



Workplace wellbeing as a business priority

PRESENTED BY SUSANNE BEATON
FOR FUTURE OF WORKPLACE CONFERENCE

APRIL 2025



A focused natural gas and power company, we occupy a strategic, unique position in the market.

Natural gas pipelines

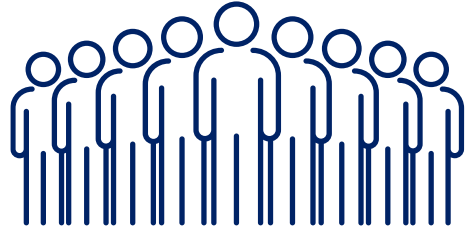
- ❖ **93,600 KM (58,100 MI)**
network of natural gas pipelines
- ❖ **30 PER CENT**
of natural gas consumed in North America is transported by our infrastructure

Power and energy solutions

- ❖ **4,600 MW**
generating capacity – enough to power more than 4M homes
- ❖ **75 PER CENT**
of our power capacity is emission-less



Our people make it happen.



6,500+

Energy Problem Solvers across North America.



We provide work experience to **300+ students** per year.



In 2023, employee donations of over **\$73,700** were matched by TC Energy, resulting in community investment of more than **\$438,500** to **310 non-profits**.

 **3,000**
Canada

 **3,000**
United States

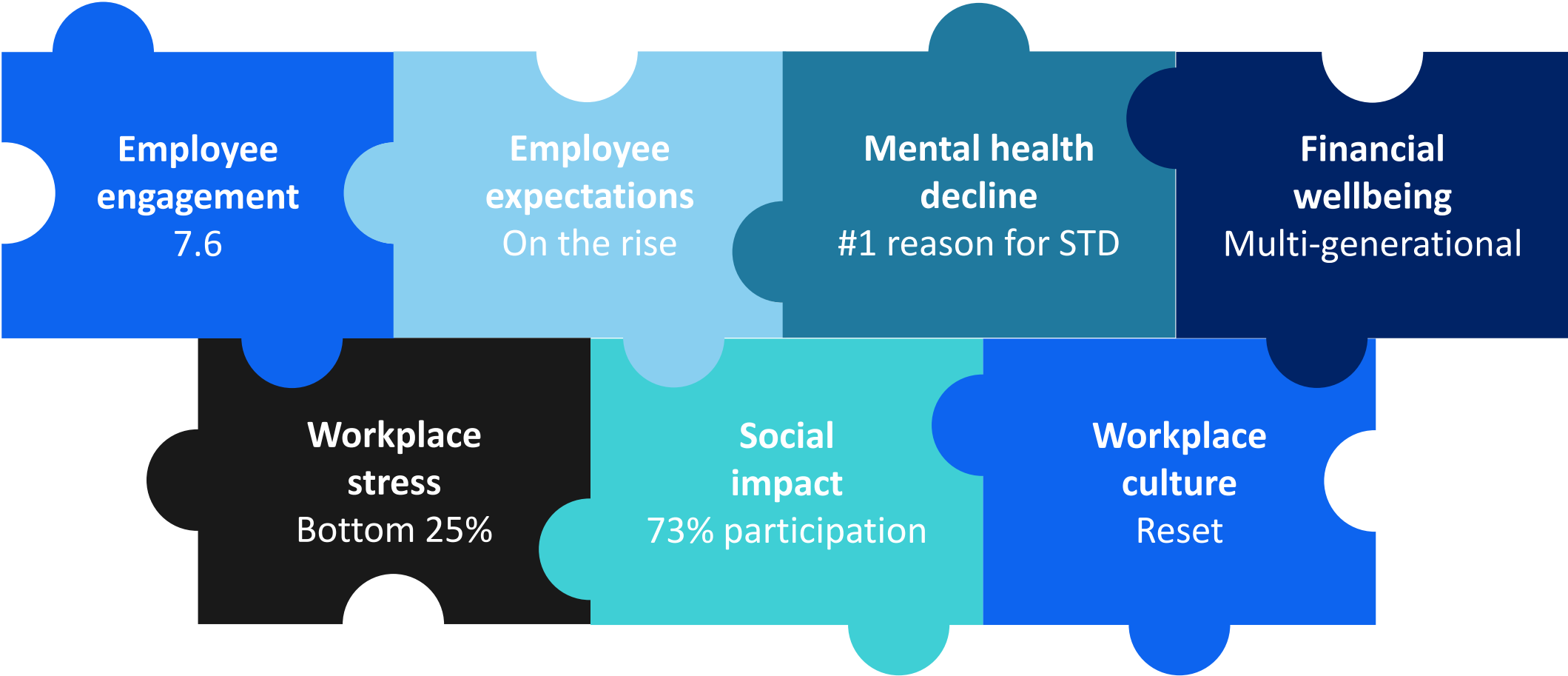
 **500**
Mexico



What today is about

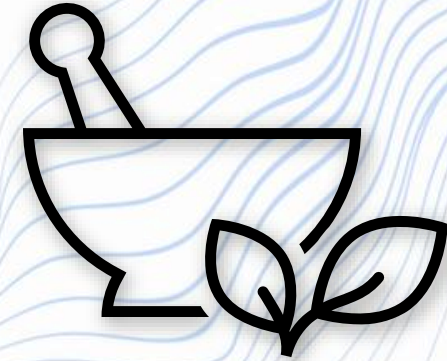
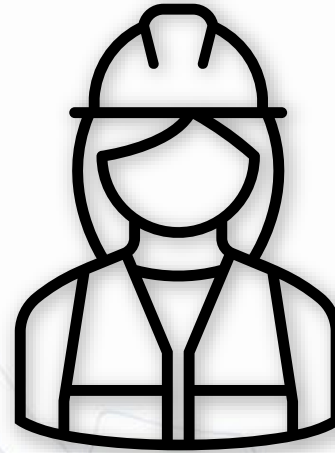
- The compelling facts
- Our journey to today
- Successes to date
- Embedding health and wellbeing
- Q&A

The compelling facts



Our journey to today

The journey from wellness to wellbeing is a continuous process of holistic self-care, focusing on physical, mental, emotional and social aspects —meeting employee’s individual needs and creating a sense of purpose and belonging, rather than just the absence of illness.



FROM WELLNESS

- Focus on physical health
- Occupational fit for work, safety
- Ergonomics
- Retirement
- Strong focus on health

TO WELLBEING

- Emotional, social and financial
- Sense of accomplishment
- Work environment
- Inclusion and belonging
- Focus on overall wellbeing



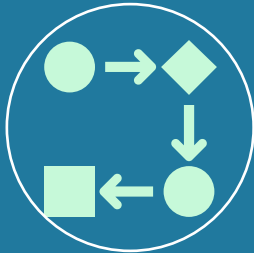
Successes to date



Mental health champion network and conducted Suicide Prevention training for leaders



Changed Canadian benefits vendors and updated vacation allocation policy



Expanded financial awareness training
Shifted pension for greater flexibility



Introduced listening strategy with health and wellbeing driver
Created Wellness Centre



Enterprise commitment to wellbeing with executive health and wellbeing goal



Embedding health and wellbeing

- Implement practical steps
- Create a sense of purpose and belonging
- Enhance overall wellbeing

Nine employee inclusion networks (EINs)

Maintained our hybrid work schedule

Encouraging use of AI and co-pilot to simplify work (efficiency)

Expanded employee listening strategy to continuous listening, year-round

Encouraging continuous check-ins

Living our values: safety in every step, one team and collaboration

Executed workforce planning

Embedding health and wellbeing into our offices

Strong community support and Build Strong volunteerism

Embed discreet actions in Reconciliation plan



Effective Leadership

Importance of effective leadership

- Promotes workplace wellbeing
- Creates supportive and nurturing work environment

Skills for human leaders

- Empathy
- Authenticity
- Inclusiveness

Organizational investment

- Developing leaders who model healthy behaviors
- Recognizing wellness initiatives

Impact on teams

- Inspiring teams





Q&A



Appendix



Supporting communities

- ❖ Relationships with close to **100,000** landowners¹.
- ❖ **40+** years of engagement and collaboration with Indigenous communities, striving to build cooperative, mutually beneficial relationships².
- ❖ **100** per cent of our operations have local community engagement, impact assessments and development programs³.
- ❖ **2,000+** initiatives and scholarship recipients supported across 1,015+ communities⁴.



BUILDING STRONG COMMUNITIES

Source:

¹TC Energy — Landowners, Jan. 2024

²TC Energy — Indigenous, Jan. 2024

³TC Energy — Communities, Jan. 2024

⁴TC Energy - Build Strong, Jan. 2024



Reconciliation Action Plan (RAP)

TC Energy's public commitment to advance reconciliation between Indigenous and non-Indigenous peoples.

- ❖ Reconciliation is a journey requiring education, introspection, a thoughtful approach, commitment and openness to listen and learn.
- ❖ We recognize the significance of, and need for, reconciliation with Indigenous peoples and aim to build a more inclusive and prosperous future for all.
- ❖ We're making progress on our goals from delivering cultural awareness training, establishing an Indigenous Reconciliation Advisory Council and developing an equity framework on new projects.

Social Impact

- ❖ Our Social Impact program, **Build Strong**, invests in organizations vital to our communities and business.
- ❖ Build Strong positions TC Energy as an **employer of choice** and builds brand awareness by engaging with communities.
- ❖ We prioritize **local non-profit organizations** focused on safety, education, environment and community.
- ❖ We empower employees to participate in Build Strong and **give back to their communities**.
- ❖ In 2023, we provided more than **C\$34 million** to over **2,000** different initiatives and scholarship recipients across **1,015+** communities.





Inclusion & diversity matter

- Invested **\$6.6M** to support initiatives identified by Indigenous groups.
- Partnered with and supported organizations that **promote equality** and other forms of inclusion in our workplace and communities.
- Increased the number of women in executive leadership positions, VP and above, by **11 per cent**.
- Continued to **grow our Employee Inclusion Networks (EINs)**, serving as a platform for underrepresented voices and allies at work.