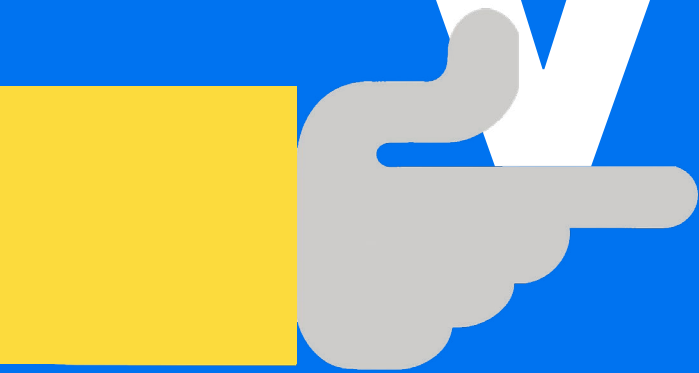
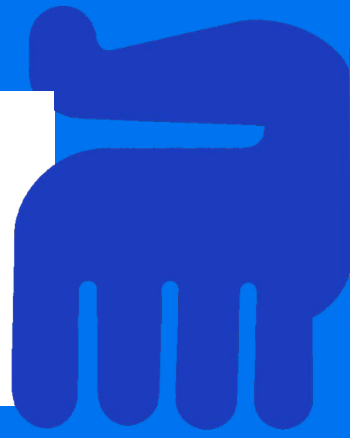


The background is a vibrant, abstract composition of various geometric and organic shapes in shades of blue, orange, white, and yellow. The shapes are layered and interlocking, creating a dynamic and modern visual texture. In the top right corner, there is a white rectangular box containing the letters 'ATB' in a bold, sans-serif font.

ATB

SUSTAINABILITY REPORT 2025

THRIVING
TOGETHER

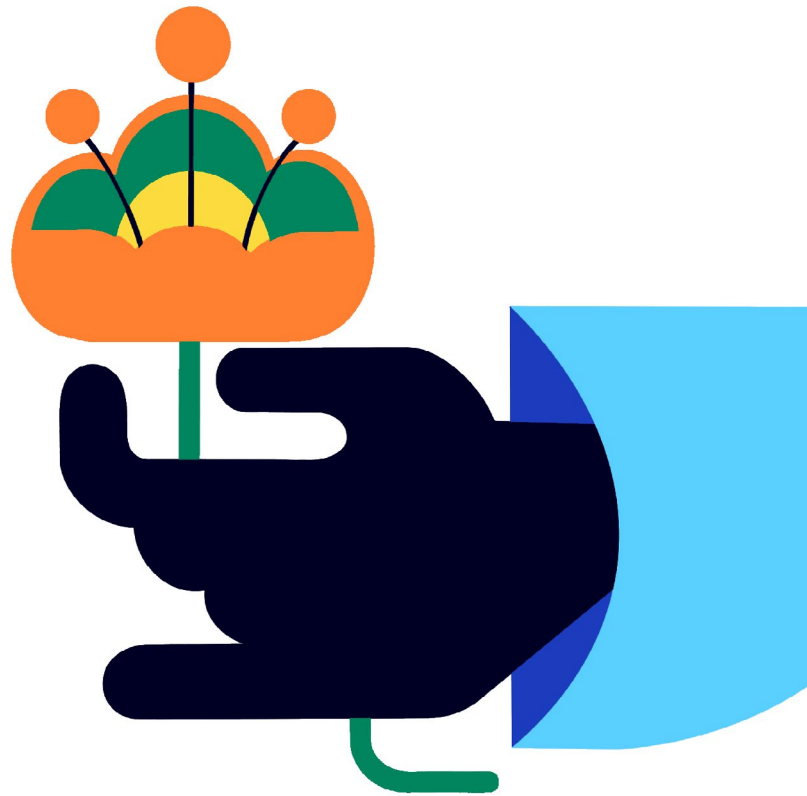


ACKNOWLEDGING THE LAND

Since time immemorial, the land that ATB Financial operates on has been cared for, and stewarded by, Indigenous Peoples. ATB is grateful, honoured and privileged to live, work and play on the ancestral lands and Traditional Territories of many Indigenous Peoples.

What became known as the Province of Alberta in 1905 is land that is the Traditional Territory, ancestral and contemporary home of many First Nations, Métis and Inuit. We recognize that we reside on the Traditional Territory of the Nêhiyawak (the Cree people), Niitsítapi (Blackfoot), Tsuut'ina, Dene, Nakoda (Îyârhe Nakoda and Alexis Nakota) and Anishinaabe (Ojibwe/Saulteaux). This land is also home to the Métis Nation within Alberta, the eight Metis Settlements and the Alberta Métis Federation.

ATB Financial recognizes the historical and ongoing injustices inflicted upon Indigenous Peoples, including the enduring effects of colonialism and residential schools. We acknowledge that the rights of Indigenous Peoples have not always been honoured,



and we are committed to building bridges of good relations with Indigenous communities so we may create a better future for the next seven generations—together, in a good way.

ATB holds gratitude for this land, its teachings and the First Peoples. We are committed to advancing Truth and Reconciliation grounded in reciprocal relations with Indigenous Peoples, communities and organizations.



ABOUT THE ARTIST

The art on the cover and throughout this report is by **Coda Girvan**. Coda is a 28-year-old self-taught artist from Edmonton (amiskwaciwâskahikan) whose work focuses on organic shapes and reducing natural elements to their most minimalistic forms. As an Indigenous person, Coda feels that art is a necessary tool for healing and serves as a connector to both community and the land.

CONTENTS

5	Introduction
5	Sustainability Performance Highlights
6	Q&A with Stuart McKellar
8	Message from Robert Logan
10	About ATB
11	Approach to Sustainability
13	Achieving Gold Standard in Crown Corporation Governance
14	Corporate Governance
17	Ethics and Responsible Practices
19	Data Governance and Security
23	Championing a Thriving, Resilient and Equitable Society for Current and Future Generations
24	Champions of Belonging
27	Financial Well-being
29	Social Impact
34	Wellness and Psychological Health and Safety
36	Advancing Truth and Reconciliation
38	Education and Awareness
40	Community Engagement
43	Economic Reconciliation
45	Trusted People Systems
46	Advancing Our Economy and Environment Together
47	Sustainable Economy
49	Climate Resilience
50	Emissions Management
52	Environmental Stewardship
54	Appendix
54	About This Report
55	Stakeholder Engagement
56	Sustainability Performance Data Tables
59	Disclosure Index
70	Glossary



SUSTAINABILITY PERFORMANCE HIGHLIGHTS

Reflecting on the past year, ATB has made significant strides in our sustainability journey. We are dedicated to creating shared value for all our stakeholders and contributing to a more resilient future.

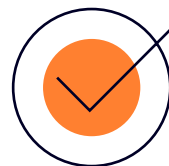
Sustainability is an integral part of our business and we are proud to highlight some of the steps we have taken to deliver on our commitments and to demonstrate the meaningful outcomes they make possible.



Received an **Excellence in Governance Award** from the Governance Professionals of Canada



Recognized as one of the **Top 50 Best Workplaces™** by Great Place To Work® Canada, ranking fourth nationally and in the **top 1% for Inclusion and Mental Wellness**



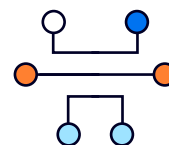
Achieved **Bronze certification in the Partnership Accreditation in Indigenous Relations program** from the Canadian Council for Indigenous Business



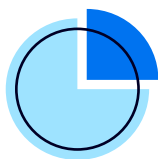
Introduced the **ATB Community Foundation**, building on our legacy of community support



Developed ATB's **Truth and Reconciliation Action Plan**



Rolled out **Google Gemini** enterprise-wide



Delivered a total of **\$100 million¹ in quarterly dividends to our Shareholder**, the Government of Alberta, in benefit of the Alberta economy



Formalized our strategy dedicated to **financing Alberta's diverse energy sector**

¹ Currency amounts throughout this report are in Canadian dollars.

Q&A WITH STUART MCKELLAR

Chief Legal and Sustainability Officer
& Corporate Secretary



What are the fundamental beliefs that drive ATB's sustainability efforts?

At ATB, we believe that sustainability is more than an ideal. It is a fundamental driver of a better business and a brighter future. The theme of this year's report, Thriving Together, embodies our dedication to creating shared value for our clients, team members, communities and Shareholder. As a proud Albertan, I understand that by prioritizing sustainability, we are not only meeting our immediate goals but also paving the way for enduring success, where we can all thrive together.

For 86 years, ATB has built trust through acting with integrity and building strong relationships with our stakeholders. This foundation is key to making it possible for ATB to serve the needs of today while being accountable for tomorrow. This report shares the story of our efforts across our four sustainability commitments, as outlined on page 12, working together to advance the economic, social and environmental well-being of the places we call home.

How has sustainability at ATB evolved over the past year?

Our sustainability journey has seen many changes this past year, while remaining true to our uniquely ATB approach. We have maintained our momentum in advancing the integration and holistic interconnection of our four commitments across the business, recognizing they are not isolated objectives but are interwoven in many ways. We have sharpened our focus on governance as we believe it is the cornerstone of a strong business, providing clear accountability, authority and processes. Furthermore, our environmental commitment has been refined to reflect our evolving understanding of how the economy and the environment go hand in hand and our role in supporting clients in achieving their own business and sustainability goals.

What is ATB's approach to ensuring our sustainability commitments remain resilient despite the complex and dynamic external landscape?

We acknowledge that the landscape we operate in is dynamic and ever-changing, presenting both challenges and opportunities. However, I believe sustainability concepts are designed to provide a long-term perspective, offering a sense of stability amid the fluidity. Navigating these complexities is much like riding a motorcycle—a passion of mine. When riding, you can't fixate solely on the immediate road ahead, nor only on the distant horizon. You must constantly scan, adjusting your focus to anticipate and respond to changing conditions. Similarly, at ATB, we maintain a balanced perspective, adapting to short-term fluctuations while keeping our long-term goals firmly in sight.

ATB is staying true to our values and remains unwavering in our commitment to sustainability and our stakeholders, while being mindful of the shifting landscape. Our pragmatic mindset enables us to adapt with agility and effectiveness. To ensure our continued resilience, we will consistently evaluate our progress, pursue innovative solutions and enhance our approach to seize emerging opportunities and address potential challenges.

What are you most excited about going forward?

Looking ahead, this report reflects not only our past efforts but also our future aspirations. It is a testament to our ongoing process of adapting and learning. I am most excited about how sustainability has increasingly become a core principle at ATB, influencing our culture and shaping our strategic direction. We will continue to further integrate sustainability across the business, ultimately driving growth and helping build a lasting positive impact beyond our own walls.

As we move forward with authenticity and purpose, I am proud to share our uniquely ATB journey in this report, and I look forward to the progress we can achieve together.

MESSAGE FROM ROBERT LOGAN



Governance and Conduct Review Committee Chair

As Chair of ATB's Governance and Conduct Review Committee, I am pleased to introduce ATB's 2025 Sustainability Report. It represents not only an overview of our progress throughout the past fiscal year, but it also emphasizes our ongoing focus on serving our stakeholders in a manner that is responsible, forward-thinking and impactful, while being anchored in sound governance practices and alignment with our Shareholder and mandate.

Central to ATB's approach to sustainability are accountability and effective oversight. By guiding strategic direction and ensuring ATB's operations align with our mandate and purpose, the Board empowers management to adopt a pragmatic and longer-term horizon, helping to future-enable our organization. The Board takes seriously its role in ensuring ATB remains on an optimal path informed by diverse perspectives and a clear understanding of inherent tradeoffs.

The composition of our Board is an important component of ATB's strategic success and our governance aspiration. We recruit accomplished individuals with the diversity of expertise and

experience necessary to effectively oversee strategy development and operational excellence interwoven with our long-term sustainability objectives and commitments.

We diligently monitor and respond to emerging external developments, and while the context of public opinion on certain topics, such as environmental, social and governance (ESG) is constantly shifting, ATB's dedication to the underlying principles of sustainability remains steadfast. I truly believe that pragmatic and purposeful stewardship is strategically important to create enduring value for ATB and those we serve. By focusing on shared objectives

and acknowledging the need for balanced decisions, we support optimal commitments, realistic metrics, achievable milestones and our accountabilities for such.

I am pleased with the progress ATB has made and the thoughtful tone and approach that have been adopted. At the same time, we remain dedicated to continual improvement, transparency and accountability. I am optimistic for both ATB's future and the future of our clients, team members and communities.

Thank you for your continued support and trust as we deliver on our purpose to make it possible!

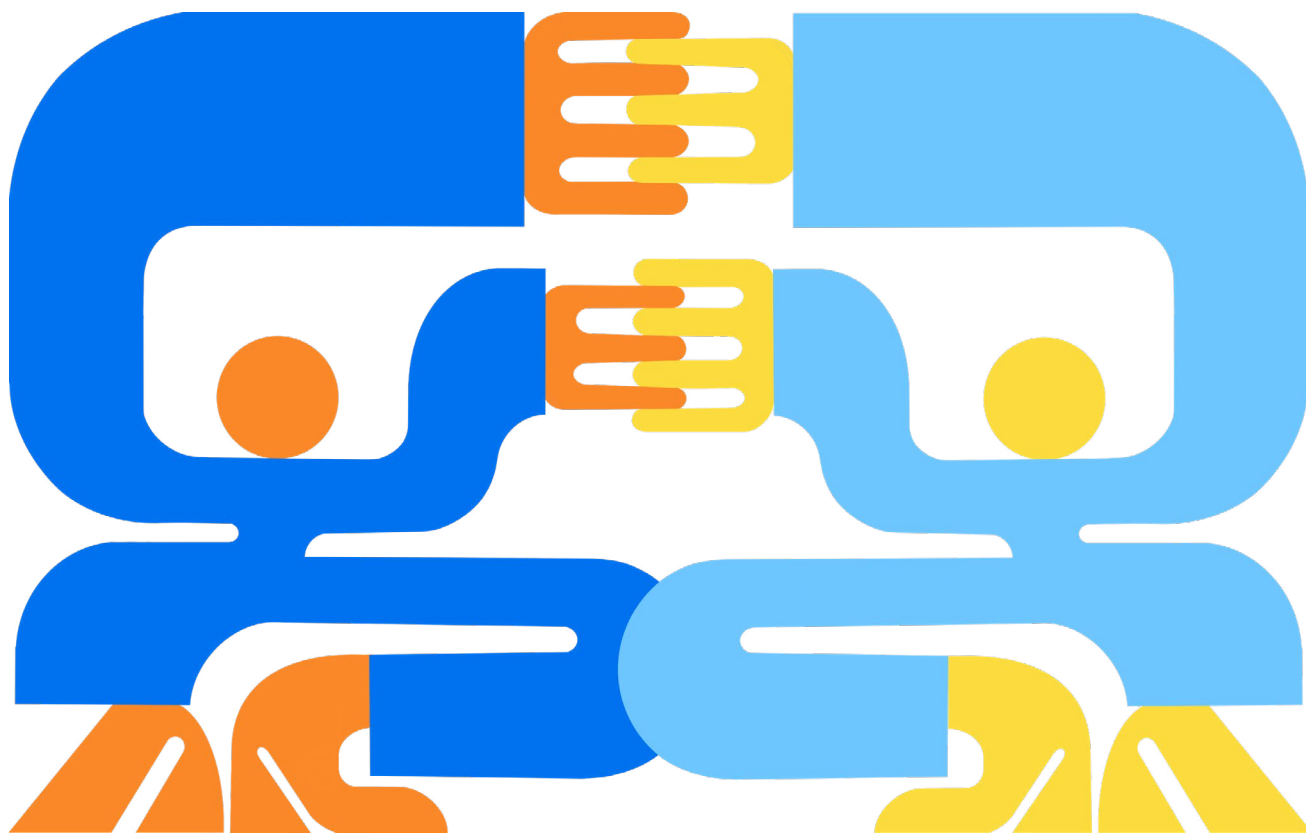


Robert Logan
Governance and Conduct Review
Committee Chair

"Our sustainability journey delivers clear value to ATB and our stakeholders, driving long-term growth, building resilience and fostering a future where prosperity and responsibility go hand in hand."

Robert Logan





ABOUT ATB

We exist to make it possible

Established in 1938, ATB Financial has a long history of serving Albertans. Today, we offer personalized solutions and expert advice to more than 835,000 clients, covering personal, small business, corporate banking, investment banking and wealth management.

ATB is the largest financial institution headquartered in Western Canada, with more than 5,000 team members and more than [260 locations](#). Beyond serving our clients' financial needs, we are committed to making a positive impact in each of the communities where we operate. We continually seek opportunities to advance sustainable impact through community development, with a focus on creating value for the broader society and the environment.

Since becoming a provincial Crown corporation in 1997, ATB Financial has returned over \$5.7 billion directly back to the Province in earnings and has injected multiples of that figure into the Alberta economy, demonstrating our enduring commitment to Albertans, their businesses and their communities.

APPROACH TO SUSTAINABILITY

ATB has been a purpose-driven organization from the beginning, and we envision a future where we continue to have a positive and lasting legacy. That future is possible only if we incorporate sustainability considerations across our business in a strategic and collaborative manner. ATB's ongoing sustainability journey is guided by our principles-based approach—with an unwavering commitment to transparency, accountability and authenticity.

Sustainability at ATB means creating shared value across our stakeholders in pursuit of economic, social and environmental prosperity.

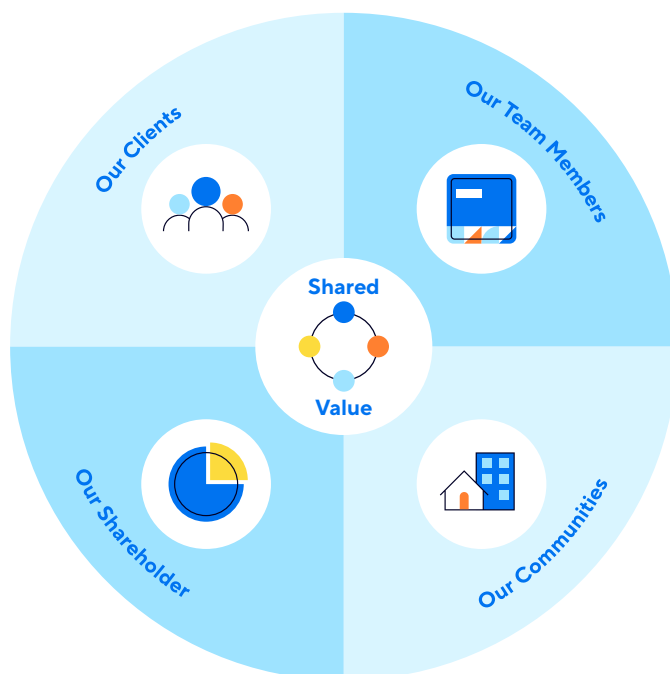
As stakeholder expectations, policies, regulations and economics continue to evolve, we believe that integrating sustainability is a prudent business strategy that enables us to meet short-term goals while laying the foundation for long-term shared value.

ATB has adopted a governance framework that serves as our roadmap, enabling our sustainability efforts to bolster our enterprise strategy. Throughout FY2025, we focused on further integrating this approach across our business and on continuing to embrace the idea that comprehensive, cross-functional solutions are essential to addressing both the complex challenges and opportunities we face.

We produce this Sustainability Report to showcase ATB's commitments in action and share the story of our impact while demonstrating our commitment to a future where we can thrive together.

Our Stakeholders

From the day our first branch opened in 1938, ATB's purpose has been to make it possible for Albertans. While we have matured and evolved as an organization, we have always stayed true to our purpose, advancing the well-being of our clients, our team members, our communities and our Shareholder. ATB understands that the trust placed in us by our stakeholders is both a privilege and a profound responsibility.



Aspirations and Commitments

Three aspirations form the foundation of ATB's efforts to leave a positive and lasting impact. Within these aspirations are four core commitments that focus our efforts, bring our purpose to life and align words and action—all in service to fulfilling our mandate. These commitments are connected to our business strategy and were informed by a previous materiality assessment that identified topics that are most important to ATB and our stakeholders.



Model trust through exceptional governance

Achieving gold standard in Crown corporation governance

- Being transparent and accountable in our ethics, data and disclosures
- Ensuring mandate alignment and optimized performance
- Leading by example in raising the quality and character of governance in Alberta and beyond



Uplift the well-being of our communities and advance sustainable social impact

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 the community is in times of 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



Responsibly lead a sustainable economic future in Alberta and beyond

Advancing our economy and environment together

- Providing expertise to businesses operating in traditional sectors at every stage of their transition
- Enabling—with expertise—the growth of emerging sectors, technology and innovation
- Reducing our operational emissions



ACHIEVING GOLD STANDARD IN CROWN CORPORATION GOVERNANCE

ATB believes that trust is the foundation of a responsible, resilient and sustainable business—and that we must be transparent and accountable to maintain trust and create business value.

We lead by example, continually improving and reaching for high standards of governance and ethical behaviour so we can optimally perform against ATB's mandate, fulfil our purpose and uphold commitments to our stakeholders.

ATB's leaders, team members and Board of Directors are guided by established policies and processes that will continue to foster this culture of integrity and performance throughout the organization.

In This Section

- 14 Corporate Governance
- 17 Ethics and Responsible Practices
- 19 Data Governance and Security

Corporate Governance

Governance excellence is foundational to establishing trust with stakeholders and ensuring that ATB's operations and strategies are undertaken responsibly and with transparency.

Our approach is one of continual improvement. We strive for leading corporate governance practices that provide the accountability required to operate with flexibility in a competitive, commercial environment—and in a manner that inspires trust and performance.

This approach begins with the Board of Directors and its committees and extends throughout the entire organization, fostering a culture that values our organization's purpose.

LEADERSHIP AND EFFECTIVENESS

Board of Directors

ATB's Board of Directors plays a crucial role in guiding the organization's strategic direction and ensuring its long-term success in alignment with our mandate. By setting the tone at the top, the Board promotes governance excellence that is entrenched in ATB's culture. Operating independently of both government and management, the Board provides objective oversight of ATB's business and affairs. The responsibilities of the Board and its committees encompass the overall stewardship of ATB, including oversight of strategic planning, performance monitoring and risk management, while ATB's team members, under the leadership of the Chief Executive Officer (CEO) and management, are responsible for executing the strategy.

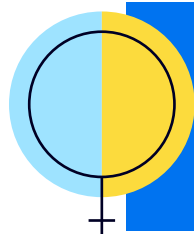
To support highly effective Board leadership and enable optimized performance against ATB's mandate, we have established practices to ensure robust recruitment, thorough evaluation and performance accountability of all directors.

A rigorous recruitment process aims to ensure ATB has the right Board at the right time, with the required combination of competencies. We recruit highly qualified, independent candidates for director positions who will provide diversity of thought at the Board table through different

backgrounds, experiences and thinking styles. Recognizing the value of diverse perspectives, the Board has actively prioritized gender diversity, achieving and maintaining its target of 50% women representation since 2021, with women holding key leadership roles, including the Chair.

In pursuit of ongoing improvement and development, the Board continually evaluates and enhances its effectiveness. The Governance and Conduct Review Committee (GCRC) oversees continuing education for directors, who are encouraged to improve their skills and deepen their understanding of ATB, our environment and our corporate governance practices. Many of our directors have received the Institute of Corporate Directors Designation (ICD.D), showcasing their dedication to excellence in the boardroom. Several have also received the Global Competent Boards Designation (GCB.D) through Competent Boards—a prestigious credential highlighting expertise in governance and sustainability.

For more information about the Board of Directors and Committees, please refer to the [2025 Annual Report](#).



**50% REPRESENTATION
OF WOMEN
ON THE BOARD**

Management

Strong leaders are key to unlocking our strategy, delivering on our purpose and fostering the culture for ATB to be a great place to work and bank. We are committed to developing best-in-class leaders who can make a difference and enable success for themselves, their teams and ATB. To succeed now and in the future, we must have self-aware leaders with the ability to lead and influence teams and to lead at scale.

Leader DNA Certification, a unique and proprietary program offered in partnership with the University of Alberta, empowers ATB leaders with advanced leadership skills. Course material comprises three modules focused on growing the practices and competencies that are critical for ATB leaders to deliver on our strategy, embody our purpose and grow our performance. Participants receive a certificate from the university and credits toward a future MBA program.



In June 2024, we held our Leaderspalooza leadership conference, where over 800 people leaders gathered in Calgary to connect, learn and reenergize by building skills that drive business performance.

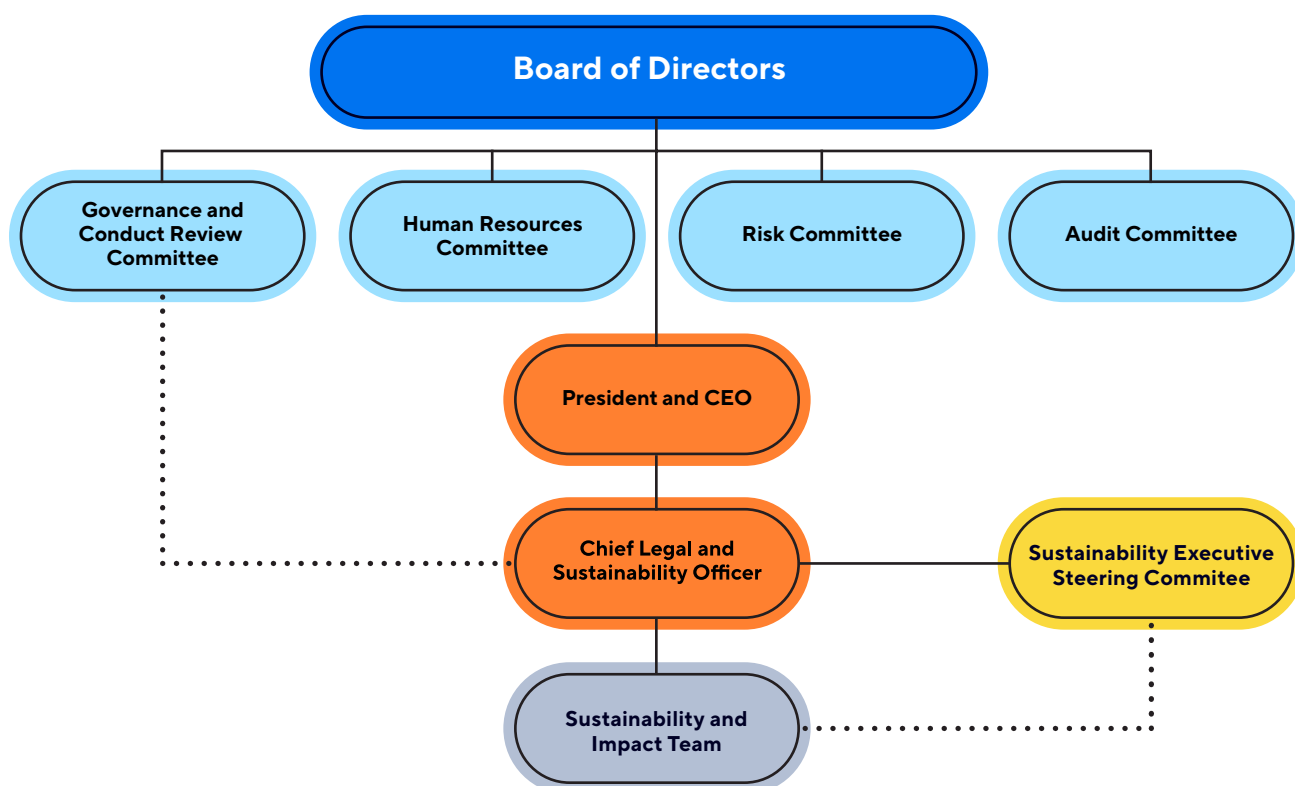
SUSTAINABILITY OVERSIGHT

To deliver on ATB's four commitments with sound decision-making, clarity and accountability, sustainability considerations are integrated within our governance practices.

Our Sustainability Governance Policy establishes the oversight role of the Board and its committees such that ATB's sustainability practices align with our mandate and purpose and support ATB's business strategy.

- ▶ The GCRC of the Board is accountable for the oversight of sustainability integration in pursuit of our corporate strategy. ATB's other Board committees also address sustainability-related issues relevant to their areas of oversight.
- ▶ The Chief Legal and Sustainability Officer (CLSO), reporting to our President and CEO, is accountable for the strategic direction of sustainability integration.
- ▶ The Sustainability Executive Steering Committee is accountable for championing and overseeing sustainability and its integration across the organization as a strategic enabler. The committee comprises senior leaders who bring an enterprise-wide perspective and is chaired by the CLSO.

ATB's approach to oversight helps ensure our sustainability practices are balanced from a risk perspective, operationalized by management and reported on publicly. ATB believes that this level of clear accountability is essential to maintaining and growing stakeholder trust.



Ethics and Responsible Practices

With trust at the centre of everything ATB does, it is important that we deliver on our promises by doing what is right and acting with integrity. To that end, we are vigilant about ensuring our practices remain in line with our values as an organization.

BUSINESS CONDUCT

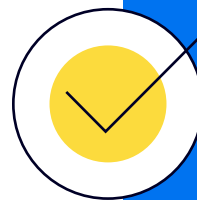
ATB is committed to upholding high standards of ethics and fairness. Our reputation as a trustworthy financial institution is shaped by the actions of every ATB team member, and we have a duty to make choices that are ethical and legal.

Recognizing its responsibility to promote good conduct and ethical behaviour, the Board of Directors has a Code of Conduct and Ethics. It outlines the principles and standards of conduct that guide the behaviour of each director, emphasizing the importance of setting the tone from the top.

For our team members, a separate ATB Team Member Code of Conduct and Ethics (the ATB Code) outlines the principles and standards of conduct that all ATB team members are expected to follow during and outside of working hours. Because rules and policies cannot cover all possible ethical situations, we promote key principles to help team members understand what ATB's values look like in action.

To reinforce the principles, we require completion of the Living the Code of Conduct and Ethics course, and the ATB Code is the foundation for other ATB compliance curriculum about privacy, occupational health and safety, anti-money laundering, business continuity and information security. Compliance is mandatory for ATB team members, contractors and agency employees, who are required to complete first-time certification and annual recertification, with different combinations of compliance courses assigned to each group.

Furthermore, ATB has a robust Whistleblower Program to facilitate the confidential and anonymous disclosure of actual or suspected breaches of the ATB Code without fear of reprisal.



**96.7% COMPLETION
RATE FOR LIVING THE
CODE OF CONDUCT AND
ETHICS TRAINING**

RESPONSIBLE PROCUREMENT

ATB seeks to engage vendors who align with our values, so we have integrated responsible practices throughout our procurement process. To promote sustainability awareness and collaboration with key vendors, in FY2025 we launched our Vendor Code of Conduct (Vendor Code). It outlines our principles and our expectation that vendor behaviours will align with those principles. Implementing the Vendor Code supports ATB's business goals while also contributing to the well-being of our communities and honouring the trust placed in us by our clients. Additionally, the due diligence process for assessing potential suppliers now includes sustainability-related questions in every request for proposal.

To ensure ethical and impartial procurement, we maintain rigorous controls throughout our processes to mitigate potential conflicts of interest. All members of a proposal evaluation committee are required to review and acknowledge our Ethics and Conflict of Interest Agreement, affirming their commitment to its principles.

To maintain ongoing awareness of information security, vulnerabilities, data practices and other threats that can emerge within a supply chain, we implemented continual monitoring of our critical suppliers and their subcontractors this past year.

RISK MANAGEMENT AND CULTURE

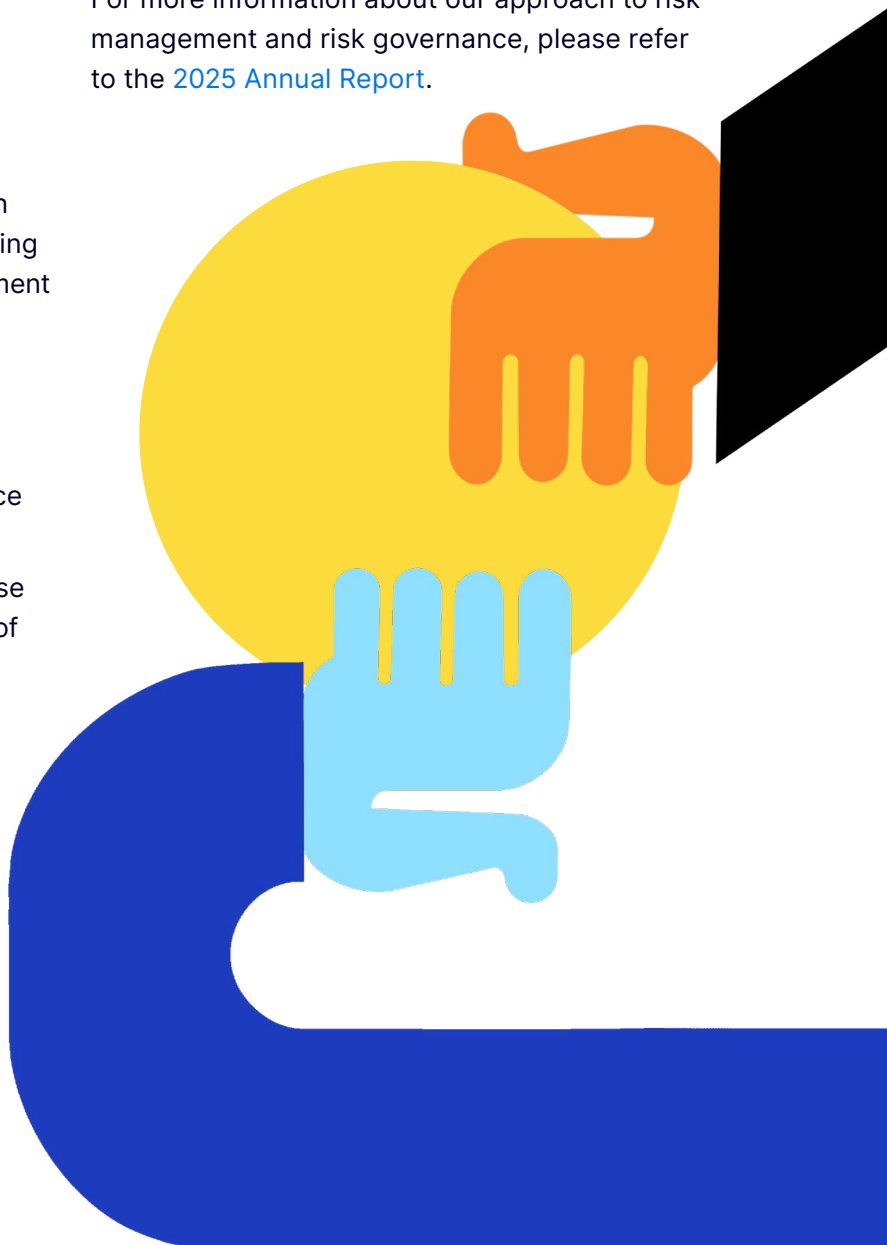
ATB strives to create and protect enterprise value by enabling risk-informed decision-making and by balancing risk with return in our business processes.

Our established policies, frameworks and operating procedures manage existing risks, while we take a flexible and dynamic approach to emerging ones. We are focused on developing a strong risk culture and a risk-aware environment through the following activities:

- Establishing clear ownership and accountability for risk management activities across the organization through implementation of a three-lines-of-defence governance model
- Developing and implementing an enterprise risk appetite, including the incorporation of risk appetite into strategic planning
- Enhancing enterprise risk capabilities
- Assessing how effectively risks are communicated across the enterprise
- Developing and continually enhancing key risk indicators and related tolerances at a business unit and enterprise level
- Quarterly risk profile reporting
- Conducting enterprise top risk assessments with senior management

Both the CEO and the Board play a role in setting the tone of ATB's risk culture, and all team members play an integral role in fostering that culture. Our Chief Risk Officer has overall accountability for ATB's risk management and compliance functions and chairs the Executive Risk Management Committee, which oversees enterprise risk management activities across the organization.

For more information about our approach to risk management and risk governance, please refer to the [2025 Annual Report](#).



Data Governance and Security

As data security threats evolve, ATB mitigates risks by adapting our resilient financial ecosystem. By remaining vigilant and prioritizing security, ATB continues to be a trusted partner for our clients, ensuring their information is protected and their online experiences are secure.

ATB recognizes that responsible artificial intelligence (AI) is key to advancing our overall strategy. We've been leveraging AI for many years, and the pace of innovation has the potential to transform the way we power possibilities for our clients.

CYBERSECURITY

ATB has a robust cybersecurity practice that includes threat intelligence, cyber-incident detection and response, vulnerability management, risk management and governance. With cyber incidents and attacks on the rise, we are prioritizing the protection of sensitive data while continually enhancing our processes to prevent or minimize the impact of a potential breach.

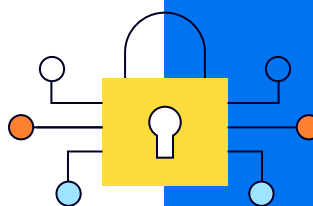
Testing and improvements

ATB regularly evaluates the effectiveness of our information security practices. This includes annual independent cybersecurity penetration testing as well as targeted quarterly penetration tests to find potential weaknesses in our systems and processes.

Every two years, we undertake a robust external assessment by an independent party to assess the maturity of our cybersecurity practices against industry standards and the external threat landscape, following the National Institute of Standards and Technology Cybersecurity Framework 2.0. In the alternate years, we perform a self-assessment to ensure we maintain momentum and track progress on our cyber practices.

In FY2025, we enhanced our Cybersecurity Incident Response Plan, allowing our Cyber Incident team to be proactive and efficient at addressing incidents in a timely manner. The update includes playbooks for some of the

more common types of cyber events, improved preparedness across the enterprise and clearly defined roles that minimize response time.



**99% COMPLETION
RATE FOR
CYBERSECURITY
TRAINING**

Training and awareness

Team members are ATB's most important layer of defence against cybersecurity threats. Our security awareness program equips them with the most up-to-date knowledge and tools so they can identify, report and block cyber attacks and maintain proper security practices both in-person and online.

We strengthen the human defence layer through regular awareness and training initiatives:

- Mandatory monthly security awareness training for team members, agents and contractors
- Monthly phishing tests for everyone with an ATB email address
- Regular cybersecurity incident training with the Board of Directors and senior leaders
- Ongoing awareness initiatives, such as Cybersecurity Awareness Month



We offer ATB clients free security awareness and anti-fraud training through a 35-minute module that advises them on how to recognize and defeat some of the most common tactics cybercriminals use and what they can do to protect themselves and their loved ones. Over 26,000 clients have accessed the module since its launch in FY2024.

We also recently made child-friendly training available through the free Children's Interactive Cybersecurity Activity Kit, an online tool that helps kids recognize scams, avoid phishing attempts and practice safe internet habits in a fun and approachable way.

ATB's enterprise short-term incentive plan includes the measurement of phish testing proficiency in business unit scorecards, encouraging team members to stay vigilant and do their part to keep themselves and our organization safe.

APPROACH TO AI

AI is rapidly changing the landscape of the financial industry. Financial institutions, including ATB, are already using AI to speed up time-consuming or error-prone tasks, predict client needs to personalize advice and even combat fraud. A human touch will always be essential to

how ATB serves our clients and communities, and we envision a future where people and AI work together to deliver exceptional results.

The unique capabilities of generative AI (GenAI), which generates text, images and other content, will further change how we interact with clients—and unlock new possibilities for how we work, create and innovate at ATB.

These are opportunities ATB is committed to pursuing in alignment with our values. By embracing AI—and championing responsible AI—we are keeping pace with change and shaping our organization's future.

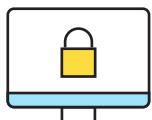
AI systems and models must be developed and deployed in ways that earn trust. Our focus on AI is underpinned by strong foundational policies, practices and controls that align with ATB's principles:



Fairness, including understanding and attempting to mitigate bias



Safety, including user consent and not harming physical or mental safety



Robustness and Security, including secure storage and protection from interference



Transparency, including clear documentation and telling people when AI is being used



Explainability, including providing an understandable explanation of how our AI works



Accountability, including being accountable for AI output

As AI technology continues to develop, these principles will evolve to guide those building, using and applying AI systems at ATB.

In FY2025, we established an internal Generative AI Steering Committee, initiating governance over the application of new GenAI technologies while being mindful of risks and mitigations.

We have already strengthened data infrastructure and governance, cultivated data literacy across the organization and explored AI use cases to drive business value and differentiation. This foresight enables ATB to be well-positioned to harness the power of GenAI, which relies on safe, secure, accessible and trusted data.



EXCELLENCE IN GOVERNANCE AWARD

In 2024, ATB was once again honoured with an Excellence in Governance Award for Organizational Governance in recognition of our leadership in ethical AI governance. The Excellence in Governance Awards are given by the Governance Professionals of Canada, the organization that promotes the leading practices and highest standards in corporate governance in Canada. This national recognition highlights our focus on strengthening and adapting our governance practices to meet the evolving needs of our business.

Gemini launch—AI in action

To empower our team members to thrive in an AI-powered workplace, we rolled out Gemini for Google Workspace across ATB in November 2024.

Already, we have seen significant time savings and productivity gains by team members, who are automating routine tasks, accessing information more quickly and collaborating more effectively, all while ensuring data is secure and trustworthy. We will continue to use this cutting-edge tool to enhance ATB's productivity, decision-making and client experiences.

ATB's Generative AI Acceptable Use Policy was developed along with the enterprise-wide launch of Gemini. It provides clear guidelines for preventing misuse and mitigating potential risks associated with AI tools. All team members were required to review and acknowledge the policy.

PRIVACY

ATB is committed to protecting and respecting the personal information of our clients and team members, complying with all applicable privacy laws and regulations—we take this responsibility seriously. ATB's governing legislation for protecting privacy includes Alberta's *Personal Information Protection Act* and the federal *Personal Information Protection and Electronic Documents Act*. All ATB team members, agency employees and contractors must adhere to relevant privacy legislation with respect to collecting, using, disclosing and storing personal information.

ATB has a Privacy Code and Privacy Statement, which outline the ways in which we obtain acknowledgment and consent to collect, use

and disclose personal information. These are reviewed periodically to ensure privacy obligations are being met. When clients apply for a product or service, we make them aware of why we collect and use personal information and who we may disclose it to. In addition, we ensure that clients understand the circumstances in which their personal information may be disclosed and how they may request access to their own personal information.

All team members undergo regular privacy training as part of our annual compliance curriculum. The course covers roles and responsibilities as they relate to protecting client and ATB information and data, as well as ATB-specific information on privacy rules and regulations.



CHAMPIONING A THRIVING, RESILIENT AND EQUITABLE SOCIETY FOR CURRENT AND FUTURE GENERATIONS

Since our inception, ATB has been a purpose-driven organization focused on being there for all whom we serve.

ATB was founded on the principle of fostering economic growth in Alberta, and while the legacy of driving prosperity continues to this day, our commitment extends beyond purely economic measures. We recognize that creating an authentic and lasting impact requires a holistic view that uplifts both economic and social well-being. Our approach recognizes that individuals and communities need different levels of support to thrive together.

Our strength and resilience as an organization enable us to amplify our success. By taking action, we aim to create shared value and build a better future both within and beyond ATB.

In This Section

- 24 Champions of Belonging
- 27 Financial Well-being
- 29 Social Impact
- 34 Wellness and Psychological Health and Safety

Champions of Belonging

We are accountable for fostering an inclusive environment where everyone has the opportunity to thrive. This begins within ATB—championing belonging and upholding fair systems. We want our team members to feel valued and empowered to be their authentic selves and unlock their full potential.

By aiming for authentic representation that reflects the communities we serve, our team members can contribute their unique perspectives and backgrounds to better understand and respond to the needs of our diverse clients. Through diversity of thought, we can power innovation and deepen our ability to build trust with clients, driving stronger business results and growth.

We genuinely believe that embracing diversity and enabling a culture of inclusion is our strength. It helps us attract and retain the best and brightest, leads to stronger performance and engagement and creates opportunities both for our people and our organization to succeed so we can build a better ATB for everyone.

A core aspect of being Champions of Belonging is ATB's focus on fostering Indigenous inclusion. For more information, refer to [Advancing Truth and Reconciliation](#).

EDUCATION AND AWARENESS

Our commitment to education and awareness is the foundation essential to building a culture of inclusion and empowering our team members to be Champions of Belonging. By integrating inclusion elements into learning paths, we encourage team members to act with dignity and respect in their day-to-day activities and interactions.

In addition to the many inclusion-related courses available to team members, ATB launched a new course, Respect in the Workplace, to convey the importance of respect and inclusion, types of bias, social awareness and our commitment to reconciliation. This training has been included in all team members' annual compliance certification package.

In 2024, we integrated Disrupting Bias training into the onboarding process for our Everyday Financial Services team members. This training encourages team members to take time for self-reflection and understand how biases work.



Additionally, our W by ATB program, dedicated to empowering women in business, facilitates the W by ATB Everywoman Accreditation Program, a comprehensive course on gender intelligence and unconscious bias that has trained more than 1,000 team members on how to better serve women.

WORKFORCE INCLUSION

ATB believes in providing people with opportunities to grow and thrive. Inclusion is woven into the systems behind everything we do, from hiring, career development and community partnerships to advertising, client interactions and products.

We have made significant strides in our efforts to integrate fair and inclusive practices into our systems, processes and policies, with the aim of reducing bias and creating opportunities for all team members. ATB hires based on merit and qualifications, with diversity being considered alongside the entire profile of qualified candidates. Our hiring practices take into account candidates' unique skills, education and experiences, with promotions based on performance, growth and development.

At ATB, we recognize that our leaders play a critical role in driving our inclusion efforts and fostering a culture where all team members feel valued and respected. Recognizing the strength in having diverse perspectives at the highest levels, we have placed an initial strategic focus on increasing the representation of women in executive leadership positions.

To measure our progress and identify opportunities for improvement, we regularly seek feedback from our team members through our Cultural Health Index and Pulse surveys. The results reflect our progress in implementing meaningful change and championing a culture of belonging, which is demonstrated by our Inclusion key performance indicator consistently ranking above the 90th percentile among the Qualtrics global benchmark.

Through an internal program called Count Yourself In, team members can voluntarily self-disclose their personal demographic data. This data is used confidentially to tailor programs, benefits, physical spaces, technology and assets to the needs of our diverse workforce.



In recognition of our dedication to making ATB a truly inclusive and welcoming place for all, ATB celebrated another year as one of the 2024 Top 50 Best Workplaces in Canada, ranking in the top 1% of the Best Workplaces for Inclusion, by Great Place To Work.



Team member networks

At ATB, a team member network (TMN) is a group of people who strengthen our inclusive corporate culture by raising awareness of a particular demographic and by adding their perspective to solutions that meet ATB's business objectives.

TMNs share common stories or experiences, and allies are welcome. There are currently 10 TMNs, which provide a supportive community for fellowship, friendship and professional development.

- Ability TMN
- Black TMN
- East Asian TMN
- Ellevate TMN
- Filipino TMN
- HoLa TMN
- Indigenous TMN
- Mental Health Action Team
- Pride TMN
- South Asian TMN

ACCESSIBLE AND INCLUSIVE SPACES

By integrating accessibility and inclusivity considerations into our spaces, we demonstrate our commitment to creating a workplace where everyone can perform at their best. Intentional design choices help create spaces that support our team members' preferred work styles, contributing to a more culturally aligned and productive atmosphere.

In FY2025, ATB made changes to our corporate locations to make our spaces more inclusive and foster greater performance. To ensure we meet the diverse needs of our team members, we consult with TMNs throughout the design process. We have advanced our overall workplace design methodologies, including designing for gender inclusivity, neurodivergence, different body shapes and sizes and different sensory options (for example, sound, lighting, feel, privacy and colour).

Wellness spaces, where team members can decompress and focus on their health during the workday, have been integrated throughout our branch network. We are planning to add more wellness spaces throughout the branch network in the next year.

INDIGENOUS PERSPECTIVES AND CO-CREATION

We believe in co-creating spaces to honour Indigenous Peoples and land and foster a deeper sense of belonging. In support of this, we have embarked on a journey to weave Indigenous perspectives and cultural elements, including art from Indigenous artists, into our physical spaces. As our first step, we held a series of sharing circles with Elders and Knowledge Keepers from Treaty 6, Treaty 7, Treaty 8 and the Métis Nation of Alberta. Representatives from teams across ATB listened to their valuable perspectives on traditions, cultural protocols and the significance of the land.

This co-creation will shape the inclusive spaces we will begin to build in FY2026, with information about ATB's reconciliation journey being showcased in our branches serving Indigenous clients and in a dedicated space at ATB Place in Edmonton.

Financial Well-being

As a financial institution, ATB is uniquely positioned to drive meaningful change through financial empowerment. ATB's financial expertise, products and resources can be leveraged to educate and empower individuals in building their financial health. We partner with communities across Alberta to understand their perspectives and ensure our efforts reflect their needs.

Through these efforts, we aim to support economic resilience, create shared value and foster trust with clients from all backgrounds.

FINANCIAL EMPOWERMENT

We believe that for ATB to make it possible for our clients every day, we must start by supporting the financial wellness of our team members. Internally, ATB held a Financial Wellness series filled with engaging stories and expert advice. Topics included building a healthy relationship with credit, team member banking benefits, planning for life's big events, defining and designing goals for retirement and real-life fraud stories.

Our commitment to financial empowerment is bolstered by the expertise of our Chief Economist, who actively shares insights on important relevant topics such as the impact of tariffs. Through regular publications and speaking engagements, our clients, team members and Shareholder are empowered with informed perspectives. His Quarterly Economic Outlook, grounded in rigorous analysis of Alberta's current and future trends, provides a crucial foundation for sound financial decision-making.

Recognizing that financial knowledge is a barrier for many Albertans, our Everyday Financial Services team co-created culturally informed financial empowerment modules on a range of topics. ATB team members delivered financial sessions to Albertans through various partnerships and will continue to expand this offering.



Another initiative—the Financial Pathways Collaborative (FPC)—is a partnership between the United Way, eight financial institutions and the City of Edmonton. It was created as part of the EndPovertyEdmonton strategy to support community programs that foster financial literacy in communities at risk. ATB was part of the award-winning FPC program Each One, Teach One, in which our team members facilitated free financial literacy workshops about money management. These sessions were often attended by newcomers, refugees and people who face barriers in accessing financial services or who live in low-income communities.

ADVICE AND SERVICES

ATB is committed to enhancing financial access and providing customized product offerings and inclusive client experiences to all whom we serve.

Half of Alberta businesses are started by women, and it's been projected that a 10% increase in women-owned businesses in Canada could add approximately \$198 billion to the country's gross domestic product (GDP). W by ATB is powering possibility for these women business owners and leaders by providing access to capital funding, network connections and industry expertise. Our mission is to create a gender-intelligent banking experience that helps women succeed in a way that reflects their unique financial needs and aspirations. To help achieve this, W by ATB has undertaken a review and rewrite of our lending guidelines, removing potential bias from our credit policies, processes and systems. Championing women not only challenges the status quo but contributes to a more inclusive and dynamic business environment in Alberta.

For newcomers, ATB's New to Canada Banking solutions program is a significant step toward our commitment to providing them with financial tools and support. The program provides products, services and advice that are tailored to the needs of people who are settling in Canada.

Four Directions Financial is an ATB agency that makes it possible for Edmontonians who are unhoused or living in poverty to open a bank account and have access to basic financial services. The first of its kind in Canada, Four Directions is located in Edmonton's city centre and was developed in partnership with Boyle Street Community Services, which uses income from the branch to provide essential community programming. ATB has continued to support Four Directions through multiple relocations—including its pending relocation to the King Thunderbird Centre—so financial services can continue uninterrupted.



Alison Davie is the co-owner of North Paddock Farms in Taber, Alberta. As a young woman, she was intimidated to take over the family farm, which her parents had established over 30 years ago. But with partners like ATB—including a team member who regularly visits her on-site, getting right down in the weeds to understand her business—her business is flourishing.

"I choose to work with W by ATB because my Relationship Manager, Ryan, likes to come out and understand our operation. Every farm is unique, and because he's been to the farm so often, he knows our crops, our cash flow cycles and our family dynamics. Because Ryan wants to understand us, we want to work with him."

Alison Davie, Co-owner, North Paddock Farms

Social Impact

At ATB, we believe in the power of collective action. We turn intentions into action through community initiatives and extend care and support into our communities to help Alberta thrive. Since 1938, we have become an intrinsic part of our communities through our branches and our strong relationships. Our team members' dedication is the driving force behind this legacy.

As a purpose-driven financial institution, we are uniquely positioned to give back and believe we have a responsibility to uplift the social well-being of our communities. By aiming to be a model corporate citizen and embodying our purpose of powering possibility, ATB is amplifying our social impact and making meaningful contributions beyond traditional granting programs. Our approach creates lasting value for both the communities we serve and our organization, ultimately fostering more meaningful relationships with communities and strengthening our reputation as a trusted partner.



In FY2025, we were proud to see the ATB Community Foundation established as a testament to our commitment to supporting the needs of Alberta and the communities we serve.

By catalyzing the creation of this self-sustaining endowment fund, ATB is building on our legacy of uplifting communities, empowering positive change and nurturing the next generation of leaders. Our contributions of dollars, expertise and time are meant to generate meaningful impact while establishing a means to withstand economic downturns so we can continue to serve Albertans when they need us most.

COMMUNITY CONNECTION

Community investment

We believe that community investments are more than financial contributions—they are a reflection of our promise to power possibilities and to make a meaningful impact on community needs.

To guide those efforts, we have internal committees who evaluate and grant funds to community initiatives that align with our focus areas and goals. We follow a defined process to ensure decisions are informed by community priorities and social sector data and to review, evaluate and report on the results of supported initiatives. Current focus areas of our social impact efforts include:

- Advancing Mental Health
- Financial Empowerment
- Innovation in Children and Youth

\$4.0 MILLION
CORPORATE
DONATIONS



Outcome measurements

To provide a consistent mechanism for evaluating ATB's social impact, we adopted a framework for standardized outcome measurements, adapted from the Impact Genome Registry. The standardization will enable ATB to evaluate our social impact more effectively, identify best practices, demonstrate accountability to stakeholders and allocate resources to maximize positive social change.

For non-profit organizations, Impact Genome offers impact reporting to show donors that their claims of impact have been third-party verified, while also providing the non-profit organization enhanced data and evaluation capabilities to streamline the donor reporting process.

To encourage the adoption of standardized outcomes and third-party verification, ATB launched a grant that awards nonprofit organizations with Impact Genome Registry memberships. This one-time grant gives recipients a year's access to Impact Genome's impact measurement resources and standards, including a Verified Impact Report and capacity-building tool.

"The ATB-supported Verified Impact Report was very user-friendly and sparked new conversations across our team, and we are looking forward to using it for other grant reporting in the future."

Distress Centre Calgary

Community impact spotlight

Building on our commitment to standardized outcomes and aligning with our focus area of Financial Empowerment, we can illustrate the impact of our community investments through programs like Empower U.

This initiative, in partnership with United Way, is a financial literacy program particularly for women from diverse backgrounds who are experiencing low income and poverty. Empower U provides a comprehensive curriculum and also offers one-on-one mentoring and a matched savings program, providing tangible financial access and accelerating participants toward their goals.

ATB has supported Empower U since its inception in 2012 and made an \$85,000 contribution in FY2025. Our involvement also goes beyond financial contributions. We provide facilitators to run financial workshops and in-branch ambassadors who offer personalized support for program participants.

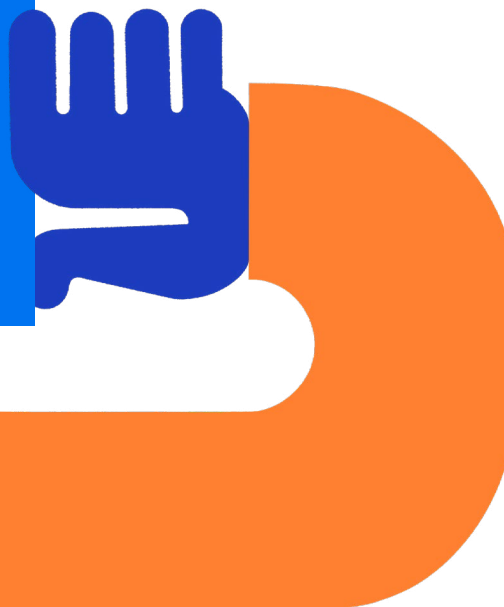


Empower U participant Kim exemplifies the program's transformative power. Initially feeling lost about her finances, she recalls, "I didn't really understand how credit worked or how to start saving for the future." Through Empower U's holistic approach, Kim gained the knowledge and confidence to take control of her financial future and achieve her dream of homeownership.

TEAM MEMBER IMPACT

We empower our team members to support their chosen causes and actively participate in their communities to be a part of creating meaningful impact. A core aspect of ATB's value to our team members is the opportunity for them to engage in service that is personally rewarding while driving positive change for others.

Uplift is our online platform that enables team members to connect with the causes they care about most and amplify their impact. Through Uplift, team members can find local organizations and causes that align with their values, take part in micro-action challenges and have donations matched by ATB. They can also track volunteer hours and earn charitable giving rewards for those efforts. Participation in Uplift surpasses benchmarks of other Canadian financial institutions, positioning ATB as a leader in fostering team member-driven social impact.



Throughout the year, team members supported several important causes, amplified by ATB's matching contributions.

- ▶ During National Volunteer Week, we announced that volunteer rewards were doubling to align ATB with the best practices of other community-minded organizations.
- ▶ We raised funds to support men's health throughout the Movember campaign in November.
- ▶ On Giving Tuesday in December, team members raised funds for local nonprofits and charities.
- ▶ Throughout the holiday season, we held the Warming Up Winter campaign, which included a donation drive to collect food and clothing for community members in need.

Our TMNs drove meaningful change through additional initiatives. In June, team members had opportunities to engage as allies during Pride Month in collaboration with the Pride TMN. In October, a Disability Employment Month fundraising campaign led by our Ability TMN resulted in team members funding the cost of a service dog for a young girl.

**73% TEAM MEMBER
PARTICIPATION
IN UPLIFT**



POSSIBILITY PROJECTS

ATB's Possibility Projects initiative is redefining how businesses can create consequential impact in the communities they serve. It demonstrates ATB's innovative approach to corporate citizenship, emphasizing our commitment to addressing important issues through collaborative efforts and creating shared value. This strategy

serves as a testament to ATB's purpose by going beyond traditional philanthropy and driving systemic changes that uplift the well-being of individuals, organizations and communities alike.

The first Possibility Project is a two-year pilot that addresses the urgent need for mental health resources and support for workers in Alberta's social sector, who often face high levels of stress, burnout and mental health challenges.

In partnership with GreenShield—Canada's only nonprofit health and benefits company—mental health support will be provided to employees of participating Alberta social sector organizations. We recognize the critical role these individuals play on the frontlines of tackling complex social issues. By making mental health support available, this pilot aims to create healthier workplaces, reduce employee turnover and enhance the capacity of these organizations to deliver essential services.



"As a proudly Canadian nonprofit health and benefits company, our mission of Better Health for All has been our driving force for nearly 70 years. We are inspired by the values and commitment of those working in the social sector. We recognize the challenges they face in balancing increasing demands with constrained resources. That's why we are honoured to partner with ATB Financial to offer free mental health services, supporting resilience within Alberta's social sector."

**Mandy Mail, Executive Vice President,
GreenShield Cares**

EMERGENCY RESPONSE

ATB has the ability to respond rapidly and philanthropically to environmental and social emergency events—locally, nationally and globally. Our emergency response playbook is a comprehensive framework for assessing and mitigating the impacts of such events in a consistent, timely and meaningful manner by supporting community recovery and resilience efforts.

Jasper wildfire response

In July 2024, when a wildfire swept through the town of Jasper and affected the lives of many Albertans, ATB mobilized our emergency response

protocols to support our clients, team members and communities during this difficult time.

Our response also included an assessment of ATB's philanthropic role in addressing Jasper's immediate and long-term needs. As a result, we provided over \$150,000 in support through team member contributions as well as donations to the United Way's Wildfire Response and Recovery Fund for urgent recovery efforts and to the Jasper Fire Caring Community Fund to bolster ongoing recovery initiatives. In tandem with our financial contributions, ATB extended invitations to Jasper-based community organizations to join our first Possibility Project, aimed at strengthening the mental health of frontline social service providers.



Our Jasper branch after the 2024 fire and before reopening to the community

Amid the devastating wildfires that ravaged Jasper in the summer of 2024, we were fortunate that our ATB branch in Jasper was spared and able to reopen quickly to support our clients in a time of need. Ben Keyes, Branch Manager and lifelong resident of Jasper, stood out as a beacon of strength, resilience and optimism during this time. Despite losing his own home, Ben remained steadfast, driven by a deep sense of responsibility to be there for his community when they needed it most. He channeled his energy into ensuring the ATB branch remained open, recognizing its crucial role in restoring a sense of normalcy during an incredibly challenging time for the people of Jasper.



Wellness and Psychological Health and Safety

At ATB, we are committed to fostering a psychologically healthy and safe workplace where team members can thrive. Together, we promote a culture of health and well-being with programs that support team members and enhance workplace productivity. We want to ensure that team members have access to the resources they need to prioritize their wellness and achieve positive outcomes for themselves, our organization and our clients.

TOTAL HEALTH AND WELLNESS

Mental health

We take a proactive approach to mental health, fostering a supportive and inclusive work environment where the well-being of our team members is prioritized. We recognize that a thriving team is the cornerstone of delivering a remarkable client experience and successful business performance. As a testament to our efforts to uphold these values, ATB was recognized as one of the 2024 Best Workplaces for Mental Wellness by Great Place To Work.

We have invested in several programs that deliver on our commitment to mental well-being, and our Mental Health Action Team (MHAT) plays an important role in supporting mental health initiatives for our team members. The MHAT curated a Critical Wellness Toolkit that supports team members on their journey to optimal mental health. The MHAT also sponsored a Peer Support program to foster connection, provide emotional support and inspire hope.

To better understand how well we adhere to the National Standard of Canada for Psychological Health and Safety in the Workplace, we have embarked on a partnership with the Mental Health Commission of Canada. Our goal is to identify gaps in our efforts to build a culture where team members can bring their whole selves to work and perform at their best.

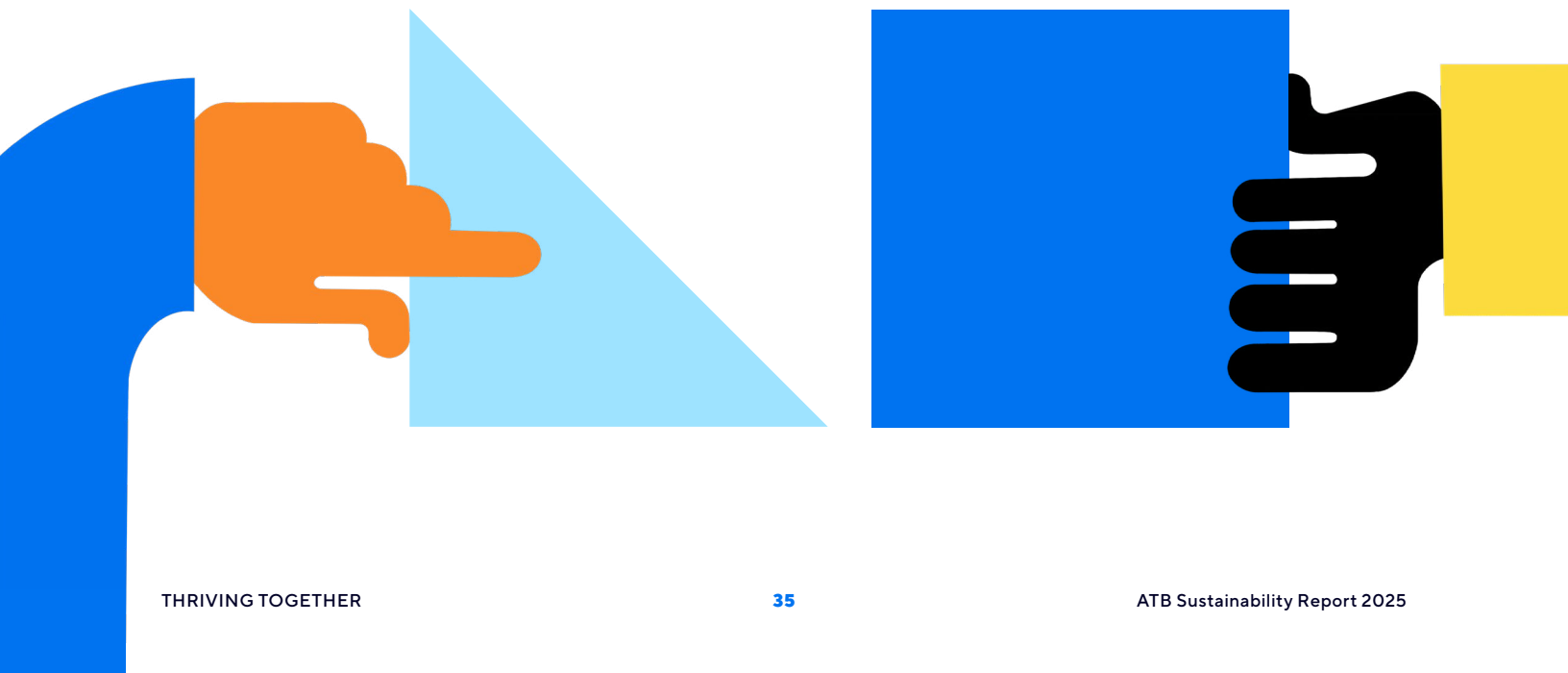
Beyond the training we provide for team members to enhance their understanding of and ability to address mental health issues as they arise for peers, clients and themselves, in FY2025 we partnered with *headversity*, a workplace mental health platform that offers resilience training programs. We also launched a certification program called CERT in Psychological Health & Safety, which provides skills and insight team members can apply to foster a psychologically safe workplace.

Inclusive benefits

ATB provides comprehensive coverage that goes beyond the basics, including inclusive benefits to support our team members on their wellness journeys. Our goal is to ensure our team members have access to the resources they need to prioritize their health and well-being.

We launched GreenShield+ as our platform for the Employee and Family Assistance Program and wellness services. GreenShield+ provides free support for team members and their dependents through a network of diverse care providers. This includes counselling support, assistance with achieving personal goals, online cognitive behavioural therapy, mental wellness care and coping skills for children.

We offer coverage for fertility and family planning benefits to support team members who are pursuing parenthood, as it can have a profound impact on their lives and well-being. In FY2025, we doubled our annual coverage for fertility and family planning services and procedures to \$10,000 per year to lower financial barriers and increase equity in the workplace.



ADVANCING TRUTH AND RECONCILIATION

Truth and Reconciliation requires an ongoing commitment to education and action that can best be achieved through collaboration. We all have a shared responsibility to advance Truth and Reconciliation, and we recognize that Indigenous Peoples have both collective and individual rights.

ATB acknowledges the important role we have in responding to the Truth and Reconciliation Commission's Call to Action 92, which calls upon Canada's corporate sector to apply the principles of the United Nations Declaration on the Rights of Indigenous Peoples to our policies and core operational activities.

Through grounding in relations and spending time listening and learning, ATB is finding new ways to make banking and financial advice work for Indigenous Peoples, communities and organizations, by advancing change that facilitates access to capital, career and banking solutions. Together, we can uplift legacies and livelihoods and thrive as partners in prosperity.

In This Section

- 38** Education and Awareness
- 40** Community Engagement
- 43** Economic Reconciliation
- 45** Trusted People Systems



PAIR BRONZE

PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS

PAIR BRONZE CERTIFICATION

As part of ATB's journey of advancing Truth and Reconciliation, we have been working to earn certification through the Partnership Accreditation in Indigenous Relations (PAIR) program from the Canadian Council for Indigenous Business.

In fall 2024, ATB was granted Bronze certification, signifying that ATB is committed to advancing Indigenous prosperity, creating a workplace of choice for Indigenous Peoples and being a good business partner for Indigenous communities.

This accreditation is one step on a continuing path, and the evaluation process has been illuminating. ATB will continue to listen, learn and improve as our journey continues.

TRUTH AND RECONCILIATION ACTION PLAN

In support of ATB's Indigenous Relations Strategy, we have created a two-year [Truth and Reconciliation Action Plan \(RAP\)](#). A RAP is a strategic plan for how an organization will advance Truth and Reconciliation and Indigenous inclusion.

Published in May 2025, our RAP will guide ATB's ongoing efforts toward reciprocity, equity and respectful relationships with Indigenous Peoples, communities and organizations.



"Participating in PAIR has provided ATB with a framework in terms of moving forward in a purposeful way to walk alongside Indigenous Peoples, communities and organizations and to support the Indigenous economy. Receiving this recognition reflects the efforts we have taken over the past seven years to advance economic self-determination for Indigenous Peoples."

Patrick Twinn, Director, Indigenous Relations

"We deeply respect and value the relationships we've built with Indigenous leaders, business professionals and the broader community. Being certified at the Bronze level means that ATB Financial stands out among thousands of Canadian businesses for the work we've done—and the work we're committed to doing—as partners in this journey."

Curtis Stange, President and CEO

Education and Awareness

We acknowledge that truth must precede reconciliation, meaning that education is the first step. ATB has committed to listening, learning and reflecting before acting. We believe that by working to advance a truth-based approach through education and experiences, Indigenous cultural perspectives can be integrated into our workplace.

Our participation goes beyond fulfilling an obligation. To be Champions of Belonging and ambassadors of cultural change, we must continue to build trust in our relationships and be active participants in advancing reconciliation. Together, we can make a meaningful difference for ATB, our clients and the communities we serve.

CULTURAL RECOGNITION

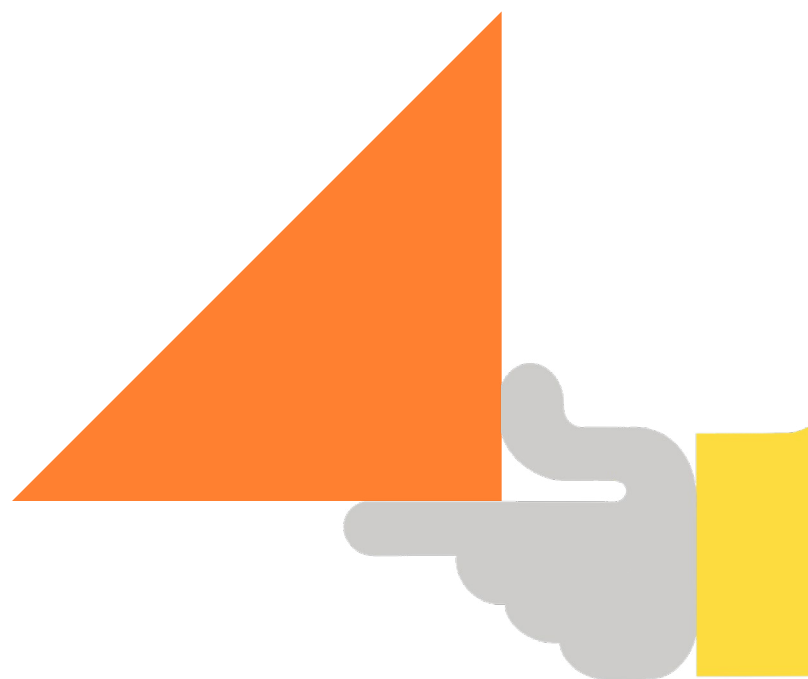
Meaningful change requires moving away from misconceptions and stereotypes of Indigenous Peoples and prioritizing empathy and respect. We are passionate about the opportunity to infuse Indigenous cultural perspectives into the ATB workplace to promote and embrace a truth-centred approach toward reconciliation.

At ATB, the entire organization is encouraged to take part in cultural learning and recognition activities on an ongoing basis, from incorporating personalized land acknowledgments to honouring days of significance.

The Indigenous TMN supports awareness and education initiatives, such as Red Dress Day, Louis Riel Day, National Indigenous Peoples Day, National Day for Truth and Reconciliation and Métis Week. On National Indigenous Peoples Day (June 21), we also honoured and celebrated Indigenous team members, clients and communities.

In September, ATB focuses on taking action, learning and growing in support of National Day for Truth and Reconciliation on Sept. 30. In 2024, we held a number of activities and events in recognition of this day and what it represents.

The same month, ATB and national professional services firm MNP published the second edition of a report highlighting the growing economic contributions of Indigenous Peoples in Alberta. [Opening the Door to Opportunity II](#) underscores the significant economic potential of Alberta's Indigenous population and their vital role in the province's growth and diversification, such as through taxes, job creation and contributions to the overall GDP. This report is a powerful reminder that advancing economic reconciliation is not only the right thing to do but also a strategic imperative for Alberta's future.



AWARENESS AND TRAINING

We are committed to enabling everyone at ATB to deepen their awareness, develop empathy and build socially conscious behaviours that support their personal journey of reconciliation.

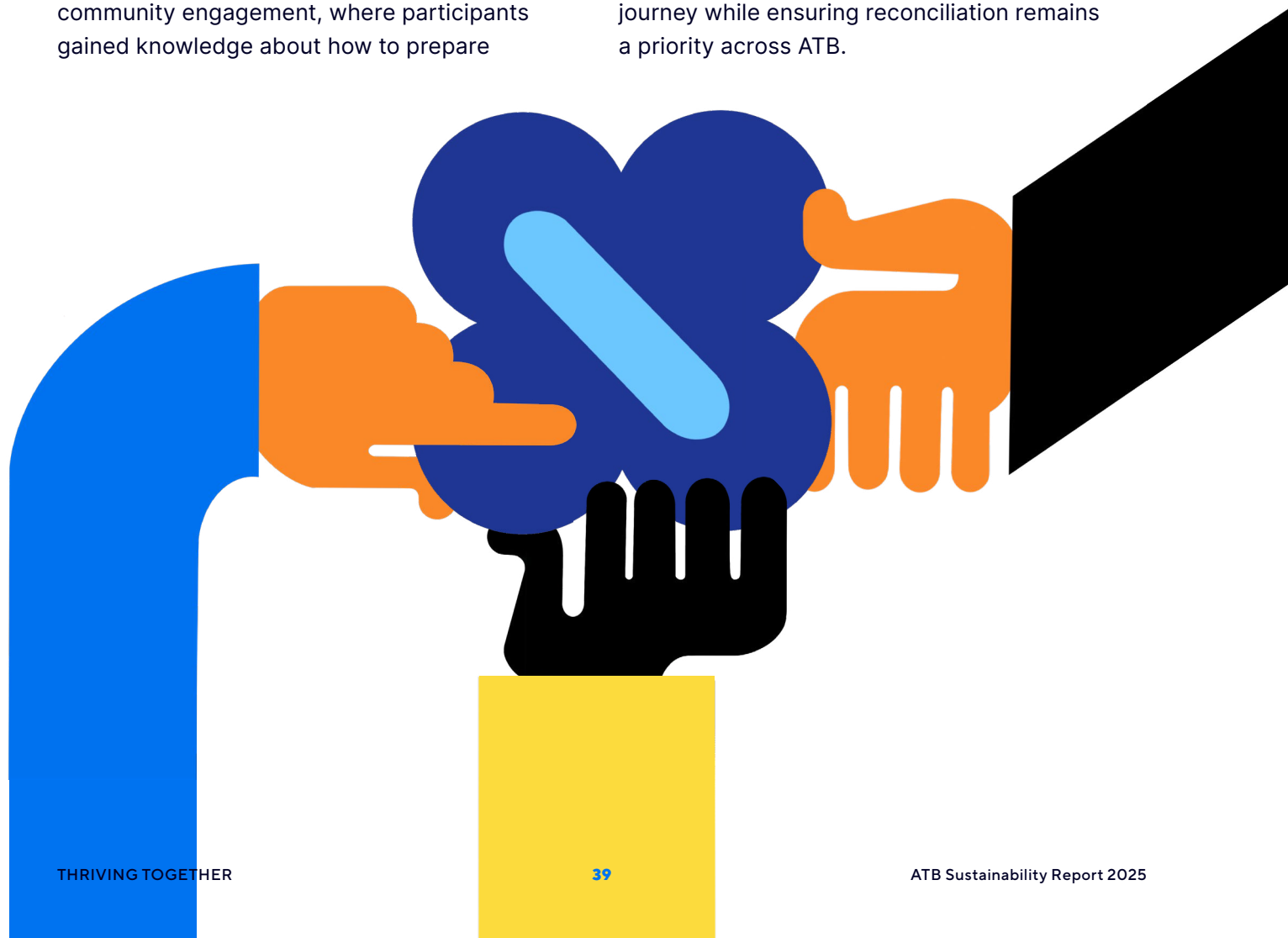
In September, we launched the Our Shared Path Advancing Truth and Reconciliation Cultural Awareness Training program across ATB. This 90-minute course explores the history of Indigenous societies and the lasting impacts of historical events, as well as the path to reconciliation in Canada, as outlined in Call to Action 92. It was created in collaboration with the Indigenous TMN and with content from First Nations University of Canada.

We also invited team members to attend learning sessions about Indigenous community engagement, where participants gained knowledge about how to prepare

for engagement activities with Indigenous communities and organizations, including wise practices and principles that support relationship development. These sessions were supplemented by additional resources to enhance team member knowledge of protocol, honoraria and gifting.

Everyday Financial Services (EFS) team members participated in training and experiences to increase their cultural knowledge. These sessions inform how we deliver culturally relevant financial advice and create a differentiated client experience for the communities we serve.

ATB's focus on awareness extends to all levels of the organization, including the Board of Directors. In the coming year, the Board will focus on furthering its Indigenous learning journey while ensuring reconciliation remains a priority across ATB.



Community Engagement

ATB values genuine connections and ongoing relationships with Indigenous Peoples, communities and organizations—built on a foundation of authenticity and integrity. We recognize and respect the traditional values, cultural perspectives and diversity across Indigenous communities in the areas where we operate and within our business.

Our approach to engagement allows us to incorporate and centre the voices of Rights holders in our reconciliation efforts. Meaningful engagement and participation in community initiatives enable ATB to establish and maintain mutually respectful relationships, gain valuable insights and enhance organization-wide awareness.

RECIPROCAL RELATIONSHIPS

ATB is actively building reciprocal and respectful relationships with Indigenous Peoples, communities and organizations by being accountable, having integrity and taking initiative in uplifting legacies and livelihoods.

We engage with Indigenous communities directly to create stronger connections and build trust while enhancing cultural awareness at ATB. Our comprehensive strategy drives reconciliation initiatives across the enterprise, fosters mutual relationships and builds awareness and understanding of ATB's reconciliation efforts, both internally and externally. Team members are using an Indigenous Community Engagement Tracker to track community relationship engagement activities, Indigenous client interactions and impact. This supports our ability to reflect on knowledge shared as we make decisions.

ATB provided opportunities for team members to engage with Indigenous communities through learning sessions and key sponsorships. Several team members and leaders had the opportunity to tour remote First Nations in Treaty 8 and have conversations with their elected Chiefs and Councils.

Throughout the year, we also sponsored and participated in various events, including Pow Wows, sharing circles and blanket exercises.

ATB team members participated in the Treaty 7 Elders Capacity Camp and Cultural Celebration hosted by the Elders Knowledge Circle Society, which we are also a proud sponsor of. This gathering has been held annually for almost a decade to bring together Elders from across Canada to share knowledge, build capacity and connect.

COMMUNITY INVESTMENT

Social impact in action

Our commitment to building and strengthening local relationships through community investment manifests in many ways, from direct support for impactful causes to collaborative initiatives that honour and amplify Indigenous perspectives.

ATB is proud to support the Urban Society for Aboriginal Youth (USAY) in Calgary, which provides culturally relevant programming in science, technology, engineering, arts and mathematics for Indigenous youth. Scientific concepts are connected with traditional ecological knowledge, Indigenous art forms are incorporated into design challenges, and historical Indigenous technologies and engineering practices are studied. ATB has contributed \$25,000 in FY2025 to support the development and expansion of these workshops so they can continue equipping Indigenous youth with the tools and confidence to succeed in their chosen paths.

In addition to the \$25,000 donation, a group of ATB 101 summer students assisted USAY in building policies and procedures that will be needed for its new Youth Centre. They also helped develop a contract for the Indigenous youth artists USAY employs, taking into consideration cultural relevancy and the contractors' digital knowledge.

Another example is the launch of Four Directions, One Path, a month-long campaign developed in collaboration with the Indigenous TMN to honour the National Day for Truth and Reconciliation. Throughout September, team members participated in a variety of activities to support reflection, learning and giving back. The campaign included virtual events, community engagements and donation drives related to Orange Shirt Day.



Vends with Benefits setup at the River Cree Night Market, presented by Enoch Tourism.



ATB 101 students with LeeAnne Ireland (centre)

"ATB 101 students brought fresh ideas and real solutions that helped USAY better serve Indigenous youth. Their passion and innovation made a tangible impact, and we highly encourage other organizations to partner with ATB 101 to meet unique needs while empowering future leaders."

LeeAnne Ireland, Executive Director, USAY

Supporting Indigenous artists and small businesses

Throughout the year, ATB fostered community relationships and directly supported Indigenous entrepreneurs and artists through several initiatives.

The ATB LOOT store is an online marketplace where team members can purchase ATB-branded merchandise, items from small business clients and handcrafted goods from Indigenous artists and small businesses. We partnered with Indigenous vendors to showcase their goods, which included beaded lanyards, thoughtfully curated gift boxes and beaded poppy and orange shirt pins to commemorate days of significance, resulting in over \$37,000 flowing directly back to them.

ATB also participated in several craft and night markets across the province, where our popular Vends with Benefits machine and Market Bucks program took centre stage, allowing attendees to win Market Bucks to spend at any participating vendors. This direct support empowered

Indigenous entrepreneurs and small business owners by helping to make their products more accessible while allowing ATB to create a positive ripple effect that extends far beyond the markets.

PARTNERSHIPS

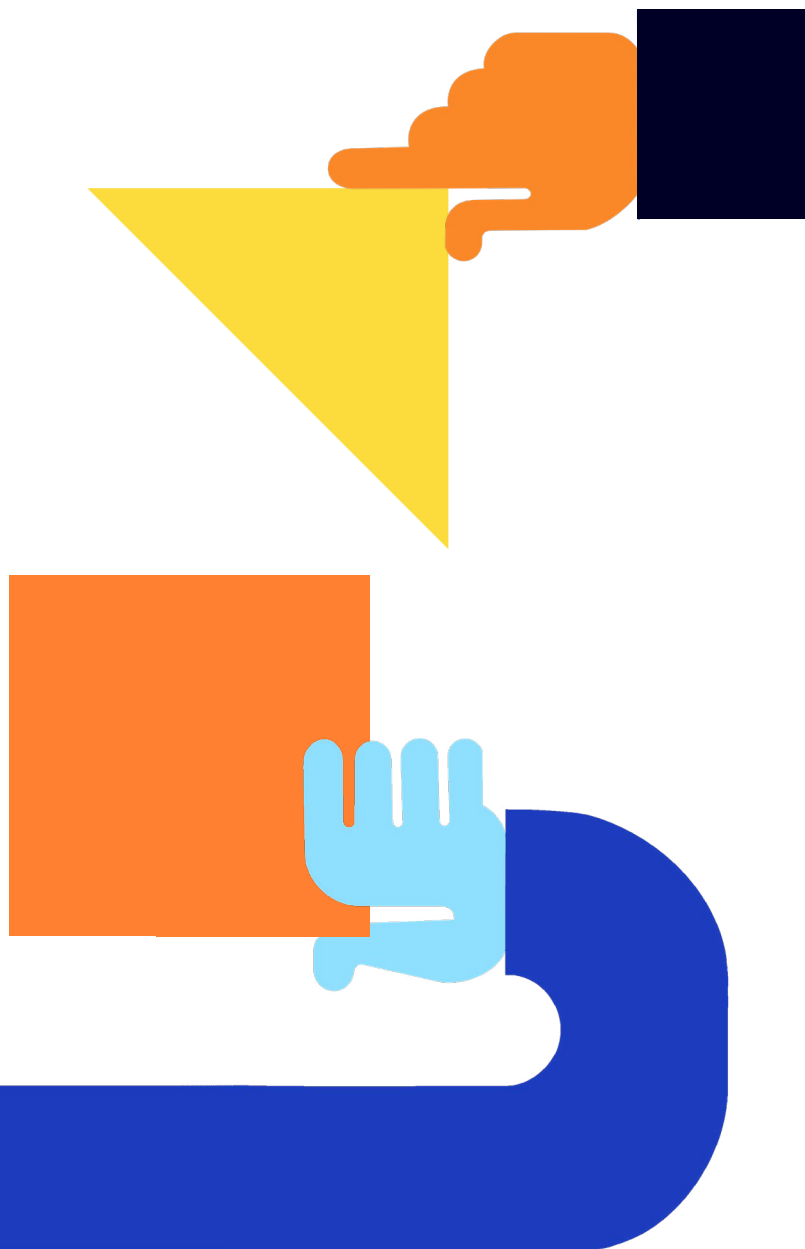
ATB builds partnerships by collaborating with Indigenous Peoples, communities and organizations to create shared wins for the long term.

Through our partnerships, we broaden the cultural awareness of leaders and team members so they can better understand the needs and barriers of underserved communities. For example, ATB collaborated with the Elders Knowledge Circle Society to provide cultural awareness training to EFS senior leaders who are focused on economic reconciliation.

To foster financial empowerment and establish trust in communities where we have branches, we partner with organizations that assist our delivery of financial knowledge. EFS piloted a trauma-informed financial coaching program in partnership with Momentum, an organization focused on economic community development. The program grew ATB's knowledge about the varying experiences and relationships of Indigenous Peoples with financial institutions and money and identified areas where we would benefit from learning and skill development to better provide differentiated advice and client experiences.

We also seek feedback from our partners about how we can adjust hiring processes to disrupt barriers to recruiting Indigenous talent to our Client Care and branch teams. One example of this is our work with Miskanawah,

an Indigenous-led charitable organization we partnered with to co-develop a financial module informed by Indigenous perspectives. We also worked closely with Miskanawah to enhance access to employment by having ATB hiring leaders attend cultural awareness workshops about barriers to employment for Indigenous youth. Miskanawah's Re:Vision program has provided ATB with numerous candidates for client-facing roles and continues to contribute feedback on our inclusive approach to hiring within Client Care.



Economic Reconciliation

As a financial institution, ATB has a responsibility to encourage and engage in economic reconciliation whenever possible. To foster economic resilience and create authentic business opportunities that drive widespread economic well-being, we support an increase in Indigenous participation in the economy. We are focused on co-creating profitable, sustainable solutions that extend access to capital and meet the unique financial needs of Indigenous Peoples, communities and businesses.

CLIENT SOLUTIONS AND ENABLEMENT

ATB strives to be the bank of choice for Indigenous Peoples in the communities where we operate by providing accessible and relevant financial services. We have a dedicated Indigenous Financial Services team that is responsible for recognizing and supporting the financial needs of Indigenous Peoples.

Alberta Indigenous Opportunities Corporation

ATB is a partner of the Alberta Indigenous Opportunities Corporation (AIOC), an organization that bridges the gap between Indigenous groups seeking partnerships in major projects and the financing they need to bring those projects to life. We collaborate with the AIOC to support Indigenous business opportunities that transform ideas and innovation into action. The growing number and value of Indigenous equity

ownership deals in Alberta is fueling stronger Indigenous participation in the province's economy and greater self-determination for Indigenous communities.

Economic Reconciliation Roundtable

The second Economic Reconciliation Roundtable in May 2024 brought together Indigenous leaders, senior executives from Canada's financial sector, federal ministers and senior federal officials to hold important discussions on how to advance economic reconciliation across Canada. Our Chief Legal and Sustainability Officer participated in the roundtable to bring a Western Canadian perspective to the federal initiative, while identifying opportunities for ATB to further drive positive change in supporting Indigenous financial inclusion.

ATB's focus on economic reconciliation is reflected in our work as financial advisors on the expansion of the Clearwater Infrastructure Limited Partnership (CIP), in collaboration with the AIOC. This transaction welcomed Bigstone Cree Nation as the 13th Indigenous partner, joining the Wapiscanias Waseskwan Nipiy Holding Limited Partnership, consisting of 12 other First Nations and Métis settlements as partners in the CIP alongside Tamarack Valley Energy Ltd.

The expansion facilitated a substantial transfer of \$50.8 million in midstream assets by Tamarack, resulting in a cash consideration of \$43.2 million and demonstrating a tangible investment in Indigenous economic participation. By supporting this partnership, ATB is helping Indigenous communities participate in and benefit from resource development within their Traditional Territories.

PROCUREMENT WITH INDIGENOUS BUSINESSES

ATB recognizes an opportunity to positively impact the Indigenous economy by increasing the presence of Indigenous suppliers in our procurement processes. These are mutually beneficial relationships that help us meet our business objectives.

ATB has an Indigenous Vendors and Businesses resource, which lists businesses that have been verified as Indigenous-owned by the Canadian Council for Indigenous Business (CCIB). For example, many Indigenous-owned hotels on this list are already marked as most-preferred vendors for team member travel, making it easy for team members to increase ATB's spending with Indigenous businesses. To further encourage our team members to support Indigenous procurement practices, we hosted a learning

session in collaboration with Rise Consulting to provide practical knowledge on building an Indigenous procurement framework, dispelling common myths and understanding Indigenous business perspectives.

Our strategy for Indigenous supplier diversity also supports capacity building through online resources, education opportunities and information sessions. In partnership with the CCIB Supply Change team, we delivered an information session to Indigenous businesses on procurement practices and our Truth and Reconciliation journey to foster new relationships and gather feedback.

We continue to make improvements to our internal procurement methods by reviewing existing procedures, policies and programs and are evaluating our current spend with Indigenous businesses.



Trusted People Systems

ATB's culture is about caring, trust, inclusion, accountability and contributions by all team members in service of individual and business performance. We are building an environment that fosters more innovation, welcomes diverse perspectives and advances our collective pursuit of success.

As Champions of Belonging, we enable fair practices, stand up for inclusion, attract and retain the best and brightest and foster diversity of thought and opinion. Amplifying the presence and perspectives of Indigenous team members strengthens our organization.

WORKFORCE INCLUSION

As we work toward increasing Indigenous talent at ATB, we are integrating inclusion practices throughout our operations. This includes targeting recruitment initiatives, refining policies to enhance inclusivity, nurturing Indigenous talent and integrating Indigenous perspectives into our team member value proposition. The Indigenous TMN also plays an important role in enabling Indigenous team members and their allies to collaborate, share events and stories and advance Indigenous relations within ATB.

In FY2025, we built relationships with Indigenous community partners and potential ATB team members by participating in several career fairs and hosting employer presentations focused on providing employment access. These events were valuable opportunities for ATB to connect with Indigenous talent, including youth, share information about ATB's career opportunities and build relationships with community organizations.

We played a key role in the Community Futures Treaty 7 (CFT7) annual student symposium, partnering with student leaders to present breakout learning sessions. Throughout the year, ATB supported the CFT7 Bridge to Inclusion events, further solidifying our connection with this important community partner while increasing cultural knowledge for team members who attended on behalf of ATB.

We also collaborated with partners to provide sessions on careers in banking for Indigenous women. This initiative created a dedicated space for Indigenous women to explore career paths in the financial industry and connect with ATB representatives.



"As an Indigenous woman, it is incredibly important for me to lift up, connect with, mentor and hire other Indigenous women."

**Denise Barber, Branch Manager,
ATB Edmonton Advisory Centre,
and Chair of the Indigenous TMN**

**3.8% INDIGENOUS
PERSONS ACROSS
ATB'S WORKFORCE**



ADVANCING OUR ECONOMY AND ENVIRONMENT TOGETHER

ATB sees the economy and environment as inextricably linked, and we are dedicated to fostering a future where both can thrive. We take a balanced view and pragmatically integrate our environment approach into our business.

We believe that the journey toward creating a stronger tomorrow for generations to come is one that we are on alongside our stakeholders. This collective effort will require adaptability and enhanced capabilities as we work together to mitigate risks while rising to new opportunities.

By contributing to the resilience and health of the economy and the communities we call home, we can help create a legacy of shared economic prosperity and environmental responsibility.

In This Section

- 47** Sustainable Economy
- 49** Climate Resilience
- 50** Emissions Management
- 52** Environmental Stewardship

Sustainable Economy

In a time of unprecedented uncertainty, ATB is focused on supporting our clients across industries as we navigate the complex and dynamic landscape together. We strive to meet evolving client needs, all while working to enable a more resilient economy and prepare for sustainable, long-term growth and market-readiness.

CLIENT SOLUTIONS AND ENABLEMENT

Energy

ATB proudly maintains our commitment to the energy sector, which is vital to Alberta's economy. From supporting traditional energy businesses to seeking opportunities that promote the growth of clean technologies and sustainable resource development, we play a crucial role in providing made-in-Alberta solutions for today and the future, solutions that support the expansion of the province's energy sector, and our business, while maintaining energy security.



"Our client-focused approach sets us apart. We provide comprehensive services, expert advisory and creative solutions and are committed to supporting the sector. Our nation's prosperity and competitiveness are tied to a thriving energy industry, and we're here to play our part, today and well into the future."

Darren Eurich, CEO, ATB Capital Markets

To outline ATB's plans for long-term growth, resilience, investment and market-readiness in this critical sector, ATB's Energy Strategy was formally rolled out to clients in September 2024. We have emphasized and increased our lending commitment to the province's energy sector, differentiating ATB as the only major financial institution primarily based in Alberta with the advice and expertise to support this important segment of the economy.

Our role in providing financing represents a balanced approach that includes both traditional and transitional energy sources—helping all facets of the sector fuel Alberta's economy toward a more sustainable future. Our experience and specialization allow us to manage the dynamic nature of this sector, provide effective risk mitigation capabilities and find bespoke solutions for our clients.

The transition toward a lower-carbon future presents a significant long-term growth area for ATB and our clients. As we continue to enhance our energy advisory service offering, we are strategically positioned to help our clients navigate and leverage these opportunities. Capital investments must keep pace with ongoing demands and existing commitments, and we aim to identify and capitalize on the opportunities presented by this energy expansion. The right infusion of capital will allow the energy sector to continue to grow and innovate in cleaner, low-emission technologies like carbon capture, wind, solar, nuclear and hydrogen.



Agriculture

ATB's commitment to supporting innovation in Alberta extends to our vital agriculture sector and its role in achieving a sustainable economy.

We are evaluating how our credit policies and guidelines can support the growth of companies in the value chain of agriculture, in areas such as biological inputs, bioenergy and bioindustrial materials—all of which are critical options for both downstream consumers and producers. We are in the early stages of developing a framework to guide our financing decisions in this critical area.

ATB seeks innovative opportunities aligned with our commitment, such as our recent investment in The51 Food and AgTech Fund, which will support the next generation of women entrepreneurs and their promising innovations in deep science and agtech. Our involvement in this early-stage venture fund has the potential to yield positive outcomes in Alberta and beyond, including driving economic growth and diversification, advancing environmental sustainability in agriculture, enhancing food security and strengthening our rural communities. Our commitment to this fund

also aligns with our focus on fostering innovation and building a more inclusive economy.

Carbon credit trading

ATB Capital Markets has launched a carbon credit trading solution that allows our clients to access Alberta-based carbon credits to support their emissions compliance obligations.

Alberta's Technology Innovation and Emissions Reduction (TIER) Regulation requires our clients with regulated facilities to reduce greenhouse gas emissions. Facilities that do not meet their annual compliance benchmark can use carbon credits to meet the obligation. ATB transacts credits in the TIER system for the variety of clients who participate. These include renewable energy companies, oil and gas producers, power companies and those in diversified industries. Our platform has the added benefit of providing liquidity to clients who exceed their benchmark and have credits to sell.

We will continue to monitor policy changes to ensure our solutions remain aligned with evolving regulatory landscapes.

Climate Resilience

Identifying and addressing climate-related risks protects the long-term stability of ATB's business and our contributions to Alberta's economy. Climate risk is considered a transverse risk—one that can manifest through existing risk channels. ATB is being proactive about climate resilience by keeping pace with evolving regulatory expectations and considering a range of plausible scenarios.

ENVIRONMENTAL RISK MANAGEMENT

ATB's environmental risk profile is reviewed quarterly, with updates provided to senior management and the Board. We have integrated climate into our annually updated environmental risk appetite statement, which identifies core climate risks.

Physical risks are categorized as either chronic or acute:

- **Chronic:** In the long term, Alberta is expected to have wetter winters and drier summers (depending on the geographic region), raising concerns about summer water shortages that could limit agricultural and industrial productivity.
- **Acute:** Extreme weather—especially flooding, drought, hail and wildfires—has always been a feature of Alberta's climate, but increased frequency and severity may impact the prevalence of insurance mitigation over time.

Risks related to transitioning to a lower-carbon economy could include:

- **Public policy:** This includes changes to carbon pricing, emissions caps and investment incentives, along with regulatory requirements and costs for implementation, which can impact both renewable and traditional energy sources.
- **Legal:** Litigation could arise from inadequate climate disclosures or claims made within those disclosures, for example under amendments to the *Competition Act* related to greenwashing.

- **Technology:** New low-carbon technologies—like affordable solar panels, efficient batteries and small modular reactors—could change how other energy sources are priced.
- **Market sentiment:** Changes in supply and demand for ATB clients' products, or perceptions of the likely future supply and demand, could impact the value of collateral and trading assets, which may lead to sudden repricing of the securities and derivatives that ATB owns or is exposed to.
- **Reputation:** ATB's reputation could be affected by our environmental behaviours and disclosures, compared to peers and competitors, as well as by third-party vendors, clients, suppliers and partners.

We continue to conduct a systematic assessment of risks and opportunities to enable ATB to understand evolving business models and develop responsive products, services and advisory capabilities. As our clients navigate their transitions at their own pace, this ongoing assessment will help us anticipate their responses to changes in technology, public policy and market sentiment and maintain our credibility as advisors.

As these efforts progress, we continue to work with other organizations and collaborate with partners. For example, ATB has joined the Risk Management Association's Climate Risk Consortium, which brings together risk management professionals from financial institutions to advance awareness of and address risks relevant to climate change.

SCENARIO ANALYSIS

The potential impacts of both transition and physical climate risks on ATB's capital and earnings—and our organization's resilience in general—are better understood by conducting scenario analyses. Stress-testing and scenario analysis help inform the identification, assessment and management of climate-related risks and the ongoing development of ATB's environmental risk management program.

Our analyses are informed by scenarios developed by the Network for Greening the Financial System. In FY2025, our team performed a climate-focused scenario analysis using a “disorderly” transition scenario. This scenario

assumes that emissions-intensive activity is limited by caps and mandates, resulting in a decline in economic activity. The analysis included updated elements of ATB's longer-term strategic goals and covered a time horizon of 10 years.

Such analyses have provided valuable insights into potential impacts on Alberta's economy, ATB's capital position, various industries and associated key risks—as well as the transmission of risks between industries—and have informed risk mitigation options.

For more information on our approach to environmental risk management, please refer to [ATB's 2025 Annual Report](#).

Emissions Management

Reducing our own emissions is important because it is part of our shared responsibility to create a more resilient economy and environment. Over the long term, this will help provide environmental and economic benefits that contribute to a more sustainable future.

OPERATIONAL EMISSIONS

Quantifying ATB's emissions in alignment with the Greenhouse Gas (GHG) Protocol each year allows us to assess progress, identify opportunities for improvement and ensure accountability. Our annual assessment, measured on a calendar-year (CY) basis, encompasses both our direct (Scope 1) and indirect (Scope 2) operational emissions as well as our value chain emissions (Scope 3), such as purchased goods and services.

Our Scope 1 and 2 emission sources originate from buildings owned or controlled by ATB, and we are working to integrate sustainability considerations into asset lifecycle and maintenance work.

Approximately a quarter of ATB's FY2025 facilities maintenance budget was applied to energy efficiency improvements in roughly 22% of our branch network, including window, boiler and hot water tank replacements. As we progress, we will look to better understand and measure the impact of these initiatives.

In CY2024, our combined Scope 1 and 2 emissions saw a modest decrease of 1.2% compared to the previous year, with natural gas (Scope 1) usage increasing while electricity consumption (Scope 2) decreased. Since our CY2019 baseline, there has been an aggregate Scope 1 and 2 reduction of 43%.

ATB's Scope 2 emissions reduction since CY2019 has significantly benefitted from an increase in the share of renewable energy sources on Alberta's electricity grid, which removed all coal as of June 2024. As emission factors lag by approximately two years, ATB's emissions calculation is anticipated to continue being affected by the "greening of the grid" for up to two years. In addition, we purchased Alberta-based renewable energy certificates to offset roughly 80% of our electricity consumption in 2024 (Scope 2).

An example of how we are assessing emissions across our value chain is the modelling and assessment of the potential emissions impact we conducted in advance of launching Gemini for Google Workspace across ATB. The largest component of ATB's overall AI emissions footprint is the cloud infrastructure required to support both the AI models and all of ATB's banking operations. While the rollout of Gemini was found to have minimal impact on our Scope 3 emissions based on our modelling, we will monitor its effects going forward.

We continue to build out our emissions reduction pathways. In FY2026, we are partnering with Alberta Ecotrust Foundation to produce a deep retrofit plan that will guide future building upgrades, enabling ATB to manage building performance, reduce operational costs and minimize environmental impact. As part of this project, energy audits will be conducted to identify retrofitting opportunities to inform our roadmap.



In alignment with our environmental commitments, we benefit from leasing office space for our main corporate offices in buildings with sustainable design features. Eighth Avenue Place in Calgary holds LEED® Platinum certification and has a green roof with beehives. ATB Place in Edmonton is LEED Platinum, BOMA BEST Platinum and Fitwel 2-Star certified and also has a green roof with beehives.

FINANCED EMISSIONS

Downstream emissions tied to financing activities represent a significant portion of ATB's Scope 3 value chain emissions, a reality consistent across financial institutions.

To estimate the greenhouse gas emissions associated with certain lending activities, ATB follows the internationally recognized Partnership for Carbon Accounting Financials (PCAF) standard. The estimation includes the two most material asset classes of ATB's portfolio: emissions associated with approximately 95% of ATB's principal outstanding business loans and emissions associated with our residential mortgage loan portfolio.

During FY2025, we developed a dashboard for internal monitoring of our financed emissions estimates. As part of this project, we completed

the quantification of annual historical data from CY2019 to CY2022 and established CY2019 as the baseline for our financed emissions, to align with our operational emissions baseline. The lag in our financed emissions data is due to the inherent delay in obtaining external Government of Canada industry emissions data necessary for the estimations, which typically lags by two calendar years. With four years of data now available, we have also made progress with data governance processes and standardization of the new data entered annually, improving data understanding and analysis.

Our financed emissions calculation continues to align with a PCAF data quality score of 5, which denotes the lowest quality of data. We are working on improving our PCAF score by enhancing data availability and quality.

Environmental Stewardship

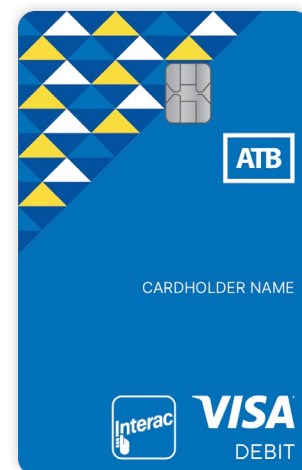
ATB has created collaborative opportunities for team members and communities to participate in managing environmental impacts. By enabling actions with an environmental lens, we intend to positively contribute to environmental outcomes within our operations and communities and with our partners.

ENVIRONMENTAL INITIATIVES

Beyond our work on climate risk and emissions management, our commitment to environmental stewardship extends to various internal practices and initiatives to address our impact across other environmental topics.

For example, in FY2025 we started issuing Mastercard® and Visa² Debit cards made from at least 90% recycled materials. While the redesign was intended to improve convenience and enhance overall client experience, our commitment

to sustainability was a major motivator. We will continue to issue these cards to clients as new cards and replacements are needed. We have also begun shifting to recycled paper for client collateral that accompanies these products, such as card carriers and benefit guides.



² Trademark of Visa International Service Association and used under license.

SUSTAINABLE DEVELOPMENT

ATB is committed to creating impact outside of our organization. In FY2025, we focused our efforts on important environmental needs in the communities we serve, contributing to initiatives that reduce emissions and waste or promote habitat protection, species conservation and environmental education. ATB invested our time volunteering and donated over \$243,000 to various sustainable development initiatives across the province.

For the last two years, ATB has invested in the Siksika Nation Community Shelterbelt Program—a collaboration between Project Forest and Siksika Nation aimed at bringing much-needed trees to the community. The program addresses the lack of natural infrastructure in both residential and agricultural areas, where community members are increasingly feeling the effects of climate change. Through the program, ATB's investment will contribute to approximately 19,000 seedlings being planted on the Nation. As part of our activities acknowledging the National Day for Truth and Reconciliation, ATB team members volunteered at a tree-planting event on Siksika Nation.

ATB has also supported Ducks Unlimited Canada (DUC) for more than 10 years and continued to invest in its Revolving Land Conservation Program in FY2025. This program allows DUC to purchase land of high habitat value, restore any cultivated components to perennial cover (for example, grass) and protect the land by placing a conservation easement on the property title. This prevents future landowners from tilling grasslands and draining wetlands that perform essential ecosystem functions.

Another example of how we are supporting sustainable development is our grant to the Nature Conservancy of Canada's Bob Creek Ranch prairie grassland conservation project. The project safeguards vital habitats and protects biodiversity while preserving Alberta's rich ranching

heritage and showcasing how agricultural and environmental interests can align and be a model for sustainable land stewardship. The property will be sustainably grazed by cattle under the management of the Waldron Grazing Co-operative.



ATB team members volunteer with Project Forest to plant trees at Siksika Nation, creating a shelterbelt of food-bearing and medicinal plants. These plantings will enhance biodiversity and act as a barrier to reduce wind speed and protect crops, livestock, buildings, work areas and roads from wind and snow.

"ATB's ongoing support of the Siksika Nation Community Shelterbelt Program is more than an investment in the environment—it's an investment in the well-being of every Siksika Nation member. Through their commitment, ATB is helping restore the land, strengthen community resilience and create a lasting legacy of positive impact. It's the dedication of companies like ATB that empowers our organization to thrive as we work together to build a more sustainable future."

Mike Toffan, Founder and Executive Director, Project Forest

APPENDIX

About This Report

SCOPE AND REPORTING PERIOD

This 2025 Sustainability Report provides information on topics important to ATB Financial and our stakeholders. Unless otherwise noted, all activities described in this report were undertaken during FY2025 (April 1, 2024–March 31, 2025) and pertain to ATB and our subsidiaries on a consolidated basis. Excluded from the scope is ATB's acquisition of BCV Asset Management Inc. and its related subsidiary, which was completed in FY2025. Those entities continue to operate independently and we are in the process of integrating them within our operations. For more information about our subsidiaries, please refer to [ATB's 2025 Annual Report](#).

DATA INTEGRITY

The 2025 Sustainability Report has not been audited in its entirety by a third party. However, ATB's corporate donation activities are audited and independently verified quarterly and annually by SiMPACT Strategy Group. The process upholds the valuation principles and eligibility guidance established by LBG Canada. The LBG model for measuring social impact is a recognized global standard for efficiently managing, measuring and reporting on community investment.

We will continue improving 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 Sustainability Executive Steering Committee is responsible for reviewing this report and recommending its approval to ATB's Chief Legal and Sustainability Officer (CLSO). The CLSO then presents it to the Governance and Conduct Review Committee, which provides a recommendation to ATB's Board of Directors for approval.

Stakeholder Engagement

ATB believes that strong relationships with our stakeholders are essential to our success. We understand that stakeholder needs evolve, and we are committed to listening to and meeting their expectations through open communication and collaboration. By proactively and consistently engaging throughout the year, we strive to foster stronger relationships, build trust and create shared value.

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 and [online banking](#)
- ▶ [ATB Capital Markets](#) and [ATB Investment Management](#)
- ▶ Social media
- ▶ External publications³
- ▶ Hosting and participating in business and community events
- ▶ Engaging with non-clients to assess perception of ATB



OUR TEAM MEMBERS

- ▶ ATB Connect intranet
- ▶ Team member engagement surveys
- ▶ Interactive livestreams hosted by the CEO and Strategic Leadership Team
- ▶ Organization-wide feedback program
- ▶ Team member networks
- ▶ Team member reward and recognition platform
- ▶ Uplift giving and volunteering platform
- ▶ Anonymous third-party Whistleblower Program
- ▶ Employee assistance and mental health programs



OUR SHAREHOLDER

- ▶ Regular engagement with the Government of Alberta on alignment and performance against mandate
- ▶ Regular discussions with the Alberta Superintendent of Financial Institutions
- ▶ Quarterly Shareholder Report
- ▶ Annual Public Meeting



OUR COMMUNITIES

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

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

³ Includes publications such as The Twenty-Four, Quarterly Economic Outlook, ATB Capital Markets Insights and ATB's annual and sustainability reports

Sustainability Performance Data Tables

ACHIEVING GOLD STANDARD IN CROWN CORPORATION GOVERNANCE

Metric	FY2025	FY2024	FY2023
Independent directors on the Board (1)	100%	100%	100%
Representation of women on the Board (2)	50%	50%	50%
Completion rate for Living the Code of Conduct and Ethics training (3)	96.7%	96.7%	99%
Completion rate for cybersecurity training (4)	99%	99%	n/a
Privacy complaints escalated to the Office of the Information and Privacy Commissioner (OIPC), Alberta	1	0	0
Breaches of privacy self-reported by ATB to the OIPC, Alberta	1	2	1
Breaches of privacy deemed as well-founded by the OIPC, Alberta	0	0	0
Spend on goods and services from suppliers	\$699.2 million	\$624.9 million	\$607.1 million
Dividend distributed to ATB's Shareholder (5)	\$100 million	n/a	n/a
Societal impact (6)	\$1.47 billion	\$1.36 billion	\$1.39 billion
Direct economic value generated (7)	\$2.2 billion	\$2.0 billion	\$1.9 billion
Economic value distributed (8)	\$1.8 billion	\$1.7 billion	\$1.5 billion
Economic value retained (9)	\$345.7 million	\$336.8 million	\$428.4 million

- (1) The Board has determined that every member of the Board is "independent" within the meaning of ATB's Director Independence Policy and the relevant Canadian Securities Administrators guidelines.
- (2) Percentage of women on the board as of fiscal year-end based on data collected from a Board survey.
- (3) Total percentage completion rate for the required Living the Code of Conduct and Ethics training course. In FY2024, the methodology was updated to include contractors as well as team members. There is less than 100% completion due to leaves and contract expirations.
- (4) Total percentage of eligible team members and contractors who completed the required cybersecurity training modules. Less than 100% completion is due to leaves and contract expirations with contractors. FY2024 was the first year that the training program was fully operational.
- (5) FY2025 was the first year ATB distributed an annual dividend paid in quarterly instalments to our Shareholder, the Government of Alberta.
- (6) A dollar figure that represents a portion of the monetary value ATB distributes to our stakeholders and the economy. It includes payment in lieu of taxes, net income, salaries and benefits, sponsorships and donations, deposit guarantee fee and agency commissions.
- (7) Direct economic value generated represents ATB's revenues and potential for distribution of monetary value to our stakeholders and the economy.
- (8) Economic value distributed represents a portion of ATB's expenses and the monetary value distributed to our stakeholders and the economy.
- (9) Economic value retained represents ATB's net income and is calculated as direct economic value generated minus economic value distributed.

CHAMPIONING A THRIVING, RESILIENT AND EQUITABLE SOCIETY FOR CURRENT AND FUTURE GENERATIONS & ADVANCING TRUTH AND RECONCILIATION

Metric	FY2025	FY2024	FY2023
Corporate donations (1)	\$4.0 million	\$3.1 million	\$2.7 million
Cultural Health Index (CHI) (2)	77%	75%	74%
Number of team members (3)	5,251	5,238	5,329
Compensation ratio men vs. women (4)	1.00	1.00	1.00
Representation of ATB team members (5)			
Women	67.7%	66.8%	65.8%
Indigenous Peoples	3.8%	3.6%	3.6%
Racialized peoples	37.7%	35.9%	34.9%
2SLGBTQIA+	8.2%	7.5%	8.0%
Gender non-conforming (6)	0.7%	0.6%	0.6%
Persons with disabilities	5.8%	5.1%	4.6%
Representation of ATB executive leadership (7)			
Women	53.2%	48.9%	42.0%
Racialized peoples	13.0%	17.4%	9.8%

- (1) Includes donations, in-kind, employee volunteer time and program management costs. This metric was independently verified by SiMPACT Strategy Group following methodology established by LBG Canada.
- (2) A percentage that serves as our enterprise employee engagement key performance indicator, representing team member perceptions across three dimensions: adapting, thriving and performing. It is calculated by averaging two biannual measurements of the CHI survey results.
- (3) Reported as full-time equivalents.
- (4) 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.
- (5) Representation as a percentage of all ATB team members based on data voluntarily self-reported through Count Yourself In.
- (6) When a team member's gender expression differs from the gender assigned at birth.
- (7) Representation as a percentage of executive leaders based on data voluntarily self-reported through Count Yourself In.

ADVANCING OUR ECONOMY AND ENVIRONMENT TOGETHER

Metric (1)	CY2024	CY2023	CY2022
Total Scope 1 and 2 emissions (tCO₂e)	12,133	12,277	15,017
Scope 1—Direct emissions (tCO ₂ e) (2)	5,570	5,017	6,186
Scope 2—Indirect emissions (tCO ₂ e)—location-based (3)	6,563	7,260	8,831
Total Scope 3—Other indirect emissions (tCO₂e)	59,481	61,558	60,643
Scope 3—Upstream emissions (tCO ₂ e) (4)	58,344	60,491	59,515
Scope 3—Downstream emissions (tCO ₂ e) (5)	1,137	1,067	1,128
Total Scope 1, 2 and 3 emissions footprint (tCO₂e)	71,614	73,835	75,660

- (1) ATB's emissions are calculated based on calendar year and not fiscal year and are rounded to the nearest tonnes of carbon dioxide equivalent (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 approximately 99.7% of our Scope 1 emissions. Scope 1 emissions have been restated to reflect updated stationary combustion emission factors from the 2025 publication of Canada's *National Inventory Report 1990–2023*. Historical data was previously reported in tCO₂e as follows: CY2023—6,783; CY2022—6,143; CY2021—5,802 (restated as 5,945); CY2020—5,649 (restated as 5,749); CY2019 baseline—6,389 (restated as 6,497).
- (3) 100% of our Scope 2 emissions are related to the purchase of electricity. Scope 2 emissions have been restated to reflect updated electricity emission factors from the 2025 publication of Canada's *National Inventory Report 1990–2023*. Historical data figures were previously reported in tCO₂e as follows: CY2023—8,807; CY2022—13,080; CY2021—13,589 (restated as 9,177); CY2020—16,801 (restated as 11,848); CY2019 baseline—19,349 (restated as 14,841).
- (4) Includes GHG Protocol categories 1 to 7: Purchased goods and services, Capital goods, Fuel- and energy-related activities, upstream transportation and distribution, Waste generated in operations, Business travel and Employee commuting. Scope 3 Upstream emissions have been restated to reflect applying Statistics Canada's *Canadian System of Environmental-Economic Accounts – Physical Flow Accounts* spend-based emission factors to spend-based Scope 3 categories. Historical data figures previously reported in tCO₂e were as follows: CY2023—75,422; CY2022—83,181; CY2021—82,882 (restated as 60,342); CY2020—80,370 (restated as 62,566); CY2019 baseline—93,336 (restated as 75,316).
- (5) Represents only GHG Protocol category 14: Franchises (ATB agencies). Category 15: Investments, also referred to as financed emissions, are not included, and categories 9 to 13 are not applicable to ATB's operations. Scope 3 Downstream emissions have been restated to reflect a change in methodology for estimating franchise emissions by using an estimated square footage and an energy use intensity calculated from our facilities to improve accuracy. Historical data figures previously reported in tCO₂e were as follows: CY2023—10,556; CY2022—10,893; CY2021—11,198 (restated as 1,261); CY2020—14,149 (restated as 1,612); CY2019 baseline—14,841 (restated as 1,728).

Disclosure Index

ATB's approach to disclosure is guided by a commitment to transparency, accountability and comparability—and by best practices related to the disclosure of information. Our reporting is informed by three internationally recognized sustainability reporting standards and frameworks, which are applied voluntarily:

- Sustainability Accounting Standards Board (SASB) standards, which focus on industry-specific disclosures. 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).
- Global Reporting Initiative (GRI) standards, which provide guidance for organizations to report on their impacts on the economy, environment and people.
- Task Force on Climate-related Financial Disclosures (TCFD) recommendations, which are specific to climate-related financial risks and opportunities.

We continue to monitor the evolving landscape of standards and expectations and acknowledge the recent consolidation of reporting standards.

The International Sustainability Standards Board (ISSB), which operates under the International Financial Reporting Standards (IFRS), was established to create a global framework for sustainability reporting. This framework consists of a unified set of standards that consolidate and harmonize with existing standards. The ISSB has released the IFRS S1 (sustainability-related) and S2 (climate-related) standards, which fully embed the SASB and TCFD frameworks, while GRI remains an important additional and complementary component.

The Canadian Sustainability Standards Board (CSSB) has finalized its Canadian Sustainability Disclosure Standards (CSDS), which are closely aligned with the IFRS standards.

We will assess any adjustments to our future reporting practices to ensure consideration of the latest global best practices.

SASB INDEX

Code	Metric	Response/location
Activity Metrics		
FN-AC-000.A	Total assets under management (AUM)	ATB discloses assets under administration (AUA). AUA consists of client investments managed and administered by ATB's subsidiary entities operating under the umbrella of ATB Wealth. Annual Report : Table 12: ATB Wealth Financial Performance (p. 52)
FN-AC-000.B	Total assets under custody and supervision	ATB does not disclose total assets under custody and supervision.

Code	Metric	Response/location
FN-CB-000.A	(1) Number and (2) value of checking and savings accounts by segment: (a) personal and (b) small business	ATB does not disclose the number of accounts, but please refer to the following section for the value of deposits. Annual Report : Table 18: Total Deposits (p. 56)
FN-CB-000.B	(1) Number and (2) value of loans by segment: (a) personal, (b) small business, and (c) corporate	ATB does not disclose the number of loans, but please refer to the following section for the value. Annual Report : Table 16: Net Loans (p. 55)
FN-IB-000.A	(1) Number and (2) value of (a) underwriting, (b) advisory, and (c) securitisation transactions	ATB does not disclose the number of transactions, but please refer to the following section for the value of ATB Capital Markets income. Annual Report : Table 6: Other Income (p. 47)
FN-MF-000.A	(1) Number and (2) value of mortgages originated by category: (a) residential and (b) commercial	ATB does not disclose the number of mortgages, but please refer to the following section for the value of residential mortgages. Annual Report : Table 25: Real Estate Secured Lending (Insured and Uninsured) (p. 69)
Business Ethics		
FN-AC-510a.1 FN-CB-510a.1 FN-IB-510a.1	Total amount of monetary losses as a result of legal proceedings associated with fraud, insider trading, antitrust, anti-competitive behaviour, market manipulation, malpractice, or other related financial industry laws or regulations	ATB does not disclose the breakdown of contingent liabilities in respect of legal proceedings or our related losses, if any. Annual Report : Contingent Liabilities (p. 164)
FN-AC-510a.2 FN-CB-510a.2 FN-IB-510a.2	Description of whistleblower policies and procedures	Sustainability Report: Business Conduct (p. 17) Annual Report : Safe Disclosure and Whistleblower Protection (p. 28) See ATB's Whistleblower Policy
Customer Privacy		
FN-CF-220a.1	Number of account holders whose information is used for secondary purposes	Sustainability Report: Privacy (p. 22) ATB does not disclose the number of account holders, but please see ATB's Privacy Code for more information.
FN-CF-220a.2	Total amount of monetary losses as a result of legal proceedings associated with customer privacy	ATB does not disclose the breakdown of contingent liabilities in respect of legal proceedings or our related losses, if any. Annual Report : Contingent Liabilities (p. 164)

Code	Metric	Response/location
Data Security		
FN-CB-230a.1 FN-CF-230a.1	(1) Number of data breaches, (2) percentage that are personal data breaches, (3) number of account holders affected	Sustainability Report: Sustainability Performance Data Tables (p. 56)
FN-CB-230a.2 FN-CF-230a.3	Description of approach to identifying and addressing data security risks	Sustainability Report: Cybersecurity (p. 19) Annual Report: Cybersecurity Risk (p. 75)
Discriminatory Lending		
FN-MF-270b.2	Total amount of monetary losses as a result of legal proceedings associated with discriminatory mortgage lending	ATB does not disclose the breakdown of contingent liabilities in respect of legal proceedings or our related losses, if any. Annual Report: Contingent Liabilities (p. 164)
FN-MF-270b.3	Description of policies and procedures for ensuring non-discriminatory mortgage origination	Sustainability Report: Business Conduct (p. 17) See ATB's Team Member Code of Conduct and Ethics
Employee Diversity & 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	Sustainability Report: Champions of Belonging (p. 24) Sustainability Report: Sustainability Performance Data Tables (p. 57) Annual Report: ATB Executive Leadership (p. 30)
Financed Emissions		
FN-CB-410b.4	Description of the methodology used to calculate financed emissions	Sustainability Report: Financed Emissions (p. 52)
Financial Inclusion & Capacity Building		
FN-CB-240a.1	(1) Number and (2) amount of loans outstanding that qualify for programmes designed to promote small business and community development	ATB does not disclose the number and amount of loans, but please refer to the following section for more information on our financial inclusion initiatives. Sustainability Report: Advice and Services (p. 28)
FN-CB-240a.3	Number of no-cost retail checking accounts provided to previously unbanked or underbanked customers	ATB does not disclose the number of accounts, but please refer to the following section for more information on our initiative for previously unbanked or underbanked customers. Sustainability Report: Advice and Services (p. 28)

Code	Metric	Response/location
FN-CB-240a.4	Number of participants in financial literacy initiatives for unbanked, underbanked, or underserved customers	<p>ATB does not disclose the number of participants, but please refer to the following sections for more information on our financial literacy initiatives.</p> <p>Sustainability Report: Financial Well-being (p. 27)</p> <p>Sustainability Report: Community Connection (p. 30)</p> <p>Sustainability Report: Partnerships (p. 42)</p>
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	<p>We do not have ESG factors as stated investment objectives, and they are therefore considered only when they may impact risk or return, such as for the Compass Portfolio series of mutual funds. The extent of ESG considerations 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.</p>
Lending Practices		
FN-MF-270a.1	(1) Number and (2) value of residential mortgages of the following types: (a) combined fixed- and variable-rate, (b) prepayment penalty, and (c) total	<p>ATB does not disclose the number of residential mortgages, but please refer to the following sections for more information on the value.</p> <p>Annual Report: Table 25: Real Estate Secured Lending (Insured and Uninsured) (p. 69)</p> <p>Annual Report: Table 27: Real Estate Secured Lending (Average Loan-to-Value Ratio) (p. 69)</p>
FN-MF-270a.3	Total amount of monetary losses as a result of legal proceedings associated with communications to customers or remuneration of loan originators	<p>ATB does not disclose the breakdown of contingent liabilities in respect of legal proceedings or our related losses, if any.</p> <p>Annual Report: Contingent Liabilities (p. 164)</p>
Professional Integrity		
FN-IB-510b.3	Total amount of monetary losses as a result of legal proceedings associated with professional integrity, including duty of care	<p>ATB does not disclose the breakdown of contingent liabilities in respect of legal proceedings or our related losses, if any.</p> <p>Annual Report: Contingent Liabilities (p. 164)</p>
FN-IB-510b.4	Description of approach to ensuring professional integrity, including duty of care	<p>Sustainability Report: Business Conduct (p. 17)</p> <p>See ATB's Team Member Code of Conduct and Ethics</p>

Code	Description	Response/location
Selling Practices		
FN-CF-270a.5	Total amount of monetary losses as a result of legal proceedings associated with selling and servicing of products	ATB does not disclose the breakdown of contingent liabilities in respect of legal proceedings or our related losses, if any. Annual Report : Contingent Liabilities (p. 164)
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	Sustainability Report: Scenario Analysis (p. 50) Annual Report : Regulatory Capital (p. 58) Annual Report : Enterprise Risk Management Framework (p. 66) Annual Report : Capital Management (p. 168)
Transparent Information & Fair Advice for Customer		
FN-AC-270a.2	Total amount of monetary losses as a result of legal proceedings associated with marketing and communication of financial product-related information to new and returning customers	ATB does not disclose the breakdown of contingent liabilities in respect of legal proceedings or our related losses, if any. Annual Report : Contingent Liabilities (p. 164)
FN-AC-270a.3	Description of approach to informing customers about products and services	Sustainability Report: Stakeholder Engagement (p. 55)

GRI INDEX

Code	Description	Response/location
GRI 2 General Disclosures		
The Organization and Its Reporting Practices		
2-1	Organizational details	Sustainability Report: About ATB (p. 10) Annual Report : History and Mandate (p. 24)
2-2	Entities included in the organization's sustainability reporting	Sustainability Report: About This Report (p. 54)
2-3	Reporting period, frequency and contact point	Sustainability Report: About This Report (p. 54)
2-4	Restatements of information	Sustainability Report: Sustainability Performance Data Tables (p. 58)
2-5	External assurance	Sustainability Report: About This Report (p. 54)

Code	Description	Response/location
Activities and Workers		
2-6	Activities, value chain and other business relationships	Sustainability Report: About ATB (p. 10) Annual Report : FY2025 Business Highlights (p. 42) For more information on how we partner with suppliers, see ATB Vendor Resources.
2-7	Employees	Sustainability Report: Sustainability Performance Data Tables (p. 57)
2-8	Workers who are not employees	ATB does not include specific information on workers who are not employees in our public disclosures.
Governance		
2-9	Governance structure and composition	Sustainability Report: Corporate Governance (p. 14) Sustainability Report: Sustainability Performance Data Tables (p. 56) Annual Report : Corporate Governance (p. 25)
2-10	Nomination and selection of the highest governance body	Sustainability Report: Leadership and Effectiveness (p. 14) Annual Report : Board Diversity Policy (p. 29) Annual Report : Succession and Director Nomination/Appointment (p. 30)
2-11	Chair of the highest governance body	Annual Report : Chair of the Board (p. 27)
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability Report: Sustainability Oversight (p. 16) Annual Report : Board of Directors and Committees (p. 26) Annual Report : Board Mandate (p. 27)
2-13	Delegation of responsibility for managing impacts	Sustainability Report: Sustainability Oversight (p. 16) Annual Report : Board of Directors and Committees (p. 26) Annual Report : Board Mandate (p. 27)
2-14	Role of the highest governance body in sustainability reporting	Sustainability Report: About This Report (p. 54)
2-15	Conflicts of interest	Annual Report : Conflicts of Interest (p. 28) Annual Report : Related-Party Transactions (p. 162)
2-16	Communication of critical concerns	Annual Report : Board of Directors and Committees (p. 26) Annual Report : Safe Disclosure and Whistleblower Protection (p. 28)

Code	Description	Response/location
2-17	Collective knowledge of the highest governance body	Sustainability Report: Leadership and Effectiveness (p. 14) Annual Report : Orientation and Professional Development (p. 31) Annual Report : Key Areas of Competency (p. 39)
2-18	Evaluation of the performance of the highest governance body	Sustainability Report: Leadership and Effectiveness (p. 14) Annual Report : Effectiveness and Evaluations (p. 30)
2-19	Remuneration policies	Annual Report : Director Compensation (p. 41) Annual Report : Executive Compensation Discussion and Analysis (p. 79)
2-20	Process to determine remuneration	Annual Report : Director Compensation (p. 41) Annual Report : Executive Compensation Discussion and Analysis (p. 79)
2-21	Annual total compensation ratio	Annual Report : Executive Compensation Discussion and Analysis (p. 79)
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	Sustainability Report: Q&A with Stuart McKellar (p. 6) Sustainability Report: Message from Robert Logan (p. 8) Sustainability Report: Approach to Sustainability (p. 11)
2-23	Policy commitments	Sustainability Report: Business Conduct (p. 17) Annual Report : Codes of Conduct and Ethics (p. 28) See ATB's Team Member Code of Conduct and Ethics See ATB's Board of Directors Code of Conduct and Ethics
2-24	Embedding policy commitments	Sustainability Report: Business Conduct (p. 17) Annual Report : Codes of Conduct and Ethics (p. 28) See ATB's Team Member Code of Conduct and Ethics See ATB's Board of Directors Code of Conduct and Ethics

Code	Description	Response/location
2-25	Processes to remediate negative impacts	Sustainability Report: Business Conduct (p. 17) Sustainability Report: Stakeholder Engagement (p. 55) Annual Report : Safe Disclosure and Whistleblower Protection (p. 28) See ATB's Whistleblower Policy
2-26	Mechanisms for seeking advice and raising concerns	Sustainability Report: Business Conduct (p. 17) Sustainability Report: Stakeholder Engagement (p. 55) Annual Report : Safe Disclosure and Whistleblower Protection (p. 28) See ATB's Whistleblower Policy
2-27	Compliance with laws and regulations	Sustainability Report: Sustainability Performance Data Tables (p. 56) Annual Report : Regulatory Compliance Risk (p. 76) Annual Report : Contingent Liabilities (p. 164)
2-28	Membership associations	See About ATB
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Sustainability Report: Stakeholder Engagement (p. 55)
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 Local 020.
GRI 3 Material Topics		
Achieving Gold Standard in Crown Corporation Governance		
3-3	Management of material topics	Sustainability Report: Achieving Gold Standard in Crown Corporation Governance (pp. 13–22)
201-1	Direct economic value generated and distributed	Sustainability Report: Sustainability Performance Data Tables (p. 56)
205-2	Communication and training about anti-corruption policies and procedures	Sustainability Report: Business Conduct (p. 17) Annual Report : Codes of Conduct and Ethics (p. 28)
207-1	Approach to tax	Annual Report : Payment in Lieu of Tax (p. 162)
308-1	New suppliers that were screened using environmental criteria	Sustainability Report: Responsible Procurement (p. 17)

Code	Description	Response/location
405-1	Diversity of governance bodies and employees	Sustainability Report: Leadership and Effectiveness (p. 14) Sustainability Report: Sustainability Performance Data Tables (p. 56)
414-1	New suppliers that were screened using social criteria	Sustainability Report: Responsible Procurement (p. 17)
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability Report: Privacy (p. 22) Sustainability Report: Sustainability Performance Data Tables (p. 56)
Championing a Thriving, Resilient and Equitable Society		
3-3	Management of material topics	Sustainability Report: Championing a Thriving, Resilient and Equitable Society (pp. 23–35)
203-2	Significant indirect economic impacts	Sustainability Report: Social Impact (p. 29) Sustainability Report: Sustainability Performance Data Tables (p. 57)
403-3	Occupational health services	Sustainability Report: Wellness and Psychological Health and Safety (p. 34)
403-5	Worker training on occupational health and safety	Sustainability Report: Wellness and Psychological Health and Safety (p. 34)
403-6	Promotion of worker health	Sustainability Report: Wellness and Psychological Health and Safety (p. 34)
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report: Education and Awareness (p. 24)
405-1	Diversity of governance bodies and employees	Sustainability Report: Workforce Inclusion (p. 25) Sustainability Report: Sustainability Performance Data Tables (p. 56)
405-2	Ratio of basic salary and remuneration of women to men	Sustainability Report: Sustainability Performance Data Tables (p. 57)
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report: Social Impact (p. 29)
Advancing Truth and Reconciliation		
3-3	Management of material topics	Sustainability Report: Advancing Truth and Reconciliation (pp. 36–45)
203-1	Infrastructure investments and services supported	Sustainability Report: Client Solutions and Enablement (p. 43)
203-2	Significant indirect economic impacts	Sustainability Report: Economic Reconciliation (p. 43)
204-1	Proportion of spending on local suppliers	Sustainability Report: Procurement with Indigenous Businesses (p. 44)
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability Report: Education and Awareness (p. 38)

Code	Description	Response/location
405-1	Diversity of governance bodies and employees	Sustainability Report: Trusted People Systems (p. 45) Sustainability Report: Sustainability Performance Data Tables (p. 56)
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report: Community Engagement (p. 40)
Advancing Our Economy and Environment Together		
3-3	Management of material topics	Sustainability Report: Advancing Our Economy and Environment Together (pp. 46–53)
201-2	Financial implications and other risks and opportunities due to climate change	Sustainability Report: Environmental Risk Management (p. 49) Annual Report: Environmental Risk Management (p. 77)
301-2	Recycled input materials used	Sustainability Report: Environmental Initiatives (p. 52)
304-3	Habitats protected or restored	Sustainability Report: Sustainable Development (p. 53)
305-1	Direct (Scope 1) GHG emissions	Sustainability Report: Operational Emissions (p. 50) Sustainability Report: Sustainability Performance Data Tables (p. 58)
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability Report: Operational Emissions (p. 50) Sustainability Report: Sustainability Performance Data Tables (p. 58)
305-3	Other indirect (Scope 3) GHG emissions	Sustainability Report: Emissions Management (p. 50) Sustainability Report: Sustainability Performance Data Tables (p. 58)
305-5	Reduction of GHG emissions	Sustainability Report: Emissions Management (p. 50) Sustainability Report: Sustainability Performance Data Tables (p. 58)
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability Report: Sustainable Development (p. 53)

TCFD INDEX

Pillar	Description	Response/location
Governance	a) Describe the board's oversight of climate-related risks and opportunities.	Sustainability Report: Sustainability Oversight (p. 16) Annual Report : Environmental Risk Governance (p. 77)
	b) Describe management's role in assessing and managing climate-related risks and opportunities.	Sustainability Report: Sustainability Oversight (p. 16) Sustainability Report: Climate Resilience (p. 49) Annual Report : Environmental Risk Governance (p. 77)
Strategy	a) Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long term.	Sustainability Report: Environmental Risk Management (p. 49) Annual Report : Environmental Risk (p. 77)
	b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	Sustainability Report: Advancing Our Economy and Environment Together (pp. 46–53) Annual Report : Environmental Risk (p. 77)
	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: Scenario Analysis (p. 50) Annual Report : Environmental Risk (p. 77)
Risk Management	a) Describe the organization's processes for identifying and assessing climate-related risks.	Sustainability Report: Climate Resilience (p. 49) Annual Report : Environmental Risk (p. 77)
	b) Describe the organization's processes for managing climate-related risks.	Sustainability Report: Climate Resilience (p. 49) Annual Report : Environmental Risk (p. 77)
	c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	Sustainability Report: Climate Resilience (p. 49) Annual Report : Environmental Risk (p. 77)
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: Environmental Risk Management (p. 49) Sustainability Report: Emissions Management (p. 50) Sustainability Report: Sustainability Performance Data Tables (p. 58) Annual Report : Environmental Risk (p. 77)
	b) Disclose Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	Sustainability Report: Environmental Risk Management (p. 49) Sustainability Report: Emissions Management (p. 50) Sustainability Report: Sustainability Performance Data Tables (p. 58) Annual Report : Environmental Risk (p. 77)
	c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Sustainability Report: Operational Emissions (p. 50)

Glossary

2SLGBTQIA+: The acronym for Two-Spirit, lesbian, gay, bisexual, transgender, queer and/or questioning, intersex, asexual, and the many other affirmative ways people choose to self-identify.

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

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 credit: A certificate that represents a specific amount of carbon dioxide (or other greenhouse gas equivalents) being avoided, reduced or removed from the atmosphere, which can be purchased by organizations to offset emissions.

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

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 Government of Alberta.

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.

Energy expansion: The entire energy complex, including traditional hydrocarbon energy sources; renewable energy sources; electrified transportation; energy storage; carbon capture, utilization and storage; and infrastructure related to the energy complex.

Financed emissions: As defined by the Greenhouse Gas (GHG) Protocol, a subset of Scope 3 downstream emissions under category 15, including 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.

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

Greenhouse Gas Protocol: An internationally recognized standard for the accounting and reporting of greenhouse gas emissions. ATB follows the GHG Protocol Corporate Accounting and Reporting Standard (2004) and the GHG Protocol Scope 3 Standard.

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

Material sustainability topics: The sustainability-related topics deemed most important by ATB and our stakeholders.

Newcomer: As defined by ATB's New to Canada Banking Solutions, a permanent resident, international student, temporary foreign worker or refugee who landed in Canada within the last five years (with proof of status) and now lives in Alberta.

Operational emissions: ATB's 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 acute impacts or longer-term chronic 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.

Racialized peoples: Team members who identify through our voluntary Count Yourself In self-disclosure survey as being from a group other than white/European descent. Indigenous team members are recognized as distinct Rights holders and are addressed in a separate category.

Renewable energy certificate: Certificate issued when one megawatt-hour of electricity is generated and delivered to the electricity grid from a renewable energy resource.

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.

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.

Women-owned and women-led: A women-owned business is at least 51% owned by a woman or women. A women-led business has at least one person who identifies as a woman president/CEO/COO/CFO or 30% women on its board of directors, where a board exists.

Caution Regarding Forward-Looking Statements

This sustainability report may contain forward-looking statements. These statements may involve, but are not limited to, comments relating to ATB's sustainability initiatives and planned strategies or actions to achieve our objectives. Forward-looking statements typically use words such as *anticipate, believe, estimate, expect, intend, may, plan or other similar expressions or future or conditional verbs, such as could, should, would or will*.

By their very nature, forward-looking statements require numerous assumptions and are subject to inherent risks and uncertainties, both general and specific. This includes assumptions about ATB's and our clients' businesses, and these uncertainties give rise to the possibility that predictions, forecasts, projections and other elements of forward-looking statements will not be achieved. A number of factors could cause actual future results, conditions, actions or events to differ materially from the expectations, estimates or intentions expressed in the forward-looking statements. Such factors include, but are not limited to, evolutions in technology or science or changes in law, policy or the regulatory environment. ATB cautions readers that the aforementioned list is not exhaustive.

This document may also use certain terms whose definitions are evolving, and ATB's use of those terms may change to reflect that evolution. Unless otherwise specified, any terms used in this document should not necessarily be considered references to any particular regulatory definition or voluntary standard.

In some cases, ATB relies on data from third parties. Although ATB believes those sources to be reliable, we make no representation, warranty or undertaking as to the accuracy, reasonableness or completeness of such information. Additional information regarding the assumptions, risks and uncertainties underlying ATB's forward-looking statements can be found in [ATB's 2025 Annual Report](#).

