



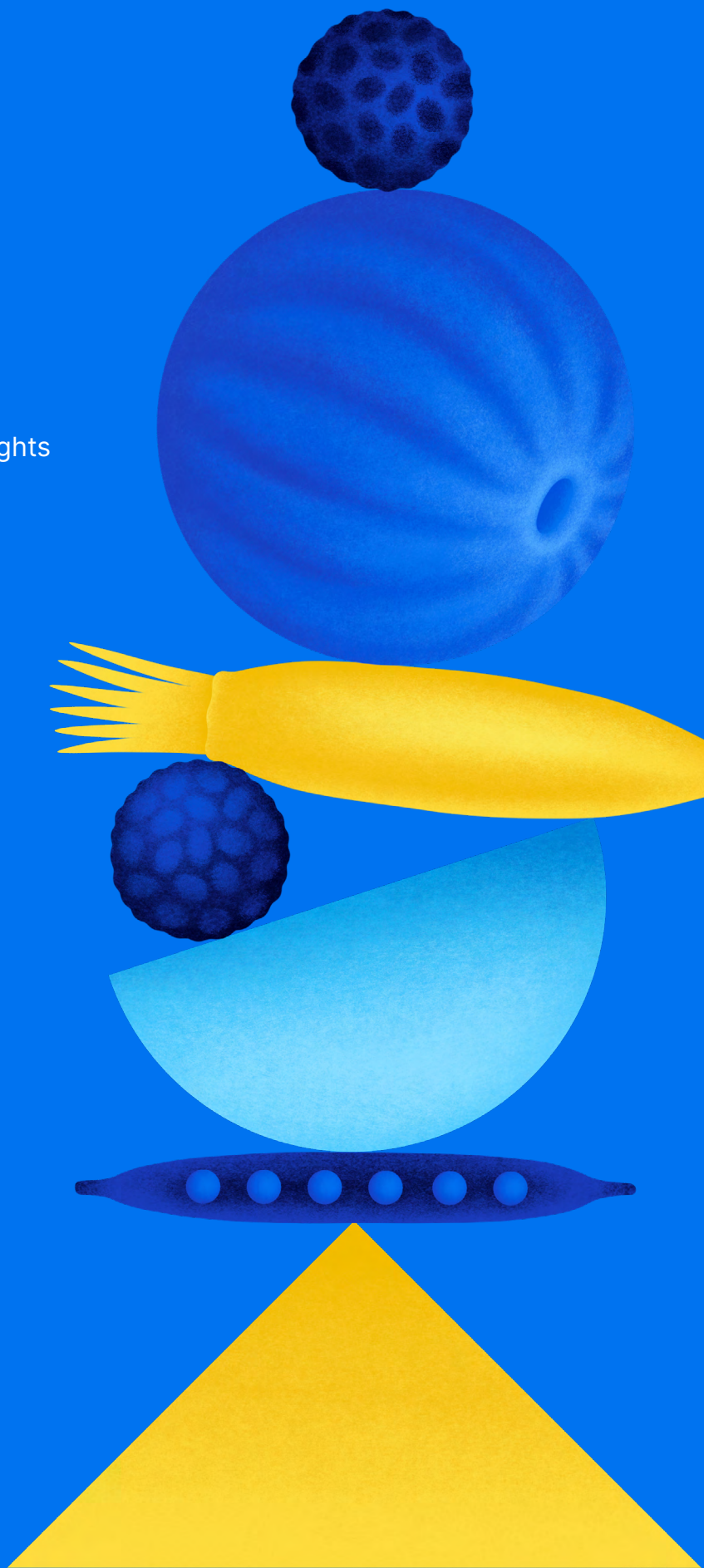
SUSTAINABILITY REPORT 2024



EMBRACING SUSTAINABILITY

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“Advancing truth and reconciliation is a core commitment within ATB’s sustainability journey. As we continue on our journey of honouring and implementing the Truth and Reconciliation Commission’s Call to Action #92—Business and Reconciliation, we’re proud to play a role in continuous growth, healing and uplifting legacies and livelihoods—both within our walls and beyond. Our dedication to listening, learning and adapting our business practices to support Indigenous Peoples is unwavering as our company promise is rooted in powering possibility for all.”

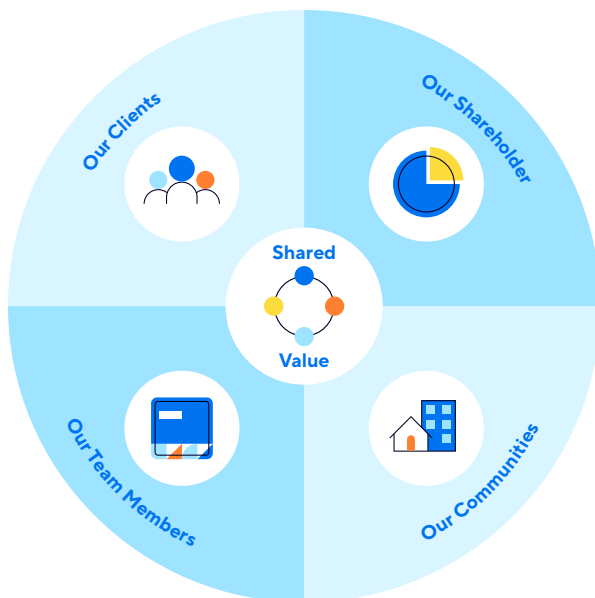
—Curtis Stange, President & CEO, ATB Financial

ACKNOWLEDGING THE LAND

We acknowledge the traditional lands and territories of the Indigenous Peoples who have lived on these lands and have taken care of them since time immemorial. What became known as the Province of Alberta in 1905 is also the traditional and ancestral home to many Indigenous Peoples; we are honoured to share this land and acknowledge the significance of Treaties 6, 7 and 8. Alberta is also the historical Northwest Métis Homeland and home to the Métis Nation of Alberta and eight Alberta Métis Settlements. ATB is committed to building strong relationships with Indigenous Peoples on our journey of truth and reconciliation.

SUSTAINABILITY PERFORMANCE HIGHLIGHTS

ATB's sustainability journey is anchored in creating shared value across our stakeholders in pursuit of Alberta's societal, economic and environmental prosperity. We are proud to share a few highlights from the past year.



Contributed nearly \$1.4 billion in shared value directly to Albertans and the Province¹



Launched W by ATB to address bias and barriers for women-owned and -led businesses



Recognized as the first Certified Digitally Well Workplace™ in the world²



Supported 40 Indigenous communities in achieving equity ownership of major infrastructure projects



Launched a carbon certificate trading platform, enabling access to carbon offsets for capital markets clients



Committed more than \$927.0 million in renewable energy project finance³



Sustained 50% representation of women on ATB Financial's Strategic Leadership Team and Board of Directors



Became first in Canada to pilot the Artificial Intelligence Management Systems international standard

¹ Shared value is represented by ATB's metric of Societal Impact and includes payment in lieu of taxes, net income, salaries and benefits, sponsorships and donations, deposit guarantee fee and agency commissions.

² ATB received this recognition from the Digital Wellness Institute

³ Includes wind, solar and hydroelectricity projects in Alberta and British Columbia

Message from the Chief Legal and
Sustainability Officer & Corporate Secretary

STUART McKELLAR



When I started working here 27 years ago, ATB was struggling to find its footing. Even then, I could tell there was something very special about ATB as an organization.

For me, ATB was about the connection to the province and the communities, and that it had good people. In 1997, the relationship with the Province of Alberta was going through a new phase—that’s the year ATB was made a Crown corporation.

Three decades later, our progress is profound. We have a strong strategy, the right culture and excellence in governance. Now, far from struggling, ATB has just announced that we are positioned to pay \$100 million in dividends to our Shareholder—the Government of Alberta—in fiscal year (FY) 2025.

“I’m inspired by the Indigenous seventh-generation sustainability principle that decisions today impact generations into the future. For me, sustainability is about value creation for our stakeholders, carefully balancing our present with creating a future of economic and societal prosperity while respecting the environment.”

Stuart McKellar

I’m proud to have been a part of that journey. I’m eager to advance further.

It helps that ATB has been purpose-driven from the start. For us, sustainability isn’t just a buzzword—it’s how we understand the delicate balance between short-term actions and long-term prosperity.

Measuring the progress of our environmental, social and governance (ESG) integration, we are most mature on the social aspect, followed by governance, and with an opportunity to mature our focus on the environmental front. The structure of this report reflects that self-awareness.

ATB is in the foundational days of our sustainability journey, with strong momentum. We are keeping ourselves accountable by setting clear goals and heeding guidance from our Board and ESG Executive Steering Committee.

In the pages that follow, you will also see in our actions how we are actively working on diversity, inclusion and reconciliation. You will read how we are supporting energy clients while also supporting innovation and emerging industries. And you will read about how we are reducing our own carbon footprint and advancing to net zero by 2050 with ingenuity and authenticity.

Hopefully, you will recognize—as I do—that in addition to providing financial services and solutions, ATB's purpose is to *make it possible* for our clients, our team members, our communities and our Shareholder. In living our purpose, we contribute to the well-being of communities and equity-seeking groups. We are large enough to have sophisticated systems, products and services, but also small enough to stay nimble and connect with you. Most importantly: we genuinely care about people. I hope you'll see yourself or your business in our journey and join us as clients and partners.

I often say that I can't imagine Alberta without ATB. And a sustainable ATB supports a sustainable Alberta. As I look to the future, I see ATB continuing to create value, building towards long-term economic and social prosperity for all.



Stuart McKellar
Chief Legal and Sustainability Officer
& Corporate Secretary

Message from the Governance and Conduct
Review Committee Chair (GCRC)

ROBERT LOGAN



Earlier in my career, I spent three decades with large multinational banks. With that experience behind me, I have come to more fully appreciate how special ATB is. Our purpose, potential and bright future are inspiring.

Following my first year as committee chair and my fourth year as an ATB Board member, I am pleased to report that all of ATB continues to come together to deliver strong governance throughout the organization.

And the GCRC is always looking to set the bar higher! Our near-term goal is to become a gold standard for Crown corporation governance, to continue embedding diversity of thought at both the Board level and throughout ATB and to promote actions that instill trust with our clients. We will reinforce our commitment to ethical artificial intelligence (AI), facilitate top-tier financial results and inform our strides towards net zero objectives.

As ATB's approach to sustainability evolves, so too has our approach to being in business for the greater good. The notion of embracing sustainability in service to that ethos has become more all-encompassing and is an outcome of what we do to create value for our stakeholders.

In particular, we are excited by opportunities to enable investments in more resilient infrastructure, to support our clients' production of lower-carbon products for clients at home and abroad and to support entrepreneurs and innovators in the cleantech, fintech, agritech and socialtech spaces. We proudly stand by traditional and emerging industries.

Moving into the next fiscal year, all these efforts will be measured and monitored, to refine our strategy and everyday decisions and to influence our sustainability disclosures—making them more relevant and reliable.

We continue to engage with team members, clients, communities and our Shareholder to find an optimal balance of stakeholders' aspirations and concerns that ensures we thrive together.

If the landmark \$100 million in dividends that we are positioned to pay to our Shareholder—the Government of Alberta—has demonstrated anything, it's that ATB is a commercial organization that contributes to Alberta and beyond, while having broad priorities. It also serves as proof we've embedded strong governance that contributes to a stronger and more sustainable ATB.

Our history of supporting our communities has established our intention to drive value wherever we do business. Through our sustainability commitments, ATB can help to build the future as we balance outcomes, timelines and expectations. As we expand beyond Alberta, we also need to start considering our activities in a wider geographic context.

Sustainability doesn't need to be divisive. We all want a better life for ourselves, our neighbours and our kids, and sustainability is the foundation for that.



Robert Logan
Governance and Conduct Review
Committee Chair

“Reaching net zero will require aspiration, pragmatism, innovation, capital and trusted-advice. ATB is uniquely committed to support new and traditional industries on this important journey”

Robert Logan

APPROACH TO SUSTAINABILITY

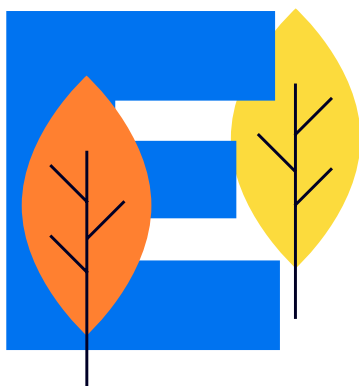
ATB's approach to sustainable impact is purpose-driven and guided by an environmental, social and governance (ESG) framework. We recognize an opportunity to be purposeful—for the greater good of our clients, team members, communities and Shareholder—while growing our sophistication and capabilities as a sustainable organization.

In FY2024, ATB established three aspirations to guide our sustainability commitments, actions and desired outcomes:

- ▶ Responsibly lead a sustainable economic future in Alberta and beyond
- ▶ Uplift the well-being of our communities and advance sustainable social impact
- ▶ Model trust through exceptional governance

From these aspirations, we formed four commitments to drive near- and long-term enterprise sustainability, with specific outcomes linked to each commitment.

Our commitments are representative of our work to advance sustainable impact across our business and stakeholders while aligning with our purpose, strategy and culture. In this report, we're proud to share a number of initiatives that demonstrate those four commitments in action.



- ▶ **Advancing to net zero by 2050**



- ▶ **Championing a thriving, resilient and equitable society for current and future generations**
- ▶ **Advancing truth and reconciliation**



- ▶ **Achieving gold standard in Crown corporation governance**

Material Sustainability Topics

ATB's material sustainability topics reflect the environmental, social, governance and economic issues most likely to have an impact on our organization or our stakeholders.

Our initial materiality assessment was completed in July 2021 and continues to inform our approach to sustainability. Stakeholder perspectives representing our clients, team members, communities and Shareholder were collected on a range of topics informed by sustainability disclosure standards and frameworks, rating and ranking agencies and peer reviews. The topics deemed most important by our stakeholders, in turn, have informed ATB's sustainability aspirations and commitments.

We have historical strength in our social topics, and governance topics are embedded in our operations. Our environmental topics are at an early stage, but are developing. This will involve navigating the often complex intersection and interdependence among these three. Our material sustainability topics are further defined in the [glossary](#).

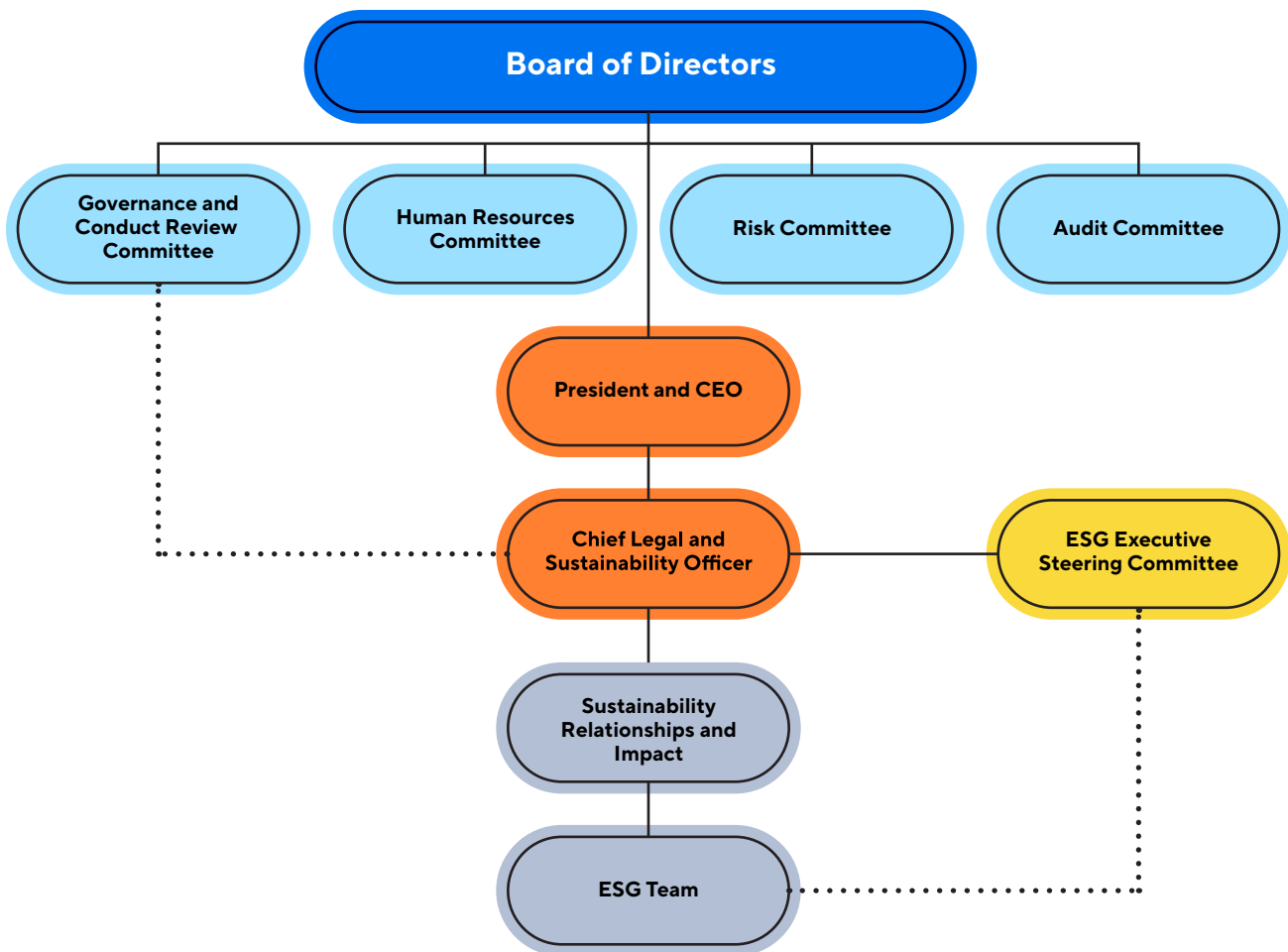


ESG Enterprise Governance

ESG considerations are incorporated into our governance practices to enable clarity and accountability for enterprise integration and ensure sound decision-making to deliver on ATB’s four commitments. Key accountabilities for ESG governance include:

- ▶ The Governance and Conduct Review Committee of the Board is accountable for oversight of ESG integration, in pursuit of our corporate strategy.
- ▶ The Chief Legal and Sustainability Officer (CLSO), reporting to our CEO, is accountable for the strategic direction of ESG integration.
- ▶ The ESG Executive Steering Committee is accountable for championing and supporting the execution of Management’s obligations for ESG integration. The committee is chaired by the CLSO and the Group Head of ATB Business and Wealth.

The following chart provides an overview of the structure for ESG governance at ATB.



OUR COMMITMENTS IN ACTION

This is ATB's second year sharing our [sustainability performance](#). It has been a year of embracing sustainability, refining what it means to us, defining our commitments and recognizing the broad range of stakeholders we serve and partner with. We are your neighbours, your community partners and your financial advisors. We were established to serve Alberta at a time when others would not, and we continue to create shared value with our communities, the people, the land and our Shareholder. We proudly support traditional industries and emerging innovations for a sustainable future. We hope you will see yourself reflected in our actions. After all, building sustainable societal, economic and environmental prosperity for current and future generations is something we all can agree on.



▶ Advancing to net zero by 2050

- Reducing our operational emissions to net zero
- Enabling—with expertise—the growth of emerging sectors, technology and innovation for a sustainable economy
- Providing expertise to businesses operating in Alberta's traditional sectors at every stage of their transition journey



▶ Championing a thriving, resilient and equitable society for current and future generations

- Providing inclusive and safe spaces
- Creating social impact and uplifting financial well-being
- Responding when Alberta (and beyond) is in crisis

▶ Advancing truth and reconciliation

- Honouring and implementing the Truth and Reconciliation Commission's Call to Action #92—Business and Reconciliation
- Implementing an integrative enterprise-wide approach to foster meaningful relationships with Indigenous Peoples, supported by leadership and community engagement
- Advancing a truth-based approach through education in support of reconciliation



▶ Achieving gold standard in Crown corporation governance

- Being transparent and accountable in our ethics, data and disclosures
- Growing stakeholder trust by ensuring those we work with uphold our values
- ATB leads by example in raising the quality and character of governance in Alberta (and beyond)

Championing a thriving, resilient and equitable society for current and future generations

ATB seeks to uplift current and future generations by creating social impact that fosters financial well-being, providing spaces that are safe and inclusive and responding swiftly during crises. Those efforts begin with our own workplace culture, extend throughout Alberta and reach across provincial borders.

CREATING SOCIAL IMPACT AND UPLIFTING FINANCIAL WELL-BEING

W by ATB

ATB offers women an experience that supports their success while acknowledging they may have distinct expectations of us as a financial institution or employer. We recognize that our women clients and team members want to be understood, connected and empowered by their relationship with ATB.

As part of our commitment to leading the industry in support of women-owned and -led organizations, ATB has developed W by ATB—gender-intelligent banking expertise, solutions and services for women that power business growth, innovation and success.

During FY2024, W by ATB hosted over 400 women leaders and business owners at networking opportunities with the intention of facilitating meaningful connections with other partners and equipping them with knowledge and tools they will find beneficial.



Gina Thornton, Falkbuilt CFO and W by ATB client, [talks about her experiences of gender bias.](#)

Four Directions Powered by ATB

The Four Directions branch serves some of Alberta's most underbanked population and ensures that Edmontonians who are unhoused or living in poverty can open a bank account. Nearly 80% of Four Directions clients identify as Indigenous.

The branch is co-located with Boyle Street Community Services, whose operating site was affected by a change in leasing arrangements. To avoid a service disruption, a group of ATB team members quickly mobilized to find a solution. A temporary modular structure was placed on Okimaw Peyesew Kamik—also known as the King Thunderbird Centre. This will be the future, permanent location for Boyle Street Community Services, including Four Directions.

OutcomesX

ATB was the first organization in Canada to pilot an innovative charitable funding concept with OutcomesX, a marketplace that focuses on outcomes achieved, rather than resources expended. ATB used the marketplace to purchase outcomes from Windmill Microlending, a not-for-profit organization that provides small, affordable loans to skilled newcomers with foreign credentials who want to restart their careers in Canada. The platform provides third-party verification—an important step towards greater transparency into the efficiency and effectiveness of charitable organizations and measurement of social impact.

PROVIDING INCLUSIVE AND SAFE SPACES

Equitable Advice and Products for Our Clients

ATB recognizes the importance of belonging and aims to see this reflected in the services and products we provide.

Our ATB Business team members are trained to recognize their unconscious bias and improve their gender intelligence by participating in the ATB Everywoman Accreditation Program. The program was designed to give advisors a better understanding of the sociological, cultural, biological and neurological differences in how women make complex decisions and the specific drivers and challenges that are unique to women business owners and leaders and to inspire an elevated client experience. More than 83% (over 800) of ATB Business team members have participated so far, with a goal of 100% completion in FY2025 and annual recertification.

In June 2023, ATB launched True Name™ Mastercard, offering clients who identify as transgender and gender-diverse the option to have the correct name (that aligns with their true identity) displayed on their ATB personal Mastercard, instead of the legal name (that may appear on other documentation). We consulted with trans and non-binary community members and a group of ATB team members from the 2SLGBTQIA+ community, prioritizing a feeling of safety and inclusion. ATB is exploring how to best incorporate the learnings gained from developing and supporting True Name into other banking products and services.



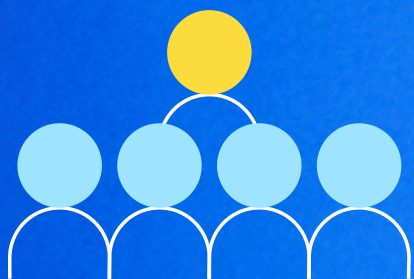
Bolstering Mental Health and Inclusive Spaces for Our Team Members

ATB is committed to psychological health and safety because we believe that ATB team members perform their best when they feel well. By supporting mental health through flexible programs and an actively inclusive workplace, we enable our team members to do their best work for clients, communities and one another.

Supporting Mental Health

By making mental health a priority, ATB aims to promote job satisfaction, workplace productivity and team member retention. In FY2024, we undertook the following initiatives:

- ▶ In April 2023, ATB was named by the Digital Wellness Institute as the first Certified Digitally Well Workplace in the world, for creating a positive digital culture that maximizes the benefits of technology while being mindful of its potential impacts.
- ▶ A confidential online platform called Inkblot continues to be available at no cost to our team members' households, to provide video counselling, advisory and coaching services, peer support and medical collaborative care. Utilization rates demonstrate that team members see the value in these services and feel safe using them.
- ▶ Spaces have been modified with biophilic and neurodiverse design principles to meet our workforce's diverse needs and support in-person connections, collaborations and celebrations. These spaces averaged 30% higher utilization than traditional layouts and *Work Design Magazine* recognized ATB with a 2023 Next Work Environment award in the Hybrid Work Environment category.



NEARLY 20% OF HUMANS
ARE NEURODIVERGENT.
ATB CONTINUES TO
ENHANCE OUR OFFICE
SPACES IN WAYS THAT MAKE
THEM MORE INCLUSIVE.

Source: [British Medical Bulletin, 2020](#)



Inclusive Benefit Additions

In an effort to ensure benefits are as inclusive as possible, two new benefit categories were introduced: gender affirmation and fertility and family planning. For transgender and gender-diverse people, this means increased access to care that affirms their gender. For those on a family-building journey, it means fewer barriers and new options.

ATB is one of the first organizations in Alberta to make these benefits available to team members, which has prompted Alberta Blue Cross to make the benefits available to other employers with group plans.

Women in Capital Markets

ATB is actively working to achieve gender parity to strengthen our internal culture and create career opportunities for women in the banking industry—with emphasis on capital markets, which is traditionally male-dominated. Women in Capital Markets is a two-year program within ATB Capital Markets, open to both internal and external applicants. Successful candidates gain access to internal and external mentorship, professional development, sponsorship and network-building opportunities.

There has been significant interest in the program. ATB will measure its success by tracking the number of women banking professionals and permanent placements that result and by measuring both our cultural health and overall experience.

RESPONDING WHEN ALBERTA (AND BEYOND) IS IN CRISIS

Alberta Wildfire Emergency Response

During FY2024, wildfires in Alberta disrupted lives and displaced residents. ATB responded by supporting clients with banking and borrowing solutions while they faced personal and professional challenges.

More than 1,000 clients were supported through loan deferrals. A text message campaign delivered helpful resources and guidance, along with reassurance that ATB's Client Care Centre was available 24/7. Affected ATB team members were provided leave with pay, as well as support payments for those unable to work due to evacuation orders. Incident debriefs were generated to capture the results of relief programs and support decision-making for future emergency events.

ATB also responded to wildfires in Alberta, British Columbia and the Northwest Territories through partnerships with local community organizations in areas most impacted by the fires, such as Drayton Valley, Grande Prairie and Kelowna. ATB team members supported these efforts by contributing through our giving and volunteering platform.

Advancing truth and reconciliation

ATB is honouring Call to Action #92 of the Truth and Reconciliation Commission of Canada by actively building reciprocal and respectful relationships with Indigenous Peoples, communities and organizations. We are doing this by facilitating enterprise-wide listening and learning and leaning in to providing equitable access to capital, career and banking solutions.

HONOURING AND IMPLEMENTING THE TRUTH AND RECONCILIATION COMMISSION'S CALL TO ACTION #92—BUSINESS AND RECONCILIATION

Community Building and Advisory Services

Indigenous communities often face legislative barriers to accessing capital. ATB has partnered with the Alberta Indigenous Opportunities Corporation (AIOC) to reduce barriers and enable opportunities. AIOC guarantees loans, which improves the terms and affordability for loan recipients.

Access to capital enables economic sovereignty and reconciliation and makes it possible for Indigenous communities to participate in lucrative projects. ATB is committed to being a leader in this advisory

space, assisting with structuring deals in ways that maximize the economic benefits to Indigenous communities. The revenue streams from these opportunities can help support social, economic, cultural and community development.

In FY2024, ATB financed a \$103.0 million loan for the Northern Lakeland Indigenous Alliance (NLIA), enabling it to acquire a 43% interest in the Access NGL Pipeline System operated by Wolf Midstream Canada LP. By providing this loan, ATB helped NLIA create a foundation of long-term shared prosperity, stable cash flow and equity ownership for Indigenous communities.

Access to capital represents a significant legislative and systemic barrier for First Nations, primarily due to specific legislation/provisions within the *Indian Act*.



ATB collaborated with AIOC a second time in FY2024, assisting Wapiscanis Waseskwan Nipiy Holding Limited Partnership with its acquisition of an 85% non-operating interest in the newly formed Clearwater Infrastructure Limited Partnership for \$146.2 million. In total, ATB has \$559.6 million of commitments in support of Indigenous communities, supported by the AIOC.

IMPLEMENTING AN INTEGRATIVE ENTERPRISE-WIDE APPROACH TO FOSTER MEANINGFUL RELATIONSHIPS WITH INDIGENOUS PEOPLES, SUPPORTED BY LEADERSHIP AND COMMUNITY ENGAGEMENT

Ministerial Roundtable on Economic Reconciliation

In February 2024, ATB's Chief Legal and Sustainability Officer (CLSO), Stuart McKellar, attended a roundtable of Indigenous leaders, representatives from the financial sector and senior government officials.

The roundtable was convened and led by the Minister of Indigenous Services of Canada, Patty Hajdu, to discuss challenges, barriers and opportunities to better support Indigenous visions for the future.

The conversation was an opportunity to listen, understand and continue a dialogue to drive change and challenge assumptions. It reinforced that ATB has an important role to play in fostering and advancing economic reconciliation.



Image by Kevin Cardinal, *sipeytamowin poko ka ayayak* ("it is important that we have patience as we work together"), 2023

Progress on PAR Certification

Progressive Aboriginal Relations (PAR) is a certification program delivered by the Canadian Council for Aboriginal Business that confirms levels of corporate performance in Indigenous relations. Participating organizations begin as PAR Committed and must complete three phases of requirements before applying to become PAR Certified at the Bronze, Silver or Gold level.

ATB was officially recognized as a PAR Committed organization in early FY2024 and has submitted an application for PAR certification, which will be assessed in the next fiscal year.

In FY2025, ATB will continue this momentum by furthering our commitment towards truth and reconciliation, including the development of a reconciliation action plan to advance reciprocal relations with Indigenous people, businesses and communities.

ADVANCING A TRUTH-BASED APPROACH THROUGH EDUCATION IN SUPPORT OF RECONCILIATION

Partnering on Employment and Financial Literacy

ATB has been partnering with Community Futures Treaty 7 (CFT7) over the past four years to advance equitable access for First Nations individuals, focused on training and employment opportunities.

This aligns with ATB's own commitment to building inclusive talent systems and a representational workforce. The partnership has introduced students to meaningful work opportunities at ATB.

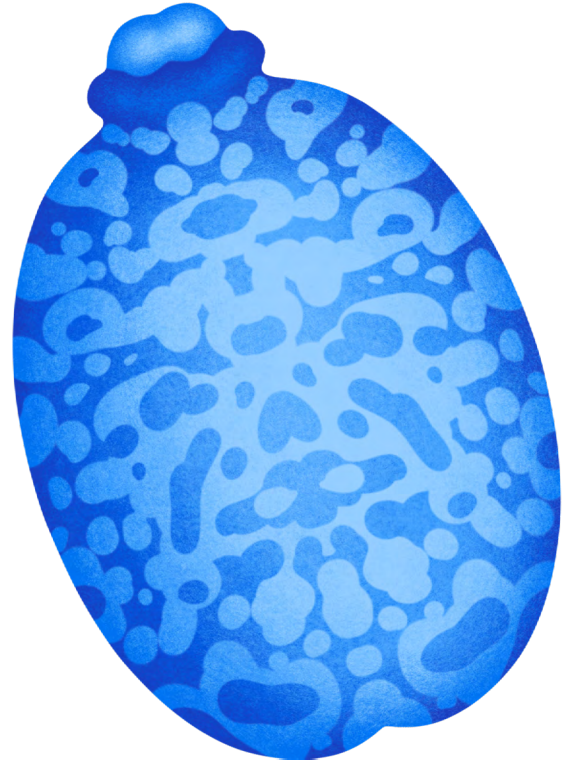
In partnership with CFT7, and with input from many First Nations communities, ATB began developing financial literacy training for those communities, with the first pilot launched in February 2024.

**Pledge of Reconciliation:
Seven Sacred Teachings**

ATB's team member donation and volunteering platform now includes positive micro-actions framed as missions. Throughout September, in recognition of the National Day for Truth and Reconciliation, ATB offered team members a mission that was co-designed with ATB's Indigenous Team Member Network and shaped by the Seven Sacred Teachings—a set of Indigenous principles guiding conduct towards others.

The goal was to help team members deepen their awareness, develop empathy and reflect on the tragic colonial history of Indigenous Peoples, as well as the lasting effects of Canada's residential school system.

Together, nearly 500 team members across ATB have completed more than 1,700 supportive actions, including developing and delivering personal land acknowledgements. As a company, we provide encouragement and resources for team members to learn about the significance of land acknowledgments and develop and incorporate their own personalized land acknowledgments into significant internal meetings and Board functions.



Achieving gold standard in Crown corporation governance

ATB is committed to demonstrating exceptional governance in Alberta, and beyond, to maintain and grow stakeholder trust. We aim to be transparent and accountable in our ethics, data and disclosures; to elevate Board oversight via training and accreditations; and to mitigate risk by equipping our team members and clients with the relevant tools and resources. We aim to grow stakeholder trust through partnerships with those who uphold our values. ATB's Board of Directors works to be leading in governance, with strong public recruitment to our Board, robust evaluation, demonstrated accountability and expectations of high performance. As a commercial Crown corporation of the Province of Alberta, ATB delivers shared stakeholder and Shareholder value to Alberta and the communities where we operate.

ATB LEADS BY EXAMPLE IN RAISING THE QUALITY AND CHARACTER OF GOVERNANCE IN ALBERTA (AND BEYOND)

Cybersecurity: Security Awareness Training

Data privacy and security is a material topic for ATB and our stakeholders and requires strong governance practices to manage and mitigate. With cybercrime being a real and growing threat, security awareness training provides a layer of risk mitigation for ATB team members, clients and the wider community.

99% OF ATB'S TEAM MEMBERS AND CONTRACTORS HAVE COMPLETED CYBERSECURITY TRAINING.



Security awareness for team members

Statistically, 90% of worldwide data breaches are caused by human error. ATB fosters a culture that prioritizes security by delivering mandatory training to ATB team members and contractors.

This robust security awareness and social engineering program helps ATB bolster our “human firewall,” in order to keep client assets safe and mitigate losses due to fraud.

In FY2024, ATB provided monthly campaigns with custom modules, reaching over 6,000 team members and contractors, with a completion rate of over 99%.⁴ Frequent email phishing simulations tested team member readiness for real attacks. A security awareness proficiency assessment resulted in a 75% rating—almost 10% above industry average. Performance against phishing simulations is an element of compensation.

Security awareness for clients

ATB provided clients with security awareness tools and guidance to manage their personal security in a timely way. These included cybersecurity toolkits and fraud tip communications within the ATB Personal mobile app and Client Care Centre, with a focus on avoiding falling victim to social engineering and fraud.

Over the past year, our clients received access to complimentary anti-fraud and [cyber-awareness](#) training to learn how to better protect their own data and identities. As of January 2024, more than 15,000 clients had taken the training.

⁴ Less than 100% completion due to leaves and contract expirations with contractors. Non-completion is communicated to ATB leaders for review and resolution.

Security awareness is anticipated to improve client cyber safety and satisfaction, which will be measured through engagement with the tools, client satisfaction surveys, retention rates and other feedback loops.

Alberta Financial Crime: Leaders' Forum

ATB has taken steps to foster a community of Alberta financial leaders to strengthen the wider business communities' posture against emerging financial crime threats. We hosted the first Alberta Financial Crime: Leaders' Forum in Edmonton in March 2024 and agreed to chair these semiannually.

Responsible IT Governance, AI Standard and Certification Pilots

Responsible design principles for ATB's information technology (IT) governance prioritizes transparency, accountability and sustainability to foster trust and understanding and to mitigate risks while recognizing the long-term impact of IT initiatives on both the environment and society.

The responsible use of AI is a key priority for ATB. Our maturity and demonstrated commitment to the responsible use of AI led to ATB being selected by the Responsible AI Institute (RAII) and Standards Council of Canada as the first company in Canada to pilot the international standard for Artificial Intelligence Management Systems (ISO 42001) and RAII's Certification Scheme. ATB is the first company, worldwide, to receive RAI provisional certification for a number of machine learning models.

ATB is also the first organization to receive the DIACC PCTF⁵ (ISO/IEC 17065-based) certification for Oliu, the digital identity verification platform developed by ATB's research and innovation arm, ATB Ventures.

These certifications validate the strength of ATB's foundational policies, practices and controls while aligning with our ethical principles and core organizational values and reinforcing our commitment to maintain high standards. ATB is demonstrating leadership and value within the Canadian digital trust ecosystem and is committed to delivering solutions—with the highest standards of quality and integrity—to our clients.



⁵ The platform has been certified for the Pan-Canadian Trust Framework (PCTF) by the Digital ID and Authentication Council of Canada (DIACC).

GROWING STAKEHOLDER TRUST BY ENSURING THOSE WE WORK WITH UPHOLD OUR VALUES

Sustainable Finance Action Council

ATB participated in the Sustainable Finance Action Council (SFAC), alongside other members of the financial services ecosystem, to advise on sustainable finance policy considerations in Canada. SFAC recommendations were submitted for consideration to the federal Minister of Finance and the Minister of Environment and Climate Change Canada. This work is important in the context of global investment attraction and the provision of capital for low- and zero-carbon activities. Applying standardized taxonomies (e.g., “green” or “transition”) across the financial services ecosystem provides clarity, mitigates greenwashing and increases transparency for investors seeking to align with the Paris Agreement, an international treaty on climate change.

Through our participation in SFAC, ATB brought forward the perspectives of a regional financial institution in an energy-rich province and the unique considerations of our stakeholders. With SFAC’s term complete, ATB will look to engage in future sustainable finance ecosystem initiatives.

BEING TRANSPARENT AND ACCOUNTABLE IN OUR ETHICS, DATA AND DISCLOSURES

London Benchmarking Group

ATB engages the London Benchmarking Group Canada (LBG) to perform a quarterly and comprehensive annual audit of ATB’s corporate donation activities.

The LBG Model for measuring social impact is a recognized global standard for efficiently managing, measuring and reporting on community investment. Using its standardized definitions, ATB can report results with clarity and confidence, benchmarking performance comparable to other companies, and use those insights to inform our approach going forward.

Advancing to net zero by 2050

In an energy-rich province, ATB is here for the energy industry as it manages emissions and environmental impact, develops renewable power and explores carbon capture and storage projects. We're here for businesses changing with the economy as they build emerging industries and low-carbon innovations across sectors. And we're here for individuals and businesses faced with wildfires, floods and droughts. ATB's approach to sustainable development recognizes the need to balance clients' evolving needs, the realities of the economy and our own environmental stewardship as we pursue societal, economic and environmental prosperity—for today and for generations to come. ATB aims to reduce our operational emissions to net zero, enable emerging sectors and innovation and advise businesses at every stage of their transition journey.

REDUCING OUR OPERATIONAL EMISSIONS TO NET ZERO

ATB has conducted annual carbon footprint assessments since 2017. We calculate our greenhouse gas (GHG) emissions on a yearly basis, guided by the Greenhouse Gas Protocol Corporate Standard, to measure the impact of our activities. As part of advancing to net zero, we'll leverage data to inform a more intentional path forward. Our GHG inventory is reported in metric tonnes of carbon dioxide equivalent (tCO₂e). As per the Standard, GHG emissions are separated into three categories: Scope 1, Scope 2 and Scope 3.

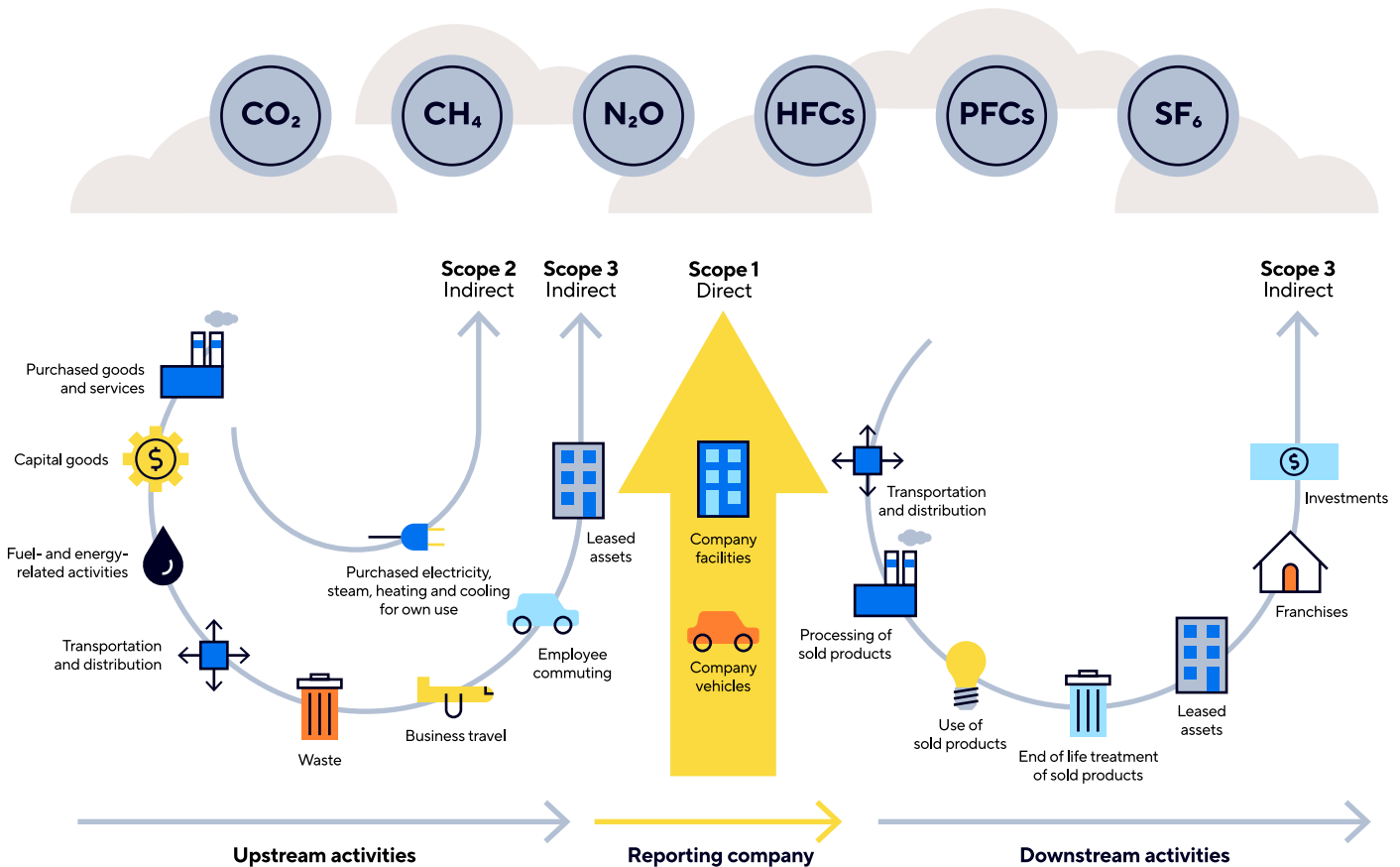


Illustration design modified and used with permission from the GHG Protocol and found in [Technical Guidance for Calculating Scope 3 Emissions](#), page 6

ATB's Carbon Footprint

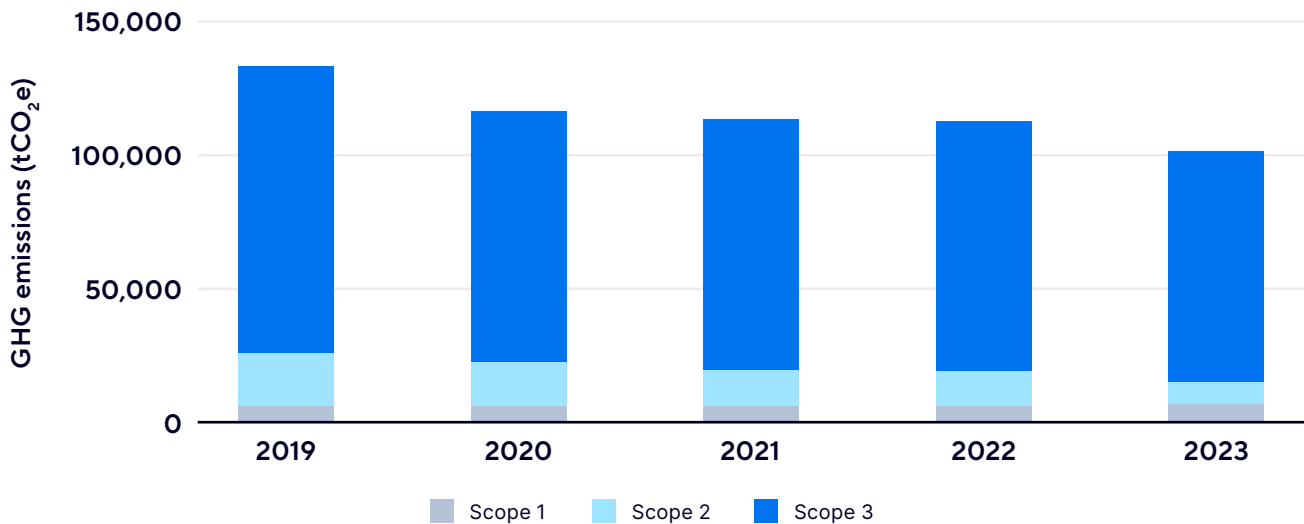
GHG Emissions Inventory and Mitigation

In 2022, ATB conducted a gap assessment to review our Scope 1, 2 and 3 emissions data collection systems,⁶ calculation methodology and alignment to frameworks and standards. As a result, ATB expanded our Scope 3 emissions boundary for the 2023 calendar year to include five additional Scope 3 categories⁷ and re-baselined our total footprint to 2019 (from 2014) for consistency of data and approach. We applied methodological improvements to the way our emissions are estimated and have restated our total footprint accordingly.

ATB's Scope 1 and 2 emissions have decreased by 19% from calendar 2022. The year-over-year reduction is in line with the decrease in energy consumption at our facilities. Since 2019, we have reduced operational emissions by 39%.⁸

ATB is mitigating our operational emissions by strategically choosing energy-efficient and sustainable solutions for maintenance, lifecycle replacements and branch and office space needs. In FY2024, we incorporated triple-pane glazing to increase the insulative value of windows and reduce energy consumption and used lower-impact materials and construction practices during new builds. We also reduced our physical footprint by ceasing operations on three floors of ATB Place and half of Calgary Campus—two of our largest corporate spaces. By considering the environmental impacts of operating our real estate portfolio, we have an opportunity to reduce emissions and yearly expenditures as part of our commitment to advancing to net zero by 2050.

ATB's Carbon Footprint



⁶ This gap assessment did not include emissions related to our financing activities (scope 3, category 15).

⁷ Categories include purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, and franchises (ATB agency locations).

⁸ ATB's operational emissions consist of our Scope 1 and 2 emissions.

Green Energy Sources

ATB annually purchases renewable energy certificates (RECs) to ensure renewable energy is being produced and added to the electricity grid. ATB purchased 12,000 ECOLOGO-certified RECs, equivalent to 12,000 megawatt-hours for calendar year 2023, to cover roughly 80% of our energy consumption. In addition, we are leveraging insights from our recently piloted solar panel installation in southern Alberta to assess the viability of solar energy adoption across our real estate portfolio. Some initial energy savings were observed as a result of the pilot project.

Financed Emissions

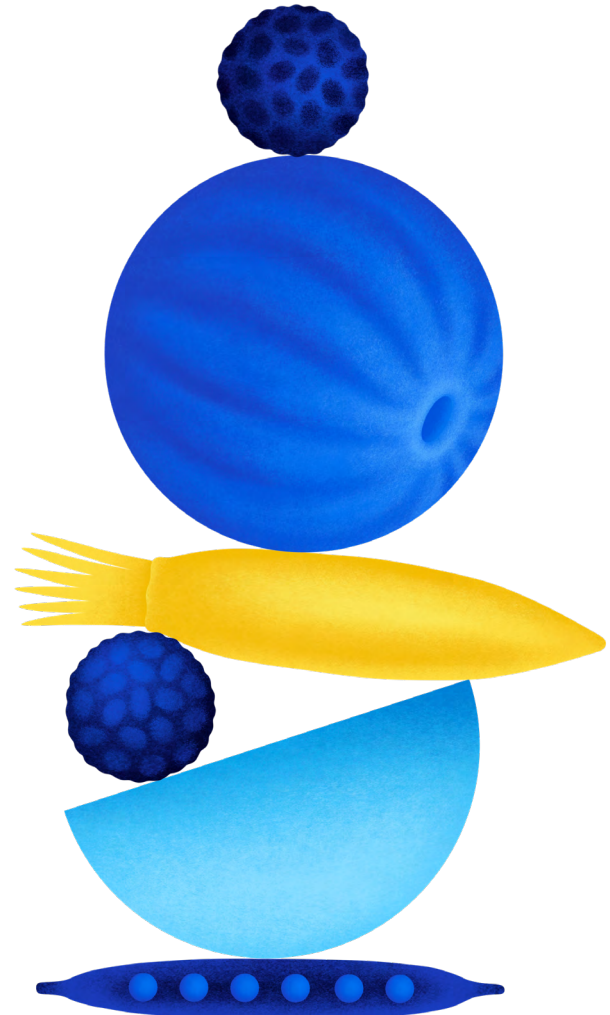
ATB recognizes that the downstream emissions tied to financing activities are a significant portion of a financial institution's overall carbon footprint. This was the second year of quantifying our financed emissions (Scope 3, category 15), and we continue to analyze the data to understand the impact of our portfolio. Additional data governance was applied to the financed emissions process for consistency and integrity.

ATB follows the Partnership for Carbon Accounting Financials (PCAF) standard to quantify the GHG emissions associated with our lending activities for specific sectors in our portfolio. The calculation includes two asset classes that are material to ATB—emissions associated with approximately 95% of ATB's business loans (principal outstanding) and emissions for our residential mortgage loan portfolio.

Our financed emissions calculation currently aligns to a PCAF data quality score of 5, with a score of 1 being the most reliable and 5 being the least reliable. The low data quality is a result of the lack of available data. Our score is in line with industry-standard scores for entities at a similar stage of the quantification journey.

The PCAF standard exists in part to encourage the continuous improvement of data quality. Where the available data quality is lower, particularly for smaller business clients that are not rated or listed, financial institutions can develop an approach to improve it over time.

The next phase of ATB's continuous improvement process is to continue emissions quantification, evaluate data sourcing and methodology and develop data improvement plans—all with the goal of improving transparency and balancing accuracy with economic feasibility.



Climate Risk Management: Scenario Analysis for Climate Transition

Scenario analysis is the component of risk management that defines and analyzes plausible scenarios for potential consequences to ATB. It uses a future state of the world—which may be purely hypothetical, historically based or a possible outcome of current public policy settings or events—to define changes in risk factors affecting an institution.

To date, we have conducted scenarios analyzing physical climate-related risks and transition scenarios, including both orderly and disorderly transitions. The scenarios incorporate the Network for Greening the Financial System's guidance, considering a range of plausible climate change outcomes.

ATB employs climate-related scenario analysis to assess the potential risks and resilience of the organization using an approach that is commensurate with, and in consideration of, our circumstances. Our climate scenarios consider the impacts to the economy and ATB's business.

ENABLING—WITH EXPERTISE—THE GROWTH OF EMERGING SECTORS, TECHNOLOGY AND INNOVATION FOR A SUSTAINABLE ECONOMY

Enabling Energy Project Finance for our Clients

ATB recognizes the growth potential that embracing sustainability affords for ATB and the clients we serve, leaning into opportunities that enable a future of societal, economic and environmental prosperity. ATB continues to support traditional energy, and expansion of energy sources. We are an enabler in the energy financing space and currently the top lead arranger of non-recourse lending for Alberta renewable power projects. Non-recourse financing is an approach where repayment by a lender is taken only from the profits of the funded project and not other assets owned by the borrower.

As of March 31, 2024, ATB has roughly \$927.0 million of outstanding commitments to renewable power projects.⁹ ATB's advisory team is actively working with local and international organizations as they navigate the Alberta power market.

**TO DATE, ATB HAS PROVIDED APPROXIMATELY
\$1.2 BILLION OF PROJECT FINANCING TO SUPPORT
MORE THAN 25 ALBERTA POWER PROJECTS
(INCLUDING GAS FIRED GENERATION).**

⁹ Includes wind, solar and hydroelectricity projects in Alberta and British Columbia

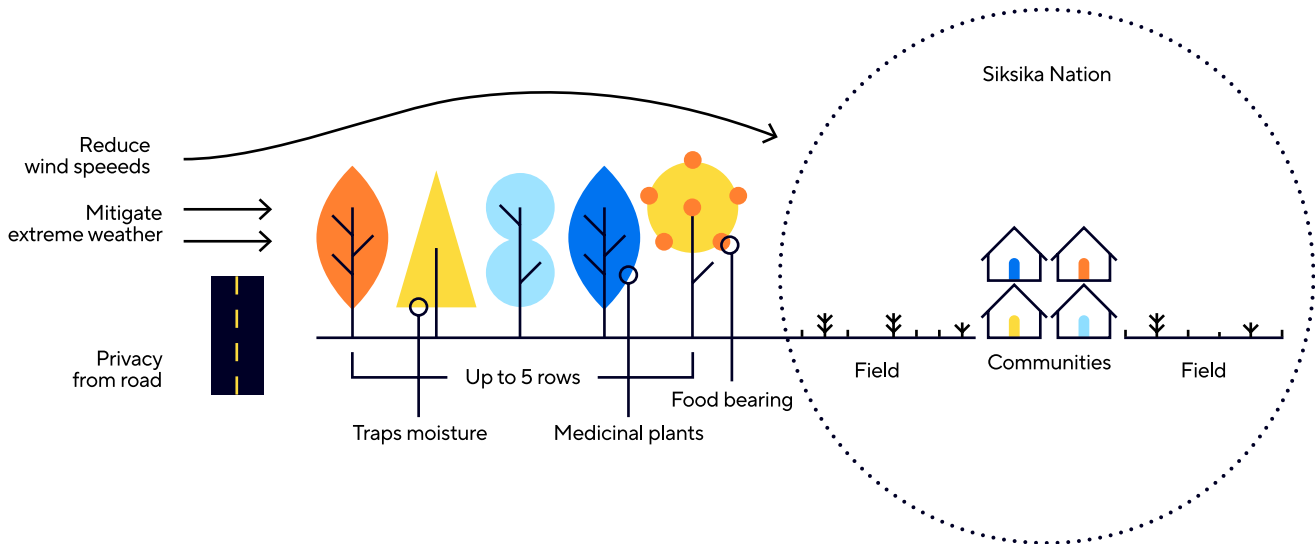
Supporting Sustainable Development in Our Communities

As part of ATB's commitment to sustainable development, we support conservation initiatives that protect Alberta's natural landscapes and biodiverse ecosystems.

ATB has been a supporter of Ducks Unlimited Canada for 11 years, through funding of its Revolving Land Conservation Program (RLCP). The goal of the RLCP is to secure habitat in strategically targeted, priority landscapes while providing productive land for agricultural use. This work continues to be an enabler for the sequestration and avoidance of GHG emissions.

In FY2024, ATB supported a multiyear partnership between Project Forest and Siksika Nation to bring urgently needed trees to the community. Shelterbelts of food-bearing and medicinal plants are being planted up to five rows wide.

Shelterbelts: A Nature-based Solution



ATB also supported the Nature Conservancy of Canada, helping to restore and protect the prairie grassland ecosystem in Treaty 7 traditional Indigenous territory.

PROVIDING EXPERTISE TO BUSINESSES OPERATING IN ALBERTA'S TRADITIONAL SECTORS AT EVERY STAGE OF THEIR TRANSITION JOURNEY

Carbon Certificate Trading

ATB Capital Markets prioritized developing a carbon credit trading solution to enable client access to carbon markets as part of their decarbonization efforts.

Through ATB's Carbon Offsets/Emissions Market module, ATB clients can mitigate potential impacts to their profit. Now that ATB can transact credits in Alberta's provincial Technology Innovation and Emissions Reduction (TIER) system, our focus is on existing business clients with compliance obligations.

We expect to be active in carbon credit trading in FY2025. This allows Capital Market clients—typically large companies—to make investments through a credit-based transaction system.

Energy Futures Lab

The Energy Futures Lab (EFL) is an Alberta-based social innovation lab collaboratively developing solutions for a low-emission and socially equitable energy future. ATB provided support to the first phase of the EFL project, Alberta's Electricity Future, through our sustainable development grant.

In Phase 1, participants from across Alberta's electricity system—including leaders, Indigenous communities and underrepresented groups—convened to form a collective vision from diverse perspectives. Participants developed a systems-level understanding of what a net zero emissions electricity grid means and its root challenges and a coordinated approach to test potential solutions toward achieving a net zero future.

SUSTAINABILITY PERFORMANCE

FY2024 Performance

ATB is committed to transparently reporting on key metrics that measure our sustainability progress and performance.

These metrics not only provide visibility to our stakeholders, but also support more informed decision-making. Many are informed by guidance from the sustainability standards we refer to when disclosing, such as the Global Reporting Initiative, the Sustainability Accounting Standards Board and the Task Force on Climate-related Financial Disclosures.

As stakeholder expectations continue to evolve, ATB also considers how we evolve the metrics and the processes that surround them—such as data governance and quality—to articulate our sustainability performance over time.

Metric	FY2024	FY2023	FY2022
Championing a thriving, resilient and equitable society			
Leadership Excellence Index (LEI) (1)	90%	88%	n/a
Great Places to Work Trust Index (2)	85%	84%	83%
ATB provides me with opportunities for learning and development (3)	88%	89%	n/a
I recognize the difference ATB makes in Albertan communities (4)	91%	90%	89%
Corporate donations (5)	\$ 3.1 million	\$ 2.7 million	\$ 3.2 million
Sponsorships (6)	\$ 6.4 million	\$ 5.5 million	\$ 2.5 million
Minor injuries	145	136	108
Disabling injuries	30	36	37
Fatalities due to work-related accidents	0	0	0

(1) ATB's FY2024 LEI score places us in the top global decile of Qualtrics global Employee Engagement Benchmarks (>90th percentile benchmark of 88%).

(2) ATB achieved a top 20 ranking on the annual 50 Best Employers in Canada list.

(3) Despite a nominal drop, we maintained our top global decile standing (global 90th percentile against the Qualtrics Employee Engagement Benchmark being 85%).

(4) We increased our score by another point in FY2024, maintaining our standing in the top global decile (>90th percentile against the Qualtrics Employee Engagement Benchmark of 89%).

(5) Corporate donations include donations, in-kind, employee volunteer time and program management costs. For FY2024, a third-party audit was conducted by the London Benchmarking Group (LBG) Canada following LBG's methodology.

(6) Growth in sponsorship expenditure after FY2022 is a result of our return to pre-pandemic sponsorship and event programming.

Metrics	FY2024	FY2023	FY2022
Championing a thriving, resilient and equitable society			
Advancing truth and reconciliation			
Representation of equity-seeking groups across ATB (as a % of pop.) (1)			
Women	66.7%	65.8%	61.7%
Trans/gender non-conforming	0.6%	0.6%	1.1%
Indigenous Peoples	3.6%	3.6%	3.4%
Racialized peoples	36.1%	34.9%	34.3%
2SLGBTQIA+	7.5%	8.1%	9.3%
Persons with disabilities	5.1%	4.6%	5.2%
Cultural Health Index (CHI) (2)	75%	74%	68%

- (1) Represents data self-reported by team members. Starting in FY2024, representation data was further refined by regrouping responses to identify equity-seeking team members based on specific dimensions, while excluding ambiguous or subjectively interpreted responses from the sample size. To ensure accurate data representation and meaningful comparisons year-over-year, FY2023 data was restated with these refinements. FY2022 data was not restated.
- (2) Starting in FY2024, the average of two biannual measurements is now taken as ATB's reported CHI score rather than the point-in-time end-of-year score used previously. FY2023 has been restated using the same methodology, resulting in a change from 76% to 74% and with no change to FY2022 as there was only one measurement taken during FY2022.

Metric	FY2024	FY2023	FY2022
Achieving gold standard in Crown corporation governance			
Board directors who are women	50%	50%	50%
Executives who are women	47%	43%	42%
Compensation ratio men vs. women (1)	1.00	1.00	1.00
Range of ratios of standard entry level wages compared to local minimum wage at significant locations of operation (2)	1.104:1	1.087:1	1.074:1
Total percentage of eligible employees that the organization's anti-corruption policies and procedures have been communicated to and training completed	98.6%	99.0%	98.2%
Privacy complaints escalated to the Office of the Information and Privacy Commissioner (OIPC), Alberta	0	0	0
Breaches of privacy self-reported by ATB to the OIPC, Alberta	2	1	1
Breaches of privacy deemed as well-founded by the OIPC, Alberta	0	0	0

- (1) This binary male/female compensation ratio compares the base salary of men and women across the organization. For comparison, ratios are calculated at each pay band, with all part-time salaries converted to their full-time equivalent.
- (2) The FY2024 ratio has been calculated using ATB's end-of-fiscal-year entry level hourly wage of \$16.56 (per ATB's most recent [collective agreement](#)) and is compared with the Alberta minimum wage of \$15.00.

Metric	FY2024	FY2023	FY2022
Achieving gold standard in Crown corporation governance			
ATB Wealth six commitments score	68%	67%	66%
Client Obsession Index (COI) (1)	61%	58%	58%
Client-Obsessed Value (COV) (2)	\$ 1,098.7 million	\$ 978.1 million	\$ 905.1 million
Societal impact	\$ 1.4 billion	\$ 1.4 billion	\$ 1.6 billion
Money spent on goods and services from suppliers (3)	\$ 624.9 million	\$ 607.1 million	\$ 616.5 million
Direct economic value generated (DEV-G)	\$ 2.0 billion	\$ 1.9 billion	\$ 1.9 billion
Direct economic value distributed (DEV-D) (4)	\$ 1.7 billion	\$ 1.5 billion	\$ 1.3 billion
Direct economic value retained (DEV-R) (5)	\$ 336.8 million	\$ 428.4 million	\$ 586.4 million

- (1) Above-target enterprise COI was driven by strong Business and Wealth results. COI has been rounded to the nearest percent from 60.9%.
- (2) COV has seen year-over-year growth and is attributed to strong COI results and revenues generated from clients.
- (3) The year-over-year increase in this metric is primarily related to higher technology costs (equipment, software and data processing) as we continue to focus on delivering key technology initiatives.
- (4) DEV-D increased year-over-year and has trended higher from FY2022 primarily related to higher salaries and benefits as we continue to focus on our team members as well as inflationary pressure.
- (5) DEV-R decreased as compared to the prior year as increases in expenses including technology and salaries and benefits outpaced increases in total revenue. There was also a higher provision for loan losses driven by non-retail impairments in FY2024.

Metric (1)	2023	2022	2021	2020	2019
Advancing to net zero by 2050					
Scope 1—Direct emissions (tCO ₂ e) (2)	6,783	6,143	5,803	5,649	6,389
Scope 2—Indirect emissions (tCO ₂ e)—location based (3)	8,807	13,080	13,589	16,801	19,349
Total scope 1 and 2 emissions (tCO₂e)	15,590	19,223	19,392	22,450	25,738
Scope 3—Upstream emissions (tCO ₂ e) (4)	75,422	83,182	82,882	80,370	93,336
Scope 3—Downstream emissions (tCO ₂ e) (5)	10,556	10,893	11,198	14,149	14,841
Total scope 3—Other indirect emissions (tCO₂e) (6)	85,978	94,075	94,080	94,519	108,177
Total carbon footprint (tCO₂e) (7)	101,568	113,298	113,472	116,969	133,915

- (1) ATB's emissions are calculated based on calendar year and not fiscal year and are rounded to the nearest tCO₂e. ATB engaged a third party to support the preparation of our reported emissions.
- (2) Includes combustion of fuel in boilers, furnaces or generators that are owned or controlled by ATB and employee business travel in company-owned vehicles. Natural gas usage makes up 99.7% of our reported Scope 1 emissions.
- (3) 100% of our reported Scope 2 emissions are related to the purchase of electricity.
- (4) Includes GHG Protocol categories 1–7: purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste, business travel and employee commuting.
- (5) Represents only GHG Protocol category 14: franchises (ATB agencies). Category 15: financed emissions are not included.
- (6) Total Scope 3 emissions restated to include five additional categories to better align with the GHG Protocol. Additional categories include purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, and franchises (ATB agencies).
- (7) Total carbon footprint (2019–2022) is restated from what had been previously reported to account for additional Scope 3 categories.

APPENDIX

A. Stakeholder Engagement

At ATB, we recognize that needs and expectations change over time and that listening and responding key to maintaining strong and trusted relationships. By actively engaging with our stakeholders, we are able to more effectively realize opportunities while addressing challenges to support the generation of shared value.



WE EXIST TO MAKE IT POSSIBLE.

To create value for **our clients** through differentiated experiences and deep expertise.

To enable **our team members** to thrive and to deliver meaningful results.

To advance sustainable impact in **our communities**.¹⁰

To deliver competitive risk-adjusted financial returns to **our Shareholder** over the short and long term.

¹⁰ Our communities encompass local communities, Indigenous Peoples and equity-seeking groups, as well as the broader society and planet.

Some of the ways we engage with our stakeholders.



OUR CLIENTS

- ▶ Service evaluation studies for current and departing clients
- ▶ [Client Feedback Policy](#)
- ▶ [ATB website](#), Client Care Centre, [online banking](#), [ATB Capital Markets](#), [ATB Investment Management](#)
- ▶ Social media
- ▶ ATB external publications¹¹
- ▶ Host and participate in business and community events
- ▶ Engage with non-clients to assess perception of ATB



OUR TEAM MEMBERS

- ▶ Team member engagement surveys
- ▶ Interactive livestreams hosted by the CEO and Strategic Leadership Team
- ▶ Organization-wide feedback program
- ▶ Team member networks
- ▶ Employee reward and recognition platform
- ▶ Giving and volunteering platform
- ▶ Anonymous internal whistleblower program
- ▶ Employee assistance and mental health resilience programs



OUR SHAREHOLDER

- ▶ Regular updates to the Government of Alberta
- ▶ Regular updates to the Alberta Superintendent of Financial Institutions
- ▶ Quarterly Shareholder Report
- ▶ ATB's Annual Public Meeting



OUR COMMUNITIES

- ▶ Community collaboration, consultation, host and participate in events
- ▶ Corporate sponsorships
- ▶ [Online application portal for donation and sponsorship requests](#)
- ▶ [ATB Supplier Resources webpage](#) for potential partners
- ▶ Alberta Purchasing Connection portal for public opportunities

Stakeholders can [contact us](#) directly through the channels listed on our website.

¹¹ Includes publications such as The Owl, Alberta Economic Outlook, ATB Capital and ATB's Annual and Sustainability reports

B. About This Report

SCOPE

This FY2024 Sustainability Report provides information related to ATB Financial's material sustainability topics. These topics and our approach to determining them are outlined within the [Approach to Sustainability](#) section. Additionally, specific metrics related to ATB's progress on these topics are disclosed within the [Sustainability Performance](#) section.

ATB Financial and our subsidiaries operate primarily in Alberta, with offices in Ontario, British Columbia, Colorado and Saskatchewan. Our subsidiaries include ATB Securities Inc., ATB Investment Management Inc., ATB Insurance Advisors Inc., ATB Private Equity GP Inc., ATB Private Equity LP and ATB Capital Markets USA Inc.

REPORTING PERIOD

All activities described in this report were undertaken within FY2024 (April 1, 2023–March 31, 2024), unless otherwise noted. In many cases, to provide greater clarity regarding trends in performance over a three-year period, we have provided data for FY2024 and the two preceding years. Current and previous Annual and Sustainability Reports can be found on atb.com.

REPORTING STANDARDS AND FRAMEWORKS

ATB continues to leverage guidance from the Global Reporting Initiative (GRI), the Sustainability Accounting Standards Board (SASB) and the Task Force on Climate-related Financial Disclosures (TCFD) to inform our sustainability disclosures for this reporting period. ATB actively monitors developments from sustainability standard and framework setters and assesses applicability for the provision of information that is material and decision-useful for ATB and our stakeholders. This will include consideration of alignment with the International Sustainability Standards Board (ISSB) guidance on sustainability and climate reporting.

More information on our approach to disclosing in alignment with specific sustainability standards and frameworks can be found in the [Sustainability Indices](#) section.

DATA INTEGRITY

The FY2024 Sustainability Report has not been audited by a third party. ATB reports sustainability information with the best data available. We will continue to progress the governance and integrity of data used in our sustainability disclosures in a way that balances stakeholder expectations, decision-usefulness and cost.

The collection and analysis of the information contained in this report have been centrally managed in collaboration with contributors across ATB. ATB's ESG Executive Steering Committee, which comprises senior leaders who are accountable for championing sustainability and its integration across the organization, has oversight of this report and recommends its approval to ATB's CLSO. The CLSO then presents it to the Governance and Conduct Review Committee to recommend approval to ATB's Board of Directors.

C. Disclosure Index

EVOLVING DISCLOSURE LANDSCAPE

There have been significant developments for sustainability reporters this past year, with one of the most notable being the June 2023 release of the International Financial Reporting Standards Foundation’s (IFRS) first two sustainability standards under its ISSB. In 2022, ATB played a part in securing the ISSB office in Montreal and contributed commentary on its draft standards, offering a uniquely ATB and Albertan perspective.

The IFRS’s standards are intended to provide a global baseline for sustainability disclosure similar to its accounting standards. These first two standards focus on general sustainability (S1) and climate-related (S2) disclosure. Both the SASB standards, with their industry-specific metrics, and the TCFD’s climate-related disclosure framework are now a part of the IFRS Foundation’s purview. Additionally, there is a memorandum of understanding in place between the ISSB and GRI to achieve alignment and greater interoperability between these two standard setters.

With these developments and the current suite of sustainability standards leveraged in our disclosures, ATB will continue to monitor the evolving landscape in consideration of what disclosures are appropriate.

GRI INDEX

The GRI standards provide guidance for organizations to report on their environmental, social and economic stakeholder impacts using a common global language.

GRI disclosure	Description	Response/location
GRI 2 general disclosures		
The organization and its reporting practices		
2-1	Organizational details	Sustainability Report: About This Report (p. 35)
2-2	Entities included in the organization’s sustainability reporting	Sustainability Report: About This Report (p. 35)
2-3	Reporting period, frequency and contact point	Sustainability Report: About This Report (p. 35)
2-4	Restatements of information	Restatements of information in ATB’s Sustainability Report and Annual Report are footnoted.
2-5	External assurance	The Auditor General of Alberta audits ATB’s consolidated financial statements. Our Annual Report is reviewed and approved by our independent Board of Directors yearly. Sustainability Report: See About This Report (p. 35) regarding our process for the collection and review of disclosed sustainability-related information

GRI disclosure	Description	Response/location
GRI 2 general disclosures		
Activities and workers		
2-6	Activities, value chain and other business relationships	<p>There are no significant changes to report.</p> <p>Annual Report: Locations (p. 5)</p> <p>For more information on the products and services we offer, see atb.com.</p> <p>For more information on how we partner with suppliers, see Supplier Resources.</p>
2-7	Employees	<p>Sustainability Report: Sustainability Performance (p. 30)</p> <p>Annual Report: Financial Highlights (p. 16)</p>
2-8	Workers who are not employees	<p>ATB does not include specific information on workers who are not employees in our public disclosures.</p>
Governance		
2-9	Governance structure and composition	<p>Sustainability Report: Sustainability Performance (p. 30)</p> <p>Annual Report: Corporate Governance (p. 21)</p> <p>Annual Report: Board of Directors and Committees (p. 22)</p> <p>Annual Report: Diversity and Inclusion (p. 25)</p>
2-10	Nomination and selection of the highest governance body	<p>Annual Report: Succession and Director Nomination/Appointment (p. 26)</p> <p>Annual Report: Diversity and Inclusion (p. 25)</p>
2-11	Chair of the highest governance body	<p>Our Board Chair is not a senior executive within ATB Financial.</p> <p>Annual Report: Chair of the Board (p. 23)</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>Sustainability Report: Approach to Sustainability (p. 10)</p> <p>Annual Report: Board Mandate (p. 23)</p>
2-13	Delegation of responsibility for managing impacts	<p>ATB's ESG Governance Policy outlines Management's and the Board's roles and accountabilities regarding ATB's ESG-related impacts.</p> <p>See Governance at ATB</p> <p>Annual Report: Board Mandate (p. 23)</p> <p>Annual Report: Risk Governance (p. 61)</p>

GRI disclosure	Description	Response/location
GRI 2 general disclosures		
Governance		
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report: About This Report (p. 35) Annual Report: Board Mandate (p. 23)
2-15	Conflicts of interest	Annual Report: Conflicts of Interest (p. 24)
2-16	Communication of critical concerns	ATB does not publicly report the number of critical concerns raised to our Board. Annual Report: Safe Disclosure and Whistleblower Protection (p.24) Annual Report: See Board of Directors and Committees (p. 22) for further detail on how information is reported to the Board.
2-17	Collective knowledge of the highest governance body	Annual Report: Orientation and Professional Development (p.27) Annual Report: A Closer Look at Our Directors (p. 28)
2-18	Evaluation of the performance of the highest governance body	Annual Report: Effectiveness and Evaluations (p. 26)
2-19	Remuneration policies	Annual Report: Executive Compensation Discussion and Analysis (p. 76) Annual Report: Director Compensation (p. 38)
2-20	Process to determine remuneration	Annual Report: Executive Compensation Discussion and Analysis (p. 76) Annual Report: Director Compensation (p. 38)
2-21	Annual total compensation ratio	Sustainability Report: See Sustainability Performance (p. 30) for ATB’s standard entry level wages compared to local minimum wage ratio. Annual Report: Executive Compensation Discussion and Analysis (p. 76)
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	Sustainability Report: Message from Stuart McKellar, Chief Legal and Sustainability Officer & Corporate Secretary (p. 6) Sustainability Report: Message from Robert Logan, Governance and Conduct Review Committee Chair (GCRC) (p. 8) Sustainability Report: Approach to Sustainability (p. 10)

GRI disclosure	Description	Response/location
GRI 2 general disclosures		
Strategy, policies and practices		
2-23	Policy commitments	<p>Annual Report: Codes of Conduct and Ethics (p. 24)</p> <p>See Team Member’s Code of Conduct and Ethics</p> <p>See Board of Director’s Code of Conduct and Ethics</p>
2-24	Embedding policy commitments	<p>Annual Report: Codes of Conduct and Ethics (p. 24)</p> <p>See Team Member’s Code of Conduct and Ethics</p> <p>See Board of Director’s Code of Conduct and Ethics</p>
2-25	Processes to remediate negative impacts	<p>Sustainability Report: Stakeholder Engagement (p. 33)</p> <p>Annual Report: Safe Disclosure and Whistleblower Protection (p. 24)</p> <p>See Client Feedback Policy</p>
2-26	Mechanisms for seeking advice and raising concerns	<p>Sustainability Report: Stakeholder Engagement (p. 33)</p> <p>Annual Report: Safe Disclosure and Whistleblower Protection (p. 24)</p> <p>See Client Feedback Policy</p>
2-27	Compliance with laws and regulations	Sustainability Report: See Sustainability Performance (p. 30) for occurrences reported to the Office of the Information and Privacy Commissioner, Alberta.
2-28	Membership associations	See About ATB
Stakeholder engagement		
2-29	Approach to stakeholder engagement	Sustainability Report: Stakeholder Engagement (p. 33)
2-30	Collective bargaining agreements	See Collective Agreement for more information on the terms and conditions of employment for ATB’s team members who are represented by the Alberta Union of Provincial Employees.

Reference	Description	Response/location
GRI 3 MATERIAL TOPICS		
3-1	Process to determine material topics	Sustainability Report: Material Sustainability Topics (p. 11)
3-2	List of material topics	Sustainability Report: Glossary (p. 48)
Championing a thriving, resilient and equitable society		
3-3	Management of material topics	Sustainability Report: Championing a Thriving, Resilient and Equitable Society (p. 14)
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Sustainability Report: Sustainability Performance (p. 30)
403-3	Occupational health services	Sustainability Report: Bolstering Mental Health and Inclusive Spaces for Our Team Members (p. 16) Sustainability Report: Inclusive Benefit Additions (p. 17)
403-5	Worker training on occupational health and safety	Sustainability Report: Bolstering Mental Health and Inclusive Spaces for Our Team Members (p. 16) See p.5 of Team Member's Code of Conduct and Ethics .
403-6	Promotion of worker health	Sustainability Report: Bolstering Mental Health and Inclusive Spaces for Our Team Members (p. 16)
403-9	Work-related injuries	Sustainability Report: Sustainability Performance (p. 30)
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report: Bolstering Mental Health and Inclusive Spaces for Our Team Members (p. 16)
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report: Four Directions Powered by ATB (p. 15) Sustainability Report: OutcomesX (p. 15) Sustainability Report: Alberta Wildfire Emergency Response (p. 17)
Advancing truth and reconciliation		
3-3	Management of material topics	Sustainability Report: Advancing Truth and Reconciliation (p. 18)
203-1	Infrastructure investments and services supported	Sustainability Report: Community Building and Advisory Services (p. 18)
203-2	Significant indirect economic impacts	Sustainability Report: Community Building and Advisory Services (p. 18) Sustainability Report: Progress on PAR Certification (p. 19)

Reference	Description	Response/location
GRI 3 MATERIAL TOPICS		
Advancing truth and reconciliation		
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report: Pledge of Reconciliation: Seven Sacred Teachings (p. 20)
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report: Community Building and Advisory Services (p. 18) Sustainability Report: Partnering on Employment and Financial Literacy (p. 19)
Achieving gold standard in Crown corporation governance		
3-3	Management of material topics	Sustainability Report: Achieving Gold Standard in Crown Corporation Governance (p. 21)
201-1	Direct economic value generated and distributed	Sustainability Report: Sustainability Performance (p. 30)
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report: Cybersecurity: Security Awareness Training (p. 21) Sustainability Report: Sustainability Performance (p. 30) Annual Report: Codes of Conduct and Ethics (p. 24)
405-1	Diversity of governance bodies and employees	Sustainability Report: Sustainability Performance (p. 30)
405-2	Ratio of basic salary and remuneration of women to men	Sustainability Report: Sustainability Performance (p. 30)
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report: London Benchmarking Group (p. 23)
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report: Sustainability Performance (p. 30)

Reference	Description	Response/location
GRI 3 MATERIAL TOPICS		
Advancing to net zero by 2050		
3-3	Management of material topics	Sustainability Report: Advancing to Net Zero by 2050 (p. 24)
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability Report: ATB’s Carbon Footprint (p. 25) Sustainability Report: Financed Emissions (p. 26) Sustainability Report: Climate Risk Management: Scenario Analysis for Climate Transition (p. 27) Sustainability Report: Enabling Renewable Energy Project Finance for Our Clients (p. 27) Sustainability Report: Supporting Sustainable Development in Our Communities (p. 28) Sustainability Report: Carbon Certificate Trading (p. 28) Sustainability Report: Energy Futures Lab (p. 29) Annual Report: Environmental Risk Management (p. 74)
305-1	Direct (Scope 1) GHG emissions	Sustainability Report: Sustainability Performance (p. 30)
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report: ATB’s Carbon Footprint (p. 25)
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report: ATB’s Carbon Footprint (p. 25)
305-5	Reduction of GHG emissions	Sustainability Report: Financed Emissions (p. 26)
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report: Supporting Sustainable Development in Our Communities (p. 28)

SASB INDEX

The SASB standards provide industry-specific guidance for a company’s disclosure of sustainability-related information that could be considered financially material.

The industries relevant to our business include Asset Management & Custody Activities (AC), Commercial Banks (CB), Consumer Finance (CF), Investment Banking & Brokerage (IB) and Mortgage Finance (MF).

Reference	Description	Response/location
SASB		
Business ethics		
FN-AC-510a.2 FN-CB-510a.2 FN-IB-510a.2	Description of whistleblower policies and procedures	See ATB's Whistleblower Policy Annual Report : Safe Disclosure and Whistleblower Protection (p. 24)
Customer privacy		
FN-CF-220a.1	Number of account holders whose information is used for secondary purposes	Sustainability Report: Responsible IT Governance, AI Standard and Certification Pilots (p. 22)
Data security		
FN-CB-230a.2 FN-CF-230a.3	Description of approach to identifying and addressing data security risks	Sustainability Report: Cybersecurity: Security Awareness Training (p. 21) Sustainability Report: Responsible IT Governance, AI Standard and Certification Pilots (p. 22) Annual Report : Cybersecurity Risk (p. 72)
Employee diversity and inclusion		
FN-AC-330a.1 FN-IB-330a.1	Percentage of (1) gender and (2) diversity group representation for (a) executive management, (b) non-executive management, (c) professionals, and (d) all other employees	Sustainability Report: Women in Capital Markets (p.17) Sustainability Report: Sustainability Performance (p. 31)
Financial inclusion and capacity building		
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	Sustainability Report: W by ATB (p. 14) Sustainability Report: Equitable Advice and Products for Our Clients (p. 15) Sustainability Report: Four Directions Powered by ATB (p. 15) Sustainability Report: Community Building and Advisory Services (p. 18) Sustainability Report: Partnering on Employment and Financial Literacy (p. 19)

Reference	Description	Response/location
SASB		
Incorporation of environmental, social, and governance factors		
FN-AC-410a.2	Description of approach to incorporation of environmental, social and governance (ESG) factors in investment or wealth management processes and strategies	The Compass Portfolios do not have an ESG consideration as a stated investment objective, and they are therefore considered only when they may impact risk or return. The extent of ESG consideration depends on the asset class and geographic region in which each of our sub-advisors operate. We engage frequently with our sub-advisors to understand and evaluate how they approach ESG topics when making security selection decisions.
FN-IB-410a.3	Description of approach to incorporation of environmental, social and governance (ESG) factors in investment banking and brokerage activities	ATB Capital Markets Research factors ESG criteria into its investment research process across its portfolios. The SASB standards are used as the basis for its research methodology in addition to the development of an industry-agnostic approach to assessing governance. For more information on our approach, see our ESG Research publication.
Professional integrity		
FN-IB-510b.4	Description of approach to ensuring professional integrity, including duty of care	For more information regarding ATB Capital Markets' commitment to professional integrity, see our Privacy Policy and Account Disclosure Package .
Systemic risk management		
FN-CB-550a.2 FN-IB-550a.2	Description of approach to integrate results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	Annual Report : Regulatory Capital (p. 55) Annual Report : Capital Management (p. 166) Annual Report : ERM Framework (p. 63) Annual Report : Liquidity Risk (p. 68)
Transparent information and fair advice for customers		
FN-AC-270a.3	Description of approach to informing customers about products and services	For more information about our products and services, see our ATB Wealth and ATB Investment Management websites.

Reference	Description	Response/location
SASB		
Activity metrics		
FN-AC-000.A	Total assets under management (AUM)	<p>The ATB Funds managed by ATB Investment Management are qualified by prospectus under National Instrument 81-101 <i>Investment Funds</i>, the equivalent to being registered under the Security and Exchange Commission's <i>Investment Company Act of 1940</i>.</p> <p>Total assets are \$21.4 billion (as of March 31, 2024) across 10 investment funds. For more information, see Our Funds.</p>
FN-AC-000.B	Total assets under custody and supervision	<p>Assets that are beneficially owned by clients for which ATB provides management and custodial services are reported as Assets Under Administration (AUA).</p> <p>Annual Report: Financial Highlights (p. 16)</p>
FN-MF-000.A	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	<p>Annual Report: Table 25: Real Estate Secured Lending (Insured and Uninsured) (p. 66) for Residential Mortgages</p> <p>Annual Report: Table 24: Industry Concentration (p. 65) for Commercial Real Estate</p>

TCFD INDEX

The Task Force on Climate-related Financial Disclosures (TCFD) is a framework that provides guidance for an organization to disclose to its stakeholders information about the impacts of climate change on its business and the associated risks and opportunities, while also communicating the organization’s contributions to climate change.

Reference	Description	Response/location
TCFD		
Governance	a) Describe the board’s oversight of climate-related risks and opportunities.	Sustainability Report: About This Report (p. 35) Sustainability Report: Approach to Sustainability (p. 10) Annual Report: Environmental Risk Management (p. 74)
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	Sustainability Report: About This Report (p. 35) Sustainability Report: Approach to Sustainability (p. 10) Annual Report: Environmental Risk Management (p. 74)
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Sustainability Report: ATB’s Carbon Footprint (p. 25) Sustainability Report: Financed Emissions (p. 26) Sustainability Report: Climate Risk Management: Scenario Analysis for Climate Transition (p. 27) Sustainability Report: Enabling Renewable Energy Project Finance for Our Clients (p. 27) Sustainability Report: Supporting Sustainable Development in Our Communities (p. 28) Sustainability Report: Carbon Certificate Trading (p. 28) Annual Report: Environmental Risk Management (p. 74)
	b) Describe the impact of climate-related risks and opportunities on the organization’s businesses, strategy, and financial planning.	Sustainability Report: Sustainable Finance Action Council (p. 23) Sustainability Report: ATB’s Carbon Footprint (p.25) Sustainability Report: Financed Emissions (p. 26) Sustainability Report: Climate Risk Management: Scenario Analysis for Climate Transition (p. 27) Sustainability Report: Enabling Renewable Energy Project Finance for Our Clients (p. 27) Sustainability Report: Carbon Certificate Trading (p. 28) Annual Report: Environmental Risk Management (p. 74)

Reference	Description	Response/location
TCFD		
Strategy	c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Sustainability Report: Climate Risk Management: Scenario Analysis for Climate Transition (p. 27) Annual Report : Environmental Risk Management (p. 74)
Risk management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Sustainability Report: Climate Risk Management: Scenario Analysis for Climate Transition (p. 27) Annual Report : Environmental Risk Management (p. 74)
	b) Describe the organization's processes for managing climate-related risks.	Sustainability Report: Climate Risk Management: Scenario Analysis for Climate Transition (p. 27) Annual Report : Environmental Risk Management (p. 74)
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Sustainability Report: Climate Risk Management: Scenario Analysis for Climate Transition (p. 27) Annual Report : Environmental Risk Management (p. 74)
Metrics and targets	a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	Sustainability Report: Sustainability Performance (p. 30) Sustainability Report: ATB's Carbon Footprint (p. 25) Sustainability Report: Financed Emissions (p. 26) Annual Report : Environmental Risk Management (p. 74)
	b) Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Sustainability Report: Sustainability Performance (p. 30) Sustainability Report: ATB's Carbon Footprint (p. 25) Sustainability Report: Financed Emissions (p. 26) Annual Report : Environmental Risk Management (p. 74)
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Sustainability Report: Advancing to Net Zero by 2050 (p. 24)

D. GLOSSARY

Artificial intelligence (AI): Technology that enables computers and machines to simulate human intelligence and problem-solving capabilities.

ATB's Shareholder: The Government of Alberta is the sole shareholder of ATB, which is a commercial Crown corporation.

ATB Wealth Six Commitments Score: A score calculated as a percentage, using survey results from ATB Wealth clients about their experience with their advisor. Our commitments are that every client deserves to:

- ▶ Have an advisor who earns their trust.
- ▶ Understand the wealth plan we've created with them.
- ▶ Hear from us how and when they want to.
- ▶ Provide feedback to continuously make us better.
- ▶ Be introduced to ATB experts who support their needs.
- ▶ Better understand their relationship with money.

Biophilic: An approach that incorporates elements of nature into design principles to enhance human connection to the natural world.

Call to Action #92 of the Truth and Reconciliation Commission of Canada: A call to action for the corporate sector in Canada to adopt the United Nations Declaration on the Rights of Indigenous Peoples as a reconciliation framework, and to apply its principles, norms and standards to corporate policy and core operational activities involving Indigenous Peoples and their lands and resources.

Carbon activities: Practices or operations within an organization that directly or indirectly produce greenhouse gas (GHG) emissions. These activities contribute to an organization's overall carbon footprint.

Carbon certificate: A certificate that represents the removal of a specific amount of carbon dioxide (or other GHG equivalents) from the atmosphere, which can be purchased by organizations to offset emissions.

Client Obsession Index (COI): A percentage calculated using survey results from ATB clients in four key areas: recommend, defend, value and effort.

Client-Obsessed Value (COV): A dollar amount that signifies whether we are growing based on the health of our client relationships. It is calculated by measuring the value generated from our clients, adjusted for how well we are meeting their needs (as measured by our Client Obsession Index).

Commercial Crown corporation: A government-owned entity established to conduct business activities on behalf of the government. As a commercial Crown corporation, ATB operates independently but is accountable to the Alberta government.

Community investment: Financial contributions, volunteering efforts, in-kind donations and partnerships with local organizations.

Cultural Health Index (CHI): A percentage that serves as our enterprise employee engagement key performance indicator, representing team member perceptions that they are able to adapt and thrive and that ATB has a performance culture.

Direct economic value generated, distributed and retained (DEV-G, D and R): DEV-G represents ATB's revenues and potential for distribution of monetary value to our stakeholders and the economy. DEV-D represents a portion of ATB's expenses and the monetary value distributed to our stakeholders and the economy. DEV-R represents ATB's net income and is calculated as $DEV-G - DEV-D = DEV-R$.

Disabling injuries: Accepted Workers Compensation Board claims where a team member missed time from work, sought medical attention or required modified work.

Downstream Scope 3 emissions: GHG emissions related to clients, from the selling of goods and services through to their distribution, use and end-of-life stages.

Economic reconciliation: The process of making economic amends for historical injustices to Indigenous Peoples by developing mutually beneficial partnerships, opportunities and supports, enabling Indigenous communities to fully participate in the economy in line with their inherent and Treaty rights.

Economic sovereignty: The ability for Indigenous Peoples to control and manage their own economic affairs, resources and decision-making processes without external influences.

Equity-seeking groups: Populations or communities that face significant barriers to equal access, opportunities and resources due to systemic inequalities.

ESG framework: The policies, processes and systems that help guide ATB in our environmental, social and governance-related decision-making.

Financed emissions: As defined by the GHG Protocol, financed emissions are a subset of Scope 3 downstream emissions under category 15 and include equity and debt investments, project finance and managed investments and client services.

Gender-intelligent banking: Financial services that enable women business owners and leaders to overcome barriers and access the capital and connections they need to thrive.

Great Places to Work Trust Index: A survey that measures the underlying level of trust within an organization, using a framework of 59 statements across five dimensions: Credibility, Respect, Fairness, Camaraderie and Pride.

Greenhouse gas (GHG) emissions: Gases that trap heat in the atmosphere, such as carbon dioxide, methane, nitrous oxide and fluorinated gases.

Greenwashing: The act or practice of making a product, policy, activity, etc. appear to be more environmentally friendly, or less environmentally damaging, than it really is.

Human firewall: A term used to describe people who follow best practices to prevent and report any data breaches or suspicious activity.

Indigenous (Peoples): A collective name for the original peoples of North America and their descendants. The Canadian Constitution recognizes three groups of Indigenous Peoples: First Nations, Inuit and Métis. These are three distinct Peoples with unique histories, languages, cultural practices and spiritual beliefs.

Leadership Excellence Index (LEI): A percentage that represents team members' sentiment towards their leaders regarding gaining team member confidence and trust, driving strategy and fostering innovation and career growth.

Lower-impact materials: Materials with a reduced environmental footprint selected for use during ATB construction projects.

Material sustainability topics: The environmental, social, governance and economic topics deemed most important by ATB and our stakeholders, as informed by our 2021 materiality assessment. These topics supported the development of ATB's sustainability aspirations, commitments and associated outcomes and are defined as:

- ▶ *Accessible Banking*—Having the right products and services to make access to banking easier.
- ▶ *Anti-corruption and Anti-bribery*—Having policies and processes to protect against bribery and corruption.
- ▶ *Cleaner Technologies*—Encouraging cleaner technology and renewable energy in our operations, financing and investments.
- ▶ *Climate Change Resilience*—Having processes to manage physical and transition climate risks and opportunities in our operations, financing and investments.
- ▶ *Community Investment*—Prioritizing community investments that uplift the well-being of society and support local community organizations.
- ▶ *Conflict of Interest*—Having policies and programs related to conflicts of interest.
- ▶ *Data Privacy and Security*—Safeguarding the privacy of information shared by employees and clients.
- ▶ *Digital Inclusion*—Supporting causes that build society's ability to learn, work and participate in the digital world.
- ▶ *Employer of Choice*—Providing a workplace where team members feel proud and engaged to make a difference.

- ▶ *Ethics and Integrity*—Complying with laws and adhering to the highest standards of ethical conduct.
- ▶ *Financial Inclusion*—Increasing financial products and services in underserved and low-income communities.
- ▶ *Financial Literacy*—Supporting causes that advance financial literacy, awareness and independence.
- ▶ *Greenhouse Gas Emissions*—Supporting the low-carbon transition in our operations, financing and investments.
- ▶ *Health, Safety and Well-being*—Providing a safe, respectful and healthy workplace
- ▶ *Recognition and Reward*—Providing fair rewards and benefits packages in alignment with the market.
- ▶ *Resource Efficiency*—Supporting the efficient use of raw materials in our operations, financing and investments.
- ▶ *Risk Management*—Embedding sustainability into the corporate enterprise risk management process.
- ▶ *Social Enterprises*—Supporting organizations with clear environmental and social missions that are changing the world for the better and closing societal and economic gaps.
- ▶ *Sustainable Finance*—Providing financial products and services that drive social equity and environmental protection, such as social impact investment funds, sustainability linked loans, green and social bonds and green mortgages.
- ▶ *Talent Development*—Ensuring we have the skills, competencies and experience to deliver on our responsibilities.

Minor injuries: Team member and client minor injuries that involved first aid.

Net zero: A state or condition where there are no GHGs emitted or where emissions are physically offset by employing technologies that can capture carbon before it is released into the air or by actions such as tree planting, or where they are financially offset through carbon credits or renewable energy certificates.

Neurodiverse: The idea that people experience and interact with the world around them in many different ways; that there is no one “right” way of thinking, learning and behaving; and that differences are not viewed as deficits.

Operational emissions: ATB’s operational emissions consist of our Scope 1 and 2 emissions, as set out by the GHG Protocol and further defined within this glossary.

Phishing: An attempt to collect information such as logins, passwords and other sensitive information by making it look like an email is coming from a trusted organization or person.

Physical climate-related risks: Event-driven or longer-term shifts in climate patterns. Physical risks may have financial implications for organizations, such as direct damage to assets and indirect impacts from supply chain disruption.

Renewable energy certificates (RECs): Certificates issued when one megawatt-hour (MWh) of electricity is generated and delivered to the electricity grid from a renewable energy resource.

Renewable energy project finance: An area of finance that deals with renewable energy projects. ATB includes wind, solar and hydroelectricity projects as a part of our renewable energy portfolio.

Scope 1 emissions: Direct GHG emissions that occur from sources owned or controlled by ATB.

Scope 2 emissions: Indirect GHG emissions from the generation of purchased or acquired electricity, steam, heating or cooling consumed by ATB.

Scope 3 emissions: All other indirect GHG emissions (not included in Scope 2) that occur in the value chain of ATB. Scope 3 can be broken down into upstream emissions that occur in the supply chain and downstream emissions that occur as a consequence of using the organization's products or services.

Shelterbelt: Linear plantings of trees and/or shrubs that form part of an agriculture production system. This includes trees and/or shrubs planted as a barrier to reduce wind speed and to protect crops, livestock, buildings, work areas and roads from wind and snow, as well as to enhance biodiversity.

Social engineering: In the context of information security, the use of deception to manipulate individuals into divulging confidential or personal information that may be used for fraudulent purposes.

Societal impact (metric): A dollar figure that represents a portion of the monetary value ATB distributes to our stakeholders and the economy.

Sustainable finance: Financial activities that take into account environmental, social and governance factors as a means of promoting sustainable economic growth and the long-term stability of the financial system.

Transition climate-related risks: Risks related to transitioning to a lower-carbon economy, which may entail extensive policy, legal, technology and market changes to address mitigation and adaptation requirements related to climate change.

2SLGBTQIA+: An acronym that stands for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer or Questioning, Intersex, Asexual and additional sexual orientations and gender identities.

Underbanked: Individuals or families who may already have a bank account but often rely on alternative financial services such as cheque-cashing services and payday loans, rather than on traditional banking services.

Upstream Scope 3 emissions: Upstream emissions that occur during the production of goods or services that a business purchases or uses. ATB calculates Scope 3, GHG Protocol categories 1—7 emissions, which include purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste, business travel and employee commuting.

Women-owned and women-led: ATB considers women as including everyone who identifies as a woman, including trans and cis women. Women-owned businesses are at least 51% owned by a woman or women. Women-led businesses have at least one woman president/CEO/COO/CFO or 30% women on its board of directors, where a board exists.

