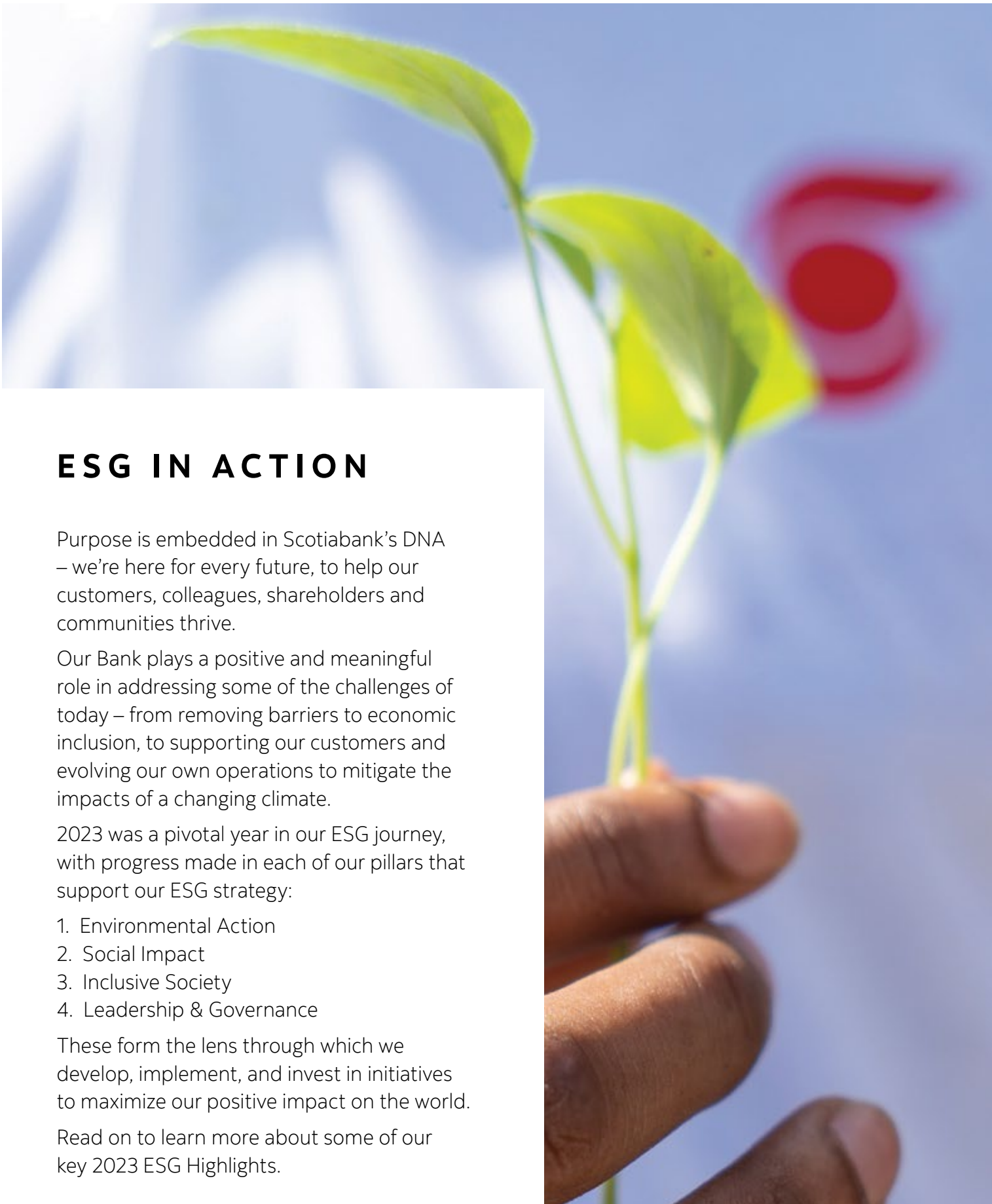




2023 ESG HIGHLIGHTS

SCOTIABANK TRINIDAD AND TOBAGO LIMITED





ESG IN ACTION

Purpose is embedded in Scotiabank's DNA – we're here for every future, to help our customers, colleagues, shareholders and communities thrive.

Our Bank plays a positive and meaningful role in addressing some of the challenges of today – from removing barriers to economic inclusion, to supporting our customers and evolving our own operations to mitigate the impacts of a changing climate.

2023 was a pivotal year in our ESG journey, with progress made in each of our pillars that support our ESG strategy:

1. Environmental Action
2. Social Impact
3. Inclusive Society
4. Leadership & Governance

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

Read on to learn more about some of our key 2023 ESG Highlights.

Governance and Leadership

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

Trust and Diversity at the Top

Scotiabank's Board of Directors is responsible for the stewardship of the Bank's integrity through strong oversight. It sets the tone at the top, promoting trust and confidence with our shareholders, customers, employees, regulators and communities.

We believe the best boards of directors include a diverse mix of experience, expertise, perspectives, gender, personal skills and qualities. Women make up 58% of our Board and we aspire to achieve gender parity on the Board.



Maintaining a Strong Risk Culture

At Scotiabank, we champion a culture where every employee takes ownership of their actions and understands that transparency and accountability are vital to our success. Globally, we have invested in developing a strong risk culture where managing risk is a responsibility shared by all Bank employees. Our risk culture is built on underlying norms, attitudes and beliefs that positively influence risk management behaviour across the Bank.



We reinforce our risk culture and enhance our employees' knowledge of risk-related activities through the Scotiabank Code of Conduct and ongoing training, communications, regulatory compliance activities, and compensation programmes. Adherence to our Code's letter and spirit is a condition of employment and we regularly monitor employee misconduct to identify root causes for any issues.



Our Global Mandatory Learning Programme is intended to help us adapt, evolve, and apply our skills so that we can keep the Bank safe. By equipping ourselves with useful tools and knowledge, we stay ahead of the curve and become active participants in safeguarding the trust that has been instilled in us. As at September 30, 2023, all employees completed their necessary mandatory training modules and attested to the Code.

Keeping our Bank Safe and Protecting our customers

Our ability to provide secure, efficient banking services and protect personal information is fundamental to maintaining trust with our clients. Through our system of controls and use of technology, including ethical artificial intelligence, we have a strong wall of defences to protect data entrusted to us and have no appetite for any kind of data breaches. Our global cybersecurity routinely executes comprehensive end-to-end programs to review, test, simulate and audit the Bank's cybersecurity program, systems, products and practices. We require all employees to participate in annual cybersecurity training and conduct cyber protection awareness events throughout the year.

Our cyber responsibility doesn't end with our internal defences. We also help educate our customers and keep them informed about threats and scams and how to protect themselves and their families from fraud. In 2023, social media campaigns, targeted marketing and awareness sessions were all conducted to help enhance understanding of this important issue.

Leadership: Supporting our Winning Team

Good leadership supports and enhances employee engagement and passion. Leaders have a key role in setting the values, culture and vision to move towards the organization's goals and sustaining a motivating environment for people so those goals can be reached.

Our winning team at Scotiabank is what makes us a leading bank in the Americas. We enable our people to own their development and drive business results – for every future. We strive to cultivate a culture of continuous learning and personal development. In addition to our Mandatory Learning Programme, also offer non-mandatory virtual, on-demand, in-house and other professional development training, including courses with LinkedIn Learning.

In 2023, each employee committed an average of 22 hours of training, 4 hours within the global mandatory learning programme and 22 hours in non-mandatory programmes. We invest heavily in assessing and developing the leadership skills of our employees, through various initiatives, including iLEAD - Scotiabank's flagship leadership development offering.

Measuring employee engagement is critical to us because engaged employees are motivated to develop their skills and talents, ultimately driving organizational success. Our employee engagement survey, ScotiaPulse, allows us to listen to our employees and reflect their feedback in our policies and practices. In 2023, we conducted a voluntary and confidential ScotiaPulse survey. 91% of our employees indicated they feel proud to work for Scotiabank; 93% believe Scotiabank is committed to building an inclusive workplace and 96% understand how their roles contribute to the Bank's overall strategy. 92% of employees also believe that Scotiabank is committed to being socially responsible.



**WE ENABLE OUR PEOPLE TO OWN THEIR
DEVELOPMENT AND DRIVE BUSINESS
RESULTS – FOR EVERY FUTURE. WE STRIVE
TO CULTIVATE A CULTURE OF CONTINUOUS
LEARNING AND PERSONAL DEVELOPMENT.**



ENVIRONMENTAL ACTION

From reducing operational environmental impacts, to providing sustainable financing options for our clients, we incorporate environmental considerations in our business.

Sustainable Financing

We provide innovative sustainable finance advice and solutions to support a successful transition towards a more sustainable future for our business, clients, customers and communities. Our Corporate and Commercial Banking Unit leverages the expertise of our Global Sustainable Finance Group to provide sustainable financing solutions and advisory services to corporate, financial, public sector and institutional clients. We assist clients in incorporating sustainability factors alongside their financing activities.

Energy Efficiency and Reducing Waste

Responsible use of the resources required to operate these facilities not only helps protect local communities and our planet, but can also reduce operating costs and risks to our business. We continue to explore options for reducing our electricity consumption and paper consumption.

We aim to recycle and reuse electronic equipment to the fullest extent possible while ensuring appropriate customer and employee data-wiping protocols. All equipment the Bank can no longer use – from laptops to cables, cell phones, batteries and screens – is assessed for potential to recycle, refurbish for reuse or donate to charitable institutions.

In 2023 we introduced an Employee Waste Recycling initiative whereby wastepaper and Polyethylene terephthalate (PET) plastic are collected from our operations and sent for recycling. continues. Approximately 25.18 MT of recyclable materials have been collected.

Community Environmental and Food Sustainability

This past year, we leverage opportunities such as World Environment Day and other key awareness days, to highlight our partnership with the SURE Foundation to distribute seedlings and fruit trees in communities across the country. This was done with the aim of showing people that they can adopt habits and make more sustainable choices that positively affect their everyday lives and the environment.

There was a 25% increase in seedling distribution (250,000 seedlings) and 360% increase in fruit tree distribution (700 trees) in 2023. When matured, these 700 trees will produce 1929 tons of oxygen and capture 723 tons of carbon.





SOCIAL IMPACT

We work tirelessly to achieve our purpose – for every future – for our employees, communities and customers. This includes the impact we have made through our community investments, partnerships and programmes and advancing our diverse, inclusive culture where employees and those in community are empowered to reach their full potential.

Community Investments and ScotiaRISE

Through our charitable arm, the Scotiabank Trinidad and Tobago Foundation the Bank continues to support environmental causes, health and wellness promotion, and local culture, education and sport. In 2023, our community initiatives have benefitted our community investments have benefitted 24,468 individuals and 17,336 youth: through working with 54 charities, schools and community groups.

We continue to align our investments to ScotiaRISE, our global community investment commitment, through which we are working to strengthen economic resilience among disadvantaged people and groups.

Here are a few of our key 2023 initiatives:

University Scholarships

Our support for students of the University of the West Indies is carried out in 2 tranches – regionally and locally. Regionally, for the past 12 years, Scotiabank has contributed to the UWI Scholarships across the 3 campuses in the Caribbean to help provide equal access to education for students in dire financial need. 19 scholarships are distributed annually. The Bank is also the lead sponsor of the UWI Toronto Benefit Gala, which since its inception, has raised over \$2.3 million CAD and over 600 scholarships have been awarded.

Locally, for over 2 decades, we have assisted students at the University of the West Indies through our contribution of annual scholarships. The programme assists 10 students annually with scholarships of TT\$10,000 each in the fields of Banking and Finance, Accounting, Computer Science and Information Technology, and Economics, to receive the financial aid they deserve.

Adulting 101

Scotiabank remains committed to helping provide young people with opportunities to discover their full potential and become well rounded individuals who contribute positively to their communities. Our continued partnership with Families in Action supports young adults each year, as they entered the next phase of their lives. They engaged in sessions focused on topics such as interview preparation and office protocols for young adults; developing effective communication skills; financial planning; social media management; entrepreneurship and the importance of paying it forward.

Write Away! Young Adult Literature Project

The Write Away! Young Adult Literature Project offers engaging digital content to support online English classes, available to all Secondary Schools via the Ministry of Education's School Learning Management System. The project is designed to keep students and teachers motivated and engaged in reading, writing, and online learning.

This year, Write Away! focused on non-fiction writing, preparing students for real life and work. We are pleased to work with Bocas Lit Fest to expose young people to the skills of creative writing and the opportunities this will foster – for their education and economic resilience.

Scotiabank NextGen Cricket Development Programme

We are committed to developing our youth athletes on and off the field. In the realm of cricket, the Scotiabank NextGen Cricket Development Programme consists of a Zonal Tournament as well as Developmental Workshops in both Under 13 and Under 15 categories. The physical, intellectual, social, emotional and spiritual development of 350 young cricketers have been enhanced through workshops on Financial Management, Leadership, Teamwork, Fair play and Time Management to name a few.

In 2023, the national U15 team was selected from the Scotiabank NextGen U15 Cricket Programme. We celebrate their success at CWI Rising Stars Tournament, where they represented Trinidad and Tobago and brought home the winning trophy.





Scotiabank / NAAATT Deon Lendore Bursary Programme

To support junior athletes to achieve their full potential on and off the field, the Scotiabank / National Association of Athletics Administrators (NAAATT) Deon Lendore Bursary Programme has been launched. Deon Lendore was one of T&T's shining athletes who died tragically.

Through this initiative, 10 junior athletes, who show great potential to represent our country with distinction, were selected to receive a bursary of TT\$10,000 each. This contribution supports with their athletic development as well as their educational needs. Many of these athletes represented Trinidad and Tobago at the 2023 CARIFTA Games and we're proud to be a part of their development.

Steelpan Education

To help continue the legacy of our national instrument and at the same time, provide our young people with opportunities to occupy their time in a constructive way, we have helped fund the purchase of steelpan and tutoring in steelpan education for schools and community groups.

Students at St. Mary's Mucurapo Boys' and Girls RC Primary Schools are now benefiting from new steelpan donated by Scotiabank through United Way Trinidad and Tobago's (UWTT) Building Bridges to Success Programme in early 2023.

In commemoration of World Steelpan Day 2023, This year, we pledged our continued support of steelpan education for the benefit of students at El Dorado East Secondary School, with the purchase of much needed new equipment. Furthermore, through United Way Trinidad and Tobago's (UWTT) Building Bridges to Success Programme, the Scotiabank Foundation has also committed to providing steelpan to Matura Government Primary School.



Youth Carpentry and Construction

In 2023 we funded a youth skills training programme facilitated by Habitat for Humanity for young people ages 17-24 years. Through Habitat's partnerships with Police Youth Clubs nationwide, 184 participants are benefitting from Construction Technology and Youth Carpentry Training, as well as Financial Literacy and Credit Management.

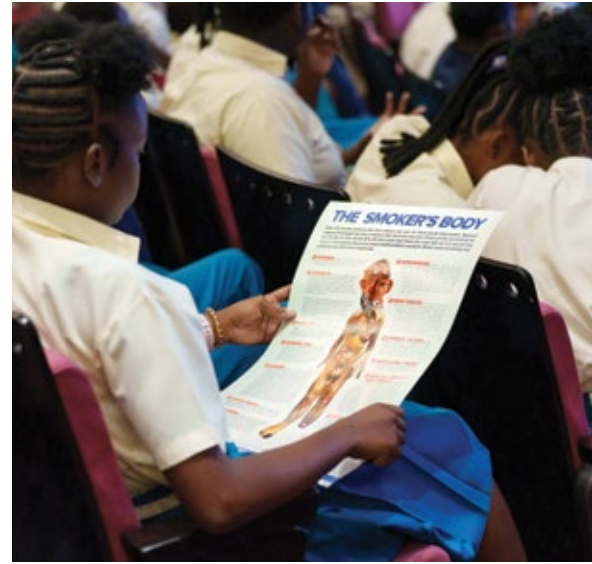
The Construction Technology Programme provides training sessions from basic in masonry geared towards grass-root builders to an extensive six-week certified course. The certified course is a combination of a theory and practice where all core areas of construction are covered. The Youth Carpentry Training is a hands-on programme, facilitated to engage unemployed youth. It is a hands-on workshop, with the teams encouraged to work together to produce useable pieces of furniture. Participants are trained on how to build home furniture with accessible materials and share their experiences and acquired knowledge with other people in their community.



Youth Anti Vaping/No Smoking Campaign

Over the past 3 years, Scotiabank and the Trinidad and Tobago Cancer Society (TTCS) have been working together on the Can't Fool Me Campaign, which is geared towards educating youth and their parents on the health effects and dangers associated with smoking and vaping.

The initiative previously took a purely online format, particularly via social media, a result of the pandemic but this year, in person youth symposia were held in North and South Trinidad as well as in Tobago. Students, ages 12-17 from various schools attended the engaging and interactive sessions where the Can't Fool Me Campaign was used to communicate the dangers of smoking and vaping through videos, discussions, and a Q&A segment. At the end of each symposium, students were invited to make short presentations on what they learnt.





**IN THE LAST 5 YEARS ALONE,
WE HAVE DONATED \$1.25M TOWARDS
BREAST CANCER SCREENING INITIATIVES
AND SINCE OUR INITIAL LAUNCH OF THE
SCOTIABANK WOMEN AGAINST BREAST
CANCER PROGRAMME,**



Scotiabank Women Against Breast Cancer Programme

The Scotiabank Women Against Breast Cancer Programme continues to raise awareness of the importance of early detection and screening. Our 2 hallmark events – The Scotiabank Charity Golf Tournament and The Scotiabank Women Against Breast Cancer 5k raise funds to provide free cancer screening services.

In the last 5 years alone, we have donated \$1.25m towards breast cancer screening initiatives and since our initial launch of the Scotiabank Women Against Breast Cancer programme, we have helped over 21,000 women access free screening. With the funds donated annually, our long-standing beneficiary, the Trinidad and Tobago Cancer Society (TTCS) continues its breast cancer screening initiatives, helping persons gain access to free screening services, particularly those from rural communities who may not ordinarily have access to the services.

2023 saw the return on the Golf Tournament, after a 3-year hiatus due to the pandemic. Funds raised were donated to the TTCS. 2023 also brings with it the return of the in-person 5k that will attract 5,000 participants all walking, jogging or running to raise awareness of cancer.



Employee Giving Back

As Scotiabankers, we understand the importance of giving back to the communities in which we live and work. This past year, employees readily volunteered their time to support various initiatives.

For Earth Day and World Environment Day, they supported our programme with the SURE Foundation, distributing seedlings in communities across Trinidad and Tobago.

Matura Government Primary School has received a facelift from Scotiabank, in commemoration of United Way's National Day of Caring (NDOC) 2023. Scotiabank employees and their families came out to repaint the exterior of the school.

Expertise and insights were also shared by employees for our various youth programmes. The Financial Planning, Interview Preparation and Emotional Intelligence workshops have been facilitated by members of our Finance and Human Resources teams.

Through Spark, our new global employee engagement platform, employees can find volunteer opportunities, log volunteer hours and donate funds. When volunteer hours are logged, funds are received which can then be donated to charity.



THROUGH SPARK, OUR NEW GLOBAL EMPLOYEE ENGAGEMENT PLATFORM, EMPLOYEES CAN FIND VOLUNTEER OPPORTUNITIES, LOG VOLUNTEER HOURS AND DONATE FUNDS.





ADVANCING DIVERSITY & INCLUSION IN OUR COMMUNITIES

Creating Opportunities for Youth with Disabilities

We've supported the National Centre for Persons with Disabilities' Beauty Culture and Agriculture Programme to expand and educate persons with disabilities, 14 years and over. Participants are being equipped with the needed skills for employment in the field or the ability to become entrepreneurs and rise up the economic ladder.

Women's Leadership

For the 9th year, we were the Platinum Sponsor of the American Chamber of Commerce (AMCHAM) Women's Leadership Conference, held in commemoration of International Women's Day under the theme Embrace Equity. The Conference saw hundreds of women from all spheres of life participate in numerous workshops. It also provided us with the opportunity to share our best practices related to inclusion and diversity.

Supporting and Empowering our Customers

Financial institutions have a vital role facilitating economic stability, financial inclusion and equity to enable a better future for everyone. We strive to remove bias from our processes so that our product and service offerings, marketing and procurement practices support and reflect the full breadth of the diverse communities and cultures we serve.

We recognize and appreciate the meaningful contributions seniors make to our communities and support their banking and accessibility needs. To help our Senior customers bank with confidence, we hosted in person Digital Seniors Training workshops. 330 customers participated at 9 branches. They all signed up to use the Scotia Caribbean App and Scotia OnLine Banking and learned how to add bill payees, transfer recipients, share receipts, view e-statements and more.

Providing the best banking services means creating an environment that takes into account and respects the requirements and needs of all our customers. In keeping with this, we adopted a more inclusive approach to the customer experience journey, through having sign language trained front-line employees at each branch.

As we look ahead, we are optimistic about the positive role that our Bank can have in addressing some of today's most pressing social and environmental challenges. In carrying out our work, we will continue to hold ourselves accountable, engage collaboratively with our stakeholders and maximize our impact as we build a more sustainable world for every future.



62 – SCOTIA (627 – 2684)

Email: customercarett@scotiabank.com

www.tt.scotiabank.com

Scotiabank®

™ Trademark of The Bank of Nova Scotia.

® Registered trademark of The Bank of Nova Scotia.