

# CGA Energy Nexus & Annual Technical Conference 2024

*Fuelling the Future*

## Mental Health Matters



October 7–10, 2024 | Toronto, ON | #CGATEchnicalConference #CGAEnergyNexus #FuellingTheFuture

# CGA Energy Nexus & Annual Technical Conference 2024

*Fuelling the Future*

## Introductions

**Chris Morphy**



**Abbas Ali Beg**



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## Agenda

- Who is ATCO?
- Why Mental Health Matters?
- Our personal connection to Mental Health!
- Wellbeing @ ATCO Journey
- How were we successful?
- Questions/feedback

# CGA Energy Nexus & Annual Technical Conference 2024

## Fuelling the Future

### Integrated solutions

#### Creating prosperity and opportunity for generations to come

From reliable, sustainable energy for homes and businesses to innovative temporary and permanent structures and everything in between, we build communities, energize industries and deliver customer-focused infrastructure solutions. Sustainability disclosures reflect our business operations including:



#### Energy Systems

- Electricity Transmission
- Electricity Distribution
- Electricity Generation
- Natural Gas Distribution
- Natural Gas Transmission
- Hydrogen Blending



#### EnPower

- Electricity Generation
- Hydrogen Production
- Energy Storage
- Industrial Water



#### Structures & Logistics

- Relocatable Space Rentals
- Permanent Modular Construction
- Workforce and Residential Housing
- Disaster and Emergency Management
- Operations and Maintenance
- Lodging Services
- Site Services



#### Corporate

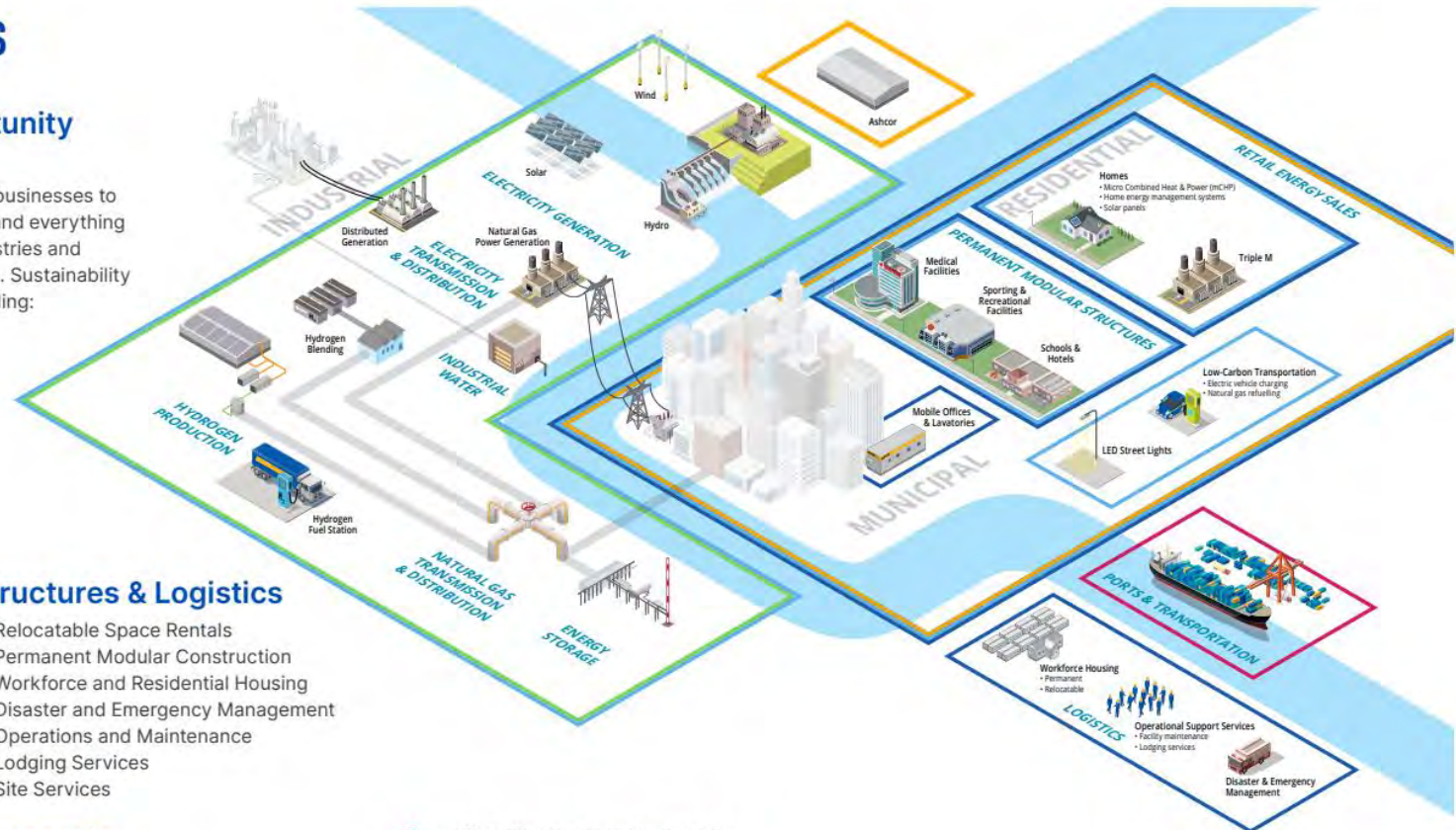
- Land and Development
- Ashcor
- Retail Electricity and Natural Gas (Home and Business)



#### ATCO also has investments in:

#### Ports & Transportation

- Port Facilities
- Port Operations Services

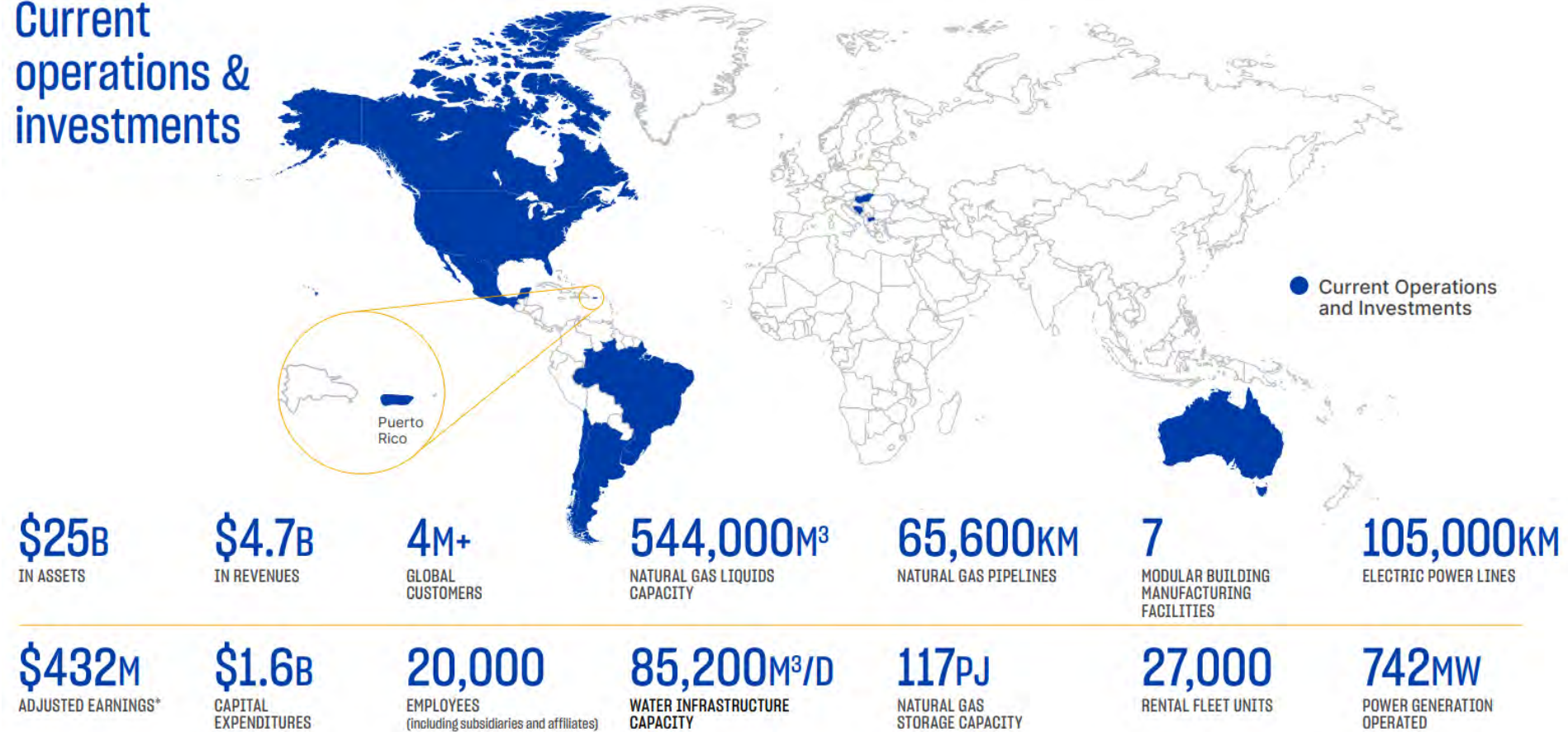




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## *Fuelling the Future*

### Current operations & investments



\* Adjusted earnings is a total of segments measure (as such term is defined in National Instrument 52-112 – Non-GAAP and Other Financial Measures Disclosure (NI 52-112)). The most directly comparable measure reported in accordance with International Financial Reporting Standards (IFRS) is Earnings Attributable to Class I non-voting and Class II voting shares, which was \$432 million as at December 31, 2023. For additional information, see “Other Financial and Non-GAAP Measures” and “Reconciliation of Adjusted Earnings to Earnings Attributable to Class I Non-Voting and Class II Voting Shares” in ATCO Ltd.’s Management’s Discussion and Analysis for the year ended December 31, 2023, which is available on SEDAR+ at [www.sedarplus.ca](http://www.sedarplus.ca), and which is incorporated by reference herein.

## Why Mental Health Matters?

# Let's test your knowledge! Mentimeter (menti.com)

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## Personal Connection to Mental Health

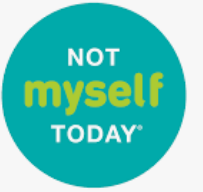




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## Wellbeing @ ATCO Journey



Started in 2017 as the **Not Myself Today** Campaign (CMHA)



Build awareness and understanding of mental health



Reduce stigma



Foster safe & supportive work cultures

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## Wellbeing @ ATCO Journey

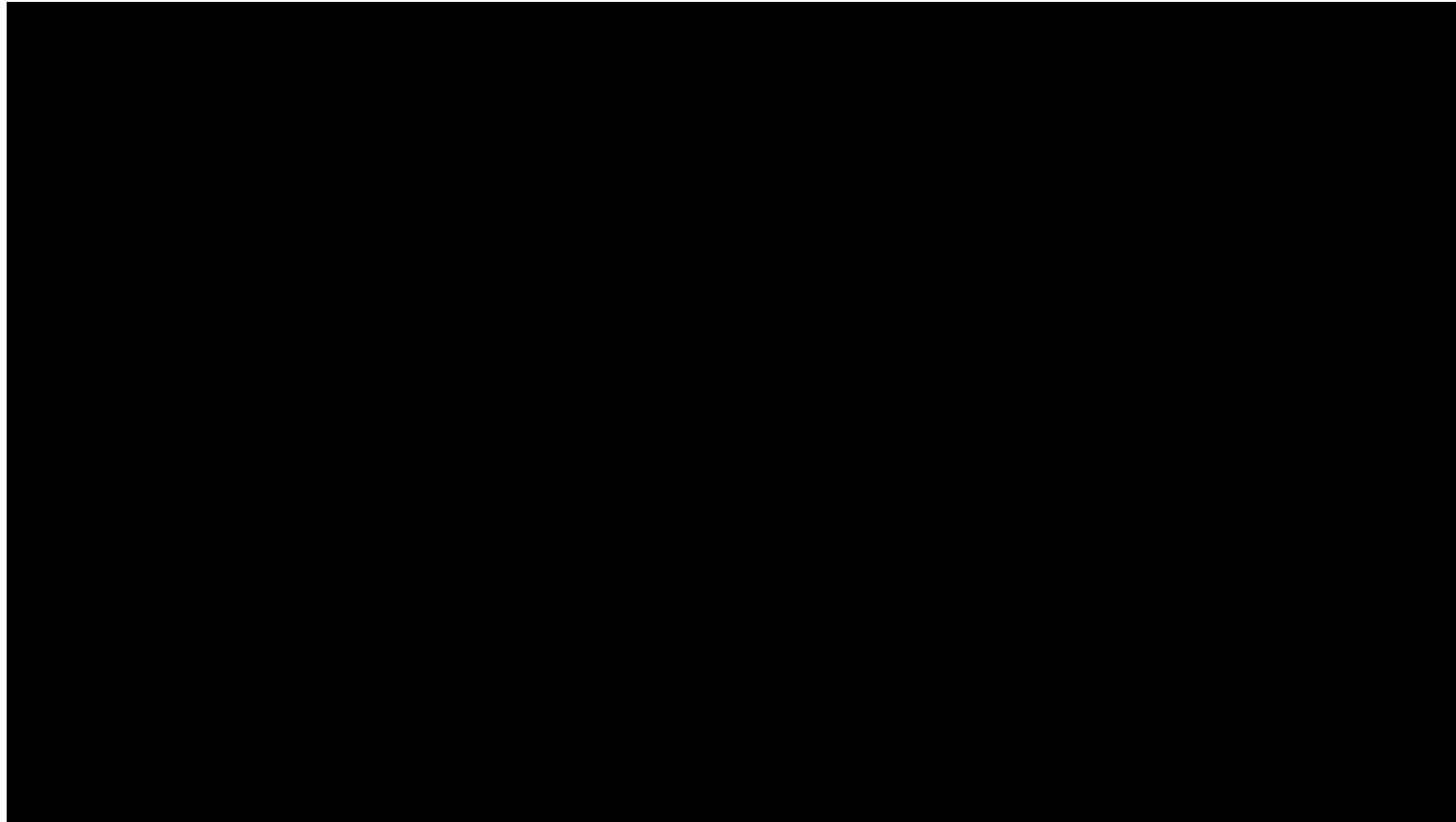
- Mental Health is everyone's responsibility
- NMT Champions (grass root volunteers)
- Monthly Mental Health Modules
- Training
  - Mental Health First Aid
  - Working Minds



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## Wellbeing @ ATCO Journey



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## Wellbeing @ ATCO Journey

- In 2020 started to look at Mental Health as part of a holistic wellness approach with 8 pillars.
- Formal Wellness Promoter Sign Up Process
- Created Mental and Physical Health Squads



**WELL-BEING**  
@ ATCO

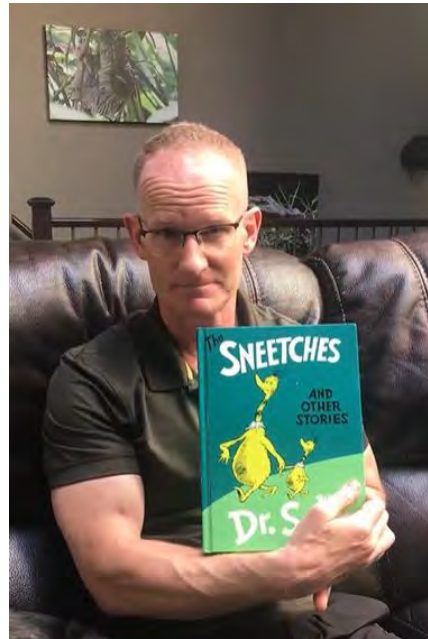
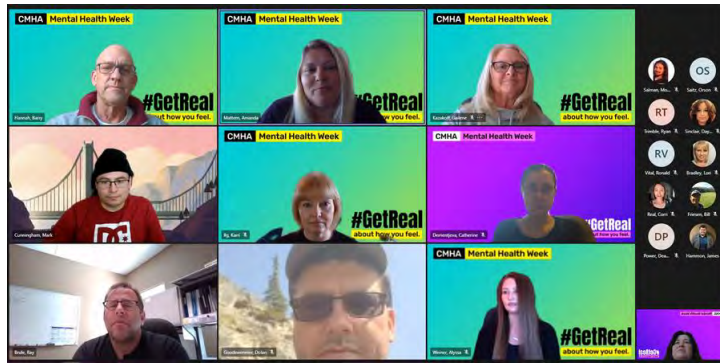
is about creating programs and providing options of support, encouragement, social activities, and community for ATCO employees personal mental health and well-being journey

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## Wellbeing @ ATCO Journey

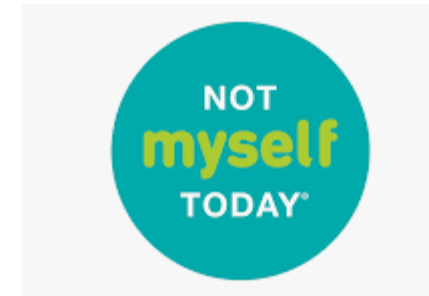
### Virtual Coffee Session



*"The Sneetches" by Dr. Seuss, narrated by Graeme Feltham*



**Step Challenges!**



**Science Experiments with Abbas Ali Beg & Family**



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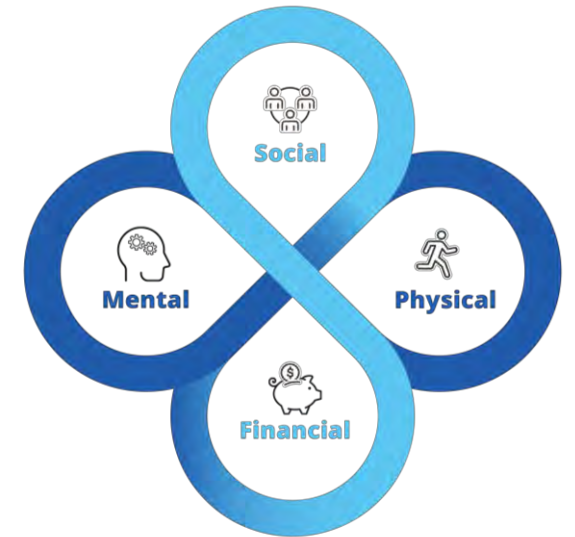
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## Wellbeing @ ATCO Journey

- In 2022 focused our efforts on 4 major wellness focus areas:

**Mental, Physical, Social and Financial**

- Wellness Squad (Content and Activities)
- Wellness Promoters
- Global Impact



**WELL-BEING**   
@ ATCO

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## Fuelling the Future

## Wellbeing @ ATCO Journey



### 2023 Roadshow

Check out our Sharepoint site to access:

- Champion Promoter List
- Wellness Wednesday Newsletters
- Monthly Modules
- & More!

**WELL-BEING @ ATCO**

**Tips For Talking About Mental Health With Someone in Need**

01

Encourage them to talk while you are actively listening, put away your phone and have patience as it may take several attempts before someone is ready to open up

HumanCare is ATCO's new EAP Provider. Scan to find out how to navigate the employee portal

02

Encourage them to seek help for what they're struggling with, whether it be with HR, an employee assistance program, charity or Doctor

Use the Lumino Health app to find the healthcare you need when you need it. Scan for more info

03

Follow up when possible to see if they've taken action to address the problem, and keep being your friendly self around them

Interested in earning rewards for better health and well being? Check out the Virgin Rewards program

Thank You



# Mindful March 2024

MONDAY

TUESDAY

WEDNESDAY

THURSDAY

FRIDAY

SATURDAY

SUNDAY

1 Notice how you feel in your body and mind. Take a moment to breathe in and out slowly.

2 Bring to mind people you care about and send love to them.

3 If you find yourself rushing, make an effort to slow down.

4 Take three deep breaths of love and gratitude during your day.

5 Eat mindfully. Appreciate the taste, texture, and smell of your food.

6 Take a full breath in and out before you reply to others in the outside world.

7 Notice three things you find beautiful in the outside world.

8 Get outside and notice how the weather feels on your face.

9 Bring love, compassion, and really take care of each other.

10 Listen deeply to what someone is saying and really take care of each other.

11 Practice to be angry and really take care of each other.

12 Find ways to be angry and really take care of each other.

13 Eat mindfully. Appreciate the taste, texture, and smell of your food.

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ACTION FOR HAPPINESS

Happier • Kinder • Together

### Mental Health Week May 13 - 17

**WELL-BEING @ ATCO**

**Monday 13th**  
**Work Life Integration**  
Join us 8:30 AM for an interview with Derek McHugh, Senior Vice President Operations.  
**Join us at 8:30 AM**  
**Assessment**  
Take the Work Life Balance Assessment to determine if you are succeeding.

**Tuesday 14th**  
**Meditation**  
Kindness and Compassion meditation classes.  
**Join us at 9:00 AM**  
Place on a buddy's or a positive message to someone today or call someone to let them know you are thinking about them.

**Wednesday 15th**  
**Nutrition Speaker**  
Join us 7:00 PM for an interview with Lindsay Gervais. She is a registered dietitian with a passion for food, her goal is to help people learn to make food choices without stress, guilt, or anxiety.  
**Nutrition Nutrition Speaker Food, Fuel, and Fun**  
Plan a healthy lunch and see if you are unique with the nutrition tonight.

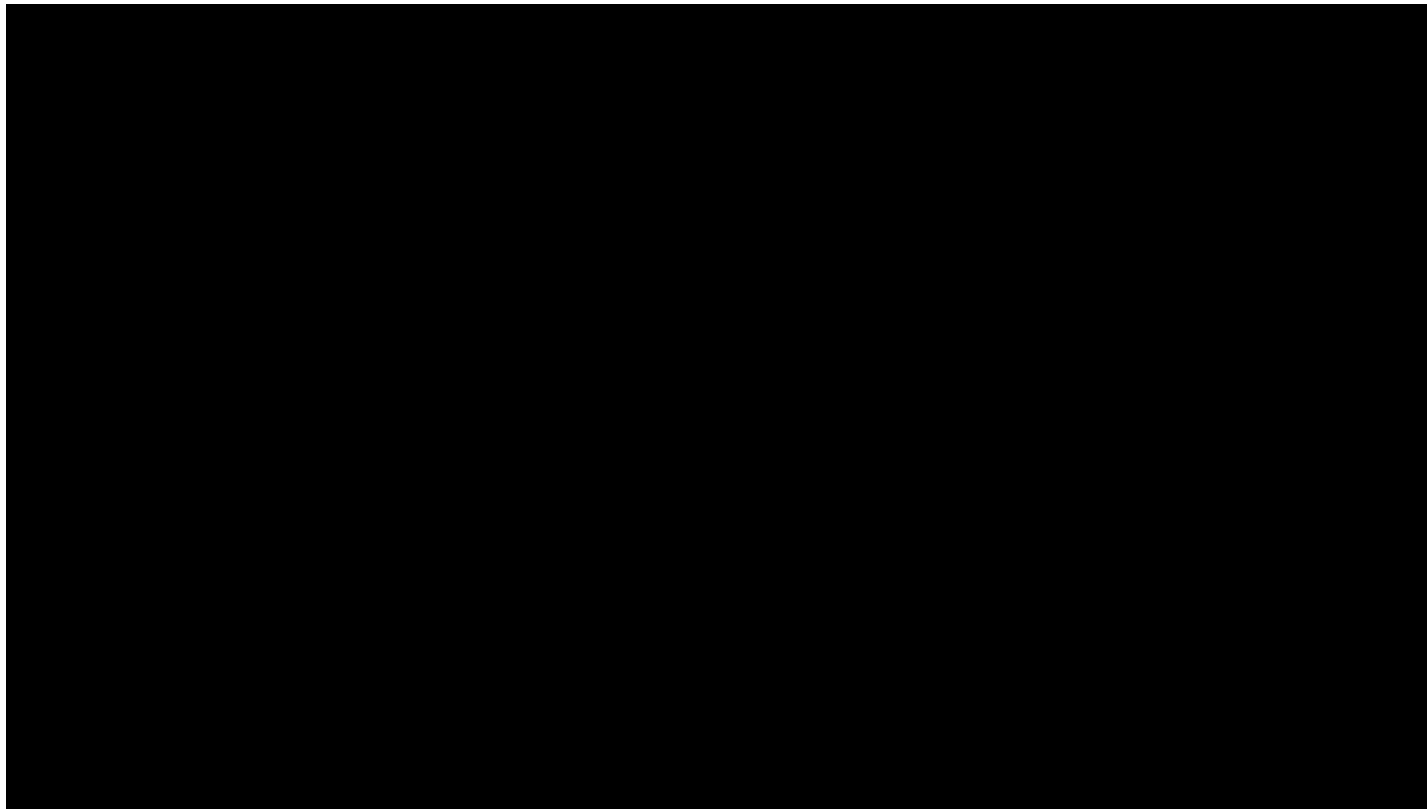
**Thursday 16th**  
**Video Learnings**  
Mental Health is a priority at most organizations, so much so that LinkedIn Learning has a video dedicated to Mental Health.  
Enjoy the video by Dr. Gemma Leigh Roberts, chartered psychologist, founder of The Resilience Edge on Wellbeing Video.  
**Wellbeing as a Habit**  
Plan a healthy lunch and see if you are unique with the nutrition tonight.

**Friday 17th**  
**Let's Get Moving**  
Get out for a walk today with friends/family or co-workers. Take a picture and share on yammer.  
**Take Time to Reflect**  
Reflection, whether a reflection for what this week has meant to you and your group.  
**Version 2 Food Wellness**  
Move to create next week. Wellness Speaker Series.  
**Being Mindful of Mental Health**  
Your Health and Wealth What's The Connection

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## **Wellbeing @ ATCO Journey**

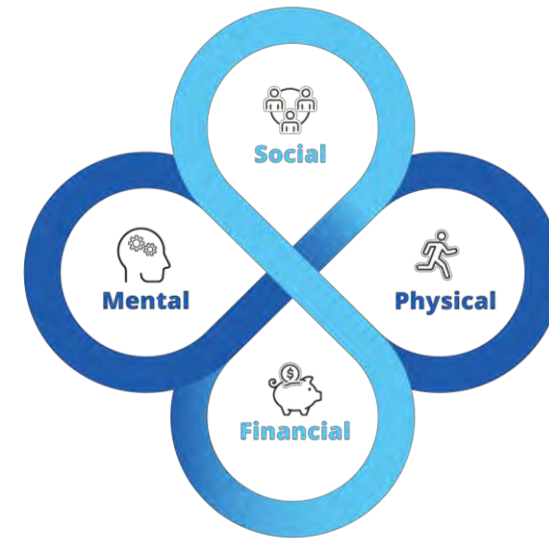


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## How were we successful?

- Wellness Promoters (Grassroot)
- Squads (Content and Activities)
  - 80+ Mental Health Module
  - 30+ Quarterly Activities
- ATCO Offered Mental Health Day
- Corporate Recognition
- Periodic Re-evaluation (feedback loop)
- Coverage for Mental Health



**WELL-BEING**   
@ ATCO

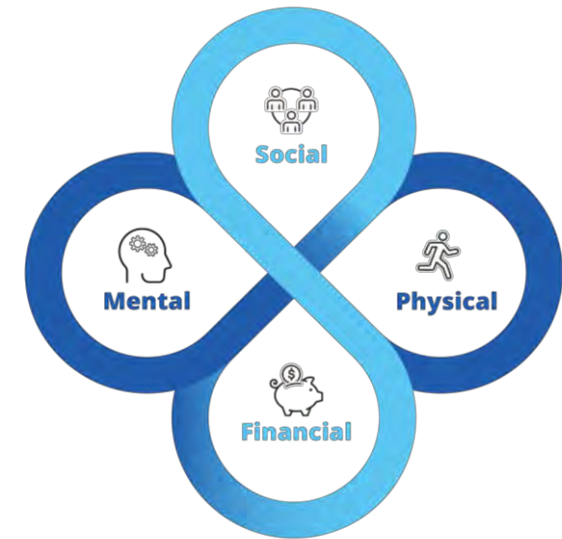
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## How were we successful?

### The Heart and Soul: Our People

- 200+ Wellness Promoters
  - 10 ATCO Companies
  - 30+ Municipalities
  - 80+ Buildings/Floors
- Impacting 4000+ Employees



**WELL-BEING**   
@ ATCO



**As we endeavor to “Fuel the Future” how are you making an impact?**

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## Questions/Feedback



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## Sway Mental Health Module (Example)

