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ENVIRONMENT
SOCIAL & GOVERNANCE
(ESG) REPORT INDICES

Scotiabank



2021 ESG Report Indices

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COMMUNICATION ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



Task Force on Climate-related Financial Disclosures Index



We include climate-related disclosures aligned to the recommendations of the TCFD in our [2021 Annual Report](#), with additional information in the [2021 ESG Report](#). Please also refer to our annual submission to the [CDP](#).

Theme and Area	Reference Page
Governance	
Board Oversight	2021 Annual Report, p. 115, 2021 ESG Report, p. 40
Management Role	2021 Annual Report, p. 115, 2021 ESG Report, p. 40
Strategy	
Risks and Opportunities	2021 Annual Report, p. 115, 2021 ESG Report, pp. 37-39
Impact of climate risk and opportunities for business	2021 Annual Report, p. 115, 2021 ESG Report, pp. 37-39
Resilience of corporate strategy, considering climate scenarios	2021 Annual Report, p. 115, 2021 ESG Report, pp. 37-39
Risk Management	
Process to identify and assess climate risks	2021 Annual Report, p. 116, 2021 ESG Report, pp. 40-42
Managing climate risk	2021 Annual Report, p. 116, 2021 ESG Report, pp. 40-42
Integrating climate risk into overall risk management	2021 Annual Report, p. 116, 2021 ESG Report, pp. 40-42
Metrics and Targets	
Metric used to assess climate-related risks and opportunities	2021 Annual Report, p. 116, 2021 ESG Report, pp. 37-42
GHG disclosure for Scope 1, 2, 3	2021 Annual Report, p. 116, 2021 ESG Report, p. 43 and data tables p. 70
Targets used to manage climate-related risks and opportunities and performance	2021 Annual Report, p. 116, 2021 ESG Report, pp. 37-42

Sustainability Accounting Standards Board Index



This index identifies Scotiabank’s ESG disclosures that link to the voluntary standards developed by the Sustainability Accounting Standards Board (SASB). Scotiabank released its first SASB Index in the 2019 ESG Report. We have expanded these disclosures and will continue to evaluate additional industry standards and metrics in the future. Unless otherwise noted, all data and descriptions are as at or for fiscal year 2021 and apply to Scotiabank as a whole, not just the businesses within the industries identified by SASB.

SASB Code ¹	Metric	Disclosure
Business Ethics		
FN-CB-510a.1 FN-AC-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, anti-trust, anti-competitive behavior, market manipulation, malpractice, or other related financial industry laws or regulations	For year-end October 31, 2021 management does not believe that liabilities, if any, arising from pending litigation or regulatory proceedings will have a material adverse effect on the Consolidated Statement of Financial Position or results of operations of the Bank. See: 2021 Annual Report pp. 122 and 213 for information on provisions.
FN-CB-510a.2 FN-AC-510a.2 FN-IB-510a.2	Description of whistleblower policies and procedures	2021 ESG report p. 18 and data tables p. 68 Links: Scotiabank Code of Conduct , Whistleblower Policy , and the third-party hosted, independent Whistleblower program website: Scotiabank.EthicsPoint.com
Customer Privacy		
FN-CF-220a.1	Number of account holders whose information is used for secondary purposes	2021 ESG report p. 25 for the Bank’s customer privacy program, and the Bank’s Privacy Commitment and Privacy Agreement . Scotiabank does not report on customer information used for secondary purposes. The Bank collects and uses personal information only for the purposes set out in its privacy policies. Scotiabank does not sell personal information.
FN-CF-220a.2	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	In the ordinary course of business, the Bank and its subsidiaries are routinely defendants in, or parties to, a number of pending and threatened legal actions and regulatory proceedings, including actions brought on behalf of various classes of claimants. However, based on current knowledge, management does not believe that liabilities, if any, arising from pending litigation or regulatory proceedings will have a material adverse effect on the Consolidated Statement of Financial Position or results of operations of the Bank. See 2021 Annual Report pp. 122 and 213 for information on provisions.

¹ CB = Commercial Banks Sustainability Accounting Standard
 CF = Consumer Finance Sustainability Accounting Standard
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 MF = Mortgage Finance Sustainability Accounting Standard

SASB Code ¹	Metric	Disclosure
Data Security		
FN-CB-230a.1 FN-CF-230a.1	(1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of account holders affected	In 2021, 15 privacy breaches involving PII were identified internally by Scotiabank or received from outside parties and substantiated by Scotiabank. No privacy breaches caused significant economic, environmental and social impacts, or substantively influenced the assessments and decisions of stakeholders. See 2021 ESG Report p. 25 and data tables p. 68 GRI 418-1 disclosure pp. 17
FN-CB-230a.2 FN-CF-230a.3	Description of approach to identifying and addressing data security risks	2021 Annual Report pp. 87 and 114 2021 ESG Report p. 25
Discriminatory Lending		
FN-MF-270b.2	Total amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	For year end October 31, 2021, management does not believe that liabilities, if any, arising from pending litigation or regulatory proceedings will have a material adverse effect on the Consolidated Statement of Financial Position or results of operations of the Bank. See 2021 Annual Report pp. 122 and 213 for information on provisions.
FN-MF-270b.3	Description of policies and procedures for ensuring non-discriminatory mortgage origination	Scotiabank's Inclusion Commitments (ESG Report pp. 46-47) include a pledge to offer customers and partners processes that are free of bias. See also 2021 ESG Report pp. 24-25 regarding ethics in technology and AI, and Empowering Our Customers starting p. 53.
Employee Diversity and Inclusion		
FN-AC-330a.1 FN-IB-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	2021 ESG Report pp. 47, 50 and data tables pp. 74-75
Employee Incentives & Risk Taking		
FN-IB-550b.1 FN-IB-550b.2	Percentage of total remuneration that is variable for Material Risk Takers (MRTs) Percentage of variable remuneration of MRTs to which malus or clawback provisions were applied	2022 Management Proxy Circular pp. 94 and 119-121 for the percentage of total remuneration that is variable for named executives. No malus or clawback adjustments of variable remuneration of material risk takers applied in 2021. ²

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² Malus and clawback provisions are defined as explicit ex-post risk adjustment mechanisms where the entity adjusts remuneration of the MRTs based on mechanisms that include, but are not limited to, lowering awarded cash remuneration or reduction of the number or value of the instruments awarded.

SASB Code ¹	Metric	Disclosure
Financial Inclusion & Capacity Building		
FN-CB-240a.1	1) Number and (2) amount of loans outstanding qualified to programs designed to promote small business and community development	2021 ESG Report p. 56 for information on support small business, including our commitments through The Scotiabank Women Initiative®. 2021 Public Accountability Statement for information specific to small business customers (p. 7), loans and authorized debt financing (p. 13) in Canada.
FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	2021 ESG Report pp. 53-54 for information for no and low-fee banking products globally. 2021 Public Accountability Statement pp. 8-9 for information specific to Canada.
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	2021 ESG Report p. 54 for information on programs and initiatives to support financial education and awareness among customers. 2021 Public Accountability Statement pp. 8-11 for information specific to Canada.
Incorporation of Environmental, Social, and Governance Factors in Credit Analysis		
FN-CB-410a.1	Commercial and industrial credit exposure, by industry	2021 Annual Report p. 127 See 2021 ESG Report p. 40 regarding all industry exposure and the Bank's approach on climate change risk assessment, as well as pp. 29-32 for information on sustainable finance.
FN-CB-410a.2	Description of approach to incorporation of environmental, social, and governance (ESG) factors in credit analysis	2021 ESG Report pp. 40-42 and data tables p. 71 for information on assets subject to positive and negative environmental or social screening. 2021 Annual Report pp. 113-117
Incorporation of Environmental, Social, and Governance Factors in Investment Banking & Brokerage Activities		
FN-IB-410a.2	(1) Number and (2) total value of investments and loans incorporating integration of environmental, social, and governance (ESG) factors, by industry	2021 ESG Report pp. 29-32 for sustainable finance activity, p. 40-42 for climate change and environmental risk assessments. 2021 Annual Report p. 127 for Industry exposure.
FN-IB-410a.3	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment banking and brokerage activities	2021 ESG Report pp. 29-32 for information on the Scotiabank's approach to sustainable finance and p. 35 for sustainable investing products and tools.

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SASB Code ¹	Metric	Disclosure
Incorporation of Environmental, Social, and Governance Factors in Investment Management & Advisory		
FN-AC-410a.1	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	2021 ESG Report pp. 33-34 Relevant reports and policies for investment management advisory:
FN-AC-410a.2	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	1832 Asset Management Responsible Investment Policy Proxy Voting Guidelines PRI Transparency Report
FN-AC-410a.3	Description of proxy voting and investee engagement policies and procedures	Jarislowsky Fraser Sustainable Investment and Engagement Policies Proxy Voting Guidelines PRI Transparency Report MD Financial Management Responsible Investment Policy Proxy Voting Guidelines PRI Transparency Report
Lending Practices		
FN-MF-270a.3	Total amount of monetary losses as a result of legal proceedings associated with communications to customers or remuneration of loan originators	For year end October 31, 2021, management does not believe that liabilities, if any, arising from pending litigation or regulatory proceedings will have a material adverse effect on the Consolidated Statement of Financial Position or results of operations of the Bank. See: 2021 Annual Report pp. 122 and 213 for information on provisions.

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SASB Code ¹	Metric	Disclosure
Professional Integrity		
FN-IB-510b.3	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	In the ordinary course of business, the Bank and its subsidiaries are routinely defendants in, or parties to a number of pending and threatened legal actions and regulatory proceedings, including actions brought on behalf of various classes of claimants. However, based on current knowledge, management does not believe that liabilities, if any, arising from pending litigation or regulatory proceedings will have a material adverse effect on the Consolidated Statement of Financial Position or results of operations of the Bank. See: 2021 Annual Report pp. 122 and 213 for information on provisions.
FN-IB-510b.4	Description of approach to ensuring professional integrity, including duty of care	2021 ESG Report pp. 18-19 2021 Annual Report Risk Culture p. 85 Links: Scotiabank Code of Conduct and Whistleblower Policy
Selling Practices		
FN-CF-270a.5	Total amount of monetary losses as a result of legal proceedings associated with selling and servicing of products	In the ordinary course of business, the Bank and its subsidiaries are routinely defendants in, or parties to a number of pending and threatened legal actions and regulatory proceedings, including actions brought on behalf of various classes of claimants. However, based on current knowledge, management does not believe that liabilities, if any, arising from pending litigation or regulatory proceedings will have a material adverse effect on the Consolidated Statement of Financial Position or results of operations of the Bank. See: 2021 Annual Report pp. 122 and 213 for information on provisions.
Systemic Risk Management		
FN-CB-550a.1 FN-IB-550a.1	Global Systemically Important Bank (G-SIB) score, by category	According to the most recent assessment by the Financial Stability Board communicated in November 2021, the Bank is not considered to be a G-SIB based on October 31, 2020 indicators. These indicators can be found in our 2022 Q1 Report to Shareholders on p. 43.
FN-CB-550a.2 FN-IB-550a.2	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	2021 Annual Report pp. 63-64, 82-83, 99-100

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SASB Code ¹	Metric	Disclosure
Transparent Information & Fair Advice for Customers		
FN-AC-270a.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product related information to new and returning customers	In the ordinary course of business, the Bank and its subsidiaries are routinely defendants in, or parties to, a number of pending and threatened legal actions and regulatory proceedings, including actions brought on behalf of various classes of claimants. However, based on current knowledge, management does not believe that liabilities, if any, arising from pending litigation or regulatory proceedings will have a material adverse effect on the Consolidated Statement of Financial Position or results of operations of the Bank. See: 2021 Annual Report pp. 122 and 213 for information on provisions.
FN-AC-270a.3	Description of approach to informing customers about products and services	2021 ESG Report pp. 17-19 for information on how the Bank ensures Responsible and Ethical Conduct. <u>Customer Care resources</u> are available on our website.
Activity Metric – Asset Management & Custody Activities		
FN-AC-000.A	(1) Total registered and (2) total unregistered assets under management	Please refer to 2021 Annual Report p. 133 for assets under administration and assets under management. Scotiabank does not disclose the breakdown between registered and unregistered assets under management.
FN-AC-000.B	Total assets under custody and supervision	<u>2022 Q1 Report to Shareholders</u> p. 43 for assets under custody, reported as part of the Global Systemically Important Bank (G-SIB) Disclosures.
Activity Metric – Commercial Banking		
FN-CB-000.A	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	2021 Annual Report p. 33 for Group Financial Performance, see also <u>2022 Q1 Supplementary Financial Information for average balances</u> .
FN-CB-000.B	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	2021 Annual Report p. 33 for Group Financial Performance, see also <u>2022 Q1 Supplementary Financial Information for average balances</u> .
Activity Metric – Investment Banking and Brokerage		
FN-IB-000.A	(1) Number and (2) value of (a) underwriting, (b) advisory, and (c) securitization transactions	2021 Annual Report pp. 57-59 for Global Banking and Markets financial performance.
Activity Metric – Mortgage Finance		
FN-MF-000.A	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	2021 Annual Report pp. 96-97 for the total value of all residential mortgages and home-equity lines of credit.

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Global Reporting Initiative Index

Scotiabank has applied the Global Reporting Initiative (GRI) framework since 2005. The 2021 ESG Report and the following related GRI Standards content index are prepared in alignment with the GRI Standards for the period November 1, 2020 – October 31, 2021.

General Disclosures

2-1	Organizational details	<p>The Bank of Nova Scotia (Scotiabank, the Bank) is a chartered Schedule I bank under the Bank Act (Canada) (the Bank Act) and is regulated by the Office of the Superintendent of Financial Institutions (OSFI). The head office of the Bank is located in Halifax, Nova Scotia, Canada and its executive offices in Toronto, Ontario, Canada. The common shares of the Bank are listed on the Toronto Stock Exchange (TSX) and the New York Stock Exchange. Scotiabank is widely held with no person or group being permitted to hold more than 10% of any class of shares of the Bank. See also 2021 Annual Report, p. 158.</p> <p>Scotiabank has six core markets: Canada, the United States, and the Pacific Alliance markets of Mexico, Peru, Chile and Colombia. See also 2021 Annual Report, p. 230 for a list of principal subsidiaries with their location of principal office.</p>
2-2	Entities included in the organization’s sustainability reporting	<p>ESG reporting covers the activities of Scotiabank globally to the extent possible based on enterprise systems. Where data is not available on a global basis or not provided for a selected entity, it is noted with the data presented. Certain Scotiabank subsidiaries provide sustainability reporting specific to their markets of operation. See list of principal subsidiaries in 2021 Annual Report, pp. 230, as of October 31, 2021.</p>
2-3	Reporting period, frequency and contact point	<p>Scotiabank reports annually in alignment with our fiscal year, November 1, 2020 to October 31, 2021, unless otherwise stated in the text or indicated in footnotes.</p> <p>The 2021 ESG Report was published on March 15, 2022. Contact: sustainability@scotiabank.com</p>
2-4	Restatements of information	<p>If a restatement is required, they are explained and noted in text and footnotes in the 2021 ESG Report or related data tables.</p>
2-5	External assurance	<p>Greenhouse gas emissions data is verified by an independent service provider (see 2021 ESG Report p. 43).</p> <p>Community investments data is verified by the London Benchmarking Group for fiscal 2021 and 2020 (see 2021 ESG Report pp. 59 and 78).</p> <p>The report content is approved by Senior Vice Presidents. It is reviewed by senior Bank executives, Scotiabank’s Corporate ESG Committee and the Board of Directors.</p>
2-6	Activities, value chain and other business relationships	<p>2021 ESG Report, p. 2, 2021 Annual Report, pp. 2-3 and business line profiles pp. 42, 45-60</p>
2-7	Employees	<p>2021 ESG Report, pp. 46-52 and data tables pp. 73-77, 2021 Annual Report, p. 138</p>

Governance

2-9	Governance structure and composition	2021 Annual Report, pp. 80-81 and 115, 2022 Management Proxy Circular, pp. 16-24, 32-33
2-10	Nomination and selection of the highest governance body	2022 Management Proxy Circular, pp. 53-54
2-11	Chair of the highest governance body	Aaron W. Regent, 2021 Annual Report, p. 10
2-12	Role of the highest governance body in overseeing the management of impacts	2021 Annual Report, p. 8, 2022 Management Proxy Circular, pp. 33-38, 45-49
2-13	Delegation of responsibility for managing impacts	See Principal Risks – Non-Financial 2021 Annual Report, pp. 113-117 2021 ESG Report, pp. 17 and 19
2-14	Role of the highest governance body in sustainability reporting	2021 ESG Report, pp. 19 and 40. 2021 ESG Report content is approved by the relevant Senior Vice President for the topic area. The report is reviewed by senior Bank executives, the Board of Directors and approved by Scotiabank's Corporate ESG Committee.
2-15	Conflicts of interest	<u>Scotiabank Code of Conduct</u> and 2022 Management Proxy Circular, pp. 36-37
2-16	Communication of critical concerns	Reports of wrongdoing or concerns are submitted to the Chair of the Audit & Conduct Review Committee (ACRC) and/or the Bank's Chief Auditor. See <u>Whistleblower Policy</u> and the 2021 ESG Report, pp. 3-4. For further information on the Bank's mechanisms for raising concerns, see GRI 2-26 below.
2-17	Collective knowledge of the highest governance body	2022 Management Proxy Circular, pp. 15-24
2-18	Evaluation of the performance of the highest governance body	2022 Management Proxy Circular, pp. 58-59
2-19	Remuneration policies	2022 Management Proxy Circular, pp. 25-27, 74-93, 114-118
2-20	Process to determine remuneration	2022 Management Proxy Circular, pp. 33-38, 45-49, 94-118

Strategy, policies and practices

2-22	Statement on sustainable development strategy	2021 ESG Report, pp. 3-4
2-23	Policy commitments	Scotiabank's Values are: Respect, Integrity, Passion and Accountability. Policy commitments that are relevant to responsible business conduct include: <u>Scotiabank Code of Conduct</u> , <u>Human Rights Statement</u> , <u>Whistleblower Policy</u> , <u>Supplier Code of Conduct</u>
2-24	Embedding policy commitments	2021 ESG Report, Governance pp. 16-25, with greater detail throughout the report. Annual Report Risk management governance and controls pp. 79-83.

Governance

2-26 Mechanisms for seeking advice and raising concerns See the [How to raise concerns](#) section of our website, several options listed under Key Sources of Guidance and Advice within our [Scotiabank Code of Conduct](#) and through a third-party [Whistleblower Program: Scotiabank.EthicsPoint.com](#), the 2021 ESG Report, p. 17 and data table p. 68.
For employees, there are [several methods available to communicate concerns](#), including the availability of a Staff Ombudsman.
For customers, if the Bank’s formal [Complaint Resolution Process](#) cannot resolve a concern, an [Office of the Ombudsman](#) supports independent reviews for complaints.

2-27 Compliance with laws and regulations 2021 Annual Report, Legal p. 213

2-28 Membership associations Scotiabank is a member of various industry and business associations, in Canada and abroad, that may have interactions with government officials regarding public policies and regulations that are of interest to the financial services sector. The following are the associations and business groups that we pay membership fees to and engage with in a meaningful manner in our core markets. We engage with these organizations in a variety of ways such as through active participation in subject-matter or governance committees, or through executive representation in leadership positions, where applicable. Scotiabank’s affiliation does not imply an endorsement of those entities’ positions or public statements.

Annual membership fees between C\$50,000 and C\$200,000 in 2021:

- Canadian Chamber of Commerce
- Business Council of Canada
- Canadian Council for the Americas
- Canadian Association of Financial Institutions in Insurance
- C.D. Howe Institute
- Public Policy Forum
- Toronto Region Board of Trade
- Toronto Finance International
- Institute of International Bankers (US)
- Securities Industry and Financial Markets Association (US)
- Loan Syndications and Trading Association (US)
- Asociación de Bancos e Instituciones Financieras de Chile, ABIF (Chile)
- Asociación Bancaria y de Entidades Financieras de Colombia, ASOBANCARIA (Colombia)
- Asociación de Bancos de México, ABM (Mexico)
- Asociación de Bancos del Perú, ASBANC (Peru)

Annual membership fees over C\$200,000 in 2021:

- Canadian Bankers Association
- Investment Funds Institute of Canada
- Investment Industry Association of Canada
- Institute of International Finance (US)

2021 ESG Report, p. 19, see also GRI 415-1 Political Contributions and web page: [Public Policy Activities](#)

Stakeholder Engagement

2-29 Approach to stakeholder engagement 2021 ESG Report, p. 10-12

2-30 Collective bargaining agreements As of October 31, 2021, 10.2% of the total employee population at Scotiabank was covered by a Collective Bargaining Agreement. In fiscal year 2021, there was a slight decrease in unionization due to operational and workforce efficiency exercises implemented in unionized jurisdictions.

Economic

Economic Performance

201-1	Direct economic value generated and distributed	2021 ESG Report p. 2 for an overview of how we create value along the value chain and distribute economic benefit. See also the 2021 Annual Report p. 13.										
201-2	Financial implications and other risks and opportunities due to climate change	2021 ESG Report, Environment pp. 36-44 and 2021 Annual Report, pp. 115-116 CDP Submission for FY2020 , 2021 Green bond report , and Scotiabank's statements on Financing in the Arctic and Financing Coal .										
201-3	Defined benefit plan obligations and other retirement plans	<p>The Bank sponsors a number of employee benefit plans, including pensions (defined benefit and defined contribution) and other benefit plans (post-retirement benefits and other long-term employee benefits) for most of its employees globally. See 2021 Annual Report, Employee Benefits pp. 221-225.</p> <p>Coverage of the organization's defined benefit plan obligations:</p> <table border="1"> <tr> <td>A. Estimated Value of Liabilities</td> <td>\$5.63 billion as of November 1, 2020</td> </tr> <tr> <td>B. Extent to which the scheme's liabilities are estimated to be covered</td> <td>106% funded on a Going Concern Basis at November 1, 2020</td> </tr> <tr> <td>C. Funding strategy</td> <td>Follows Canadian legislative requirements for funding pension plans.</td> </tr> <tr> <td>D. Employee Contributions</td> <td>4% of salary if employee participates in the Contributory portion of the plan or 0% to 4% if the employee participates in the Defined Contribution portion of the plan. The employer contributes the remaining amount needed to pay the pension benefit and matches the employee contributions into the Defined Contribution portion of the plan.</td> </tr> <tr> <td>E. Plan participation</td> <td>38,973 active participants in the Scotiabank Pension Plan as of November 1, 2020</td> </tr> </table> <p>Note: Data as of October 31, 2021 is not available as of the reporting date. November 1, 2020 represents the most current data available.</p>	A. Estimated Value of Liabilities	\$5.63 billion as of November 1, 2020	B. Extent to which the scheme's liabilities are estimated to be covered	106% funded on a Going Concern Basis at November 1, 2020	C. Funding strategy	Follows Canadian legislative requirements for funding pension plans.	D. Employee Contributions	4% of salary if employee participates in the Contributory portion of the plan or 0% to 4% if the employee participates in the Defined Contribution portion of the plan. The employer contributes the remaining amount needed to pay the pension benefit and matches the employee contributions into the Defined Contribution portion of the plan.	E. Plan participation	38,973 active participants in the Scotiabank Pension Plan as of November 1, 2020
A. Estimated Value of Liabilities	\$5.63 billion as of November 1, 2020											
B. Extent to which the scheme's liabilities are estimated to be covered	106% funded on a Going Concern Basis at November 1, 2020											
C. Funding strategy	Follows Canadian legislative requirements for funding pension plans.											
D. Employee Contributions	4% of salary if employee participates in the Contributory portion of the plan or 0% to 4% if the employee participates in the Defined Contribution portion of the plan. The employer contributes the remaining amount needed to pay the pension benefit and matches the employee contributions into the Defined Contribution portion of the plan.											
E. Plan participation	38,973 active participants in the Scotiabank Pension Plan as of November 1, 2020											

Indirect Economic Impacts

203-1	Infrastructure investments and services supported	2021 ESG Report, pp. 30-31
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Anti-Corruption

205-1	Operations assessed for risks related to corruption	All 580 Assessable Units (AUs) have self-assessed risks related to corruption as part of an annual review process, with none reporting residual risk higher than a moderate risk rating for 2021.
205-2	Communication and training about anti-corruption policies and procedures	Adherence to our Scotiabank Code of Conduct (our Code) is a condition of employment at Scotiabank. All employees, directors and officers are required to receive, read and comply with our Code and any other applicable Scotiabank policies, and affirm their compliance on an annual basis. 2021 ESG Report, pp. 18-19 and data tables p. 68

Environment

302-1 Energy consumption within the organization 2021 ESG Report data tables, p. 71

302-4 Reduction of energy consumption 2021 ESG Report, p. 43

Water

303-5 Water consumption 2021 ESG Report data tables, p. 72

Greenhouse Gas (GHG) Emissions

305-1 Direct (Scope 1) GHG emissions 2021 ESG Report p. 13, data tables, p. 70

305-2 Energy indirect (Scope 2) GHG emissions 2021 ESG Report p. 13, data tables, p. 70

305-3 Other indirect (Scope 3) GHG emissions 2021 ESG Report p. 13, data tables, p. 70

Emissions factors:

For Canada, the hydro and gas emissions factors are obtained from the [National Inventory Report 1990-2019: Greenhouse Gas Sources and Sinks Canada](#), Environment and Climate Change Canada.

For 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](#).

305-4 GHG emissions intensity 2021 ESG Report data tables, p. 70

305-5 Reduction of GHG emissions 2021 ESG Report, pp. 13, 39 and 43, data tables, p. 70

Waste

306-1 Waste generation and significant waste-related impacts As a financial services company, paper and electronic equipment are relevant sources of waste from our business activities.
2021 ESG Report, p. 44

306-3 Waste generated Paper consumption and electronic equipment, 2021 ESG Report, p. 44 and data tables p. 72

306-4 Waste diverted from disposal Paper reduction and electronic equipment initiatives, 2021 ESG Report, p. 44 and data tables p. 72

Environment

Supplier Environmental Assessment

308-1 New suppliers that were screened using environmental criteria New and existing suppliers invited by Global Procurement Services to participate in formal Request for Proposals were assessed and evaluated based on a set of quantitative and qualitative criteria, which includes ESG factors. 2021 ESG Report, p. 22

Social

Employment

401-1 New employee hires and employee turnover 2021 ESG Report, p. 51 and data tables p. 76

The composition of benefits programs is based on local regulations, market practices and to support the well-being of our employees such as paid vacation, parental leave and employee assistance programs. Some of these offerings include pension arrangements that provide long-term savings for retirement, employee share ownership plans, active benefit programs that provide health care coverage such as medical, dental, life insurance and long-term disability. Scotiabank has announced it will implement a global minimum for parental leave of 16 fully paid weeks for primary caregiver and 8 fully paid weeks for secondary caregivers, beginning in 2023. See also GRI 403-6: Promotion of Worker Health, pp. 17-18.

Benefit (Canada)	Full Time	Part Time	Temporary (Contract)
Life Insurance	✓	✓	✓ (1 Year)
Health Care	✓	✓	✓ (1 Year)
Gender affirmation coverage	✓	✓	✓ (1 Year)
Disability and invalidity coverage	✓	✓	N/A for long-term disability ✓ (1 Year) for short-term disability
Parental leave and top-up	✓	✓	✓ (top-up eligibility after 1 year)
Retirement provision	✓	✓	N/A
Stock ownership	✓	✓	N/A
Other: Optional Benefits			
Optional Life, Accidental Death and Dismemberment, Out of Province/Country Health Insurance, Critical Illness	✓	✓	✓ (1 Year)

401-2 Benefits that are provided to full-time, part-time and temporary employees

Social

Labour/Management Relations

402-1 Minimum notice periods regarding operational changes

A. Minimum number of weeks' notice is typically provided to employees and their representatives prior to the implementation of significant operational changes that could substantially affect them.

In unionized locations in the English Caribbean, the following notice periods apply:

Barbados: The Bank shall consult with the Union three months in advance of a layoff due to lack of work. Additionally, consultation with employees or the Union is required at least six weeks before any dismissals which will result in a reduction of 10% or another significant number.

Jamaica: Reasonable notice is required based on the circumstances of each case of an employment layoff.

In the unionized locations of Latin America, the following notice periods apply:

Mexico: Scotiabank's general practice to maintain positive labour relations is to communicate the operational change in advance with the Union.

Peru: At least eight days of notice is required when there are changes related to work schedules. Also, at Crediscotia, eight weeks of notice is required for changes in work schedules.

Uruguay: Scotiabank's general practice to maintain positive labour relations is to communicate the operational change in advance with the Union.

Brazil: Four weeks of notice is required in advance of a layoff.

In the unionized locations in Asia Pacific, notice periods apply in the following jurisdictions:

Singapore: Scotiabank's general practice is to communicate with employees and their representative (Union) prior to the implementation of significant operational changes that could substantially affect their employment terms and conditions.

Malaysia: A minimum of three months is required in advance of a layoff.

B. Notice period and provisions for consultation and negotiations where Collective Bargaining Agreements exist.

In the Caribbean the following notice periods apply:

Barbados: The Bank shall consult with the Union three months in advance of layoff due to lack of work.

Jamaica: Local legislation provides for periods of notice based on years of service.

Trinidad and Tobago: Not less than 60 days' notice is required. Scotiabank ensures compliance with local legal provisions.

In the Bank's unionized locations within Latin America, notice periods to Unions are not included in the collective bargaining agreement with respect to changes that affect employees in relation to layoffs, severances, and redundancies. Local labour legislation establishes the standards for terminations including notice and severance calculations. With respect to the notice to bargain, each jurisdiction has its own statutory regulations. Scotiabank ensures compliance with local legal requirements of each country it operates.

Social

Health & Safety

403-1	Occupational health and safety management system	Scotiabank’s Occupational Health and Safety (OHS) Program focuses on five principles of health and safety: (1) employee awareness; (2) prevention; (3) training and education; (4) compliance and risk mitigation; and (5) continuous improvements. The primary purpose of this program is to promote a safe work environment while fulfilling our regulatory obligations under the Canada Labour Code and its associated regulations.														
403-4	Worker participation, consultation, and communication on occupational health and safety	Employees are encouraged to participate in our OHS program, and with several volunteer roles at our workplaces. These roles include OHS representatives who manage the day-to-day compliance at their workplace; Workplace Committees that are comprised of the collective group of OHS representatives at a specific location that meet monthly to discuss health and safety matters; and Scotiabank’s OHS Policy Committee that is comprised of the chairpersons leading our Workplace Committees. Workplace Committees meet on quarterly basis to discuss safety related matters across Canada. Beyond these responsibilities, these volunteers also provide regular feedback on the effectiveness of the Bank’s OHS program. Employees who have identified a workplace hazard or safety concern, are encouraged to speak with their manager, but can also receive further assistance through the “Raise a Concern” process, where other departments such as the Bank’s OHS team, can provide assistance on resolving health and safety concerns that cannot be otherwise resolved at the workplace level.														
403-6	Promotion of worker health	<table border="1"> <thead> <tr> <th data-bbox="1056 748 1595 782">Topic</th> <th data-bbox="1595 748 2889 782">Scotiabank's Offering</th> </tr> </thead> <tbody> <tr> <td data-bbox="1056 808 1595 843">Human Resource policies and procedures</td> <td data-bbox="1595 791 2889 861">Our AskHR online repository makes it easy to find policies on wellness, benefits, occupational health and safety, flexible work arrangements and other workplace accommodations.</td> </tr> <tr> <td data-bbox="1056 878 1595 913">Traumatic mental stress</td> <td data-bbox="1595 861 2889 930">We provide resources and support to any employee in Canada who witnesses a traumatic mental stress event in the workplace and screen for indicators of mental stress.</td> </tr> <tr> <td data-bbox="1056 947 1595 982">Work injuries</td> <td data-bbox="1595 930 2889 999">We partnered with an impartial work injury service provider in Canada to ensure employees impacted by a work injury are given support for a safe return to the workplace.</td> </tr> <tr> <td data-bbox="1056 1034 1595 1069">Ergonomics and workplace</td> <td data-bbox="1595 999 2889 1095">Our Ergonomic Policy outlines Scotiabank’s commitment to providing optimal working conditions. For employees working remotely, the Bank supplies monitors and keyboards to assist with proper ergonomic workplace setup. We also adhere to recognized standards for office illumination, noise levels, air quality, humidity and temperature.</td> </tr> <tr> <td data-bbox="1056 1112 1595 1147">Stress management training</td> <td data-bbox="1595 1095 2889 1164">The Employee and Family Assistance Program in Canada supports employees and their families in times of personal challenges through short-term counselling services.</td> </tr> <tr> <td data-bbox="1056 1225 1595 1260">Employee health and well-being</td> <td data-bbox="1595 1164 2889 1315">Core benefits coverage, fully paid for by the Bank, is provided to all regular-status employees, and contract employees after one year of continuous service in Canada, including access to 24/7 virtual health care. Starting in April 2022, core coverage will provide employees and their eligible dependents with \$10,000 each, per year, to support mental health. We also give employees the option to allocate benefit credits to additional healthcare coverage, well-being spending accounts, and to purchase additional personal time off.</td> </tr> </tbody> </table>	Topic	Scotiabank's Offering	Human Resource policies and procedures	Our AskHR online repository makes it easy to find policies on wellness, benefits, occupational health and safety, flexible work arrangements and other workplace accommodations.	Traumatic mental stress	We provide resources and support to any employee in Canada who witnesses a traumatic mental stress event in the workplace and screen for indicators of mental stress.	Work injuries	We partnered with an impartial work injury service provider in Canada to ensure employees impacted by a work injury are given support for a safe return to the workplace.	Ergonomics and workplace	Our Ergonomic Policy outlines Scotiabank’s commitment to providing optimal working conditions. For employees working remotely, the Bank supplies monitors and keyboards to assist with proper ergonomic workplace setup. We also adhere to recognized standards for office illumination, noise levels, air quality, humidity and temperature.	Stress management training	The Employee and Family Assistance Program in Canada supports employees and their families in times of personal challenges through short-term counselling services.	Employee health and well-being	Core benefits coverage, fully paid for by the Bank, is provided to all regular-status employees, and contract employees after one year of continuous service in Canada, including access to 24/7 virtual health care. Starting in April 2022, core coverage will provide employees and their eligible dependents with \$10,000 each, per year, to support mental health. We also give employees the option to allocate benefit credits to additional healthcare coverage, well-being spending accounts, and to purchase additional personal time off.
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Social

		Topic	Scotiabank's Offering
		Flexible working hours	Our Flexible Work Options Policy gives employees a variety of work arrangements, including flex time, compressed work week, job sharing, working from alternate locations including working from home, phased retirement and part-time arrangements.
		Childcare facilities or contributions	Through a paid membership with a Canada-wide provider, employees have guaranteed access to daycare and back-up childcare for children up to age 12. Employees also receive five paid back-up childcare days each year and discounts for full-time and part-time childcare. The Bank also partners with an organization that offers discounted tutoring services for employees' children.
403-6	Promotion of worker health <i>(continued)</i>	Parental	Employees on maternity leave in Canada are eligible to receive a supplementary top-up to their employment insurance benefits for a six-week period. Scotiabank also provides new parents a six-week top-up payment to supplement Employment Insurance benefits. For birth mothers, this is in addition to the six-week top-up described above, for a total of 12 weeks. New core coverage benefits for Canadian employees starting in April 2022 provides for fertility treatment, adoption, and surrogacy benefits with a lifetime maximum of \$10,000 each. The Bank announced in January 2022 that it will <u>introduce a global minimum standard for parental leave across its global footprint by 2025, providing 16 fully paid weeks for primary caregivers and 8 fully paid weeks for secondary caregivers.</u>
		Gender affirmation	Effective June 2021, Scotiabank added healthcare coverage for enhanced gender affirmation procedures for eligible employees and their dependents in Canada and the United States to better support trans people on their gender affirmation journey.
403-9	Work-related injuries	2021 ESG Report data tables, p. 77	
Training & Education			
404-1	Average hours of training per year per employee	2021 ESG Report data tables, p. 77	
404-2	Programs for upgrading employee skills and transition assistance programs	2021 ESG Report, pp. 51-52 and data tables p. 77	
404-3	Percentage of employees receiving regular performance and career development reviews	2021 ESG Report, p. 52 and data tables p. 77	
Diversity, Equal Opportunity, and Non-Discrimination			
405-1	Diversity of governance bodies and employees	Governance body disclosure: 2022 Management Proxy Circular p. 15, 2021 ESG Report, p. 17 and data tables p. 67 Leadership and workforce: 2021 ESG Report, pp. 46-50 and data tables pp. 73-76	
405-2	Ratio of basic salary and remuneration of women to men	2021 ESG Report, pp. 50-51 and data tables p. 75	

Social

406-1	Incidents of discrimination and corrective actions taken	<p>In the context of disclosure, an “incident of discrimination” refers to an official legal action filed with the governing authority of the jurisdiction or a complaint that is filed through Scotiabank’s internal complaint channels, where the claim of discrimination is substantiated, either through judicial proceedings or an internal formal investigation procedure and process, and there is a breach or non-compliance with corporate policies, governing statutory or regulatory regimes. Substantiated cases of sexual harassment are included within the reporting data of an “incident of discrimination”.</p> <p>During 2021, the Bank had, across all jurisdictions in which it operates, 20 substantiated incidents of discrimination.</p>
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>In 2021, Scotiabank engaged BSR to evaluate progress against salient human rights issues (per a 2016 assessment) and to identify new and emerging human rights issues. Potential and actual human rights impacts on stakeholders related to Scotiabank’s operations and business relationships were mapped, assessed and prioritized based on criteria in the UN Guiding Principles on Business and Human Rights, resulting in a priority list of human rights risks for Scotiabank to monitor and manage. Assessment was conducted with internal and external stakeholders in our key markets: Canada, Mexico, Peru, Chile, Colombia and Caribbean. See 2021 ESG Report, pp. 20-21 and the 2021 Human Rights Statement.</p>
412-2	Employee training on human rights policies or procedures	2021 ESG Report, p. 20 and data tables p. 68
413-1	Operations with local community engagement, impact assessments and development programs	2021 ESG Report, pp. 59-63
414-1	New suppliers that were screened using social criteria	2021 ESG Report, p. 22
415-1	Political contributions	<p>2021 ESG Report, p. 19</p> <p>Scotiabank does not engage in political contributions, a policy that applies enterprise wide. In effect since 2016, it is communicated in our Code, Anti-Corruption Policy and Public Accountability Statement and our Policy for Communicating with Government Officials. See web page: Public Policy Activities for information about Scotiabank’s advocacy and public policy activities.</p>
417-1	Requirements for product and service information and labeling	2021 ESG Report, pp. 18-19
Customer Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	2021 ESG Report data tables, p. 68

Sustainable Development Goals and Target Index



The 17 Sustainable Development Goals (SDGs) are part of a global agreement adopted at the United Nations in 2015. The associated targets and indicators support 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 17 SDGs were drafted with government action in mind, at Scotiabank, we believe that the finance and banking industry 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.

Summary of SDG Targets	References - 2021 ESG Report	Related Links
SDG 1: End poverty in all its forms everywhere		
<p>1.2 Reduce, at least by half, all people living in poverty</p> <p>1.4 Equal rights to economic resources</p> <p>1.5 Build the resilience of the poor and those in vulnerable situations</p>	<p>Scotiabank develops and offers financial products and services to meet and respond to the unique needs of a diverse customer base. We are committed to enabling economic resilience and equality for our customers and communities. We work with community partners to spearhead partnerships and make charitable contributions that address the root causes of financial hardship. These targeted community investments address economic exclusion, close opportunity gaps and enhance economic resilience for customers across our international footprint.</p>	<p>Empowering Our Customers pp. 53-58</p> <p>Building Resilience in Our Communities pp. 59-63</p> <p>GRI 413-1</p>
		<p>Advice+</p> <p>Bank Your Way</p> <p>EconoMÍA (EconoMY)</p> <p>Indigenous Banking Centres (Canada)</p> <p>Scotiabank Women Initiative®</p> <p>ScotiaRISE</p>
SDG 2: End hunger, achieve food security and improved nutrition and promote sustainable agriculture		
<p>2.3 Increase agricultural productivity and incomes of small-scale food producers, through secure and equal access to financial services</p>	<p>Scotiabank has provided financial services to farms and agri-businesses for more than 185 years. We have several products that provide innovative farming-specific banking and lending services for small family farms, large-scale producers and processors to help them continue to adapt, innovate, and evolve to keep pace with food and farming trends.</p>	<p>Sustainable Finance Deals pp. 30-31</p>
		<p>Commercial banking - agriculture</p> <p>Scotiabank Women Initiative® - agriculture</p> <p>Small business - agriculture</p>
SDG 3: Ensure healthy lives and promote well-being for all at all ages		
<p>3.4 Promote mental health and well-being</p> <p>3.5 Prevention and treatment of substance abuse</p>	<p>We provide benefits and resources to help our employees and their families lead healthy, balanced lives and invest in our communities to promote long-term mental and physical health. The Bank offers health assistance programs providing practical, personalized support for non-urgent physical health issues and health-related lifestyle choices. See information in GRI 403-6 about the employee health programs offered by the Bank.</p>	<p>Investing in Our Employees pp. 46-52</p> <p>Building Resilience in Our Communities pp. 59-63</p> <p>GRI 401-2, 403-6</p>
		<p>Scotiabank adds gender affirmation coverage (news release)</p> <p>Scotiabank expands mental health benefit to \$10,000 (news release)</p>

Summary of SDG Targets

References - 2021 ESG Report

Related Links

SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

- 4.3** Ensure equal access for all to affordable and quality education
- 4.4** Increase vocational skills for employment
- 4.5** Eliminate gender disparities in education
- By working together to remove barriers to advancement and increase access to opportunities, we can create a more inclusive and resilient world for everyone. Through our collaborations with educational institutions, academic partnerships and [Scotiabank RISE](#) social impact investments, we fund several partnerships and programs to improve access to education. These support transformative change by helping individuals get on, stay on, or rise up the economic ladder through improved access to education, employment and by removing barriers to advancement.

Building Resilience in Our Communities pp. 59-63
GRI 404-1, 404-2, 413-1

[Responsibility & Impact](#)
[Scotiabank RISE](#)

SDG 5: Achieve gender equality and empower all women and girls

- 5.1** End all forms of discrimination against all women and girls everywhere
- 5.5** Ensure equal opportunities for leadership at all levels
- We support women to succeed, reach their fullest potential and actively work to remove barriers for women in the workplace both inside and outside Scotiabank. Across our key markets in Canada and Latin America, we lead initiatives to support the advancement of women in business and the economy, including the [Scotiabank Women Initiative](#)[®]. We are a signatory to the [UN Women's Empowerment Principles](#) and have published targets for the advancement of women into senior leadership roles.

Advancing Human Rights p. 20
Investing in Our Employees pp. 46-52
Empowering Our Customers pp. 53-58
GRI 2-9, 405-1, 406-1, 412-1, 412-2

[Employment Equity Reporting](#)
[Scotiabank Allyship for every future](#)
[Scotiabank Women Initiative](#)[®]

SDG Goal 6: Ensure availability and sustainable management of water and sanitation for all

- 6.a** Expand capacity-building support for water- and sanitation-related activities
- Scotiabank offers infrastructure financing in more than 50 international markets. Our [Sustainable Bond Framework](#) eligibility criteria includes the financing or refinancing of new or existing green assets that improve water quality, distribution efficiency and conservation.

Sustainable Finance pp. 29-32

[Sustainable Bond Framework](#)
[Infrastructure financing](#)
[2021 Green Bond Report](#)

SDG 7: Ensure access to affordable, reliable, sustainable and modern energy for all

- 7.2** Increase the share of renewable energy in the global energy mix
- 7.a** Promote investment in energy infrastructure and clean energy technology
- 7.b** Expand infrastructure and upgrade technology for sustainable energy services
- Decarbonizing electricity, including transitioning to renewables and promoting widespread clean electrification are key for the transition to a net-zero future. We have a goal to source 100% electricity from non-emitting sources by 2030, which includes renewable sources such as hydro, solar, wind, geothermal and tidal. Scotiabank's [Sustainable Bond Framework](#) and eligibility criteria, released July 2021, supports the financing or refinancing of new or existing green assets related to renewable energies.

Sustainable Finance pp. 29-32
Environmental Impact of Our Operations p. 43

[Climate Change Centre of Excellence](#)
[Climate Commitments](#)
[Net Zero Research Fund](#) (news release)
[Net Zero Research Fund Recipients](#)
[Net-Zero Pathways Report](#)
[Sustainable Finance deals](#)

Summary of SDG Targets

References - 2021 ESG Report

Related Links

SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

<p>8.2 Increase economic productivity through diversification and innovation</p> <p>8.3 Promote job creation and entrepreneurship, including through access to financial services</p> <p>8.5 Full and productive employment for all people, with equal pay for work of equal value</p> <p>8.6 Reduce youth unemployment through education or training</p> <p>8.7 Eradicate forced labour, modern slavery, human trafficking and end child labour in all its forms</p> <p>8.8 Protect labour rights and promote safe and secure working environments for workers</p> <p>8.10 Expand access to banking and financial services for all</p>	<p>Scotiabank makes a significant contribution to employment and economic growth across our footprint through salaries, benefits and taxes paid. Scotiabank provides financial education, tools and advice to help individuals adapt to change, overcome barriers and fully participate in the economy. We offer banking services and products specifically designed to increase access for underserved groups, addressing a wide range of economic circumstances. We remain committed to ensuring remuneration design and decision-making is fair, transparent, and performance based.</p> <p>Scotiabank has set targets and has several programs in place to increase diversity and inclusion across the Bank. In 2020, Scotiabank renewed its Diversity and Inclusion Goals to increase the diversity of its employee population. We are committed to ensuring remuneration design and decision-making is fair, transparent, and performance based.</p> <p>We seek to act ethically and with integrity in all our business relationships. We have zero tolerance for modern slavery or human trafficking in our supply chains or in any part of our businesses and have put in place systems and controls to seek to safeguard against this.</p>
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How We Create Value p. 2

Investing in Our Employees pp. 46-52

Trust from the Top of Our Business pp. 17-19

Advancing Human Rights pp. 20-21

GRI 201-1, 404-1, 404-2, 404-3, 405-2, 412-1, 412-2, 413-1, 414-1

[Anti-slavery and human trafficking statements](#)

[Commitment to Human Rights](#)

[Employment Equity Reporting](#)

[Financial Access Program](#)

[Global inclusion strategy](#)

[Scotiabank Accessibility Plan](#)

[Scotiabank Allyship for every future](#)

[Scotiabank Code of Conduct](#)

[Scotiabank Women Initiative](#)

[Supplier Code of Conduct](#)

[WePROTECT Global Alliance](#)

SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

<p>9.3 Increase access to financial services, including affordable credit</p> <p>9.4 Increase resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes</p>	<p>Through sustainability-focused lending and investment solutions, Scotiabank mobilizes capital to promote sustainable, equitable economic growth and enable public and private sectors to accelerate a just, low-carbon transition. We provide lending, advisory, financing and capital markets services to businesses, corporations and governments to develop and implement environmentally sound technologies and projects. We also support small business customers with business resources, loans and lending solutions, educational resources and proactive outreach tailored to meet their needs.</p>
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Sustainable Finance pp. 26-35

[Sustainable Finance deal highlights](#)

[Scotiabank Small Business Banking](#)

Summary of SDG Targets

SDG 10: Reduce inequality within and among countries

10.2 Empower and promote social, economic and political inclusion
10.3 Ensure equal opportunity and reduce inequalities of outcome
10.C Reduce the transaction costs of migrant remittances

Scotiabank seeks to enable all futures, achieve financial goals and promote economic resilience. We strive to be respectful, inclusive, responsive and exceed customer expectations wherever we operate and provide an inclusive, safe and healthy work environment. This is supported through a suite of complementary processes that include reporting and escalation mechanisms, investigation and disciplinary procedures, mandatory global learning and local policies, processes, and trainings.

We support and reflect the diverse communities and cultures we serve, ensuring our systems and processes are free of bias and serving customers in a culturally sensitive and accessible manner. We also offer banking products that reduce the transaction costs of banking, including low and no-fee accounts and our [StartRight program](#), which offers no-fee international money transfers for permanent residents, foreign workers and international students.

References - 2021 ESG Report

Keeping the Bank Safe and Protecting Our Customers p. 23-24
 Investing in Our Employees pp. 46-52
 Empowering Our Customers pp. 53-58
 Building Resilience in Our Communities pp. 59-63
 GRI 2-26, 2-27, 406-1

Related Links

[Commitment to Human Rights](#)
[Global inclusion strategy](#)
[International Money Transfers \(Canada\)](#)
[Financial Access Program](#)
[Scotiabank Allyship for every future](#)
[Scotiabank Code of Conduct](#)
[Scotiabank's Privacy Commitment](#)
[ScotiaRISE](#)
[StartRight program](#)

SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable

11.1 Access to adequate and affordable housing

Scotiabank provides innovative lending, investing and underwriting solutions for retail, commercial and corporate clients interested in improving housing affordability.

Sustainable Finance p. 27

[Affordable housing](#) (news release)
[Sustainable bonds](#)
[Scotiabank virtual Housing summit](#) (November 2021)

SDG 12: Ensure sustainable consumption and production patterns

12.5 Reduce waste generation

Covered in Reducing Paper Use and Managing Electronic Waste, p. 72.

Environmental Impact of Our Operations p. 43
 GRI 306-1, 306-3, 306-4

[CFSC-OPEC CEO Pledge campaign](#) (news release)

SDG 13: Climate Action

13.1 Strengthen resilience and adaptive capacity to climate-related hazards
13.2 Integrate climate change measures into strategies and planning
13.3 Improve education and institutional capacity for climate change mitigation and adaptation

To become a net-zero bank by 2050, we are reducing financed emissions associated with our lending activities, decarbonizing our own operations and finding innovative solutions to address climate change. Banks have a crucial role to play in advancing sustainable development by mobilizing capital and financial services to address and activate social and environmental goals, particularly in facilitating a just transition to a low-carbon, more resilient economy. Our initiatives, core business activities and extensive collaboration with industry and non-governmental organizations like Circular Economy Leadership Canada, positions us to help accelerate climate change mitigation and adaptation solutions.

Climate Change Strategy and Net-Zero Pathways p. 37-39
 Sustainable Finance pp. 26-32
 Building Resilience in Our Communities starting p. 59
 GRI 2-22, 2-23, 2-24, 201-2, 203-1, 302-1, 302-4, 303-5, 305-(1-5)

[Scotiabank's Climate Commitments](#)
[Climate Change Centre of Excellence](#)
[Net Zero Research Fund](#) (news release)
[Net-Zero Pathways Report](#)

Summary of SDG Targets

References - 2021 ESG Report

Related Links

SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

- 16.4** Reduce illicit financial flows and combat all forms of organized crime
- 16.5** Substantially reduce corruption and bribery in all their forms

Scotiabank is firmly committed to the international effort to fight financial crimes. We disrupt the exploitation and criminal use of the financial system through our Anti-Money Laundering (AML), Anti-Terrorist Financing (ATF) and Sanctions programs along with ongoing due diligence to identify, prevent and address risks of illicit financing activities. This includes the application of innovative technology, attention to human rights risks in banking and collaboration with global and national multi-stakeholder partnerships. The Bank has no appetite for unethical conduct by employees and zero tolerance for bribery and corruption which is covered in our Anti-Bribery & Anti-Corruption (ABAC) Policy, Scotiabank’s Code of Conduct and Supplier Code of Conduct.

Responsible and Ethical Conduct p. 18
 Advancing Human Rights p. 20
 Keeping the Bank Safe and Protecting Our Customers p. 23
 GRI 2-16, 2-26, 2-27, 205-1, 205-2

- [Commitment to Human Rights](#)
- [Enterprise-wide Anti-Money Laundering/ Anti-Terrorist Financing Program](#)
- [Sanctions Policy](#)
- [York University-Scotiabank Lassonde Financial Crimes Research Initiative](#)
- [Scotiabank Code of Conduct](#)
- [Project Shadow](#)

Goal 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

- 17.16** Enhance the global partnership for sustainable development

Scotiabank maintains a wide breadth of memberships, commitments, agreements, non-for-profit partnerships and sectoral relationships to support collaborative efforts to progress sustainable development goals. We work with sector organizations, academic institutions, international non-governmental and multi-stakeholder groups to tackle system-wide change to achieve advancement in sustainable development issues. Key memberships and commitments made in support of advancing our work to achieve the SDGs are highlighted on our [ESG strategy web page](#) and throughout the 2021 ESG Report.

Governance pp. 16-25
 Sustainable Finance p. 26-35
 Environment pp. 36-44
 Social pp. 45-63
 GRI 2-23, 2-24, 2-28

- [Responsibility & Impact](#)
- [Commitment to Human Rights](#)
- [ESG Strategy](#)
- [ScotiaRISE](#)
- [Climate Change Centre of Excellence](#)

UN Global Compact Communication on Progress Index



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Scotiabank reaffirms its support of the Ten Principles of the UN Global Compact in the areas of human rights, labour, environment and anti-corruption.

Our Communication On Progress is comprised of the [2021 ESG Report](#) and its companion 2021 ESG Report Indices.

Principles	Relevant Reference in the 2021 ESG Report and Index	
Human Rights		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.	2021 ESG Report, pp. 17-22, 45-63	GRI 2-7, 2-22, 2-23, 2-30, 201-3, 205-2, 401-1, 401-2, 402-1, 403-1, 403-6, 403-9, 406-1, 412-1, 414-1
Principle 2: Businesses should make sure they are not complicit in human rights abuses.	2021 ESG Report, pp. 20-21	GRI 406-1, 412-1, 414-1
Labour		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	2021 ESG Report, pp. 20-21, 46-52	GRI 2-30, 401-2, 402-1
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labour.	2021 ESG Report, pp. 20-21	GRI 412-1
Principle 5: Businesses should uphold the effective abolition of child labour.	2021 ESG Report, pp. 20-21	
Principle 6: Businesses should uphold the elimination of discrimination in respect to employment and occupation.	2021 ESG Report, pp. 20-21, 46-52	GRI 2-7, 401-1, 401-2, 403-9, 404-1, 404-2, 404-3, 405-1, 406-1, 412-1
Environment		
Principle 7: Businesses should support a precautionary approach to environmental challenges.	2021 ESG Report, pp. 26-35, 36-44	GRI 308-1
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility.	2021 ESG Report, pp. 26-35, 36-44	GRI 302-1, 302-4, 303-5, 305-1, 305-2, 305-3, 305-4, 305-5
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies.	2021 ESG Report, pp. 26-35, 36-44	GRI 302-4, 305-5
Anti-Corruption		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	2021 ESG Report, pp. 17-19	GRI 2-23, 2-27, 205-1, 205-2

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