

## Leadership's Commitment on Indigenous Relations

### OUR ONE MISSION

We exist to have a  
**POSITIVE IMPACT** in  
people's lives.

By building **long-term**  
**relationships** with our  
clients, employees  
and communities.

**People first.**

The Bank's relationships with its stakeholders are central to our One Mission. We aim to have an open, constructive dialogue with clients, employees and partners from Indigenous communities. We are committed to better understanding their history and the unique realities they face so we can meet their needs.

We believe the business community plays a key role in societal progress, and we feel privileged to be able to contribute to this goal. As such, we're proud to participate in the Progressive Aboriginal Relations program set up by the Canadian Council for Aboriginal Business. In line with this partnership, we've made the following commitments:

### Role of Senior Leadership

The Bank's Senior Leadership Team undertakes to promote a corporate culture that fosters respect, collaboration and inclusion. We will train our leaders to build open, understanding relationships with Indigenous clients, employees and partners and ensure the Bank's commitment is expressed throughout the organization. We will encourage and facilitate education and awareness of Indigenous realities and perspectives throughout the Bank.

### Employee Experience

We're committed to fostering an open and inclusive work environment, free from racism and discrimination, where Indigenous employees feel recognized and can achieve their full potential. We want to offer everyone the same chances for success. Furthermore, we aim to increase the number of Indigenous employees at the Bank. Through listening, dialogue and raising awareness, we will strive to reinforce their feeling of belonging and better understand the unique realities they face.

### Business Development

We're committed to being an attentive and proactive business partner for our clients and Indigenous communities on topics that range from access to financing and financial services to sourcing.

### Community Relations

The Bank supports a number of organizations that promote the development and advancement of Indigenous communities. We're committed to maintaining our support and exploring new ways to have a positive impact on these communities.

Lastly, we will disclose our progress towards these commitments in a transparent manner.



Laurent Ferreira

Président et chef de la direction

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