



2 0 2 1

ENVIRONMENT
SOCIAL & GOVERNANCE
(ESG) REPORT

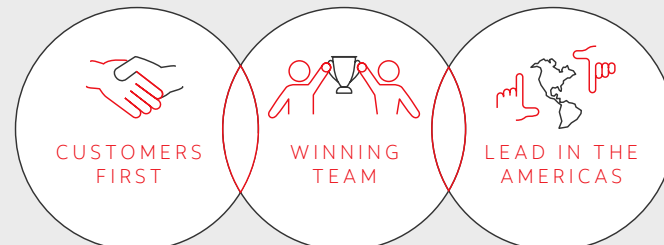
Scotiabank

About Scotiabank

We are here
for every future™

Scotiabank is a leading bank in the Americas. Guided by our purpose – *for every future* – we help our customers, 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.

Our futures are intertwined. Our business creates more value when we all thrive. Scotiabank enables customers, employees and communities to realize their potential through greater economic participation and inclusion. We are mobilizing finance to address the world's social and environmental challenges, acting with prudent governance and integrity in everything we do.



HOW WE CREATE VALUE

SUPPLIERS

- **\$5.5 billion** in procured goods and services from third party suppliers
- **16,500** suppliers globally

EMPLOYEES

- **89,500** employees¹
- **\$8.5 billion** paid in salaries and employee benefits
- **\$66.3 million** invested in training and development

COMMUNITIES

- **\$77.1 million** invested in communities through donations, community sponsorships, employee volunteering and other types of community investment
- **\$4.2 billion** total taxes²
- **\$21.0 billion** economic value distributed³

CUSTOMERS

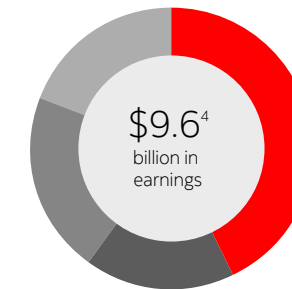
- **\$3.8 billion** invested in women-led businesses, exceeding the initial aim of The Scotiabank Women Initiative®
- **\$637 billion** in loans outstanding
- **\$22 billion** in green, social, sustainability and sustainability-linked bonds underwritten

SHAREHOLDERS

- **\$4.6 billion** in dividends distributed
- **4%** CAGR in dividends over the last five years
- **\$1.5 billion** of green and sustainable bonds issued

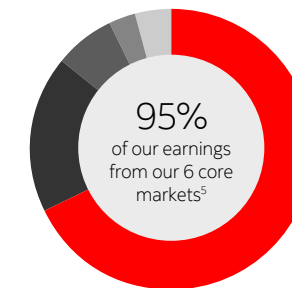
ENVIRONMENT

- **\$58 billion** in climate-related finance mobilized since November 1, 2018
- **25% reduction** in Scope 1 and 2 GHG emissions from 2016 levels
- **63%** non-emitting energy used in our operations



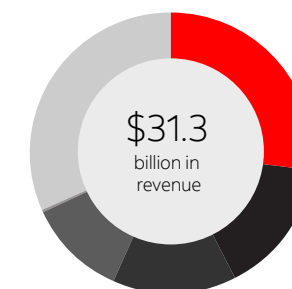
EARNINGS BY BUSINESS LINE⁴

- Canadian Banking..... **43%**
- Global Wealth Management **17%**
- Global Banking and Markets **21%**
- International Banking..... **19%**



EARNINGS BY MARKET⁴

- Canada **68%**
- Pacific Alliance (Mexico, Peru, Chile and Colombia)..... **18%**
- United States **7%**
- Caribbean and Central America..... **3%**
- Other International..... **4%**



ECONOMIC VALUE DISTRIBUTED³

\$21.0 billion

- Salaries and benefits **\$8.5 billion**
- Net operating expenses..... **\$3.9 billion**
- Cash dividends **\$4.6 billion**
- Taxes..... **\$3.9 billion**
- Community giving..... **\$0.1 billion**
- Economic value retained **\$10.3 billion**

All figures on this page are presented as at October 31, 2021, unless otherwise noted.

¹ On a full-time equivalent (FTE) basis per Scotiabank's 2021 Annual Report (p. 138).

² Includes income and other taxes such as payroll, business, capital, and goods and services taxes.

³ Economic value distributed is a sustainability metric and was calculated per GRI methodology 201-1 Direct economic value generated and distributed (2016) as an indicator of how the Bank is creating value for its various stakeholders. Figures are obtained from the **2021 Annual Report** as follows: \$31.3 billion Revenue (p. 153), \$8.5 billion salaries and benefits (p. 153), \$3.9 billion net operating expenses (p. 153, sum of premises and technology, communications, advertising and business development, and professional

expenses), \$4.6 billion in cash dividends (p. 155), \$3.9 billion in taxes (total taxes of \$4.2 billion per p. 13, adjusted to remove deferred taxes of \$0.3 billion per p. 219 in accordance with GRI), and community giving (based on data collected for the ESG report p. 59). Taxes include current income taxes, payroll taxes, business and capital taxes.

⁴ Financial measure is based on adjusted financial results excluding the Other operating segment. Please refer to the Annual Report, p. 20, for reconciliations of GAAP reported financial results to non-GAAP adjusted financial results, disclosures which are incorporated by reference herein.



A Message from Our President and CEO

I have long believed that banking is a calling. Banks are drivers of prosperity, partners that enable the success of businesses small and large, a critical part of the social fabric, and engines of economic growth that lift everybody up. How we choose to bank impacts the world around us, from individual communities, to our broader society, to the natural environment. That is our purpose – to be there, *for every future* – as a force for good.

One of our key areas of focus over the past year has been on environmental, social and governance (ESG) matters, and specifically in developing, implementing and investing in initiatives across the three areas in order to maximize our positive impact. We have already taken tangible steps and introduced innovative programs to make real progress on issues such as climate change, economic resilience, and diversity, equity and inclusion. ESG matters will continue to be of critical importance to our Bank.

This year, Scotiabank joined the Net-Zero Banking Alliance, reinforcing our commitment to playing a significant role in supporting and financing the climate transition through this years-long journey. Our goals are ambitious, but achievable. As detailed in our Net-Zero Pathways Report, we will be a net-zero bank by 2050. We are establishing Bank-wide, quantitative, time-bound targets for reducing greenhouse gas emissions associated with both our financing activities and our own operations. We are also doing our part to contribute to the necessary discussions, analyses and actions that will help the world achieve its net-zero objective, including the launch of our \$10 million Net-Zero Research Fund last year. We are banking on the low-carbon transition, closing a USD\$1 billion 3-year Sustainability Bond offering – the largest by a Canadian corporate or financial entity in 2021 – with proceeds funding the financing or refinancing of green or social assets, businesses and projects.

The Bank deepened its commitment to strengthening communities across our footprint in 2021 by launching ScotiaRISE. Through ScotiaRISE, we are investing \$500 million in communities over the next ten years to promote economic resilience among disadvantaged groups, by removing barriers to advancement and increasing access to opportunities.

It is also important to us as an organization that we reflect the communities that we serve. This year more than 40% of Vice Presidents in Canada are women, and we are on track to achieve our diversity, equity and inclusion goal for women to make up 40% globally by 2025. We were proud to be named one of the top 25 most Diverse and Inclusive companies globally by Refinitiv for the fourth year in a row. We were also included in Bloomberg's Gender-Equality Index for a fourth time for our commitment to transparency in gender reporting and workforce gender equality.

I would like to extend my gratitude to our winning team of 89,500 Scotiabankers for their contributions during another challenging year. Across our footprint, our team has risen to the occasion and continued to do the right thing, while putting our customers first. They have demonstrated once again why we are a Leading Bank in the Americas.

A handwritten signature in black ink, reading "B. J. Porter".

Brian J. Porter

President and CEO, Scotiabank



A Message from Our Chair

With its purpose as its guide – *for every future* – Scotiabank forms an important part of the social and economic fabric of the places in which we operate. It is a role and responsibility that is not taken lightly, and the Board is proud of how the Bank has responded to COVID-19 and to the many other challenges facing communities across its footprint over the past year. This includes social disparities that have surfaced or been exacerbated—often as a result of the pandemic—or incidents of extreme weather that have put on display the harshest impacts of a changing climate.

This year the Board spent significant time with stakeholders to discuss issues of importance, including environmental, social and governance (ESG) issues, and we were pleased to be able to share ongoing updates on the Bank’s efforts. Significant progress has been made over the past year in areas such as net-zero emissions, diversity, equity and inclusion, and community investment – much of which you will read about in the pages of this report.

Scotiabank’s strong ESG efforts have been continually recognized throughout the past year, affirming the Bank’s commitment to moving the needle on areas such as environmental action and economic resilience, and validating the impact of the investments that the Bank has made in those areas. For example, this year Scotiabank received a “AAA” ranking from MSCI – the highest score possible held by only 3% of global industry peers – and was recognized as a leader in Corporate Governance.

The Bank continues to support the United Nations Global Compact and its principles, following through on our commitments to advance

progress in human rights, labour, environment and anti-corruption. We also support the implementation of the United Nations Sustainable Development Goals (SDGs), and this report shares the efforts and actions of the Bank to support the achievement of the SDGs in all regions where we operate.

Looking ahead, having set ambitious goals on a range of ESG measures, the Board is optimistic about the direction in which the Bank is moving. Moving forward, the Board continues to remain highly committed to advancing the Bank’s ESG strategy through progress updates at each Board meeting, regular stakeholder engagement and the support of a newly established Corporate ESG Committee.

My sincere thanks goes out to Scotiabank’s 89,500-strong team for their ongoing commitment and dedication to sustainability and social responsibility, and for their continued service to the Bank’s customers and stakeholders over the past year. As we all reflect back on another challenging year, it is clear that Scotiabank continued to have a positive impact on communities across its footprint, delivering *for every future*.

A handwritten signature in dark ink, appearing to read 'A. Regent', written in a cursive style.

Aaron W. Regent

Chairman of Scotiabank’s Board of Directors

2021 Highlights

GOVERNANCE

- Included in the Dow Jones Sustainability Index for the fourth year, ranking in the top 8%¹ of global financial institutions according to the S&P Global Corporate Sustainability Assessment, with industry-leading scores for governance, anti-crime policy and risk and crisis management
- 38% of Board directors are women
- Enhanced our global [Human Rights Statement](#), improving its alignment with best practices and the UN Guiding Principles Reporting Framework
- Supported the groundbreaking work of [Project Shadow](#) and [Project Umbra](#) to improve financial intelligence to combat human trafficking and online exploitation
- Implemented a suite of processes and assessment tools to ensure the Bank's use of data and analytics adheres to good governance, responsible AI practices and ethical expectations
- Joined the [Women Business Enterprises Canada Council](#) as a corporate member to strengthen procurement from women-owned businesses
- Recognized for [Outstanding Global Leadership in Sustainability Transparency](#) by the Global Finance Sustainable Finance Awards
- Won [Risk.net's 2021 Technology Innovation of the Year Award](#) for a new risk engine in Global Banking and Markets, a system built for valuation adjustment calculations

SUSTAINABLE FINANCE

- Issued Scotiabank's inaugural USD\$1 billion 3-year [sustainability bond](#), the largest sustainability bond by a Canadian financial or corporate entity in 2021, with proceeds funding the financing or refinancing of eligible green and social assets
- Acted as a bookrunner for \$13 billion green, social, sustainability and sustainability-linked bonds in 2021, a cumulative total of \$22 billion since 2014
- Pledged to [mobilize \\$10 billion by 2030](#) for affordable housing in Canada, in support of Canada Mortgage and Housing Corporation's aspiration that by 2030, everyone in Canada has a home they can afford and that meets their needs
- Celebrated the third successful year of the [Scotiabank Women Initiative](#)[®], which has deployed \$3.8 billion in capital to women-owned and women-led business in Canada since its launch in 2018
- Supported Chile, the world's largest sovereign social bond issuer, to issue social bonds totaling USD\$12.8 billion
- Purchased \$2.9 billion of green, social and sustainable bonds for the Bank's portfolio
- Launched Scotia Global Asset Management™ Sustainable Funds for institutional and high net worth clients
- Collaborated as a member of the [IIF Sustainable Finance Working Group](#), advancing capital markets solutions that support the development and growth of sustainable finance

ENVIRONMENT

- Achieved 25% reduction of Scope 1 and 2 GHG emissions (from 2016 levels), four years ahead of our 2025 target
- \$58 billion mobilized for climate-related finance since November 1, 2018, putting us more than halfway to our target of \$100 billion by 2025
- Developed our [Net-Zero Pathways](#) plan, detailing our approach to becoming a net-zero bank by 2050
- Committed to Bank-wide net-zero emissions in our operations by 2030² and on track to meet our interim target of 100% non-emitting³ electricity for Canadian operations by 2025 and 100% for our global footprint by 2030
- Established a \$10 million [Net-Zero Research Fund](#) to advance research and leadership in support of global decarbonization efforts and selected our first cohort of grant recipients
- Joined the United Nations-convened [Net-Zero Banking Alliance](#) (NZBA), a global financial sector initiative to address climate change
- Became a member of the [Partnership for Carbon Accounting Financials \(PCAF\)](#) to harmonize measures and disclosure of financed emissions associated with loans and investments
- Joined and collaborated as a member of [Climate Engagement Canada](#) and [Circular Economy Leadership Canada](#)

SOCIAL

- Contributed \$77 million to communities through donations, community sponsorships, employee volunteering and other community investments
- Launched [ScotiaRISE](#) and invested \$26 million in 200+ organizations globally to support economic resilience, progressing towards our goal of \$500 million over 10 years
- Improved employee benefits coverage by expanding maternity and parental leave top-up pay, providing gender affirmation healthcare benefits and significantly increasing coverage related to mental health
- Honoured with several [best and inclusive workplace awards](#) across our global footprint, including Great Place to Work and Best Workplaces recognition in Canada, Jamaica and Trinidad & Tobago in the Caribbean, Central America, Dominican Republic, Costa Rica, Uruguay and Panama
- Included in [Bloomberg's Gender-Equality Index](#) for a fourth time for our commitment to transparency in gender reporting and workforce gender equality
- Ranked 14th in Refinitiv's [Diversity and Inclusion Index](#), a global list of the top 100 most diverse and inclusive workplaces
- 93% of employees believe Scotiabank is committed to being socially responsible

¹ As at November 12, 2021, the release date of 2021 results.

² Includes Scope 1 and 2 emissions and Scope 3 emissions from employee business travel.

³ Includes renewable (hydro, solar, wind, geothermal, tidal) and nuclear sources, and may include the use of renewable energy certificates (RECs).

What's Inside

6 INTRODUCTION

- 7 ESG Strategy
- 8 Forces Shaping Our Business in 2021
- 9 Sustainable Development Goals
- 10 Material ESG Topics and Stakeholder Engagement
- 13 ESG Performance Highlights

16 GOVERNANCE

- 17 Trust at the Top of Our Business
- 20 Advancing Human Rights
- 22 Managing Our Supply Chain
- 23 Keeping the Bank Safe and Protecting Our Customers

26 SUSTAINABLE FINANCE

- 27 Sustainability-Focused Banking
- 29 Financing a Sustainable Future
- 32 Participating in the Sustainable Bond Market
- 33 Responsible Wealth and Asset Management

36 ENVIRONMENT

- 37 Climate Change Strategy and Net-Zero Pathways
- 40 Governance and Risk Management
- 43 Environmental Impact of Our Operations

45 SOCIAL

- 46 Investing in Our Employees
- 53 Empowering Our Customers
- 59 Building Resilience in Our Communities

64 ABOUT THIS REPORT

65 ESG AWARDS AND RECOGNITION

66 DATA TABLES

79 FORWARD-LOOKING STATEMENTS

ESG INDICES



Our purpose – for every future – guides our decision-making across Scotiabank including our continued contribution to improved environmental, social and governance outcomes. Informed by our senior executive ESG Committee with input through every level of the organization, our ESG strategy and commitments continue to be central to the operations of the Bank.”



- Meigan Terry, Senior Vice President and Chief Sustainability, Social Impact and Communications Officer, and Chair, Corporate ESG Committee

[ESG Publications & Policies](#)

Contact us:

sustainability@scotiabank.com
www.scotiabank.com/sustainability
[@ScotiabankViews](https://twitter.com/ScotiabankViews)



Environmental Action

Enabling sustainable development and the transition to a low-carbon economy

Economic Resilience

Strong economies support progress for all of our stakeholders

Inclusive Society

Removing barriers and increasing access for a more equitable future

Leadership & Governance

Strong corporate governance builds stakeholder trust

➤ For more on our ESG strategy and our impact, please visit our [website](#).

ESG Strategy

Scotiabank's ESG strategy is supported by four pillars: **Environmental Action, Economic Resilience, Inclusive Society and Leadership & Governance**.

These form the lens through which we develop, implement and invest in initiatives to maximize our positive impact on the world.

We act at three different levels of influence:

- ① In Our Operations, where we have the most control and ability to drive positive change
- ② With Our Customers, through our core business, delivering financial products, services and advice that help them achieve their goals
- ③ On the World Around Us, leveraging collaborative partnerships and influence to address global concerns

Our broad geographic footprint and diversified business lines, along with our large customer and employee base, bring responsibility and opportunities to address social, environmental and economic concerns while positioning our Bank for success. We believe that we are best-positioned to contribute to a better future when we align our efforts across these four pillars and these three levels of influence.

ESG Reporting and Transparency

We believe transparency is essential to fostering engagement and trust. Through our Environmental, Social and Governance (ESG) reporting, we share the principles, commitments and performance of Scotiabank's efforts to be a more sustainable company. This supports long-term value creation in our business and ultimately contributes to building a more sustainable world, *for every future*.

Forces Shaping Our ESG Approach in 2021

In our business, global events and influences greatly affect how we serve our customers, how we work and how we interact with communities and the environment. Expectations for corporate sustainable behaviour are evolving and we strive to prioritize, act and adapt to these changes while continuing to focus on driving economic resilience and positive social impact *for every future*.

RESILIENCY DURING COVID-19

As a major global disruptor, the continuing COVID pandemic has had far-reaching impacts on social and financial systems, households and organizations. While challenging, the pandemic has also illuminated the strength and resiliency of people, institutions and economies.

Scotiabank Approach: We continue to adapt during the pandemic, focusing on our role as an enabler of economic stability and how we can contribute to the resiliency of our employees' well-being – as well as the economic health and stability of our customers and communities.

CLIMATE CHANGE

The physical and transition impacts of unmitigated climate change have the potential to cause social, environmental and economic harm. By taking bold steps to accelerate investment in a low-carbon future, it is possible to manage the risks and unlock climate-related opportunities for a strong, sustainable, inclusive economy.

Scotiabank Approach: Through our climate commitments and net-zero approach, we are taking action to manage climate-related risks, accelerate climate solutions and promote sustainable economic growth across the Americas.

ANTI-RACISM

Systemic racism has been, and continues to be, an unjust barrier to equitable access to the opportunity to realize a person's full potential to contribute to thriving, healthy societies, organizations and economies.

Scotiabank Approach: We have set targets for diversity, working to close gender gaps and fostering a culture of inclusion. By promoting equity in our business, we strive to provide a fair and inclusive culture for our employees, customers and business partners.

FINANCIAL INCLUSION GAP

Financial inclusion across the Americas remains unequal even as the International Monetary Fund projects global economic growth. In Latin America and the Caribbean, the World Bank estimates 1.7 billion people are unbanked.

Scotiabank Approach: We are helping enhance economic resilience across our banking footprint by facilitating customers' access to financial products, services, advice and programs – providing more opportunities to achieve financial stability.

DIGITAL INNOVATION AND TRANSFORMATION

Innovative digital platforms help keep people safely connected, and the COVID pandemic has hastened the adoption of digital innovation across every sector.

Scotiabank Approach: By accelerating digital transformation and innovative technologies, we better protect clients and transactions, deliver superior customer experiences and provide more tailored products that enable broader, secure access to vital financial services.

CHANGING EXPECTATIONS

Stakeholders expect companies to take action to achieve a more just, sustainable world. Globally, nearly 80% of employees expect their companies to act on issues such as climate change and racism.

Scotiabank Approach: Guided by our purpose – *for every future* – and driven by our ESG strategy, we are committed to Lead in the Americas by thoughtfully considering the environmental, social and economic impacts of our business.



The 17 United Nations Sustainable Development Goals (SDGs) are part of a global agreement adopted at the United Nations in 2015. The associated targets and indicators create a global agenda focused on overcoming barriers to economic, social and environmental progress by 2030.

While we recognize that the targets and indicators of the SDGs were drafted with government action in mind, we believe the finance and banking sector serves an essential role in the functioning of global economies and therefore can positively contribute to improve the lives of people around the world through 15 Goals that align with our business activities. For more detail about the Bank's activities in support of the SDGs, see the ESG Indices, starting p. 20.



We develop and provide essential financial products, low and no fee bank accounts and services to meet the unique needs of underserved and underbanked communities within our diverse customer base. We are helping to increase economic resilience through our 10-year, \$500 million ScotiaRISE initiative, launched in January 2021.



We provide innovative farming-specific banking and lending services for small family farms, large-scale producers and processors to support their ability to evolve, grow and feed our world sustainably.



We offer benefits and resources to help our employees and their families lead healthy, balanced lives and promote their long-term mental and physical health. In 2021 we announced enhancements to mental health, gender affirmation coverage and parental leave.



We work to promote financial literacy across our international footprint, directly with customers and through academic and community partnerships like our long-standing partnership supporting financial literacy education through Junior Achievement Americas.



We are a signatory to the UN Women's Empowerment Principles. We support the advancement of women in business and the economy by identifying and removing gender barriers and working to close gender gaps, through programs such as the Scotiabank Women Initiative®.



Our USD\$1 billion sustainability bond, issued in 2021, provides infrastructure financing for sustainable water and wastewater management assets, funding water quality improvements, distribution efficiency and conservation.



Our Sustainable Finance team facilitates the development of reliable, sustainable energy for a lower-carbon future by financing and investing in more efficient energy, renewable energy and clean power infrastructure.



We support customers and small businesses with essential products and services. We make significant contributions to economic growth through competitive salaries, generous benefits and tax payments.



We mobilize finance to build resilient infrastructure, foster innovation and finance the development of more efficient, sustainable industrial technologies.



We remove barriers to achieving financial and social equality through specialized banking services and advice. We invest in programs to empower the underserved, including LGBT+, newcomers, BIPOC (Black, Indigenous Peoples and People of Colour) communities and women.



We mobilize lending, investing and underwriting solutions for the development of affordable housing. We have committed \$10 billion over 10 years to increase accessibility to housing in Canada that better meets the needs of people in our communities.



Through academic partnerships and ScotiaRISE commitments, we support greater participation in the digital economy by working to increase access to technology, facilitating learning and removing barriers to gaining digital skills for underserved communities.



We have an essential role to play in supporting the transition to a low-carbon economy and helping accelerate climate solutions through our core business activities. Our Climate Commitments include mobilizing \$350 billion in climate-related finance by 2030 and we intend to become a net-zero bank by 2050.



We combat financial crimes, protect human rights and fight exploitation through innovative financial products and services, global and national multi-stakeholder partnerships, and technology.



We support and participate in the work of national and international research institutions and non-governmental organizations to mobilize collaboration and spur dialogue, research and information sharing to advance global action towards the SDGs.

Material ESG Topics and Stakeholder Engagement

We strive to address the ESG topics that matter most to our business and stakeholders.

Scotiabank regularly monitors topics that could have an impact on the Bank, or which the Bank may influence in society. In partnership with global sustainability consultant Business for Social Responsibility (BSR) in 2021, we conducted an ESG materiality assessment to validate and inform Scotiabank's current and future ESG strategy, deepen engagement with stakeholders and support our approach to ESG reporting and disclosure. Our evaluation explored issues from multiple lenses, including the potential for business impact and the level of importance to stakeholders. The assessment integrated internal and external perspectives with special attention to diversity and inclusion, climate change and human rights. The assessment also identified emerging topics that could become amplified in the future.

We used a common methodology for completing an ESG materiality assessment:

① Identify

We developed a long list of potentially material ESG topics that may affect the Bank and/or where the Bank may have a significant impact on society and the environment. To identify these issues, we drew extensively from internal and external sources including our business

priorities and strategies, the Sustainable Development Goals, ESG reporting frameworks and standards including the Sustainability Accounting Standards Board (SASB), the Global Reporting Initiative (GRI) and the Task Force on Climate-related Financial Disclosures (TCFD), industry associations and collaborative initiatives, stakeholder priorities and the regulatory landscape.

② Assess

We conducted dozens of interviews with leaders and subject matter experts inside the Bank, including across our Latin American footprint. The perspectives gathered in these interviews provided a deeper understanding of the topics relevant to Scotiabank. To ensure an understanding of how the Bank can impact the identified topics, we also completed research covering more than 80 stakeholder organizations, including NGOs, investors, peers and advocacy organizations. Interviews with experts from many of these organizations provided alternative perspectives on specific topics. A social and media monitoring tool was applied to validate insights gained from the desk-based research and interview processes on emerging issues relevant to Scotiabank and the financial sector.

③ Prioritize

In this stage, we prioritized our topics, identified common themes from the assessment and rated the potential significance of these topics in terms of their impact to the Bank and the Bank's impact on society and the environment. We also sought to understand how different future scenarios could influence the prioritization of topics. We conducted an exercise to determine which material topics could be amplified or moderated in different future scenarios, allowing us to highlight emerging, unpredictable and dynamic issues that could give rise to other material impacts in the future.

Focusing on what's essential:

GOVERNANCE

- Business ethics
- Traditional corporate governance
- Data protection and responsible use of data
- Consumer protection
- Public policy and lobbying
- Financial system stability
- Transparency
- Responsible procurement
- Human rights

SUSTAINABLE FINANCE

- Environmental and social impacts of lending, financing and asset management
- Positive impact of banking products

ENVIRONMENT

- Climate change-related risks and opportunities
- Operational environmental footprint

SOCIAL

- Diversity, equity and inclusion in the workplace
- Financial inclusion and access
- Employee health, well-being and working conditions
- Disruptive technologies
- Consumer satisfaction
- Local economic impact
- Talent recruitment, development and retention

Stakeholder Group	How We Interacted in 2021	Areas of Interest in 2021
Customers	<ul style="list-style-type: none"> Proactive outreach to vulnerable customers during COVID-19 pandemic Customer feedback through The Pulse survey and follow-up calls Information-sharing round-tables on ESG topics with commercial and corporate clients In-person interactions through our branch network Digital banking products and services Contact centres Social media 	<ul style="list-style-type: none"> Customer experience improvement opportunities Support and advice during the COVID-19 pandemic Sharing ESG best practices and advice Financial inclusion and access to financial products and services Community investment and philanthropy with a focus on economic resilience Cybersecurity and data privacy
Employees	<ul style="list-style-type: none"> Online, internal social networking platforms, email and intranet Listening sessions to better understand people's lived experience and existing barriers In-person and virtual town halls and team meetings Virtual events celebrating Global Inclusion Days, such as Black History Month, LGBT+ Pride, National Day for Truth and Reconciliation, Mental Health Day and International Day of Persons with Disabilities Regular engagement through ScotiaPulse employee engagement survey 	<ul style="list-style-type: none"> Health and safety, COVID vaccination Work environments valuing employees' physical and mental health, equity and inclusion Resources and tools to adapt to remote working Opportunities for continuous learning and development of new skills Human rights in the workplace Knowledge and tools to continually enhance customer focus Opportunities to connect with local communities and give back
Shareholders, investors, rating agencies and research analysts	<ul style="list-style-type: none"> Annual general meeting and quarterly earnings update calls The Bank's annual and quarterly reports, management proxy circular, annual information form, annual ESG report, news releases and website Management participation in virtual investor conferences Interaction with ESG rating agencies, rankers, data and disclosure providers Shareholder proposals and inquiries Meetings with shareholders, investors and other stakeholders 	<ul style="list-style-type: none"> Geopolitical issues ESG and sustainability disclosures, standards harmonization and reporting Canadian housing and consumer indebtedness Climate change and net-zero initiatives Financial instruments to support sustainability Impacts of COVID-19 pandemic on the Bank, its customers and broader economies Digital transformation Acquisitions, divestitures and repositioning of our business Diversity, equity and inclusion Human rights and indigenous relations Executive compensation

Stakeholder Group	How We Interacted in 2021	Areas of Interest in 2021
Government	<ul style="list-style-type: none"> Engaged in direct dialogue with policymakers, regulators and government officials Provided public submissions to government consultations, such as to the Office of the Superintendent of Financial Institutions' (OSFI) consultation on climate-related risks in the financial sector Engaged expertise of Scotiabank's diverse teams to inform policymaking Participated in public policy discussions through financial sector and business associations 	<ul style="list-style-type: none"> COVID-19 and post-pandemic recovery Cybersecurity and financial crime Digital finance and data privacy International trade Diversity, equity and inclusion Sustainable finance and climate change policy Payments modernization in Canada
Suppliers	<ul style="list-style-type: none"> Procurement procedures Sustainability assessment of prospective suppliers Third-party risk management program 	<ul style="list-style-type: none"> Supplier Code of Conduct Modern Slavery Act and human rights Environmental and social risk Global procurement policy Supplier diversity
NGOs, community development and advocacy organizations and academia	<ul style="list-style-type: none"> Investment in community and academic partnerships, ScotiaRISE Virtual events and webinars Employee volunteerism Work with Business for Social Responsibility on human rights and updated our Human Rights Statement Scotiabank engages and collaborates with a large number of organizations that are highlighted throughout this report in greater detail. Examples include, but are not exclusive to, the Women Business Enterprises Canada Council, the Institute of International Finance Sustainable Finance Working Group, the United Way, Catalyst, the Canadian Council for Aboriginal Business and the Partnership for Global LGBTI Equality. 	<ul style="list-style-type: none"> Economic inclusion and resilience Diversity, equity and inclusion Financial literacy and education Donations and financial support during COVID-19 pandemic Respect for Indigenous culture Climate change
Global and national sustainability organizations	<ul style="list-style-type: none"> Joined the United Nations-convened Net-Zero Banking Alliance (NZBA), Partnership for Carbon Accounting Financials (PCAF) and Circular Economy Leadership Canada (December 2021) Memberships include, but are not limited to, the UN Environment Finance Initiative and Canada's Sustainable Finance Action Council Signatory to the UN Global Compact, UN Women's Empowerment Principles, the UN LGBTI Standards of Conduct for Business and the BlackNorth Initiative Scotiabank's memberships, commitments and agreements are listed on our ESG strategy page 	<ul style="list-style-type: none"> Climate change, carbon pricing and net-zero Human rights Diversity, equity and inclusion Transparency on ESG risks Sustainable Development Goals

ESG Performance Highlights

Governance

Metric	Target	2021	2020	2019
Board of Directors ¹		13	13	13
Independent Directors		12	12	12
Gender Diversity of the Board (% women)	At least 30% each gender	38%	46%	38%
Employees that attested to our Scotiabank Code of Conduct ²	100%	100%	100%	100%
Dow Jones Sustainability Index (DJSI) North America	Maintain inclusion	Achieved	Achieved	Achieved
CDP climate change score		A-	A-	B

Sustainable Finance

Metric	2021	2020	2019
Green, social, sustainable and sustainability-linked bonds underwritten (billions) ³	\$13.0	\$5.0	—
Green, sustainable and sustainability-linked loans (total authorized credit, billions) ⁴	\$11.7	—	—
Sustainability and green bonds purchased by Scotiabank (billions) ⁵	\$1.4	\$1.5	—
Sustainability and green bonds issued by Scotiabank (billions) ⁶	\$1.0	—	\$0.5

Environment

Metric	Target	2021	2020	2019
Capital mobilized for climate-related finance (cumulative, billions) ⁷	\$100 billion by 2025	\$58	\$28	\$16
% of electricity from non-emitting sources (global) ⁸	100% by 2030 (Global) 100% by 2025 (Canada)	63%	61%	61%
% decrease in Scope 1 and 2 greenhouse gas (GHG) emissions from 2016 levels (global)	25% by 2025 (from 2016 levels)	25%	20%	17%
Internal Carbon Price per tonne CO ₂ e	\$60 per tonne by 2022	\$45	\$30	\$15
Total GHG emissions (global, tonnes CO₂e)⁹		104,432	118,258	134,782
Scope 1		12,433	12,783	15,221
Scope 2		91,504	98,282	99,393
Scope 3		495	7,193	20,168



We track, monitor and report on the ESG performance metrics most relevant to our business activities and to our stakeholders. This is a summary table. More detailed data about our activities can be found in the data tables starting on [page 66](#).

¹Figures may differ with the Management Proxy Circular, which highlights the slate of directors proposed for election in the spring.

²As of December 31 of each year. Excludes approved exceptions.

³Represents Scotiabank's apportioned value of total bonds underwritten (bookrunner only) November 1 - October 31. See [page 29](#).

⁴Loan documentation following the recommendations aligned to Scotiabank's Taxonomy for sustainability-linked, green and social loan principles. See detail [page 29](#).

⁵Scotiabank has a goal to invest a portion of the high-quality liquid asset portfolio in labeled green and sustainability bonds from the primary market. See [page 32](#).

⁶Scotiabank Group Treasury issued a USD\$1 billion, 3-year bond (2021) and a USD\$500 million Green Bond (2019).

⁷Since November 1, 2018.

⁸Includes renewable (hydro, solar, wind, geothermal, tidal) and nuclear sources, and may include the use of renewable energy certificates (RECs).

⁹Calculated in accordance with GHG Protocol of the World Resources Institute and the World Business Council for Sustainable Development, including emissions factors for electricity purchases, natural gas and fuel. Scope 2 emissions are calculated using a location-based method. Scope 3 emissions are GHG Protocol Category 6, emissions associated with business travel.

Social

Metric	Target	2021	2020	2019
Investing in Our Employees				
Employee engagement score ¹⁰	≥78% (Financial Services Norm)	88%	84%	81%
Employees who believe Scotiabank is committed to being socially responsible		93%	94%	92%
Voluntary employee turnover rate ¹¹		12%	8%	12%
Total investment in employee training and career development (millions) ¹²		\$66.3	\$63.4	\$78.1
Leadership and Employee Diversity¹³				
Executive Management Team - % of women ¹⁴		29% 9 of 31	23% 7 of 30	24% 7 of 29
Women (VP+, global)	40% or greater by 2025	37%	36%	35%
People of Colour (VP+, Canada) ¹⁵	Increase to 30% or greater by 2025	29%	28% ¹⁶	20%
Black People (VP+, Canada)	3.5% by 2025 (BlackNorth Initiative Pledge)	2.1%	—	—
Persons with Disabilities (Canada)	Increase by 20% by 2025 at all levels (from 2020)	8.0%	7.4%	3.7%
Indigenous Peoples (Canada)	Double by 2025 at all levels (from 2020)	1.2%	1.3%	0.9%
Diverse Gender Identity (Canada) ¹⁷		1.2%	0.4%	—
Employees that identify their sexual orientation as being lesbian, gay, bisexual or another diverse sexual orientation (Canada)		5.7%	5.7%	—

¹⁰ External benchmark provided by Qualtrics and based on three-year rolling global average benchmarks of the Financial Services industry. To align with best practice and in response to employee feedback, the Employee Engagement Index methodology was updated in 2021.

¹¹ Voluntary employee turnover rate includes resignations and retirements, and excludes casual staff, affiliates and subsidiaries where breakdowns are not available due to different reporting systems.

¹² Training travel and course fees were reduced in 2021 and 2020 due to the COVID-19 pandemic. Internal training expenses were decreased by the shift from classroom to virtual delivery.

¹³ Representation data for 2021 is presented as at October 31, 2021. Representation is disclosed on a voluntary survey basis. The 2021 Employment Equity Report (expected publication in June 2022) will include updated figures representing data as at December 31, 2021. Representation data for 2020 year is presented as at August 3, 2020. Significant efforts were made in 2020 to increase employee participation hence this data is not comparable to any data from previous years or data published in the 2019 Employment Equity Report. Representation data for 2019 is at December 31, 2019. Where data is not reported, it was not collected for that year.

¹⁴ Please refer to the Annual Report for the respective fiscal year for Scotiabank's Leadership Team.

¹⁵ People of Colour data for Canada is gathered consistent with the Canadian Federal *Employment Equity Act* category "visible minority" which includes employees, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

¹⁶ People of Colour in leadership for 2020 has been restated due to methodology change.

¹⁷ Defined as employees who identify their gender as anything other than man, woman or prefer not to disclose.

Social (continued)

Metric	Target	2021	2020	2019
Empowering Our Customers				
Customer experience – Number of follow-up calls made to retail customers ¹⁸		598,000	548,000	525,000
Customer case reviews completed by the Office of the Ombudsman (Canada) ¹⁹		1,281	975	757
Small business loans (% year-over-year change in value authorized; Canada) ²⁰	4.5% in 2021	6%	-1%	5%
Access to banking for Indigenous communities, businesses and peoples (% year-over-year customer growth; Canada)	12% in 2021	17%	19%	11%
Access to banking: Total Scotiabank Colpatría Zero-Fee accounts opened in Colombia (since launch in 2016, millions) ¹⁸		1.4	1.3	1.2
Building Resilience in Our Communities				
Economic value distributed (billions) ²¹		\$21.0	\$20.9	\$21.2
Total value of community investment (millions) ²²		\$77	\$84	\$96
Total number of hours volunteered by employees		128,549	168,962	350,595

¹⁸ Figures are approximate values.

¹⁹ The Office of the Ombudsman undertakes an independent review of complaints from retail and small business customers in Canada that could not be resolved in the first two steps of Scotiabank's Complaint Resolution Process. For more information, please refer to the [Annual Ombudsman Report](#).

²⁰ Small business loan growth in 2020 was impacted by the COVID-19 pandemic; according to Statistics Canada in November 2020, 47.2% of businesses with 1 to 4 employees, 43.4% of businesses with 5 to 19 employees and 34.3% of businesses with 20 to 99 employees reported that they did not have the ability to take on more debt. The figure for 2019 has been restated from 8% as reported in 2019 ESG Report.

²¹ Economic value distributed is a sustainability metric and was calculated per [GRI methodology](#) 201-1 Direct economic value generated and distributed (2016) as an indicator of how the Bank is creating value for its various stakeholders. Economic value distributed is determined based Scotiabank's Annual Report for the respective year and includes: salaries and benefits, net operating expenses (sum of premises and technology, communications, advertising and business development, and professional expenses), cash dividends, taxes (sum of current income taxes, payroll taxes, business and capital taxes; deferred taxes are not included in accordance with GRI). In addition, community investments are also included within this figure (not found in the Annual report), please refer to footnote 22 for details.

²² Donations, community sponsorships, employee volunteering, management costs and other types of community investment. Investment values for 2020 and 2021 fiscal year were verified by London Benchmarking Group Canada and calculated per their methodology. Figures for 2019 and 2020 have been restated from previous years to reflect improved accuracy and comprehensiveness of data. In 2019, we updated the methodology to include non-cash investments and other cash investments not previously included.



In this section

- 17** Trust at the Top of Our Business
- 20** Advancing Human Rights
- 22** Managing Our Supply Chain
- 23** Keeping the Bank Safe and Protecting Our Customers



A more sustainable future is grounded in strong and robust governance. It is the critical foundation that supports sound decisions aligned with the long-term success of our business and the integrity with which we interact in all of our relationships.”



- Julie Walsh, Senior Vice President, Corporate Secretary & Chief Corporate Governance

2021 HIGHLIGHTS

- Included in the Dow Jones Sustainability Index for the fourth year, ranking in the top 8%¹ of global financial institutions according to the S&P Global Corporate Sustainability Assessment, with industry-leading scores for governance, anti-crime policy and risk and crisis management.
- 38% of Board directors are women.
- Enhanced our global [Human Rights Statement](#), improving its alignment with best practices and the UN Guiding Principles Reporting Framework.
- Supported the groundbreaking work of [Project Shadow](#) and [Project Umbra](#) to improve financial intelligence to combat human trafficking and online exploitation.
- Implemented a suite of processes and assessment tools to ensure the Bank’s use of data and analytics adheres to good governance, responsible AI practices and ethical expectations.
- Joined the [Women Business Enterprises Canada Council](#) as a corporate member to strengthen procurement from women-owned businesses.
- Recognized for [Outstanding Global Leadership in Sustainability Transparency](#) by the Global Finance Sustainable Finance Awards.
- Won [Risk.net’s 2021 Technology Innovation of the Year Award](#) for a new risk engine in Global Banking and Markets, a system built for valuation adjustment calculations.

¹As at November 12, 2021, the release date of 2021 results.

Trust at the Top of Our Business

WHY IT MATTERS

Integrity, transparency and accountability are vital to Scotiabank's success. We seek out best practices, embed a robust risk culture and encourage the highest ethical standards and conduct. Our principled approach to corporate governance is the foundation that instills trust, protects the interests of shareholders, and maintains the confidence of our employees, customers and communities.

Related Links

[Corporate Governance Policies](#)[Board of Directors](#)[2021 Annual Report](#)[2022 Management Proxy Circular](#)[Scotiabank Code of Conduct](#)[Whistleblower Policy](#)[Customer Codes of Conduct and Public Commitments](#)[Customer Complaints Appeals Reporting](#)[ESG-Related Policies](#)[Public Policy Activities](#)

BOARD DIVERSITY

Scotiabank's [Board of Directors](#) and management team actively develop, promote and recruit leaders to reflect the diversity of our customers, shareholders, employees and the communities in which we operate. Our [Board of Directors contributes world-class expertise](#) across a variety of disciplines. Our [Board Diversity Policy](#) articulates our commitment to increase diverse representation on the Board and we disclose our independent Board's composition in our annual [Management Proxy Circular](#).

We believe the best boards include a diverse mix of experience, expertise, perspectives, gender/gender identity, age, sexual orientation, ethnicity, geographic background, and personal characteristics, along with membership within designated groups.¹ As at October 31, 2021, 46% of directors identified as a member of a designated group. The Board aspires to achieve parity of representation between men and women and maintain our goal of at least 30% of each gender on the Board. Five directors (38%) are women, who have made up more than 25% of our Board since 2012. The Bank is a signatory of the Catalyst Accord, the 30% Club Canada and other organizations dedicated to increasing the representation of women in business leadership. Our Board remains committed to increasing representation of the other designated groups on the Board, which is not a new priority of our Board. Over the past 10 years, visible minorities have represented between 8% and 21% of our directors standing for election each year.

RISK CULTURE

We believe effective risk management requires a clear understanding of the Bank's risk appetite matched with a robust risk culture where every employee is a risk manager. Our approach is based on four strength indicators: tone from the top, accountability, risk management and people management.

Risk culture is influenced by the interdependent relationships between our risk governance structure, risk appetite, strategy, organizational culture and risk management tools. We describe these elements and the three lines of defence model we follow in our [2021 Annual Report](#) (pp. 79-88). Our risk appetite sets the optimal balance between risk and return. Our strong risk culture promotes behaviours that align to the Bank's values, helping Scotiabankers to identify risk-taking activities that are beyond the Bank's risk appetite.

Scotiabank's values and our [Scotiabank Code of Conduct](#) (our Code) define and support our risk culture. Risk management responsibilities are identified in executive mandates and are integrated as goals in each Scotiabanker's performance plan. We reinforce these responsibilities through mandatory and non-mandatory training, global communications, regulatory compliance and our compensation programs. Adherence to our Code is a condition of employment at Scotiabank. In 2021, we conducted our first Employee Risk Culture Survey. Employee feedback indicated a strong risk culture, willingness to raise concerns if needed and positive perceptions of the ethical standards of conduct cascaded from senior leadership.

¹"Designated groups" are defined in Canada's *Employment Equity Act (the Act)* to be women, members of racialized groups, Indigenous People and persons with disabilities. People of Colour data for Canada is gathered consistent with *the Act* category "visible minority" which includes employees, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

“I SIGNED” CAMPAIGN

Commitment to good governance instills trust that is core to Scotiabank’s success. In the 2021 “I Signed” campaign, CEO Brian Porter and CCO Nicole Frew encouraged Scotiabankers to attest to our Scotiabank Code of Conduct – not just to tick a box, but to safeguard trust and renew their efforts to strengthen our risk culture every day.

100% of employees

attested to our Scotiabank Code of Conduct in 2021¹



Brian Porter,
Chief Executive Officer



Nicole Frew,
Chief Compliance Officer

RESPONSIBLE AND ETHICAL CONDUCT

Scotiabank encourages transparency and accountability for expected behaviours and actions. We base our Code on six guiding principles, which set the expectations required of employees, contingent workers, directors and officers of Scotiabank across our global operations and subsidiaries. Attesting to our Code annually is a condition of employment. A formal review of our Code takes place every two years, with the next review scheduled for 2022.

In 2021, our Code was revised to improve its readability and updated to better align with the Bank’s initiatives. Annual Code training was further enhanced with more relevant test questions and scenarios

on- and off-Bank premises. Our global mandatory learning includes standalone modules on Anti-Bribery and Anti-Corruption training to prevent improper transactions, prohibit fraudulent or illegal activities² and consider the ethical impacts of our choices.

Raising concerns: Our Scotiabank Code of Conduct and the Whistleblower Policy (enterprise-wide, updated and approved by our Board in 2020) articulates our commitments to provide processes and channels through which employees or others can speak up if they have a concern. A third-party hosted Whistleblower Portal (provided in English, French and Spanish) was launched in 2021. It provides additional ways to raise concerns confidentially, anonymously and without reprisal.

To address and effectively investigate workplace concerns, the Whistleblower Program portal and the *Key Sources of Guidance and Advice* section of our Code identify a range of available channels, tools and processes for raising and escalating concerns. Employee awareness campaigns and other internal communications support this program. A Staff Ombudsman Office further provides anonymous, off-the-record support to employees seeking independent assistance with a work-related issue.

Sales conduct and consumer protection: Scotiabank commits to several voluntary Codes of Conduct and Public Commitments designed to protect consumer interests. We value hearing from our customers about what we can do better and actively seek feedback. If a customer is unable to resolve a concern through Scotiabank’s Complaint Resolution Process, they may raise the issue to the Office of the President or to the Office of the Ombudsman. The Ombudsman’s office releases an independent annual report of its activity.

Scotiabank is focused on the needs of our customers – we do not compromise ethics for the sake of meeting sales, profit or other targets or goals. This core principle is stated clearly in our Code and is also reinforced by our Global Sales Principles. Our Sales Conduct Management Policy is matched with appropriate internal controls to govern sales conduct consistently with the Bank’s focus on putting customers first. A Global Sales and Specialized Incentive Plan Design framework provides the foundation to ensure sales incentive plans are designed, reviewed and managed in accordance with our Code, the Global Sales Principles and the guidance of various regulatory authorities.

¹ As at December 31, 2021. Excludes approved exceptions.

² Scotiabank’s Anti-Bribery & Anti-Corruption (ABAC) Policy provides guidance on the obligations contained in our Code related to bribes, payoffs and corrupt practices. The Bank prohibits corruption that includes practices such as bribery, facilitation payments, fraud, extortion, collusion and money laundering. Facilitation payments include unofficial payments made to expedite (but not to change or alter a public official’s decision about) routine administrative activities to which the payor is already entitled, and a public official is obligated to do (for example, speeding up the processing of a visa application or driver’s license).

All employees globally must complete annual training on the Global Sales Principles, with additional business-specific sales training for relevant roles.

SCOTIABANK'S SIX GLOBAL SALES PRINCIPLES:

- ① Put our customers first
- ② Be an ambassador for the Bank
- ③ Be transparent with our customers
- ④ Always get our customers' consent and protect their information
- ⑤ Keep our customers and our Bank safe
- ⑥ Act honestly and with integrity

PUBLIC POLICY AND ADVOCACY

Scotiabank complies with laws and regulations in the more than 30 international markets where we operate, reporting to hundreds of regulators across our footprint. We take an interest in being an active and informed participant in public policy discussions affecting our sector, conducting public policy advocacy activities transparently,

ethically and in accordance with the law. Scotiabank does not engage in political contributions. This policy, in effect Bank-wide since 2016, is communicated in our Code and represents a firm and public stance against “pay-to-play” access to elected officials and decision-makers. More information about Scotiabank’s public policy activities and the issues we engage on are outlined on our [public policy activities](#) web page.

GOVERNANCE OF SOCIAL AND ENVIRONMENTAL ISSUES

The Board and senior management of Scotiabank view ESG as an important, shared responsibility, with ESG updates a part of every Board meeting agenda. Explicit oversight and shared responsibilities of ESG matters are part of our corporate governance policies and embedded in our corporate governance structure. Our [2021 Annual Report](#) outlines the Bank’s risk governance structure (pp. 79-81), environmental risk management and reporting, which includes climate-related governance, strategy, risk management and reporting (pp. 114-116). The [2022 Management Proxy Circular](#) pp. 33-35, 45-49 summarizes the ESG responsibilities and activities of the Board and each of its committees.

We assembled a Corporate ESG Committee in 2021 to oversee ESG strategy for the Bank. It is a bank-wide, multi-disciplinary team of executives with expertise and influence on ESG matters. The committee provides the Board with regular briefings on the Bank’s ESG progress and reviews relevant ESG disclosures.

We provide details of this committee and its place within the Bank’s governance structure in our [2021 Annual Report](#) (p. 115).



Advancing Human Rights

WHY IT MATTERS

Safeguarding human rights is crucial to building a more equitable and inclusive society, *for every future*. We respect, protect and promote universal human rights in our operations, in our hiring practices, with our employees and customers. Our renewed global Human Rights Statement underscores human rights as a central tenet of our business and a cornerstone of sustainability and stakeholder trust.

Related Links

[Human Rights Statement](#)

[Anti-slavery and Human Trafficking Statement](#)

[Australia Modern Slavery Statement](#)

[Financial Access Program](#)

OUR COMMITMENT TO HUMAN RIGHTS

Our commitment to human rights applies across our global footprint. It is activated through a wide variety of guides, policies and governance documents. We require our employees to complete training related to human rights topics. Scotiabank consults with stakeholders and external experts regularly to assess and update our

¹ Human rights learning includes training on issues covered by our Scotiabank Code of Conduct. Learning about human rights includes topics such as accessibility, allyship, diversity, equity, and inclusion, gender identity and expression, Indigenous Cultural Competency and safety. Please also refer to the data table on page 68.

² Statements are made pursuant to the Australian Modern Slavery Act 2018 and section 54(1) of the Modern Slavery Act 2015 UK for the Bank of Nova Scotia and Scotiabank Europe PLC in respect of the 2020 fiscal year.



196,600 hours

completed by global employees in learning courses covering human rights topics in 2021¹

most salient human rights impacts, risks and opportunities. The Bank's processes to avoid slavery and human trafficking are outlined in anti-slavery and human trafficking statements.²

In 2021, we completed a human rights assessment with [Business for Social Responsibility](#), a global sustainability consultancy. Conducted in our key markets of Canada, Mexico, Peru, Chile, Colombia and the Caribbean, the assessment incorporated dozens of internal interviews and reviewed policies relating to human rights, identifying more than 30 relevant policies and governance documents. Topics that arose in the assessment include impacts associated with the Bank's lending and asset management, providing effective access to data privacy and protection, the rights of Indigenous Peoples, and workplace

and customer discrimination. Through this assessment we also evaluated progress against our 2017-2020 priorities to refine our human rights strategy.

Updating our global [Human Rights Statement](#) was a key recommendation of the assessment. We released the enhanced global Human Rights Statement in December 2021. The updated statement better reflects our current policies and programs, and improves alignment with best practices and the UN Guiding Principles Reporting Framework. It provides new information on topics such as the collaborative initiatives in which we participate to advance our human rights commitments.

We continue to advance equality for the LGBT+ community and women through implementation of the UN LGBTI Standards of Conduct for Business and the UN Women's Empowerment Principles (WEPs). In 2021, we participated in developing a new United Nations LGBTIQ+ Standards Gap Analysis Tool as a member of the Partnership for Global LGBTI Equality. Following a benchmarking analysis of our benefits offered to employees which considered WEPs Principle 2 and International Labour Organization's Convention 183 on maternity leave, the Bank is introducing a global minimum standard for parental leave starting in 2022, providing 16 fully paid weeks for primary caregivers and 8 fully paid weeks for secondary caregivers.

COMBATTING EXPLOITATION

Scotiabank protects people and combats crime through the application of innovative technology, attention to human rights risks in banking and collaboration with global and national multi-stakeholder partnerships. We disrupt the exploitation and



criminal use of the financial system by identifying patterns of financial activity to interrupt the flow of money to criminals who benefit from human trafficking and online exploitation.

We support several initiatives coordinating efforts to end human trafficking and child sexual exploitation. We are members of the WePROTECT Global Alliance, a public-private partnership dedicated to tackling online child sexual exploitation and abuse; the Anti-Human Trafficking Intelligence Initiative, which helps financial institutions combat human trafficking; and The Knoble, a global network of experts preventing financial crimes that harm vulnerable people.

Our efforts include:

- Launching Project Shadow, a unique public-private partnership co-led with the Canadian Centre for Child Protection, FINTRAC and the RCMP to combat online child sexual exploitation.
- Building anti-money-laundering analytics models specifically for Project Shadow with enhanced Natural Language Processing (NLP) capabilities to improve the detection of suspicious transactions.
- Leveraging the groundbreaking work of Project Shadow with the Knoble's Project Umbra to reduce child sexual exploitation by identifying financial indicators and increasing suspicious activity reporting.
- Granting \$250,000 to support Project Arachnid, an innovative tool from the Canadian Centre for Child Protection to keep kids safe by preventing the proliferation of child sexual abuse material on the internet.



FINANCIAL ACCESS PROGRAM

Many survivors of human trafficking have their financial identities stolen by their traffickers. Our Financial Access Program is the first in Canada to work with non-government organizations in a referral system, linking survivors with financial services to help them rebuild their financial independence. The program recognizes survivors' unique needs and provides the resources to help them rebuild their finances and their lives. Within a trauma-sensitive approach to customer onboarding, survivors are connected to specialized account services and financial literacy guidance with a designated advisor.

➤ **Learn more about the Financial Access Program**

Managing Our Supply Chain

WHY IT MATTERS

We rely on a diverse array of global suppliers, service providers and vendors across the Bank's footprint. In working with suppliers and procuring goods and services, we communicate our expectations for alignment with our core values, Human Rights commitments and standards for and compliance with ethical and responsible business conduct, human rights and environmental stewardship in our business relationships.

Related Links

[Supplier Code of Conduct](#)

In 2021, we worked with approximately 16,500 suppliers globally and procured goods and services totalling \$5.5 billion. During the year, two new enterprise-wide procurement, contracting and risk assessment systems were implemented to enhance the Bank's end-to-end procurement processes for supplier selection, risk assessment, contracting and performance management. These centralised systems are helping our procurement process become more controlled, systematic and well-managed. We are now able to significantly improve the accuracy and consistency of third-party relationship data and enhance our risk management capabilities across the Bank's global footprint.

We integrate ESG issues and risks into our procurement and third-party risk management processes. In 2021, we deployed a Know Your Supplier Questionnaire to improve oversight and assessment of our

supply chain. It was used more than 2,200 times during its initial eight months of implementation. New and existing suppliers invited by the Bank's Global Procurement Services team to participate in formal Requests for Proposals (RFPs) are assessed and evaluated on a set of quantitative and qualitative criteria, including ESG factors. We updated the RFP template to incorporate a new ESG form that aligns with the Bank's ESG strategy, ethical standards and human rights commitments.

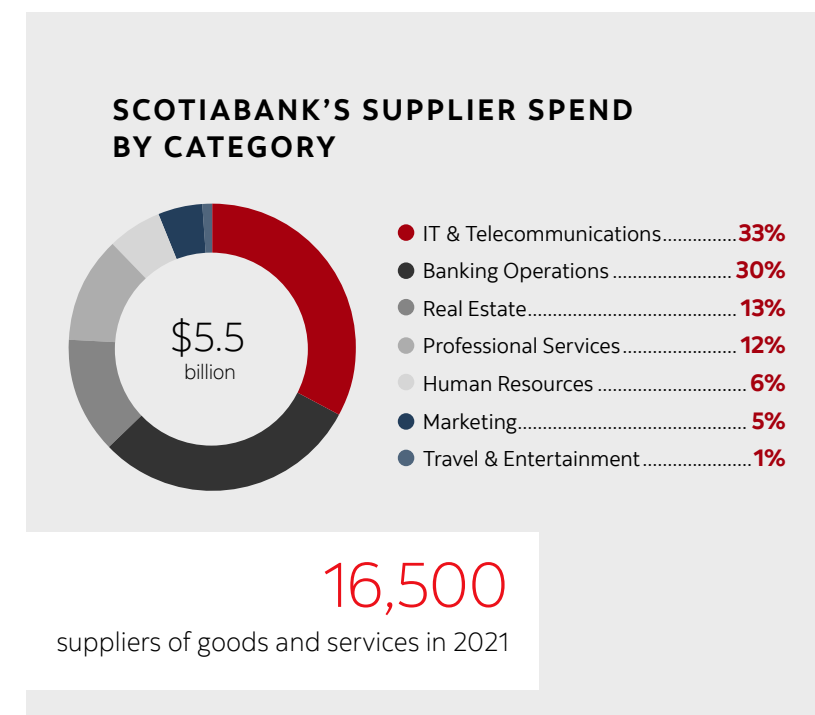
Our [Supplier Code of Conduct](#) aligns with the principles of our Scotiabank Code of Conduct and Human Rights Statement. It is part of our standard contract terms and conditions and a mandatory compliance requirement in our master service agreement templates. It sets out specific obligations and expectations, including ethical business and employment practices, human rights, diversity and

equity, environmental stewardship efforts and compliance. Our Supplier Code reinforces a zero-tolerance approach for illegal behaviour or violations of human rights. Non-compliance may result in the refusal to engage or termination of business relationships. The Supplier Code is formally reviewed every two years, with the next review scheduled for 2022.

DEVELOPING SUPPLIER DIVERSITY

A more inclusive supply chain enhances the quality, service and value of the Bank's procurement activities. Increasing supplier diversity helps us better serve our diverse customers, reflect the communities where we operate and contribute to broader economic development and employment for underrepresented groups. We assessed three years of procurement spending to inform the development of our Supplier Diversity Program. This helped us to better understand our business relationships with companies owned and led by Indigenous Peoples, members of the LGBT+ community, People of Colour and women, which in turn enabled us to identify potential suppliers for inclusion in future sourcing initiatives. As a result, we are designing our Supplier Diversity Program to improve access to procurement opportunities by addressing sourcing, partnerships, outreach, monitoring and metrics for diverse suppliers.

We have strategic, procurement-focused partnerships and memberships with organizations that increase our connections and access to databases of certified diverse businesses. These include the Canadian Aboriginal and Minority Supplier Council, Canada's LGBT+ Chamber of Commerce and Women Business Enterprises Canada Council. Scotiabank appointed an Aboriginal Procurement Champion in accordance with the Canadian Council Aboriginal Business, which helps us integrate more Indigenous businesses into our supply chain and to proactively seek out and source from Indigenous-owned businesses.



Keeping the Bank Safe and Protecting Our Customers

WHY IT MATTERS

Trust and reputation create the foundation on which banking is built. Our customers want to bank with confidence, knowing their transactions are efficient, secure and private. We rigorously protect personal information while implementing advancements in technology, including ethical artificial intelligence, to help defend against fraud and fight financial crimes.

Related Links

[Safe Computing Practices](#)

[Statement on Scotiabank's Anti-Money Laundering/
Anti-Terrorist Financing Program](#)

[Statement on Scotiabank's Sanctions Policy](#)

[Privacy Commitment](#)

FIGHTING FINANCIAL CRIMES

The Bank has no appetite for knowingly allowing our products or services to be used to facilitate financial crimes or any activity prohibited by laws and regulations. Such activities include money laundering, terrorist financing, human trafficking and child sexual exploitation. We are committed to sustaining secure systems in the countries where we operate using a prudent, risk-based approach, strong defenses and continually improving data and risk intelligence.

Our enterprise-wide [anti-money laundering \(AML\)/anti-terrorist financing \(ATF\) statement](#) summarizes our commitment and international approach to combating financial crimes. Our AML and Know Your Customer (KYC) programs are part of a multi-year initiative to address regulatory obligations and automate AML and KYC practices globally. Scotiabank's Chief AML Officer is accountable for the design and operation of the AML program and has unfettered access to Executive Management and the Board. All employees complete mandatory annual training on AML, ATF and sanctions. Employees responsible for investigation, compliance or auditing activities receive additional specialized financial intelligence training.

As a leading bank in the Americas, we have an important role to play in improving the effectiveness of AML/ATF efforts to protect our customers, communities, the Bank and vulnerable people everywhere. We deploy advanced analytics, artificial intelligence and machine learning to improve detection of suspicious transactions. Notable programs include:

- The [York University-Scotiabank Lassonde Financial Crimes Research Initiative](#) which focuses on research to develop future solutions and countermeasures for financial crimes using AI and machine learning, big data, social media, cloud computing and cybersecurity.
- Implementation of AI-based behavioural profile models and risk-based prioritization technology to more holistically assess customer profiles and transactional activities for more effective detection of money laundering.
- Leveraged efforts to combat various forms of anti-human exploitation, developing and applying advanced analytics and sophisticated monitoring capabilities across the Bank's operations. In addition, we have deployed specialized investigator toolkits for

name screening and transaction monitoring as well as AI-based natural language processing models in screening to improve alert accuracy, reducing false positives for better detection of potential criminal transactions.



MANAGING THE RISK OF NEW INITIATIVES

As Scotiabank explores new markets and innovations to improve its product or services offerings, an enterprise-wide internal process ensures change is prudently managed for potential risks. The New Initiatives Risk Assessment (NIRA) process covers seven financial risks and 26 non-financial risks. It ensures new bank products, services or uses of technology are reviewed and in compliance with relevant regulatory requirements. NIRA is required for any new products and/or services, or for significant changes to existing products, services or the supporting technology.

ETHICS IN TECHNOLOGY AND ARTIFICIAL INTELLIGENCE

The power of technology, AI and machine learning continue to transform banking. Emphasizing business performance and customer experience, we are setting good governance, ethical and responsible practices for its use. Our approach is based on the Data Ethics principles outlined in the enterprise-wide Data Standards and governed by the Data Risk Management Framework and Policy (see [2021 Annual Report](#), pp. 116-117). A dedicated Data and AI Risk Team within Global Risk Management establishes the Bank's data risk appetite and provides oversight. Together, our standards and policies establish the foundations of Scotiabank's responsible governance and practices for data and AI.

Data ethics is included in employees' mandatory learning globally. We offer additional data ethics training for those engaged in data projects. The Data Ethics team, in collaboration with other groups (such as the Enterprise Privacy Office), provides enterprise-wide guidance and tools for incorporating ethical considerations into data initiatives. This team supports data practitioners to identify, assess, monitor, report and respond to data and AI-related risks throughout the data life cycle. It provides a suite of processes and tools to support employees in assessing ethical implications, meeting the Bank's requirements, following relevant regulations, using ethical and responsible practices and maintaining customer trust.

Data ethics and sensitivity assessment processes, mechanisms and tools help employees incorporate ethical considerations when developing and implementing initiatives that may affect employees, customers or communities. For example, data ethics tools are linked within the New Initiative Risk Assessment (see: [NIRA](#)) to ensure project teams are proactively aware of data privacy and ethics requirements when designing new initiatives.

We ensure fair lending practices and responsible use of AI in credit-related decisions by employing mechanisms to prevent discrimination and bias. Our practices ensure that AI-driven pricing decisions are based only on relevant borrower characteristics, such as loan size and credit rating and no protected attributes (e.g. race, gender) are used.



AI WORKING FOR OUR CUSTOMERS

Our enterprise-wide approach to data, analytics and AI protects and delivers the best experience for our customers. It is transforming our business, helping people and providing world-class, barrier-free banking. Based on the Bank's [Global Data and Analytics Platform](#), we launched [C.MEE](#) (Customer Marketing and Engagement Engine) in 2021 to analyse data across customer touchpoints (branch, mobile, online, contact centre and email) to determine what advice is most relevant for a customer at any given interaction point. With C.MEE, we have better insights about what our customers may need, enabling us to provide more personalized information when it is most relevant to them, using the communication channel they prefer.

C.MEE builds on our [multi-award winning ethical AI initiative](#) deployed during the early days of the COVID-19 pandemic. We used an AI-based model to identify 200,000 highly vulnerable customers to proactively provide them with personalized financial support and advice. Not only were customers pleased to receive the proactive outreach, as shown in customer satisfaction scores, but there was also a strong decline in delinquency rates, indicating the value of proactive outreach to support the financial resiliency of customers.

DATA PRIVACY AND SECURITY

Customer data privacy is fundamental for maintaining trust in financial services. We have no appetite for breaches of data, whether they may be privacy-related obligations or compliance failures. The Privacy Risk Management Program and Code of Conduct underpin enterprise-wide data protection. Based on best practice standards, the Privacy Risk Management Policy aligns with the expectations of the Canadian Standards Association and the Organisation for Economic Co-operation and Development. It is approved by the Board and reviewed every two years.

In 2021, we launched a dedicated Data, Digital and Technology Compliance team as an extension of our Enterprise Privacy Office. The team embeds compliance by design in Bank processes, collaborating with Regulatory Compliance to oversee initiatives and design robust data privacy programs to protect the personal information entrusted to us by our customers.

Employees are responsible for preventing the disclosure of customer data. Formal privacy policies detail the collection, use and management of personally identifiable information. Privacy impact assessments are conducted to identify potential privacy risks in the collection, use, storage, disclosure and disposition of personally identifiable information. These privacy practices are extended for proactive risk mitigation when engaging with third party providers or introducing or redesigning programs, products, services and processes (see [NIRA](#)).

We have:

- [Privacy agreements](#) available online in all countries where Scotiabank operates, formalizing our approach to use customer information responsibly and keep their data safe.

- Mandatory training to promote privacy awareness, data privacy best practices, elements of good privacy impact assessments, addressing breaches and privacy incident response.

The Bank manages privacy events, including those involving third parties, according to a clear and comprehensive set of steps laid out in the Privacy Incident and Breach Management Procedures. All privacy events are escalated according to defined procedures and level of severity, so that necessary steps are taken to mitigate risks for the Bank or others that may be impacted.

CYBERSECURITY

Many industries experienced an increase in cyber-attacks during the COVID pandemic, as hackers took advantage of changing environments to launch increasingly sophisticated incursions. To combat these threats, we proactively monitor risks, continually updating and refining programs to minimize disruptions, keeping systems and information protected. We have comprehensive programs in place to review and audit the Bank's management of information security and cybersecurity to help minimize threats.

Scotiabank's Chief Information Security Officer leads the Bank's global cybersecurity strategy and reports to the Board on a quarterly basis on cybersecurity programs, risks and trends. The Board's Risk Committee also regularly meets with management to review technology, cybersecurity and related risks. We continue to expand the coverage and pace of vulnerability remediation, enhance malware protection and strengthen data protection and access management controls. We make continual improvements to threat intelligence, staff education and awareness, and processes to manage third-party risk. Third-party contractors are monitored for cybersecurity compliance. We investigate security events to resolve identified issues, conduct

simulations for cybersecurity incidents and follow up to remove any vulnerabilities that may be identified through these processes.

To protect the Bank, employees and customers, we:

- Established governing policies in alignment with the National Institute of Standards and Technology to articulate the Bank's approach to cybersecurity – including the Information Security Policy, Cybersecurity Policy (both updated and approved by the Bank's Enterprise Core Risk Committee in 2021) and our Information Security Governance Framework.
- Have a robust [Security Centre](#) accessible on our external website, which supports small business owners with information on developing a cyber safety program, recognizing common scams and protecting themselves against financial fraud.
- Worked with Federico Santa Maria Technical University in Chile to develop an online fraud prevention course for employees and customers, reaching 7,000 people in 2021.
- Train and test employees on cybersecurity knowledge and practices, including mandatory cybersecurity training and additional training to those who need a follow-up after internal phishing tests.
- Conduct several awareness campaigns throughout the year on various topical cybersecurity issues, including COVID-19 scams and phishing attacks.
- Host an annual Global Cybersecurity Awareness Month in October via our CyberCon campaign for employees.



In this section

- 27 Sustainability-Focused Banking
- 29 Financing a Sustainable Future
- 32 Participating in the Sustainable Bond Market
- 33 Responsible Wealth and Asset Management



We are deeply impressed with, and proud to support, the remarkable innovations for environmental sustainability already in practice as well as evolving ESG approaches being adopted by our clients across industries. We commend our clients who are advancing the transition to a more sustainable future and we will continue providing innovative products and financing to support their ambitious sustainability objectives.”



- Fanny Doucet, Managing Director and Head,
Sustainable Finance

2021 HIGHLIGHTS

- Issued Scotiabank’s inaugural USD\$1 billion 3-year [sustainability bond](#), the largest sustainability bond by a Canadian financial or corporate entity in 2021, with proceeds funding the financing or refinancing of eligible green and social assets.
- Acted as a bookrunner for \$13 billion green, social, sustainability and sustainability-linked bonds in 2021, a cumulative total of \$22 billion since 2014.
- Pledged to [mobilize \\$10 billion by 2030](#) for affordable housing in Canada, in support of Canada Mortgage and Housing Corporation’s aspiration that by 2030, everyone in Canada has a home they can afford and that meets their needs.
- The Sustainable Finance Group in Global Banking and Markets has acted as sustainability structuring advisor for 21 clients this year.
- Celebrated the third successful year of the [Scotiabank Women Initiative®](#), which has deployed \$3.8 billion in capital to women-owned and women-led business in Canada since its launch in 2018.
- Supported Chile, the world’s largest sovereign social bond issuer, to issue social bonds totaling USD\$12.8 billion.¹ Recognized with a Lead Manager of the Year, Social Bond - Sovereign, at the Environmental Finance 2021 Bond Awards.
- Purchased \$2.9 billion of green, social and sustainable bonds for the Bank’s portfolio.
- Launched Scotia Global Asset Management™ Sustainable Funds for institutional and high-net-worth clients.
- Collaborated as a member of the [IIF Sustainable Finance Working Group](#), advancing capital markets solutions that support the development and growth of sustainable finance.

¹Total is USD equivalent of bonds issued in EUR, CLP and USD currencies.

WHY IT MATTERS

Acting to support the Sustainable Development Goals and the Paris Agreement on climate change requires the mobilization of large-scale financial resources. Banks have a crucial role to play in advancing sustainable development and supporting both environmental and social change. Scotiabank is mobilizing capital and financial services to address and activate social and environmental progress. Through lending, financing, issuance, investment solutions and banking services, we are promoting sustainable economic growth and enabling our customers, public and private sectors to accelerate to a more just and equitable future.

Related Links

[Scotiabank Sustainable Finance](#)
[Scotiabank Sustainable Bonds](#)
[Sustainable Bond Framework](#)
[2021 Green Bond Report](#)
[Scotiabank Women Initiative®](#)
[Indigenous Financial Services](#)

Sustainability Focused Banking

MAKING HOUSING MORE AFFORDABLE

Canadian housing markets face a chronic insufficiency of supply, with the lowest number of housing units per 1,000 residents of any G7 country.¹ Scotiabank was the [first large financial institution](#) in the country to align with the Canada Mortgage and Housing Corporation’s (CMHC) National Housing Strategy to improve affordability across Canada. We pledged to mobilize \$10 billion by 2030 in support of CMHC’s goal that everyone in Canada should have an affordable home that meets their needs. Scotiabank’s collaboration with CMHC to address housing affordability is aligned with our [ScotiaRISE initiative](#) and to our “Affordable/Community Housing”² category in our [Sustainable Bond Framework](#) released in 2021.

Scotiabank Peru’s sustainable housing loan grants fee reductions for clients purchasing green and sustainable homes certified by the [Mi Vivienda Fund](#). Mi Vivienda is a program from the Peruvian government to support housing needs and reduce housing debt for families. Through this program, 292 green and sustainable homes were purchased in 2021.

INDIGENOUS FINANCIAL SERVICES IN CANADA

Scotiabank operates 27 Indigenous Banking Centres, including four on reserves, that provide Indigenous Nations, businesses and individuals with our full range of banking services. In 2021, we exceeded our target of 12% to grow our Indigenous customer base, achieving 17% growth since 2020. This reflects services and financing programs meeting the needs of Indigenous community members, such as

leveraging leasehold interests on reserve lands and assisting Nations with the management of own source revenues.

Last year, we appointed an Aboriginal Procurement Champion for the Bank to increase and better integrate Indigenous businesses in our supply chain. Scotiabank is proud to hold the Canadian Council for Aboriginal Business’ Gold level standing for Progressive Aboriginal Relations, which is the highest level of certification. We participate in the Canadian Chamber of Commerce Task Force on corporate and Indigenous engagement, the Boreal Champions for Environmental Stewardship and the Tkaronto Prosperity Allies Table to promote Indigenous-led sustainability and economic well-being initiatives for future generations. Read more in Empowering our Customers, page 56.

➡ **Helping Indigenous clients turn systemic constraints into economic opportunity.**

Sharing knowledge and innovation to help Indigenous peoples overcome complex challenges and capitalize on new economic opportunity.

Our Indigenous Financial Services

¹[Estimating the Structural Housing Shortage in Canada.](#)

² Defined as loans related to existing or new construction, development, operation, renovation and/or maintenance of facilities, services, systems or equipment used for accredited or registered affordable housing, halfway homes and shelters based on local classification systems, or that contribute access to low-income population. Loans/funding for public and/or private programs that facilitate affordable housing in regions that economically underperform or suffer from multiple deprivations as measured in the local context.

BREAKING DOWN BARRIERS FOR WOMEN

The Scotiabank Women Initiative® (SWI) is a signature program launched in 2018 to break down barriers and empower customers who identify as women or non-binary gender identities to succeed on their own terms. The initiative helps to advance women’s careers through women-centric, holistic advisory services and mentorship. It facilitates equal access to financing and ESG-focused services, resources, tools, and workshops to elevate skills, financial confidence and technical expertise.

In 2021, SWI evolved to an enterprise-program, supporting clients across Canadian business banking, Global Banking and Markets and Global Wealth Management. This included surpassing our capital commitment of \$3 billion by 2021, deploying \$3.8 billion to women-owned and women-led businesses in Canada. Additionally, 6,000 Canadian women entrepreneurs increased their business savviness by attending Un-Mentorship Boot Camps™, over 1,100 women clients attended wealth management sessions to support major life transitions such as retirement and estate planning, and numerous women executive and emerging leaders attended webcasts, board governance programs and bespoke training sessions to support their leadership journeys. In support of the Scotiabank Women Initiative, a portion of the proceeds from Scotiabank’s 2021 USD \$1 billion Sustainability Bond will be used to advance women-owned and -led businesses. In 2022, SWI will expand internationally to support women in Latin America.

\$3.8 billion

through the Scotiabank Women Initiative® capital commitment. We have invested \$3.8 billion to women-owned and -led businesses in Canada since 2018.

➤ The Scotiabank Women’s Initiative is empowering women to take their businesses to the next level.

GREEN VEHICLE FINANCING

In Mexico, Scotiabank offers customers an incentivized credit plan to purchase an electric or hybrid vehicle through the CrediAuto’s Green Credit Program. Despite the supply challenges for hybrid and electric vehicles, more than 900 vehicles have been financed through the program since its launch in 2017. In 2021, the plan saw rapid growth, with 168% more vehicles financed than in 2020.

FACILITATING A FRESH START

Scotiabank’s StartRight program makes it easier for newcomers to access and establish their financial lives in Canada. The program provides access to credit, savings and help from Financial Advisors to build a new financial life. Details about StartRight’s specialized solutions such as mortgages for temporary and permanent residents, access to credit and vehicle loans are covered in Empowering our Customers, page 57.

Scotiabank
W O M E N
INITIATIVE



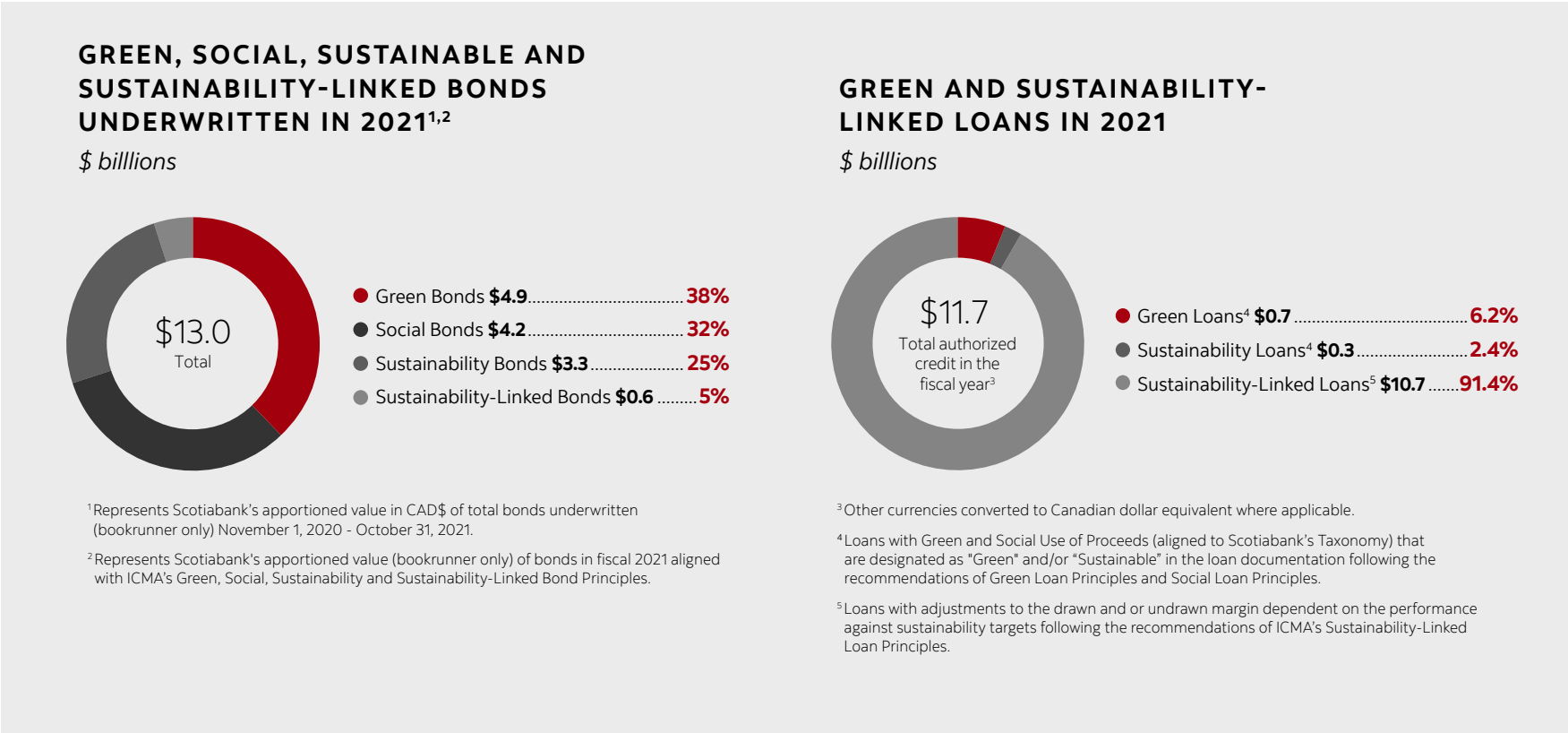
It is a privilege to witness the thoughtful and innovative approaches taken by our women clients as they build and expand their businesses, elevate their careers and manage their wealth. The Scotiabank Women Initiative is proud and honoured to support and be a part of each client’s unique journey.”



- Sloane Muldoon, Senior Vice President, Retail Performance The Scotiabank Women Initiative®

Financing a Sustainable Future

Scotiabank’s Sustainable Finance Group provides sustainable financing solutions to corporate, financial, public sector and institutional clients. Situated within our Global Banking and Markets business line, Sustainable Finance supports clients to incorporate sustainability factors into organizational strategy and align capital market activities with sustainability strategy and goals. By focusing on delivering competitive results, ESG solutions, and positive environmental and social outcomes, the team supports Scotiabank’s sustainability initiatives.



We underwrite, invest in and issue bonds designed to help the capital markets enable the transition to a sustainable global economy.

Mobilizing

\$58 billion

Capital mobilized for climate-related finance from November 1, 2018 - October 31, 2021. It includes lending, finance and advisory services aligned to our Green and Transition Taxonomy.

Underwriting

\$22 billion

In 2021, Global Banking and Markets acted as a bookrunner on \$13 billion of green, social, sustainability and sustainability-linked bonds, a cumulative total of \$22 billion underwritten since January 1, 2014.

Investing

\$2.9 billion

Our Group Treasury team identifies sustainable and green bonds from the primary market that are HQLA (High-Quality Liquid Assets) eligible. Since November 1, 2018, we have purchased \$2.9 billion green and sustainable bonds for the Bank’s liquid asset investment portfolio.

Issuance⁶

USD\$1.5 billion

Our Group Treasury team issued a USD\$1 billion, 3-year bond in 2021 and a \$500 million Green Bond in 2019. The proceeds fund green and social assets, including the advancement of women-led businesses.

⁶Scotiabank migrated from the Green Bond Framework (2019) to a Sustainable Bond Framework (2021). The Sustainable Bond Framework aligns with the 2021 ICMA Green Bond Principles, Social Bond Principles and Sustainability Bond Guidelines. See [Scotiabank Sustainable Bond Framework presentation July 2021](#).

SUSTAINABLE FINANCE DEALS

Here are highlights of sustainable finance deals closed in 2021:

Sustainability Bond	
Entel Sustainability Bond	Scotiabank acted as joint bookrunner, joint sustainability structuring agent and dealer manager for the Empresa Nacional de Telecomunicaciones S.A. (“Entel”) USD\$800 million 11-year bond. Entel is a leading provider of a wide range of telecommunication services in Chile.
Sustainability-Linked Bonds	
Enbridge Sustainability-Linked Bond	Scotiabank acted as sole structuring advisor and joint bookrunner on Enbridge’s \$1.1 billion 12-year sustainability-linked bond, which tied the coupon rate to three sustainability performance targets: reduction in Scope 1 and 2 GHG emissions intensity, increase in racial and ethnic diversity in the workforce and an increase in female representation on the Board.
TELUS Sustainability-Linked Bond	Scotiabank acted as co-structuring advisor and joint bookrunner on TELUS’s \$750 million 10-year sustainability-linked bond, which ties the coupon rate to reducing absolute Scope 1 and 2 GHG emissions by 2030. ¹ TELUS’ sustainability-linked bond framework was the first released in Canada.
Suzano Sustainability-Linked Bonds	Scotiabank acted as global coordinator and joint bookrunner on Suzano’s \$1 billion 10-year sustainability-linked bond in June 2021 and \$500 million 7-year sustainability-linked bond in September, both tied to the company’s water reduction and women in leadership goals. Suzano is the largest sustainability-linked bonds issuer in the Americas.

¹Reflects commitment made in the 2020 TELUS Sustainability Report.

Green Bonds	
Grupo Aeroportuario del Pacifico (GAP) Green Bond	Scotiabank acted as sole green structuring advisor on the green framework and joint bookrunner on the subsequent MXN 1.5 billion 5-year Green Bond.
Dream Industrial Green Bond	Scotiabank acted as joint green structuring advisor on the green bond framework and joint bookrunner on the subsequent \$800 million 3-tranche bond offering, which included a \$400 million 6-year green bond.
Colbun Green Bond	Scotiabank acted as joint green structuring advisor on the green bond framework, and joint bookrunner on the USD\$600 million 10-year bond for the third largest power generation company in Chile.
DTE Electric Green Bond	Scotiabank acted as joint active bookrunner on DTE Electric company’s USD\$1 billion dual tranche 7- and 30-year green bonds funding solar and wind farms, transmission infrastructure and customer energy efficiency programs.
AIMCo Realty Green Bond	Scotiabank acted as sole green structuring advisor and joint bookrunner on AIMCo Realty’s inaugural \$500 million 5-year green bond.

Sustainability-Linked Lending	
Finning Sustainability-Linked Loan	Scotiabank acted as sole sustainability structuring agent for the \$1.3 billion 5-year revolving credit facility.
Telefonica Colombia Sustainability-Linked Loan	Scotiabank acted as sole lender and sole sustainability structuring agent for the inaugural COP 200 billion (USD\$53 million) loan for Telefonica in Colombia, marking the first commercial bank facility in Latin America to incorporate sustainability-linked pricing.
Allied Properties REIT and Westbank Holdings Green Construction Facilities	Scotiabank led a \$490 million syndicated green construction facility for Allied and Westbank, Scotiabank’s first labelled green construction loan in Canada.



SOCIAL GENDER BONDS IN MEXICO

FIRA (Fideicomios Instituidos en Relación a la Agricultura), the Mexican development bank for agriculture, became the first Mexican issuer to launch gender-focused social bonds. These bonds expand women's access to the labour market, leadership positions and financing. Scotiabank acted as joint bookrunner on FIRA's inaugural MXN 3 billion (USD\$140 million) Social Gender Bond issued in October 2020 and their subsequent MXN 3.5 billion (USD\$150 million) social gender bond issued in April 2021.

GREEN AND SOCIAL FINANCING IN CHILE

- Scotiabank acted as joint bookrunner on a cumulative total of CLP 3.1 trillion (USD\$12.8 billion) social bonds issued by Chile.
- In November 2020, Scotiabank supported Republic of Chile on its inaugural CLP 2.6 trillion (USD\$2.1 billion) social bond, Chile's first ESG bond issued in local currency and the largest single sovereign social bond transaction ever at the time of issue. It was the first issuance using Chile's Sustainable Bond Framework, with proceeds funding projects that support households, education, essential health services and programs to prevent and/or alleviate the effects of COVID-19. Scotiabank was awarded Lead Manager of the Year, Social Bond - Sovereign, at the Environmental Finance 2021 Bond Awards for its support of the transaction.
- Scotiabank led ISA Interchile's debut transaction in international debt capital markets, issuing USD\$1.2 billion senior secured green notes due in 2056. This Chilean transaction ranked as the largest green project bond in Latin America and the Caribbean in the power and utility sector, by a factor of three.¹ Scotiabank acted as sole structuring advisor on Interchile's Green Financing Framework, which emphasizes the installation of electricity transmission lines to supply low-carbon and renewable energy to Chile's power grid. These projects support Chile's pledge to deliver 70% renewable power by 2030, eliminate coal power by 2040 and achieve carbon neutrality by 2050.

¹According to the Refinitiv Deals Intelligence debt database.



PROVIDING EXPERTISE IN ESG EQUITIES RESEARCH

Through high-quality ESG equities research, Scotiabank raises clients' awareness of the importance of sustainability in investment decisions and how ESG dynamics influence corporate behaviour and capital markets. Highlights from our ESG Equities Research teams in 2021 include:

- Hosted several ESG-themed conferences, including a Sustainable Finance Forum in Mexico focused on Latin American perspectives.
- Held Scotiabank's third annual ESG Conference and Sustainability Summit "The Forces at Play – The Quest for the Theory of Everything in ESG." This virtual summit included a detailed post-event publication of an attendee notebook of all the conference's presentations and content.
- Published our third annual, detailed ESG investment research report about how the ESG landscape has emerged and is expected to evolve and harmonize.
- Hosted a series of virtual events and developing in-depth research reports for clients about the risks and opportunities associated with sustainability issues.



Participating in the Sustainable Bond Market

Investor appetite for green, social and sustainable offerings continues to accelerate. Working with teams across the Bank, Sustainable Finance actions the Bank’s commitment to make a positive

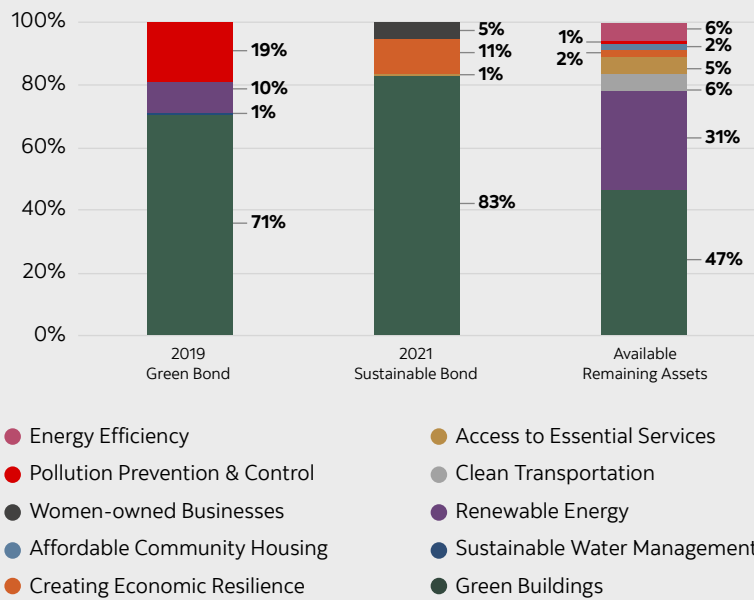
impact, supporting Scotiabank’s inaugural USD\$1 billion 3-year Sustainable Bond, the largest offering of sustainability bonds by a Canadian financial or corporate entity in 2021. Our Sustainability Bond was created using Scotiabank’s Sustainable Bond Framework, which includes 14 environmental and social categories aligned with UN Sustainable Development Goals.

SCOTIABANK’S GREEN AND SOCIAL BOND PORTFOLIO¹

\$ billions



COMPOSITION OF SCOTIABANK’S GREEN AND SOCIAL BOND ASSET PORTFOLIO¹



Includes recently proposed assets in 2021.

¹As per Scotiabank's Sustainable Bond Framework eligibility criteria. Total Eligible Assets and category split can change as new Eligible Assets are added or assets mature on a periodic basis. Available sustainable eligible assets are inclusive of Canadian dollar equivalent (CDE) of \$280 million of social or green assets (19% of remaining sustainable assets) that are expected to be ring-fenced for any potential Designated International Subsidiary issuance.



Responsible Wealth and Asset Management



Scotiabank's wealth and asset management businesses are committed to responsible investing and incorporating ESG factors into investments. Building ESG into investment analysis, research and decision-making processes helps manage risks, enhance returns and deliver value to clients. In 2021, Scotiabank Global Asset Management became a founding member of [Climate Engagement Canada](#) (CEC)¹, a finance-led initiative that drives dialogue between the financial community and corporate issuers to promote a just transition to a net-zero economy.



Scotiabank Global Wealth Management's three major asset managers are wholly-owned subsidiaries of Scotiabank: 1832 Asset Management, Jarislowsky Fraser and MD Financial Management. All have adopted responsible Investment policies and as signatories to the UN-supported [Principles of Responsible Investment](#), publish annual investment transparency reports on PRI's website.

Scotia Global Asset Management.

1832 Asset Management

[1832 Responsible Investment Policy](#)

[1832 Proxy Voting Guidelines](#)

Scotia Global Asset Management's [1832 Asset Management](#) investment approach involves proprietary ESG research, proxy voting

and direct engagement with companies, representing \$187 billion in assets under management (AUM).² ESG is embedded in the core of 1832's investment decision-making. The firm requests companies disclose their GHG emissions, encouraging the use of CDP, TCFD or another reporting framework. The significant size of 1832's asset base ensures direct access to management teams to inquire about material ESG factors, particularly climate-related capital spending, net-zero commitments and the status of strategic planning to prepare to transition to a low-carbon future. For more details, see Scotia Global Asset Management's [2021 Stewardship and Responsible Investment](#) report.

Portfolio managers and analysts integrate ESG factors and select best-in-class companies based on proprietary ESG research, assessments and continuous monitoring of ESG risks within its investment mandates. 1832 promotes ESG best practices as an active member of the Canadian Coalition for Good Governance and its Environment and Social Committee. In 2021, 1832 co-chaired education forums on TCFD reporting and ESG metrics for executive compensation for its members.



Jarislowsky Fraser

[Sustainable Investment Policy](#)

[Proxy Voting Policy and](#)

[Procedures](#)

With a total AUM of approximately \$62 billion, [Jarislowsky Fraser](#) (JFL) applies a fully integrated approach to sustainable investing across its in-house managed investment mandates. JFL was founded on the principles of quality investing based on excellence in research

¹Logo used with permission from CEC.

²Refer to page 141 of the Management's Discussion & Analysis in the Bank's 2021 Annual Report, available under the Bank's profile on SEDAR, at www.sedar.com, for an explanation of the composition of the AUM measure. Such explanation is incorporated by reference herein.

and responsible stewardship of client assets. For over six decades, JFL has adhered to a philosophy of investing in quality, sustainable businesses and considers well-developed and well-executed ESG practices inherent characteristics of high-quality companies. JFL offers sustainability-themed and screened investment solutions for institutional and private clients.

Formal sustainable investment and engagement policies affirm JFL's principles when conducting investment analysis, engagement and proxy voting. A single, in-house Global Investment Team leads all investment decisions, company engagements and proxy votes, enabling the team to leverage their deep global research, sector expertise and long-term relationships with companies under their coverage. JFL has developed proprietary tools, such as its Business Practice Scorecard, to ensure systematic and robust ESG analysis, and continually seeks to evolve and enhance these tools.

JFL measures and reports the weighted average carbon intensity of its portfolios. Broadly speaking, the carbon intensity of Jarislowsky Fraser's high-quality portfolio holdings are materially lower than their respective benchmark indices. In 2021, JFL released its second Climate-related Financial Disclosures report, aligned with the recommendations of the TCFD. As longstanding advocates for good corporate governance, JFL co-founded the Canadian Coalition for Good Governance in 2002 and was a founding member of the Sustainability Accounting Standards Board's Investor Advisory Group. It is a signatory to the Statement by the Quebec Financial Centre for a Sustainable Finance, the Canadian Investor Statement on Climate Change and Climate Action 100+.



MD Financial Management

Responsible Investment Policy

Proxy Voting Policy

MD Financial Management (MD) incorporates ESG factors into its investment analysis and decision-making processes, representing \$61 billion in AUM. It communicates with companies in which it invests to determine if they have a strong ESG commitment and measurable goals for improvement. The firm's approach is informed by the MD Financial Management Responsible Investment Policy.

MD Financial Management uses a scorecard approach for equity holdings in its funds. This measurement and assessment process allows MD to focus on specific ESG issues uniquely important to its Canadian physician clients. MD engages with companies that score poorly relative to the industry to encourage them to make necessary changes. Reflective of its clientele and their dedication to healthcare, MD funds do not invest in companies that produce and manufacture tobacco- or cannabis-related products.



In 2021, Scotiabank, MD Financial Management

and the Canadian Medical Association committed \$1 million to the Black Physicians' Association of Ontario. The association works to advocate for and increase the number of Black doctors practicing in the province.

SUSTAINABLE INVESTING PRODUCTS AND TOOLS

Scotiabank provides several specialized investment products and resources for clients who are interested in sustainable or responsible investing.

Scotia iTRADE Sustainable Investing Tool – The iTRADE tool provides self-directed clients access to ESG insights and relevant sustainability investment research from leading ESG rater Sustainalytics. iTRADE’s Sustainable Investing tool experienced a year-over-year increase in client interactions of 20%, in line with increased interest in ESG and sustainable investing.

Scotia Global Asset Management™ Sustainable Funds – Launched in 2021, this suite of funds provides a diversified portfolio of high-quality businesses with ESG factors integrated into the investment decision-making process. The funds include a sustainable global corporate bond fund, sustainable global equity fund and a sustainable emerging markets equity fund.

Scotia Low Carbon Funds – Managed by 1832 Asset Management and subadvised by Jarislowsky Fraser, this suite of funds targets investors seeking a diversified portfolio of high-quality investments with lower carbon intensity than the broader market.

Dynamic Energy Evolution Fund – Managed by 1832 Asset Management, the fund invests in companies supporting the energy transition, including renewable power, emerging solutions and new energy innovators.

MD Fossil Fuel Free Funds – These bond and equity funds avoid investments in companies involved in extracting, transporting or processing of fossil fuels. In addition, the funds do not invest in companies involved in the creation, manufacturing and servicing of controversial weapons systems.

Fossil Fuel Free Funds – A family of private, pooled funds managed by Jarislowsky Fraser excludes companies with non-renewable energy operations, significant fossil fuel reserves or those that have a significant value attributable directly to the extraction, distribution or production of fossil fuels.

Sustainable and Impact Bond Fund – Launched in 2021, this pooled fund managed by Jarislowsky Fraser enables investors to target a certain allocation for sustainable finance bonds, and increase exposure to issuers that are leaders in addressing climate change, diversity and inclusion.

ESG Equity Guided Portfolio – This fossil fuel-free, global equity guided portfolio excludes companies with material exposure to weapons, tobacco or alcohol. ESG rankings are applied to securities included in the Scotia Wealth Management Global Portfolio Advisory Group’s core equity guided portfolios.

Scotiabank Peru’s Gender Equality Mutual Fund (Scotia Fondo de Fondos Igualdad de Género) – This fund invests in global companies leading in the promotion of diversity and gender equality in five areas: diversity of the board, talent management and retention, equal remuneration, employee satisfaction and employee well-being. The mutual fund donates 15% of its administration commission to CARE Peru’s program to improve opportunities for girls through school completion, social skills acquisition, leadership and teamwork.





In this section

37 Climate Change Strategy and Net-Zero Pathways

40 Governance and Risk Management

43 Environmental Impact of Our Operations



The pathway to a net-zero future is narrow and every one of us has a role to play, if we are to succeed. As a member of the Net-Zero Banking Alliance, we are building on our Climate Commitments by mobilizing capital to help clients implement their transitions to a low-carbon economy, decarbonizing our own operations and prioritizing collaboration and transparency.”



- Sandra Odendahl, Vice President
& Global Head, Sustainability

2021 HIGHLIGHTS

- Achieved 25% reduction of Scope 1 and 2 GHG emissions (from 2016 levels), four years ahead of our 2025 target.
- \$58 billion mobilized for climate-related finance since November 1, 2018, putting us more than halfway to our target of \$100 billion by 2025.
- Developed our [Net-Zero Pathways](#) plan, detailing our approach to becoming a net-zero bank by 2050.
- Committed to Bank-wide net-zero emissions in our operations by 2030¹ and on track to meet our interim target of 100% non-emitting² electricity for Canadian operations by 2025 and 100% for our global footprint by 2030.
- Established a [\\$10 million Net-Zero Research Fund](#) to advance research and leadership in support of global decarbonization efforts, and selected our first cohort of grant recipients for Canada, the U.S. and Latin America.
- Joined the United Nations-convened [Net-Zero Banking Alliance \(NZBA\)](#), a global financial sector initiative to address climate change.
- Became a member of the [Partnership for Carbon Accounting Financials \(PCAF\)](#) to harmonize measures and disclosure of financed emissions associated with loans and investments.
- Joined and collaborated as a member of [Climate Engagement Canada](#).
- Joined [Circular Economy Leadership Canada](#) in December 2021, a multi-sectoral, national organization dedicated to advancing the circular economy.

¹ Includes Scope 1 and 2 emissions and Scope 3 emissions from employee business travel.

² Includes renewable (hydro, solar, wind, geothermal, tidal) and nuclear sources, and may include the use of renewable energy certificates (RECs).

Climate Change Strategy and Net-Zero Pathways

WHY IT MATTERS

Climate change brings significant challenges for societies, economies and the planet. Scotiabank's Climate Commitments and net-zero pathways are helping us to focus on the concrete action and financing solutions needed to support a just and orderly transition towards a low-carbon economy. We are taking action to reduce our carbon footprint, factor climate-related risks and opportunities into lending and investment decisions and mobilize financial resources to build pathways to a net-zero future.

Related Links

[Scotiabank's Climate Commitments](#)

[Net-Zero Pathways Report](#)

[Climate Change Centre of Excellence](#)

[2021 Annual Report](#)

[2021 CDP Submission](#)



Scotiabank is committed to transparency on climate-related risks

and will continue to support the recommendations of the Task Force for Climate-related Financial Disclosures (TCFD). A TCFD index is included in the 2021 ESG Report Indices (p. 3) to aid in the location of relevant disclosures across the 2021 ESG Report and the [2021 Annual Report](#).

ESTABLISHING A COMPREHENSIVE CLIMATE CHANGE STRATEGY

Scotiabank's five Climate Commitments support the objectives of the Paris Agreement on climate change. The Commitments form the Bank's enterprise-wide climate strategy and comprehensive approach to addressing climate risks and opportunities. They outline how we facilitate finance in support of the transition to a low-carbon economy, ensure robust climate-related governance, manage climate risks, decarbonize our own operations and contribute to the global dialogue on climate change.

Like any robust strategy, our Climate Commitments continue to develop and are strengthened as new science and best practices emerge. We engage in collaborative partnerships to address complex issues at the intersection of climate science, social equity, community and economic development. As the landscape continues to evolve, we support relevant training and education for our staff, bolster climate research and analytics capabilities, ingrain a climate lens into how we do business, and expand the ways our employees can advance proactive climate solutions that help our clients decarbonize.

We are committed to working with our clients to understand their business and financial needs in the economy. A changing climate presents risks, but Scotiabank is well-positioned to mobilize finance to facilitate the development of solutions that support climate transition and adaptation, including cleantech, electric vehicles and charging infrastructure, carbon capture, utilization and storage and low carbon buildings. We are collaborating with our many partners to support the economy's changing needs, such as transition training for green jobs, cleantech entrepreneurial training and support and climate-related sector research.

Highlights of our activities related to addressing climate change:

- Mobilized \$58 billion in climate-related finance, putting us more than halfway to our target of \$100 billion by 2025.¹
- Developed our [Net-Zero Pathways](#) plan, detailing our approach to becoming a net-zero bank by 2050.
- Maintained mandatory credit due diligence and adjudication processes that integrate environmental and climate change risk assessment requirements at the transaction level for business banking clients. The Bank's Credit Policy Manual and Handbooks explicitly address climate risk.
- Participated in the UNEP FI program to understand the climate-related risks in our lending portfolio. We made enhancements to our infrastructure for climate scenario modelling, improving the alignment with internationally recognized climate change scenarios and models.
- Completed a pilot climate scenario analysis for Europe using the Bank of England's climate scenarios.²
- Joined the UN-convened [Net-Zero Banking Alliance](#) to accelerate efforts of the financial sector globally to address climate change.

¹Since November 2018, Scotiabank Green and Transition Taxonomy defines which activities, assets and investments are counted toward our target.

²Scotiabank used The Network of Central Banks and Supervisors for Greening the Financial System (NGFS) scenarios provided by the Bank of England for the 2021 Climate Biennial Exploratory Scenario (CBES). Scenarios included an early-action (orderly) 1.8°C scenario, a late-action (disorderly) 1.8°C scenario, and a 3.3°C no-additional action scenario.



MAPPING A NET-ZERO PATHWAY

Becoming Net-Zero by 2050

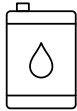
Scotiabank supports the goals of the Paris Agreement, including the goal to achieve net-zero emissions globally by 2050 or sooner. We recognize the challenges and complexity associated with a net-zero emissions pathway for the Bank, our clients, our communities and the economy at large. Achieving net-zero by 2050 will require concrete plans, interim targets, sector-specific timelines and transparent reporting.

As part of our [Net-Zero Pathways project](#), we established Bank-wide, quantitative time-bound targets for reducing greenhouse gas (GHG) emissions, both in our own operations and in our lending activities. We are also contributing to the necessary discussions, analyses and actions that will help the world achieve its net-zero objective.

Expanding upon our Climate Commitments, we began our Net-Zero Pathways project in April 2021. It charts our paths to reduce the financed emissions for our most emissions-intensive sectors by 2050. We prioritized and assessed the financial and emissions exposures of the following sectors:

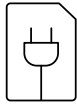
Sectors of Focus

Oil & Gas¹



The Oil and Gas sector delivers energy services (e.g., heat, electricity, transport fuels) and products (e.g., plastics, textiles) that are central to the economy. Working with our clients, we will support a just and orderly transition for the sector.

Power & Utilities²



Power & Utilities enable electrification efforts across other sectors. We are supporting decarbonization efforts to make electrification cleaner.

Residential Mortgages³



We focus on decarbonization efforts for the built environment in our portfolio of residential mortgages.

Agriculture⁴



We are exploring several activities to support the decarbonization of this sector.

Our net-zero commitments, detailed in our 2022 [Net-Zero Pathways Report](#) released in 2022, include:

- Achieve net-zero emissions in our operations⁵ by 2030, including securing 100% non-emitting electricity in Canada by 2025 and globally by 2030.
- Mobilize \$350 billion in capital for climate-related finance by 2030, an increase from our current target of mobilizing \$100 billion by 2025.
- Provide \$25 million in community investment over 10 years, from 2021 to 2030, to support non-profit and charitable partnerships that enable climate-related systems change and sector decarbonization.
- Reduce Scope 1 and 2 emissions intensity of our Oil & Gas portfolio by 30%, and reduce scope 3 emissions intensity by approximately 15%-25% by 2030.
- Reduce Scope 1 and 2 emissions intensity for our Power & Utilities portfolio by 55%-60% by 2030.
- Continue to refine financed emissions baselines and where necessary, targets for the Bank’s Oil & Gas, Power & Utilities, Residential Mortgages, and Agriculture portfolios.⁶
- Work in partnership with clients to lower their emissions across the sectors we finance.
- Take actions to improve emissions data availability and quality.
- Apply our net-zero approach across our portfolio, and develop targets for additional emissions-intensive sectors and geographies over time.
- Engage proactively in climate public policy dialogues to support decarbonization efforts as well as a just and orderly transition to a net-zero economy.
- Report annually on progress transparently and refine targets as new data becomes available.

¹Scope: 1 & 2, International.
²Scope: 1 & 2, International.
³Scope: 1 & 2, Canada.
⁴Scope will be defined in 2022.
⁵Includes Scope 1 and 2 emissions, and Scope 3 emissions from employee business travel.
⁶Scotiabank has disclosed financed emissions baselines for Residential Mortgages and Agriculture sectors at this time. Targets will be disclosed in future reports as more detailed and reliable data becomes available.

UPDATE ON SCOTIABANK’S FIVE CLIMATE COMMITMENTS AND PROGRAMS

Commitment	2021 Progress
Climate Commitment #1 Mobilize \$100 billion in capital by 2025 to reduce the impacts of climate change	<ul style="list-style-type: none">• Mobilized \$58 billion in capital for climate-related finance since November 1, 2018, putting us more than halfway to our target of \$100 billion by 2025.• Undertook a Net-Zero Pathways project to establish Bank-wide, quantitative, time-bound targets for reducing GHG emissions associated with both our financing activities and our own operations.• Significantly increased green, social and sustainability-linked lending and underwriting, with \$22 billion of sustainable financing activity in 2021 – more than triple 2020’s volume.¹• Issued USD\$1 billion 3-year Sustainable Bond, with proceeds funding eligible green and social assets.
Climate Commitment #2 Ensure robust climate-related governance and transparency in our reporting	<ul style="list-style-type: none">• Joined the United Nations-convened Net-Zero Banking Alliance (NZBA) to accelerate efforts of the financial sector globally to address climate change.• Established the Corporate ESG Committee, a multidisciplinary team of senior executives, to assist the Bank in achieving its ESG objectives.• Published Second Green Bond Report detailing how net proceeds were allocated and issued.• Continued to enhance climate disclosures and reporting, aligning with TCFD recommendations and PCAF guidelines for financial institutions. We scored an A- from CDP in 2021, reflecting our implementation of leading practices.
Climate Commitment #3 Enhance integration of climate risk assessments in our lending, financing and investing activities	<ul style="list-style-type: none">• Increased our capabilities for climate scenario analysis. In 2021, we completed a pilot climate scenario analysis for Europe using the Bank of England’s climate scenarios.• Approved an Environmental Risk Management Framework covering the key governance components in place to ensure effective management of exposure to Environmental Risk. It includes a standalone, climate-related risk appetite statement.• Included an Environmental Performance Metric in the Enterprise Risk Appetite Framework as a risk appetite metric.
Climate Commitment #4 Decarbonize our own operations and find innovative solutions to reduce the Bank’s impact on the changing climate	<ul style="list-style-type: none">• On track to meet our target of 100% electricity from non-emitting sources for Canadian operations by 2025 and globally by 2030.• Achieved 25% reduction of Scope 1 and 2 GHG emissions (from 2016 levels), four years ahead of the 2025 target.• Invested \$38.1 million since 2018 in electricity and energy efficiency initiatives across the Bank’s footprint, with investments supported by an internal carbon price of \$45 per tonne of CO₂e in 2021.
Climate Commitment #5 Establish a Climate Change Centre of Excellence to mobilize internal and external collaboration, dialogue and information sharing, and contribute to the global conversation on climate change	<ul style="list-style-type: none">• Established a \$10 million Net-Zero Research Fund to stimulate pioneering research to support the decarbonization of the economy, granting \$1 million to 10 organizations in 2021.• Launched the website for the Climate Change Centre of Excellence, supporting partnerships, resources and knowledge contributing to the global dialogue on climate change.• Collaborated extensively with sector and non-governmental organizations that include, but are not limited to, the Environment Program Finance Initiative (UNEP FI), Institute of International Finance’s (IIF) Sustainable Finance Working Group, Canadian Business for Social Responsibility (CBSR) Net-Zero Working Group, and Canadian Transition Finance Set of Principles and Transition Taxonomy.• Delivered climate change training module for employees and an informational seminar, ESG Talks: Climate Edition featuring leading experts on climate change topics for senior leaders.

¹Represents Scotiabank’s apportioned share of lending and bond underwriting.

Governance and Risk Management

ENSURING ROBUST CLIMATE GOVERNANCE

The risks and opportunities that climate change poses to the Bank are overseen by the Board of Directors and its committees, including the Risk, Corporate Governance and Audit and Conduct Review Committees. The Bank’s approach to climate-related risk and the roles and responsibilities of these committees are summarized in the [2021 Annual Report](#) (pp. 79-81 and 114-117). The Board and its committees’ oversight of ESG matters are detailed by committee in the [2022 Management Proxy Circular](#) (pp. 45-49). In 2021, the Board received a progress report on the Bank’s Climate Commitments and updates on net-zero progress and relevant market trends.

MANAGING CLIMATE RISK

Scotiabank views climate risk as a subset of environmental risk. As the impacts of climate change increase in prominence, so too does the need for the Bank to understand whether, and to what degree, its customers may be vulnerable to climate-related risks.

Climate risk includes physical and transition risk. Physical risk considerations include severe acute weather events such as floods, hurricanes, extreme cold or heat, or chronic effects such as drought. Transition risk considerations include policy and regulatory actions (such as subsidies or taxes), increased fuel costs, reduced market value of select emissions-intensive assets, and/or changing market conditions.

Sectors Most Vulnerable to Climate Risk as at October 31, 2021

Sector	% of Loans and Acceptances ¹	Physical Risk	Transition Risk	Overall Climate Vulnerability
Utilities	2.88%	Medium	High	High
Agriculture	2.40%	High	High	High
Energy	1.52%	High	High	High
Transportation	1.41%	Medium	High	Medium
Mining	0.65%	Medium	High	High
Metals	0.37%	Medium	High	High
Forest products	0.30%	Medium	Medium	Medium
Chemicals	0.23%	Medium	High	High

¹Ratio of outstanding exposure divided by total loans and acceptances net of allowance for credit losses. Figures are derived from the 2021 Annual Report, p.127.

Risks Impacted by Climate Change

Climate-related issues associated with the Bank or its customers could give rise to credit, reputational, operational, or compliance risks, as outlined in the table below. Further detail about the Bank’s approach to environmental risk assessment and credit due diligence follows on [page 41](#).

Risk Category	Bank Definitions	Description as it Relates to Climate-Related Risk
Credit risk	Loss resulting from the failure of a borrower or counterparty to honour its financial or contractual obligations to the Bank.	Repayment challenges from clients due to reduced profitability, asset devaluation, or inability to adapt to net-zero requirements.
Compliance risk	Business activity may not be conducted in conformance with all applicable regulatory requirements wherever the Bank does business.	Non-compliance with climate-related regulations and associated remedial actions.
Reputational risk	Negative publicity, business practices or associations that adversely affect the Bank’s revenues, operations or customer base.	The Bank and/or its clients are viewed negatively due to perceived misalignment with stated climate commitments.
Operational risk	Loss resulting from people, inadequate or failed processes and systems, or from external events.	Potential for physical risks to disrupt the Bank’s properties (i.e. branches and offices) and critical supply chain services.

ASSESSING SECTOR CLIMATE RISK

A mandatory Climate Change Risk Assessment (CCRA) has been integrated into the standard credit due diligence and adjudication processes for Business Banking clients. This assessment evaluates both the physical and transition risks a client may face and their awareness of such risks. The CCRA is conducted at the transaction level and helps to inform credit decisions. The CCRA results in a climate change risk rating of low, moderate or high being assigned to each transaction.

In addition, Scotiabank assesses its exposure to the sectors vulnerable to physical and transition climate risks, using information from industry reports, heatmaps and the results of a Canadian Bankers Association working group session on high-risk climate sectors.

Through this process, for example, the agriculture sector was assessed as highly vulnerable to climate risk related to the potential for adverse weather-related events resulting in production shocks and climate-induced price hikes. Climate risk vulnerability for clients in water-stressed areas anticipates water scarcity issues resulting in increased water surcharges, taxes and restrictions.

The climate sector vulnerability results and the CCRA are included within industry reviews to assess climate risk drivers and determine their potential materiality. CCRA compliments the sector sensitivity analysis by capturing borrower-level mitigation factors such as geography, location of assets and climate-specific management strategies.

MEASURING ENVIRONMENTAL PERFORMANCE

We recognize the importance of having the right metrics and targets to clearly report on the climate-related aspects of our business. We have established, and continue to refine, metrics for assessing climate-related risks and opportunities, as well as progress toward our Climate Commitments. Climate-related metrics and targets are provided in the Environmental Impact of [Our Operations](#) (p. 43) and the [data tables](#) on p. 70.

In 2021, we added an internal Environmental Performance Metric (EPM) to the Enterprise Risk Appetite Framework. The EPM is a composite measure of environmental risk based on sub-metrics which inform on reputational, credit and operational categories. The metric will be internally reported quarterly, in accordance with other risk appetite metrics.

Scotiabank is a member of several groups, including the UNEP FI, working together on the development of consistent methodologies and metrics for TCFD-aligned reporting. Scotiabank adheres to PCAF guidelines for financial institutions to understand our emissions exposure and set decarbonization targets.

Scotiabank is a signatory to, and participant in, CDP. Our 2021 submission covering fiscal year 2020 activities received a grade of A- and is available [on our website](#).

ENVIRONMENTAL RISK MANAGEMENT

In 2021, the Bank developed an enterprise-wide Environmental Risk Management Framework which serves as a key source of information to the Board of Directors, executive management and all other employees of Scotiabank. The framework provides an overview of the key governance components and risk management elements that are in place to ensure the Bank effectively manages its exposure to environmental risks. It accomplishes this by including information on the types of environmental risks faced by the Bank, the governance and control structures that are in place, relevant industry standards and regulatory requirements, key roles and responsibilities across the enterprise, the methodologies and tools used to identify, assess and manage environmental risks, risk appetite statements, metrics and reporting. The framework is a source document to which all other environmental-related policies and procedures are to be aligned.

In addition, Scotiabank maintains a list of businesses to avoid in its Credit Policy Manual for its Corporate and Commercial lending activities. Certain businesses on this list are included because of their environmental, social and reputational risks and impacts. For instance, this list accounts for Scotiabank's public position statements that [prohibit financing of standalone thermal coal mining](#), power generation projects and the Bank's commitment to not provide direct financing or project-specific financial and advisory services for activities that are directly related to the [exploration, development or production of oil and gas within the Arctic Circle](#).

5 PRINCIPLES OF OUR ENVIRONMENTAL POLICY

Scotiabank’s Environmental Policy describes the key principles that guide the Bank in its approach to managing environmental risks.

- 1

Comply with applicable environmental laws and regulations, and voluntary standards and initiatives adopted by the Bank
- 2

Contribute to operational efficiency that is consistent with reducing environmental impacts and promoting responsible actions
- 3

Incorporate environmental risk assessment and mitigation criteria into the Bank’s risk management procedures
- 4

Contribute to ongoing dialogue with relevant stakeholders, such as customers, employees, governments, non-governmental organizations and industry associations
- 5

Measure and report publicly on the Bank’s environmental performance on at least an annual basis

ENVIRONMENTAL DUE DILIGENCE

Scotiabank accounts for environmental and climate-related risks in its credit due diligence and adjudication processes. This includes mandatory environmental and climate change risk assessment procedures and requirements for business credits. These risk-adjusted processes are designed to identify the environmental and climate change risks and liabilities that are inherent to a borrower’s business activities, any real estate being pledged to the Bank as security, and to evaluate the effectiveness of the borrower’s management and mitigation strategies. These risk assessment processes are integrated into the Bank’s credit risk policies. Transactions that are deemed to have elevated or significant environmental risks are escalated to, and reviewed by, the appropriate senior/executive management risk committee(s).

The Bank’s Environmental and Social Risk team collaborates with credit and lending teams across our various lines of business to help them assess environmental and climate change risks for transactions in diverse sectors and geographies. In 2021, this team responded to more than 1,500 internal requests for technical advice and counsel in support of environmental risk due diligence and mitigation processes for business credits.

ADHERING TO THE EQUATOR PRINCIPLES

The Bank uses the Equator Principles risk management framework in partnership with our customers to identify, assess and manage environmental and social risks and impacts when financing in-scope development projects. These projects tend to be large-scale infrastructure and industrial developments which have the potential to significantly impact people and the environment. The framework serves as a minimum standard for project due diligence and monitoring and is designed to support environmentally and socially responsible risk decision-making. Using this framework helps to ensure that the Bank is financing large-scale development projects that are completed in an environmentally and socially responsible manner, consistent with internationally recognized standards. Scotiabank publicly reports annually on the transactions and advisory services that were subject to the Equator Principles.

Please refer to page 71 in the data tables for more details of Scotiabank’s Equator Principles reporting.

Transactions That Applied to the Equator Principles

	2021	2020
Project Finance Transactions	9	7
Project-Related Corporate Loans	3	2

¹By the end of the 2021 calendar year, the board of directors or senior management of Scotiabank’s subsidiaries have either adopted and ratified the Environmental Risk Management Framework, or have approved a subsidiary-specific framework that aligns in all material respects with the framework.

Environmental Impact of Our Operations

WHY IT MATTERS

We own or lease over 2.2 million square metres of real estate for our offices and branches globally, about the same area as 310 soccer fields. These buildings contribute to greenhouse gas emissions through their construction, design and operation largely through electricity and fuels consumed for power and heat. We strive to reduce our impact by investing in energy efficiency, decarbonizing the energy we use and incorporating more lifecycle considerations into our waste management.

Related Links

[2021 GHG Emissions Verification Statement](#)

DECARBONIZING OUR OPERATIONS

In 2021, we achieved our target to reduce Scope 1 and 2 Greenhouse Gas emissions by 25% (from 2016 levels), four years ahead of our 2025 goal. We reached this reduction earlier through our investments in energy efficiency initiatives and the decreased carbon intensity of the power grids in some of the countries where we operate. The ongoing COVID pandemic continued to suppress business travel in 2021, holding scope 3¹ emissions down significantly compared to previous years.

Scotiabank secured 63% of its electricity from non-emitting sources² in 2021, trending towards our target of securing 100% on a global basis by 2030. Investments in energy use reduction and efficiencies are supported by an internal carbon price that increased from \$30 to \$45 per tonne of CO₂e in 2021. The price will further rise to \$60 in 2022. Since 2018, we have made capital investments of \$38.1 (2021: \$10.8) million to reduce and improve energy efficiency.

GHG and Energy Metrics Summary

See data tables on pages 70-71 for detailed GHG emissions and energy consumption data.

Metric	Target	2021
Reduction in Scope 1 and 2 GHG emissions (2016 baseline)	25% by 2025	25%
% of electricity from non-emitting sources ² (Global)	100% by 2030	63%
% of electricity from non-emitting sources ² (Canada)	100% by 2025	82%
Internal carbon price	\$60/tCO ₂ e by 2022	\$45
GHG Intensity per square metre of occupied real estate ³		0.05

ENERGY AND ENERGY EFFICIENCY

Scotiabank’s internal carbon price funds energy efficiency initiatives across the Bank’s footprint. The increased adoption and provision of online banking paired with widespread work-from-home models have

contributed to reduced energy consumed on our premises over the last two years. We anticipate these pandemic-accelerated initiatives will remain a part of future energy efficiency plans.

Energy Reduction and Efficiency Initiatives in 2021

Initiative	2021 Progress
Heating, ventilation and air conditioning (HVAC) retrofits for international branch network	In Colombia, completed two retrofits resulting in annual energy savings of 49.5 MWh, and 9 tCO ₂ e of GHG emissions. In Chile and Mexico, replaced a combined 188 HVAC systems with higher efficiency equipment, resulting in annual energy savings of 337 MWh, and 140 tCO ₂ e of GHG emissions.
Lighting retrofit at Canadian locations	Lighting retrofit project in Ontario, Canada, resulting in annual savings of 295 MWh, and 8.6 tCO ₂ e of GHG emissions. Installed LED signage across 61 locations in Canada, resulting in annual savings of 679 MWh, and 111 tCO ₂ e of GHG emissions.
Solar panel installations	Piloting a solar panel project in Peru, with plans to provide an estimated annual energy savings of 2,130 kWh, and 1 tonne of CO ₂ e. We have three additional projects underway, two for the Dominican Republic and one for Jamaica.
Scotia Plaza earned BOMA BEST Platinum award	Scotiabank is a lead tenant (leased) at Scotia Plaza, a certified Zero Carbon building in Toronto, Ontario. In 2021, it earned the BOMA BEST Sustainable Buildings certification for excellence in energy and environmental management, placing in the 90th percentile for environmental performance.
Electronic vehicle charging stations in Canada	Certain branches in Ontario offer vehicle charging stations, a total of 41 are available to the public 24 hours everyday.

¹ Scotiabank assessed its Scope 3 emissions profile using the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) GHG Protocol Scope 3 Evaluator. Scotiabank’s Scope 3 emissions are business travel, which is calculated and verified in the annual emissions verification.

² Non-emitting sources includes renewable (hydro, solar, wind, geothermal, tidal) and nuclear sources, and may include the use of renewable energy certificates.

³ GHG intensity calculations include Scope 1 and 2 emissions and cover CO₂, CH₄, and N₂O gases.

REDUCING PAPER USE AND MANAGING ELECTRONIC WASTE

Scotiabank’s multi-year global investments in online and app-based banking innovations have been vital to the accelerated adoption of digital banking during the pandemic. While increased digital activity continues to reduce paper consumption, it also contributes to the volume of electronic equipment turnover as systems and machines are upgraded to meet greater performance expectations and improve accessibility and customer experience.

Reduction of Paper Use

Paper use continues to decline. Beyond the reduction of paper due to the increased digitization of banking, several locations have taken extra steps such as removing underutilized printers to discourage paper use. We also consider paper composition and using paper that is sourced sustainably, with 96% of paper being Forest Stewardship Council (FSC) certified in 2021. In Chile, we converted new account welcome kits to 100% recyclable paper and recycled fibers, delivered in compostable bags. We are also proud of Scotiabank Trinidad and Tobago receiving a 2021 SEAL Environmental Initiative Award for its Paperless Project, which reduced printing by 3.6 million pages.

Electronic Waste Management

We recycle and reuse electronic equipment to the fullest extent possible while ensuring appropriate customer and employee data-wiping protocols. All equipment the Bank can no longer use – from laptops to cables, cell phones, batteries and screens – is assessed for potential to recycle, refurbish for reuse or donate to charitable institutions. During the pandemic, many of our global operations, like Costa Rica, donated laptops that were repurposed for school programs, educational centers and community youth organizations.

Scotiabank is part of a joint effort to provide used technology to the Government of Canada's Computers for Schools Plus (CFS+) program. Computers for Schools Plus (CFS+) refurbishes digital devices from government, private business and individuals for use by schools, libraries, not-for profit organizations, Indigenous communities and eligible low-income individuals.

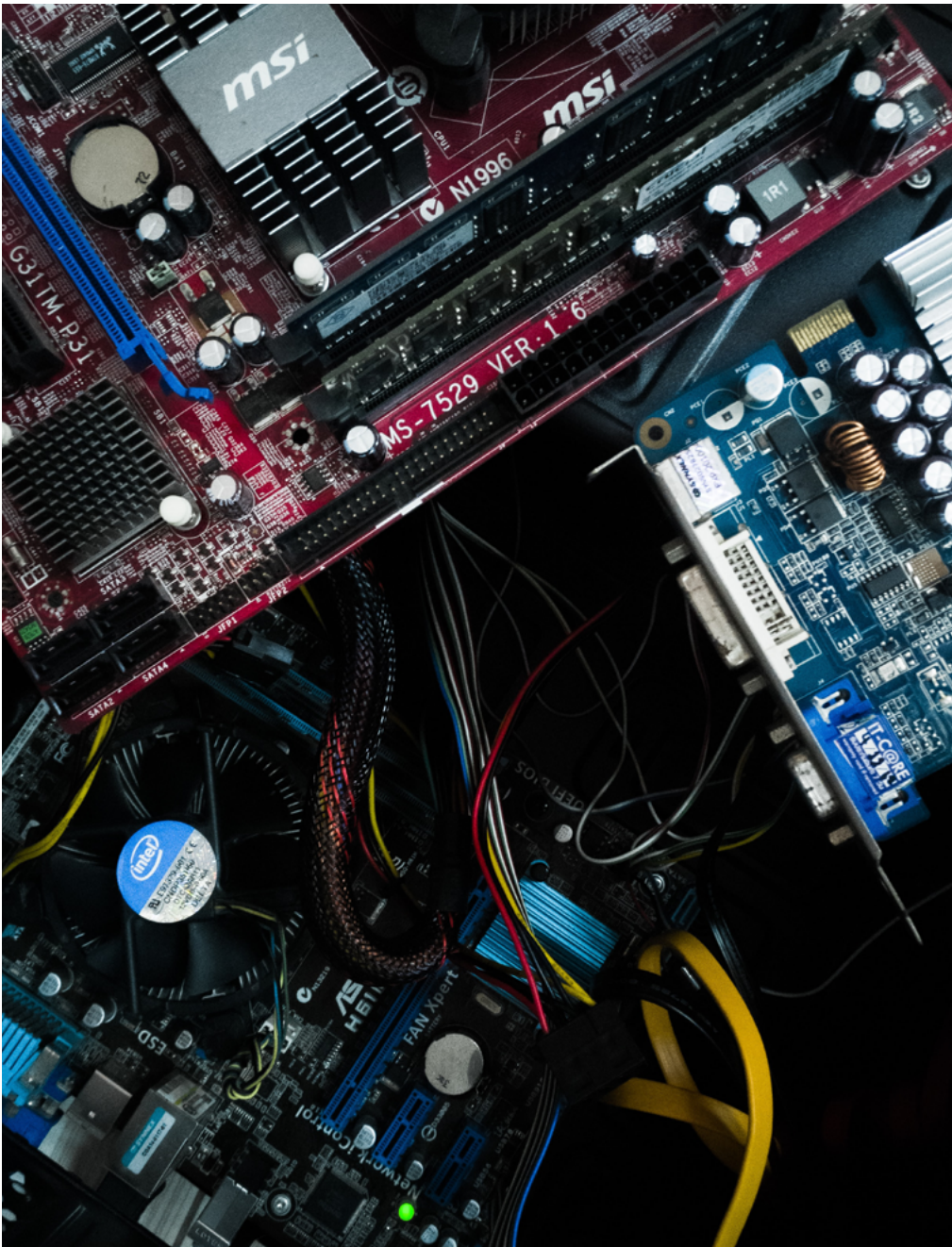
Waste Management (Canada)	2021	2020	2019
Paper			
Volume of paper purchased (tonnes) ¹	1,112	1,334	1,558
Number of paper statements reduced (millions) ²	2.3	3.8	4.5
Year-over-year % reduction in paper statements	7%	10%	10%
Electronic Waste (metric tonnes) ³			
Electronics reused	18.2	22.2	7.0
Electronics recycled	13.6	61.1	12.0
Total electronics diverted from disposal	31.8	83.3 ⁴	19.0

¹Sources of data are primarily from reports from suppliers providing products and services associated with paper consumption and recycling. Reporting includes blank paper sheets that are used for internal printing and copying purposes (excluding paper sheets that are used for marketing purposes), standard and customized paper instruments used for bank statements, envelopes, reports and information transfer. Due to systems and data availability, comprehensive global compilation is not currently available.

²Scope of reporting includes: Canadian retail banking accounts (excluding small business), accounts with a primary account, open and active accounts, and the following product lines: credit cards (Visa/Amex/Mastercard), chequing, saving, investments, mortgages, secured and unsecured lending. Due to systems and data availability, comprehensive global compilation is not currently available.

³Electronic waste includes but is not limited to computers, computer peripherals and accessories, cables, network equipment, ABMs, mobile phones, tablets, printers. Data is provided for Canadian operations only related to data collection system limitations for gathering comparable data enterprise-wide.

⁴Weight of electronics diverted from disposal is significantly higher in 2020 due to a Canadian national automated banking (ABM) machine equipment retirement program. It further reflects the implementation of equipment refreshes related to monitor screens and Windows 10 systems updates.





In this section

46 Investing in Our Employees

53 Empowering Our Customers

59 Building Resilience in Our Communities



When communities thrive, individuals, families and businesses – including ours – are better positioned for sustained success.”



- Maria Saros, Vice President &
Global Head Community Investment Strategy
and Communications

2021 HIGHLIGHTS

- Contributed \$77 million to communities through donations, community sponsorships, employee volunteering and other community investments.
- Launched [ScotiaRISE](#) and invested \$26 million in 200+ organizations globally to support economic resilience, progressing towards our goal of \$500 million over 10 years.
- Improved employee benefits coverage by expanding maternity and parental leave top-up pay, providing gender affirmation healthcare benefits and significantly increasing coverage related to mental health.
- Honoured with several [best and inclusive workplace awards](#) across our global footprint, including Great Place to Work and Best Workplaces recognition in Canada, Jamaica and Trinidad & Tobago in the Caribbean, Central America, Dominican Republic, Costa Rica, Uruguay and Panama.
- Included in [Bloomberg’s Gender-Equality Index](#) for a fourth time for our commitment to transparency in gender reporting and workforce gender equality.
- Ranked 14 in Refinitiv’s [Diversity and Inclusion Index](#), a global list of the top 100 most diverse and inclusive workplaces.
- 93% of employees believe Scotiabank is committed to being socially responsible.

Investing in Our Employees

WHY IT MATTERS

Our most important investment is the one we make in our people. By advancing diversity, equity and inclusion and implementing equitable and bias-free practices, we unlock our employees' potential to succeed. Our winning team comes from having a common set of inclusive values and a high-performance culture where employees can contribute and feel respected, safe and welcome.

Related Links

[Scotiabank Code of Conduct](#)

[Diversity, Equity and Inclusion at Scotiabank](#)

[Scotiabank's Employee Resource Groups](#)

[2020 Employment Equity Report \(Canada\)](#)

[2021 Human Rights Statement](#)

EMBEDDING A CULTURE OF DIVERSITY, EQUITY AND INCLUSION

We pledge to advance an inclusive workplace culture that exemplifies our core values of Respect, Integrity, Accountability and Passion.

We want to foster a sense of belonging among employees through support for [diversity, equity and inclusion \(DEI\)](#) in our culture. In November 2020, Scotiabank renewed its [Diversity and Inclusion Goals](#) to increase the diversity of its employee population over the next five years, with a focus on advancing inclusion for people who identify as Black People, Indigenous Peoples, LGBT+ people, People of Colour,

people with disabilities and women. By building an inclusive and diverse workforce where people feel they can be their authentic selves and thrive at work, we better serve our customers and communities.

Our global Inclusion Council champions these efforts at the highest level. With our CEO as executive sponsor and co-chaired by executive leaders from Human Resources, the Inclusion Council brings together diverse representation from across the Bank six times a year. It instills an inclusive company culture by driving our DEI strategy. Senior Inclusion Councils across each of our business lines and across our control functions support the implementation of our inclusion objectives.

We cultivate a working environment where everyone feels empowered to thrive and that reflects the diverse customers and communities we serve. An inclusive workplace enables equal access to opportunity for all employees. Our inclusivity initiatives focus on:

- Advancing diversity and equity within our workforce and recruiting channels
- Building an inclusive culture through anti-racism training and learning
- Developing strategies and formal employment equity plans to attract, retain and promote diverse talent
- Listening sessions to better understand people's lived experience and existing barriers

We continue to review our [policies, practices](#) and HR systems, with a focus on the inclusion of people identifying as Black, Indigenous, People of Colour (BIPOC), LGBT+, people with disabilities and women to ensure our employment systems support fair and equitable hiring, development and promotion. Our DEI efforts are a high priority for the Bank. Refer to the annual Employment Equity Narrative Report for more details about how we champion diversity and equity in Canada.

PRINCIPLES OF OUR DIVERSITY, EQUITY AND INCLUSION APPROACH

Value Every Voice

Respecting and valuing our differences by committing to the inclusion of equity-deserving groups

Do the Right Thing

Investing in diversity, equity and inclusion and acting with integrity

Make It Happen

Holding ourselves accountable to embed equitable treatment into our systems, supports and processes

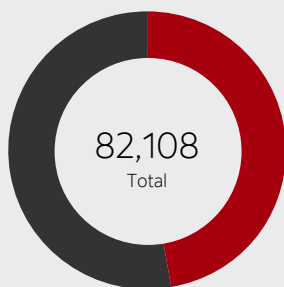
Be Committed

Bringing passion to our goal of becoming an employer of choice where everyone feels welcome and empowered to bring their whole selves to work

For Every Future

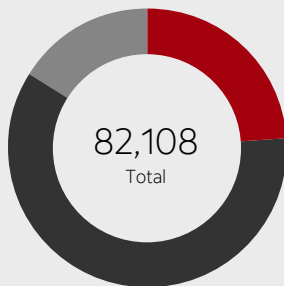
Listening, educating, acting and sustaining an inclusive culture in all countries where we operate

GLOBAL WORKFORCE REPRESENTATION BY REGION¹



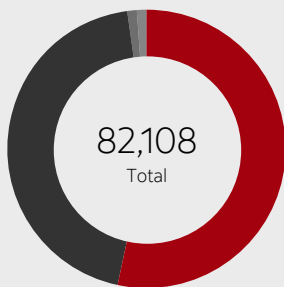
● Canada (47%) **38,615**
 ● International (52%) **42,916**

GLOBAL WORKFORCE REPRESENTATION BY AGE



● Under 30 years (24%) **19,612**
 ● 30 to 50 years (60%) **49,293**
 ● Over 50 years (16%) **13,203**

GLOBAL WORKFORCE REPRESENTATION BY GENDER



● Women (54%) **44,710**
 ● Men (45%) **36,821**
 ● Diverse Gender Identity (0.5%) **377**
 ● Did Not Disclose (0.2%) **200**

¹The number of employees in Scotiabank's 2021 Annual Report (89,488 p. 138) is presented on a full-time equivalent (FTE) basis. Unless otherwise stated, employee data in the 2021 ESG Report is provided on a headcount basis, excluding casual staff, students, interns, employees on leave, contingent workers, affiliates and subsidiaries where breakdowns are not available due to different reporting systems. Data for Diverse Gender Identity or Did Not Disclose is included in the global total, but not segmented out for Canada and International to maintain privacy and anonymity of individuals. Percentage and employee figures may not sum to global totals as a result.

Employee Diversity - Canada ²	Target	LMA ³	2021 ⁴	2020 ⁵	2019 ⁶
Senior Leadership Diversity (VP+ roles)					
People of Colour ⁷	30% or greater by 2025	11.5%	28.6%	27.7% ⁸	19.9%
Black People	3.5% by 2025 (BlackNorth Initiative Pledge)	1%	2.1%	— ⁹	— ⁹
Persons with Disabilities		5%	6.8%	5.5%	3.3%
Indigenous Peoples		3.2%	0%	0%	0%
Diverse Sexual Orientations ¹⁰			4.3%	4.9%	— ⁹
Veterans			1.2%	1.6%	— ⁹
Workforce Diversity (employee representation as a % of Canadian workforce)					
People of Colour ⁷		27.7%	39.4%	39.1%	23.8%
Black People		3.2%	4.9%	4.8%	— ⁹
Black student workforce	5% or greater by 2025 (BlackNorth Initiative Pledge)		7.2%	— ⁹	— ⁹
Persons with Disabilities	20% increase by 2025 compared to 2020	9.5%	8.0%	7.4%	3.7%
Indigenous Peoples	Double by 2025 compared to 2020	2.4%	1.2%	1.3%	0.9%
Diverse Sexual Orientations ¹⁰			5.7%	5.7%	— ⁹
Diverse Gender Identity ¹¹			1.2%	0.4%	— ⁹
Veterans			0.8%	0.9%	— ⁹

² Representation is disclosed on a voluntary survey basis and is reflective of Canadian-based employee population responses only.

³ Statistics Canada calculates labour market availability (LMA) for each designated group. The LMA provided is for Canada's current data as of fiscal year end 2021. Canada's *Employment Equity Act* considers four equity deserving groups: visible minorities (labelled under people of colour); persons with disabilities, Aboriginal peoples (labelled under Indigenous Peoples), and women.

⁴ Representation data is presented as at October 31, 2021. The 2021 Employment Equity Report (anticipated publication in June 2022) will include updated annual figures for employee diversity data on a calendar year basis (as at December 31, 2021).

⁵ Representation data is presented as at August 3, 2020. Significant efforts were made in 2020 to increase employee participation hence this data is not comparable to previous years or data published in the 2019 Employment Equity Report.

⁶ Representation data is presented as at December 31, 2019 in accordance with the 2019 Employment Equity Report.

⁷ People of Colour data for Canada is gathered consistent with the Canadian Federal *Employment Equity Act* category "visible minority" which includes employees, other than Aboriginal peoples, who are non-Caucasian in race or non-white in colour.

⁸ People of Colour figures in 2020 and 2021 were calculated using a new methodology. The 2020 figure has been restated from 26.8% to 27.7%.

⁹ Scotiabank continues to make efforts to enhance the availability and completeness of diversity and representation data. Where figures are not reported, data was not collected during that year.

¹⁰ Defined as employees who identify their sexual orientation as being lesbian, gay, bisexual or another diverse sexual orientation.

¹¹ Defined as employees who identify their gender as anything other than man, woman, or prefer not to disclose.

We support our employees to feel empowered to thrive through our [Employee Resource Groups](#) (ERGs). ERGs are grassroots, collaborative employee groups that celebrate diversity and equity and foster inclusion. Our 15 ERGs with 106 national and global chapters span diverse gender identities, ages, abilities, sexual orientations, races, ethnicities, veterans and allies. In 2021, a new Family and Parents Network group was added to provide peer support, tips and connection with colleagues – a valuable resource after the first COVID pandemic year presented unique work- and home-life challenges.

ADVANCING THE INCLUSION OF BLACK, INDIGENOUS PEOPLES AND PEOPLE OF COLOUR (BIPOC)

We are committed to developing a culture of effective allyship to address bias and combat racism and discrimination of all forms, and enable more equitable treatment for our employees, customers and communities. Our CEO is a signatory of [The BlackNorth Initiative](#) CEO pledge and sits on the Initiative's Board of Directors. To facilitate team discussions on recognizing and speaking up about systemic racism, we engage with our employees via listening sessions, reviews and employee diversity surveys to better understand the lived experiences of people who identify as Black, Indigenous Peoples and People of Colour in our workforce.



In 2021, we established an employee-led Employment Equity Committee. This committee informs our strategy for educating employees and leaders on advancing our inclusive culture and influences our approach to building partnerships that support inclusive recruitment efforts for all equity-deserving groups. Our people managers are specifically trained on equitable recruiting

and how to develop diverse groups of employees. We joined the McKinsey Black Leadership Academy Program to strengthen the leadership capabilities of early-to-mid-career Black leaders and remove bias in succession planning processes. In 2021, 7.2% of our student workforce identified as Black, above our goal of having 5% or more of Black student representation.

We are working towards reconciliation through thoughtful partnership with Indigenous Peoples. Taking meaningful, sustainable action towards reconciliation, we developed a three-year Indigenous Employment Equity Plan identifying strategies and initiatives to increase hiring, development and retention of Indigenous employees. We intend to double the representation of Indigenous employees throughout our workforce by 2025, compared to a 2020 baseline.



NATIONAL DAY FOR TRUTH AND RECONCILIATION

In September 2021, the Bank observed the inaugural National Day for Truth and Reconciliation in Canada. To support the healing journey on the path to reconciliation, Scotiabank hosted forums for discussion, driven by the voices and perspectives of Indigenous Scotiabankers, and provided an educational webinar about the experiences of Indigenous residential-school survivors and their families. Indigenous cultural competency training was also mandated in Canada to educate employees about Indigenous cultures, histories, traditions and languages. Our National Day of Truth and Reconciliation [website](#) provides links to our partnering organizations to build awareness and cultural understanding between Indigenous and non-Indigenous Peoples.

Scotiabank's talent team has launched two programs with specific diversity objectives:

- Scotia Inspire, a seven-month program for high-potential, diverse directors and vice presidents that focuses on how talent shows up by providing senior leader mentorship, targeted development sessions and opportunities to build their networks across the bank
- The Indigenous mentorship program champions Indigenous worldviews and identifies ways the bank can incorporate more Indigenous-specific approaches into its practices, while supporting Indigenous employees to grow their careers

PROGRESSING TOWARD LGBT+ INCLUSION

We advance LGBT+ inclusion by ensuring our business activities, systems and working environment support a culture that is inclusive of diverse sexual orientations, gender identities and gender expression. Our goal is that employees and customers from LGBT+ communities and their allies feel safe, valued and respected. Our updated 2021 Human Rights Statement explicitly includes gender identity and expression.



We are a founding member of Partnership for Global LGBTI Equality (PGLE), and



**PARTNERSHIP FOR
GLOBAL LGBTI EQUALITY**

the first Canadian bank to adopt the United Nations Global LGBTI Standards of Conduct for Business. In 2021, we piloted PGLE's UN LGBTIQ+ Standards Gap Analysis Tool, which supports a self-assessment and a learning platform to help companies operationalize global LGBTI standards. Collectively, these resources informed our three-year action plan – approved by our Inclusion Council – to implement an LGBT+ inclusion roadmap that coordinates efforts across our global footprint to advance belonging for LGBT+ people.

Other activities in 2021 included the addition of gender affirmation healthcare to employee benefits in Canada and the U.S., the extension of medical benefits to same-sex partners in Trinidad and Tobago, and the revision of bank-wide policies, like our Scotiabank Code of Conduct (our Code), to incorporate gender-neutral language. We offer a global LGBT+ Ally certification program with learning modules about the inclusion of sexual orientation, gender identity and gender expression to increase awareness and resources for employees and managers to support gender transition in the workplace. LGBT+ inclusion was part of our employee listening sessions to confront and bring awareness to the challenges faced by under-represented equity-deserving groups at all levels. We leveraged the feedback of our employees to uncover barriers hindering the Bank's culture of inclusion and belonging.

ENABLING AN INCLUSIVE ENVIRONMENT FOR PEOPLE WITH DISABILITIES

We value the unique perspectives and insights of employees with visible and non-visible disabilities that illuminate how we can make our workplace more accessible and inclusive. We have set a goal to increase the representation in our workforce of people living with disabilities by 20% over our 2020 numbers by 2025. To that end, we reviewed accessibility policies, plans and processes across our business lines to inform and formalize our commitments within our three-year Accessibility Plan. Scotiabank established an Accessibility Centre of Excellence to champion accessible and inclusive practices for customers and employees and remove barriers in how we attract, retain and develop talent with disabilities. The plan is additional to our existing Workplace Accommodation Policy that establishes a process for tailored accommodation plans, such as modified workstations, adaptive technologies and training.

In 2021, we launched an internal portal of information and resources to support employees and customers with disabilities. For our wider workforce, we developed new learning modules on accessibility as part of our global mandatory training for all employees to recognize, support and accommodate the diverse needs of our colleagues and customers.

SUPPORTING VETERANS

We recognize and appreciate the talent advantage veterans and reservists bring to our Bank. As they bridge their military career to civilian employment, we support them with the resources necessary to make that transition. The Scotiabank Veteran's Network provides opportunities to connect with mentorship programs and career advancement goals. In 2021, the Network hosted a leadership symposium and launched a blog sharing monthly leadership lessons from the military with Bank employees. It has also supported the development of HR policies to allow for leave during operational deployments or military training. In 2021, the Network increased its membership by 57% compared to 2020.

ADVANCING WOMEN'S EQUITY IN THE WORKPLACE

We support women to succeed and reach their fullest potential. While we have made progress, our journey to empower women in our workplace and achieve gender equality continues. We used the framework provided by the UN Women's Empowerment Principles (WEPs) to complete a comprehensive gender gap analysis in 2021. The WEPs helped us to establish goals and targets for gender equality and to measure and report on our efforts. Scotiabank is an active contributor to the UN Global Compact Canada's Blueprint for Gender Equality, a maturity model assessment tool and resource database

used to implement solutions to systemic, cultural and institutional barriers to achieving gender equality in the workplace.

We have several targets to increase the representation of women in leadership and to improve succession and women’s development within our workforce. We continue to progress toward our global target of 40%, with women representing 37% of global VP+ roles in 2021.

We hosted employee listening sessions across various business lines and geographies during the year. These sessions invited diverse groups of women to share their insights and lived experiences to inform the Bank’s equity plans and strategies.

Catalyst and Scotiabank have partnered to host events covering topics about the inclusion of women, the future of work and gender equity in Mexico, Colombia, Chile and Peru.



Women in Our Workforce and Leadership ¹	2021	2020	2019
Total workforce	54%	55%	56%
Entry-level roles	64%	64%	64%
Leadership roles			
VP+ roles (global)	37%	36%	35%
VP+ roles (Canada)	41%	40%	39%

¹Represents headcount of global, active, regular and contract employees. Excludes casual employees, students, interns, employees on leave and contingent workers. Excludes affiliates and subsidiaries where breakdowns are not available due to different reporting systems.

PAYING EQUITABLY

We annually conduct a thorough review of gender and compensation in our Canadian business to ensure we offer equitable remuneration as part of our commitment to diversity, equity and inclusion.

We review median remuneration by gender for roles at the same level to ensure a like-for-like comparison. While the objective of equal pay is to eliminate wage gaps, we acknowledge there may be modest variances (both positive and negative) as a result of differences in performance, experience, scope of the role and the external value and/or demand of skills in each market.

Women’s Median Remuneration Relative to Men’s (Canada) ²	2021	2020	2019
Vice President, Senior Vice President	95% ³	97%	97%
Management - seasoned professional	97%	96%	96%
Professional, administrative and operational	100%	99%	99%

² Total remuneration includes base salary, short-term incentives and long-term incentives (where applicable). To ensure a like-for-like comparison, all employees in full-time roles within Canada were included, excluding those in front-line sales or participating in specialized incentive plan.

³ Wage gaps are largely driven by demographic and role differences. Please refer to full commentary in this section.

We made efforts in 2021 to close the gender wage gap, including pay adjustments for select populations. Overall, we have achieved equal pay within our junior roles and have narrowed the gap by 1% for our management and seasoned professional levels, which combined, represent the majority of employees. The gap widened slightly at our executive levels, largely driven by demographic and role differences. Due to the limited number of employees at this level, a small number of employee changes have impacted the results.



INTERNATIONAL WOMEN’S DAY

For International Women’s Day in 2021, we hosted a global “She Said Summit” for all Scotiabankers. The full-day event was designed to advance the call for women’s equality and to inspire meaningful, thoughtful action.

🔗 We launched our “Said Before” site, featuring a video of women quoting influential historical figures who fought for gender equality. The video reinforces the message that generations of women should not have to repeat their calls for equal treatment.

Although improvements were made, we recognize we still have more to do to close this gap. At the management and executive levels, some areas within the Bank are less balanced on gender than others. We remain committed to ensuring remuneration design and decision-making is fair, transparent and performance-based. Our compensation policies and programs are guided by a pay-for-performance philosophy that supports our strategic focus of enabling winning teams, encourages strong corporate performance and helps the Bank create and sustain shareholder value. Our compensation framework is comprehensive and is gender-neutral by design. All employees within the same role and/or industry have the same opportunity to earn compensation based on performance or other established criteria. Furthermore, we have several programs in place, including recruitment initiatives, to increase diversity and inclusion across the Bank. By strengthening our talent pipeline and ensuring all employees have equal access to advancement opportunities, we aim to build a high-performing team and be recognized as a leader in business performance.



DRIVING EMPLOYEE ENGAGEMENT

Our employee engagement survey, ScotiaPulse, allows us to “listen to the heartbeat” of our employees. Twice a year, voluntary and confidential surveys gather insight about our employees’ experiences. In 2021, our global employee engagement score was 88%, with similar results across women and men, and workplace environments. Employees overwhelmingly reported they feel the Bank is committed to being socially responsible and expressed pride in working for Scotiabank (both 93%) and felt physically and emotionally supported during the pandemic (82%). We attribute these positive results, several points above the industry average, to our support of equitable, positive working experiences for all our employees. We encourage managers to review, discuss and act on results with their teams to maintain high employee engagement.

Employee Engagement and Turnover ^(Global) ¹	2021	2020	2019
Employee engagement score ²	88%	84%	81%
Industry average employee engagement score ³	78%	74%	74%
Voluntary turnover rate	12%	8%	12%
Involuntary turnover rate	8%	13%	9%
Total turnover rate	20%	21%	21%

¹ Turnover is defined as permanent departures from employment with Scotiabank. Voluntary turnover includes Resignations and Retirements. Involuntary turnover includes all other reasons for terminating employment. Turnover from 2019 was restated in 2020 due to the implementation of new human resource systems and a change in methodology.

² To align with best practice and in response to employee feedback, the Employee Engagement Index methodology was updated in 2021.

³ External benchmark provided by Qualtrics Norms and based on three-year rolling global average benchmarks of the financial services industry.

HIRING AND RECRUITING DIVERSE EMPLOYEES

Diversity, equity and inclusion goals are an important part of our approach to talent attraction, with strategies oriented to increase the recruitment of under-represented groups. For example, we recalibrated recruitment marketing campaigns to better reach women and BIPOC students, working with campus clubs and historically Black colleges and universities (HBCUs) to draw more Black and Indigenous students to consider banking as a career.

We actively explore how to remove bias from recruitment and hiring. In 2021, we piloted a “résumé-less” screening process for campus hiring using a talent acquisition assessment technology. This data-driven process increased hiring rates of People of Colour and women, and we are working to build on the success of this approach in 2022.

INVESTING IN TALENT DEVELOPMENT

To empower employees to reach their true potential, we cultivate a culture of continuous learning and personal development. A global Performance and Development Policy outlines our rigorous approach and expectations for ongoing engagement between employees and their supervisors. This approach allows employees and managers to plan, develop and assess individual objectives in support of our business goals and priorities. Employees set out an annual development plan to enhance skills, competencies and behaviors required to be successful in their current roles and to prepare for future roles. During the year, supervisors and employees engage in transparent, ongoing coaching for performance and development; and are recognized for the results they achieve.

To support continuous learning, we offer virtual, on demand, in-house and curated professional development training including courses with LinkedIn Learning, Pluralsight and Get Abstract. This year, we launched new programs supporting employees to develop leadership capabilities, people management reflecting new COVID pandemic working norms, technology and digital skills, and cultural agility learning programs.

We continue to evolve our employees’ learning paths through the Scotia Academy global learning platform, catering to all levels and career stages. The quality of our learning programs was recognized with four industry awards in 2021 from the Brandon Hall Group for innovative leadership development, learning technology and learning design. In 2021, we invested \$66.3 million in employee training and development, an average of \$737 and 38 training hours per employee.

Employee Training and Development	2021	2020	2019
Total training investment (millions) ^{1,2}	\$66.3	\$63.4	\$78.1
Average training investment per employee ²	\$737	\$655	\$814
Average training hours per employee ²	38.2	36.8	39.5
Women	39.3	35.9	36.9
Men	36.8	38.0	43.1
Eligible employees receiving a performance or career development review	97%	96%	95%

¹In 2021 and 2020, training travel and course fees were reduced due to the COVID-19 pandemic, and the decrease in internal training expenses was largely driven by the shift from classroom to virtual delivery.

²Includes training for all employees (whether full-time or part-time), with employee types being: casual, intern, contract, regular or student. Excludes training for contingent workers.

FOSTERING EMPLOYEE WELLNESS, HEALTH AND SAFETY

Scotiabank’s benefit programs take a holistic view of employee well-being, reflecting support for their physical, financial, mental and social health. The programs we offer include pension arrangements providing long-term savings for retirement, employee share ownership plans, extended health coverage, insurance and other benefits. We offer paid vacation, parental leave and employee assistance programs. The composition of benefits programs is based on local regulations, market practices and supporting the well-being of our employees. More details of our employee benefits packages are in the [ESG Report Indices](#) (pp. 15-18). In 2021, we responded to the needs of employees, improving support for a range of benefits. A selection of these enhancements include:

- Upgraded the flexible work options policy to support work schedule flexibility for employees caring for children or elders at home
- Announced the increase of mental health coverage from \$3,000 to \$10,000 as of April 1, 2022
- Expanded maternity and parental leave top-up pay for Canadian employees. In January 2022, Scotiabank announced that it will implement a global standard for parental leave across the Bank’s footprint by 2025
- Added personal and vacation days
- Added virtual healthcare services
- Added gender affirmation coverage benefits for employees in Canada and the U.S.
- Extended benefits coverage for same-sex partners to employees in Trinidad and Tobago

Providing education on well-being topics is a vital service to our employees. Regular internal communications are distributed locally and globally about emotional, social and physical health, and to support psychological health and safety standards. In Mexico, our Soy Más (I’m More) Portal provides a 24/7 call centre and courses on physical well-being, work-life balance and mental health. Our people managers have access to mental health trainings and resources like the LifeSpeak Resource library to be aware of and understand employees’ needs, and access resources to support the mental well-being of their team.

Guidance from medical advisors, public health and government partners has informed the Bank’s decision-making since the start of the COVID pandemic. The extensive COVID-19 safety protocols and measures summarized in the [2020 ESG Report](#) (p. 36) remained in place throughout 2021 to ensure our premises are as safe as possible while supporting the well-being of all employees. We strongly believe that COVID-19 vaccinations represent our best opportunity to emerge out of the pandemic. A mandatory corporate vaccination policy implemented in 2021 requires all employees and contractors in Canada and the United States to be fully vaccinated or to be regularly tested to work in our offices.

Empowering Our Customers

WHY IT MATTERS

Financial institutions have a vital role facilitating economic stability, financial inclusion and equity to enable a better future for everyone. Our products and services benefit individuals, families, communities and society, and enable clients to adapt to changing circumstances. By taking a customer-first approach, we improve access to essential financial services, ensure safe, secure transactions and professional expertise to help our customers build financial resilience and achieve their goals.

Related Links

[2021 Annual Report](#)

[2021 Public Accountability Statement](#)

[Scotiabank Perspectives](#)

[Scotia Advice+ Centre](#)

[Codes of Conduct and Public Commitments](#)

[Indigenous financial services](#)

[The Scotiabank Women Initiative®](#)

[StartRight Program for Newcomers](#)



FOCUSING ON CUSTOMER EXPERIENCE

We pursue leadership in customer experience across the Americas through customer-centric innovation. Putting customers first is more than what we say; it's a mindset for who we are and how we thrive as a business. Enabled by our investments in people, systems, innovation and digital capabilities, we are oriented to continuously improve the accessibility, design and delivery of our products and services.

We adhere to several voluntary codes and public commitments designed to protect consumer interests, including plain language mortgage documents, customer security, protection in online transactions and voluntary principles in delivering banking services for small to medium businesses.

In 2020, we responded to customer needs created by the COVID-19 pandemic by undertaking the most ambitious customer relief programs in our history. We recognize the ongoing role we play in facilitating secure, accessible, superior customer service experiences through our mobile apps, online channels and safe in-person services and products.

To improve customer experience, we use The Pulse. It leverages the Net Promoter Score (NPS) as the primary metric for customer sentiment, enabling a globally consistent approach for gathering real-time, actionable customer feedback. The Pulse program covers transactional and relationship NPS across key business lines in the Bank as well as priority segments, such as small business and high value customers.

The Bank's NPS in Canadian branches is up 6% for 2021 and, internationally, we are seeing improvement across many markets. We are especially proud of our improved competitive NPS ranking in Canada for 2021, which moved Scotiabank up from third to tie for second place. We increased our customer survey activity, distributing approximately 14.3 million survey invitations to retail customers and 87,600 surveys to commercial customers. We followed up with calls to approximately 598,000 retail and 10,900 commercial customers to get feedback on their banking experiences with us.

ENHANCING ACCESS TO FINANCE THROUGH LOW AND NO FEE BANKING

At Scotiabank, we believe that the benefits of banking should be within everyone's reach. We offer banking services and products specifically designed to increase access for underserved groups, addressing a wide range of economic circumstances. From establishing banking accounts, to obtaining and building credit ratings, and saving for their future, customers can bank in ways that work best for their needs.

Selected examples include:

- Mexico's "[Cuenta Única Digital](#)" (Single Digital Account) is a 100% digital banking account for adult students and/or low-income customers set up on a personal mobile device. It has no-fee transactions in the ScotiaMovil app and network of ATMs. Customers opened 100,000 accounts in 2021.
- In Chile, ScotiaFull, Medium and Light low-cost banking plans tailored to students, senior customers and newcomers, were offered at low or zero cost. 75,000 new accounts were opened in 2021.
- In Columbia, Scotiabank Colpatría's Zero Fee account eliminates traditional transaction fees. In 2021, more than 181,000 Zero Fee accounts were opened, for a total of 1.4 million since the product launched in 2016.
- The Caribbean has online packages for business customers with no monthly or transaction fees, designed to simplify online banking with a full suite of services.
- Canada's [StartRight program](#) assists newcomers with no-fee international money transfers and no monthly account fees.
- The [Financial Access Program](#) links survivors of human trafficking with a free chequing account for 12 months, a savings account, credit products and personalized financial literacy instruction.
- Jamaica's [Scotia Care accounts](#) are designed to support unbanked people who are eligible for government assistance programs, facilitating their access to aid amid the COVID pandemic.
- [Scotia SelectPay](#) turns credit card purchases into more flexible installment payment plans, with no interest rates, low fees and no cancellation charges.
- Additional examples of access to financial products and services available in Canada are found in Scotiabank's [2021 Public Accountability Statement](#).

ADVANCING FINANCIAL EDUCATION AND LITERACY

[Financial literacy](#) involves empowering our customers with the skills, advice, knowledge and confidence to plan for a better future. We primarily deliver our financial education and literacy initiatives virtually for retail and business customers.

- Our [Bank Your Way](#) digital literacy portal teaches customers how to access their financial accounts safely and securely from any digital device.
- Our [Scotia Advice+ Centre](#) launched new financial advice content categories in 2021, increasing content accessibility via various formats, including videos. The site hosts a wide array of self-service educational material to navigate key financial experiences, set goals, access advisors and learn about different types of financial products.
- Scotiabank Colpatría in Colombia provides retail and business customers with self-directed financial education through the [EconoMÍA \(EconoMY\) platform](#) on its website.
- We have partnered with education technology company myBlueprint to support financial literacy learning, offer a scholarship program, and provide students with career/life planning tools.
- We donated to [Fundacion Plan](#) in Colombia to improve the social and economic conditions of adolescent children and their families through financial literacy and mentoring sessions as well as decision-making and conflict resolution skills on financial issues and gender equality.
- Scotiabank's [Educating Tomorrow's Entrepreneurs](#) project in Peru aims to equip 48,000 students with the entrepreneurial and financial knowledge, skills and tools necessary to foster innovation, creativity and motivation for thousands of youth to realize their full potential.

- Scotiabank has partnered with [the Tim Horton's Foundation Camps](#) to deliver financial literacy education and training through Tim's eCamp covering a variety of topics such as budgeting, saving, lending and investing. This past year, Tim Horton's Foundation Camp served 4,747 youth living in low-income communities across Canada through life changing camp programs.

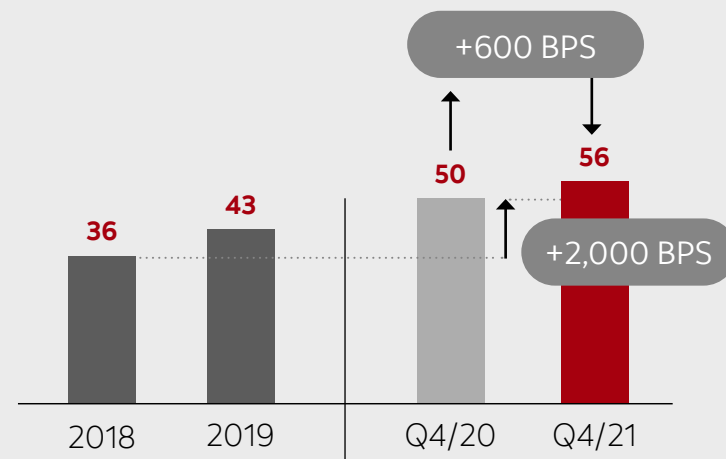
INNOVATIVE SOLUTIONS IMPACTING DIGITAL ADOPTION

In Latin America and the Caribbean, we saw a significant increase in the adoption of digital channels by customers. This was supported by two initiatives providing a personal approach for customers.

In Jamaica, we improved the transition from in-person to self-service banking with "Digital Saturdays." Branches were opened on Saturdays solely to help customers to learn how to enroll and use digital banking channels.

In Trinidad and Tobago, we set up a Digital Support Unit in which employees proactively called customers to educate them and sign them up to begin online and mobile banking. As a result, 27,000 customers started using our online banking platform. Trinidad and Tobago's Digital Support Unit was identified as a Scotiabank best practice globally and is being replicated in other locations.

PROPORTION OF SCOTIABANK CUSTOMERS WITH DIGITAL LOGIN (%)¹



¹Calculated as % of customers with Digital login (90 days) / Total addressable Customer Base. Digital Adoption definition for Canada was updated in Q1/21 to reflect new addressable customer base, excluding indirect-channel acquisitions.

INNOVATING DIGITAL PRODUCTS AND SERVICES

We are in the midst of a multi-year digital transformation with the aspiration to be a digital leader in the financial services industry, with platforms to deliver faster insights, better service and advice to global customers. Innovation in digital banking is essential to develop financial products and services that address community needs, and achieve our financial inclusion and other social impact objectives. Our progress in digital adoption (56% in Q4 2021 vs. 50% in Q4 2020) is highlighted in the [2021 Annual Report](#), pp. 3-4.

We are proactive about using data and analytics to generate positive results while protecting our customers. There are several digital banking technology websites to support banking digitalization and technology modernization in Canada, Chile, Colombia, Mexico and Peru, including efforts involving IT infrastructure and cloud services. Everything we do in the digital realm is designed to benefit our customers — to enable easy, convenient and secure access to their accounts and financial solutions to grow their wealth.

- We launched the AI-driven technology [C.MEE](#) (Customer Marketing and Engagement Engine) in 2021 to improve customer experiences. Taking cues from customer activity, it improves the relevancy of advice offered to customers through their preferred communication channels.
- We have developed a cashflow prediction tool — [SOFIA](#), for Strategic Operating Framework for Insights and Analytics — that uses historical commercial banking data, such as deposits, and trends from the past year combined with machine learning to forecast what cashflow clients could expect in the next six months.
- In Costa Rica, a “card-less” virtual credit card allows customers to make purchases or payments online safely and securely without sharing their credit card information.
- In Caribbean countries such as Jamaica and Trinidad and Tobago, we have introduced the option to open secondary bank accounts remotely via our mobile app, reducing the account-opening process from 60 minutes at physical branches to under five minutes online.
- The Caribbean mobile app offers multiple layers of security including support for biometric (fingerprint and face recognition) sign-in, reinforcing account security and hands-free accessibility.

- In the Caribbean, Colombia and Chile, the e-Teller biometric technology system provides quick, paperless and secure financial transactions, eliminating the need for debit cards to access in-branch services. e-Teller technology supports branch safety and improves risk management by alerting employees when it is necessary to transfer cash to the bank vault.

SUPPORTING OUR CUSTOMERS

At the outset of the COVID pandemic, our Data and Analytics teams used customer data to identify two million financially vulnerable customers, including 200,000 highly vulnerable customers for proactive outreach with personalized support and advice. Customers were pleased to receive the support, evidenced by positive customer service scores and a strong decline in delinquency rates. During the COVID-19 pandemic, Scotiabank has leveraged digital innovation to deliver financial relief to approximately 360,000 Canadians and their businesses.

Scotiabank’s vulnerability model, Global AI Platform, C.MEE and SOFIA are unique innovations in AI and big data in banking, globally. The vulnerability initiative was recognized in 2021 with a [Best AI Initiative](#) from The Digital Banker’s Global Retail Banking Innovation Awards. Scotiabank also received the [Most Innovative in Data](#) recognition from The Banker’s Global Innovation in Digital Banking Awards 2021.

BREAKING DOWN BARRIERS FOR WOMEN

The Scotiabank Women Initiative® is a signature program designed to increase economic and professional opportunities for all women and non-binary gender identities to be successful, now and in the future.

The Initiative has deployed \$3.8 billion in capital to women-owned and -led businesses in Canada since its launch in December 2018, which is covered in more detail in the sustainable finance section, page 28.

GROWING SMALL BUSINESSES

Successful small businesses are the foundation of a vibrant economy. They account for a large share of employment, overall economic activity and are essential to the resilience of communities. The COVID pandemic has presented difficult challenges for small businesses with consumer spending rapidly shifting, operating restrictions and labour shortages. These circumstances have disrupted their financial stability. We support small business customers with business resources, loans and lending solutions, and proactive outreach tailored to meet their needs. With our innovative solutions, small businesses can open accounts through our digital channels quickly. We work to simplify our processes, for example, by reducing the time to complete a Scotiabank business loan protection application by 60% – from 15 minutes down to just four.

The past two years have accelerated the digital transformation of small- and medium-sized businesses globally. Responding to these changes, our virtual Advice+ Team provides on-demand support to meet the special needs of small business customers, helping them to start, pivot or grow their businesses. Advancing our support of entrepreneurs and business owners in the BIPOC community, we are collaborating with the Federation of African Canadian Economics on the Black Entrepreneur Loan fund. Our Small Business Advisor team

is available in-branch or virtually for one-on-one, tailored advice and planning. In 2021, our extensive Advice+ Centre for Business added resources and relaunched its Business Plan Writer Tool, an interactive business tool used on average by 1,200 business owners each month.

To support long term success, we deliver financial education initiatives and webinars for entrepreneurs and small businesses online. In Mexico, small business owners can learn how to accelerate the growth of their businesses through *PyME* (small business) Digital Transformation, a comprehensive online program matched with relevant business education. We introduced several programs in the Caribbean to assist customers with training, financial assistance, mentorship, running a profitable business and identifying new markets to promote their products overseas. In Chile, the *Emprendedoras Conectadas + Finanzas* (Entrepreneurs Connected + Finance), in partnership with Fundación Kodea, offers women micro-entrepreneurs technology training in online sales and finance to provide them with greater access to financial offerings and services.

INDIGENOUS FINANCIAL SERVICES IN CANADA

We have committed to better understanding Indigenous Nations, businesses and individuals in order to deepen our relationships with Indigenous Peoples (First Nations, Métis and Inuit). We carry that commitment through the financial services we offer (see detail in Sustainable Finance, page 27) and community-based educational projects and initiatives.

Our three Gord Downie and Chanie Wenjack Legacy Spaces, two of which are open to the public (one in Toronto, Ontario and another in Yellowknife, Northwest Territories), provide education about the intergenerational trauma caused by the residential school system in Canada and support greater awareness of Indigenous cultures

and histories. The Bank requires mandatory cultural competency training for people managers and those in customer-facing or human resources roles to better understand and serve our Indigenous customers. Our Indigenous Cultural Competency program includes a growing database of resources that allows employees to learn about the culture, histories, traditions and languages of Indigenous Peoples in Canada.





INCLUSION BY DESIGN

Scotiabank’s marketing, advertising and sponsorship materials include prominent images that influence our customers and potential clients. The Inclusion by Design project seeks to eliminate stereotypes, racism and bias by being intentional about reflecting a wide range of identities in the Bank’s visual materials. Inclusion by Design establishes the principles and indicators to measure, monitor and address how we cultivate and present an inclusive and accessible brand and advertising.

➡ **Scotiabank’s Pride 2021 Campaign is an example of our Inclusion by Design principles in action. Our creative team worked closely with the Bank’s LGBT+ Employee Resource Group to create a Pride campaign featuring language and visuals to fairly and accurately represent the diversity of the LGBT+ community. Our Pride campaign showed the world that Scotiabank is working to eliminate the microaggressions that prevent the LGBT+ community from being their whole selves.**

WELCOMING NEWCOMERS TO CANADA

Newcomers to Canada have unique banking needs. Our StartRight program makes it easier to access and establish their financial lives in a new country, so they can focus on reaching their goals and feel at home faster. The program provides access to credit, savings and help from financial advisors to build a new financial life. StartRight provides helpful resources to assist newcomers with their health and safety needs and prepare them for moving, employment and education. Examples of how we support newcomers include:

- Our International Account Opening Program enables people to transfer funds from 17 countries before moving to Canada. It provides newly landed Canadians with access to their pre-arrival account funds while completing their quarantine requirements.
- We have specialized solutions such as mortgages for temporary and permanent residents, access to credit and vehicle loans and a Student GIC Program that assists students to transition more smoothly by helping them secure study permits and set up accounts to show proof of funds before they arrive in the country.
- We partnered with the Afghan Women’s Organization Refugee & Immigrant Services in 2021 to respond to the Afghan refugee crisis, offering no-fee banking products, a credit card and in-language advice for evacuated refugees.
- We support the 519 LGBTQ2S Economic Resilience Project, providing \$500,000 to fund critical supports that help LGBTQ2S+ refugees with financial well-being and employment and educational opportunities.

SUPPORTING SENIORS

Seniors are valued customers. A Scotiabank Seniors Champion leads our responsive approach to seniors' diverse banking and accessibility needs. This work is guided by our commitment to the voluntary [Code of Conduct for the Delivery of Banking Services to Seniors](#) that sets principles for delivering banking products and services to Canada's seniors. Examples include:

- Training for all customer-facing employees and representatives. This program provides knowledge and skills to guide employees in situations where senior customers may require additional support with their banking needs.
- Our [banking services](#) and the [Bank Your Way Seniors Resource Centre](#) provide resources to assist seniors to bank with confidence and security. The centre helps seniors get familiar with digital and online banking services, accessibility features, account security and protection against fraud.
- We partnered with the Canadian Foundation for Economic Education to offer a financial education program to facilitate wealth transfer discussions between seniors and their loved ones.
- The Caribbean has several initiatives supporting seniors with digital banking, including an education campaign helping seniors learn how to conduct their banking safely and conveniently via Scotiabank's mobile app. In Trinidad and Tobago, our Digital Support Unit focuses on assisting senior customers to bank safely through digital channels.

PROVIDING ACCESSIBILITY FOR CUSTOMERS

Scotiabank is committed to treating all people in a way that allows them to maintain their independence and dignity. We provide [accessibility services](#) to address the needs of people with disabilities when they access our products and services. Our commitment to remove barriers to accessing financial services and to respond to the needs of customers and employees with disabilities is outlined in our [2021-2023 Accessibility Plan](#).¹

An enterprise-wide Accessibility Centre of Excellence advises on products, services and facilities to identify, prevent and remove barriers to accessing financial services for people with disabilities. It champions a human-centered, inclusive design approach to developing policies, products, technology, services and facilities to enhance accessibility. Results include a planned launch of a Braille debit card in 2022 from Scotiabank Mexico, sign language support and the provision of key documents in more accessible, alternative formats, including Braille. The redesigned Scotiabank Mobile App incorporates accessibility enhancements such as features for people with visual, motor, hearing and cognitive disabilities and personalized financial literacy content from Scotia Advice+ Centre.



¹Scotiabank's Accessibility Plan meets the objectives and requirements outlined in the Accessible Canada Act, and adopts the standards of the Accessibility of Ontarians with Disabilities Act to identify, prevent and remove barriers to accessibility and to improve opportunities for people with disabilities.

Building Resilience in Our Communities

WHY IT MATTERS

In a world where the only constant is change, investing in and nurturing the resiliency of the world around us is vital. Healthy, resilient communities are an essential part of a strong economic and social fabric. We invest *for every future*, advancing financial inclusion, community and economic resilience, removing barriers to advancement and increasing access to opportunities for all. Our Bank and our communities are intrinsically linked, and it is by rising together that we achieve the greatest success.

Related Links

- [ScotiaRISE](#)
- [2021 Public Accountability Statement](#)
- [2021 Community Investment Verification Statement \(LBG Canada\)](#)

COMMUNITY INVESTMENTS

Scotiabank has a 189-year tradition of giving back to the communities we serve. Our global community investment strategy connects our purpose, *for every future*, with our business strategy and our employee community engagement. Approximately half of all new community investments are directed through the [ScotiaRISE](#) initiative toward our signature social impact focus – economic

resilience. The other half of our funding goes toward donations and partnerships that have a positive and lasting impact on healthcare, education, sports, social services and sustainability. We granted \$77.1 million globally in donations, community sponsorships and employee volunteering to support thriving, resilient communities.



To capture our community investment value and impact, Scotiabank works with the London Benchmarking Group (LBG) Canada. The LBG model provides the global standard for reporting community investment, presenting a consistent and credible framework for measurement to ensure our community investment activities align with our strategic priorities.

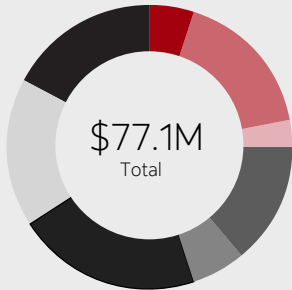
2021 Community Investments (Global)

Contribution by Type ¹	Contribution
Cash	\$70.4 million
Time	\$1.9 million ²
Management Costs	\$4.8 million
Total	\$77.1 million

¹Community investment for financial year 2021 provided per LBG model methods. As a result of this change to compilation, Community Investment (Global) is not directly comparable to annual community investment totals from previous years.

²Monetary value of volunteer time provided during working hours calculated using hourly wage rate verified by LBG Canada.

The ongoing COVID pandemic has reinforced how vital it is that households, communities and economies are resilient so they can thrive under a range of circumstances. Our community investment approach focuses on removing barriers to advancement and increasing access to opportunities. This is how we believe we can influence better outcomes for disadvantaged groups, and facilitate a more inclusive world for everyone.



COMMUNITY INVESTMENT BY CATEGORY³

Arts/Culture/Humanities.....	5%
Education	17%
Employee Volunteering.....	3%
Health	14%
Management Costs.....	6%
Social Services.....	21%
Sports & Recreation.....	17%
Other	17%

³Other category includes human and civil rights, environment, animal welfare and other community investments not easily classified into existing categories.

SUPPORTING EDUCATION THROUGH COLLABORATION

We are developing partnerships with research and academic institutions to accelerate the digital and innovation transformation, enable economic resilience and lead in corporate sustainability. In 2021, our academic partnerships represented \$13.1 million, including:

- **Scotiabank Economic Resilience Research Fund**: In collaboration with Mitacs, a not-for-profit organization that fosters growth and innovation in Canada, we provided \$300,000 over 3 years to help fund research into the factors that drive economic resilience in communities across Canada.
- **York University - Scotiabank Lassonde Financial Crimes Research Initiative**: A \$980,000, four-year initiative to support diversity, equity and inclusion in STEM fields and to prevent financial crimes.
- **Huron University**: A \$1.5 million contribution over five years for an accelerator program to address challenges for marginalized and low-income students, first generation Canadians and newcomers to Canada in post-secondary studies as they graduate into the workforce. It also supports a designation program that will help students hone their career readiness skills.
- **Scotiabank Program for Law Students**: \$540,000 in support of the first-in-Canada scholarship program to increase the number of students pursuing a career in the legal profession with the intent to become anti-racism advocates.
- **University of Toronto - Black Future Lawyers Program (BFL)**: This initiative offers support and engagement opportunities to black students who aspire to attend law school and become lawyers. BFL's goal is to increase the number of black students in Canada joining the legal profession.

SUPPORTING HEALTHY COMMUNITIES

We contribute to the health and safety of people in our communities.

Across our global footprint, we funded \$10.9 million in healthcare-related initiatives in 2021, supporting projects such as:

- The Holland Bloorview Rehabilitation Hospital Foundation, by providing \$400,000 over two years for the development of a gaming app/discovery hub supporting at-home physical and occupational therapy and social play for children with disabilities.
- Funding for several Latin American aid organizations, for the purchase and delivery of supplies, medical equipment and food to respond to needs created by the pandemic.
- **The SickKids-Caribbean Initiative**, a \$2 million investment over 10 years, to enhance capacity for the diagnosis, treatment and care for children with cancer and blood disorders in six Caribbean countries to improve patient outcomes.
- UNICEF's vaccination roll out and preparedness programs across four territories in the Caribbean, by providing \$250,000 in funding to encourage vaccinations.
- The University Hospital of the West Indies, by providing \$20,000 for the purchase of non-invasive ventilation equipment in Jamaica.

GIVING BACK THROUGH EMPLOYEE VOLUNTEERING AND FUNDRAISING

Across our global footprint, Scotiabankers engage in their communities and strive to make an impact. We have a culture of giving, encouraging our employees to volunteer and raise funds for causes they value. Individuals and teams of employees have access to matching grants for providing volunteer hours to eligible organizations. Globally, 19,000 employees dedicated 129,000 volunteer hours across various causes and not-for-profit organizations in their local communities. A total of \$960,000 was raised through the Bank's Employee Volunteer and Team Community programs in 2021.



ScotiaRISE

With the goal of fostering economic inclusion and resiliency among disadvantaged groups, in 2021 Scotiabank launched ScotiaRISE, a 10-year initiative with a \$500-million commitment.

This program seeks to make a meaningful impact in communities throughout the Bank's footprint by making investments that help people improve their education and employment prospects, adapt to changing circumstances, and increase the likelihood of financial success.

Through ScotiaRISE, we are investing in three focus areas to create a more inclusive and resilient world for everyone, and *for every future*:

- Increasing high school graduation and post-secondary participation
- Helping newcomers feel at home faster
- Removing barriers to career advancement for disadvantaged groups

ScotiaRISE investments touched more than 200 charities and not-for profit organisations around the world, with a total of \$26 million committed in the first year of the initiative.

ScotiaRISE Community Investment Approach

SOCIAL CHANGE GOAL

Help disadvantaged individuals, families and communities become economically resilient by helping them adapt to change, overcome barriers and fully participate in the economy.

CHOSEN DRIVERS



Disadvantaged people have sufficient education and skills to succeed



Newcomers are effectively supported to enter the workplace & economy



Disadvantaged people have access to employment opportunities

CHOSEN INTERVENTIONS

Increase high school graduation

Increase post-secondary participation

Accelerate adoption of hard skills

Accelerate adoption of social skills

Remove barriers to career entry & entrepreneurship

Remove barriers to career advancement



INCREASING HIGH SCHOOL GRADUATION AND POST-SECONDARY PARTICIPATION

Importance

Education attainment contributes to employment potential, financial security and to many

key competencies of resilient individuals.

2021 Investments

- Renewed our support for [Junior Achievement Americas](#), with a USD\$900,000 investment to support financial literacy, empowering 26,000+ young people across the Americas region to own their economic success and activate them for the jobs of the future.
- Invested \$750,000 in [TakingITGlobal’s Connected North program](#) that provides First Nations, Métis and Inuit students in remote communities in Canada to access cultural, immersive and interactive learning services and technology devices to help K-12 students reach their full potential.
- We have completed the final year of our \$750,000, three-year investment in [Pathways to Education’s Graduate Resilient Youth](#) initiative. In 2021, Scotiabank’s commitment supported over 1,400 newcomer and immigrant youth across Canada to access the resources, opportunities and guidance needed to graduate from high school and build the foundations of a successful future.
- Pledged \$2.15 million in support to the [YMCA Alternative Suspension Program’s](#) growth across Canada. Every year, this pan-Canadian YMCA program helps thousands of students who have been suspended improve their school experience, stay in school and progress towards graduation.



HELPING NEWCOMERS FEEL AT HOME FASTER

Importance

Investing in specific interventions drives economic success and resilience among newcomers by contributing increased earnings and occupational status, life-skills,

fostering a sense of belonging, employment skills and social and cultural support.

2021 Investments

- Made a landmark \$2.5 million investment in [Windmill Microlending](#) to support the reaccreditation of internationally-trained professionals. This investment will help 2,000 women by 2025 to increase their income and restart their career in Canada, facilitating greater economic mobility, inclusion and stability.
- Pledged \$500,000 to provide for the safe relocation of former Afghan interpreters and their families in Canada. We supported [Veterans Transition Network, the Afghan Women’s Organization Refugee and Immigrant Services and the Afghan Resettlement Fund](#) managed by True Patriot Love — organizations collectively providing vital settlement and integration support to those who served alongside the Canadian Armed Forces during Canada’s mission in Afghanistan.
- Granted \$400,000 to [TalentLift](#) to build a talent platform that assists Canadian employers to recruit and relocate candidates from within refugee populations for jobs that recognize their skills and career potential.



REMOVING BARRIERS TO CAREER ADVANCEMENT FOR DISADVANTAGED GROUPS

Importance

Training and education in financial literacy, life skills, leadership, job-readiness and mentorship and employment programs boost self-confidence and employment

opportunities. This increases the likelihood of advancement and success for individuals facing barriers to career advancement.

2021 Investments

- Renewed our agreement with [CARE Peru](#), committing \$250,000 to the Resilient Entrepreneurs program to raise incomes and improve the quality of life for women in vulnerable situations.
- Donated \$400,000 to [Dress for Success Canada Foundation for Professional Women’s Groups](#), delivered by local affiliates, to assist under and unemployed women in Canada to overcome barriers related to wage and wealth gap inequity and achieve economic independence through networking, pre-employment and job-retention programs.
- Committed \$100,000 to [Groupe 3737’s Fempreneures and Emerging Entrepreneurs Program](#) to encourage women entrepreneurs and young women in the fields of science and technology, fostering innovation and economic opportunity.
- Funded [Redwood’s HVAC Staffing](#) program with \$100,000 to assist the economic self-sufficiency for survivors of domestic abuse, by supporting and training to certify as heating, ventilation and air conditioning (HVAC) technicians.



HOCKEY FOR ALL

22% of the hockey teams Scotiabank sponsored in 2021 focused on women's hockey, representing a 10% year-over-year increase over 2020. *Hockey for all* pledges \$2 million towards programs that focus on increasing diversity among community and grassroots hockey organizations across Canada.

🔗 Watch the [hockey for all](#) video to learn why Scotiabank is on a mission to make hockey more diverse, more inclusive and more accessible for all.

CHAMPIONING ACCESS, INCLUSION AND EQUITY IN SPORT

Creating opportunities for youth to develop through sport supports the health of communities across the Americas, instilling values like leadership, respect, integrity, teamwork, discipline and responsibility. By supporting and sponsoring sports teams and programs in our communities, we align with our commitments to combat racism, support newcomers and advance inclusion and equitable access.

The sport of hockey has a special place in the hearts of many Canadians, and there is an opportunity to ensure everyone has a chance to play. We launched *Hockey for All* in 2021 to promote greater diversity and inclusion on and off the ice by breaking down barriers for underrepresented community players, teams, leagues and organizations. Our ambition for the program is to positively impact the lives of 250,000 youth throughout Canada. As Canada's Hockey Bank we strive to eliminate barriers and ensure hockey is welcoming and accessible to all. We are also the Official Bank of the Professional Women's Hockey Players Association (PWHPA) and a founding member of the Hockey Diversity Alliance (HDA). Our [Community Hockey Sponsorship \(CHSP\)](#) programs backed 8,379 teams representing 160,000 children in 2021. 16% of program dollars this year went to teams with children of colour, with disabilities, Indigenous Peoples, LGBT+ and women players or coaches.

Across Latin America and the Caribbean, the [Scotiabank Fútbol Club](#) (SFC) community soccer platform supports inclusive and equitable programming aimed at youth, particularly in socio-economically marginalized communities and at-risk populations. Our programs – open to all and free of charge – have provided equipment, uniforms

and experiences to half a million children and youth since our start in 2014. Collectively, SFC programs reached 72,000 young people in 2021, with young women representing 25% of participants.

Although the COVID pandemic restricted in-person events and tournaments, SFC launched a Virtual Championship for more than 3,000 boys and girls across Mexico, Peru, Chile, Panama and Costa Rica. We also partnered with the FC Barcelona Foundation on FutbolNet programs in Mexico, Costa Rica, Panama and Colombia to promote physical activity and social integration. The programs reached over 1,100 boys and girls, with girls representing 38% of the registrants regionally, and Panama achieving a 51% rate of registrations by girls.



Scotiabank sponsors the Federación Mexicana de Fútbol (FMF) national women's amateur league (LNFAS), with 330 teams from 24 states.

About This Report

Scotiabank's 2021 ESG Report outlines our activity and performance on ESG matters that matter to our stakeholders. This report covers fiscal year 2021 (November 1, 2020 – October 31, 2021), unless otherwise stated. All currency is stated in Canadian dollars, unless otherwise noted, and may be subject to currency exchange rate fluctuations.

We review how and what we report every year, with an effort to continuously improve our reporting processes and procedures for ESG disclosures. The ESG report is approved by Scotiabank's Corporate ESG Committee, made up of senior leadership representatives across the Bank's business lines, corporate and operational functions.

We conducted an ESG materiality assessment in 2020-2021 to validate and inform Scotiabank's current and future strategy, deepen engagement with stakeholders, and reinforce our approach to ESG reporting and disclosure. For more information on the process and results, see [Material ESG Topics and Stakeholder Engagement](#).

REPORTING STANDARDS AND FRAMEWORKS

Several reporting frameworks, indicators and standards guide our reporting on relevant topics. Please refer to the [2021 ESG Report Indices](#) as a guide for locating disclosures within this report and other companion documents as they relate to:

- Task Force on Climate-related Financial Disclosures (TCFD)
- Sustainability Accounting Standards Board (SASB)
- Global Reporting Initiative (GRI)
- UN Global Compact (UNGC)
- Sustainable Development Goals (SDGs)

COMPANION DOCUMENTS

[2021 ESG Report Indices](#)

[2021 Public Accountability Statement](#)

[2021 Annual Report](#)

[2022 Management Proxy Circular](#)

[2020 Employment Equity Narrative](#)

[Scotiabank Sustainable Bonds](#)

[Sustainable Bond Framework \(2021\)](#)

[2021 Green Bond Report](#)

[Net-Zero Pathways Report](#)

[2021 GHG Emissions Verification Statement](#)

[2021 Community Investment Verification Statement \(LBG Canada\)](#)

WE ARE SUPPORTERS, SIGNATORIES TO OR MEMBERS OF THE FOLLOWING:



*1832 Asset Management, MD Financial Management and Jarislowsky, Fraser Limited are signatories to the PRI.

ESG Awards and Recognition

Scotiabank is proud to be recognized for our ESG performance through awards, inclusion on global sustainability indices and other recognitions.

ESG Performance
DJSI North American Index
Sustainalytics: Low Risk rating
MSCI ESG: AAA (top 3% of banks globally)
CDP score: A-
ISS ESG: Prime
FTSE4GOOD Index (since 2001)
Member of the 2021 Bloomberg Gender-Equality Index
4 years on Refinitiv's Diversity and Inclusion Index, #14 on the global list of most diverse and inclusive companies

¹As at November 12, 2021, the release date of 2021 results.

GOVERNANCE, INNOVATION AND REPUTATION

- Included in the Dow Jones Sustainability Index for the fourth consecutive year, ranking in the top 8%¹ of global financial institutions according to the S&P Global Corporate Sustainability Assessment. We have industry-leading scores for corporate governance, anti-crime policy and risk and crisis management
- Recognized with four awards from Global Finance magazine for sustainability, including a global award for Outstanding Global Leadership in Sustainability Transparency
- Received Risk.net's 2021 Technology Innovation of the Year Award for a new Global Banking and Markets risk engine system for making valuation adjustment calculations
- Three-time consecutive winner of Canada's Bank of the Year and named Most Innovative in Data by *The Banker* magazine
- Named Best AI Initiative and Best Digital Bank – Mexico at *The Digital Banker's* Global Retail Banking Innovation Awards 2021
- Received top spot in the J.D. Power 2021 Online Banking Satisfaction Study for second year in a row
- Scotiabank Global Wealth Management featured as #2 in Greenwich Associates' 2021 Best Research Incorporating ESG
- Scotiabank Chile recognized by LatinFinance as Bank of the Year for 2021, and by World Economic Magazine with the Best Digital Initiative Award
- Named Best Consumer Digital Bank 2021 by *Global Finance* in Trinidad and Tobago, The Bahamas, Barbados, the Cayman Islands and the Turks and Caicos Islands
- Recognized at 2021 Environmental Finance Bond Awards for leading green, social and sustainability bond deals, and demonstrating thought leadership, best practices and innovation

SOCIAL AND ENVIRONMENTAL

- Across our global footprint, Scotiabank is award-winning as a leading and/or best place to work
 - » Recognized as one of the Best Workplaces™ in Canada and across our global footprint
 - » Scotiabank named a 2021 Best Workplace for Women by Great Place to Work®
- Recognized for best-in-class executive gender diversity in corporate Canada by the Globe & Mail 2021 Report on Business
- Recognized for outstanding COVID-19 leadership by Global Finance magazine
- Received Excellence awards in Human Capital Management from the Brandon Hall Group for Best Unique / Innovative Leadership Development Programs for our Data and Analytics Skill Building and iLEAD People Manager Essentials programs
- Scotiabank and the Costa Rican Sports and Recreation Institute (Icoder) received the Bóscares Costa Rica 2021 award recognition for the best Reforestation and Forest Recovery project
- Named one of Canada's Most Admired Corporate Cultures for 2021 by Waterstone Human Capital
- Ranked as LinkedIn Top Companies in Canada in 2021 and Canada's Best Employers 2021 by Forbes
- Received the Distintivo Éntrale in Mexico for our commitment to the inclusion of people with disabilities in the workplace

Data Tables



67 GOVERNANCE

- 67 Board of Directors
- 68 Responsible and Ethical Conduct
- 68 Supply Chain
- 68 Data Privacy and Security



69 SUSTAINABLE FINANCE

- 69 Financing a Sustainable Future

70 ENVIRONMENT

- 70 Climate Change
- 71 Energy Consumption
- 71 Project Finance
- 72 Water Consumption
- 72 Paper Use and Electronic Waste Management



73 SOCIAL

- 73 Global Workforce
 - 73 Employees by Employment Type and Gender
 - 74 Employees by Region, Age and Gender
- 75 Leadership and Workforce Diversity
- 75 Employee Engagement
- 76 Employee Turnover
- 76 Recruitment
- 77 Internal Vacancy Fill Rate
- 77 Training and Development
- 77 Employee Wellness, Health and Safety
- 78 Customer Experience Pulse Surveys
- 78 Community Investment

GOVERNANCE

Board of Directors¹ *GRI 102-22, 405-1*

We aspire to achieve parity of representation between men and women and maintain our aspirational goal to have a Board composition of at least 30% of each gender. Scotiabank has consistently had over 25% women Board members since 2012. Several members of the Board count “environmental, social and governance matters” as one of the key areas of experience they bring to the Board. They have experience in sustainability matters and ESG issues, principles and practices in complex organizations, as well as a strong track record of community involvement, from charitable organizations to advisory committees driving standards for climate change reporting.

Diversity of Governance Bodies	2021	2020	2019
Board of Directors	13	13	13
Independent Directors (%)	92%	92%	92%
Number of Independent Directors	12	12	12
Average Board tenure (years)	5.3	6.0	4.8
Directors by Gender			
Women (%)	38%	46%	38%
Number of Women	5	6	5
Men (%)	62%	54%	62%
Board Diversity² (%)	46%	54%	—
Number of Independent Directors who self-identify as a member of a designated group ²	6	7	—
Directors by Age Group			
Under 30 years	0%	0%	0%
30 to 50 years	0%	0%	8%
Over 50 years	100%	100%	92%
Directors by Geography			
Canada	69%	69%	69%
United States	23%	23%	23%
Other	8%	8%	8%

¹Figures may differ with The Management Proxy Circular, which highlights the slate of directors proposed for election in the spring.

²We updated our [Board Diversity Policy](#) (see p. 4) in 2021, first established in 2013. “Designated groups” are defined in the *Employment Equity Act* (Canada), including women, visible minorities, Aboriginal peoples, and persons with disabilities.

Responsible and Ethical Conduct

Our target is that all employees (100%) attest to our Scotiabank Code of Conduct.¹

Attestations and Training	2021	2020 ⁴	2019 ⁴
Scotiabank Code of Conduct Employee Attestations ¹	100%	100%	100%
Employee Training on Anti-Bribery and Corruption	99.6%	99.8%	99.7%
Canada	99.8%	—	—
International	99.5%	—	—
Employee Training on Global Sales Principles ²	99.9%	99.8%	99.7%
Canada	100.0%	—	—
International	99.9%	—	—
Employee Training on Human Rights Topics ³ (hours) <i>GRI 412-1</i>	196,567	78,000	—
Canada	110,898	—	—
International	85,669	—	—

¹As of December 31 of each reported year. Excludes approved exceptions.

²The scope of this training is dependent on the role of the employee. In 2021, the number of employees who were required to complete this training were 62,669 (76% of our total workforce). 2021 is the first fiscal year of data available by region.

³Human rights topics include accessibility, Code of Conduct, diversity and inclusion, and safety. The increase in 2021 is a result of a new diversity and inclusion training that was launched in the fiscal year.

⁴Certain data that was not collected during fiscal years 2019 and 2020 have not been reported.



Global Supply Chain¹

Goods and Services Procurement	Units	2021	2020	2019
Number of Suppliers (global)		16,500	20,000	15,000
Goods and services procured	billions	\$5.5	\$6.0	—
Goods and services procured excluding vendors not managed by procurement ²	billions	\$5.0	\$5.4	—

¹Data for 2021 and 2020 was calculated using a new methodology to improve accuracy and comprehensiveness. Figures for 2019 are reported based on availability of data from the 2019 ESG Report.

²Supplier spend excluding transactions with non-vendors such as government agencies and non-governmental organizations, corporate card transactions, taxes and spending not managed by global procurement (non-procurement managed vendors).

Data Privacy and Security *GRI 418-1, SASB FN-CB-230a.1*

Data Privacy	2021	2020	2019
Privacy breaches identified internally by Scotiabank or received from outside parties and substantiated by Scotiabank ¹	12	7	12
Privacy events identified or received from a regulator	3	1	1
Total Privacy Breaches Reported to Regulators Globally ²	15	8	13
Breaches involving personally identifiable information (PII)	15	8	13
Reporting by Country			
Canada	9	5	7
Cayman Islands	3	0	2
Colombia	2	0	4
Uruguay	1	1	0
Costa Rica	0	1	0
Dominican Republic	0	1	0

¹Privacy breaches are total number of identified leaks, thefts or losses of customer data. “Substantiated” is defined as having met regulatory reporting thresholds.

²Privacy breaches reporting figure reflects breaches that met regulatory reporting thresholds per national legislation and/or regulation. No privacy breaches caused significant economic, environmental and social impacts, or substantively influenced the assessments and decisions of stakeholders.

SUSTAINABLE FINANCE

Financing a Sustainable Future

Sustainably-Related Finance	Units	2021	2020
Sustainability Bonds Underwritten ¹	billions	\$13.0	\$5.0
Green Bonds		\$4.9	—
Social Bonds		\$4.2	—
Sustainability Bonds		\$3.3	—
Sustainability-linked Bonds		\$0.7	—
Green and Sustainability Bonds Purchased ²		\$1.4	\$1.5
Sustainability Loans: Total Authorized Credit ³	billions	\$11.7	—
Green Loans ⁴		\$0.7	—
Sustainability Loans ⁵		\$0.3	—
Sustainability-linked Loans ⁶		\$10.7	—

¹Reflects an apportioned value of transactions where Scotiabank acted as a bookrunner November 1 - October 31. Bonds align with ICMA's Green, Social, Sustainability and Sustainability-Linked Bond Principles.

²Scotiabank has a goal to invest a portion of the high-quality liquid asset portfolio in labeled green and sustainability bonds from the primary market.

³New authorized credit within the fiscal year.

⁴Loan with Green Use of Proceeds (aligned to Scotiabank's Taxonomy) and which is designated as 'Green' in the loan documentation following the recommendations of Green Loan Principles.

⁵Loans with Green and Social Use of Proceeds (aligned to Scotiabank's Taxonomy) and which is designated as 'Sustainable' in the loan documentation following the recommendations of Green Loan Principles and Social Loan Principles.

⁶Loans with adjustments to the drawn and or undrawn margin dependent on the performance against sustainability targets following the recommendations of ICMA's Sustainability-Linked Loan Principles.

ENVIRONMENT

Climate Change *GRI 305-1 to 305-5*

2021 GHG Emissions Verification Statement

Climate-related Metrics and Targets	Target	Units	2021	2020	2019
Capital mobilized for climate-related finance	\$100 billion by 2025	annual, billions	\$30	\$12	\$16
Operations					
% reduction of Scope 1 and 2 GHG emissions (global, 2016 baseline)	25% by 2025	%	25%	20%	17%
Internal Carbon Price per tonne CO ₂ e	\$60 by 2022	price / tonne	\$45	\$30	\$15
GHG Emissions^{1,2}					
Scope 1		tonnes CO ₂ e	12,433	12,783	15,221
Canada			12,318	12,606	14,961
International			115	177	260
Scope 2 (location-based)		tCO ₂ e	91,504	98,282	99,393
Canada			37,836	35,678	36,485
International			53,668	62,604	62,908
Scope 3 (business travel)		tCO ₂ e	495	7,193	20,168
GHG Intensity per employee^{3,4}		tCO ₂ e / FTE	1.16	1.21	1.13
Canada			1.27	1.24	1.31
International			1.02	1.19	1.01
GHG Intensity per square metre of occupied real estate³		tCO ₂ e / m ²	0.05	0.05	0.05
Canada			0.05	0.05	0.05
International			0.05	0.05	0.05

¹ Calculated in accordance with the Greenhouse Gas Protocol of the World Resources Institute and the World Business Council for Sustainable Development, including emission factors for electricity purchases, natural gas and fuel. Scope 2 emissions are calculated using a location-based method. For Canada, the Hydro and Gas Emission Factors are obtained from the National Inventory Report 1990-2019: Greenhouse Gas Sources and Sinks Canada, Environment and Climate Change Canada. For international countries outside of Canada, the Emission Factors are purchased every two years from the International Energy Agency ([IEA](#)). Other fuel factors such as Oil and Propane were obtained from the GHG Protocol V4.1 2015 Release.

² The completeness and accuracy of our GHG emissions has been verified by an independent verifier. Certain proxy data of our Scope 2 emissions was not subject to verification (amounting to 7.7% in 2021, 7.7% in 2020, 8% in 2019).

³ GHG intensity calculations include Scope 1 and 2 emissions and cover CO₂, CH₄ and N₂O gases.

⁴ GHG intensity per employee is based on the number of full-time equivalents (FTE), as reported in Scotiabank's Annual Report. The methodology used to calculate the GHG intensity per employee was updated in 2019.

Energy Consumption^{1,2} GRI 302-1

Energy	Units	2021	2020	2019
Global: Secure 100% of electricity from non-emitting sources by 2030 ³	%	63%	61%	61%
Canada: Secure 100% of electricity from non-emitting sources by 2025 ³	%	82%	82%	83%
Total Electricity and Fuel (global)	GJs	1,759,777	1,848,942	1,896,045
Canada		1,243,010	1,223,117	1,253,841
International		516,767	625,825	642,204
Total Electricity	MWh	357,504	389,430	392,680
Canada		214,507	216,317	215,351
International		142,997	173,113	177,329
Electricity Consumption From Non-Emitting Sources ³	MWh	224,412	237,659	239,849
Canada		176,443	178,349	179,546
International		47,969	59,310	60,303
Heat	GJs	229,491	202,986	186,310
Canada		229,491	202,986	186,310
International		—	—	—
Fuel Purchases	GJs	243,269	244,009	296,086
Canada		241,293	241,391	292,268
International		1,976	2,618	3,818

¹ The information was collected from the best available data and methodologies that include information directly captured from invoices processed for payment from various utility vendors. Utility consumption figures are collected directly from invoices when entered for payment. Consumption entries are then subject to monthly audits by Real Estate and an energy consulting firm. These figures are then subject to a final audit by an independent third party for verification. The audited and verified consumption figures are then used by both third-party suppliers and Real Estate in comparing technical specifications for facilities projects and weighted average consumption estimates based on actual portfolio consumption to determine energy savings associated with any given initiative.

² In 2021, our Canada data is based on 174 office buildings and 954 owned and leased retail locations, representing approximately 1,078,888 square metres. In 2020, it was on based on 119 office buildings and 950 owned and leased retail locations, with approximately 1,044,472 square meters. In 2019, it was on based on 131 office buildings and 953 owned and leased retail locations, with approximately 1,049,770 square metres. For our international data, in 2021, it is based on 116 office buildings and 1,702 owned and leased retail locations, representing approximately 1,091,529 square metres. In 2020, it was on based on 135 office buildings and 1,824 owned and leased retail locations, with approximately 1,187,715 square meters. In 2019, it was on based on 136 office buildings and 1,909 owned and leased retail locations, with approximately 1,263,440 square metres.

³ Includes renewable (hydro, solar, wind, geothermal, tidal) and nuclear sources, and may include the use of renewable energy certificates (RECs).

Project Finance

Assets subject to positive and negative environmental or social screening (Equator Principles):

Total number that reached Financial Close in the reporting period was 9.	Total number that reached Financial Close in the reporting period was 3.
Project Finance	Project-Related Corporate Loans
A ¹	A ¹
B ²	B ²
C ³	C ³
Sector	Sector
Mining	Mining
Infrastructure	Infrastructure
Oil & Gas	Oil & Gas
Power	Power
Others	Others
Country Designation	Country Designation
Designated Country ⁴	Designated Country ⁴
Non-Designated Country	Non-Designated Country
Region	Region
Americas	Americas
Europe, Middle East & Africa	Europe, Middle East & Africa
Asia Pacific	Asia Pacific
Independent Review	Independent Review
Yes	Yes
No	No
Totals	Totals

¹ Category A – Projects with potential significant adverse environmental and social risks and/or impacts that are diverse, irreversible or unprecedented.

² Category B – Projects with potential limited adverse environmental and social risks and/or impacts that are few in number, generally site-specific, largely reversible and readily addressed through mitigation measures.

³ Category C – Projects with minimal or no adverse environmental and social risks and/or impacts.

⁴ Designated Countries are those countries deemed to have robust environmental and social governance, legislation systems and institutional capacity designed to protect their people and the natural environment. List of Designated Countries: <https://equator-principles.com/designated-countries>.

Water Consumption^{1,2} *GRI 303-5*

Water Use	Units	2021	2020	2019
Total Use	cubic metres (m³)	776,201	838,992	971,293
Canada		465,132	557,082	754,611
International		311,070	281,910	216,682
Water Use Intensity	m³ per square metre	0.52	0.62	0.68
Canada		0.43	0.53	0.72
International		0.77	0.91	0.57

¹ The information was collected from the best available data and methodologies, which includes information directly captured from invoices processed for payment from various water vendors. We continue to expand the geographic scope of our reporting boundary with the objective of reporting total consumption. When necessary, some buildings were estimated using consumption data found in similar regions and building types.

² Our Canada figures are based on a combination of owned/leased retail locations and office buildings occupied by the Bank across Canada, representing approximately 1,078,888 square metres in 2021, 1,044,472 square meters in 2020 and 1,049,770 square metres in 2019. This represents the full Canadian portfolio. International figures are based on a combination of owned/leased retail locations and office buildings occupied by the Bank in countries where data is available, representing a sample of the International portfolio, equal to approximately 402,221 square metres in 2021, 308,797 square meters in 2020 and 378,193 square metres in 2019.

Paper Use and Electronic Waste Management *GRI 306-3, 306-4*

Paper Use (Canada)	Units	2021	2020	2019
Consumption of paper ¹	tonnes	1,112	1,334	1,558
Paper certified for sustainable source (FSC) ²	%	96.4%	88.9%	89.4%
By type				
Printing paper	tonnes	448	563	780
Forms	tonnes	664	771	778
Paper Reduction				
Weight of paper recycled/diverted from landfill	tonnes	2,123	2,545	1,903
Number of paper statements reduced ³	millions	2.3	3.8	4.5
Year-over-year reduction in paper statements	%	7%	10%	10%
Number of accounts switched to paperless banking		369,429	691,619	—
Electronic Waste Management (Canada) ⁴	Units	2021	2020	2019
Electronics reused	tonnes	18.2	22.2	7.0
Electronics recycled	tonnes	13.6	61.1	12.0
Total electronics diverted from disposal	tonnes	31.8	83.3	19.0

¹ Sources of data are primarily from reports from suppliers providing products and services, associated with paper consumption and recycling. Reporting includes blank paper sheets that are used for internal printing and copying purposes (excluding paper sheets that are used for marketing purposes), standard and customized paper instruments used for bank statements, envelopes, reports and information transfer. Due to systems and data availability, comprehensive global compilation is not currently available.

² The FSC % for 2021 includes all paper sources listed under footnote 1, and includes paper used for marketing purposes.

³ Scope of reporting includes: Canadian retail banking accounts (excluding small business), accounts with a primary account, open and active accounts, and the following product lines: credit cards (Visa/Amex/Mastercard), chequing, saving, investments, mortgages, secured and unsecured lending. Due to systems and data availability, comprehensive global compilation is not currently available.

⁴ Electronic waste includes but is not limited to computers, computer peripherals and accessories, cables, network equipment, ABMs, mobile phones, tablets, printers. Data provided is for Canadian region only based on current available systems and tracking in place; Scotiabank is assessing how this can be expanded to global operations. Significant weights of electronics disposed in 2020 reflects a national program upgrading ABM machines across Canada, resulting in greater disposal weights. It further reflects the implementation of equipment refreshes related to monitor screens and Windows 10 systems updates.

SOCIAL

Global Workforce *GRI 2-7*

The number of employees in Scotiabank’s [2021 Annual Report](#) (p. 138) is presented on a full-time equivalent (FTE) basis. Unless otherwise stated, employee data in the 2021 ESG Report is provided on a headcount basis, excluding casual staff, students, interns, employees on leave, contingent workers, affiliates and subsidiaries where breakdowns are not available due to different reporting systems.

Employees by Employment Type and Gender

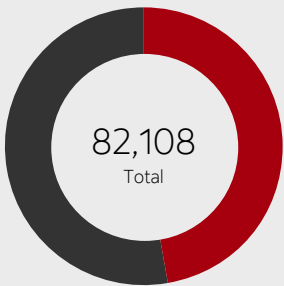
Workforce	Total	Permanent	%	Contract	%	Full-Time	%	Part-Time	%
Employees (global, 2021)	82,108	78,680	96%	3,428	4%	76,565	93%	5,543	7%
Women	44,710	42,662		2,048		40,501		4,209	
Men	36,821	35,471		1,350		35,589		1,232	
Diverse Gender Identity	377	356		21		295		82	
Did Not Disclose	200	191		9		180		20	
Employees (global, 2020) ¹	81,623	77,644	95%	3,979	5%	75,232	92%	6,391	8%
Women	45,061	42,650		2,411		40,070		4,991	
Men	36,336	34,782		1,554		34,964		1,372	

¹ Segmentation of gender data by Diverse Gender Identity and Did Not Disclose was not available for reporting in the 2020 fiscal year. Totals may not add as a result.

Employees by Region, Age and Gender

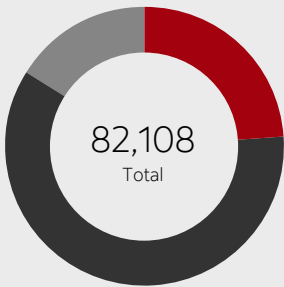
Workforce	Total	Under 30 years	30 to 50 years	Over 50 years
Employees		24%	60%	16%
Global ¹	82,108	19,612	49,293	13,203
Canada	47%	19%	59%	22%
Canada	38,615	7,531	22,600	8,484
International	52%	27%	62%	11%
International	42,916	11,766	26,456	4,694
Women	54%	24%	59%	17%
Global	44,710	10,787	26,563	7,360
Canada	21,057	3,975	11,767	5,315
International	23,653	6,812	14,796	2,045
Men	45%	23%	61%	16%
Global	36,821	8,510	22,493	5,818
Canada	17,558	3,556	10,833	3,169
International	19,263	4,954	11,660	2,649
Diverse Gender Identity	0.5%	63%	35%	2%
Global ¹	377	237	131	9
Did Not Disclose	0.2%	39%	53%	8%
Global ¹	200	78	106	16

¹Data for Diverse Gender Identity or Did Not Disclose is included in the global total, but not segmented out for Canada and International to maintain privacy and anonymity of individuals. Percentage and employee figures may not sum to global totals as a result.



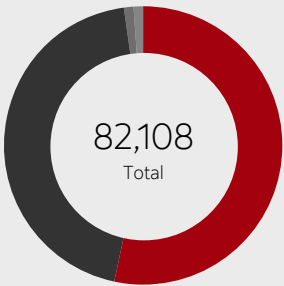
GLOBAL WORKFORCE BY REGION¹

- Canada (47%)38,615
- International (52%)42,916



GLOBAL WORKFORCE BY AGE GROUP

- Under 30 years (24%)19,612
- 30 to 50 years (60%).....49,293
- Over 50 years (16%).....13,203



GLOBAL WORKFORCE BY GENDER

- Women (54%)44,710
- Men (45%).....36,821
- Diverse Gender Identity (0.5%).....377
- Did Not Disclose (0.2%)200

Leadership and Workforce Diversity *GRI 405-1, SASB FN-AC-330a.1, FN-IB-330a.1*

Data addressing indicators for Canada is detailed in the Investing in Our Employees section, see tables on page 47 of this report.

Women in Leadership and Workforce	2021	2020	2019
Women in Senior Leadership (global)			
Women in Executive Management Team ¹	29% 9 of 31	23% 7 of 30	24% 7 of 29
Executive Positions ²	32%	28%	33%
Target: Increase global executive (VP+) population to 40% women by 2025			
Women in VP+ roles (global)	37%	36%	35%
Canada	41%	40%	39%
International	28%	26%	24%
Women in Workforce (global)	54%	55%	56%
All management positions ³	46%	45%	46%
Middle management	41%	40%	40%
Junior management	56%	55%	55%
Professional roles	45%	46%	46%
Entry level roles	64%	64%	64%

¹Please refer to the Annual Report for the respective fiscal year for Scotiabank's Executive Management Team.
²All executive positions at a maximum of two reporting lines from the CEO. The percentage for 2019 is restated from 34% to 33% due to methodology change.
³Includes senior (VP+), middle, and junior management.

Employee Engagement

Engagement Surveys	2021	2020	2019
ScotiaPulse Employee Survey			
Employees who believe Scotiabank is building an inclusive workplace	95%	94%	92%
Canada	93%	92%	90%
International	96%	96%	94%
Employees who believe Scotiabank is being socially responsible	93%	94%	92%
Canada	91%	— ¹	— ¹
International	94%	— ¹	— ¹
Scotiabank Employee Engagement Index ²			
Scotiabank score	88%	84%	81%
Target: Financial Services industry average	78%	74%	74%
Index Score by Gender ³			
Women	87%	84%	81%
Men	88%	83%	81%

¹The first year this data was collected was in the 2021 fiscal year.
²External benchmark provided by Qualtrics and based on three-year rolling global average benchmarks of the Financial Services industry. To align with best practice and in response to employee feedback, the Employee Engagement Index methodology was updated in 2021.
³Segmentation of gender data by Diverse Gender Identity and Did Not Disclose is not available for reporting due to different systems globally.

Employee Turnover¹ *GRI 401-1*

Turnover	2021	2020	2019
Turnover ²	20%	21%	21%
Canada	19%	12%	17%
International	22%	29%	24%
Voluntary Turnover ³	12%	8%	12%
Canada	16%	10%	13%
International	9%	7%	12%
Involuntary Turnover ⁴	8%	13%	9%
Canada	3%	3%	4%
International	13%	22%	12%
Turnover by Age Group			
Under 30 years	34%	31%	34%
30 to 50 years	16%	19%	17%
Over 50 years	15%	17%	15%
Turnover by Gender ⁵			
Women	20%	22%	20%
Men	23%	22%	22%

¹Includes global, regular and contract employees. Excludes casual employees, students, interns, employees on leave and contingent workers. Excludes affiliates and subsidiaries where breakdowns are not available due to different reporting systems.

²Turnover: Permanent departures of active regular and contract employees from employment with Scotiabank for any reason.

³Voluntary Turnover: Resignations and retirements of active regular and contract employees from employment with Scotiabank.

⁴Involuntary Turnover: All other reasons for terminating employment of active regular and contract employees with Scotiabank.

⁵Segmentation of gender data by Diverse Gender Identity and Did Not Disclose is not available for reporting.

Recruitment *GRI 401-1*

New Hires	Total	Under 30 years	30 to 50 years	Over 50 years
New Hires (Global)		52%	43%	5%
Global ¹	16,595	8,589	7,229	777
Canada %	45%	44%	49%	7%
Canada	7,468	3,313	3,620	535
International %	52%	57%	40%	3%
International	8,654	4,978	3,441	235
New Hires by Gender				
Women	49%	54%	42%	4%
Global	8,066	4,341	3,360	365
Canada	3,831	1,706	1,836	289
International	4,235	2,635	1,524	76
Men	48%	49%	46%	5%
Global	8,056	3,950	3,701	405
Canada	3,637	1,607	1,784	246
International	4,419	2,343	1,917	159
Diverse Gender Identity ¹	2%	—	—	—
Global ¹	319	—	—	—
Did Not Disclose ¹	1%	—	—	—
Global ¹	154	—	—	—

¹Data for Diverse Gender Identity or Did Not Disclose is included in the global total, but not segmented out by region and age to maintain privacy and anonymity of individuals. Percentage and employee figures may not sum to global totals as a result.

Internal Vacancy Fill Rate *GRI 401-1*

Internal Vacancy Fill Rate (Canada)	2021	2020	2019
Number of posted jobs	15,419	9,321	18,708
Number of internal candidates that filled posted jobs	7,002	3,609	7,989
Internal vacancy fill rate: % of posted jobs filled by internal candidates	45%	39%	43%

Training and Development¹ *GRI 404*

Learning and Education	Units	2021	2020	2019
Total Training Investment ²	millions	\$66.3	\$63.4	\$78.1
Training investment per employee	dollars	\$737	\$655	\$814
Total training courses completed by employees	completed or viewed, millions	3.5	3.1	2.6
Average days ³ of training per employee	days	5.1	4.9	5.3
Average Training Hours per Employee	hours	38.2	36.8	39.5
By Gender ⁴	hours			
Women		39.3	35.9	36.9
Men		36.8	38.0	43.1
By Employee Level	hours			
Vice President and above		19.2	10.9	—
People manager ⁵		30.9	28.1	—
Individual contributor		40.1	39.3	—
Employee Development and Education Support (Canada)				
Eligible employees receiving a performance or career development review		97%	96%	95%
Employees Assisted With Tuition	individuals	570	575	—
Employee Tuition Assistance Provided	millions	\$1.0	\$1.1	—

¹Data includes headcount of employees (whether full-time or part-time), with employee types being casual, intern, contract, regular or student. Excludes training for contingent workers. Data for “per employee” is based on average of employees at the beginning and end of the fiscal year. Where figures are not reported, data was not collected that year.

²In 2020 and 2021, training travel and course fees were reduced due to the COVID-19 pandemic, and the decrease in internal training expenses was largely driven by the shift from classroom to virtual delivery.

³Days of training calculated as 7.5 hours/day.

⁴Data for Diverse Gender Identity or Did Not Disclose is not available for reporting.

⁵People Managers are employees with at least 1 direct report, exclusive of those included within the above VP+ category.

Employee Wellness, Health and Safety (Canada)

Data provided is for Canada. Due to different reporting systems globally, we are unable to report on international data. Minor Injury is defined as workplace injury where the employee has no lost time from work. Disabling Injury is defined as an injury where the employee has lost time from work. Lost Time refers to time missed from work due to a workplace injury.

Health and Safety	2021	2020	2019
Injuries by Type ¹	117	468	362
Minor Injury	76	402	269
Disabling Injury	41	66	93
Injuries by Gender ^{1,2}			
Women	94	325	291
Men	22	143	71
Lost Time in Days ²	2,414	4,012	2,833
Women	1,647	3,703	2,407
Men	767	309	426
Absentee Rate			
Scheduled working days	248	250	250
Total days scheduled	3.2%	3.0%	2.6%
Data as % of global employees	47.3%	46.5%	43.6%

¹The significant decrease in injuries between 2020 to 2021 is attributed to the increase in Scotiabank employees working from home due to the COVID-19 pandemic.

²Data for Diverse Gender Identity or Did Not Disclose not included to maintain privacy and anonymity for individuals.

Customer Experience Pulse Surveys

Pulse Surveys	Units	2021	2020	2019
Retail customer survey invitations sent ¹	thousands	14,300	14,000	15,000
Follow up calls made by employees to retail customers	thousands	598	548	525
Commercial customer invitations sent ¹	thousands	88	59	20
Follow up calls made by employees to commercial customers	thousands	11	8	6

¹Figures are approximate values.

Community Investment

Our global community investment represents all Scotiabank community investments enterprise-wide, including ScotiaRISE funding. Investment contribution by type, category and region for 2021 and 2020 fiscal years was verified by the London Benchmarking Group (LBG) Canada. LBG is recognized as the global standard for managing, measuring and reporting community investment. Program segmentation (i.e. value for ScotiaRISE initiatives and community investment initiatives) was not part of this independent validation process.

2021 Community Investment Verification Statement (LBG Canada)

Community Investment Contribution	Units	2021
Contribution by Type (LBG approach, global)	millions	\$77.1
Cash		\$70.4
Time ¹		\$1.9
Management Costs		\$4.8
Contribution by Program (LBG approach, not part of validation process, global)	millions	\$77.1
ScotiaRISE Initiatives		\$26.0
Community Investment Initiatives (excluding ScotiaRISE Initiatives)		\$51.1

¹Monetary value of volunteer time provided during working hours was calculated using hourly wage rate. This calculation was verified by London Benchmarking Group (LBG) Canada.

Global Community Investment	2021	2020	2019
Total Global Community Investment (millions)	\$77.1	\$83.9 ¹	\$96.3 ¹
Canada	\$59.7	\$62.5	\$66.0
Imagine Canada community investment commitment achieved ²	Yes	Yes	Yes
International	\$17.4	\$21.4	\$30.3

¹Figures have been restated from previous years to reflect improved accuracy and comprehensiveness of data.

²At least 1% of our net income before taxes was invested in the community.

Community Investment	Units	2021
Investment by Category (global)	millions	\$77.1
Arts/Culture/Humanities		\$3.5
Education		\$13.1
Employee Volunteering		\$1.9
Health		\$10.9
Management Costs		\$4.8
Social Services		\$16.3
Sports & Recreation		\$13.4
Other ¹		\$13.2

¹Other category includes human and civil rights, environment, animal welfare and other community investments not easily classified into existing categories.

Forward-looking Statements

From time to time, our public communications often include oral or written forward-looking statements. Statements of this type are included in this document, and may be included in other filings with Canadian securities regulators or the U.S. Securities and Exchange Commission, or in other communications. In addition, representatives of the Bank may include forward-looking statements orally to analysts, investors, the media and others. All such statements are made pursuant to the “safe harbor” provisions of the U.S. Private Securities Litigation Reform Act of 1995 and any applicable Canadian securities legislation. Forward-looking statements may include, but are not limited to, statements made in this document, sections of the Management’s Discussion and Analysis in the Bank’s 2021 Annual Report under the headings “Outlook” that may be incorporated by reference herein and in other statements regarding the Bank’s objectives, strategies to achieve those objectives, and the regulatory environment in which the Bank operates. Such statements are typically identified by words or phrases such as “believe,” “expect,” “foresee,” “forecast,” “anticipate,” “intend,” “estimate,” “plan,” “goal,” “project,” and similar expressions of future or conditional verbs, such as “will,” “may,” “should,” “would” and “could.”

By their very nature, forward-looking statements require us to make assumptions and are subject to inherent risks and uncertainties, which give rise to the possibility that our predictions, forecasts, projections, expectations or conclusions will not prove to be accurate, that our assumptions may not be correct and that our financial performance objectives, vision and strategic goals will not be achieved.

We caution readers not to place undue reliance on these statements as a number of risk factors, many of which are beyond our control and effects of which can be difficult to predict, could cause our actual results to differ materially from the expectations, targets, estimates or intentions expressed in such forward-looking statements.

The future outcomes that relate to forward-looking statements may be influenced by many factors, including but not limited to: general economic and market conditions in the countries in which we operate; changes in currency and interest rates; increased funding costs and market volatility due to market illiquidity and competition for funding; the failure of third parties to comply with their obligations to the Bank and its affiliates; changes in monetary, fiscal, or economic policy and tax legislation and interpretation; changes in laws and regulations or in supervisory expectations or requirements, including capital, interest rate and liquidity requirements and guidance, and the effect of such changes on funding costs; changes to our credit ratings; operational and infrastructure risks; reputational risks; the accuracy and completeness of information the Bank receives on customers and counterparties; the timely development and introduction of new products and services, and the extent to which products or services previously sold by the Bank require the Bank to incur liabilities or absorb losses not contemplated at their origination; our ability to execute our strategic plans, including the successful completion of acquisitions and dispositions, including obtaining regulatory approvals; critical accounting estimates and the effect of changes to accounting standards, rules and interpretations on these estimates; global capital markets activity; the Bank’s ability to attract, develop and retain key executives; the evolution of various types of fraud or other criminal behaviour to which the Bank is exposed; disruptions in or attacks (including cyber-attacks) on the Bank’s information technology, internet, network access, or other voice or data communications systems or services; increased competition in the geographic and in business areas in which we operate, including through internet and mobile banking and non-traditional competitors; exposure related to significant litigation and regulatory matters; climate change and other environmental and social risks, including sustainability that may arise, including from the Bank’s business activities; the occurrence of natural and unnatural catastrophic events and claims resulting from such events; the emergence of widespread health emergencies or pandemics,

including the magnitude and duration of the COVID-19 pandemic and its impact on the global economy, financial market conditions and the Bank’s business, results of operations, financial condition and prospects; and the Bank’s anticipation of and success in managing the risks implied by the foregoing. A substantial amount of the Bank’s business involves making loans or otherwise committing resources to specific companies, industries or countries. Unforeseen events affecting such borrowers, industries or countries could have a material adverse effect on the Bank’s financial results, businesses, financial condition or liquidity. These and other factors may cause the Bank’s actual performance to differ materially from that contemplated by forward-looking statements. The Bank cautions that the preceding list is not exhaustive of all possible risk factors and other factors could also adversely affect the Bank’s results, for more information, please see the “Risk Management” section of the Bank’s 2021 Annual Report, as may be updated by quarterly reports.

Material economic assumptions underlying the forward-looking statements contained in this document are set out in the 2021 Annual Report under the headings “Outlook”, as updated by quarterly reports. The “Outlook” sections are based on the Bank’s views and the actual outcome is uncertain. Readers should consider the above-noted factors when reviewing these sections. When relying on forward-looking statements to make decisions with respect to the Bank and its securities, investors and others should carefully consider the preceding factors, other uncertainties and potential events.

Any forward-looking statements contained in this document represent the views of management only as of the date hereof and are presented for the purpose of assisting the Bank’s shareholders and analysts in understanding the Bank’s financial position, objectives and priorities, and anticipated financial performance as at and for the periods ended on the dates presented, and may not be appropriate for other purposes. Except as required by law, the Bank does not undertake to update any forward-looking statements, whether written or oral, that may be made from time to time by or on its behalf.

Additional information relating to the Bank, including the Bank’s Annual Information Form, can be located on the SEDAR website at www.sedar.com and on the EDGAR section of the SEC’s website at www.sec.gov.

