

Sustainable Development Plan 2024–2028: Progress summary

The table below gives the results for 2024. We also specify the subgoal from the *Government Sustainable Development Strategy 2023–2028 (GSDS)* corresponding to each action item in the Plan. The Plan is scheduled to be updated in the first quarter of 2025.

More information on [our sustainability actions and performance](#) can be found online.

GSDS subgoal	Action	Indicator	Starting measurement (year/period)	Target 2024	Result 2024 / Comments
Responsible procurement					
5.4.1 Increase the share of sustainable procurement.	Increase the share of our sustainable procurement.	% of contracts incorporating new sustainability components	New indicator	10	24.6 / We have integrated into this percentage the monitoring of human rights risk mitigation measures for the occupational health and safety questionnaire as an eligibility criterion (passing grade of 70% required) in six purchasing categories.
	Increase the business opportunities made available to social economy enterprises.	Number of social economy enterprises with a contract or active order for the current year	49 (2023)	55	82^a / We made sustained efforts to encourage external stakeholders and our employees to buy from social economy enterprises. We updated the status of the enterprises registered in our supplier database.
Biodiversity					
2.1.1 Enhance and ensure the long-term survival of Québec's protected areas.	Determine the conservation potential of our properties so as to help attain government biodiversity conservation objectives.	Cumulative number of hectares targeted for conservation	New indicator	Adopt a method for establishing conservation potential	Underway / The method for establishing the conservation potential of Hydro-Québec's properties is based on three documents produced in 2024. The guide for determining the ecological value of Hydro-Québec's properties was used to assign an ecological value to each of the company's 5,567 lots. The other two documents are currently draft versions under consultation. The first describes the decision-making mechanism for identifying opportunities to conserve or protect certain properties, and the second explains how to create a recognized conservation measure, including steps to follow and groups to consult.
2.1.2 Improve the state of Québec's plant and wildlife species.	Incorporate improvement or restoration measures aimed at promoting biodiversity in our projects.	% of projects subject to Section 31 of the <i>Environmental Quality Act</i> (EQA) that integrate these measures	New indicator	100	75 / In 2024, Hydro-Québec carried out and filed four environmental impact statements for as many major projects, three of which integrate an additional biodiversity protection measure. The integration of these measures to the projects already launched proved more complex. One such measure will be integrated to a fourth major project in 2025.

a) Data verified by the BNQ.

GSDS subgoal	Action	Indicator	Starting measurement (year/period)	Target 2024	Result 2024 / Comments
Sustainable Indigenous communities and other communities					
3.2.2 Support entrepreneurship among women, Indigenous people and people from diverse backgrounds.	Obtain Gold-level certification in the Partnership Accreditation in Indigenous Relations (PAIR) program run by the Canadian Council for Indigenous Business	Certification level	Silver level (2023)	Gold Level	Gold level / The Gold certification obtained in 2024 recognizes Hydro-Québec's efforts in terms of: <ul style="list-style-type: none">• Relations with Indigenous communities• Economic benefits• Training and employment for Indigenous workers The progress made to date shows that the company is a good business partner and is committed to promoting the prosperity of Indigenous communities. Hydro Québec is also committed to offering a workplace that is open and inclusive toward its Indigenous employees.
	Support Indigenous women entrepreneurs.	Cumulative financial contribution (\$M)	1 (2023)	2	2^a / In 2024, Hydro-Québec made a \$1 million contribution to the First Nations of Québec and Labrador Economic Development Commission (FNQLEDC), as set out in the agreement signed by the parties. The payment consisted of two cheques of \$500,000, one in June and the other in November. This contribution brings the total cumulative contribution to the FNQLEDC to \$2 million, as planned.
4.1.1 Help municipalities take sustainable action in their jurisdictions.	Work with municipalities to implement projects that foster biodiversity in our transmission rights-of-way.	Cumulative number of hectares developed	10.2 (2023)	40	22.1^a / The annual targets were set based on the number of hectares we believed were developed in 2023: 19.68 ha. This number was provided by our three municipal partners. When calculating the number of hectares developed in 2024, Hydro-Québec recalculated the number of hectares covered by the projects carried out in 2023. Unfortunately, the total was 10.2 ha and not 19.68 ha for 2023. In 2025, we will be promoting this initiative to get even more interest from our municipal partners.
Responsible energy use					
1.1.3 Support the development of green industries and clean technologies.	Achieve the 21-TWh (terawatthour) energy savings target by 2035 through our energy efficiency programs.	Cumulative number of gross TWh saved	0.84 (2023)	1.77 (+0.93)	2.01 (+1.17) / The target was exceeded primarily thanks to: <ul style="list-style-type: none">• The introduction of a large-scale financial support program for residential customers.• The addition of successful, high-impact measures to the program tailored to business customers.• A 60% increase in the financial support offered to agricultural customers, especially through the introduction of new customized measures.

a) Data verified by the BNQ.

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1.3.2 Facilitate responsible and local consumption options.	Free up 3,500 MW of electricity that can be shaved or shifted by 2035 through our demand response offers.	Number of megawatts (MW) shifted or shaved	2,041 (2023–2024)	2,152	2,371^a / The result for winter 2024–2025 exceeded the target for the reference period thanks to strategic marketing and promotion initiatives that increased the number of residential and business customers signed up for a demand response option.
Decarbonization					
4.2.2 Reduce the energy intensity of transporting people and goods.	Increase electricity supply to help reduce the energy intensity of transporting people and goods.	Number of fast-charge stations in Québec for light- and heavy-duty vehicles	897 (2023)	1,120	1,110^a / The result is 10 stations short of the target. In 2024, 75 additional connectors were installed, but could not be commissioned due to the lengthy lead times for electrical connections.
5.6.1 Improve sustainability of buildings and infrastructures.	Reduce direct (scope 1) GHG emissions.	% reduction of tonnes of CO ₂ equivalent	362,820 (average of the 2015–2020 period)	-5	Not available / The final number will be published on our sustainability webpage .
5.8.1 Reduce GHG emissions from government vehicle fleets (light- and heavy-duty models).	Gradually convert our fleet of gas-powered vehicles to low- or zero-emission models.	Percentage of vehicle fleet electrified	39 (2023)	47	46^a / The vehicle fleet electrification target was very nearly reached. Efforts to attain the target of 50% will continue in 2025.
Circular economy					
1.1.2 Accelerate the development of the circular economy.	Implement a plan that sets out our corporate guidelines with regard to the circular economy.	% of progress on the plan	0 (2023)	0	0 / In 2024, to guide the implementation of the <i>Action Plan</i> , we developed a strategy to accelerate the transition to a circular economy. The vision, action areas and goals set out in the strategy form the basis of the initiatives that we will carry out in 2025. In addition, Hydro-Québec worked with the Centre d'études et de recherches intersectorielles en économie circulaire (CERIEC). Our projects were used as case studies to help the CERIEC develop tools that will help construction project owners implement more circularity.
5.6.2 Increase sustainable management of construction and renovation sites.	Implement a circular economy plan for waste materials, including waste generated from construction, refurbishment and renovation sites.	Cumulative new circular initiatives, including those for waste materials from construction, refurbishment and renovation sites	0 (2023)	0	0 / We explored various ways to reduce the environmental footprint of our jobsites. We selected sites for implementing circular economy initiatives to reduce the use of new resources and reclaim residual material. In line with these motivations, we modified the clauses of our calls for tenders and signed agreements on the packaging of materials. These projects are underway and will continue in 2025. They are documented and can be assessed in future reporting.
Responsible governance					
5.1.1 Assess the sustainability of government actions.	Assess the sustainability of our projects that are subject to Section 31 of the Environment Quality Act.	% of major projects assessed	0 (2023)	100	100 / We assessed the sustainability of our four projects that are subject to Section 31 of the EQA. In 2025, we aim to find ways to conduct the assessments earlier in the project cycle to maximize benefits.

a) Data verified by the BNQ.

GSDS subgoal	Action	Indicator	Starting measurement (year/period)	Target 2024	Result 2024 / Comments
5.3.4 Increase the percentage of standardized programs that include sustainability criteria.	Integrate sustainability criteria into our donation and sponsorship evaluation and selection processes.	% of donation/ sponsorship recipients that meet sustainability criteria	New indicator	15	44^a / In 2024, we rolled out a new system for processing requests for donations and sponsorships. Thanks to this system, which includes a form with specific questions, we can efficiently determine which organizations meet the sustainability criteria and have therefore exceeded the target set. Among the 605 organizations that received financial support from Hydro-Québec, 266 declared that they have an environmental mission or initiatives.
Sustainable and resilient infrastructures					
5.6.1 Improve sustainability of buildings and infrastructures.	Integrate climate change adaptation into our targeted processes.	Number of processes	36 (2023)	44	NA / Indicator under review.
5.7.1 Improve management of government-generated waste materials.	Renew our BOMA BEST certificates as per version 4.0 of the applicable standards.	% of renewals meeting 4.0 requirements	0 (2023)	22	0 / The renewals planned were initiated but the certification process changed, resulting in longer lead times. The process will be complete in early 2025.
Human resources					
NA	Improve workplace safety by adopting measures to reduce accident risks.	Frequency of work-related accidents involving lost time and/or death, per 200,000 hours worked at Hydro-Québec	1.17 (2023)	1.12	0.90^a / In 2024, Hydro-Québec greatly reduced the frequency of work-related accidents involving lost time thanks to a number of initiatives aimed at improving occupational health and safety, including measures such as improving risk management processes, ongoing training on safe practices and the implementation of new technologies to monitor operations and prevent incidents.
5.8.2 Increase the modal share of active, collective and alternative transportation over single-occupancy vehicle use by government employees.	Increase the share of active, collective or alternative transportation used as compared to single-occupancy vehicle use.	% of modes of transport other than single-occupancy vehicle travel	NA	50	50 / Due to the difference between the method used by Hydro-Québec in its 2023 survey and the one used by the provincial government in its 2024 survey, we decided to adjust our target based on the latter. In addition, we deployed our sustainable mobility program gain in 2024, with initiatives such as bicycle mechanics workshops at our main administrative centres, the promotion of company rebates for Bixi and àVélo, our guaranteed return-to-home service for employees who carpool and a lunch-and-learn on bike travel. We also reviewed the criteria for parking lot set-up to integrate more sustainable mobility. Finally, Hydro-Québec was the winner of the Défi sans auto solo prize.

a) Data verified by the BNQ.