

Scotiabank Truth & Reconciliation Action Plan

October 2024

Mukluks by Métis artisan Heidi Houle, member of the Paddle Prairie Métis Settlement in Alberta

Photos by Métis photographer Faithe McGuire, member of the Paddle Prairie Métis Settlement in Alberta

Illustrations created by Ojibwe graphic designer Joshua Hunt from Migisi Sahgaigan (Eagle Lake) in Treaty 3





Land Acknowledgement

We are privileged to stand on the ancestral and unceded territory of First Nations, Inuit, and Métis people. We offer our gratitude to the First Peoples for their care for, and teachings about, our earth and our relations. We acknowledge the effect of residential schools and colonialism on Indigenous families and communities. Considering this history, we dedicate ourselves to moving forward in the spirit of partnership, collaboration, and reconciliation. Stewardship with Indigenous Peoples, cultures, and communities is all of our responsibility. We reflect on the actions and the steps that must be made towards the advancement of truth and reconciliation.

Thank you to the Indigenous Inclusion team and Indigenous Employee Resource Group for granting us permission to use this Land Acknowledgement.



This Land Acknowledgement applies to the land on which Scotiabank has its executive offices (Toronto, Canada) and its Canadian operations. It does not represent the historical and personal experiences of Indigenous Peoples across our international operations.

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Language Selections

Across Turtle Island, over 70 Indigenous languages are spoken. Pushing against hundreds of years of assimilation practices, language reclamation is vitally important to the Peoples and communities where they were developed and thrived. During the development of Scotiabank's Action Plan, we considered opportunities to embed Indigenous language into the work. This sparked many conversations and important perspectives. We have learned that the inclusion of Indigenous languages into mainstream corporate materials is complex and touches on issues of rights, inclusivity, and appropriateness.

Ultimately, we heeded the advice of the Truth & Reconciliation Commission of Canada that the preservation, revitalization, and strengthening of Indigenous languages and cultures are best managed by Indigenous Peoples and communities. With that in mind, we have moved forward with Scotiabank's three main languages of English, French and Spanish.

As Scotiabank continues its reconciliation journey, we will look to continue supporting Indigenous-led language reclamation programs through ScotiaRISE and are committed to learning more about language reclamation through these partnerships.





Czech seed beads are small, round glass beads known for their uniform size and high quality. Moccasin and mukluk maker Heidi Houle used beads in traditional green and blue hues to adorn the muklucs featured in this Action Plan.



Artist Spotlights

The muklucs, and the process of their making, are illustrated throughout our Truth & Reconciliation Action Plan. The muklucs represent a journey towards reconciliation — a path we are walking together towards a hopeful future.

Every stitch, bead, and material tells a story, from the Métis-style beadwork to the construction technique. The beaver fur references the fur trade and the animal's tenacity and resilience. The Moose Hide Campaign provided the moose hide leather, and Scotiabank Indigenous employees gifted the traditional medicines sewn into the muklucs (sweetgrass, sage, tobacco, and cedar).

Heidi Houle

Heidi Houle, a moccasin and mukluk maker artisan from the Paddle Prairie Métis Settlement in Alberta, Canada, designed and hand-crafted this traditional footwear for Scotiabank. Heidi comes from a long line of Métis entrepreneurs; she skillfully blends traditional Métis beadwork with Cree and Ojibwe mukluk-making techniques. Heidi's dedication to her craft and her community inspires us and reminds us of the importance of building and renewing connections as part of our reconciliation efforts.



Faithe McGuire

Faithe McGuire is a Métis mother and entrepreneur from Paddle Prairie Métis Settlement in Alberta. She is passionate about Métis history and has pursued participation in the reconciliation actions towards Indigenous people, including herself. Through this learning of her true history, she has found healing and a purpose for herself through motherhood, photography, and film; her subject largely the Métis people. "Reconciliation is important for us Indigenous people to understand as well. Many Métis in my generation have dealt with feelings of shame from abandonment of self which comes from many years of Canada denying our existence as a nation. For so long we were known as the forgotten people, now I feel dedicated to documenting the absolute beauty and majesty of our people and their stories. I am so honoured to have been a part of this project and I'm grateful for having the opportunity to capture Heidi's work."



Mukluk making is a cultural practice that combines traditional techniques with the personal creativity of the maker. Under Heidi's guidance, Scotiabank's Truth & Reconciliation team participated in the careful selection of all materials used in the making of the mukluks.





About the Illustrations

The graphic illustrations in this Action Plan reflect our commitment to honouring Indigenous artistry and craftsmanship while actively participating in the journey towards truth and reconciliation. The art looks to avoid singling out a specific Indigenous Nation or group, hoping instead to signify unity and inclusivity.

Inspired by the work of Heidi Houle, the illustrations pay homage to the intricate design of the mukluks created for Scotiabank's reconciliation journey. Using a collection of floral graphic assets and motifs, the designs embody the essence of the natural world, emphasizing the four Indigenous components of florals: leaves, buds, stems and flowers. The illustrations also incorporate the sacred medicines, tobacco, sage, cedar and sweetgrass as a nod to the integration of traditional practice within the mukluks.

Joshua Hunt

Joshua Hunt is an Ojibway Graphic Designer from Eagle Lake First Nation who is based in Winnipeg, Manitoba. Joshua is an experienced visual storyteller who seeks to engage, inform, and inspire people through design that solves business problems for entrepreneurs, organizations, and communities. His work is firmly rooted in strategy and he specializes in brand identity, web design and illustration.



Statement of Truth and Reconciliation



Across Turtle Island, Scotiabank employs, banks, and resides within or near the territories, nations and communities of Indigenous Peoples. Throughout our history together, we acknowledge the barriers the financial system has created for Indigenous Peoples, impacting their economic advancement, and the significant work to be done to rebuild relationships of trust.

Scotiabank recognizes our responsibility to address the Truth & Reconciliation Commission of Canada's Calls to Action, with a specific emphasis on section 92, which requires the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) as a reconciliation framework.

Scotiabank's Truth & Reconciliation Action Plan will build on foundational work by the Bank, which has earned our Bank certification with the Canadian Council for Indigenous Business' Partnership Accreditation in Indigenous Relations (PAIR) program. This Action Plan will deepen our Bank's commitment toward intentionally including Indigenous perspectives into our business and contributing to positive outcomes for Indigenous Peoples.

Our ongoing work is the responsibility of all Scotiabankers, present and future, because we are all Treaty People. Under the continued conditions of learning, co-development and consistent momentum, we hope to contribute to positive outcomes in the form of holistic wellness for Indigenous employees, prosperity among Indigenous clients and reciprocity between Scotiabank and community for generations to come.

Scott Thomson, (he/him), President & CEO





Message from the CEO



“It is my humble privilege to champion Scotiabank’s journey of reconciliation, and with it, the start of a transformational process for the Bank, with truth at the centre of our efforts and in its rightful role before reconciliation.”

Our inaugural Truth & Reconciliation Action Plan sets out consistent, meaningful, and progressive actions to move us along the path to reconciliation. The Action Plan and our 37 commitments have been co-developed and informed by the experiences of Indigenous Peoples, and approached with thoughtfulness, respect, and the deliberate grounding in the insights of truth.

We appreciate the consultation among our Rightsholders, Knowledge Keepers, Elders and stakeholders who have shared themselves, their time and their experience to help shape these commitments. We are listening to and learning from Indigenous stories and voices, which is a necessary part of acknowledging the barriers to economic advancement faced by Indigenous Peoples throughout history.

Listening and learning is also an important part of my own personal reconciliation journey. I grew up in the Okanagan Valley, part of the Syilx Okanagan People’s territory, where Indigenous culture is visible and prevalent. I recognize that I have much more to learn about Indigenous communities and their history, as I spend more time with the employees, clients, and communities that we serve across Canada.

Reconciliation connects right through to our Bank’s core values and helps us to unlock opportunity as the foundation for fostering strong, reciprocal relationships. It is intrinsic

to our vision to be a trusted Bank that is here for every future. It is part of how we can support economic progress for our Indigenous clients and a culture of inclusion that benefits us all.

We also recognize that reconciliation is a journey without an endpoint; it will continue to evolve. Our Action Plan forms a solid foundation by which we can grow, and it is linked to our decade-long participation in the Canadian Council for Indigenous Business’s Partnership Accreditation in Indigenous Relations certification. Our commitments are part of how we will drive accountability for delivering on our actions and ambitions as we work to build relationships of trust with Indigenous Peoples inside and outside the Bank.

Scotiabank’s Board and our management team are committed to support the meaningful and progressive actions outlined in our Plan to help advance inclusion and opportunity for all Indigenous Peoples.

While we are proud of what we are building, we know that important work remains ahead. We are ready to take on this generational opportunity to advance reconciliation.

*Scott Thomson, (he/him),
President and CEO*



The Métis are known as the “Flower Beadwork People” and intricate floral beadwork has become a symbol of their rich cultural identity. To form the floral designs for the mukluks, beads were stitched onto wool stroud vamps with felt backings, forming the front and top of each boot.

Truth



Indigenous Knowledge Keepers, Elders and leaders have spoken clearly and plainly: reconciliation cannot happen without truth. Without truth, how do we know what we are reconciling for?

If reconciliation is the process of redressing historical wrongs, then truth is the means to identify, articulate, and learn from those historical wrongs. The relationship between the two is absolute.

The fact is, Canada's history of colonization is not yet history. Its legacy still wields influence across a spectrum of socio-economic disparities – impacting mental health, justice, housing, education, employment, and financial access. The result is injustice, inequity, and loss that is tragically captured in ongoing crises, such as the thousands of the Missing and Murdered Indigenous women, girls, Two-Spirit and gender-diverse Peoples.

A commitment to advancing reconciliation requires accepting the truths of Canada's legacy of exclusion, assimilation, and mistreatment of Indigenous Peoples, and for the Bank, recognizing where the

financial services sector has played a part in these systems.

We contribute to recounting the hidden history of Canada by engaging with Indigenous authors to amplify their voices, stories, and truths. We have also sought truth by listening and learning from the honest perspectives and ideas of internal and external Rightsholders who helped shape the actions in this plan. As articulated in commitment #7 of this Action Plan, Scotiabank will conduct historical research to better understand the broad financial themes that contributed to Indigenous economic exclusion faced by Indigenous Peoples. These are examples of how we will stay connected to truth as we continue our learning journeys.

Even though the truth may make us feel uncomfortable, it must continue to be spoken, heard, and understood. The intrinsic importance of truth is why this document is a Truth & Reconciliation Action Plan. By formally including truth in our approach, we stay connected to the work of truth telling as a change agent of reconciliation.



“Scotiabank cannot advance economic reconciliation without acknowledging systemic barriers within our financial structures and institutions. We have started our journey, beginning with learning truth, to consider how the Bank takes a role in addressing the economic barriers faced by Indigenous Peoples. Through our Action Plan, the Bank has identified its first steps toward reconciliation. We recognize change takes time; and we are committed to keep moving forward.

It has been a profound experience for me personally to learn about, and improve my understanding of, the impact of the Canadian legal system on Indigenous Peoples. A step I have taken to become aware of truths, is to build a better understanding of how Indigenous laws and legal structures are considered within Canada’s legal systems. For each of us, learning truths is an important – and personal – learning journey we all need to take towards reconciliation.”

Ian Arellano, (he, him), Executive Vice President and General Counsel



Special Acknowledgments and Thanks



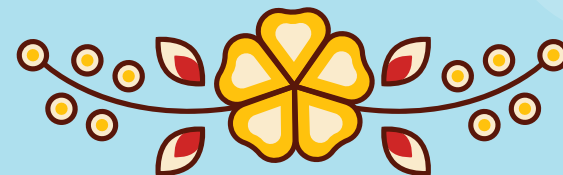
Nimiigwechwendam.

I am feeling grateful.

We have arrived at this historical moment because of the contributions of dozens of courageous and generous Knowledge Keepers, Elders, community members, Indigenous, and non-Indigenous employees. Reconciliation happens when everyone rolls up their sleeves and does the hard, emotional, and uncomfortable work. This team, this community, has done just that. To each of you, I hope you can see and feel your truth, wisdom, passion and dreams embedded into every aspect of this Action Plan. I am truly humbled for the love and care you have shown throughout our journey together so far and am proud to walk alongside each of you as we continue on this journey. Chi miigwech.

*Myan Marcen-Gaudaur, (she/her),
Director, Social Impact and Reconciliation*

We extend our thanks to everyone who supported the development of this Action Plan, including those who helped build the foundation for this work and informed the commitments and actions of our approach. We are proud that over thirty percent of contributors were Rightsholders, Indigenous employees, clients, vendors, organizations and Nations. We appreciate the voices, stories, insights, and experiences of those who shared invaluable wisdom to guide, challenge, and inform our commitments to reconciliation. Finally, for those who contributed to this work but whose names we regrettably missed, please know your contributions are felt and are deeply appreciated.



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Daryl Dunn

Chana Edelstein

Robin Edger

Kelsey Eisner

Tanya Eisener

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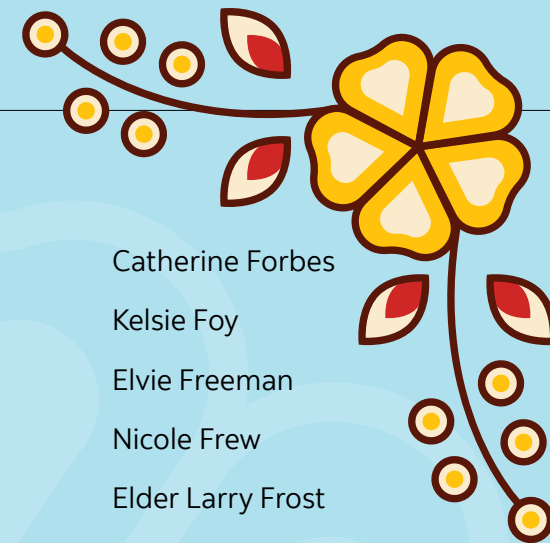
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Daniel Yungblut

Conrad Zawadzki

Clancy Zeifman

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Thanks to the work of the Moose Hide Campaign, moose hide is a symbol of taking a stand against violence and undoing the effects of Residential Schools. The hide used in the construction of the mukluks was provided by the Campaign in honour of Scotiabank's ongoing partnership and support.

Truth & Reconciliation Action Pillars and Commitments

We approached the development of the pillars and commitments in our Truth & Reconciliation Action Plan as a cycle of listening, co-creating, and consensus building. It was central to this effort to incorporate a broad range of voices and perspectives to help ensure that the commitments in our Action Plan reflect the views and priorities of Indigenous leaders, communities, employees, and clients.

Our journey began with a thorough review of Scotiabank's existing policies, practices, and programs related to Indigenous relations. This step was critical to evaluate where we stand on our path to reconciliation and to identify areas we needed to improve.

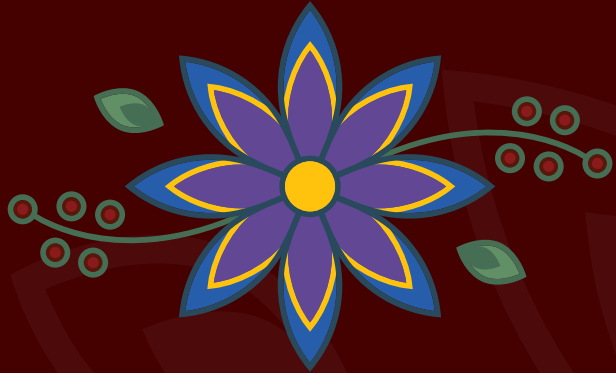
Next, we brought together over 70 contributors, of which more than half were Rightsholders, including Indigenous employees, clients, community members, and representatives from various Nations. They challenged, reframed, or validated our initial ideas, which led to a first draft of commitments.

We also sought the insights of the internal Indigenous Advisory Circle at Scotiabank, which helped us focus on commitments that meet community needs and align with our strategic goals.

To refine and finalize the commitments, we facilitated over 25 working sessions with Scotiabank's senior leaders, employee groups, and departments to identify potential barriers and determine the resources for implementation.

The result of this process are 37 reconciliation commitments, organized under six action pillars, to guide us on our path and hold us accountable.





Leadership & Governance



Organizational Governance

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>1. Ensure successful delivery of the Truth & Reconciliation Action Plan commitments through a Truth & Reconciliation Team</p>	<p>Recruit for and establish a Reconciliation Team that will monitor and lead the implementation of Truth & Reconciliation Action Plan commitments to ensure successful delivery through internal accountability and integration.</p>	<p>Truth & Reconciliation team established with geographic representation and standard operating procedures in place to ensure ongoing success of current and all future Truth & Reconciliation Action Plans.</p>	<p>Ongoing</p>	<p>Social Impact</p>

Board & Executive Oversight

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>2. Support Indigenous employees with specialized leadership training</p>	<p>Support (Canadian-based) Scotiabank Indigenous Talent with their professional development through providing the Good Corporate Governance Program to interested Indigenous employees. This program aims to grow the boardroom talent pool with more Indigenous employees by exploring best practices and emerging trends, while also enhancing their skills and potential as board directors.</p>	<p>Good Corporate Governance Program training content developed and administered to interested Indigenous employees, re-delivered annually.</p>	<p>Q2 2025</p>	<p>Corporate Secretary</p>
<p>3. Increase Indigenous awareness with Board of Directors through mandatory training</p>	<p>Implement annual mandatory cultural awareness trainings for Scotiabank Board Directors that focus education and engagement activities to deepen knowledge and understanding of Indigenous Relations and Reconciliation opportunities.</p> <p>Beginning in 2024, Scotiabank Board of Directors will complete the 4 Seasons of Reconciliation and may continue their learning with supplementary materials including the Truth and Reconciliation Commission's Final Report detailing 94 Calls to Action.</p>	<p>100% of Scotiabank Board directors complete 4 Seasons of Reconciliation and promote learnings amongst peers.</p>	<p>Ongoing - Q2 2025 and refreshed annually</p>	<p>Corporate Secretary</p>



PILLAR 1: LEADERSHIP & GOVERNANCE

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>4. Create more opportunities for Indigenous perspectives to meaningfully and respectfully guide Scotiabank on its reconciliation journey with the creation of an Indigenous Advisory Council</p>	<p>Establish an external Indigenous Advisory Council (IAC) that will ensure Indigenous perspectives are present at the decision-making and operational levels of Scotiabank. Scotiabank will aim to value and care for the knowledge shared by the IAC when providing guidance and advice to the Board, executive, and director levels of relevant business lines through dedicated processes and roles defined by a Terms of Reference.</p>	<p>IAC Terms of Reference finalized, governance created and recruitment initiated.</p>	<p>Q1 2026</p>	<p>Truth & Reconciliation</p>

Policies

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>5. Establish enterprise-wide expectations of how Scotiabank and all its employees interact with Indigenous Peoples through a policy/framework</p>	<p>Create a policy/framework to establish an enterprise-wide approach on how Scotiabank and all its employees will interact with Indigenous Peoples both internally and externally and will underpin the development of future Action Plans.</p>	<p>Policy drafted and socialized for approval.</p>	<p>Q4 2026</p>	<p>Truth & Reconciliation</p>
<p>6. Include Indigenous Data as a dedicated section in the Bank's relevant data-related policies to better respect and protect Indigenous data sovereignty</p>	<p>Apply an Indigenous-led approach to the identification of data sovereignty principles Rightsholders believe should be prioritized in the application of an Indigenous Data Protection Policy, as well as what data is currently being collected that should fall under a potential Policy. Review leading practices on Indigenous data sovereignty and review feedback from Indigenous employees and clients to update existing data protection policies to include dedicated coverage for Indigenous groups. In tandem with the policy launch, include training for all Scotiabank employees on its importance.</p>	<p>Focus groups and/or sharing circles conducted with both internal and external Rightsholders and Indigenous Advisory Committee members. Indigenous-led definition and approach to Indigenous Data Sovereignty established as well as necessary policy applications. Training materials to support policy updates created and delivered to relevant teams.</p>	<p>Q4 2027</p>	<p>Truth & Reconciliation in partnership with Analytics & Innovation, Global Human Resources, Data & Analytics</p>

Spotlight:

Truth & Reconciliation Team

The creation of a Truth & Reconciliation team aligns with commitment #1 of this Action Plan. This team will support Scotiabank on its reconciliation journey through the oversight, delivery and reporting of this Action Plan while also cultivating a culture of reconciliation within our Bank, strengthening community relationships and stewarding corporate reconciliation among and beyond our sector.



“I am honoured to be the first to hold this pivotal role, dedicated to fostering reconciliation within one of Canada’s major financial institutions. We have an opportunity to bridge historical divides and forge a new path forward together. As we move ahead, I look to the wisdom and knowledge of my ancestors and community around me so that the future will be brighter for the generations to come. We will be successful if we continue with the integrity and intentionally that started this important work.”

*Beth Pachkowski (she/her),
Senior Manager, Truth & Reconciliation,
Red River Métis, Wînipêk, Maninto-wapow*





The beaver fur selected for the mukluks acknowledges the historical significance of the fur trade for Indigenous Peoples, and honours the traits of resilience and tenacity associated with the beaver.



Education



Communications

Commitment	Details	Measure of Progress	Timeline	Accountability
7. Unlocking the true history of Canada is a critical precursor to the advancement of Reconciliation. We seek to uncover the truth by better understanding Scotiabank’s historical impacts to Indigenous Peoples in Canada	In the pursuit of Truth-Seeking and Truth Sharing, Scotiabank in partnership with an Indigenous organization, will conduct an historical analysis to explore Scotiabank’s relationship with Indigenous Peoples and communities to understand its past economic impact on Indigenous Peoples in Canada with a focus on Policy & Practices, Leadership and Community. Creating space for Truth is essential in creating an awareness and acknowledgement of the past to permit the meaningful advancement of Reconciliation and action to change behavior.	Research completed with clear insights pertaining to Scotiabank’s history with Indigenous Peoples. Publicly disclosed acknowledgement of findings.	Q1 2026	Truth & Reconciliation
8. Create a consistent and meaningful approach to Land Acknowledgements for Canadian Scotiabank employees	Develop meaningful Land Acknowledgements for Scotiabank employees at an individual and institutional level by providing guidance and training on the development and importance of these statements. Continue to advance awareness and engagement with Scotiabank’s Statements of Reconciliation best practices.	Land Acknowledgement plan created and implemented and Statement of Reconciliation training guide developed with SharePoint usage rates monitored.	Q3 2025	Truth & Reconciliation (with support from Indigenous Inclusion and ESG Communications)
9. Transparently communicate Scotiabank’s Truth & Reconciliation journey to external audiences	Create an external microsite dedicated to progress towards Truth & Reconciliation Action Plan commitments for increased accountability and transparency on Scotiabank’s Truth & Reconciliation journey, and how the commitments are being implemented.	Microsite launched with web analytics benchmarks defined to monitor for future progress.	Q2 2025	Enterprise Communications & Marketing



PILLAR 2: EDUCATION

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>10. Promote Scotiabank's Truth & Reconciliation process, relations with Indigenous Peoples, and the vision for Truth & Reconciliation at the Bank in messaging from leadership and the Bank</p>	<p>Establish consistent communication of the Truth & Reconciliation Action Plan objectives in messaging from Bank leadership and teams to reinforce and promote the enterprise-wide importance of Scotiabank's Truth & Reconciliation efforts. Deliver an enterprise communications plan that supports consistent, sustained communications about the Bank's Truth & Reconciliation journey and the ongoing progress of Truth & Reconciliation Action Plan objectives at regular intervals to corporate and branch level employees.</p>	<p>Formal communication plan developed that outlines how meaningful and sustained communications about Scotiabank's Truth & Reconciliation journey will be delivered by leadership and the Bank.</p>	<p>Q1 2025 and refreshed annually</p>	<p>Enterprise Communications & Marketing</p>

Cultural Awareness Training

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>11. Increase the accessibility of customized programs dedicated for Indigenous employees at Scotiabank</p>	<p>Provide training for people managers and informational resources for Indigenous employees to increase the accessibility of customized programs dedicated for Indigenous employees in Canada through promotion and awareness building.</p>	<p>Training content developed and benchmark established on usage rate of training by managers and Indigenous employee support programs to monitor for improvements.</p>	<p>Q1 2026</p>	<p>Talent, Global Human Resources Services, Global Learning & Development</p>
<p>12. Enhance and expand mandatory cultural awareness training program content to meaningfully inform non-Indigenous employees on the lived experiences of Indigenous Peoples</p>	<p>Resource and prioritize the development of Indigenous content in the mandatory cultural awareness training update to meaningfully inform non-Indigenous employees on the lived experiences of Indigenous Peoples and potential interactions with Scotiabank (i.e., as employees, suppliers, communities, or retail and non-retail clients, etc.). The updated program content and increased awareness will aim to support a cultural shift in the organization that creates an atmosphere of reflection, celebration and pride in Truth & Reconciliation efforts. The updated content will be reviewed and refreshed annually based on the identified learning needs.</p>	<p>Updated training content developed for business-specific groups including typical interactions with Indigenous People for their role.</p>	<p>Q4 2025</p>	<p>Talent, Global Human Resources Services, Global Learning & Development</p>

PILLAR 2: EDUCATION

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>13. Support and inspire Scotiabank’s senior leadership team to build relationships with Indigenous communities and organizations to raise awareness and engagement</p>	<p>Connect Scotiabank leaders at the VP+ level with Indigenous communities and organizations to participate in community ceremonies, events, and volunteer opportunities. This participation will aim to build relationships and raise awareness amongst leaders about the systemic barriers Indigenous Peoples face, the importance of Truth & Reconciliation, and inspire opportunities for Scotiabank to support the communities or organizations in the spirit of reciprocity.</p>	<p>Leaders of business lines connected to Truth & Reconciliation Action Plan commitments have participated or are scheduled to participate in at least one event per year.</p>	<p>Q1 2026</p>	<p>Leadership & Talent Management</p>



Spotlight:

Amplifying Indigenous Voices

If people do not know, they will not care. If they do not care, they will not act.

Education is essential to creating a culture of reconciliation and build a foundation of knowledge. As part of advancing our Action Plan commitments, Scotiabank is using its platforms to help amplify the voices, stories, and truths of Indigenous authors and artists.

As the Bank developed its Action Plan, Scotiabank partnered Phyllis Webstad, a Northern Secwepemc from the Stswecem'c Xgat'tem First Nation. She is the founder and ambassador of the Orange Shirt Society, and tours Canada telling her story and raising awareness about the impacts of the residential school system.

The Bank purchased 2,500 copies of Webstad's children's book, *Every Child Matters*, colourfully illustrated by Karlene Harvey, and gifted them to Indigenous schools and educators across Canada. Although written primarily for children, the impacts of her honest, heart-felt storytelling made a lasting impression on Scotiabank employees. The Bank will also be raising awareness about Webstad's newest book, *Today is Orange Shirt Day*.

The Bank's commitment to education and Indigenous authors will continue through support for Michelle Good, award-winning Cree author of *Five Little Indians* and *Truth Telling*, and Carol Anne Hilton, a Hesquiaht woman and her book *Indigenomics*. We are grateful for the partnership and trust of these authors.







Employment



Recruitment

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>14. Increase accessibility for Indigenous job applicants by updating Scotiabank job postings</p>	<p>Conduct a review of Scotiabank job postings language and promotion channels to increase accessibility for Indigenous applicants. The review may identify updates such as:</p> <ul style="list-style-type: none"> • Job posting language detailing supports available to Indigenous employees, promoting remote positions, and opportunities to support communities • Promoting job postings through in-person connections at Indigenous education centres or events and new mediums like physical printouts, radio or short videos 	<p>Review of posting language and promotion channels completed with actionable changes identified to update the Job Posting template and promotion process for Indigenous applicants.</p>	<p>Q1 2026</p>	<p>Talent Acquisition Strategy & Programs Team – DEI Indigenous Peoples Team</p>

Employee Retention & Support

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>15. Ensure the retention of Indigenous employees receives a proportional amount of focus from leadership relative to recruitment metrics</p>	<p>Improve the reporting process for retention of Indigenous employees at Scotiabank by establishing a KPI that measures retention and reporting feedback from tailored exit interviews that will be unbiased and ensure confidentiality and anonymity of Indigenous employees. The KPI and exit interview feedback will be reported to HR and senior leaders to ensure retention benchmarks Scotiabank’s success as an employer alongside recruitment and other representation metrics.</p>	<p>Tailored exit interview guides and retention KPI developed with benchmark level assessed to define a target increase level in collaboration with the Indigenous Employee Resource Group.</p>	<p>Q4 2027</p>	<p>Global Human Resources Services, Talent, and Global Inclusion</p>



PILLAR 3: EMPLOYMENT

Commitment	Details	Measure of Progress	Timeline	Accountability
16. Increase remote work opportunities for Indigenous employees through policy updates and awareness building	Conduct interviews with Scotiabank senior leaders in Canada who have communicated in-office or hybrid expectations for their teams to understand their perceived barriers and concerns with remote work. The findings from these interviews will be used to update the remote work policy and build an education campaign on the importance of remote work for Indigenous employees and the Bank to increase remote opportunities for Indigenous employees.	Leadership interviews conducted with report of actionable changes to remote work policy and necessary learning content shared with the Truth & Reconciliation team.	Q1 2027	Global Human Resources Services, Talent, and Global Inclusion
17. Support new Indigenous employees' inclusion and journey into the organization through a dedicated onboarding support role	Create a role dedicated to supporting Indigenous employees during their onboarding at Scotiabank to ensure Indigenous employees' integration into the organization in a thoughtful and meaningful way. This will be done by guiding new Indigenous employees through both the technical and cultural details of the organization to ensure they are aware of the resources available to them and how they are accessed.	Resources within Global Human Resources, Talent, and Global Inclusion dedicated to supporting new Indigenous employees onboarding exists through updated job descriptions and roles.	Q4 2026	Global Human Resources Services, Talent, and Global Inclusion

Company Culture & Conduct

Commitment	Details	Measure of Progress	Timeline	Accountability
18. Increase trust and accessibility from employees completing the self-ID diversity survey through increased training and awareness building	Improve the self-ID diversity survey process and protocols to increase trust and accessibility from employees completing the survey through updated survey content as well as training and resources for people managers and participants.	Survey content and training materials developed and baseline assessment completed on the rate of employees self-identifying as Indigenous who previously hadn't to establish a target improvement level.	Q4 2025	Talent, Global Human Resources Services, Global Learning & Development
19. Empower Inclusion Councils to include Truth & Reconciliation goals to support the integration of the Truth & Reconciliation Action Plan initiatives across Scotiabank	Update the Inclusion Councils' Terms of Reference to mandate that each council includes at least one Truth & Reconciliation goal to support the integration of the Truth & Reconciliation Action Plan across the organization. Provide guidance to Inclusion Councils to collaborate with the Truth & Reconciliation team for support identifying a goal that contributes to the Truth & Reconciliation Action Plan.	Terms of Reference updated with 100% of inclusion councils in Canada identifying Truth & Reconciliation goals.	Q4 2025	Global Inclusion

Spotlight:

Jenny Poulos

Each step on our journey of reconciliation brings us closer to embedding and reinforcing needed changes in our business. Contributing to this process has enabled us to build on our existing Indigenous Peoples Employment Equity Plan and explore more ways we can increase representation and reduce the barriers experienced by Indigenous Peoples. We recognize there is still a lot of work that we can – and should – do.

It is up to each one of us to identify and remove the challenges in our systems, processes, and policies. Scotiabank's Indigenous Inclusion Team has been instrumental in shaping the actions of this plan, and for gaining a deeper understanding of the challenges Indigenous Peoples can face within our organization.

To repair and build trust with First Nations, Inuit, and Métis Peoples, we need to understand and acknowledge Canada's historical wrongs and the systemic challenges that continue to exist. We have set out clear ideas for how we can improve our systems to support organizational change, and become more equitable about how we are attracting, developing, supporting, and retaining Indigenous employees. I take pride in what we have begun, and am energized by our commitments to infuse respect, inclusion, and opportunity for Indigenous Peoples throughout our operations.

*Jenny Poulos, (she/her),
Chief Human Resources Officer*





Spotlight:

Bryan Fick

I joined The Bank of Nova Scotia just over 28 years ago. For the first 22 years – each year I would answer “No” to the question of “Are you Aboriginal?”

My great grandmother was born in 1913, given up for adoption by her birth parents, of which her father was the grandson of a Chief born in Wisconsin. She was adopted into a settler family that raised her as their own. It was the only family she would get to know.

In 2015, through the Bank, I met a First Nation artist and storyteller who took an interest in my story. I shared with him my curiosity to fill in the gaps and blanks of my family’s history. He reminded me that my pursuit of status is self-serving – and encouraged me to look beyond a government card.

Fast forward to today – where I’ve had the privilege to participate in Scotiabank’s Employee Advisory Circle – in support of our Truth & Reconciliation Action Plan. My journey has been humbling. The passion and fearlessness I’ve observed from people around this group has been inspiring. Through this experience, I am reminded that there is no greater pursuit than Truth.

I am proud to answer “yes” because the truth is the truth.

*Bryan Fick, PFP (he/him),
Indigenous Advisory Circle member and Senior Manager,
Home Financing Solutions – Vancouver Island*



Community



Community Engagement

Commitment	Details	Measure of Progress	Timeline	Accountability
20. Maintain and develop trust-based relationships with Indigenous Peoples working with Scotiabank across the organization	Conduct ongoing engagement with Indigenous Peoples Scotiabank works with, such as employees, clients, suppliers, and ScotiaRISE partners, to support trust-based relationship building and better inform Scotiabank products and services for Indigenous Peoples by integrating Indigenous perspectives across the organization.	Target established for the hours spent conducting engagement per quarter (through in-person community visits, surveys, and virtual focus groups) following a baseline study of current engagement hours.	Q1 2026	Truth & Reconciliation

Financial & Non-Financial Support

Commitment	Details	Measure of Progress	Timeline	Accountability
21. Build capacity within the ScotiaRISE team to support trust-based engagement and relationship building between Scotiabank and Indigenous community partners	Create dedicated responsibility within the ScotiaRISE relationship manager roles to conduct engagement and relationship building with community partners that are Indigenous-led or supporting Indigenous Peoples. This will be done to develop a reciprocal, trust-based relationship with these partners and recognize opportunities for enhanced learning and impact in follow-up after a donation has been made.	Indigenous Relations and contextual knowledge of Indigenous Peoples is included as a core competency within ScotiaRISE relationship manager job descriptions.	Q4 2024	ScotiaRISE
22. Proactively collect feedback from ScotiaRISE applicants to foster full-lifecycle relationship building and refinement of the application process	Conduct a review of the ScotiaRISE platform by collecting feedback from Indigenous applicants who did not meet the selection criteria. Feedback topics may include why the organization believes that ScotiaRISE pillars may have not adequately captured the impact their organization provides. This will be done in an attempt to improve the support ScotiaRISE provides potential partners throughout the application and decision process.	Feedback program launched with 50% participation rate.	Q2 2026	ScotiaRISE



Capacity Development

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>23. Support the financial literacy needs of specific Indigenous Peoples by growing the Indigenous Financial Fitness content library and delivery</p>	<p>Continue to expand the Indigenous Financial Fitness program through increased content that covers additional topics at an in-depth level and by ensuring content is tailored for a community's specific learning needs on an ad-hoc basis.</p>	<p>A benchmark analysis of current Indigenous Financial Fitness programs delivered annually completed to establish a target increase rate of sessions delivered.</p> <p>The Indigenous Financial Fitness content library will grow to include an Indigenous Entrepreneurial program and one specific to retail clients.</p> <p>Increase the number of sessions delivered to communities.</p> <p>Ability to unlock new funding sources to scale the program.</p>	<p>Q4 2025</p>	<p>Retail, Canadian Banking</p>

Spotlight:

The Chippewas of Rama First Nation

The Chippewas of Rama First Nation's long-standing relationship with our friends at Scotiabank continues to grow. An unprecedented \$200 million financing to a First Nation for Casino Rama in 1996 was a major step for financial investment in First Nations.

As Scotiabank continues to move ahead on truth and reconciliation, commitments, and calls to action, they lead the banking industry in developing meaningful relationships with the Indigenous community. Miigwech Scotiabank let's continue to grow together.

*Chief Ted Williams, (he/him),
Chippewas of Rama First Nation*

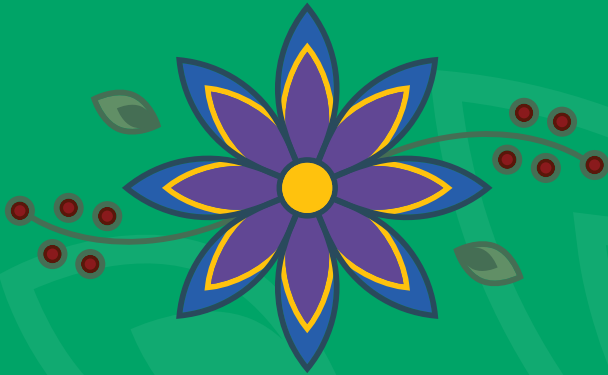




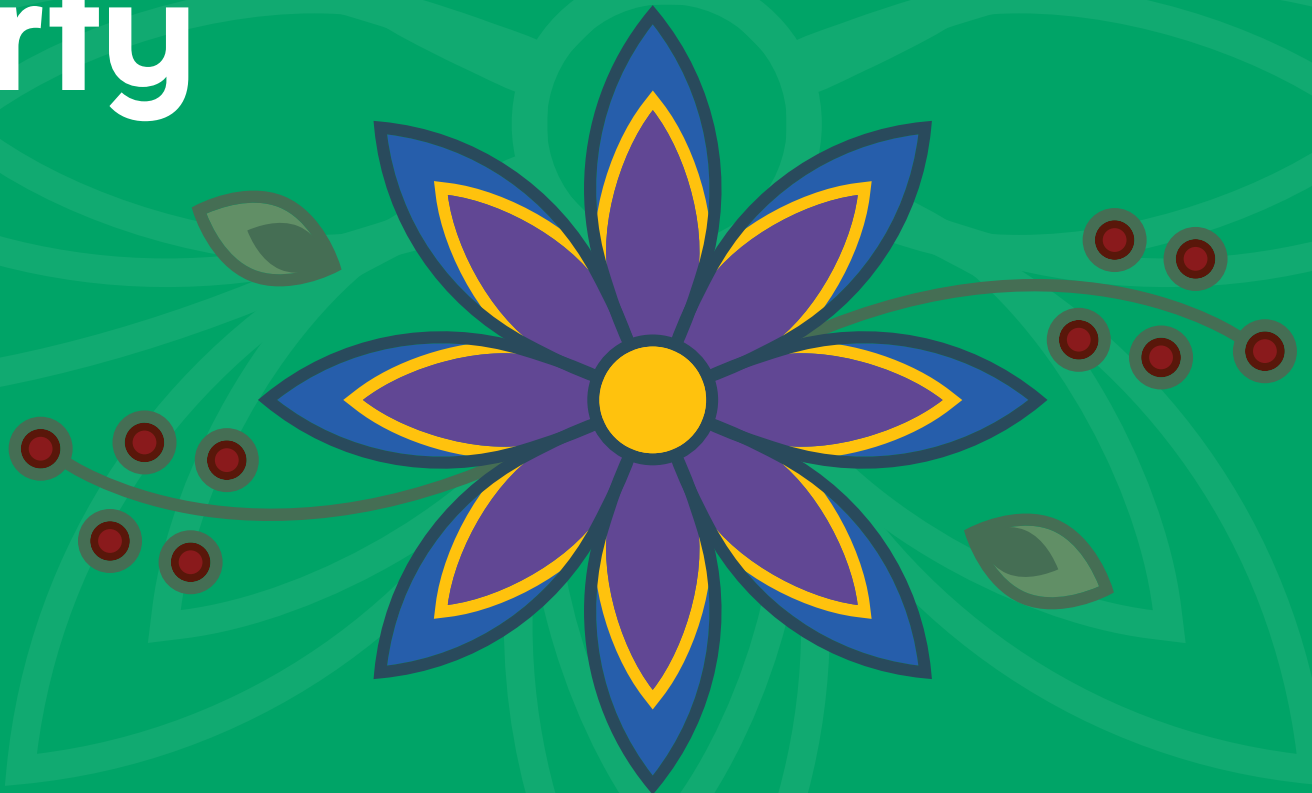
The mukluks are sewn together with extraordinary craftsmanship. Today, the traditional animal sinew is replaced by cotton thread and imitation sinew, blending traditional techniques with contemporary materials to ensure durability.







Client & Third Party



Supply Chain

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>24. Increase procurement spend with Indigenous suppliers and oversight of impacts to Indigenous Peoples through updated procurement processes</p>	<p>Review the overall Third-Party Management process to identify opportunities where supplier qualification assessments can be updated to consider risks, impacts, and benefits to the Indigenous communities and Peoples Scotiabank seeks to support by respecting Indigenous Rights. This includes the development and implementation of an Indigenous Procurement Plan which will incorporate specific actions as informed by Indigenous suppliers and employees, as well as defining an Indigenous procurement target.</p>	<p>Indigenous procurement plan launched with benchmark assessment of Indigenous procurement spend completed to define a target increase level in dollars and number of suppliers.</p>	<p>Q1 2026</p>	<p>Global Procurement Services</p>

Economic Empowerment

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>25. Update Anti-Money Laundering, Know Your Client and onboarding processes and training to better support and service Indigenous clients.</p>	<p>Engage with Indigenous subject matter experts in order to identify/learn about transactions and behaviors that are representative of typical financial activity of the Indigenous community, and review and revise our Anti-Money Laundering, Know Your Client and client onboarding processes for more appropriate solutions.</p>	<p>Internal progress report completed on activities carried out to review/update identified onboarding and training processes.</p>	<p>Q2 2026</p>	<p>Anti-Money Laundering Program Office</p>
<p>26. Understand and address the needs of all Indigenous client segments through a cross-business line client coverage model</p>	<p>Facilitate collaboration between all business lines and Indigenous Financial Services to identify the needs and gaps in services and products deployed to Indigenous clients. This collaboration will establish a client coverage model that meets the needs for Indigenous client segments across all business lines by ensuring service is provided based on which group is best equipped to address those needs, not on client ownership. Further, Scotia Global Asset Management has committed new, competitive cost structures to applicable Indigenous clients.</p>	<p>Collaboration channels and client coverage model established, as well as benchmark metric defined for current capital allocation and assets under management amounts with Indigenous clients to monitor for a target increase of Indigenous clients served.</p>	<p>Q4 2028</p>	<p>Indigenous Financial Services</p>



PILLAR 5: CLIENT & THIRD PARTY

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>27. Support Indigenous clients accessing banking services and products for the first time through employee training</p>	<p>Develop a centralized information kit for client-facing employees serving Indigenous clients who may be accessing banking services and products for the first time. This information kit will aim to ensure Indigenous clients feel welcome, secure, safe and understood through training employees on the unique needs, key processes, and appropriate language to consider when working with Indigenous clients.</p>	<p>Informational content developed with NPS feedback created for clients who have used the kit to measure improvements in client experience.</p>	<p>Q2 2026</p>	<p>Canadian Retail Banking</p>
<p>28. Acknowledge the value of Indigenous perspectives shared with Scotiabank by actioning client feedback to create more relevant banking experiences for Indigenous clients</p>	<p>Gather insights from Indigenous clients received previously and an ongoing basis at quarterly intervals via client feedback platforms and Scotiabank staff members who frequently work with Indigenous clients. When collected, these insights will be used to influence and improve Indigenous banking products and services that align with Indigenous perspectives on wealth and increase access to banking, guided by the specific needs of Indigenous clients.</p>	<p>Indigenous client feedback data collected and reviewed with 1 to 2 actionable outcomes identified as changes that can be implemented, with annual ongoing feedback collection processes developed.</p>	<p>Q3 2026</p>	<p>Retail Client Value & Segments – with support from Anti-Money Laundering, Product Teams, Marketing, Data Ethics, Indigenous Financial Services, Enterprise Privacy Officer and Legal</p>
<p>29. Prioritize Indigenous cultural representation and influence in Scotiabank’s brand and marketing materials</p>	<p>Conduct a review of the Scotiabank Brand Guidelines, Marketing Strategy and Creative Processes to create ample education and awareness of our corporate commitment to prioritize Indigenous cultural representation and consideration within our brand and throughout our marketing materials.</p>	<p>Brand Guidelines, Marketing Strategy and Creative Processes revised, and target established for improvement rate of Indigenous representation in Scotiabank brand, as perceived by Indigenous employees and clients following benchmark analysis of current diversity audit data.</p>	<p>Q1 2026</p>	<p>Enterprise Marketing</p>
<p>30. Increase in community relationships and improved service delivery through region-based specialist roles</p>	<p>Create regional-based specialist roles within or adjacent to the Indigenous Financial Services team to improve service delivery through increased in-community relationship building supported by a dedicated budget and resources.</p>	<p>Dedicated budget for travel created and job descriptions updated or created for regional specialists.</p>	<p>Q4 2028</p>	<p>Indigenous Financial Services</p>

PILLAR 5: CLIENT & THIRD PARTY

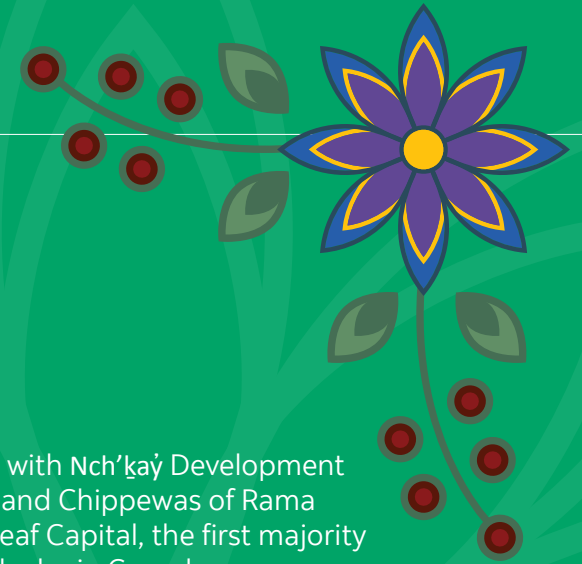
Commitment	Details	Measure of Progress	Timeline	Accountability
<p>31. Improve mortgages available for Indigenous clients by updating bank products, resources and training programs within Real Estate Secured Lending</p>	<p>Deliver mortgage solutions for Indigenous clients by conducting an internal assessment within the Bank's processes, including:</p> <ul style="list-style-type: none"> • Clarifying credit parameters and exploring opportunities to update and enhance residential lending policies in recognition for Indigenous clients • Updating training and resource materials as needed to confidently and thoughtfully offer guidance to Indigenous clients by considering unique regulations that may impact them • Strengthening community engagement in local branches with the Home Financing Advisors (HFAs) to ensure a seamless and positive experience across Scotiabank and Indigenous Communities and Peoples. <p>Based on the findings, deliver appropriate solutions through dedicated budget and FTE resources.</p>	<p>Resources identified and assigned within Real Estate Secured Lending dedicated to improving products, systems, and training.</p>	<p>Q4 2026</p>	<p>Real Estate Secured Lending with Indigenous Financial Services supporting.</p>
<p>32. Support the self-determination and economic prosperity of Indigenous communities seeking access to capital with intentionality through a feasibility assessment</p>	<p>Implement a study to identify the barriers that Scotiabank encounters in its ability to support Indigenous communities when seeking access to capital in order to contribute equity to major development projects on their territory.</p> <p>The outcomes of this study will provide education and insights to Scotiabank employees, inform a new approach to deal structures and cultivate greater collaboration with agencies offering loan guarantee programs.</p>	<p>Completed study with actionable opportunities identified for Scotiabank to support Indigenous communities accessing capital through updated credit adjudication processes, policy advocacy, or addressing misinformation.</p>	<p>Q1 2026</p>	<p>Global Banking & Markets</p>



Spotlight:

Cedar Leaf Capital

The name “Cedar Leaf” was selected to honour the cedar tree and its leaves, which are widespread across Turtle Island. The cedar tree holds deep cultural and spiritual meaning in many Indigenous communities. It is often referred to as the “tree of life” or a “gift giver,” it is essential for crafting tools, clothing, and shelter. Cedar leaves are also used to purify and protect.



In early 2024, Scotiabank joined with Nch'kaŋ Development Corporation, Des Nedhe Group, and Chippewas of Rama First Nation to establish Cedar Leaf Capital, the first majority Indigenous-owned investment dealer in Canada.

Cedar Leaf Capital is focused on fostering greater Indigenous participation in capital markets and creating commercial opportunities for Indigenous communities. Operated initially by Scotiabank, the new entity will leverage the Bank's infrastructure and support systems to quickly and efficiently establish itself in the market.

Reconciliation and deepening relationships with Indigenous communities are increasingly becoming key priorities for governments and businesses. Cedar Leaf Capital will offer a new way for investors and companies to address economic reconciliation and support Indigenous Peoples. The spirit and legacy of Cedar Leaf Capital has been captured in commitment #32 of this Action Plan.



Sewn between the hide and beadwork is a medicine pouch filled with the four sacred medicines of sweetgrass, sage, tobacco and cedar. The medicines were gifted by members of the Scotiabank Truth & Reconciliation team.

Environment & Social Impact



Sustainability

Commitment	Details	Measure of Progress	Timeline	Accountability
33. Support Indigenous-led climate initiatives that address the environmental needs of Indigenous communities	Provide dedicated funding through adapting existing structures and creating new platforms to support Indigenous-led climate initiatives that address the environmental needs of Indigenous communities.	Assessment of baseline environmental funding completed and earmarked amount for Indigenous-led solutions defined under funds allocated for community investments for net-zero and supporting climate-related systems change.	Q3 2026	Global Sustainability
34. Integrate Indigenous perspectives into Scotiabank's Just Transition approach	Conduct ongoing engagement with Indigenous leaders in industries that have opportunities to critically support the energy transition and organizations supporting Indigenous climate change mitigation and adaptation efforts.	System developed to integrate Indigenous perspectives into Just Transition approach and track the consultations conducted to inform future target setting.	Q1 2026	Global Sustainability, Truth & Reconciliation Team
35. Understand investment considerations that support Indigenous Peoples through training and awareness building	Deliver training content tailored for investment management employees to understand the investment considerations related to Indigenous Peoples. This may include understanding and upholding Indigenous Rights, investment opportunities for supporting First Nation, Inuit, and Métis economic development projects and independent businesses, and assessing impacts to Indigenous Peoples.	Training provider hired and learning module developed with a targeted 75% participation rate.	Q4 2025	Investment Management, 1832 & Jarislowsky Fraser



Advocacy

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>36. Support organizations addressing the Murdered & Missing Indigenous Women, Girls and 2Spirit People (MMIWG2S+) and advocate for change through Scotiabank's physical and digital presence</p>	<p>Leverage Scotiabank's employee and communication networks to advocate for the MMIWG2S+ crisis and build awareness on the root causes of violence experienced. This includes utilizing Scotiabank's physical presence and communications platforms, as well as empowering community partners working to address this crisis.</p>	<p>Increase the number of ScotiaRISE partnerships with organizations supporting the MMIWG2S+ crisis.</p> <p>Provide in-branch and bank communication and marketing materials that raise awareness of MMIWG2S+ within the organization and with clients.</p>	<p>Q3 2025</p>	<p>Social Impact</p>

Indigenous Rights in Business Lending

Commitment	Details	Measure of Progress	Timeline	Accountability
<p>37. Integrate Indigenous Rights into corporate and commercial lending activities through existing risk management policies and processes</p>	<p>Assess how best to integrate Indigenous Peoples and communities Rights', and where appropriate, the application of Free, Prior and Informed Consent (FPIC), into Scotiabank's corporate and commercial credit due diligence by completing a review of existing environmental, social and governance (ESG) risk management processes and developing a time-bound action plan.</p>	<p>Action plan is developed.</p> <p>Applicable Indigenous Rights are captured in the due diligence requirements.</p>	<p>Q1 2026</p> <p>Q1 2027</p>	<p>ESG Risk</p>

Spotlight:

The Moose Hide Campaign

The Moose Hide Campaign is an Indigenous-led, nationwide movement to engage men, boys and all Canadians in ending violence towards women and children. Each year in May, an annual day of ceremony is held to raise awareness and take a stand against violence through events and marches, with fasting and teachings shared by Elders and Knowledge Keepers.

This is connected to our Action Plan commitment #36, to help draw attention to the ongoing crisis of Missing and Murdered Indigenous Women, Girls, and Two-Spirit Peoples in Canada, Scotiabank has established a three-year partnership with the Campaign. In our first year, we distributed over 35,000 moose hide pins across Canada to our branches and employees to help amplify Indigenous voices, perspectives, and knowledge with our employees and in our broader communities.

The moose hide pin is a symbol of taking a stand against violence and undoing the effects of systemic racism. The Moose Hide Campaign gifted moose hide leather to make the mukluks featured throughout this report.





The finished mukluks will travel to Scotiabank branches across Canada as a symbol of our commitment to travel the path of reconciliation together with communities, employees and clients.

The Journey Ahead



“At every step, this plan is informed by the truths and experiences of Indigenous Peoples, which will continue to underpin our efforts. We are grateful to an incredibly diverse team, inside and outside the Bank, who helped us to develop and formalize these 37 progressive, meaningful ways we can act to shape a better future.”

The contributions our stakeholders have shared in this work were invaluable in helping the Bank as a collective, and each of us as individuals, advance on a journey toward reconciliation. These insights will also facilitate the development of more inclusive products, services, and advice that enable us to be a trusted financial partner to Indigenous Peoples.

Our commitment to reconciliation transcends any one person or event, it is driven by and deeply connected to our Bank’s core values. These actions will call on the current and future leaders of this organization, as stewards of collective responsibility, to progress the commitments we have made to build and sustain relationships of trust as we take on the humbling and important work of reconciliation ahead of us.

We understand that our path has only just begun, and we are mindful that we must maintain the strength of our momentum. We intend to continue to advance in a positive way, while recognizing that there will be times when we must face candid truths or learn a hard lesson. Rather than shying away from difficult challenges, we endeavor to view these moments as

an opportunity to reflect, understand, and grow. Learning experiences are an integral part of our journey that can propel us towards a purposeful and profound transformation.

We also recognize that reaching reconciliation is a collaborative pursuit, and a shared responsibility amongst all Treaty People. We look forward to working with and learning about the experiences of other companies, clients, governments, and community partners in Canada as we explore opportunities to break down systemic and embedded barriers for Indigenous Peoples.

With each commitment we complete, we will get closer to embedding reconciliation within our everyday business and in the actions that earn trust with Rightsholders and stakeholders. Our Action Plan is helping us envision new paths of opportunity and a brighter future that supports the wellness of Indigenous employees, prosperity among our Indigenous clients, and greater reciprocity with Indigenous communities.

*Meigan Terry, (she/her),
Chief Sustainability, Social Impact and
Communications Officer*

Thank You



Miigwech

kinanâskomitin

Marsi Cho

Huy chexw a

Nakurmiik

Mikwec

Nt'oyaxsn

Tshinashkumitin

wela'lin

Mikwetc

Dogidinh

ahééhee'

Kukstsémc

Nya weh

T'oyaxsut 'nüün

Ham i yaa

gilakas'la

Marrsî

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Hu sukîᑭᑭukni

quana

qujannamiik

nakummek

qujanaq

Huy ch q'u

Màhsi' choo

Mähsi' cho

Sógá sénlá'

Másin cho (or) Niyę

sáw nîidhín

Shãw níthän (or)

Kwänäs̄chis

Gunałchîsh

Gùnèłchîsh

Tsin'jj choh

siksiksimasiituk

Mahsì / Masi

Quyanainni

Quana

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About Scotiabank

Scotiabank's vision is to be our clients' most trusted financial partner, to deliver sustainable, profitable growth and maximize total shareholder return. Guided by our purpose: "for every future," we help our clients, their families and their communities achieve success through a broad range of advice, products and services, including personal and commercial banking, wealth management and private banking, corporate and investment banking, and capital markets.

scotiabank.com/TruthandReconciliation/ActionPlan

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