metric tons c. CNL total weight of non-hazardous waste diverted from landfill: 6,134 metric tons d. Information not collected at this time e. Information not collected at this time

GRI Content Index	Description	Disclosure
GRI 306: Waste 2020 (continued)		
306-5 Waste directed to disposal	<ul style="list-style-type: none"> a. Total weight of waste directed to disposal in metric tons and a breakdown of this total by composition of the waste b. Total weight of hazardous waste directed to disposal in metric tons and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> i. incineration (with energy recovery) ii. incineration (without energy recovery) iii. landfilling iv. other disposal operations c. Total weight of non-hazardous waste directed to disposal in metric tons and a breakdown of this total by the following disposal operations: <ul style="list-style-type: none"> i. incineration (with energy recovery) ii. incineration (without energy recovery) iii. landfilling iv. other disposal operations d. For each disposal operation listed in Disclosures 306-5-b and 306-5-c, a breakdown of the total weight in metric tons of hazardous waste and of non-hazardous waste directed to disposal: <ul style="list-style-type: none"> i. onsite ii. offsite e. Contextual information necessary to understand the data and how the data has been compiled 	<ul style="list-style-type: none"> a. CNL total weight of conventional waste directed to landfill: 3,984 metric tons b. CNL total weight of hazardous non-radioactive waste directed to landfill: 3,377 metric tons c. CNL total weight of non-hazardous waste directed to landfill: 607 metric tons <ul style="list-style-type: none"> i. Information not collected at this time ii. Information not collected at this time iii. Information not collected at this time iv. Information not collected at this time d. Information not collected at this time e. Information not collected at this time
GRI 401: Employment 2016		
401-1 New employee hires and employee turnover	<ul style="list-style-type: none"> a. Total number and rate of new employee hires during the reporting period, by age group, gender and region b. Total number and rate of employee turnover during the reporting period, by age group, gender and region 	<ul style="list-style-type: none"> a. Total number of new employee hires: 3 <ul style="list-style-type: none"> i. Age group: Under 30 - 33%, 30-50 - 67%, Over 50: 0% ii. Gender: Female - 67%, Male: 33% iii. Region: CRL - 67%, OTT - 33% b. Total number of employee turnover 6 and rate 10.5% <ul style="list-style-type: none"> i. Age group: Under 30 - 33%, 30-50 - 50%, Over 50: 17% ii. Gender: Female - 83%, Male: 17% iii. Region: CRL - 50%, OTT - 50%

GRI Content Index	Description	Disclosure
GRI 401: Employment 2016 (continued)		
401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> i. life insurance ii. health care iii. disability and invalidity coverage iv. parental leave v. retirement provision vi. stock ownership vii. others <p>b. The definition used for 'significant locations of operation'</p>	<p>a. All Regular FT, PT and Temporary (over 6 months) AECL employees receive the same benefits and are covered under Treasury Board benefits through the Public Service Health Care Plan (PSHCP) and Public Service Insurance Management Plan (PSMIP). These benefits are not controlled by AECL. No difference in benefits by employee location. AECL Parental Leave Procedure has the same eligibility by employee type and benefits are the same.</p> <p>Plan Member PSCHCP Booklet</p> <p>PSMIP Booklet</p> <p>Pension is covered under the Public Service Pension Plan and employees who work more than 6 months are eligible to contribute.</p> <p>b. N/A</p>
401-3 Parental leave	<p>a. Total number of employees that were entitled to parental leave, by gender.</p> <p>b. Total number of employees that took parental leave, by gender</p> <p>c. Total number of employees that returned to work in the reporting period after parental leave ended, by gender.</p> <p>d. Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work, by gender.</p> <p>e. Return to work and retention rates of employees that took parental leave, by gender</p>	<p>a. All regular full-time and part-time employees are eligible for maternity and/or parental leave. Term employees are also eligible for maternity and/or parental leave. Therefore, all employees are eligible.</p> <p>b. 1 - male - during reporting period</p> <p>c. 1 - male - during reporting period</p> <p>d. 1 during reporting period</p> <p>e. 100% retention rate</p>
GRI 403: Occupational Health and Safety 2018		
403-1 Occupational health and safety management system	<p>a. A statement of whether an occupational health and safety management system has been implemented, including whether:</p> <ul style="list-style-type: none"> i. the system has been implemented because of legal requirements and, if so, a list of the requirements ii. the system has been implemented based on recognized risk management and/or management system standards/guidelines and, if so, a list of the standards/guidelines <p>b. A description of the scope of workers, activities, and workplaces covered by the occupational health and safety management system, and an explanation of whether and, if so, why any workers, activities, or workplaces are not covered.</p> <p>c.</p>	<p>a. The OSH Program is a legal requirement which AECL complies with (its requirements are set out in Canada Labour Code). It includes our OSH Procedure, Preventing Injuries and Illness, Hazard Prevention, Workers' Health and Safety Centre and Mental Health Action Plan.</p> <ul style="list-style-type: none"> i. AECL's OSH Program covers all locations and employees. Activities include training, Workers' Health and Safety Centre meetings and inspections, creating and updating procedures. Reporting requirements include Employer's Annual Hazardous Occurrence Report (injury reporting and in future will include occurrences of harassment and violence in workplace) and Safety & Health Committee Report (commentary on meetings, issues raised, inspections). ii. Information not collected at this time. <p>b. Information not collected at this time.</p>

GRI Content Index	Description	Disclosure
GRI 403: Occupational Health and Safety 2018 (continued)		
403-2 Hazard identification, risk assessment and incident investigation	<p>a. A description of the processes used to identify work-related hazards and assess risks on a routine and non-routine basis and to apply the hierarchy of controls in order to eliminate hazards and minimize risks, including:</p> <ul style="list-style-type: none"> i. how the organization ensures the quality of these processes, including the competency of persons who carry them out ii. how the results of these processes are used to evaluate and continually improve the occupational health and safety management system <p>b. A description of the processes for workers to report work-related hazards and hazardous situations and an explanation of how workers are protected against reprisals</p> <p>c. A description of the policies and processes for workers to remove themselves from work situations that they believe could cause injury or ill health and an explanation of how workers are protected against reprisals</p> <p>d. A description of the processes used to investigate work-related incidents, including the processes to identify hazards and assess risks relating to the incidents, to determine corrective actions using the hierarchy of controls and to determine improvements needed in the occupational health and safety management system</p>	<ul style="list-style-type: none"> a. Hazard Prevention Training/Hazard Assessment/Remote Worker Checklist. Training requirements are assessed by Training Co-ordinator. Management to ensure checklists filled in. b. Section 4.3/Appendix A (HIA form) in the Occupational Health & Safety procedure describes reporting of work-related hazards and hazardous situations. Section 5 of the Code of Conduct discusses that workers are protected against reprisals for reporting violations. c. Section 4.7 in the Occupational Health & Safety procedure describes reporting of work-related hazards and hazardous situations, while the Code of Code mentions how workers are protected against reprisals for reporting (section 5). d. Investigation of work-related incidents is described in the Reporting and Investigation Illness procedure (IIR form to report injury/illness and HOIR form to investigate hazardous situation). HOIR form includes hazard identification and assess risks relating to the incident and determine corrective actions.
403-3 Occupational health services	<p>a. A description of the occupational health services' functions that contribute to the identification and elimination of hazards and minimization of risks and an explanation of how the organization ensures the quality of these services and facilitates workers' access to them</p>	<ul style="list-style-type: none"> a. AECL has a third party service from Acclaim to complete ergonomic assessments for employees' home office. This service is offered to all employees, on an as needed basis. Also, there's a procedure to reimburse office equipment as required through the ergonomic assessment.
403-4 Worker participation, consultation and communication on occupational health and safety	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> a. A description of the processes for worker participation and consultation in the development, implementation and evaluation of the occupational health and safety management system and for providing access to and communicating relevant information on occupational health and safety to workers b. Where formal joint management-worker health and safety committees exist, a description of their responsibilities, meeting frequency, decision-making authority and whether and, if so, why any workers are not represented by these committees 	<ul style="list-style-type: none"> a. WHSC reviews/makes recommendations on revised policies/procedures. OSH procedure describes the communication of information related to health & safety. b. WHSC Terms of Reference describes this

GRI Content Index	Description	Disclosure
GRI 403: Occupational Health and Safety 2018 (continued)		
403-5 Worker training on occupational health and safety	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>a. A description of any occupational health and safety training provided to workers, including generic training as well as training on specific work-related hazards, hazardous activities, or hazardous situations</p>	<p>a. Hazard Prevention, WHIMIS, Preventing Violence and Harassment in the Workplace, Code of Conduct.</p>
403-6 Promotion of worker health	<p>The reporting organization shall report the following information for employees and for workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <p>a. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided</p> <p>b. A description of any voluntary health promotion services and programs offered to workers to address major non-work-related health risks, including the specific health risks addressed and how the organization facilitates workers' access to these services and programs</p>	<p>a. AECL provides access to third party services such as Maple, headspace and Valley Mental Health.</p> <p>b. Valley Mental Health is a service to support mental health of employees by providing counseling services. Maple is a service to support physical health of employees by providing access to virtual healthcare specialists 24/7.</p>
403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<p>a. A description of the organization's approach to preventing or mitigating significant negative occupational health and safety impacts that are directly linked to its operations, products, or services by its business relationships and the related hazards and risks</p>	<p>a. Our approach is covered in the AECL Employee Health & Safety Policy, OSH Procedure, Workplace Harassment & Violence Prevention Policy.</p>

GRI Content Index	Description	Disclosure
GRI 403: Occupational Health and Safety 2018 (continued)		
403-8 Workers covered by an occupational health and safety management system	<p>a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:</p> <ul style="list-style-type: none"> i. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system ii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited iii. the number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party. <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded</p> <p>c. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used</p>	<ul style="list-style-type: none"> a. <ul style="list-style-type: none"> i. All employees, 100% ii. Not applicable. OSH management system has not been internally audited. iii. Not applicable. OSH management system has not been audited or certified by an external party. b. No workers have been excluded. c. AECL's Health & Safety policy and the OSH procedure describes our occupational health and safety management system.

GRI Content Index	Description	Disclosure
GRI 403: Occupational Health and Safety 2018 (continued)		
403-9 Work-related injuries	<p>a. For all employees:</p> <ul style="list-style-type: none"> i. the number and rate of fatalities as a result of work-related injury ii. the number and rate of high-consequence work-related injuries (excluding fatalities) iii. the number and rate of recordable work-related injuries iv. the main types of work-related injury v. the number of hours worked. <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. the number and rate of fatalities as a result of work-related injury ii. the number and rate of high-consequence work-related injuries (excluding fatalities) iii. the number and rate of recordable work-related injuries iv. the main types of work-related injury v. the number of hours worked. <p>c. The work-related hazards that pose a risk of high-consequence injury, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined ii. which of these hazards have caused or contributed to high-consequence injuries during the reporting period iii. actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls <p>d. Any actions taken or underway to eliminate other work-related hazards and minimize risks using the hierarchy of controls</p> <p>e. Whether the rates have been calculated based on 200,000 or 1,000,000 hours worked.</p> <p>f. Whether and, if so, why any workers have been excluded from this disclosure, including the types of workers excluded</p> <p>g. Any contextual information necessary to understand how the data have been compiled, such as any standards, methodologies and assumptions used</p>	<p>a. For AECL only</p> <ul style="list-style-type: none"> i. In 2024, zero ii. In 2024, zero iii. In 2024, zero iv. Not applicable. There were no work-related injuries. v. In 2024, 109160 hours based on 57 full time employees. <p>b. Not applicable. All employees were counted in (a).</p> <p>c. i. Hazard are identified through hazard checklist and OSH procedure. ii. None iii. None</p> <p>d. None at this time</p> <p>e. Not applicable since zero work-related injury</p> <p>f. No employees were excluded.</p> <p>g. Based on self-reporting work related injuries according to AECL's procedure</p>

GRI Content Index	Description	Disclosure
GRI 403: Occupational Health and Safety 2018 (continued)		
403-10 Work-related ill health	<p>a. For all employees:</p> <ul style="list-style-type: none"> i. the number of fatalities as a result of work-related ill health ii. the number of cases of recordable work-related ill health iii. the main types of work-related ill health <p>b. For all workers who are not employees but whose work and/or workplace is controlled by the organization:</p> <ul style="list-style-type: none"> i. the number of fatalities as a result of work-related ill health ii. the number of cases of recordable work-related ill health iii. the main types of work-related ill health. <p>c. The work-related hazards that pose a risk of ill health, including:</p> <ul style="list-style-type: none"> i. how these hazards have been determined ii. which of these hazards have caused or contributed to cases of ill health during the reporting period iii. Actions taken or underway to eliminate these hazards and minimize risks using the hierarchy of controls. 	<p>a. For AECL only: Work-related ill health in this case refer to reported harassment and violence occurrences.</p> <ul style="list-style-type: none"> i. In 2024, zero ii. In 2024, 1 case iii. In 2024, the main type of work-related ill health was categorized as workplace sexual harassment and violence. <p>b. Not applicable. All employees were counted in (a).</p> <p>c. i. Hazards are described in the OSH procedure and the Workplace Harassment and Violence Prevention policy. ii. Information not collected at this time iii. Not at this time</p>
GRI 404: Training and Education 2016		
404-1 Average hours of training per year per employee	<p>a. Average hours of training that the organization's employees have undertaken during the reporting period, by:</p> <ul style="list-style-type: none"> i. gender ii. employee category 	<p>a. Training depends on expiry date of required training for current incumbents or if individual is a new hire.</p>
404-2 Programs for upgrading employee skills and transition assistance programs	<p>a. Type and scope of programs implemented and assistance provided to upgrade employee skills.</p> <p>b. Transition assistance programs provided to facilitate continued employability and the management of career endings resulting from retirement or termination of employment</p>	<p>a. AECL is currently building those programs, not currently material. That said, we do offer in house training, French language training, and has a Professional Development Reimbursement Procedure that was published this year.</p> <p>b. N/A</p>
404-3 Percentage of employees receiving regular performance and career development reviews	<p>a. Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period</p>	<p>a. 100% of employees participate in the performance evaluation process. AECL is a pay for performance organization and annual increases are linked to performance. Development reviews are included in the performance review process and driven by the employee with support from their People Manager.</p>

GRI Content Index	Description	Disclosure
GRI 405: Diversity and Equal Opportunity 2016		
405-1 Diversity of governance bodies and employees	<p>a. Percentage of individuals within the organization's governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> i. gender ii. age group: under 30 years old, 30-50 years old, over 50 years old iii. other indicators of diversity where relevant (such as minority or vulnerable groups). <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> i. gender ii. age group: under 30 years old, 30-50 years old, over 50 years old iii. other indicators of diversity where relevant (such as minority or vulnerable groups). 	<ul style="list-style-type: none"> a. i. Gender: Female 51%, Male 49% ii. Age Group: Under 30 - 0%, 30-50 - 0%, Over 50 - 100% iii. Other indicators of Diversity - 50% (3 out of 6 Board Members) b. i. Gender: Female 50%, Male 50% ii. Age Group: Under 30 - 3.6%, 30-50 - 46%, Over 50 - 50% iii. Other indicators of Diversity - 21% (12 out of 56 - intersectionality isn't double counted)

Sustainability Accounting Standards Board (SASB) Performance: Industry Standard “Electric Utilities & Power Generators”

Account Metric	Code	Category	Unit of Measure	Disclosure
SASB Topic: Greenhouse Gas Emissions & Energy Resource Planning				
(1) Gross global Scope 1 emissions, percentage covered under (2) Emissions-limiting regulations and (3) Emissions-reporting regulations	IF-EU-110a.1	Quantitative	Metric tons (t) CO ₂ -e, 2 Percentage (%)	(1) Total of 26,501 tCO ₂ e cross all sites (2) N/A (3) N/A
Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets	IF-EU-110a.3	Discussion and Analysis	N/A	AECL's commitment to enabling a net-zero transition in Canada encompasses both AECL's ability to accelerate the advancement of decarbonization technologies and our responsibility to decarbonize our own operations. AECL has a target to be net-zero emissions by 2040, which includes our interim target to achieve a 40% reduction in Scope 1 and 2 GHG emissions by 2025, compared to the 2005 baseline.
SASB Topic: Air Quality				
Air emissions of the following pollutants: (1) NOx (excluding N ₂ O) (2) SOx (3) Particulate matter (PM ₁₀) (4) Lead (Pb) (5) Mercury (Hg); percentage of each in or near areas of dense population	IF-EU-120a.1	Quantitative	Metric tons (t) Percentage (%)	(1) NOx: 62.13 metric tons (2) SOx: Not reportable (3) PM ₁₀ : 22.11 metric tons (4) Pb: 0.00 metric tons (5) Hg: Not reportable

Account Metric	Code	Category	Unit of Measure	Disclosure
SASB Topic: Water Management				
(1) Total water withdrawn (2) Total water consumed, percentage of each in regions with high or extremely high baseline water stress	IF-EU-140a.1	Quantitative	Thousand cubic Meters (m ³) Percentage (%)	(1) Water withdrawn: 9,453 m ³ (2) Water consumed: 210 m ³
Number of incidents of non-compliance associated with water quality permits, standards and regulations	IF-EU-140a.2	Quantitative	Number	3 incidents
Description of water management risks and discussion of strategies and practices to mitigate those risks	IF-EU-140a.3	Discussion and Analysis	N/A	Through the oversight of CNL, we are working to optimize the use of water and wastewater management practices. We will continue to work towards establishing a future reduction target. This year water meters were installed at our operating sites to closely monitor and manage water consumption.
SASB Topic: Workforce Health & Safety				
(1) Total recordable incident rate (TRIR) (2) Fatality rate (3) Near miss frequency rate (NMFR)	IF-EU-320a.1	Quantitative	Rate	(1) TRIR: 0.66 (2) Fatality Rate: 0% (3) NMFR: 0.52
SASB Topic: Nuclear Safety & Emergency Management				
Description of efforts to manage nuclear safety and emergency preparedness	IF-EU-540a.2	Discussion and Analysis	N/A	We recognize the risks of our work and in line with federal priorities, are committed to managing our nuclear sites with public safety and security taking precedence. AECL is responsible for managing the Federal Nuclear Science and Technology Work Plan on behalf of the federal government and CNL has also developed two nuclear detection and forensics projects, leveraging work from this program with Defence Research and Development Canada.

Government of Canada's Greening Government Strategy

Greening Government Strategy		
	Key Performance Indicator	Disclosure
Climate-resilient services and activities	Increase training and support for employees on assessing climate change impacts, undertaking climate change risk assessments and developing adaptation actions and facilitating sharing of best practices and lessons learned.	CNL is in the process of developing an ESG eLearning module for launch in fall 2025.
Mobility and fleets	New light-duty unmodified fleet vehicle purchases will be zero-emission vehicles (ZEVs) or hybrid	At present, approximately 9% of CNL's light-duty fleet at Chalk River Laboratories is comprised of ZEVs.
Real property	All new domestic office leases and lease renewals for space over 500 m ² , must report building energy and water usage, GHG emissions and waste generated using ENERGY STAR Portfolio Manager or equivalent tool starting 2023 and disclose at the building level	No new leases in this reporting period
Real property	Technology upgrades specific to energy efficiency (i.e. lighting, vehicle fleet)	CNL implemented emission reduction initiatives, including widespread lighting and HVAC upgrades at many of their sites. 4% of new light-duty fleet vehicle purchases/leases are ZEVs at Chalk River.
Real property	Metering energy use in CNL site "keeper" buildings	CNL has secured energy meters, sub-meters and modelling software (such as RETScreen – a software developed by Natural Resources Canada to help assess and manage clean energy projects – or an equivalent software) at keeper buildings to more accurately manage and monitor energy consumption data.
Real property	Incorporate all "keeper" buildings in the RETScreen Clean Energy Management Software.	CNL has secured energy meters, sub-meters and modelling software (such as RETScreen – a software developed by Natural Resources Canada to help assess and manage clean energy projects – or an equivalent software) at keeper buildings to more accurately manage and monitor energy consumption data.
Real property	Existing heating, ventilation and air conditioning and refrigeration (HVAC-R) systems, using high global warming potential refrigerants, ozone depleting refrigerants and hydrofluorocarbons (HFCs) will be converted or replaced	CNL implemented targeted energy conservation and emission reduction initiatives at Port Granby, Port Hope and La Prade, including widespread LED lighting upgrades, HVAC and air conditioning efficiency improvements, temperature and insulation adjustments and a shift toward hybrid fleet vehicles.
Real property	The amount of embodied carbon in the structural materials of major construction projects by 2022 and reducing the embodied carbon of the structural materials of major construction projects by 30%	4,485 metric tons of carbon stored in new construction projects

Greening Government Strategy		
	Key Performance Indicator (continued)	Disclosure (continued)
Real property	Starting in 2030 and fully achieved by 2040, 75% of domestic office new lease and lease renewal floor space must be in net-zero carbon, climate-resilient buildings	0 sqft. CNL does not currently lease any floor space in net-zero carbon, climate resilient buildings.
Real property	Apply climate-resilient building guidance being developed by National Research Council Canada or other best practice options where available Develop climate resilience plans for all material ongoing operations by end of 2022, with practical implementation plans.	CNL has operational guidance for the application of climate resilient risk assessments for every building & retrofit over 1,000 m ² .
Real property (biodiversity)	Maximize the use of natural infrastructure and other nature-based solutions to protect physical assets. Adopt low GHG-emitting ecosystem sensitive land use practices on areas of properties actively managed for operations. Implement climate-resilient groundskeeping using native species where possible and practices such as xeriscaping and porous landscapes.	At CNL's Chalk River site, long-term biodiversity monitoring plays an important role in understanding how land use and environmental factors influence local ecosystems and aligning with regulation such as the CSA N288.4 standard. CNL's Forest Management Plan, aims to manage 2,690 hectares of forest land around the Chalk River Campus to support forest regeneration.
Real property (waste)	Diverting at least 75% by weight of non-hazardous operational waste from landfills by 2030 Diverting at least 75% by weight of plastic waste from landfills by 2030 Diverting at least 90% by weight of all construction and demolition waste from landfills and striving to achieve 100% by 2030 Tracking and disclosing its waste diversion by end of calendar 2022	CNL percentage of operational waste diverted: 70% CNL percentage of plastic waste diverted: 50% CNL percentage of construction and demolition waste diverted from landfills annually: 95% CNL percentage of conventional waste diverted from landfill: 91%

Greening Government Strategy

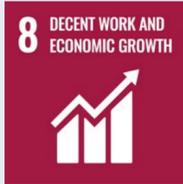
	Key Performance Indicator (continued)	Disclosure (continued)
Policy and engagement	<p>Encourage employees to use low-carbon forms of transportation to reduce emissions from employee commuting and track emissions within the 2023 fiscal year.</p> <p>Facilitate opportunities for flexible work arrangements, such as remote work, by enabling remote computing telecommunications and by supporting information technology (IT) solutions to reduce transportation related emissions.</p> <p>Promote and incentivize lower-carbon alternatives to work-related air travel.</p>	<p>AECL: Travel and hospitality procedure was updated in the year to include guidance on low carbon travel suggestions. Changes included wording around considering environmental impacts while travelling, considering environmentally friendly options, green-rated hotels and alternative fuel options for car rentals. AECL's ESG principles were also referenced in the document.</p> <p>AECL promotes a hybrid work environment that includes remote work. Remote meeting and conference attendance is also encouraged in the travel policy.</p> <p>CNL's strategic approach to workforce management favors a hybrid workplace model to support employees whether they work on-site, remotely, or in a hybrid capacity. In 2024-25, CNL's workforce distribution showed 72% of employees working on-site, 15% working fully remote and 13% operating in a hybrid manner.</p>
Procurement of goods and services and material management	<p>Consider appropriate environmental and social criteria for procurement processes including criteria that address GHG emissions reduction, sustainable plastics and broader environmental benefits into procurements for goods and services that have a high environmental impact. Pursue suppliers that are adopting science-based targets and disclose their GHG emission and environmental performance information.</p> <p>Adopting clean technology and undertaking clean technology demonstration projects</p> <p>Eliminating the unnecessary use of single-use plastics in operations, events and meetings</p> <p>Promoting the procurement of sustainable plastic products and the reduction of associated plastic packaging waste</p> <p>Strengthening support for green procurement, including guidance, tools and training</p>	<p>AECL strengthened our supply chain practices through the development and implementation of AECL's Supplier Code of Conduct. This new standard, now embedded in our procurement processes and standard Terms and Conditions, sets clear expectations for suppliers in areas such as anti-corruption, environmental responsibility, Indigenous rights, human rights and fair labour practices.</p>
Real property (water)	Tracking and disclosing its potable water consumption from major "keeper" facilities by 2024	Chalk River Laboratories, keeper facility, does not have potable facilities at this time.

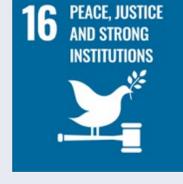
Task Force on Climate-Related Financial Disclosures (TCFD) Index

TCFD Disclosures		Page #
Governance	Describe the Board's oversight of climate-related risks and opportunities.	17
	Describe management's role in assessing and managing climate-related risks and opportunities.	15
Strategy	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	15
	Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	15
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C, 1.5°C or lower scenario.	15
Risk Management	Describe the organization's processes for identifying and assessing climate-related risks.	15
	Describe the organization's processes for managing climate-related risks.	15
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	15
Metrics and Targets	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	15
	Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 GHG emissions and the related risks.	14
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	15

For more detailed information on AECL's alignment to the TCFD, please refer to our [Annual Report](#) and [CNL's 2025 Sustainability Report](#).

United Nations Sustainable Development Goals (UN SDGs)

UN SDG	How we advanced the SDGs in 2024-25
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<ul style="list-style-type: none"> Maintained ongoing supervision to revitalize and modernize the Chalk River Laboratories site, transforming it into a world-class, state-of-the-art nuclear science and technology campus that will continue to play a crucial role in enhancing global health. Facilitated the research and development of innovative nuclear health technologies, including the continued production of medical isotopes at Chalk River Laboratories including the production of Actinium-225, a rare isotope with significant potential in cancer therapies.
 <p>7 AFFORDABLE AND CLEAN ENERGY</p>	<ul style="list-style-type: none"> Continued to support the safe operation of existing CANDU® reactor technology, a cornerstone of Canada's energy infrastructure. Nuclear energy provides a low-carbon, reliable and high-density source of electricity that complements renewable energy sources. By supporting the continued safe operation of existing CANDU® reactor technology, AECL plays a vital role in Canada's energy infrastructure, which currently powers approximately 15% of the nation's electricity and avoids significant greenhouse gas emissions.
 <p>8 DECENT WORK AND ECONOMIC GROWTH</p>	<ul style="list-style-type: none"> Developed and implemented AECL's Supplier Code of Conduct, which is now integrated into AECL's standard Terms and Conditions and therefore applies to all new contracts and purchase orders. The Supplier Code of Conduct sets clear expectations for suppliers, contractors and service providers in areas such as anti-corruption, environmental responsibility, Indigenous rights, human rights and fair labour practices. Improved accessibility for all our employees through our Accessibility Plan in 2023, including the built environment, employment including hiring and recruitment, information and communication technologies and procurement. Increased the percentage of our Indigenous workforce by 3% over 2023-24, reflecting proactive efforts to increase workforce diversity.
 <p>9 INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<ul style="list-style-type: none"> AECL's Science and Technology initiatives contributed approximately \$264 million to national Gross Domestic Product (GDP), supported 1,650 jobs and generated \$202 million in labour income. AECL's commitment to advancing nuclear technology is exemplified by the focus on the production of Actinium-225, a rare isotope with significant potential in cancer therapies. The joint venture Actineer™ Inc., formed with Isotope Technologies Munich SE (ITM), aims to expand production capacity and research on Actinium-225, ensuring a reliable domestic supply for clinical applications.

UN SDG	How we advanced the SDGs in 2024-25
 <p>13 CLIMATE ACTION</p>	<ul style="list-style-type: none"> Collaborated with CNL to reach our ambitious goal of achieving net-zero emissions in our operations by 2040. This includes an interim target of reducing greenhouse gas emissions by 40% by 2025, compared to our 2005 baseline. This goal aligns with the Government of Canada's Greening Government Strategy, which sets targets for low-carbon, climate-resilient federal government operations. At present, our Scope 1 and 2 emissions are 53% ahead of the target. AECL's ongoing efforts to decarbonize include transitioning CNL to low and zero-emission vehicles in its fleet and investing in energy retrofits and efficiency across our sites.
 <p>15 LIFE ON LAND</p>	<ul style="list-style-type: none"> Collaborated with CNL to advance key decommissioning and waste management initiatives across multiple AECL sites, including the Port Hope Area Initiative (PHAI). The Port Hope Area Initiative (PHAI) is focused on the safe relocation and long-term management of approximately 2.1 million cubic meters of historic low-level radioactive waste. This initiative not only addresses significant environmental concerns but also contributes to community revitalization by restoring natural landscapes and enabling future residential and commercial development. Decommissioning efforts contribute to the safe removal of legacy liabilities and hazardous materials, enabling the restoration of land to a more natural state. This process not only reduces environmental risks but also supports biodiversity and the creation of sustainable habitats.
 <p>16 PEACE, JUSTICE AND STRONG INSTITUTIONS</p>	<ul style="list-style-type: none"> Continuing to develop a Reconciliation Action Plan that will strengthen our efforts in building meaningful relationships and opportunities for equity partnerships. Our commitment to Reconciliation is reflected in AECL's hiring of dedicated Indigenous Relations team members and the appointment of Dana Soonias, a member of Red Pheasant First Nation, to the Board of Directors for a term of four years. These efforts aim to ensure that Indigenous knowledge and perspectives are integrated into AECL's decision-making processes. Updated AECL's procurement procedures to include language that encourages the inclusion of Indigenous-owned businesses.
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	<ul style="list-style-type: none"> AECL and Canadian Nuclear Laboratories (CNL) have signed a five-year extension with all nine universities currently engaged in CNL's Academic Partnership Program (APP). Designed to strengthen Canada's nuclear research and development capacity, the APP supports the country's climate change objectives by fostering innovation in clean energy technologies. Now in its third year, the program has reached over 7,000 students nationwide, helping to build a skilled and future-ready workforce.

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