

ATB

SUSTAINABILITY UPDATE 2023





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Message from the Chief Legal and
Sustainability Officer & Corporate Secretary

STUART McKELLAR



We are pleased to share our Sustainability Update for the 2023 fiscal year, which demonstrates our commitment and efforts to advance shared and sustainable value for our stakeholders while proudly supporting the industries and sectors that drive economic prosperity for both Alberta and Canada.

This past year was pivotal for progress on sustainability at ATB Financial and represents a critical transition as we focus on the integration of environmental, social and governance (ESG) considerations. Responsible management is the cornerstone of trust, and we're committed to aligning words with actions as we weave ESG practices into ATB's decision-making.

Throughout the year, we laid the foundation for effective execution of an enterprise approach to ESG. ATB's Board of Directors approved ATB's ESG Governance Policy, and management established an inaugural ESG Executive Steering Committee, tasked with overseeing enterprise progress and implementation of ESG across ATB.

Grounded in governance, we began the deep exploration and preparation of our capabilities around data and ESG-related reporting, which will help guide future decision-making and enhance stakeholder communications.

On a national scale, ATB joined the Sustainable Finance Action Council (SFAC)—a group of 25 financial institutions—to provide input into the development of Canada's sustainable finance taxonomy. At the global level, we played a part in securing the International Sustainability Standards Board's (ISSB) office in Montreal and contributed commentary to the ISSB's draft sustainability reporting standards. We joined these collective efforts to help apply a regional lens, with the knowledge that ATB can offer a uniquely Albertan perspective.

ATB has been a purpose-driven organization since we were created 84 years ago. This year, that purpose was demonstrated in a number of ways. We contributed \$1.4 billion in shared value for Albertans through amounts distributed to our team members, communities and the Province. We also leveraged data and our core competencies to inform meaningful partnerships that support our communities and enable our team members to engage.

“ATB Financial has a unique opportunity to integrate ESG—through the lens of our clients, team members, communities and partners—as we pursue being in business for the greater good. For us, it’s about uplifting the well-being of others by ensuring strong economic outcomes go hand in hand with our environmental, social and governance aspirations.”

—Curtis Stange, President and CEO

While we celebrate these wins in the short term, we know that ESG at ATB will ultimately serve as a platform to accelerate long-term value creation beyond our business.

Across industries and perspectives, businesses are seeking support and advice to address ESG challenges and realize their potential as an enabler for society, the economy and the environment and ATB will continue to proudly support these diverse Alberta businesses and the value they in turn generate.

Facing an evolving regulatory environment and increasing expectations, those businesses will need to build systems and processes to ensure ESG is a consideration in key decisions. ATB is busy doing the same.

As we work to deliver on this initial approach, we recognize that we are on a multiyear journey and that ESG is both the framework for, and the pathway to, being in business for the greater good.

Our goal is to build our ESG acumen, leveraging our deep expertise in subject matter related to the province and the various industries that we support, so we can share our knowledge and enable our clients on their own ESG journeys. To do that, ATB must confront our material ESG risks and opportunities to ensure our legacy as a sustainable, purpose-driven organization, long into the future.

We know we will face challenges in an increasingly complex and disruptive world but, as we look ahead, I am energized and optimistic about our trajectory.

ATB is uniquely positioned to be both a beacon in Alberta and a mainstay for our clients. I like to say “I can’t imagine Alberta without ATB Financial” because I know we will create shared value for our stakeholders and the communities we serve, as we work together to build a more prosperous future—this is our commitment to being in business for the greater good.



Stuart McKellar
Chief Legal and Sustainability Officer & Corporate Secretary

Message from the Chair, Governance
and Conduct Review Committee

DIANE PETTIE

It's been a year of upward momentum and steady progress at ATB as we improve core capabilities in ESG to build a more inclusive and sustainable future for the clients and communities we serve.



We know our vision for that future is best realized through an unwavering commitment to amplifying our clients' value creation and influencing shared action and impact.

In 2022, we shifted our outlook on ESG and evolved the lens through which we prioritize our strategic objectives. We're implementing changes across ATB that better integrate ESG practices into every aspect of our business, governance and stakeholder relationships.

As part of that process, ATB's Governance and Conduct Review Committee became accountable for overseeing the implementation of our ESG Governance Policy. The GCRC also receives management's reporting, stays abreast of governance issues and trends related to ESG and reports to the Board.

There's much to celebrate as we look back on the past year. ATB created a Sustainability Officer role, more than doubled our financing of renewable energy projects to \$700 million and was recognized for excellence in governance. In addition, ATB has maintained a focus on team member development to deliver exceptional client experiences and has once again been named one of the best workplaces in Canada.

This update shares some of those achievements, along with the initial results of our efforts. Most importantly, it highlights the passion and dedication of ATB team members working to bring value to our clients, communities and one another. We know that with the successful integration of an ESG mindset, we can create meaningful change—not just at ATB, but for our clients and our province.

We also know that, to accomplish this, we must commit to transparency and accountability, through a clear and balanced approach to reporting on our most material ESG issues, across our enterprise and our partnerships.

Building trust through exceptional governance is crucial. It requires us to boldly confront and understand ATB's material ESG issues, while using data to inform our perspectives and actions. In addition to engaging in responsible stewardship, we can also look to our stakeholders, including team members, for diverse perspectives and innovative solutions.

There are changes on the horizon and challenges we'll face as we work to achieve our business objectives and value creation goals. We will continue to hold ourselves accountable, advise and transform alongside our clients and engage collaboratively with our stakeholders.

We believe there is tremendous opportunity for the financial services industry to contribute to positive change and advance sustainable economic performance in Alberta. We thank you for taking this journey with us as we continue to realize that potential.



Diane Pettie
Chair, Governance and Conduct Review Committee

ABOUT THIS UPDATE

Scope

The update provides information on ATB Financial's key ESG topics, as deemed material by our stakeholders and further described within the Material Topics section. Included is information on ATB's performance in significant ESG-related activities that our stakeholders have indicated are important to them. ATB operates mainly in Alberta. Our ATB Capital Markets Inc., ATB Capital Markets USA Inc. and ATB Private Equity GP Inc. subsidiaries operate through our Business area of expertise, while ATB Investment Management Inc., ATB Securities Inc. and ATB Insurance Advisors Inc. operate through our ATB Wealth area of expertise.

Reporting Period

All activities described in this update were undertaken within fiscal year (FY) 2023 (April 1, 2022, to March 31, 2023), unless otherwise noted. In many cases, we have provided data for FY2023 and two preceding years, to provide greater clarity regarding trends in performance over a three-year period. Current and previous annual report publications can be found on our [reporting page](#).

Reporting Standards and Frameworks

This past fiscal year, ATB reassessed the standards and frameworks we will align to in our disclosures, to ensure that our sustainability reporting practices:

- ▶ Continue to evolve in order to meet stakeholder expectations.
- ▶ Support the communication of our performance while providing decision-useful information in a balanced, transparent and clear way.
- ▶ Better enable comparability with our peers.

As in FY2022, ATB continued to disclose with reference to the Global Reporting Initiative and the Task Force on Climate-related Financial Disclosures. Additionally, ATB will be taking a phased approach to implementing relevant industry-related disclosures recommended by the Sustainability Accounting Standards Board and the Partnership for Carbon Accounting Financials and recognizes that this will be a multiyear undertaking. More information related to standard and framework-specific disclosures can be found in our [2023 Sustainability Indices](#).

Path to Assurance

The FY2023 Sustainability Update has not been audited by a third party. ATB reports our sustainability information transparently and with the best data available. We recognize we are on a journey relative to ESG-related data accessibility, quality and reporting maturity. ATB is assessing its processes for the validation of its sustainability-related data and will consider assurance on certain metrics in a future approach.

The collection and analysis of the information contained in this update has been centrally managed in collaboration with contributors across ATB. Toward the end of FY2023, ATB introduced an ESG Executive Steering Committee composed of senior leaders who are accountable for championing ESG and its integration across the organization. This committee has oversight of this update and the ESG activities contained within and recommends its approval to ATB's Chief Legal and Sustainability Officer (CLSO). The CLSO then presents it to the Governance and Conduct Review Committee to recommend approval to ATB's Board of Directors.

SUSTAINABILITY PERFORMANCE HIGHLIGHTS

These highlights demonstrate our commitment to ESG principles – across industries and perspectives. We take pride in ATB’s contributions to the creation of long-term shared value for our stakeholders and province. Here are a few highlights from the past year.



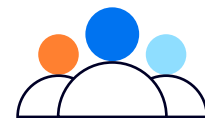
Contributed **\$1.4 billion** in shared value directly to Albertans and the province¹



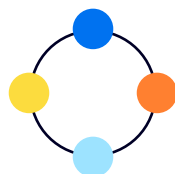
Committed more than **\$700 million** in renewable energy project finance



Donated **\$2.7 million** to support worthy causes



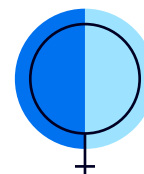
Reached a Leadership Excellence Index score of **88%**



Raised Cultural Health Index score to **76%**



Recognized on **eight Best Workplaces™ lists**, including Best Workplaces in Canada—1,000+ Employees, Best Workplaces for Women, Best Workplaces for Professional Development and Best Workplaces for Giving Back



50% representation of women on ATB Financial’s Board of Directors

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.

APPROACH TO SUSTAINABILITY

Rationale for Focusing on Sustainability

With evolving stakeholder expectations, policies, regulations and economic shifts that extend into environment, social and governance considerations, the world is changing. Through the lens of our stakeholders, ATB must consider our material ESG-related risks and opportunities and how they might impact forward-looking financial and non-financial performance.

We see this coming to life through:

- ▶ **Our clients:** Clients are evaluating ESG practices as part of their selection process for the organizations they do business with. ATB will also seek to understand our clients' ESG practices and the role we have in their journey.
- ▶ **Our team members:** Employees will choose to work for organizations with strong sustainability performance that reflects their values.
- ▶ **Our communities:** The role of a business extends beyond simply doing no harm to how it positively contributes to long-term and sustainable value creation in the communities it serves.
- ▶ **Our Shareholder (Province of Alberta) and the economy:** There is a growing need to manage ESG-related risk, while also seizing new ESG opportunities for growth and impact.



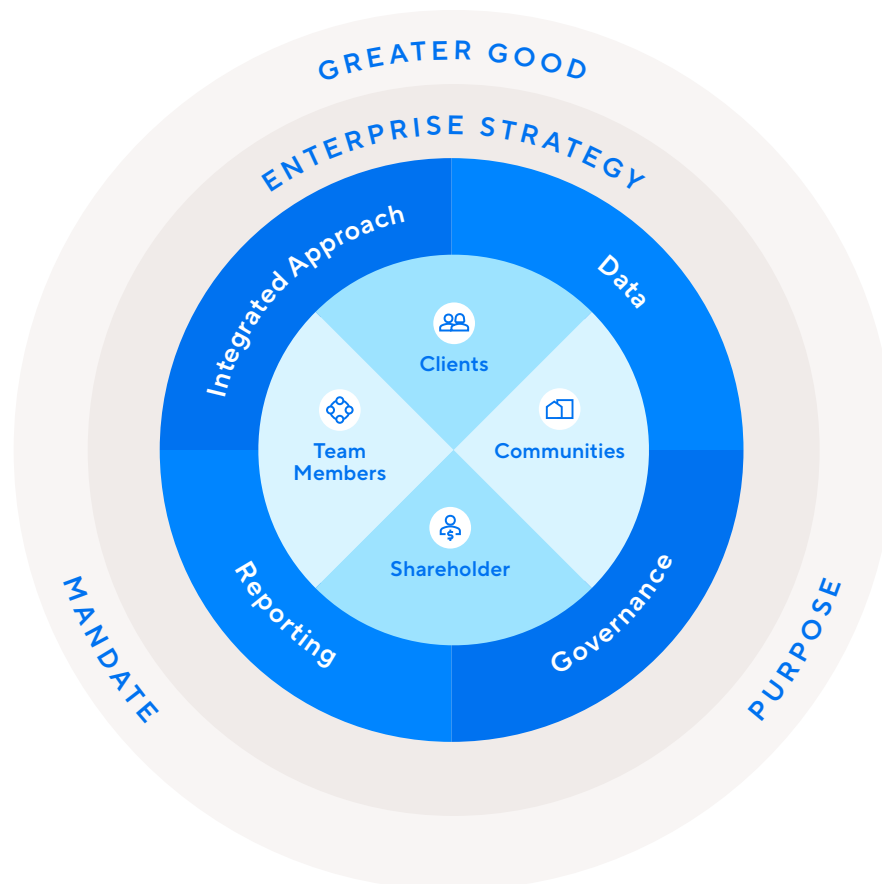
Our Approach

ATB is in business for the greater good, and our approach to sustainability will be authentic, transparent, pragmatic and aligned with our purpose and mandate. We will create long-term shared and sustainable value for our stakeholders, with ESG considerations serving as a key enabler of ATB’s enterprise strategy.

We know this will be a multiyear journey. ATB began building foundational capabilities during FY2023, with an initial focus on:

- ▶ **Governance** to ensure clarity and transparency regarding roles, accountabilities and oversight.
- ▶ **Integration** with ATB’s enterprise strategy, in consideration of our internal and external stakeholders.
- ▶ **ESG-related data** to understand current state and forward-looking requirements.
- ▶ **Reporting** and evolving our current state to provide comparable and decision-useful information for stakeholders.

An ESG framework will be integrated into ATB’s culture, decision-making and business processes across the organization, informed by our clients, communities and partners, team members and Shareholder.



STAKEHOLDER ENGAGEMENT

Engaging with stakeholders helps ATB understand what is important to them, influences our broader enterprise priorities and ultimately informs our approach to sustainability. We are accountable to our stakeholders for our actions and impacts, and we are dedicated to maintaining their trust.

OUR CLIENTS

- ▶ Service evaluation studies for current and departing clients
- ▶ [Client Feedback Policy](#)
- ▶ [ATB website](#) and [online banking](#)
- ▶ Social media
- ▶ ATB external publications²
- ▶ Participation in business and community events
- ▶ Engaging 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 program

OUR SHAREHOLDER

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

OUR COMMUNITIES AND PARTNERS

- ▶ Community engagement
- ▶ Corporate sponsorships
- ▶ [Online application portal for donation and sponsorship requests](#)
- ▶ Inquiries via socialinnovation@atb.com
- ▶ [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.

² Includes publications such as The Owl, Alberta Economic Outlook, ATB Capital and The Leader.

MATERIAL TOPICS

Another way that ATB engages with our stakeholders is through periodic assessment of our material ESG-related topics. ATB’s definition of materiality is largely informed by the Global Reporting Initiative (GRI) and the idea that material information could reasonably be expected to influence the decision-making of stakeholders, in respect of the reporting company.

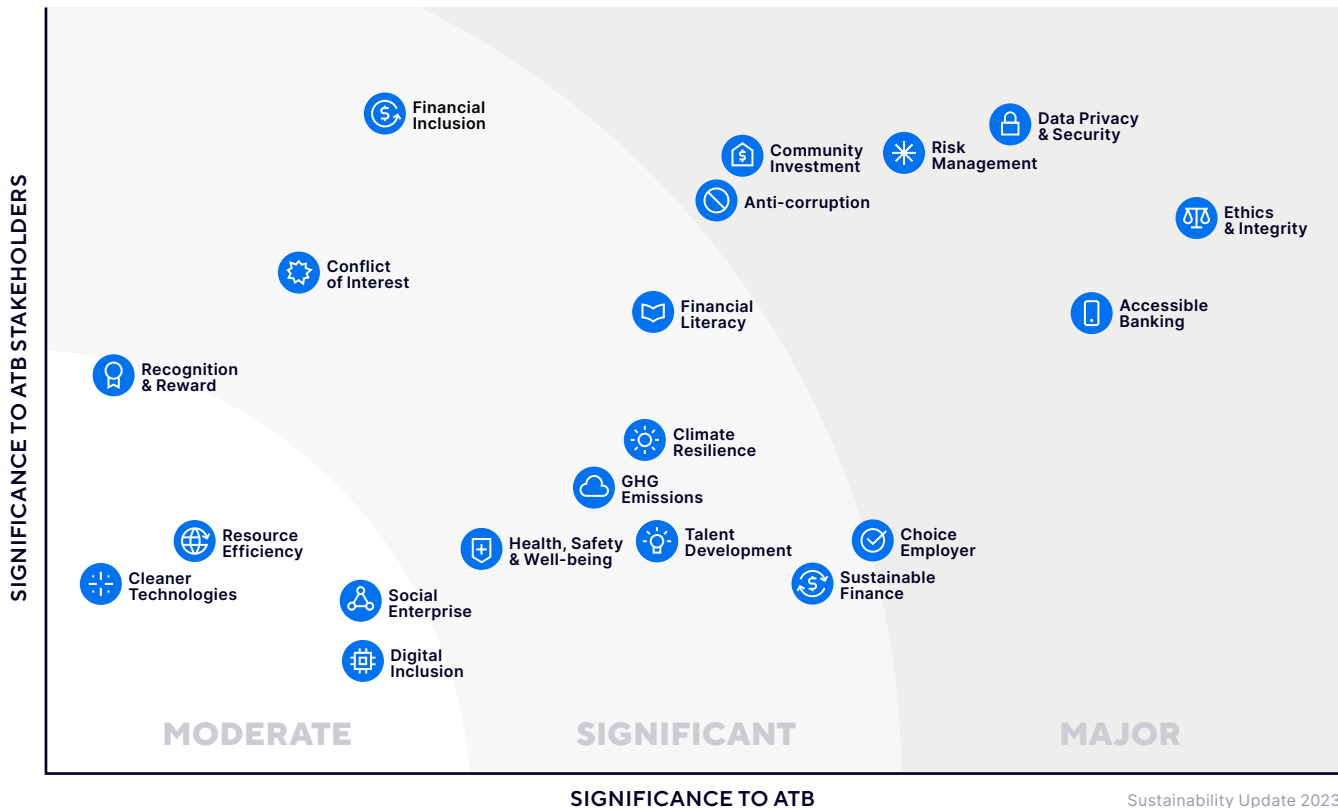
ATB is leveraging the materiality assessment—conducted with a third-party consultation partner in 2021—during which respondents from a cross-section of stakeholder groups were engaged.

The topics included in the assessment were informed through resources such as relevant reporting standards and frameworks, peer review, ESG rating agencies and topics identified as likely to be material to ATB, based on our role as a regional financial institution in Alberta.

This assessment captured sentiment regarding ESG topics and will serve as a data point as ATB prioritizes its actions. It has also provided guidance for disclosing the information most meaningful for our stakeholders.

Definitions for our material topics included in the materiality assessment process have been disclosed within our [2023 Sustainability Indices](#).

ATB’s Material Topics



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ENVIRONMENT

ATB recognizes that our operations and activities have a direct and indirect impact on the environment. It is our responsibility to mind and mitigate those impacts for future generations, while also supporting our stakeholders—across industries and perspectives—as they address their own impacts.



Alberta Power and Renewables

Material Topics:

-  Cleaner Technologies
-  Climate Resilience
-  GHG Emissions
-  Sustainable Finance

In FY2023, ATB was the number one lead arranger for non-recourse financing in Alberta power and renewables.

The Alberta power market has been transitioning to a more diverse combination of gas, cogeneration, biomass, wind and solar in an effort to further reduce greenhouse gas emissions while still meeting the needs of Albertans. These energy sources provide revenue and economic benefits to rural landowners, municipalities and Indigenous partners and create local employment opportunities across Alberta.

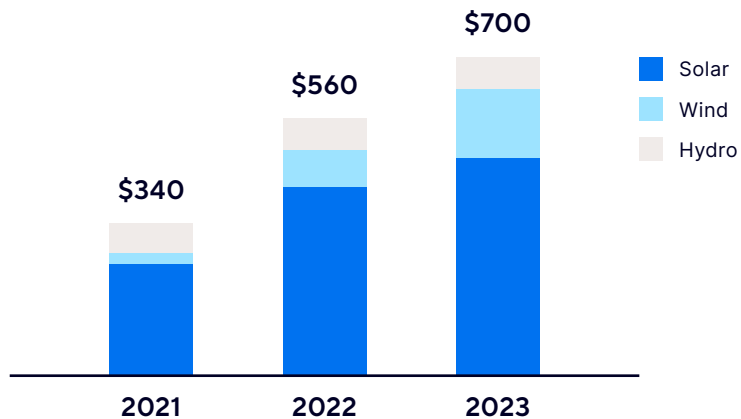
“Renewable energy project loans make up 14% of ATB’s energy book.”

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. ATB has demonstrated our commitment to Alberta’s economic growth by participating in the financing of more than a dozen renewable power projects. Renewable energy project loans now make up just over 14% of ATB’s energy book with commitments of roughly \$700 million. More than half of that total was funded during 2022 and 2023.



Renewable Energy Loan Commitments (\$ in millions)




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An intimate understanding of Alberta’s power market has positioned ATB as a key advisor to new entrants. We continue to leverage that reputation to develop and deepen relationships with local and international project developers that are active in the Alberta market.

Sustainable Finance Action Council

Material Topics:

-  Climate Resilience
-  GHG Emissions
-  Sustainable Finance

ATB is a contributing member of the Sustainable Finance Action Council (SFAC).





The Government of Canada launched SFAC in May 2021 to lead the Canadian financial sector's integration of sustainable finance into standard industry practice. The council's initial mandate was to provide advice and recommendations that would define "green" and "transition" investment and create a taxonomy framework. Council members include senior representatives from 25 Canadian organizations, including banks, insurance companies and fund managers.

ATB lent our voice regarding implications for provincial, national and global economic impacts. The importance of strong provincial, Indigenous and industry sector involvement was stressed.

SFAC's Taxonomy Roadmap Report was released in March 2023, with the next step being an implementation of the recommendations, under a governance model that involves broader stakeholders and interested parties.

Environmental Footprint of Operations

Material Topics:

-  Cleaner Technologies
-  Climate Resilience
-  GHG Emissions
-  Sustainable Finance

INSIGHTS FROM ANNUAL CARBON ASSESSMENT

As in previous years, ATB engaged a third-party assessor for our annual operational carbon footprint inventory process. The assessor applied the international Greenhouse Gas Protocol—the most widely used methodology for organizations to measure and manage their greenhouse gas (GHG) emissions—to collect, consolidate and evaluate ATB's estimated emissions for the 2022 calendar year.

DID YOU KNOW THAT ATB'S ~12,000 tCO₂e REDUCTION PER YEAR IS THE EQUIVALENT OF:⁴



2,670
gasoline-powered passenger vehicles driven for one year



2,335
homes' electricity use for one year



198,421
tree seedlings grown for 10 years

For clarity regarding emission scopes:

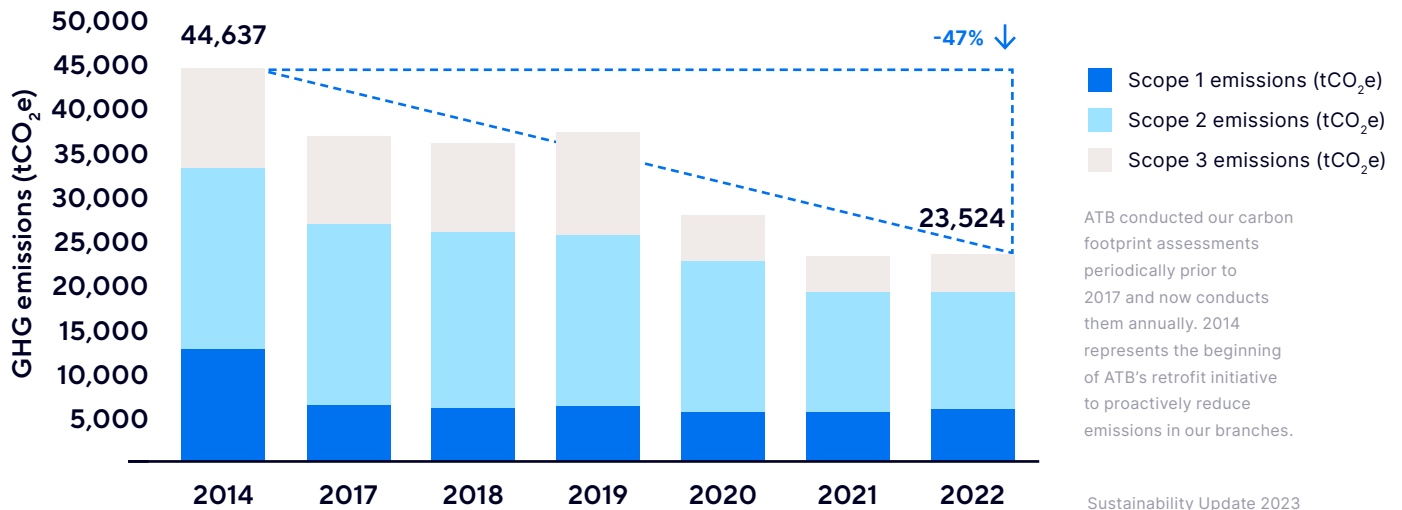
- ▶ Scope 1: Direct GHG emissions that occur from sources owned or controlled by ATB
- ▶ Scope 2: Indirect GHG emissions from the generation of purchased or acquired electricity, steam, heating or cooling consumed by ATB
- ▶ Scope 3: All other indirect GHG emissions (not included in Scope 2) that occur in ATB's value chain.³

In 2022, team members began returning to ATB corporate workspaces with greater frequency. In-person branch activity also increased with the easing of COVID-19 restrictions. As expected, ATB's overall emissions in 2022 were found to be slightly higher than in 2021.

Compared to a 2014 baseline, total annual emissions were roughly 47% lower in 2022. Of this reduction, 57%, or roughly 12,000 tonnes of carbon dioxide equivalent (tCO₂e), is estimated to be a result of ATB measures. The remainder is largely attributed to the effects of COVID-19 and the continued decarbonization of Alberta's electricity grid.

Emissions were mitigated in 2022 by efforts to optimize our spaces, the continuation of hybrid work initiatives, the branch lighting and energy retrofit project and improvements in building materials and temperature controls.

ATB's Carbon Footprint



³ ATB's annual carbon footprint inventory does not currently include emissions related to our financing activities or the emissions within our supply chain.

⁴ Source: Greenhouse Gas Equivalencies Calculator | United States Environmental Protection Agency

RENEWABLE ENERGY CERTIFICATES

Annually, ATB purchases renewable energy certificates (RECs) equivalent to 12,000 megawatt hours. As a result, facilities where ATB directly covers the cost of utilities (70% of the portfolio) are powered by clean electricity. ATB purchased ECOLOGO Certified RECs sourced from energy generators in Alberta, supporting the development of renewable energy in the province.

BRANCH SOLAR PROOF OF CONCEPT

ATB is exploring alternative energy opportunities, beginning with the solar pilot project at our Lethbridge Mayor Magrath branch. The installation of a 37.3 kilowatt array of solar panels has the potential for 45.71 megawatt hours of annual electrical production, supplying an estimated 25% to 35% of the branch's annual consumption.



The goal of this and upcoming projects like it is to see a positive reduction in Scope 2 emissions, plus the cost savings realized through small-scale local electricity production (micro-generation). The data gathered will be analyzed throughout FY2024 to verify the performance and viability of this technology for ATB spaces.



◀◀ Solar roof panels at the Lethbridge Mayor Magrath branch

Financed Emissions

Material Topics:

-  Climate Resilience
-  GHG Emissions

ATB is working to establish Scope 3 financed emissions baselines, leveraging the Partnership for Carbon Accounting Financials methodology. As a first step, we're reviewing our lending portfolios from a financed emissions perspective, beginning with business loans and residential mortgages. This is the first of a multiyear journey, and our efforts to date have highlighted the need to further develop climate data capabilities and competencies. In FY2024, ATB will continue to work with our current model to better understand how it will support the development of a thoughtful approach that considers the unique challenges and opportunities facing our clients and industry sectors in an evolving economy.

Ducks Unlimited Conservation Partnership

Material Topics:

 Climate Resilience

For nearly a decade, ATB and Ducks Unlimited Canada (DUC) have partnered on ATB's Legacy Fund, which has supported the establishment of numerous examples of DUC's conservation work in Alberta.

Together, ATB and DUC have secured an array of ecosystem services in wetlands and uplands on 42 conservation projects across Alberta, comprising over 12,000 acres of high-quality habitat lands—surpassing the original goal of 9,500 acres over the 10-year partnership. Collectively, the collaborative efforts of ATB and DUC provide:

- ▶ More than 48,000 tonnes of carbon dioxide (CO₂) sequestration (over project lifetime).
- ▶ More than 275,000 tonnes of avoided CO₂ emissions (over project lifetime).
- ▶ More than 67,000 kilograms of nitrogen filtration per year.
- ▶ More than 7,000 kilograms of phosphorus filtration per year.
- ▶ More than 2.2 million cubic metres of water storage per year.

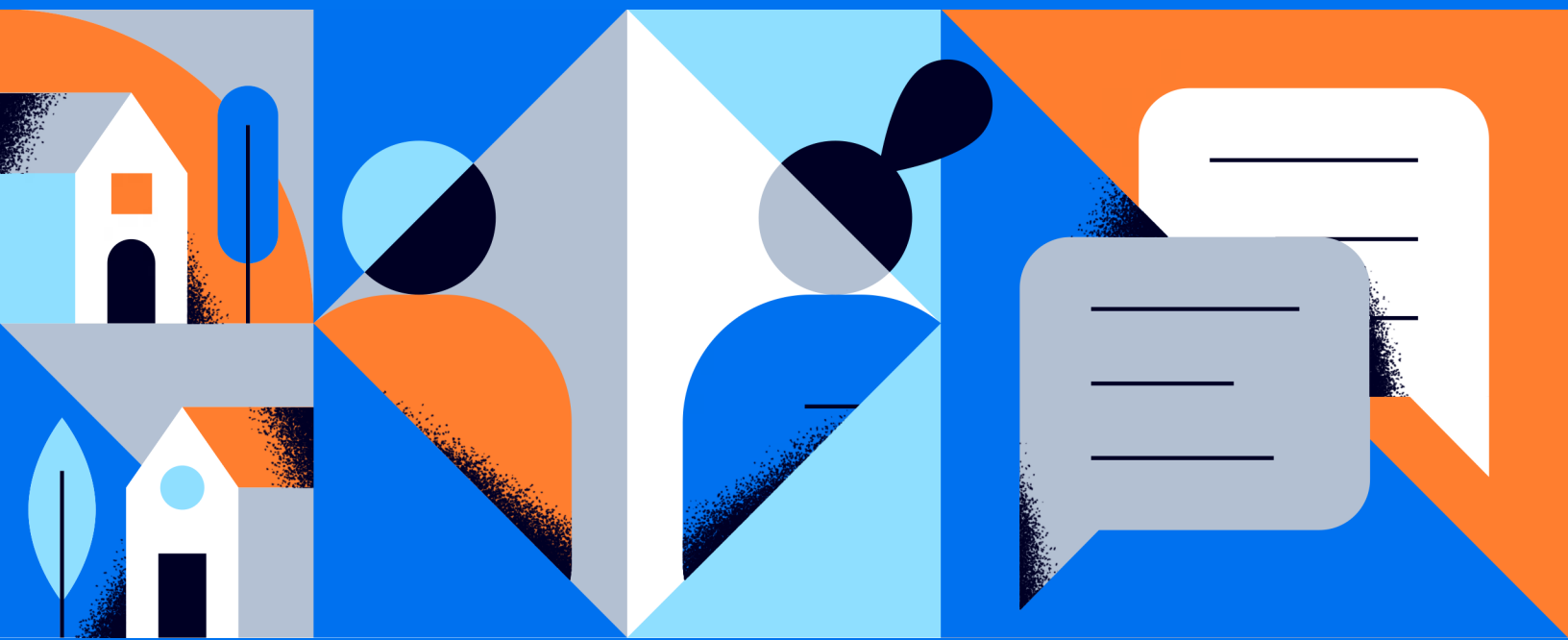
This partnership has played a critical role in supporting Alberta's landowners and agricultural producers, and fulfilling a mutual vision of healthy wetlands and clean water for waterfowl, wildlife and people.



ATB's Financial Legacy Fund allows DUC to protect and restore at-risk habitats.

SOCIAL

ATB is committed to uplifting the well-being of our team members and communities by aligning our purpose and applying our capabilities to address data-informed social priorities and advance sustainable social impact.



CLIENT OBSESSION

Women in Business

Material Topics:

 Accessible Banking

 Financial Inclusion

 Sustainable Finance



ATB is focused on women in business as an underserved segment of our economy.

Women are 51% of Canada’s population but account for just 16% of small and medium Canadian businesses.⁵ While 50% of businesses in Alberta are started by women, only 13.7% of Alberta businesses are “women-owned” (owned by women with at least 51% share of ownership).⁶ The disparity between those businesses started and those owned by women suggests that greater consideration for the unique needs of women entrepreneurs need to be considered and presents an opportunity for ATB to provide more support in the early stages of these businesses.

By serving women in business, ATB is actively working toward closing this gap, enabling client success and creating shared value for both ATB and Alberta’s economy.

Taking a client-centric approach that goes beyond financial needs—and takes into account women business owners’ desire for trusted advisors who recognize their unique needs—is a key priority for ATB Business. We will continue to offer products, tools and resources that empower women in business. A Women in Business brand

will be launched, along with services and networking events, to further support this client segment’s success during FY2024.

We consider the success of women in our own business to be a priority and we’re providing specialized training so that our teams understand and deliver on our commitment to women in business. We’ve also partnered with Women in Capital Markets to support the return of women to the financial industry through the 2023 Return to Bay Street Program designed to retain professional women in financial services by providing a path back to their careers after migration or an extended leave.





“While 50% of businesses in Alberta are started by women, only 13.7% of Alberta businesses are “women-owned.””

⁵ Source: Who are the Men and Women Entering Business Ownership in Canada? | Statistics Canada

⁶ Source: The State of Women’s Entrepreneurship in Canada | Women Entrepreneurship Knowledge Hub

Willful: Online Estate Planning Tool

Material Topics:

-  Digital Inclusion
-  Financial Inclusion
-  Financial Literacy
-  Social Enterprise



ATB Wealth introduced an affordable online estate planning tool to Albertans.

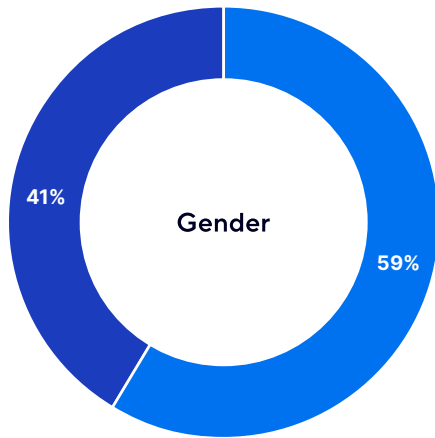
Willful (willful.co) is an online estate planning tool that facilitates the creation of wills, personal directives and power of attorney at a fraction of the regular cost. By providing this service to Albertans, ATB is reducing financial barriers to protecting estates and giving families peace of mind.

Research shows that approximately 55% of Albertans do not have a will, and cost is often cited as a barrier to engaging an estate lawyer. Willful has made estate planning accessible to many more people.

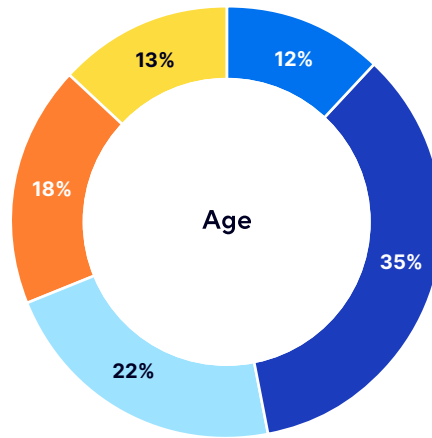
Of the 159 completed documents during FY2023 that disclosed demographic information, women and younger clients aged 25 to 44—two groups that are traditionally underserved in this area—have a significant representation (59% and 47%, respectively) in Willful usage. These engagements also represent more than \$20 million in ATB Wealth assets.






Ease of client experience attracted ATB to partner with Willful. An introductory discount for the service was offered to ATB clients, team members and Albertans more broadly.

Demographics of Willful users



-  Female
-  Male









-  25-34 (Getting Established)
-  35-44 (Established)
-  45-54 (Maturing)
-  55-64 (Almost Retired)
-  65-80 (Retired)

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Four Directions Financial

Material Topics:

-  Accessible Banking
-  Community Investment
-  Financial Inclusion
-  Financial Literacy
-  Social Enterprise
-  Sustainable Finance

ATB is increasing financial independence and security for vulnerable Albertans.

In 2016, ATB Financial and Boyle Street Community Services opened Four Directions Financial in Edmonton's city centre, to remove banking barriers for those who may be experiencing hardships such as houselessness, mental illness and addiction.

Clients can open accounts and cash cheques using biometric identification, access resources to learn about building their savings and receive referrals for issues like housing, mental health, addiction and cultural support.



Over the past five years, the client base at Four Directions has grown by an average of 7.3%, with continued growth expected during FY2024. While the number of Four Directions clients has been increasing, FY2023 did see lower average deposit account balances than the previous year. ATB will continue to review the data to further understand how to best provide products and services to those who are traditionally most underserved.

ATB's Four Directions Financial will soon be relocating within Edmonton to broaden its reach in the inner city, while also exploring expansion opportunities.

PEOPLE AND CULTURE

Upskilling and Reskilling

Material Topics:

-  Choice Employer
-  Talent Development

PRIORITY SKILL CATEGORIES



Leadership



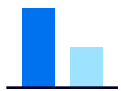
Risk



Client
Experience



Digital



Data

Develop U is our intentional approach to skill development at ATB. To ensure team members have the skills required today and in the future, strategies are in place to:

- ▶ Deliver focused and strategic skilling to meet the evolving needs of our clients.
- ▶ Redefine what it means to learn at work, designing impactful learning experiences supported by leaders and systems.
- ▶ Enable team members to connect with and invest in their own development, with intentional commitments to their own skill development journey.




To support the effectiveness of our approach, team member sentiment surveys provide ongoing insight into the success of this initiative, with regards to skill development, application of new learnings and the learning experience.

We also recognize that high-quality leadership is a key enabler in connecting our purpose, strategy and [values](#) among team members, across the organization. ATB leaders continue to receive positive feedback from their teams for being inspiring, supportive and accountable and for recognizing team member efforts—areas measured by ATB's Leadership Excellence Index (LEI). The FY2023 LEI score is 88% overall.

Leadership competencies for various levels of leaders have been defined and will inform learning experiences and practices, to help ATB leaders continue to perform at the highest standards.

Inclusion and Reconciliation

Material Topics:

-  Choice Employer
-  Health, Safety and Well-being
-  Talent Development



Roselle Gonsalves, Managing Director,
Inclusion and Reconciliation

ATB's Team Member Networks

- Ability Network
- Black Team Member Network
- Ellevate Network
- Filipino Network
- HoLa Network
- Indigenous Network
- Mental Health Action Team
- Pride Network
- South Asian Network

ATB is addressing issues of inclusion, belonging and equity.

In FY2023, the Inclusion and Reconciliation portfolio refreshed its approach, based on data-informed insights. It will focus on three specific equity-seeking groups—women in leadership roles, racialized people in leadership roles (groups previously referred to as visible minorities) and Indigenous team members across the enterprise—and provide meaningful insights across ATB that enable inclusive excellence for our team members and clients and reflect the rich diversity of the Alberta communities we serve.





In Q3 FY2023, ATB measured team member sentiment on key diversity, inclusion and belonging metrics. Compared to 2021, we saw a 4% increase in two key performance indicators—Inclusion (from 85% to 89%) and Belonging (from 83% to 87%)—exceeding the global benchmarks on these indices by 12% and 15%, respectively.

ATB deepened this approach through enhanced governance of ATB's Team Member Networks—employee resource groups led by team members who share common stories and experiences. The nine networks bring together thousands of team members to represent and support the diverse equity-seeking communities at ATB.

While these are positive trends, ATB recognizes that there is still work to be done. Through our approach to inclusion and reconciliation, ATB strives to be a financial institution known for inclusive excellence, differentiated client obsession and a values-centred workplace.

Cultural Health Index

Material Topics:

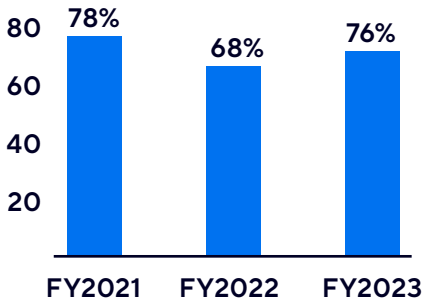
-  Choice Employer
-  Health, Safety and Well-being
-  Recognition and Reward
-  Talent Development

ATB has been measuring our team members' Cultural Health Index (CHI) since 2020.

CHI was designed to measure the level of team member engagement and the extent to which ATB's culture fosters inclusion, belonging, motivation, inspiration and high performance.

CHI consists of three dimensions: Adapting, Thriving and Performing. Scores for Adapting and Thriving indicate whether individuals are being enabled to do engaging, meaningful work in a welcoming environment. Performing is an assessment of the broader culture at ATB. A high CHI score indicates team members feel inspired, welcomed, psychologically safe and enabled to succeed.

Cultural Health Index



Sustainability Update 2023

Over the past three years of measuring CHI, we have learned that:

- ▶ In FY2022, as COVID-19 continued into its second year, there was a noticeable impact on our team members' experiences, with a significant decrease in sentiment scores. Scores recovered during FY2023.
- ▶ Team members scored their personal experiences highest (87% or higher) for Thriving (feeling inspired and motivated, like they can be themselves and that they belong) and Adapting (understanding our strategy and their role in achieving it and feeling they are making a meaningful contribution and are ready for the future). When rating the behaviour of our colleagues (Performing), scores are slightly more conservative (82%). Emphasizing a unified culture of One ATB will be a key focus for FY2024.
- ▶ It is important to our cultural health that team members feel confident in our leadership and that ATB has the right people to execute our strategies. We have seen continuous improvement in these areas throughout the year.

Fostering ATB's cultural health is critical to achieving our strategic goals. Inspired and motivated by a powerful culture, our people can deliver remarkable client experiences.



▲ CFO Portfolio team meeting

COMMUNITY IMPACT

Addressing the Priority Needs of Albertans

Material Topics:

-  Community Investment
-  Digital Inclusion
-  Social Enterprise

“ATB invested nearly \$2.7 million in community initiatives during FY2023.”

ATB invested nearly \$2.7 million in community initiatives aimed at uplifting the well-being of Albertans across the province. We had the privilege of partnering with organizations and professionals that work tirelessly to deliver crucial services. Their commitment to excellence has been a driving force in our shared success.

ATB used the Social Progress Index (SPI), published by the Social Progress Imperative, as a compass that guided our efforts to help address some of the most pressing social issues that impact Albertans today. The SPI has enabled us to measure social progress beyond traditional economic indicators and to identify areas where intervention is most needed. By leveraging the insights provided by the SPI, we have been able to focus our support on initiatives and strategies that drive positive change and make a meaningful impact across Alberta.



 Curtis Stange speaks at the Social Progress Imperative's What Works Summit, with the Banff event being co-hosted by ATB and in support of advancing social progress.

HIGHLIGHTS FROM THE PAST YEAR INCLUDE

Kickstand Connect

Alberta's Mental Health Foundation is a funding arm and advocate for many grassroots mental health initiatives in Alberta. Kickstand (mykickstand.ca) was created to address a gap in mental health support for children and youth. ATB supported the development of the [Kickstand Connect website](http://mykickstand.ca), which functions as a virtual walk-in clinic with trained professionals, serving Albertans aged 12 to 25 and their parents or caregivers.

Reducing Barriers for Indigenous Students






ATB partnered with Mount Royal University (Iniskim Centre) and University of Alberta (First Peoples House) to remove barriers for Indigenous students in post-secondary. ATB's contribution was directed towards MRU's Indigenous Housing Program, featuring 28 single-residence units and 8 family-residence units where resident parents can attend university, raise their families, establish connections on and off campus and participate in the broader community.

Chromebook Donations

ATB partnered with United Way of the Alberta Capital Region to remove barriers to learning and connectivity by gifting Chromebook laptops to students. ATB donated \$100,000 to fund the purchases. United Way regions across the province distributed 502 Chromebooks. Over the three-year partnership, ATB has donated 1,338 Chromebooks, valued at \$300,000.

Financial Empowerment

Material Topics:

-  Accessible Banking
-  Community Investment
-  Financial Inclusion
-  Financial Literacy
-  Social Enterprise

ATB is dedicated to serving and uplifting the financial well-being of the communities where we operate. We believe that our expertise in the financial industry can be a powerful tool for positive change. Through various initiatives, we strive to foster financial resilience, promote financial empowerment and create opportunities.

Empower U

Empower U is a financial empowerment program that helps Albertans increase their financial literacy. It is delivered through several local not-for-profit organizations and teaches strategies that are fundamental in helping participants make sound financial decisions. The program was developed a decade ago by the United Way of the Alberta Capital Region, and ATB has supported it by providing funding toward a matched savings component. Since launching a decade ago, Empower U has resulted in more than 2,000 participants and over \$1 million in combined savings and matched amounts.



Junior ATB

Since 2009, our team members have delivered thousands of Junior ATB sessions to empower young minds with the knowledge and skills needed to navigate the complexities of personal finance. Schools have embraced financial literacy learning and are now integrating it into their curriculum, having recognized the importance of early financial literacy.

“Empower U has seen more than \$1 million in combined savings and matched amounts.”

Team Member Engagement

Material Topics:

-  Choice Employer
-  Community Investment

“**67% of ATB team members made use of our donations and volunteering platform.**”

At ATB, we believe that being in business for the greater good is a collective responsibility. ATB Uplift is a platform that enables team members to easily explore and support a wide range of charitable organizations and initiatives. Team members have the flexibility to contribute to the causes that align with their values and passions, such as educational programs, environmental conservation efforts, healthcare initiatives and community development projects.

Throughout the past fiscal year, an impressive 67% of our team members took advantage of corporate matching programs to make generous donations totalling over \$550,000. Additionally, many selflessly volunteered more than 15,000 hours of their time in support of various causes in their local communities.

Uplifting the Well-being of Albertans During the Holidays

Material Topics:

-  Community Investment

“**More than \$1.1 million dollars were raised supporting more than 500 causes throughout December.**”

ATB spent the most recent holiday season showing Albertans that we care about them.

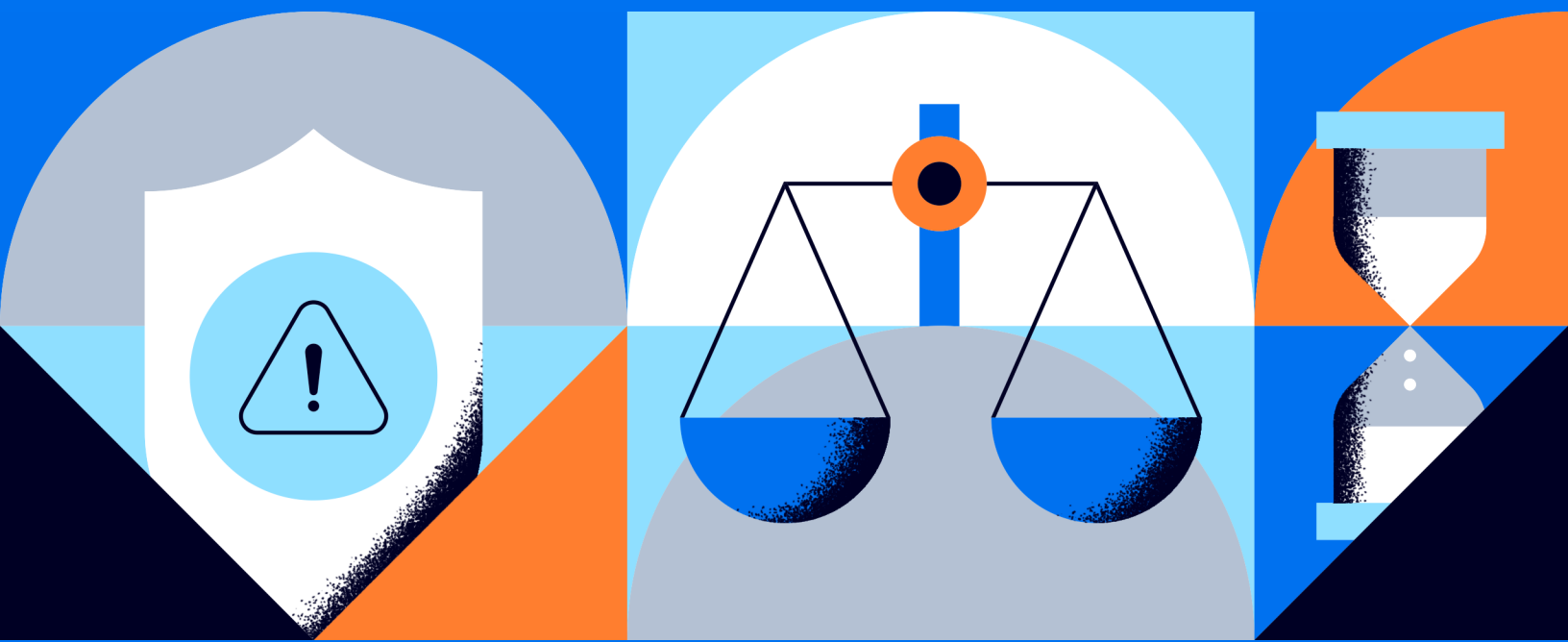
The holiday season can be a difficult time, especially from a financial perspective. ATB set the goal of supporting Albertans in meaningful and impactful ways that show we care about their well-being beyond banking.

On GivingTuesday (December 6, 2022), donors were incentivized with \$100,000 in matching donations for the month of December. The campaign resulted in more than \$1.1 million being raised and donated to more than 500 causes throughout the month.

ATB brought food trucks to various destinations in Edmonton and Calgary during December. The first stop was Boyle Street, an organization that supports individuals experiencing houselessness and poverty in Edmonton. ATB also surprised the organization with a \$10,000 donation. At the remaining stops, families were gifted \$50 gift cards to help with food insecurity.

GOVERNANCE

ATB is committed to modelling excellence in governance, across the organization and with our partners. We believe that responsible management is a cornerstone of trust and is critical to the success and sustainability of our business.



Enabling and Accelerating ESG Integration

Material Topics:

- ✱ Risk Management

ATB IS INTEGRATING ESG INTO OUR ENTERPRISE GOVERNANCE

ATB is committed to earning and maintaining the trust of our stakeholders through our practices of transparency and accountability. We are prioritizing ESG integration across the organization and in our governance structure. In FY2023:

- ▶ A dedicated ESG integration team was established under the leadership of ATB's first Chief Legal and Sustainability Officer & Corporate Secretary.
- ▶ ATB's Board of Directors approved an ESG Governance Policy outlining Board and management accountabilities related to ESG, with the Board's Governance and Conduct Review Committee being tasked with its oversight.
- ▶ An ESG Executive Steering Committee was established, consisting of senior management who are accountable for championing ESG and overseeing its integration across the organization.
- ▶ An ESG disclosure working group was formed to keep pace with the rapidly evolving expectations of ATB's stakeholders, including regulators and standards setters.
- ▶ ESG considerations were integrated into ATB's enterprise risk management framework and practices.

Integrating ESG into ATB's governance model will ensure that the organization is able to effectively consider and take action on material ESG-related risks, opportunities and impacts on our stakeholders and business.

Enterprise Cybersecurity

Material Topics:

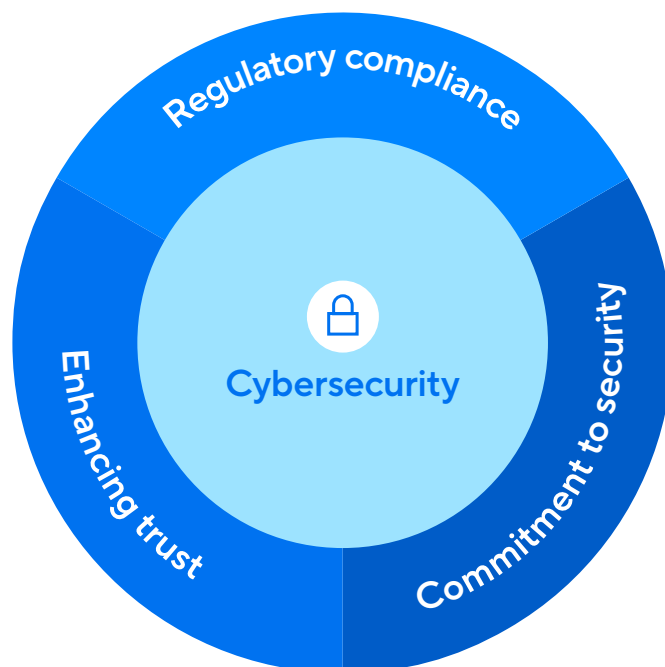
-  Data Privacy and Security
-  Ethics and Integrity
-  Risk Management
-  Talent Development

ATB's approach to cybersecurity is a critical component of our enterprise strategy and operations.

Cybersecurity protects the privacy and security of ATB's systems and data, enhancing trust, confidence and ATB's reputation with our stakeholders.

Our approach to cybersecurity includes:

- ▶ **Commitment to security:** Measures are in place to protect financial systems from external cyber threats, such as hacking, phishing and malware attacks, as well as internal vulnerabilities, such as processes and team member human error. These measures prevent the loss of critical financial data and information, while maintaining the security and stability of our systems.
- ▶ **Enhancing trust:** We provide a secure environment for financial transactions by employing strategies such as the use of multifactor authentication to reduce instances of fraud and promote confidence with our clients and other stakeholders.
- ▶ **Regulatory compliance:** Compliance with data privacy and security regulations and standards enhances ATB's reputation as a responsible organization.



ATB's approach to cybersecurity continues to form a pillar of trust by regularly monitoring and reporting progress internally, using relevant metrics. ATB tracks:

- ▶ The type and number of cybersecurity threats, incidents and near misses, including data breaches, identity theft and phishing attacks.
- ▶ The type and number of regulatory compliance incidents as well as the root cause remediation.
- ▶ The level of adherence to cybersecurity standards and best practices.
- ▶ Stakeholder satisfaction with the security of their data and information, through surveys and feedback mechanisms.
- ▶ The completion rates and effectiveness of team member cybersecurity training.

ATB is educating team members, agents and contractors about cybersecurity practices, using a world-class security awareness training platform. ATB will make a similar awareness program available to our clients in the upcoming fiscal year.




By enhancing awareness of cybersecurity concerns, ATB is strengthening our security posture and that of our clients, safeguarding data and limiting both financial and reputational risks.

The importance of cybersecurity is also tied to our team members' compensation, through an alignment of performance incentives with outcomes from phishing simulations, as a part of our cybersecurity awareness program.



Data and AI Governance

Material Topics:

-  Data Privacy and Security
-  Ethics and Integrity
-  Risk Management

We are committed to the safe and trusted use of data and ethical outcomes at ATB which includes considerations such as identifying the presence of bias and understanding the associated implications. This is achieved through governance, transparency and the establishing of responsible practices and standards for the use of data in combination with AI, machine learning, artificial intelligence and process automation.

ATB is progressing our work to build a culture of data stewardship where everyone is responsible for ensuring data integrity and prioritizing data literacy. That includes having established policies, procedures and standards that govern the collection, storage, access, use and dissemination of data and AI across the organization, to meet and keep pace with regulatory requirements and meet business needs. To support this, ATB's Chief Compliance and Ethics Officer has a role in ensuring that ethical AI and stewardship are considered and prioritized across the organization.

By designing, building and deploying AI in a manner that empowers people and businesses, and fairly impacts clients and society, AI can be scaled with confidence.

ATB is also committed to providing our team members with the training and tools that will enable them to build safe, reliable and trustworthy AI-driven products for our clients.

SUSTAINABILITY PERFORMANCE

By holding ourselves accountable for our impacts, both positive and negative, we are demonstrating our commitment to the well-being of Alberta.

In this Sustainability Update, we have provided a transparent, consolidated view of our overall performance across environmental, social, governance and economic topics. Our immediate focus is on the baselining of our data and prioritizing key sustainability-related initiatives. This will inform the development of future targets where appropriate, which will be pragmatic and measure our progress related to the material ESG topics that ATB and our stakeholders have deemed significant.

The sustainability reporting landscape continues to evolve, which influences the metrics organizations use to report on their impacts. We will continue to evolve and evaluate our approach and meaningfully communicate our performance.

Metric (tCO ₂ e)	Calendar year 2022	Calendar year 2021	Calendar year 2020
Environment (7)			
Scope 1 — Direct emissions (8)	6,143	5,803	5,649
Scope 2 — Indirect emissions (9)	13,080	13,589	16,801
Scope 3 — Other indirect emissions (10)	4,312	3,825	5,529
Total operational carbon footprint	23,535	23,217	27,979 (11)

(7) Calculated emissions have been either rounded up or down to the nearest tCO₂e.

(8) 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 99.6% of our reported Scope 1 emissions.

(9) 100% of our reported Scope 2 emissions are related to the purchase of electricity.

(10) Includes business travel and accommodations and commuting with non-company-owned assets, paper and waste generated. Team member commuting makes up nearly 73% of our reported Scope 3 emissions. This value is not inclusive of ATB's financed emissions.

(11) ATB is restating our 2020 total operational carbon footprint from what had been previously reported as 27,963 tCO₂e to 27,979 tCO₂e.

Metric	FY2023	FY2022	FY2021
Social			
Client Obsession Index (COI) (12)	58%	58%	60%
ATB Wealth Six Commitments Score (13)	67%	66%	n/a
Compensation ratio men vs. women (14)	1.00	1.00	1.00
Range of ratios of standard entry-level wages compared to local minimum wage at significant locations of operation	1.087:1	1.074:1	1.063:1
Executives who are women	43%	42%	41%
Representation of equity seeking groups across ATB (as a % of pop.) (15), (16)			
Women	64.8%	61.7%	63.8%
Trans/gender non-conforming	0.9%	1.1%	0.3%
Indigenous Peoples	4.0%	3.4%	2.6%
Racialized peoples	37.0%	34.3%	29.7%
LGBTQI2s+	8.4%	9.3%	6.8%
Persons with disabilities	3.9%	5.2%	3.9%
Leadership Excellence Index (LEI) (17)	88%	n/a	n/a
Great Place to Work Trust Index (18)	84%	83%	87%
Cultural Health Index (CHI) (19)	76%	68%	78%

(10) COI is calculated as a percentage using survey results from ATB clients in four key areas: recommend, defend, value and effort.

(13) Six Commitments is calculated as a percentage using survey results from ATB Wealth clients and their experience with their advisor.

(14) 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.

(15) In FY2023, ATB expanded our methodology to collect and understand our team member demographics by moving from annual survey inputs to the option to provide this data securely and confidentially in ATB's HR information system. Past demographic data has been restated to better align with this methodology. By the end of FY2023, 57% of team members had provided responses.

(16) Represents data provided by three segments of team members: executive, non-executive management and non-management. ATB anticipates disclosing demographic data for each of these three segments in our FY2024 Sustainability Update.

(17) ATB's LEI measures team member sentiment toward their leaders in the areas of inspiration, support, accountability and recognition of efforts.

(18) The Great Place to Work Trust Index survey measures the underlying level of trust within an organization using a framework of 59 statements across five dimensions: credibility, respect, fairness, camaraderie and pride.

(19) ATB uses CHI to measure team member engagement across three dimensions: adapting, thriving and performing.

Metric	FY2023	FY2022	FY2021
Social			
ATB provides me with opportunities for learning and development (20)	89% (21)	n/a	n/a
I recognize the difference atb makes in alberta communities (20)	90%	89%	94%
Occupational health and safety			
Minor injuries (22)	136	108	120
Disabling injuries (23)	36	37	39
Fatalities due to work-related accidents	0	0	0
Corporate donations (\$ in millions) (24)	\$ 2.7	\$ 3.2	\$ 3.0
Sponsorships (\$ in millions)	\$ 5.5 (25)	\$ 2.5	\$ 2.2

Governance			
Board directors who are women	50%	50%	46%
Total percentage of eligible employees who the organization's anti-corruption policies and procedures have been communicated to and who have completed training	99.0%	98.2%	n/a
Privacy complaints escalated to the office of the information and privacy commissioner (OIPC), Alberta (26)	0	0	3
Breaches of privacy self-reported by ATB to the OIPC, Alberta (26)	1	1	0
Breaches of privacy deemed as well-founded by the OIPC, Alberta (26)	0	0	0

(20) Percent of team members scoring a 4 or 5 out of 5.

(21) ATB's FY2023 score of 89% surpasses the 90th percentile benchmark for Canadian organizations of 84%.

(22) Injuries that are treatable by first aid in the workplace.

(23) This includes all incidents where a team member missed time from work to recover, sought medical attention or required modified work due to their injury.

(24) Corporate donations also includes ATB's team member donation and volunteer matching program, ATB Cares matching and in-kind donations.

(25) Growth in sponsorship expenditure during FY2023 is a result of our return to pre-pandemic sponsorship and event programming.

(26) For increased comparability with our peers, ATB is now disclosing privacy complaints that have been escalated to the OIPC, Alberta.

Metric	FY2023	FY2022	FY2021
Economic impact (27)			
Direct economic value generated (DEV-G) (\$ in billions) (28)	\$ 1.9	\$ 1.9	\$ 1.8
Direct economic value distributed (DEV-D) (\$ in billions) (29)	\$ 1.5	\$ 1.3	\$ 1.6
Direct economic value retained (DEV-R) (\$ in millions) (30)	\$ 428.4	\$ 586.4	\$ 210.5
Economic profit (\$ in millions) (31)	\$ 129.8	\$ 103.7	\$ 107.1
Client-Obsessed Value (COV) (\$ in millions) (32)	\$ 978.1	\$ 905.1	\$ 862.9
Money spent on goods and services from suppliers (\$ in millions)	\$ 607.1	\$ 616.5	\$ 558.5
Societal impact (\$ in billions) (33)	\$ 1.4	\$ 1.6	\$ 1.0

(27) Additional information related to ATB's financial performance can be found in our 2023 Annual Report.

(28) DEV-G represents ATB's revenues and potential for distribution of monetary value to our stakeholders and the economy.

(29) DEV-D represents a portion of ATB's expenses and the monetary value distributed to our stakeholders and the economy.

(30) DEV-R represents ATB's net income and is calculated as DEV-G - DEV-D = DEV-R.

(31) Represents net income, adjusted for credit risk and the cost of capital.

(32) COV ensures we are growing based on healthy client relationships by measuring the value generated from our clients, adjusted for how well we are meeting their needs (as measured by our Client Obsession Index).

(33) Similar to DEV-D, this represents a portion of the monetary value ATB distributes to our stakeholders and the economy and also includes donations and sponsorships.

SUSTAINABILITY DISCLOSURE INDICES

GRI Index

The Global Reporting Initiative (GRI) provides guidance for organizations to report on their environmental, social and economic impacts and a global common language to communicate those impacts.

ATB has referred to the GRI's standards in our reporting for more than a decade and has used its guidance to support the determination of material topics and information for disclosure.

GRI disclosure	Description	Response/location
GRI 2 general disclosures		
The organization and its reporting practices		
2-1	Organizational details	See About This Update in our 2023 Sustainability Update (page 8)
2-2	Entities included in the organization's sustainability reporting	See About This Update in our 2023 Sustainability Update (page 8)
2-3	Reporting period, frequency and contact point	See About This Update in our 2023 Sustainability Update (page 8)
2-4	Restatements of information	Restatements of information in ATB's Sustainability Update 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. See About This Update in our 2023 Sustainability Update (page 8) regarding our process for the collection and review of disclosed sustainability-related information

▶ SUSTAINABILITY DISCLOSURE INDICES

GRI disclosure	Description	Response/location
Activities and workers		
2-6	Activities, value chain and other business relationships	There are no significant changes to report See Locations in our 2023 Annual Report (page 24) For more information on the products and services we offer, see atb.com For more information on how we partner with suppliers, see Supplier Resources
2-7	Employees	See Sustainability Performance—Social in our 2023 Sustainability Update (page 36) See FY2023 Financial Highlights in our 2023 Annual Report (page 18)
Governance		
2-9	Governance structure and composition	See Corporate Governance (page 28), Board of Directors and Committees (page 30) and Diversity and Inclusion (page 33) in our 2023 Annual Report
2-10	Nomination and selection of the highest governance body	See Succession and Director Nomination/ Appointment (page 34) and Diversity and Inclusion (page 33) in our 2023 Annual Report
2-11	Chair of the highest governance body	Our Board Chair is not a senior executive within ATB Financial See Chair of the Board in our 2023 Annual Report (page 36)
2-12	Role of the highest governance body in overseeing the management of impacts	See Board Mandate in our 2023 Annual Report (page 31)
2-13	Delegation of responsibility for managing impacts	ATB's ESG Governance Policy outlines management's and the Board's roles and accountabilities regarding ATB's ESG-related impacts See Governance at ATB See Board Mandate (page 31) and Risk Governance (page 71) in our 2023 Annual Report
2-14	Role of the highest governance body in sustainability reporting	See About This Update in our 2023 Sustainability Update (page 8) See Board Mandate in our 2023 Annual Report (page 31)
2-15	Conflicts of interest	See Conflicts of Interest and Codes of Conduct and Ethics in our 2023 Annual Report (page 32)
2-16	Communication of critical concerns	ATB does not publicly report the number of critical concerns raised to our Board See Board of Directors and Committees in our 2023 Annual Report (page 30)

▶ SUSTAINABILITY DISCLOSURE INDICES

GRI disclosure	Description	Response/location
2-17	Collective knowledge of the highest governance body	See Orientation and Professional Development in our 2023 Annual Report (page 35)
2-18	Evaluation of the performance of the highest governance body	See Effectiveness and Evaluations in our 2023 Annual Report (page 34)
2-19	Remuneration policies	See Executive Compensation Discussion and Analysis (page 86) and Director Compensation (page 47) in our 2023 Annual Report
2-20	Process to determine remuneration	See Executive Compensation Discussion and Analysis (page 86) and Director Compensation (page 47) in our 2023 Annual Report
Strategy, policies and practices		
2-22	Statement on sustainable development strategy	See Message from Chief Legal and Sustainability Officer (page 4), Message from the Chair, Governance and Conduct Review Committee (page 6) and Approach to Sustainability (page 10) in our 2023 Sustainability Update
2-23	Policy commitments	See Codes of Conduct & Ethics in our 2023 Annual Report (page 32) See Code of Conduct & Ethics See Board of Directors' Code of Conduct
2-24	Embedding policy commitments	See Codes of Conduct & Ethics in our 2023 Annual Report (page 32) See Code of Conduct & Ethics See Board of Directors' Code of Conduct
2-25	Processes to remediate negative impacts	See Stakeholder Engagement in our 2023 Sustainability Update (page 12) See Safe Disclosure and Whistleblower Protection in our 2023 Annual Report (page 32) See Client Feedback Policy
2-26	Mechanisms for seeking advice and raising concerns	See Stakeholder Engagement in our 2023 Sustainability Update (page 12) See Safe Disclosure and Whistleblower Protection in our 2023 Annual Report (page 32) See Client Feedback Policy
2-28	Membership associations	See About ATB
Stakeholder engagement		
2-29	Approach to stakeholder engagement	See Stakeholder Engagement in our 2023 Sustainability Update (page 12)

▶ SUSTAINABILITY DISCLOSURE INDICES

GRI disclosure	Description	Response/location
GRI 3 material topics		
3-1	Process to determine material topics	See Material Topics in our 2023 Sustainability Update (page 13)
3-2	List of material topics	See Material Topics in our 2023 Sustainability Update (page 13)

Environmental material topics

Cleaner technologies: encouraging cleaner technology and renewable energy in our operations, financing and investments

3-3	Management of material topics	See Alberta Power and Renewables (page 15) and Environmental Footprint of Operations (page 16) in our 2023 Sustainability Update
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Climate resilience: having processes to manage physical and transition climate risks and opportunities in our operations, financing and investments

3-3	Management of material topics	See Alberta Power and Renewables (page 15), Sustainable Finance Action Council (page 16), Environmental Footprint of Operations (page 16) and Financed Emissions (page 18) in our 2023 Sustainability Update See Climate Risk in our 2023 Annual Report (page 83)
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Greenhouse gas emissions: supporting the low-carbon transition in our operations, financing and investments

3-3	Management of material topics	See Alberta Power and Renewables (page 15), Sustainable Finance Action Council (page 16), Environmental Footprint of Operations (page 16) and Financed Emissions (page 18) in our 2023 Sustainability Update
305-1	Direct (Scope 1) GHG emissions	See Environmental Footprint of Operations (page 16), Financed Emissions (page 18) and Sustainability Performance–Environment (page 35) in our 2023 Sustainability Update
305-2	Energy indirect (Scope 2) GHG emissions	
305-3	Other indirect (Scope 3) GHG emissions	
305-5	Reduction of GHG emissions	
304-3	Habitats protected or restored	See Ducks Unlimited Conservation Partnership in our 2023 Sustainability Update (page 19)

▶ SUSTAINABILITY DISCLOSURE INDICES

GRI disclosure	Description	Response/location
Resource efficiency: supporting the efficient use of raw materials in our operations, financing and investments		
3-3	Management of material topics	See Environmental Footprint of Operations in our 2023 Sustainability Update (page 16)
Sustainable finance: providing financial products and services that drive social equity and environmental protection		
3-3	Management of material topics	See Alberta Power and Renewables (page 15), Sustainable Finance Action Council (page 16), Women in Business (page 21) and Four Directions Financial (page 23) in our 2023 Sustainability Update
Social material topics		
Accessible banking: having the right products and services to make access to banking easier		
3-3	Management of material topics	See Women in Business (page 21), Four Directions Financial (page 23) and Financial Empowerment (page 28) in our 2023 Sustainability Update
Choice employer: providing a workplace where team members feel proud and engaged to make a difference		
3-3	Management of material topics	See Sustainability Performance Highlights (page 9), Upskilling and Reskilling (page 24), Inclusion and Reconciliation (page 25), Cultural Health Index (page 26) and Team Member Engagement (page 29) in our 2023 Sustainability Update
405-1	Diversity of governance bodies and employees	See Sustainability Performance—Social and Governance in our 2023 Sustainability Update (page 36)
Community investment: prioritizing community investments that uplift the well-being of society and support local community organizations		
3-3	Management of material topics	See Four Directions Financial (page 23), Community Impact (page 27) in our 2023 Sustainability Update
201-1	Direct economic value generated and distributed	See Sustainability Performance—Economic in our 2023 Sustainability Update (page 38)
413-1	Operations with local community engagement, impact assessments, and development programs	See Four Directions Financial (page 23) and Community Impact (page 27) in our 2023 Sustainability Update

▶ SUSTAINABILITY DISCLOSURE INDICES

GRI disclosure	Description	Response/location
Digital inclusion: supporting causes that build society's ability to learn, work and participate in the digital world		
3-3	Management of material topics	See Willful: Online Estate Planning Tool (page 22) and Addressing the Priority Needs of Albertans (page 27) in our 2023 Sustainability Update
Financial inclusion: increasing financial products and services in underserved and low-income communities		
3-3	Management of material topics	See Women in Business (page 21), Willful: Online Estate Planning Tool (page 22), Four Directions Financial (page 23) and Financial Empowerment (page 28) in our 2023 Sustainability Update
Financial literacy: support causes that advance financial literacy, awareness and independence		
3-3	Management of material topics	See Willful: Online Estate Planning Tool (page 22), Four Directions Financial (page 23) and Financial Empowerment (page 28) in our 2023 Sustainability Update
Health, safety and well-being: providing a safe, respectful and healthy workplace		
3-3	Management of material topics	See Inclusion and Reconciliation (page 25), Cultural Health Index (page 26) and Sustainability Performance—Social (page 36) in our 2023 Sustainability Update
403-2	Hazard identification, risk assessment, and incident investigation	See Sustainability Performance—Social in our 2023 Sustainability Update (page 36)
Recognition and reward: providing fair rewards and benefits packages in alignment with market		
3-3	Management of material topics	See Salaries and Benefits and Employee Benefits in our 2023 Annual Report (page 165)
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	See Sustainability Performance—Social in our 2023 Sustainability Update (page 36)
405-2	Ratio of basic salary and remuneration of women to men	See Sustainability Performance—Social in our 2023 Sustainability Update (page 36)
Social enterprises: supporting organizations with clear environmental and social missions that are changing the world for the better and closing societal and economic gaps		
3-3	Management of material topics	See Willful: Online Estate Planning Tool (page 22), Four Directions Financial (page 23), Addressing the Priority Needs of Albertans (page 27) and Empower U (page 28) in our 2023 Sustainability Update

▶ SUSTAINABILITY DISCLOSURE INDICES

GRI disclosure	Description	Response/location
Talent development: ensuring we have the skills, competencies and experience to deliver on our responsibilities		
3-3	Management of material topics	See Upskilling and Reskilling (page 24), Inclusion and Reconciliation (page 25), Cultural Health Index (page 26) and Enterprise Cybersecurity (page 32) in our 2023 Sustainability Update
404-2	Programs for upgrading employee skills	See Upskilling and Reskilling in our 2023 Sustainability Update (page 24)
Governance material topics		
Anti-corruption and anti-bribery: having policies and processes to protect against bribery and corruption		
3-3	Management of material topics	See Codes of Conduct (page 32) and Ethics and Ethics Risk (page 84) in our 2023 Annual Report
205-2	Communication and training about anti-corruption policies and procedures	See Sustainability Performance—Governance in our 2023 Sustainability Update (page 37)
Conflicts of interest: having policies and programs related to conflicts of interest		
3-3	Management of material topics	See Conflicts of Interest (page 32), Codes of Conduct and Ethics (page 32) and Ethics Risk (page 84) in our 2023 Annual Report
Data privacy and security: safeguarding the privacy of information shared by employees and clients		
3-3	Management of material topics	See Enterprise Cybersecurity (page 32) and Data and AI Governance (page 34) in our 2023 Sustainability Update
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See Sustainability Performance—Governance in our 2023 Sustainability Update (page 37)
Ethics and integrity: complying with laws and adhering to the highest standards of ethical conduct		
3-3	Management of material topics	See Enterprise Cybersecurity (page 32) and Data and AI Governance (page 34) in our 2023 Sustainability Update See Codes of Conduct and Ethics (page 32) and Ethics Risk (page 84) in our 2023 Annual Report
Risk management: maintaining effective risk management processes		
3-3	Management of material topics	See Enabling and Accelerating ESG Integration (page 31), Enterprise Cybersecurity (page 32) and Data and AI Governance (page 34) in our 2023 Sustainability Update See Risk Management in our 2023 Annual Report (page 69)

SASB Index

The Sustainability Accounting Standards Board (SASB) standards provide industry-specific guidance for the disclosure of sustainability-related information by companies that could be considered financially material. In 2022, the SASB standards were incorporated into the International Financial Reporting Standards, through the establishment of the first International Sustainability Standards Board (ISSB). The standards are now under the oversight of the ISSB, which encourages their continued use through the finalization of the ISSB's sustainability-related reporting projects.

FY2023 represents the first year in ATB's phased approach to the implementation of relevant metrics, as recommended by SASB. 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).

SASB code	Metric	Response/location
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 See Safe Disclosure and Whistleblower Protection in our 2023 Annual Report (page 32)
Data security		
FN-CB-230a.2 FN-CF-230a.3	Description of approach to identifying and addressing data security risks	See Enterprise Cybersecurity in our 2023 Sustainability Update (page 32) See Cybersecurity Risk in our 2023 Annual Report (page 70)
Employee diversity and inclusion		
FN-AC-330a.1 FN-IB-330a.1	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	See Sustainability Performance—Social in our 2023 Sustainability Update (page 36)
Financial inclusion and capacity building		
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	See Client Obsession (page 21) and Financial Empowerment (page 28) in our 2023 Sustainability Update

▶ SUSTAINABILITY DISCLOSURE INDICES

SASB code	Metric	Response/location
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 and/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 operates. 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 on our commitment to integrity, see our Capital Markets Privacy Policy and Account Disclosure Package
Systemic risk management		
FN-CB-550a.2 FN-IB-550a.2	Description of approach to incorporation of results of mandatory and voluntary stress tests into capital adequacy planning, long-term corporate strategy, and other business activities	See Regulatory Capital (page 65), Capital Management (page 176), Enterprise Risk Management Framework (page 73) and Liquidity Risk (page 78) in our 2023 Annual Report
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

▶ SUSTAINABILITY DISCLOSURE INDICES

SASB code	Metric	Response/location
Activity metrics		
FN-AC-000.A	(1) Total registered and (2) total unregistered assets under	<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 Investment Company Act of 1940</p> <p>Total assets are \$20.2 billion (as of March 31, 2023) across 10 investment funds. See Our Funds for more information.</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>See FY2023 Financial Highlights in our 2023 Annual Report for reported AUA (page 18)</p>
FN-MF-000.A	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	<p>See Real-Estate Secured Lending (Table 25) for residential mortgages and Industry Concentration (Table 24) for commercial real estate in our 2023 Annual Report (pages 75 to 76)</p>

TCFD Index

The Task Force on Climate-related Financial Disclosures (TCFD) is a framework that provides guidance on the types of information that a company should disclose to its stakeholders on how it manages the risks and measures its impacts related to climate change.

ATB supports the reporting framework developed by the TCFD and began disclosing with reference to it in 2022.

Governance	a) Describe the board’s oversight of climate-related risks and opportunities	See Environmental and Social Risk in our 2023 Annual Report (page 83)
	b) Describe management’s role in assessing and managing climate-related risks and opportunities.	
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term	
	b) Describe the impact of climate-related risks and opportunities on the organization’s business, strategy, and financial planning	
	c) Describe the resilience of the organization’s strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	
Risk management	a) Describe the organization’s processes for identifying and assessing climate-related risks	
	b) Describe the organization’s processes for managing climate-related risks	
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization’s overall risk management	
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	See Financed Emissions (page 18) and Sustainability Performance—Environment (page 35) in our 2023 Sustainability Update
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks	See Sustainability Performance—Environment in our 2023 Sustainability Update (page 35)
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets	See Environmental and Social Risk in our 2023 Annual Report (page 83)

