



# TD and Indigenous Communities in Canada

2023 Report

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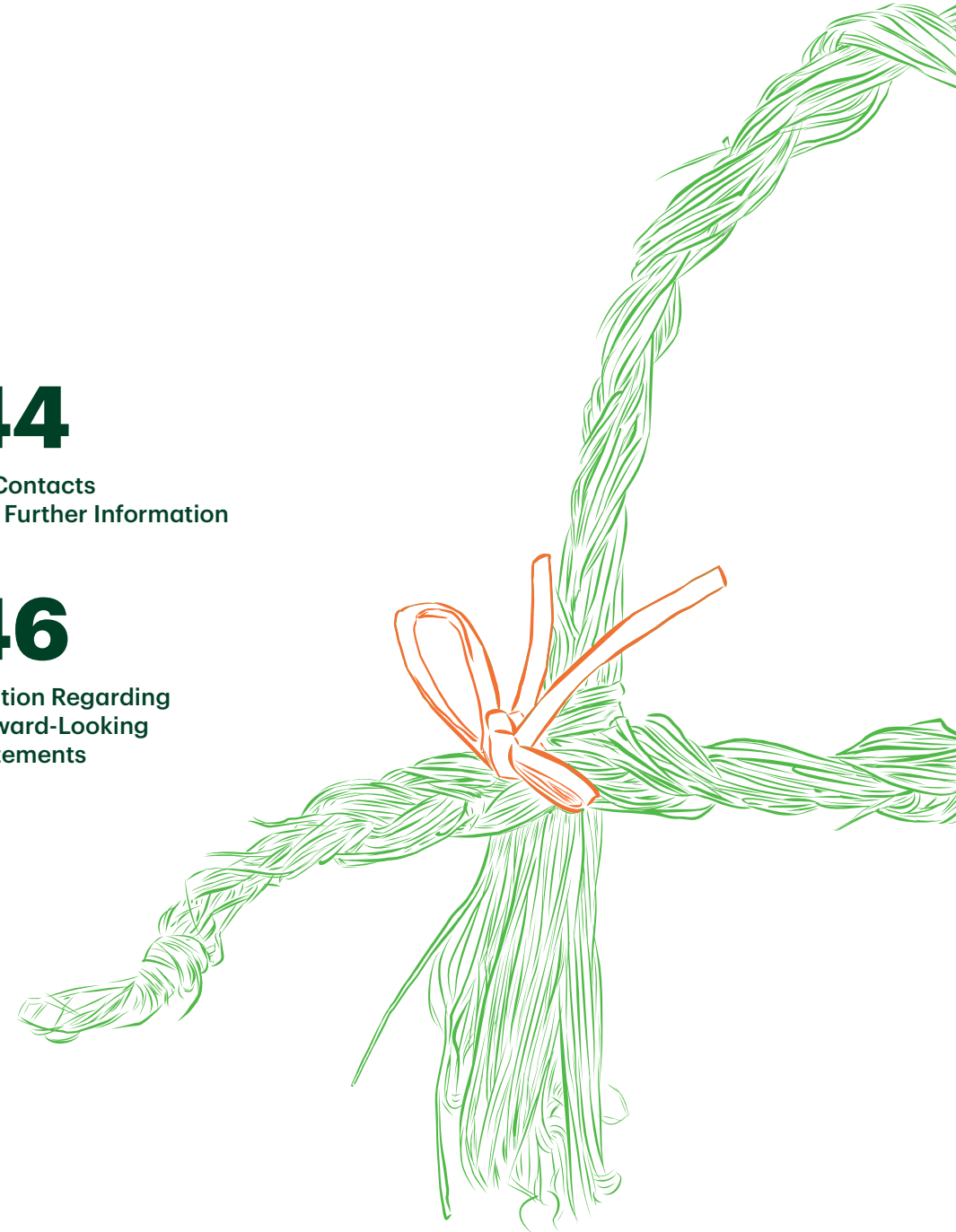
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# Important Moments

TD has a long history of working with Indigenous Peoples and communities. This report highlights some of the important work that has taken place over the past three years, serving as a follow up to our TD and Indigenous Communities in Canada – 2019 Report. It's critical that in the context of this work, we acknowledge the importance of key milestones in Canada's path to reconciliation with Indigenous Peoples. We recognize that there have been several milestones in Canada's path to reconciliation, which include, but are not limited to, the following:

- ▶ In 2015, the **Truth and Reconciliation Commission of Canada** issued its final report. The report included 94 Calls to Action, including [Call to Action #92](#) addressed to the corporate sector in Canada.
- ▶ In 2019, the landmark report of the **National Inquiry into Missing and Murdered Indigenous Women and Girls** detailed the scale of violence against women, girls and 2SLGBTQ+ people from Indigenous communities.<sup>1</sup>
- ▶ In 2021, the first **National Day for Truth and Reconciliation** took place, a day to reflect on the dark, ongoing legacy and intergenerational impacts of the residential school system, and a time to honour those who never returned home, Survivors, and their families and communities.<sup>2</sup>
- ▶ In 2021 and 2022, thousands of **unmarked graves were uncovered** on the grounds of former residential schools, a stark reminder of the history of racism and its impact on Indigenous Peoples in Canada.
- ▶ In 2022, following a week of talks with delegations from the First Nation, Métis and Inuit communities, **Pope Francis apologized** for the role the Roman Catholic Church played in Canada's residential school system.

<sup>1</sup> We recognize that acronyms and words used to describe 2SLGBTQ+ people and communities are continuously evolving. The National Inquiry into Missing and Murdered Indigenous Women and Girls uses 2SLGBTQQIA, which is defined as a member of the Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer, Questioning, Intersex and Asexual community.

<sup>2</sup> For a period of more than 150 years, children from First Nation, Métis and Inuit communities were taken from their families and communities to attend schools which were often located far from their homes. More than 150,000 children attended Indian residential schools. In 1920, the *Indian Act* made attendance at Indian residential schools compulsory for Treaty-status children between the ages of 7 and 15. Source: National Centre for Truth and Reconciliation. Residential School History. [online] Available at: <https://nctr.ca/education/teaching-resources/residential-school-history/>

# About This Report

This report covers activities and performance data between 2020 and early 2023. All currency is in Canadian dollars and annual data reflects our fiscal reporting structure (November 1 to October 31), unless otherwise noted. In this publication, “TD” or “the Bank” refers to TD Bank Group.

## A Word About Our Design and Photography Contributors

### Fresh Art & Design

Fresh Art & Design (Fresh) is an award-winning communications and design firm. Since 2014, Fresh has helped elevate the stories and voices of organizations led by, owned by or supporting Indigenous communities. As visual storytellers, Fresh strives to create a unique and professional identity for each of their clients by bringing messages to life through a combination of compelling imagery and the written word.

### Stef + Ethan

Stefanie Neves and Ethan Horst Mitchell began their company, **Stef + Ethan**, after they both graduated from Sheridan College’s Bachelor of Photography program in 2015. Known for their distinctive, but complementary, photography styles, Stef and Ethan have captured compelling portraits and events for the Indigenous community in Toronto. Ethan’s family is originally from Six Nations of the Grand River.

### Norma Ibarra

Norma Ibarra is a multidisciplinary artist and photographer known for documenting a profound youth-driven lens around inclusion, representation, equity, resilience and belonging. Born on Comca’ac (Seri) territory in the city of Hermosillo, Sonora, Mexico, Norma is of Yaqui and European settler ancestry. In 2009, she began reconnecting to her family lineage during the start of a solo journey across Turtle Island (North America) and beyond. She continues to use photography to share the stories of diverse change-makers around the globe.

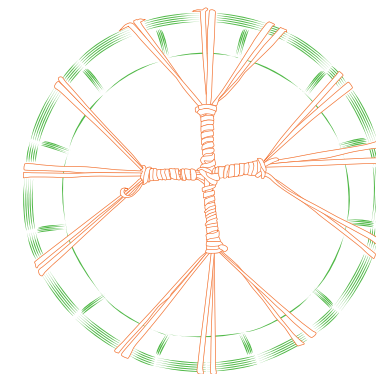
## Report Illustrations

Illustrations and graphics featured throughout this report were designed and provided by Dean Mitchell, Partner and Creative Director of Fresh Art & Design. Dean is a member of the Mohawk Nation, from Six Nations of the Grand River Territory.

Sweetgrass is one of the four sacred medicines used by many Indigenous Peoples,<sup>3</sup> embodying cultural teachings passed on for generations.<sup>4</sup> Throughout this report, we showcase sweetgrass in its wild form and braided.



Hand drums are an important part of ceremonies, traditions and cultural practices of Indigenous Peoples, with drumming representing the heartbeat of Mother Earth for many First Nation Peoples.<sup>5</sup>



<sup>3</sup> Anishnawbe Mushkiki. The Four Sacred Medicines. [online] Available at: <https://mushkiki.com/our-programs/the-four-sacred-medicines/>

<sup>4</sup> Cariou, W. August 30, 2018. Sweetgrass Stories: Listening for Animate Land. Cambridge Journal of Postcolonial Literary Inquiry. [online] Available at: <https://www.cambridge.org/core/journals/cambridge-journal-of-postcolonial-literary-inquiry/article/abs/sweetgrass-stories-listening-for-animate-land/71918668AD527530D4F29123C408885D>

<sup>5</sup> Perley, L. January 27, 2020. The healing powers of a hand drum. CBC. [online] Available at: <https://www.cbc.ca/news/canada/new-brunswick/brian-knockwood-wabanaki-drum-maker-1.5391447>

# Reconciliation: A Message from Our Leadership



**Doris Bear**  
VP, Indigenous Banking



**Leo Salom**  
Chair, Enterprise Inclusion  
and Diversity Leadership  
Council

At TD, we know reconciliation is multifaceted and continuous, for each of us as individuals and collectively as a Bank. We are committed to the Truth and Reconciliation Commission's Calls to Action.

Economic reconciliation has a direct impact on generational prosperity, and we are focused on creating and supporting the infrastructure to improve access to banking for First Nation, Métis and Inuit people, including in remote and rural communities. To serve customers from Indigenous communities with confidence and

knowledgeably offer products and services, we provide training to our colleagues and offer telephone banking services in Cree and Inuktitut.

TD also has a growing Indigenous Banking Group team dedicated to bringing the Bank to Indigenous Peoples. Since 2013, this team has worked closely with Indigenous Peoples, businesses, organizations and communities to remove barriers, find solutions and foster financial health and resilience. Supporting affordable housing is one of the team's key priorities and, in 2021, TD launched the First Nation Home Loan Program, which provides financing to First Nation members to purchase, renovate or construct single-family homes on First Nation lands and settled lands.

As we work to expand programs and initiatives for Indigenous Peoples and communities, we are grateful for the guidance, support and commitment from those within the community. One of our longest-standing partnerships is with First Nations Bank of Canada (FNBC), the first Canadian bank with majority ownership by Indigenous Peoples. We are honoured to have been a founding partner of FNBC.

Our collaboration with Indigenous communities extends beyond financial services. Through the TD Ready Commitment,

our corporate citizenship platform, and the TD Friends of the Environment Foundation, we support community-led initiatives focused on supporting Indigenous Peoples and communities. Some examples of our philanthropic support are highlighted throughout this report.

Economic inclusion and sustainable development are pivotal parts of TD's journey toward Truth and Reconciliation. We believe that TD's greatest strength is our people – and for us, reconciliation is also, first and foremost, about the people. We condemn the historic and continuing racism and discrimination against First Nation, Métis and Inuit people in Canada. After the discovery of unmarked grave sites in Kamloops and cities across Canada, TD colleagues joined in solidarity to honour those who never returned home and marked our first National Day for Truth and Reconciliation, also known as Orange Shirt Day, in 2021. Recognizing the importance of supporting Survivors and intergenerational Survivors of residential schools, we recently collaborated with our enterprise Advisory Committee of Indigenous Peoples to donate \$100,000 to the National Centre for Truth and Reconciliation (NCTR), which is working to preserve the lasting history of Canada's residential school system for future generations. This donation is in addition to our commitment, made in 2015, of \$1 million over 10 years to the NCTR.

To support reconciliation with Indigenous Peoples, we are also focused on providing equitable access to employment opportunities and increasing representation at TD and in the broader workforce. We have a talent acquisition specialist focused on outreach with colleges, universities and organizations owned and led by Indigenous Peoples to build relationships and awareness of career opportunities at TD. As an example, in 2022, we announced the TD Scholarship for Indigenous Peoples, administered by AFOA Canada – a not-for-profit led by Indigenous Peoples – which offers 25 scholarships to students pursuing post-secondary education, including internship and full-time employment opportunities with TD.

Lastly, we want to acknowledge a highly individual but incredibly significant component to Truth and Reconciliation – our personal journeys. We each come from different lived experiences, and our paths to reconciliation will be different as well. Whether someone is part of the community, an active ally or early in their education in this space, at TD, we encourage everyone to take ownership of their personal learning journey. We provide our colleagues with cultural awareness training and education on the past and living history of Indigenous Peoples in Canada and we invite guests from the Indigenous community throughout the →

→ year to share their stories and experiences. We will continue to advance and expand on those learning opportunities.

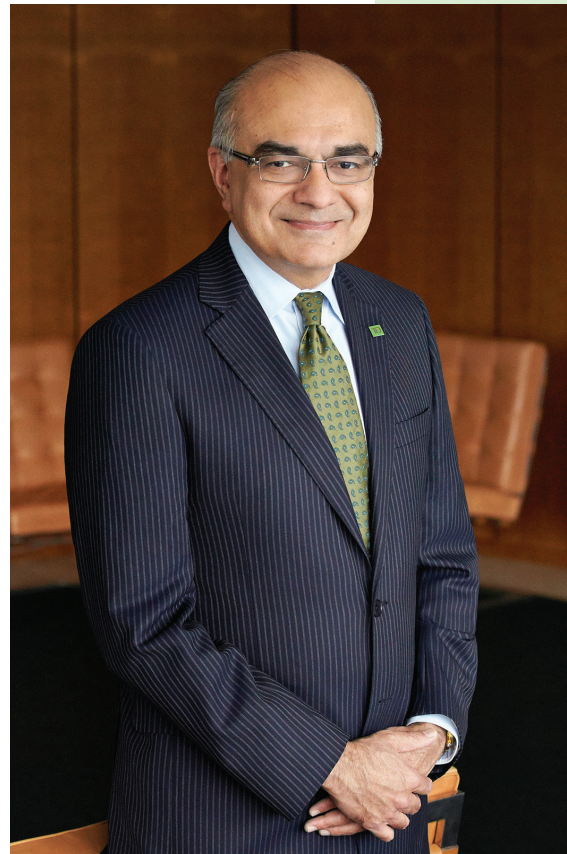
To all colleagues, customers and communities that we serve, we challenge you to take personal steps toward reconciliation. At TD, we know that we have more work to do and we are focused on doing our part. We all have a responsibility and role to play in our collective journey toward Truth and Reconciliation and in driving the social and economic inclusion and equity of all Indigenous Peoples.

**Doris Bear**

*Executive Lead and Chair, Enterprise Indigenous Peoples Committee, TD Bank Group  
Executive Lead, Indigenous Peoples, Enterprise Inclusion and Diversity Leadership Council, TD Bank Group  
Executive Lead, Indigenous Peoples, Business Banking Inclusion and Diversity Leadership Council, TD Bank Group  
Executive Lead and Chair, Business Banking Indigenous Peoples Committee, TD Bank Group  
VP, Indigenous Banking, TD Bank Group*

**Leo Salom**

*Chair, Enterprise Inclusion and Diversity Leadership Council, TD Bank Group  
Group Head, U.S. Retail, TD Bank Group and President and CEO, TD Bank, America's Most Convenient Bank®*



TD is committed to supporting the Truth and Reconciliation Commission's Call to Action to corporate Canada. We are focused on engaging with Indigenous Peoples as we work to provide meaningful career opportunities and be there for our customers as they build financial well-being and wealth. Through the TD Ready Commitment, we will continue to focus on programs and initiatives that are important to Indigenous Peoples – education including financial education, arts and culture and the environment. We know that this critically important work requires our ongoing focus.”

– **Bharat Masrani**,  
President and CEO, TD Bank Group

# A History of TD's Commitment

## 1967

- ▶ TD celebrates Canada's Centennial by creating an **Inuit Art Collection** to reflect the past while looking to the future. The gallery strives to support the historical and ongoing cultural contributions of artists from Indigenous communities in Canada.

## 2005-07

- ▶ TD creates the **Aboriginal Steering Committee** (later evolved to the Enterprise Indigenous Peoples Committee) and establishes **Indigenous Peoples as a priority** for our business, including serving customers and supporting our colleagues from Indigenous communities.
- ▶ TD launches **Aboriginal Trust Services** (later renamed Indigenous Trust Services).

## 2011-12

- ▶ TD colleagues form the **TD Indigenous Circle** as an online support community for colleagues.
- ▶ TD Economics publishes two reports: *Debunking Myths Surrounding Canada's Aboriginal Population* and *Estimating the Size of the Aboriginal Market in Canada*.
- ▶ TD reaffirms its commitment to serve Indigenous communities by creating a new position and hiring its first **Vice President, Aboriginal Banking** (later renamed Indigenous Banking) with a focus on business banking.
- ▶ TD participates in the development of a paper titled **Free, Prior and Informed Consent in Canada** with the Boreal Leadership Council.

## 2015

- ▶ TD launches the **Aboriginal Community Banking Program** (later renamed the Indigenous Community Banking Program) to help bring banking into remote communities across Canada.
- ▶ TD Economics releases two reports: *Aboriginal Women Outperforming in Labour Markets* and *The Long and Winding Road Towards Aboriginal Economic Prosperity*.
- ▶ TD launches a speaker series featuring individuals from Indigenous communities to educate colleagues on the knowledge held by Indigenous Peoples and communities.
- ▶ TD commits to donating \$1 million over 10 years to the **National Centre for Truth and Reconciliation**.

## 1996

- ▶ TD is honoured to be chosen by the Saskatchewan Indian Equity Foundation and the Federation of Saskatchewan Indian Nations to be one of the founding partners of the **First Nations Bank of Canada (FNBC)**. TD initially provided infrastructure and back-office support. Today FNBC has majority ownership by Indigenous Peoples and has its own banking platform and services; TD retains a minority stake.

## 2008-10

- ▶ TD introduces **Aboriginal Investment Management Services** (later renamed Indigenous Investment Management Services).
- ▶ TD colleagues form the **Aboriginal Employees Resource Group** (later renamed the National Employee Resource Group for Indigenous Peoples) in the Greater Toronto Area.
- ▶ TD commits to supporting **Free, Prior and Informed Consent (FPIC)** as documented in our Environmental and Social Risk Process.

## 2013-14

- ▶ TD forms the **Aboriginal Banking Group** (later renamed the Indigenous Banking Group) to strengthen its relationship with businesses from Indigenous communities.
- ▶ TD hires a recruiter to focus solely on talent from Indigenous communities.
- ▶ TD Economics releases two reports: *Literacy Matters: Unlocking the Literacy Potential of Aboriginal Peoples in Canada* and *Employment and Education Among Aboriginal Peoples*.
- ▶ TD reaches Canadian Council for Aboriginal Business (CCAB) Progressive Aboriginal Relations gold-level status.
- ▶ TD releases its first-ever report focused on the relationship between TD and Indigenous Peoples titled **TD and Aboriginal Communities in Canada** (later evolved to *TD and Indigenous Communities in Canada*).

## 2018-19

- ▶ TD launches an internal digital resource centre with information about Indigenous Peoples and communities to help enhance colleague learning and understanding about the histories, stories and experiences of Indigenous Peoples.
- ▶ TD invites **Senator Murray Sinclair** to our speaker event in honour of National Indigenous History Month to discuss findings from the Truth and Reconciliation Commission of Canada.
- ▶ TD welcomes and supports the development of talent from Indigenous communities through programs including its **TD Insurance Internship for Indigenous Peoples** and mentoring programs.
- ▶ The TD Gallery of Inuit Art, opened in 1982 to represent all regions of the Canadian Arctic, is renamed the **TD Gallery of Indigenous Art** to reflect the inclusive and contemporary nature of the collection.
- ▶ Membership in the TD Indigenous Circle grows to more than 1,100 members.

## 2021

- ▶ TD marks the first **National Day for Truth and Reconciliation** – a day to reflect on the lasting intergenerational impacts of the residential school system and to honour those who never returned home, Survivors, and their families and communities – with an enterprise-wide virtual gathering, and invites colleagues to pause for a moment of silence.

## 2023

- ▶ Together with AFOA Canada, TD announces the **TD Scholarship for Indigenous Peoples** whereby 25 scholarships are made available annually, each worth up to \$60,000 over four years.
- ▶ As part of the Bank's community giving through the TD Ready Commitment, TD announces a donation of \$100,000 to the **National Centre for Truth and Reconciliation** in addition to the \$1 million donation in 2015.

## 2016-17

- ▶ TD, in partnership with ABC Life Literacy Canada, launches a financial literacy program, **Money Matters for Indigenous Peoples**.
- ▶ TD appoints a new **Vice President, Indigenous Banking**, with an expanded mandate to support enterprise-wide responsibilities.
- ▶ TD is the founding sponsor of the Canadian Council for Aboriginal Business' **Indigenous Women in Leadership Award**.
- ▶ TD Economics releases a report titled *Aboriginal Business Increasingly Embracing Innovation*.

## 2020

- ▶ TD **commits to increasing minority representation at executive levels<sup>6</sup> across North America**, including a goal to achieve 25% Black, Indigenous and minority representation by 2025.
- ▶ TD launches a **Cultural Awareness Training** course, available to all colleagues and required learning for colleagues located in Canada, on the history of Indigenous Peoples in Canada and a Path Forward.

<sup>6</sup> All executive appointments include roles Vice President and above (VP+); this excludes non-titled TDBG officers. All commitments are relative to a July 31, 2020 baseline.

## 2022

- ▶ TD adds specialized expertise in Canadian Personal Banking by creating a **Senior Manager, Canadian Personal Banking Strategy, Indigenous Peoples** position.
- ▶ TD provides a \$200,000 grant to the Legacy of Hope Foundation to support digital financial education training for Survivors and intergenerational Survivors of the residential school system
- ▶ TD Asset Management authors a publication titled *[Inclusive Growth: A Multi-Asset Framework on Indigenous Rights and Reconciliation in Investing](#)* featured in the Responsible Investment Association's magazine.



# Diversity and Inclusion at TD



TD's purpose is to enrich the lives of our customers, colleagues and communities. We are committed to fostering diversity and inclusion (D&I) throughout the organization, including our corporate culture, product and service offerings, talent recruitment and development practices, sourcing and procurement practices and other efforts.



Since 2005, D&I has been embedded in TD's business strategy and framework. Our lines of business have documented strategies and plans that align with and support the enterprise D&I strategy. Recognizing the importance of leadership accountability for D&I, TD's senior leaders play an active role in D&I at TD. This includes the TD Senior Executive Team as well as our Enterprise Inclusion and Diversity Leadership Council (IDLC), chaired by Leo Salom, Group Head, U.S. Retail, TD Bank Group

and President and CEO, TD Bank, America's Most Convenient Bank®. The IDLC includes Doris Bear, Vice President, Indigenous Banking, and Diana Lee, Vice President, Diversity and Inclusion, as well as senior leaders from across TD. The IDLC is also supported by additional leaders across North America who oversee diversity subcommittees and regional councils.

Our D&I strategy includes a focus on the following communities: Indigenous Peoples,

Women at TD, Black Experiences, Visible Minorities/Minorities, People with Disabilities/Individuals with Diverse Abilities, 2SLGBTQ+ and Veterans. Recognizing the importance of representation, we monitor representation of the above mentioned communities. We have a team dedicated to Indigenous Banking, led by Doris Bear, Vice President, Indigenous Banking, that works closely with internal business partners to help provide a comprehensive approach to serving customers from Indigenous communities in Canada. We also have Black Customer Experience, Women and Enterprise and 2SLGBTQ+ banking teams.

At TD, the Indigenous Peoples Committee, an executive-level governance structure, is tasked with overseeing relationships with Indigenous Peoples, both internal and external to the Bank, and is chaired by Doris Bear, Vice President, Indigenous Banking. The committee is responsible for helping TD create and support opportunities for colleagues and customers from Indigenous communities. The committee also works to ensure that corporate initiatives receive support and engagement from internal partners.



At TD, we have a commitment to increase minority representation at executive levels<sup>7</sup> across North America, including a goal to achieve

**25%**

Black, Indigenous and minority representation by 2025.<sup>8</sup>

<sup>7</sup> All executive appointments include roles Vice President and above (VP+); this excludes non-titled TDBG officers. All commitments are relative to a July 31, 2020 baseline.

<sup>8</sup> Our progress toward this commitment can be found on [page 54](#) of our 2022 ESG Report.

Art Spotlight



Michael Nicoll Yahgulanaas [Haida], *Coppers From the Hood - Flight*, 2020. Copper-leaved car hood, paint pigments. TD Corporate Art Collection. 26" x 54" x 4"

## TD Pathways to Economic Inclusion

In our 2022 ESG Report, we announced our framework guiding the social pillar of our ESG strategy, TD Pathways to Economic Inclusion, which focuses our efforts on three areas where we believe we have the knowledge and resources to make a meaningful impact: financial access, employment access and housing access. Through TD Pathways to Economic Inclusion, we are working to contribute to inclusive financial and economic outcomes through our business activities, supply chain, philanthropy and as an employer. This framework helps us continue our work with Indigenous Peoples and communities, as well as our ongoing support of the Truth and Reconciliation Commission’s Call to Action #92 with a renewed emphasis on these three areas. Below are some highlights of our efforts within each area specific to Indigenous Peoples and communities:



### Financial access

Through **financial access**, we seek to improve access to banking with a focus on financial education and advice as well as enhancing or developing products, services and processes to remove barriers and help build financial health and resilience for our customers, colleagues and communities.

- ▶ Offered a wide range of products and services to Indigenous Peoples and communities through our Canadian branch locations, including four branches located on reserve with a fifth scheduled for opening in late 2023. We also continued to offer our Cultural Awareness Training course to support welcoming and respectful interactions with customers and colleagues from Indigenous communities, which is required learning for colleagues in Canada, including our branch colleagues.
- ▶ Hosted 123 Money Matters workshops for Indigenous Peoples, reaching over 1,700 learners from the Indigenous community between April 2021 and March 2022.
- ▶ Provided a \$200,000 grant in 2022 to the Legacy of Hope Foundation, an organization led by Indigenous Peoples, which will support digital financial education training for Survivors and intergenerational Survivors of the residential school system, as well as youth from the Indigenous community.



### Employment access

Through **employment access**, within the Bank, we are focused on creating entry points to meaningful careers, providing equitable access to training, development and critical work experience for long-term success and growth, and advancing diversity and inclusion throughout the organization. We also continue to focus on fostering inclusion across our supply chain to help create opportunities for entrepreneurs. Outside of the Bank, we are focused on supporting workforce training and skills development programs that address barriers to employment and help people prepare for jobs in high-demand sectors.

- ▶ Announced the TD Scholarship for Indigenous Peoples, administered by AFOA Canada, in 2023, which offers 25 scholarships to high school and university students, including \$15,000 per year for up to four years, and employment opportunities at TD such as summer employment between years of study and full-time employment upon graduation.
- ▶ Launched the Career Development Program for Indigenous Peoples in 2021, which supports TD colleagues from Indigenous communities with their ongoing career development.
- ▶ Participated in the Canadian Aboriginal and Minority Supplier Council’s (CAMSC) Supplier Growth Initiative to sponsor and pay the certification fees for business owners from Indigenous, Black and other minority communities, which will help provide diverse business owners with the tools, training and market access to help grow their businesses.



### Housing access

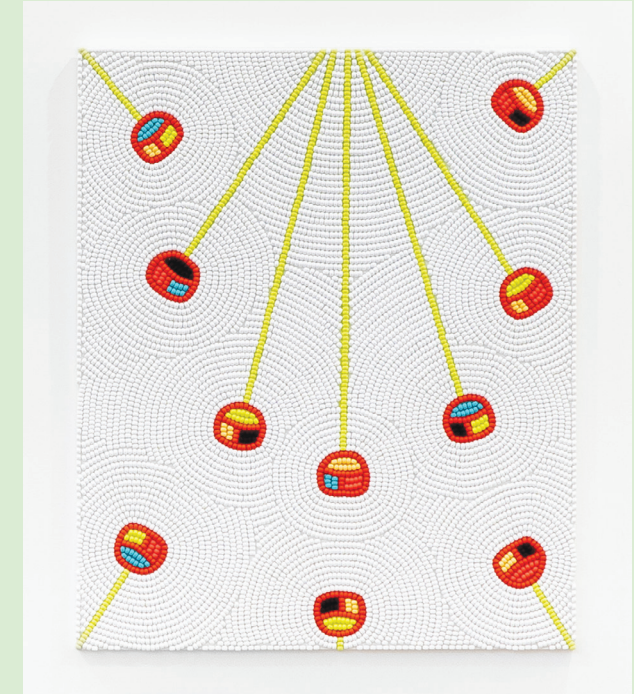
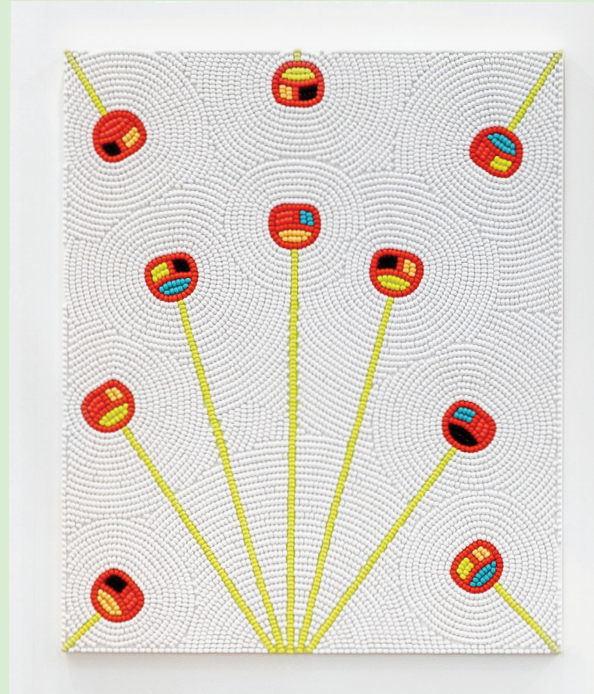
Finally, through **housing access**, we are focused on providing tools and advice to help people access and remain in homes that meet their needs, supporting organizations that increase access to secure housing and provide related supports, and contributing to the supply and refurbishment of affordable housing through our financing and philanthropy.

- ▶ Continued to offer our First Nation Home Loan Program, which provides financing to First Nation members to purchase, renovate or construct single-family homes on First Nation lands and settled lands.
- ▶ Supported Wiikwemkoong Nursing Home Ltd. through a \$750,000 grant over three years starting in 2023, which will help build a new Elders’ Home for the Elders of the Wiikwemkoong Unceded Territory and neighbouring communities.
- ▶ Committed to a \$600,000 grant over three years (beginning in 2023) to Velma’s House, a 24/7 safe space run by Ka Ni Kanichihk in collaboration with a circle of community advisors with lived experience, providing culturally appropriate and trauma-informed services along with basic needs, assistance in finding permanent housing, financial guidance, employment counselling, skills training and help navigating the health-care system.

## TD Ready Commitment

TD Pathways to Economic Inclusion will also strengthen our commitment to open doors for all members of our communities, helping to guide our efforts toward our goal of donating \$1 billion in philanthropy by 2030 through the [TD Ready Commitment](#). Our Corporate Citizenship platform, the TD Ready Commitment, is one such example and aims to help open doors to a more inclusive, equitable and sustainable tomorrow through four areas we call the Interconnected Drivers of Change: Financial Security, Vibrant Planet, Connected Communities and Better Health. Through the TD Ready Commitment, TD supports non-profit organizations led by Indigenous Peoples, both locally and nationally, to address immediate needs and longer-term systemic issues. Throughout this report, we highlight some examples of the ways we are continuing to support Indigenous Peoples and communities through the TD Ready Commitment.

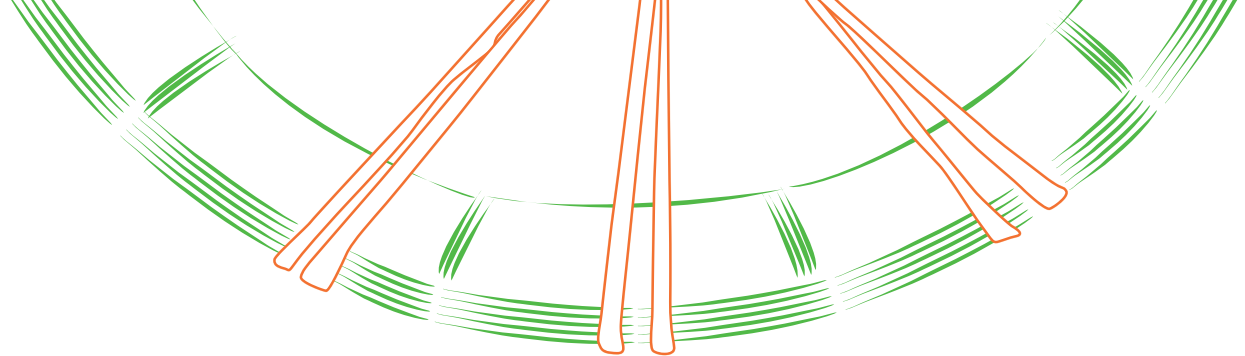
### Art Spotlight



Renee Condo [Mi'gmaq from Gesgapegiag Mi'gmaq First Nation], *MNTU Entangled (1 of 2) & (2 of 2)*, 2022. Wood beads, acrylic paint, transparent epoxy resin on wood panel. TD Corporate Art Collection. 72" x 60" x 2"

# Financial Access

— Business and Banking



TD has a long history of working with Indigenous communities by taking a comprehensive and creative approach to provide solutions to meet their unique and sometimes complex banking needs. The Indigenous Banking Group works closely with colleagues in Business Banking, Retail, Wealth and Wholesale businesses to fulfill TD's aim to be the bank of choice for Indigenous Peoples, businesses, organizations and communities.

**+** To learn more about our approach to financial access, please see [page 11](#) of this report.



The Indigenous Banking Group works to deliver TD's commitment to meaningful engagement with Indigenous Peoples, businesses, organizations and communities aimed to support economic development. The Group also provides support and coaching to TD colleagues on relations with Indigenous Peoples and communities, as well as on the financial needs of and business opportunities for Indigenous Peoples and communities. In addition, the Indigenous Banking Group continues to look for ways to better serve remote and rural communities, which are often underserved by the financial services sector.

### Products and Services Across Our Business Lines

#### Personal Banking and Investing

We offer a wide range of products and services to Indigenous Peoples and communities through our 1,060 Canadian branch locations, which include four branches located on reserve with a fifth scheduled for opening in late 2023. Our services also include the ability for Indigenous Peoples to use telephone banking, available in Cree and Inuktitut languages.

#### Business Banking

We continue to make improvements and deliver specialized financing solutions and expertise for governments, economic development corporations, businesses and organizations in Indigenous communities. We also have teams within Small Business Banking dedicated to supporting diverse communities that provide specialized expertise for businesses and organizations from diverse communities. Through community engagement efforts, in partnership with teams across the Bank, we

are encouraging and supporting Indigenous communities and business owners from Indigenous communities through tools, seminars and tailored financial vehicles.

#### TD Wealth

We provide Indigenous Peoples and communities support, services and guidance in trust administration and investment management through:

- ▶ TD Wealth – Indigenous Trusts: TD Wealth helps develop trusts for Indigenous communities in consultation with the community's leadership and its advisors that fit the community's needs; assists with the day-to-day administration of the Trusts; and enhances capacity through training and guidance as required.
- ▶ TD Wealth – Investment Services: TD Wealth provides discretionary investment management services through accredited portfolio managers. The managers direct Trust assets and own-source revenues,

which include revenue generated by the community outside of the Trust from other sources, in accordance with the community's immediate needs and long-term goals.

#### First Nations Bank of Canada

First Nations Bank of Canada (FNBC) is the first Canadian bank with majority ownership by Indigenous Peoples. Since its creation in 1996, FNBC has been a leader in serving Indigenous communities. TD is proud to have been a founding partner of FNBC and retains a minority financial stake in the bank.

## ▶ A Word from Simpcw First Nation

Simpcw First Nation is located in Chu Chua, British Columbia, stretching along the North Thompson River. With 795 registered members, including 202 members living on reserve, the Simpcw are a culturally proud community, valuing healthy, holistic lifestyles based upon respect, responsibility and continuous participation in growth and education. Simpcw First Nation is working to build capacity around economic development, education, housing, language and culture, territory stewardship, title and rights, land use planning, emergency management and infrastructure.

Simpcw's relationship with TD began in 2017, when TD Wealth provided investment services to our community and in 2022, we expanded our relationship with TD to address our commercial banking needs. For example, in 2022, TD provided the community with a \$2.5 million credit facility that will be used to help manage cash flows for the construction of the Simpcw Community Hall and other capital projects in the community. We continue to use investment advisory services provided by TD Wealth and the Cash Management Department.

We also recognize the importance of financial literacy, something we know TD proudly

supports, while also acknowledging that financial literacy can be a challenge for many Canadians living outside of urban centres and in Indigenous communities. In recognition of this, with support from TD, we delivered financial education training to Simpcw community members to help build the financial knowledge and skills they need to feel confident about their financial choices.

We look forward to continuing to develop a strong relationship with TD as we pursue future economic prosperity for our community and all our members.



Images provided by Simpcw First Nation



Image provided by Wahnapiatae First Nation

## ► A Word from Wahnapiatae First Nation

Wahnapiatae First Nation (WFN) is a vibrant, growing, prosperous and proud community whose beliefs are based on the principle that this land is borrowed from future generations. Located on the north shores of Lake Wanapitei, outside of Greater Sudbury, Ontario, Wahnapiatae First Nation is a signatory of the Robinson-Huron Treaty (1850) and an Ojibway community of the Anishinabek Nation, and has 692 registered members with 106 living on reserve.

WFN has had a banking relationship with TD since 1998, using support from TD for day-to-day operations, projects and initiatives for community members. In 2012, TD provided WFN with financing for the \$3.8 million construction of WFN's Centre of Excellence. This community space has become a hub for community events, gatherings and sharing the culture of Indigenous Peoples, while also housing WFN's governance and administration offices. TD has continued to provide financing for various projects and heavy equipment needs over the years as we build and maintain infrastructure within the community. Most recently, TD is supporting our on-reserve housing needs through their home loan program.

WFN is committed to protecting the land, water, air and environment while ensuring a self-sustaining community that will continue to prosper in all sectors of traditional, social, economic and cultural opportunities by providing spiritual, physical and emotional support to its members. As an expanding community with a growing population, we hope to continue our working relationship with TD, particularly as we focus on meeting the nation's needs as identified in our Community Development Plan; this includes the areas of economic development, infrastructure and watershed management. →





## A Word from Wahnapiṭae First Nation (cont'd)

Community Spotlight

→ Our relationship with TD goes beyond accounts and loans, with TD providing ongoing advice and engagement with our team and outside partners alike. Our next engagement with TD is the revitalization of Bass Lake Trail, where TD Friends of the Environment Foundation has provided a donation to support trail cleanup and improvement, which is intended to increase tourism in our community and, as a result, help boost our local economy.



Images provided by Wahnapiṭae First Nation

## Sustainable Finance

At TD, mobilizing sustainable finance is a valuable business opportunity as well as a critical part of our work as we strive to achieve net-zero greenhouse gas (GHG) emissions associated with our operations and financing activities by 2050. Leveraging our products and services, we also recognize the importance of supporting our clients, including those from Indigenous communities, in the transition to an inclusive, low-carbon future while supporting economic growth.

In 2017, TD was the first Canadian bank to announce a financial target to further advance the low-carbon economy – \$100 billion, in total, in low-carbon lending, financing, asset management and internal corporate programs by 2030 – and we proudly reached this goal ahead of our plan. In 2023, we announced a new Sustainable & Decarbonization Finance Target to mobilize \$500 billion by 2030, with a focus on supporting environmental, decarbonization and social activities through lending, financing, underwriting, advisory services, insurance and the Bank’s own investments.<sup>9</sup>

Social finance is an important means of using business activities to improve social outcomes. By including social activities alongside environment-related activities in our target, we can help create a sustainable and inclusive future through our business, including for Indigenous communities in Canada. For examples of projects funded by the 2020 TD Sustainability Bond and 2021 TD Green Bond, see our previous ESG reports on our [reporting website](#).

<sup>9</sup> For more information on our Sustainable & Decarbonization Finance Target, please see the [TD Sustainable & Decarbonization Finance Target Methodology](#).

### Art Spotlight



Charlene Vickers [Anishinaabe], *Diviners Grasses*, 2023. Marker on paper, framed. TD Corporate Art Collection. 34" x 26.5" x 1.75"

## Free, Prior and Informed Consent

TD has a long-standing commitment to support the rights of Indigenous Peoples within North America. We are supporters of Free, Prior and Informed Consent (FPIC). As documented in our [Environmental and Social Risk Process](#), our commitments are:

- ▶ To identify transactions where lands, resources and/or way of life of Indigenous Peoples may be negatively impacted, in accordance with the Equator Principles.
- ▶ To incorporate assessments of our clients' policies, practices and performance relating to FPIC when relevant as part of TD's Environmental and Social Risk Policy for Non-Retail Lending Business Lines.
- ▶ To support development and dissemination of good practices for the practical implementation of FPIC. We do this by working with diverse multi-stakeholder groups and by providing objective information to support solutions-based dialogue and informed public policy decisions.

TD has been a signatory of the Equator Principles since 2007 and has embedded the Equator Principles into its environmental and social risk processes for applicable transactions. The Equator Principles are a voluntary set of minimum due diligence standards to help

### Looking Ahead

In 2023 and 2024, in connection with our ongoing review of policies and procedures relating to Indigenous Peoples and FPIC, we will be assessing their current alignment with our commitments to advance reconciliation and to respect the rights of Indigenous Peoples, including in respect of the Bank's approach to FPIC. We will also be reviewing our training programs regarding FPIC, to consider whether they appropriately reflect our support of the Truth and Reconciliation Commission of Canada's Call to Action #92.

financial institutions determine, assess, manage and report on environmental and social risks with respect to in-scope project financing. Equator Principles signatories choose to voluntarily adopt and apply the Equator Principles as part of their due diligence processes to help support reasonable risk decision-making.

The Equator Principles are updated periodically to reflect evolving practices, understanding and other developments. Most recently, the Equator Principles were updated to EP4, which includes updated guidelines on FPIC and due



diligence related to Indigenous Peoples.<sup>10</sup> These considerations are incorporated in our lending practices, where applicable.

We have mechanisms in place that regularly consider how to address the implementation of FPIC in applicable transactions. The Bank's ESG Risk Management group establishes, maintains and updates risk frameworks, policies and processes for the management of environmental

and social risks, including as they relate to projects affecting Indigenous Peoples, and works with teams across the Bank, including the Indigenous Banking Group, where transactions impacting Indigenous Peoples are identified.

<sup>10</sup> Equator Principles Association. Equator Principles (EP4). July 2020. [online] Available at: [https://equator-principles.com/app/uploads/The-Equator-Principles\\_EP4\\_July2020.pdf](https://equator-principles.com/app/uploads/The-Equator-Principles_EP4_July2020.pdf)



► A Word from the Mi’gmawei Mawiomi Business Corporation

Community Spotlight

Mi’gmawei Mawiomi Business Corporation (MMBC) is an organization established by three Mi’gmaq communities – Gesgapegiag, Gespeg and Listuguj – located on the territory of Gespe’gewa’gi. With the financial support of TD, MMBC works to find new sustainable business opportunities and manage agreements and commercial ventures.

Our partnership with TD began in 2021 when TD played a significant role in helping us secure funding for two of our commercial ventures: PLC Info LP and East Coast Wind LP. [PLC Info LP](#) is an IT company owned by Indigenous Peoples that provides a wide range of technology services. They help with everything from analyzing and setting up computer networks to cybersecurity, programming, hardware and software needs, and more. [East Coast Wind LP](#) is a growing company offering maintenance services to the wind energy industry in North America, including regular maintenance, repairs, blade cleaning, oil changes, inspections and other support services for wind farm operators and manufacturers. At MMBC, we believe in balancing profits with social, environmental and cultural responsibilities. Working with TD has allowed us to pursue our mission of finding and managing sustainable business opportunities that benefit the Mi’gmaq



communities in Gespe’gewa’gi and respect their traditions and authorities.

Our goal is to create more jobs and economic security for our member communities. Looking ahead to the future, we want to focus on industries that provide services and

knowledge-based jobs while developing our natural resources sustainably. We also aim to continue our relationship with TD to explore more opportunities that offer education, career growth and business prospects to Mi’gmaq community members.

Image provided by Mi’gmawei Mawiomi Business Corporation

## Supporting Financial Education Through Our Philanthropy

### Legacy of Hope Foundation

In 2022, TD provided a \$200,000 grant to the Legacy of Hope Foundation (LHF), an organization led by Indigenous Peoples that works to educate Canadians about the history of Indigenous Peoples (First Nation, Métis and Inuit) and the impacts experienced by seven generations from attending residential and day schools and/or while in the child welfare system. These funds have been supporting the development of the program Empowering Indigenous Survivors with Financial Tools for their Economic Security. This program provides digital financial education training for Survivors and intergenerational Survivors of the residential and day schools and the child welfare system including youth from Indigenous communities across Canada.

### Money Matters

TD is working with ABC Life Literacy Canada to offer Money Matters for Indigenous Peoples, a free financial education program for adult learners, with many TD colleagues volunteering as instructors. Currently, the program is offered at several locations across Canada.

### United for Literacy

In summer 2020, we provided philanthropic support to United for Literacy (formerly Frontier College) to help deliver summer literacy camps in partnership with Indigenous Peoples across the country. These annual programs provided literacy activities to underserved children aged 5-12 from Indigenous communities, by offering physically distanced, in-person, open-air learning camps as well as at-home learning opportunities, and virtual activities that followed local public health advice. The camp program reached more than 5,300 children in 96 Indigenous communities, 12 communities of which were new to the program in 2020.

## Money Matters Workshop in Chisasibi

For the past decade, TD, in collaboration with ABC Life Literacy Canada, has delivered Money Matters workshops in the Cree Nation of Chisasibi. The first Money Matters workshop in Chisasibi, led by Pheroz Austin, Senior Regional Manager – Quebec, Indigenous Banking Group, took place in 2013, when Pheroz, after speaking with the Chief and Council, recognized an important need in the Chisasibi community for financial literacy programs. To this day, Pheroz and ABC Life Literacy Canada continue to help build financial skills and boost financial confidence in Chisasibi. The latest Money Matters workshop, led by TD volunteers, focused on saving, including how savings accounts work in Canada, different ways to save for the future, how savings account interest rates work and strategies for saving for a child’s education. While the workshop welcomed people of all ages from Chisasibi, many youth from the community showed up to learn about ways to save money in what became an organic, peer-to-peer learning session, with participants asking questions and sharing their own financial experiences. With many youth expressing appreciation for the workshop, Rhonda Spencer, Youth Development Coordinator in the Cree Nation of Chisasibi, said that she looks forward to continue working with TD and ABC Life Literacy Canada to bring more Money Matters workshops to her community, for both her staff and the community at large.



Pheroz Austin, Senior Regional Manager - Quebec, Indigenous Banking Group, TD (left) and Tony Fabrizio, Manager, Cash Management, Commercial Banking, TD (right)



# Over 1,700

learners from the Indigenous community accessed Money Matters workshops between April 2021 and March 2022



# Employment Access



At TD, we recognize the importance of diversity and inclusion in the workforce, and we continue to work to advance diverse representation across the Bank, including representation of Indigenous Peoples. In 2022, **1.0%** of our workforce in Canada self-identified as Indigenous, **1.5%** of our senior management<sup>11</sup> in Canada self-identified as Indigenous and **0.8%** of our middle and other management<sup>12</sup> in Canada self-identified as Indigenous.

**+** To learn more about our approach to employment access, please see [page 11](#) of this report.

### Discovering and Attracting Great Talent

Indigenous Peoples are a key focus of TD's diversity and inclusion strategy. Our Diversity Sourcing team is dedicated to attracting talent from diverse communities in alignment with our enterprise-wide talent acquisition strategy. Our success as a financial institution depends on our ability to hire from a broad talent pool, develop leaders and promote without bias, while reflecting the communities we serve.

By 2041, it's projected that the population of Indigenous Peoples in Canada could reach

between 2.5 and 3.2 million, with youth making up a larger share of the population in the coming decades.<sup>13</sup> Youth from Indigenous communities continue to face a higher unemployment rate compared to other youth in Canada.<sup>14</sup> In line with the Truth and Reconciliation Commission's Call to Action #92, TD is working to ensure that Indigenous Peoples have the same access to jobs and opportunities as other people in Canada. As part of our efforts, we have a talent acquisition specialist for Indigenous Peoples who engages in outreach with colleges and

universities as well as organizations led by Indigenous Peoples to build awareness about the rich array of career opportunities in financial services and TD. Some of our programs geared toward empowering Indigenous Peoples are highlighted on the following pages.



I believe that inspiration is most profound when we bear witness to an individual's triumph over adversity and their emergence on the other end as a stronger person. Now, envision this inspiration multiplied through the countless stories of Indigenous Peoples – as TD's Diversity Sourcing Partner for Indigenous Peoples, I have the privilege of listening to and being inspired by these stories every day. It's my hope that everyone embraces and honours the power and vibrancy Indigenous Peoples bring to the world."

– **Carrol Edmund**, TD Diversity Sourcing Partner  
– Indigenous Peoples, TD

<sup>11</sup> Senior management includes Vice President level and above.

<sup>12</sup> Middle and other management is defined as Level 8 to AVP.

<sup>13</sup> Anderson, T. December 1, 2021. Chapter 4: Indigenous Youth in Canada. In: Portrait of Youth in Canada: Data Report. Statistics Canada. [online] Available at: <https://www150.statcan.gc.ca/n1/pub/42-28-0001/2021001/article/00004-eng.htm>

<sup>14</sup> Anderson, T. December 1, 2021. Chapter 4: Indigenous Youth in Canada. In: Portrait of Youth in Canada: Data Report. Statistics Canada. [online] Available at: <https://www150.statcan.gc.ca/n1/pub/42-28-0001/2021001/article/00004-eng.htm>

### TD Scholarship for Indigenous Peoples

At TD, we were proud to announce the [TD Scholarship for Indigenous Peoples](#) in 2023. The program, administered by AFOA Canada – a not-for-profit led by Indigenous Peoples – offers 25 scholarships to high school and university students, including \$15,000 per year for up to four years, and employment opportunities at TD such as summer employment between years of study and full-time employment upon graduation.

To provide a platform for those with lived experience and help shape the scholarship program, we partnered with an organization led by Indigenous Peoples. In addition to AFOA Canada, we worked with a marketing vendor led by Indigenous Peoples. Internally, we gathered feedback from TD interns from Indigenous communities to learn about the unique challenges and barriers they face in their professional journeys, which we used to help further shape and enhance the program.

The TD Scholarship for Indigenous Peoples builds on our long-standing commitment to advancing Truth and Reconciliation and was developed in response to the Truth and Reconciliation Commission’s Call to Action #92: Ensure that Indigenous Peoples have equitable access to jobs, training and education opportunities in the corporate sector, and that Indigenous communities gain long-term sustainable benefits from economic development projects.<sup>15</sup>

We were proud to welcome 25 students to the 2023 cohort, with applications for the 2024 cohort opening in fall 2023. Through this program, TD will continue to play our role in helping to open doors for rising talent from the Indigenous community as they pursue their education and career goals.

<sup>15</sup> Truth and Reconciliation Commission of Canada. 2015. Truth and Reconciliation Commission of Canada: Calls to Action. [online] Available at: [https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Calls\\_to\\_Action\\_English2.pdf](https://ehprnh2mwo3.exactdn.com/wp-content/uploads/2021/01/Calls_to_Action_English2.pdf)



Being a recipient of the TD Scholarship for Indigenous Peoples has given me more than just financial support during my studies, it has also given me valuable opportunities to which I otherwise would not have been exposed. I was fortunate to land an internship at TD in a role that aligns with my career aspirations and with a team that has made me feel valued and included from the start. This scholarship has opened the door to connections and resources that I can see myself using for the long term. No matter what situation students may find themselves in, this scholarship can help them take the necessary steps toward a future that otherwise may not have seemed possible. I would have never imagined I would be where I am today, and I have those who made this scholarship program possible to thank for that.”

– **Blaise Arkle**, TD Scholarship for Indigenous Peoples Recipient and Finance Intern, TD Securities



“I will be forever grateful for your generous scholarship and incredible internship opportunity. Receiving this scholarship will allow me to concentrate on my studies without the added stress of high student loans and finding employment to be able to fund my university education. Additionally, taking part in the TD internship program – made possible through the TD Scholarship for Indigenous Peoples – has allowed me to broaden my knowledge of the opportunities available to me in the world of banking. I am very thankful to TD and AFOA Canada for the invaluable career development opportunity and for investing in my education, allowing me to pursue my dream of becoming a teacher.”

– **Lana Boucher**, TD Scholarship for Indigenous Peoples Recipient and General Insurance Advice Center Intern, TD Insurance



### Career Development Program for Indigenous Peoples

In September 2022, we launched the Career Development Program for Indigenous Peoples. To support ongoing career development, the program offers bi-monthly sessions on different topics of interest suggested by colleagues from the Indigenous community. For example, we have offered sessions on career planning, relationship building and networking, preparing for interviews and navigating career tools and resources offered at TD. To date, over 90 colleagues from Indigenous communities have participated in the program.

### TD Insurance Internship for Indigenous Peoples

Launched in May 2017, the TD Insurance (TDI) Internship for Indigenous Peoples began in Halifax with two interns. The success of these two interns and executive support for the program led to the expansion of this paid internship program to include additional interns and locations across Canada. Today, the program has also expanded to provide non-business-specific support to summer interns from Indigenous communities across other areas of the enterprise, including Finance and Risk. To date, we have welcomed 40 interns to the program across our Canadian offices.

The TDI Internship for Indigenous Peoples is designed to help young professionals from Indigenous communities gain insights and hands-on experience in the insurance business. By participating in the program, students can build their careers and enhance their financial empowerment. During the program, interns are given opportunities to connect with TD professionals, including colleagues and other interns from Indigenous communities, to help grow their networks in TD's inclusive environment. They can also join the TD Indigenous Circle to meet other colleagues, and share their perspectives and experiences with their colleagues in a workplace that both respects and celebrates their culture.



Being a part of the TDI Internship for Indigenous Peoples as a Métis person provides a valuable opportunity to gain practical experience and develop my professional skills with an organization that employs a growth-mindset in their onboarding practices. This program offers a safe and supportive environment to explore my career interests while allowing me to bridge the gap between formal education and the corporate world. It provides valuable networking and mentorship opportunities with seasoned professionals who are authentic in their enthusiasm to help me find my path. This exposure enhances the career prospects for Indigenous Peoples and fosters a true sense of belonging and representation in the workforce. The TD Insurance Internship for Indigenous Peoples provides a platform to demonstrate that our cultural values are relevant and important to the progress of business in the modern world. Through our personal journeys, the children who follow us will see that they can excel in a similar path. This program is a pathway for me to be able to set an example for an entire generation of my people who can see through a lived example that discipline and effort can open the doors to a healthier future for our families and communities. I am blessed to be included in the program – to be here, to learn, to teach and to grow.”

– **Kimberly Elliott**, General Insurance Strategy Business Analyst Intern, TD Insurance



During my time with TD, I have had the opportunity to make many meaningful connections with peers and colleagues while contributing to the community where I live and work. My experience with the Mentorship Program for Indigenous Peoples has been incredibly valuable to my own personal development. Working with my mentor, I've been able to focus on the critical experiences I want to obtain to become a better leader. It has also been a wonderful opportunity to make new connections in areas across the Bank where I haven't had the opportunity to work in or with yet."

– **Caitlyn Contin**, Human Resources Business Partner, Platforms and Technology, TD

### Mentorship Program for Indigenous Peoples

At TD, we also recognize the importance of supporting colleagues at all ages and stages of their careers. Underscoring the Bank's commitment to diversity and inclusion, we created the Mentorship Program for Indigenous Peoples for colleagues across the enterprise. To date, we have welcomed four cohorts, with about 160 total participants from across Canada. Participants engage in virtual and in-person mentoring sessions with TD colleagues who represent a variety of groups across the Bank. We aim to assist participants from Indigenous communities in their career development and guide them through the TD environment, while also connecting them with other colleagues.

### Student Associations and Centres for Indigenous Peoples

TD continues to support young professionals from Indigenous communities through our work with student associations and centres for Indigenous Peoples at post-secondary schools across Canada. While our engagement differs from school to school, we strive to provide a variety of learning and networking opportunities to help students on their path to a meaningful career. We frequently participate in information sessions with students to share career opportunities across the Bank, from internships to part-time and full-time positions. Our colleagues have also participated in career panels to share insights on how to prepare for and engage with employers at career fairs. For example, we continue to work with the University of the Fraser Valley's Indigenous Student Centre & Centre for Experiential and Career Education. In 2021 and 2022, our Diversity Sourcing Partner – Indigenous Peoples participated in the University of the Fraser Valley's annual employer panels and TD's Talent Acquisition team attended the university's virtual career fair to meet and network with students.



## Representation on Our Board

TD's Board recognizes and embraces the benefits of diversity in its membership as a competitive advantage, which is in keeping with the Bank's commitment to diversity and inclusion.



In 2021, Cherie Brant joined TD's Board of Directors. Cherie is a partner and national leader for the Indigenous law group at Borden Ladner Gervais LLP (BLG) and is a member of the firm's Environmental, Social and Governance initiative. She is both Mohawk from Mohawks of the Bay of Quinte in Ontario and Ojibway from Wiikwemkoong Unceded Indian Reserve in Ontario.



In August 2023, Keith Martell joined TD's Board of Directors. Keith is retired President and CEO of First Nations Bank of Canada, a Fellow of the Institute of Chartered Professional Accountants (FCPA, FCA) and a certified Aboriginal Financial Manager (CAFM). He is a Member of the Waterhen Lake First Nation in Saskatchewan.

Spotlight

**TD FEF Advisory Boards**

We are proud to have colleagues from Indigenous communities serving on the TD Friends of the Environment Foundation (TD FEF) advisory boards. Founded by TD in 1990, TD FEF is a national charity that funds environmental projects across Canada, with a primary funding focus on revitalizing, animating and stewarding public green spaces, which continues to include supporting initiatives led by and designed for Indigenous communities. As of 2023, we have two colleagues from Indigenous communities, as well as two individuals from Indigenous communities who are not TD colleagues, sitting on TD FEF advisory boards.



It's been an honour to serve on the TD FEF board over the past year. Through my role as a board member on TD FEF and the manager of the TD Ready Commitment's Vibrant Planet driver of change, I have the platform to help elevate and enhance the quality of the environment so that our communities can thrive. I am also proud to know that professionals from Indigenous communities are playing a role in the Bank's environmental efforts. By doing this, we can help ensure that TD is supporting initiatives led by and designed for Indigenous communities and that those initiatives not only respect and celebrate the lands, histories and cultures of Indigenous Peoples, but also value the integral role that Indigenous communities play in nature protection and conservation."

- **Joshua Cayer**, Manager, Community Relations - Vibrant Planet, TD and TD FEF Board Member



"I'm proud to know that TD supports and encourages representation of Indigenous Peoples on internal and external boards, which has provided a space for me to share my perspectives as a voice with both lived experience and diverse career experience developed throughout my time with the Bank. By serving on the board of TD FEF and Outside Looking In, an organization led by Indigenous Peoples supporting and empowering youth from the Indigenous community, I have had the privilege to learn about like-minded organizations creating meaningful change within our communities, while also learning from inspiring leaders who push me to be a driver of this change myself."

- **Aaron Hohn**, AVP, Indigenous Peoples and Environmental, Social & Governance, TD and TD FEF and Outside Looking In Board Member



**To learn more about how we are supporting environmental initiatives in Indigenous communities through TD FEF, please see [page 38](#) of this report.**



Shuvianai Ashoona [Inuit], *World View*, 2016.  
Colour pencil on paper. TD Corporate Art Collection.

### Educating and Supporting the TD Workforce

At TD, we celebrate National Indigenous History Month with our colleagues and believe in educating our colleagues on the history and culture of Indigenous Peoples in Canada all year round. We achieve this through various initiatives and programs, such as our National Employee Resource Group for Indigenous Peoples, a colleague-led group that provides opportunities for members to network and create a more inclusive workplace. We also develop internal resources for colleagues, in both audio and written formats, to support learning and development. Additional examples of our initiatives and programs are listed below:

#### Educating and Supporting Our Colleagues

- ▶ Through the TD Indigenous Circle, colleagues have the opportunity to learn about and share topics important to Indigenous Peoples and communities. The initiative started out as a working circle of colleagues to help drive grassroots awareness throughout TD and within the communities we serve. It has since expanded to regional circles, which advise us on our community giving and how we can better serve Indigenous communities in a localized manner.
- ▶ Effective March 1, 2023, we expanded the list of eligible expenses under colleagues' Wellness Accounts in Canada to include

healers from the Indigenous community and non-traditional healers (e.g., Elders, Chinese medical practitioners and Shiatsu therapists). Additionally, TD offers colleagues in Canada and the United States paid time away from work for personal reasons, including religious or cultural holidays, or for time to focus on personal or family well-being, including traditional practices of Indigenous Peoples.

- ▶ In 2020, we launched a Cultural Awareness Training course developed in collaboration with Indigenous Peoples, including TD colleagues, which is available to all colleagues and required learning for colleagues located in Canada. This e-learning module helps increase colleagues' foundational understanding of Indigenous communities and aims to enhance their confidence in supporting colleagues and customers from Indigenous communities as well as their understanding of TD's commitment to Truth and Reconciliation.<sup>16</sup>

<sup>16</sup> TD is working to help ensure that Indigenous Peoples have access to jobs and opportunities similar to other people in Canada as per the Truth and Reconciliation Commission of Canada's Call to Action to corporate Canada.

## The Importance of Land Acknowledgements



A land acknowledgement recognizes and respects the Indigenous Peoples on whose traditional territories we live and work. At TD, we recognize the importance of land acknowledgements to honour Indigenous Peoples who have been living and working on this land from time immemorial, and their presence both past and present. We also acknowledge that recognition and respect are essential elements for establishing healthy, reciprocal relations, supporting our collective journey toward Truth and Reconciliation.

We encourage TD colleagues to deliver land acknowledgements at the beginning of a gathering, presentation, meeting or event. To support colleagues in preparing and delivering land acknowledgements, we offer resources through TD's intranet sites. These resources help highlight the purpose, history and importance of land acknowledgments, as well as provide guidance on how to develop and deliver one, including how to personalize a land acknowledgement to the local communities in which a colleague lives and works.

## Commemorating with Our Colleagues

In Canada, the history of racism against Indigenous Peoples was thrust to the forefront in the spring of 2021 with the discovery of thousands of unmarked graves on the grounds of former residential schools. In September 2021, we marked the first National Day for Truth and Reconciliation (also called Orange Shirt Day) – a day to reflect on the dark, ongoing legacy and intergenerational impacts of the residential school system, and a time to honour those who never returned home, Survivors, and their families and communities – with the first annual enterprise-

wide virtual gathering, and asked colleagues to pause for a moment of silence.

We also recognize Red Dress Day, a day that brings attention to the Missing and Murdered Indigenous Women, Girls and Two-Spirit People (MMIWG2S) tragedy in Canada and the United States, as well as the Moose Hide Campaign, a grassroots movement of men and boys from the Indigenous community and all Canadians who are standing up to end violence against women and children. In 2021 and 2022, TD invited guest speakers to participate in moderated discussions that were attended by hundreds of colleagues across the enterprise.

## Engaging Our Colleagues from Indigenous Communities

In the 2022 TD Pulse, our voluntary colleague engagement survey conducted annually, 89% of colleagues from Indigenous communities<sup>17</sup> stated that they strongly agree or agree that they are proud to work for TD. We aim to foster a workplace that provides our colleagues with the ability to grow with us, thrive in a culture of care and make an impact. We also strive to create a diverse and inclusive environment where our colleagues feel confident and comfortable bringing their authentic selves to work.

<sup>17</sup> Based on self-identification data.



**89%**

of colleagues from Indigenous communities<sup>18</sup> stated in our annual TD Pulse survey that they strongly agree or agree that they are proud to work for TD

<sup>18</sup> Based on self-identification data.

### 2023 National Indigenous Peoples Day

In June 2023, TD hosted nationwide events in honour of National Indigenous Peoples Day, including in-person events for colleagues in Toronto and Vancouver, as well as satellite events for colleagues in Calgary, Edmonton, Halifax, Mississauga, Moncton, Montreal, Ottawa and Saint John. The events recognized and celebrated the rich history, diverse culture and outstanding contributions of First Nation, Métis and Inuit peoples. In Vancouver, Bharat Masrani, President and CEO, TD Bank Group, and Doris Bear, VP, Indigenous Banking, shared an update on TD's progress on our collective journey toward Truth and Reconciliation. In addition, we hosted a fireside chat in Toronto with four colleagues from Indigenous communities across Canada. Through this fireside chat, colleagues shared insights on their lived experiences, their career journeys with TD and how colleagues across the Bank can be allies for Indigenous Peoples. The events were attended by TD colleagues from across the Bank, with many colleagues registering for in-person locations, participating at in-person viewing parties or attending virtually.



Photos by Norma Ibarra and Stef + Ethan

## Encouraging Procurement from Indigenous Communities

At TD, we recognize diversity and inclusion as both a core value and a business imperative, and this is reflected in our Chief Procurement Officer's Statement on Supplier Diversity. We have designed our North American Supplier Diversity Program to promote a level playing field and encourage the inclusion of Indigenous Peoples, women, members of Black, minority and 2SLGBTQ+ communities, people with disabilities, veterans, refugee entrepreneurs and other diverse suppliers in our procurement selection process.<sup>19</sup> We are a member of 11 diversity certification councils in North America that certify a supplier's diversity credentials, including

the Canadian Aboriginal and Minority Supplier Council (CAMSC) and the Canadian Council for Aboriginal Business (CCAB).

In 2023, TD is participating in CAMSC's Supplier Growth Initiative to sponsor, and pay the certification fees for, business owners from Indigenous, Black and other minority communities. This initiative will help provide diverse business owners with the tools, training and market access to help grow their businesses, while also helping remove financial barriers by paying certification fees. Through this program, 40% of sponsorship fees

will go to business owners from Indigenous communities.

We also educate our colleagues on the importance of supplier diversity and raise awareness of our Supplier Diversity Program through town hall presentations as well as meetings with various councils, working groups and forums across the Bank. In parallel, the TD Supplier Diversity team meets with diverse suppliers, including through a number of Supplier Diversity Mentorship Programs in Canada and the United States, to provide guidance and support.

## Supporting Employment Access Through Our Philanthropy

### AFOA Canada – Project Financing Certification Program

TD is supporting AFOA Canada's project financing certification program, which is set to launch in fall 2023, through a grant of approximately \$300,000 over three years. This program, developed by AFOA Canada and sponsored by TD and the Canada Infrastructure Bank (CIB), is designed to strengthen Indigenous Peoples' and communities' skill sets to structure

and manage large infrastructure projects. Modules will focus on risk management and project financing, contracting and asset management. The program will also help prepare participants for the jobs of tomorrow, through a focus on infrastructure projects in Indigenous communities that support the transition to a low-carbon economy. A total of 45 mid-career individuals and entrepreneurs from the Indigenous community will be selected for this program.

### Portage la Prairie Friendship Centre

In March 2022, TD provided a \$350,000 grant over five years to the Portage la Prairie Friendship Centre, a non-profit organization in South Central Manitoba. The organization supports mid-career individuals from the Indigenous community to reskill and secure employment by providing in-house training, transportation to job interviews and safety and work equipment. In partnership with

### Affinity Market Group Financial Aid Program

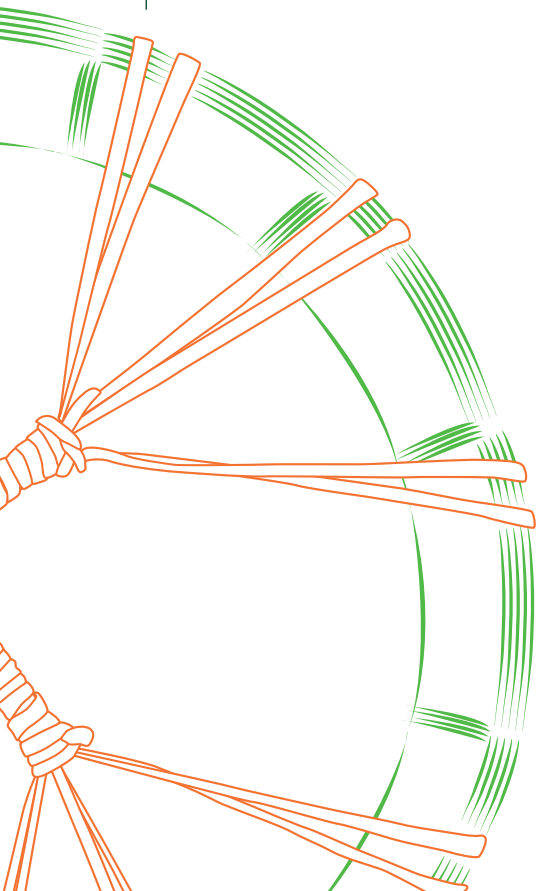
In 2023, the TD Insurance Indigenous Peoples Committee established the Affinity Market Group (AMG) Financial Aid Program, which funds endeavours supporting Indigenous communities. Five affinity partners committed to support six different initiatives for a total of approximately \$30,000; the affinity partners include Simon Fraser University, University of Alberta, University of Toronto, Engineers Prince Edward Island/ University of Prince Edward Island and Douglas College.

community colleges, the Portage la Prairie Friendship Centre also delivers on-site training opportunities to mitigate transportation-related barriers that learners might face. The organization works with five First Nation communities and four Métis settlements in their area, with a focus on supporting unemployed and underemployed individuals from the Indigenous community as well as those threatened with job loss and facing barriers to employment.

<sup>19</sup> To be eligible for our Supplier Diversity Program, a supplier must be certified by a diversity certification council as any of the following: 51% owned and operated business from the Indigenous community; 51% minority-owned and -operated business; 51% women-owned and -operated business; 51% 2SLGBTQ+-owned and -operated business; 51% owned and operated by a member of other recognized diverse communities (e.g., people with disabilities, service-disabled veterans, veterans and refugee entrepreneurs).



# Housing Access



We are focused on providing tools and advice to help people access and remain in homes that meet their needs, supporting organizations that increase access to secure housing and provide related supports, and contributing to the supply and refurbishment of affordable housing through our financing and philanthropy.

Below are some of the ways we are working to increase the supply of and improve access to affordable housing for Indigenous Peoples and communities through our business and philanthropy:

**+** To learn more about our approach to housing access, please see [page 11](#) of this report.

### Through Our Business

- ▶ TD's National Real Estate Group (NREG), in Canada, together with the Commercial Mortgage Group (CMG), Commercial Banking and the Indigenous Banking Group, have a mandate that involves taking a targeted approach to supporting affordable housing. As part of this approach, our Indigenous Banking team works closely with Business Bankers, sharing information about programs we have for Indigenous Peoples at TD and external to the Bank.
- ▶ Through Section 95 and Section 10 Housing Loan Programs, TD offers Canada Mortgage and Housing Corporation (CMHC)-insured mortgage financing for members of First Nation communities to purchase a home on reserve lands.


- ▶ Our First Nation Home Loan Program provides financing to First Nation members to purchase, renovate or construct single-family homes on First Nation lands and settled lands.



**\$600,000**  
grant committed over three years to Velma's House, a 24/7 safe space run by Ka Ni Kanichihk in collaboration with a circle of community advisors with lived experience

### Through Our Philanthropy

- ▶ Through a \$750,000 grant over three years starting in 2023, TD will help Wiikwemkoong Nursing Home Ltd. build a new Elders' home for the Elders of the Wiikwemkoong Unceded Territory and neighbouring communities. The Elders' home will be a safe and culturally appropriate long-term care home for its residents. The home will provide enhanced opportunities for the Elders to engage with youth and all community members and help preserve language and traditions so they can be passed on to future generations.
- ▶ Since 2022, we have been collaborating with the Garden River First Nation in Ontario on an initiative called Niin Wigwamis (My Little Home). Through a \$300,000 grant over two years, funds will help support the building of 10 homes that are created to be safe, affordable, environmentally sustainable and culturally designed to meet the needs of the



**\$750,000**  
grant provided over three years to Wiikwemkoong Nursing Home Ltd. to build a new care home for the Elders of the Wiikwemkoong Unceded Territory and neighbouring communities

community. Niin Wigwamis aims to provide affordable housing for single youth under 35 years of age from the Indigenous community and single-parent families that reside in the Garden River First Nation. This initiative is a mixed-module of rental units and will also follow a rent-to-own model.

- ▶ TD will be providing a \$600,000 grant over three years to Velma's House, a 24/7 safe space led by Indigenous Peoples for women and people who are gender diverse. Velma's House is run by Ka Ni Kanichihk in collaboration with a circle of community advisors with lived experience, and provides culturally appropriate and trauma-informed services along with basic needs, assistance in finding permanent housing, financial guidance, employment counselling, skills training and help navigating the health-care system.

# Community Engagement



The TD Ready Commitment, our enterprise-wide corporate citizenship platform, aims to help open doors to a more inclusive, equitable and sustainable tomorrow. Through this platform, we strive to create the conditions we consider necessary so that everyone has a chance to succeed in a changing world. Supporting communities is important because we know that we can only thrive when the communities around us thrive. We support programs that promote financial education, increase opportunities for youth, steward the environment and preserve and celebrate the history, art and culture of Indigenous communities.



### Preserving the History, Art and Culture of Indigenous Communities

As part of our collective journey toward reconciliation, TD recognizes the importance of supporting Survivors and intergenerational Survivors of residential schools. Below are some of the ways we are helping to honour and recognize Survivors of Canada’s residential school system:



#### National Centre for Truth and Reconciliation

As part of the Bank’s community giving through the TD Ready Commitment, we collaborated with our Advisory Committee of Indigenous Peoples to donate \$100,000 to the National Centre for Truth and Reconciliation (NCTR) in 2023. This donation is a proud continuation of our support for the NCTR and follows our commitment, made in 2015, of \$1 million over 10 years to the NCTR. Hosted by the University of Manitoba, the NCTR is the steward to preserve the history of Canada’s residential school system for future generations. The purpose of the NCTR is to centralize the four million records and the 7,000 Survivor interviews about the residential school system. Over the span of a decade, our \$1 million donation will support the purchase of archive-specific scanning equipment to digitize all documents and help provide financial support, training and experience to over 70 student interns as they make these vital records accessible to Survivors, their families and the public.

#### Assiniboia Residential School Commemorative Monument & Gathering Place

In March 2023, TD provided a \$50,000 grant over two years in support of the Assiniboia Residential School Commemorative Monument & Gathering Place, a project led by Indigenous Peoples and Survivors to help commemorate the 786 students of Manitoba’s first residential school and recognize the institution’s legacy. TD’s grant will be used to support the development of virtual spaces for the public and community to come together in the spirit of reconciliation to remember and learn. Assiniboia Residential School Commemorative Monument & Gathering Place was designed in harmony with the principles of the Truth and Reconciliation Commission of Canada’s 94 Calls to Action, the Calls to Justice in the Final Report of the National Inquiry into Missing and Murdered Indigenous Women and Girls, Winnipeg’s Indigenous Accord and the Province of Manitoba’s *The Path to Reconciliation Act*.

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### 50/50 Performing Arts Collective – Tkaronto Music Festival

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We are collaborating with the 50/50 Performing Arts Collective through their Tkaronto Music Festival, Canada’s premier music festival of Indigenous Peoples that is helping bring artists from Indigenous communities to the mainstage. Through a \$45,000 grant in March 2023, we are proud to help provide artists with the opportunity to showcase their talents, learn about industry best practices and connect with other artists from Indigenous communities from across the globe through this four-day festival. Additionally, the festival provides a space for industry professionals to discover emerging, undiscovered talent in support of diverse programming initiatives.

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### The Arctic Rose Foundation – Messy Book Program

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In December 2022, TD committed to a \$1 million grant over the next three years to support the Arctic Rose Foundation’s Messy Book Program – an after-school expressive arts program led by Indigenous Peoples designed to guide youth from Indigenous communities to explore, discover and connect with their traditional and cultural backgrounds. The program combines art, art journalling, movement, music, dance, digital technology and drama to encourage creative expression in response to the identity and culture gap experienced by many youth from Indigenous communities in the North. Piloted in Rankin Inlet, Nunavut, in 2018, the Messy Book Program has since been delivered in Rankin Inlet, Arviat, Cambridge Bay, Arctic Bay, Sanikiluaq and Igloolik, and was recently launched in Yellowknife in January 2023. The Messy Book Program will be offered in three Northern Ontario First Nation communities over the next three years.

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### 2022 National Indigenous Peoples Day Virtual Event

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As part of our commemoration and celebration of the history, culture and achievements of Indigenous Peoples, TD hosted a discussion with artists from Indigenous communities – Nico

Williams, Jason Baerg and Maureen Gruben – and moderated by Stuart Keeler, Senior Curator, TD Corporate Art Collection, to mark National Indigenous History Month in June 2022. Through this session, TD colleagues had the opportunity to learn about the artists and their works in the TD Corporate Art Collection, as well as the artists’ inspiration, lived experiences and innovative artistic expression.

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### Radical Stitch Art Exhibit

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TD is a proud sponsor of the Radical Stitch Art Exhibit. Through the TD Ready Commitment, TD provided financial support in 2022 for “Radical Stitch,” a travelling art exhibition, featuring beading artists from Indigenous communities around North America, with over two dozen nations represented among the 48 artists featured. Combining both ancestral knowledge and contemporary art practices, the exhibition’s art collection served as a reflection of the 48 artists’ expression and interpretation of their own traditions as well as a vehicle for conversation about social change and how to build an inclusive tomorrow.



**\$1 million**

grant committed in 2022 for the next three years to the Arctic Rose Foundation’s Messy Book Program, an after-school expressive arts program for youth from Indigenous communities

### Supporting Environmental Initiatives in Indigenous Communities

Indigenous Peoples play a critical role in the maintenance and stewardship of nature, as reflected in the Kunming-Montreal Global Biodiversity Framework, which acknowledges the important roles and contributions of Indigenous Peoples and local communities as custodians of biodiversity and as partners in its conservation, restoration and sustainable use.<sup>20</sup>

At TD, we believe in working with our customers and clients, colleagues and the communities we serve to support long-term, inclusive and sustainable growth. TD's Climate Action Plan, which includes our target of net-zero GHG emissions from our operations and financing activities by 2050, is focused on helping customers and clients navigate toward a low-carbon future.<sup>21</sup> Through the TD Ready Commitment and TD Friends of the Environment Foundation (TD FEF), we are providing philanthropic support for greening initiatives and nature-based solutions in Indigenous communities and across Canada to help take action on climate change and nature loss.

#### TD Friends of the Environment Foundation

Through TD FEF, we support a range of environmental initiatives across the communities we serve, with a primary funding focus on revitalizing, animating and stewarding public green spaces. As part of TD's journey toward Truth and Reconciliation, TD FEF supports initiatives, led by Indigenous communities, that focus on ways of teaching and learning that

are rooted in a deep respect for the land and that celebrate the varied histories and cultures, both past and present, of Indigenous Peoples. Between 2020 and June 2023, through TD FEF, we've provided 58 grants to 48 organizations and initiatives led by Indigenous Peoples. Below are some examples of this support:

- ▶ **Okanagan Nation Alliance:** The Okanagan Nation Alliance (ONA) was formed in 1981 as the inaugural First Nations government in the Okanagan, which represents the eight member communities. The group's history with TD FEF goes back to 2014 with funding for projects that include regeneration of Painted Turtle species and planting native plant species. In 2022, ONA received funding from TD FEF for the stabilization of a floodplain, where invasive species were removed, and native species were planted, through the help of volunteers.
- ▶ **Spirit Horse Centre:** Since 2019, TD FEF has been supporting the Spirit Horse Centre to help facilitate land-based education programs for youth. Guided by staff and Elders, participants are provided with hands-on learning experience on the land about medicines, environmental sustainability and wild horses. Through combined equine therapy and ceremony, participants are also provided with opportunities for healing and positive self-awareness. In 2023, our support will focus on helping Spirit Horse Centre bring

programming to engage young women as well as the Two-Spirit community over a two-week summer healing experience.

<sup>20</sup> UN Environment Programme. December 19, 2022. Kunming-Montreal Global Biodiversity Framework. [online] Available at: <https://www.cbd.int/doc/decisions/cop-15/cop-15-dec-04-en.pdf>

<sup>21</sup> To learn more about our Climate Action Plan, see our [2022 Climate Action Plan: Report on Progress and Update on TCFD](#).



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# 48

organizations and initiatives led by Indigenous Peoples supported through TD FEF grants between 2020 and June 2023

## TD Green Space Grants

TD Green Space Grants provide 20 municipalities – 10 each in Canada and the United States – with US\$20,000 each to help support green infrastructure development and community green space expansion, particularly in underserved areas. The grants are part of the Vibrant Planet driver of the TD Ready Commitment, funded by TD and administered by the Arbor Day Foundation. Through TD Green Space Grants, we have supported projects across Indigenous communities such as the following:

- ▶ **Conservation Halton Foundation:** In 2021, we provided the Conservation Halton Foundation with a TD Green Space Grant, which supported the creation of the Mashkiki Gitigan (Medicine Garden) at Crawford Lake, one of the only cultural heritage sites located near Milton, Ontario, a rapidly urbanizing city near Toronto, Ontario. The garden led to the planting of

a number of fruit-bearing trees and plant medicines, and was designed to help provide a meaningful space to educate future generations about the traditions of Indigenous Peoples and the importance of native tree species. Additionally, the trees can also help provide food and shelter to local wildlife, build biodiversity within the area and promote cultural resilience around an urban community.

### Arctic Eider Society

Since April 2022, we have worked with the Arctic Eider Society, a not-for-profit organization led by Inuit in Sanikiluaq, Nunavut, and dedicated to supporting self-determination of Indigenous Peoples in environmental stewardship and climate change adaptation across the North. Through a \$185,000 grant over two years, TD is proud to support the Arctic Eider Society's work across northern Indigenous communities, which includes SIKU: the Indigenous Knowledge Social Network. SIKU is a mobile app and web platform made by and for Indigenous communities to facilitate traditional ways of knowing and approaches to land stewardship with modern technology. Specifically, the organization is working to facilitate increased gender equality in climate research by

working with women from the Indigenous community and non-binary knowledge holders to develop and improve tools and services for environmental stewardship using SIKU.

### Canadian Feed the Children – Indigenous Food Forest Fund

In 2020, TD was proud to support Canadian Feed the Children (CFTC) through a \$1 million grant as part of our annual TD Ready Challenge, a key initiative of the TD Ready Commitment focused on helping support the development of innovative, impactful and measurable solutions for a changing world. This grant was specifically awarded to support CFTC's TD Indigenous Food Forest Fund, which aimed to create three new permaculture food forests located in Ahtahkakoop Cree Nation, Atikameg (Whitefish Lake First Nation) and Beardy's & Okemasis' Cree Nation. Through these food forests, CFTC is working to help provide communities with sustainable access to higher quality, and/or more nutrient-dense, healthy foods, enabling greater food security, better health for its members, the restoration of traditional food knowledge, as well as food-based entrepreneurial opportunities to strengthen economic independence.

### Mi'kmawey Debert Cultural Centre

In 2022, TD provided a grant to the Mi'kmawey Debert Cultural Centre (Forest Restoration and Education at Mi'kmawey Debert), which is focused on restoring land that was significantly damaged during World War II. Guided by the concept of netukulimk – taking only what you need and leaving something for future generations – the restoration project will include diversifying and adding trees throughout the campus. Through interpretive trails, the centre anticipates over 60,000 people will be engaged annually in the cultural history and practices of the Mi'kmaw people. The centre expects that this project will anchor its stewardship of the area, helping to protect it from encroaching industrialization, future effects of climate change and poor ecological health.



**\$1 million**

grant awarded through the TD Ready Challenge in support of Canadian Feed the Children's Indigenous Food Forest Fund



Images provided by Shkagamik-Kwe Health Centre



## ▶ A Word from Shkagamik-Kwe Health Centre



We acknowledge and celebrate TD’s long-standing support and commitment to our community. Their ongoing partnership has been instrumental in strengthening our efforts in our duty to provide essential services and programs to Indigenous Peoples. Together, we have achieved significant milestones, from expanding our health centre to reclaiming traditional lands and organizing meaningful events. As we continue to evolve and grow, we are excited about the possibilities the future will bring. With TD’s continued support, we are confident in our ability to create a prosperous future for our community and all its members.”

– **Angela Recollet**, E’Niigaanzid (CEO), Shkagamik-Kwe Health Centre

Shkagamik-Kwe Health Centre (SKHC), located in Robinson Huron Treaty Territory at N’Swakamok (what is now called Greater Sudbury, Ontario), is a health access centre led by Indigenous Peoples that is dedicated to supporting balanced and healthy lifestyles through quality, holistic, culturally relevant health services available to the First Nation, Métis and Inuit individuals and their families located in the Greater Sudbury area and surrounding First Nation communities. SKHC services over 5,000 Indigenous Peoples in the surrounding communities and promotes community building through community partnerships, education and advocacy. SKHC’s goal is to engage in clinical, social, economic and cultural initiatives that aim to promote the health of all Indigenous Peoples.

SKHC has had a relationship with TD since the health centre’s inception in 1998. We utilize the ongoing support of TD to deliver prevention, treatment, aftercare and ongoing support to Indigenous Peoples. In 2013, a TD mortgage made the expansion of our health centre a reality, allowing for a dedicated clinical space that centrally houses our various health services. TD has continued to meet or exceed our needs over the years through proactive annual assessments. TD provided mortgage financing again in 2021, supporting our reclamation of traditional lands in Markstay-Warren, where we deliver land-based healing programs.

Most recently, we are excited to continue working with TD through their sponsorship of our National Truth and Reconciliation Day initiatives held in Sudbury, Ontario. The financial and volunteer support from TD for these initiatives is a testament to our history of working together, and our shared commitment to Indigenous Peoples.



### Supporting Better Health Outcomes for Indigenous Peoples

#### Children's Hospital Foundation of Manitoba

In 2023, TD provided a \$500,000 grant to the Children's Hospital Foundation of Manitoba to research Type 2 diabetes among children in Indigenous communities in Manitoba. The funding will support research to help understand why the risk of Type 2 diabetes is higher in Indigenous communities in Manitoba and to develop prevention and treatment strategies for children diagnosed with the disease. This \$500,000 is part of an annual grant program supported by TD through Canada's Children's Hospital Foundations (CCHF). This annual grant program was established in 2020 when the Bank recommitted to working with CCHF by allocating \$15 million over 10 years to focus on adolescent health, a key component of the Better Health driver of the TD Ready Commitment.

#### University Health Network Foundation

In 2022, TD supported the University Health Network's (UHN) Emergency Medicine team and Indigenous Health Program (IHP) to help advance health equity in the Emergency Department for First Nation, Métis and Inuit people. Funds from a \$1.48 million gift over five years will support two Indigenous Patient Navigators and the integration of Indigenous Peoples' ways of knowing, being and doing into care for Indigenous Peoples at UHN's two emergency departments located at Toronto General and Toronto Western Hospitals. This health equity approach is designed to improve access to high-quality health care by overcoming barriers that many Indigenous Peoples routinely experience.

#### Kids Help Phone

In 2021, TD was proud to support Kids Help Phone's (KHP) From Hope to Action Program through a \$500,000 grant over two years. Through this program, KHP, led by an Indigenous Advisory Council (IAC) composed of First Nation, Métis and Inuit members, half of whom are youth, has implemented a Youth Action Plan to improve access to mental health support for youth from Indigenous communities in Canada through the Brighter Days program, Annual Forum and sustained 24/7 crisis support. The Brighter Days program is a wellness program developed by educators, school counsellors and program workers from Indigenous communities to empower youth from First Nation, Métis and Inuit communities with skills, tools and resources to support their well-being. The Annual Forum trains volunteers from across the country to promote help-seeking behaviour, reduce stigma in Indigenous communities, raise awareness and build trust with Kids Help Phone.



**\$1.48 million**

gift committed over five years to the University Health Network's Emergency Medicine team and Indigenous Health Program



**\$500,000**

grant provided to the Children's Hospital Foundation of Manitoba to research Type 2 diabetes among children in Indigenous communities in Manitoba



**Pauta Saila [Inuit],  
Dancing Bear,  
1965. Soapstone.  
TD Corporate Art  
Collection.**

### Evolution of the TD Corporate Art Collection

TD Art is committed to acquiring and caring for art from Indigenous Peoples across Canada. We recognize that artworks from Indigenous Peoples are made of diverse forms and hold different meanings for those who engage with them, including the artists, the ancestors who made them, the communities where they were made, the collectors of the art and the viewers who learn from and experience them. Through the TD Gallery of Indigenous Art – a rotating exhibition space in Toronto, Ontario that presents works from the TD Corporate Art Collection – we are focused on supporting the historical and ongoing cultural contributions of artists from Indigenous communities across Canada. Additionally, the TD Gallery of Indigenous Art, which is free and accessible to the public, strives to serve as a catalyst for conversation and leave a lasting impact on viewers. Recognizing that art can be a vehicle for expression, the gallery also serves as a space for artists to tell important stories and share their vision, mythologies and lived experiences. Many of the contemporary artworks in this exhibition space highlight the sharing of knowledge across generations, and while some artists are interested in making works faithful to tradition and aesthetic forms, others are inspired by modern lived experiences to explore new artistic expression.

In 2019, we began a new chapter with the renaming of the space to the TD Gallery of Indigenous Art (formerly the TD Gallery of Inuit Art), which was more than a mere name change. This new name reflects the journey and growth of the collection itself and our work to amplify under-represented and diverse voices in the arts through the TD Ready Commitment. Our direction at TD Art is inspired by timely and current conversations about Truth and Reconciliation, diversity and equity that help bring us closer to a more inclusive tomorrow.

By renaming our public-facing gallery, we also aligned our art collection and strategy with the TD Ready Commitment and fulfilled the pledge to amplify contemporary perspectives of Indigenous Peoples with a respectful presentation of works that reflect current conversations. When researching and curating new works for the collection, which are exhibited across our North American spaces, our goal is to reflect each region and its diverse cultural landscape and to use a variety of media including photography, print, painting and sculpture. Amplifying North American perspectives is a major theme uniting our art collection.

## Artist Spotlight: Jason Baerg



Jason Baerg is a registered member of the Métis Nation of Ontario and serves their community as an activist, curator, educator and interdisciplinary artist. For more than 25 years, they have found innovative pathways to art making through conceptual and formal approaches. Raised in Prince Albert, Saskatchewan, Jason graduated with a Bachelor of Fine Arts from Concordia University and a Master of Fine Arts from Rutgers University in the United States and is enrolled in the PhD program at Monash University in Australia. Committed to collaboration, sharing and dialogue, Jason has served as an advisor to TD for years, including serving as an advisor to the TD Art & Archives

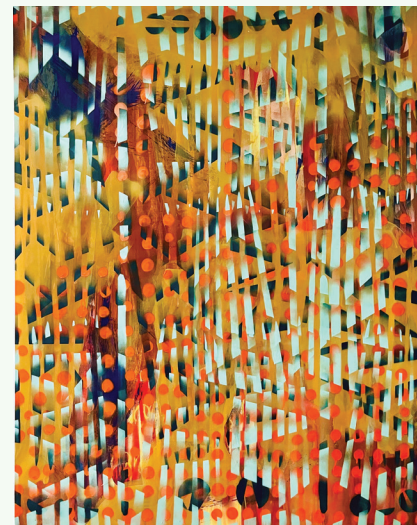
Collection on topics including Indigeneity and supporting the team's commitment to learning and advancing Truth and Reconciliation.

Works by Jason in the TD Corporate Art Collection reflect their ongoing interest in experimental materials and express themes of community, ritual, urban migration, Cree Cosmology,<sup>22</sup> Native Relationality,<sup>23</sup> Survivance,<sup>24</sup> language revitalization, and Indigenous Futurisms.<sup>25</sup> As a first-generation artist from Métis and Cree communities who journeys through drawing and painting with care, Jason forges fearlessly toward unique ways to utilize new 2D, 3D and interactive fabrication technologies. Works by Jason are featured in the TD Wealth Office in Saskatoon on Treaty Six Territory.

Jason is also a tenured Associate Professor in Indigenous Practices in Contemporary Painting and Media Art at Ontario College of Art & Design (OCAD) University. Exemplifying their commitment to community, they co-founded the Shushkitew Collective and The Métis Artist Collective. Jason has also served as volunteer Chair for organizations such as the Indigenous Curatorial Collective and the National Indigenous Media Arts Coalition. Jason won the prestigious 2008 Emerging Artist Award for the Premier's Awards for Excellence in the Arts, granted on behalf of the Ontario Ministry of Culture.



Jason Baerg [Métis], *Medicine Water*, 2021. Acrylic on Laser Cut Canvas. TD Corporate Art Collection. 2'x2'



Jason Baerg [Métis], *Ispisihêw* Δ^Λ^'∇°S/He *Raises*, 2021. Acrylic on Wood. TD Corporate Art Collection. 4'x5'

- <sup>22</sup> Ermine, W. Cree Cosmology. [online] Available at: <https://teaching.usask.ca/indigenoussk/import/cree-cosmology.php>
- <sup>23</sup> For one example of how the term relationality is defined, see the following: Littletree, S., Belarde-Lewis, M., and Duarte, M. 2020. Centering Relationality. University of Washington, Information School and Arizona State University, Justice and Social Inquiry, School of Social Transformation (p. 414). [online] Available at: [https://digital.lib.washington.edu/researchworks/bitstream/handle/1773/46601/ko\\_47\\_2020\\_5\\_e.pdf?sequence=1&isAllowed=y](https://digital.lib.washington.edu/researchworks/bitstream/handle/1773/46601/ko_47_2020_5_e.pdf?sequence=1&isAllowed=y)
- <sup>24</sup> Survivance was first employed by the Anishinaabe cultural theorist Gerald Vizenor in his book *Manifest Manners: Narratives on Postindian Survivance*.
- <sup>25</sup> Muzyka, K. March 8, 2019. From Growing Medicine to Space Rockets: What is Indigenous Futurism? CBC Radio: Unreserved. [online] Available at: <https://www.cbc.ca/radio/unreserved/looking-towards-the-future-indigenous-futurism-in-literature-music-film-and-fashion-1.5036479/from-growing-medicine-to-space-rockets-what-is-indigenous-futurism-1.5036480>

# TD Contacts and Further Information

## Indigenous Banking

### Doris Bear

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### Michelle Green

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### John Hrabec

Regional Manager, Indigenous Banking Group, Saskatchewan, Manitoba, TD Bank Group (john.hrabec@td.com)

### Jett Lafantaisie

Regional Manager, Indigenous Banking Group, Ontario, TD Bank Group (jett.lafantaisie@td.com)

## Talent and Employment

### Carrol Edmund

Diversity Sourcing Partner - Indigenous Peoples, TD Bank Group (carrol.edmund2@td.com)

## Wealth Management

### Rachel Bayley

Regional Manager, Indigenous Trust Services, Ontario, TD Bank Group (rachel.bayley@td.com)

### Eva Miller

Regional Manager, Indigenous Trust Services, Prairies and Territories, TD Bank Group (eva.miller@td.com)

## Supplier Diversity/Procurement

<https://www.td.com/about-tdbfg/prospective-suppliers.jsp>

## Community Investment

### Alicia Rose

AVP, Social Impact (Canada), Global Corporate Citizenship, TD Bank Group (alicia.c.rose@td.com)

## TD Corporate Art Collection

### Stuart Keeler

Senior Curator, TD Art & Corporate Heritage Collections, TD Bank Group (stuart.keeler@td.com), <https://www.td.com/ca/en/about-td/ready-commitment/connected-communities/art>

## TD and Indigenous Peoples in Canada Website

[www.td.com/indigenous](http://www.td.com/indigenous)

### Community Branch Locations on Reserves

#### Sechelt | shíshálh First Nation

5500 Sunshine Coast Highway Unit 1  
Sechelt, BC  
V0N 3A0  
604-730-3370

#### West Kelowna |

#### Westbank First Nation

525 Highway 97 S, Ste 800  
West Kelowna, BC  
V1Z 4C9  
250-769-8111

#### Campbell River | Wei Wai Kum First Nation

1400 Island Highway  
Campbell River, BC  
V9W 8C9  
250-286-5450

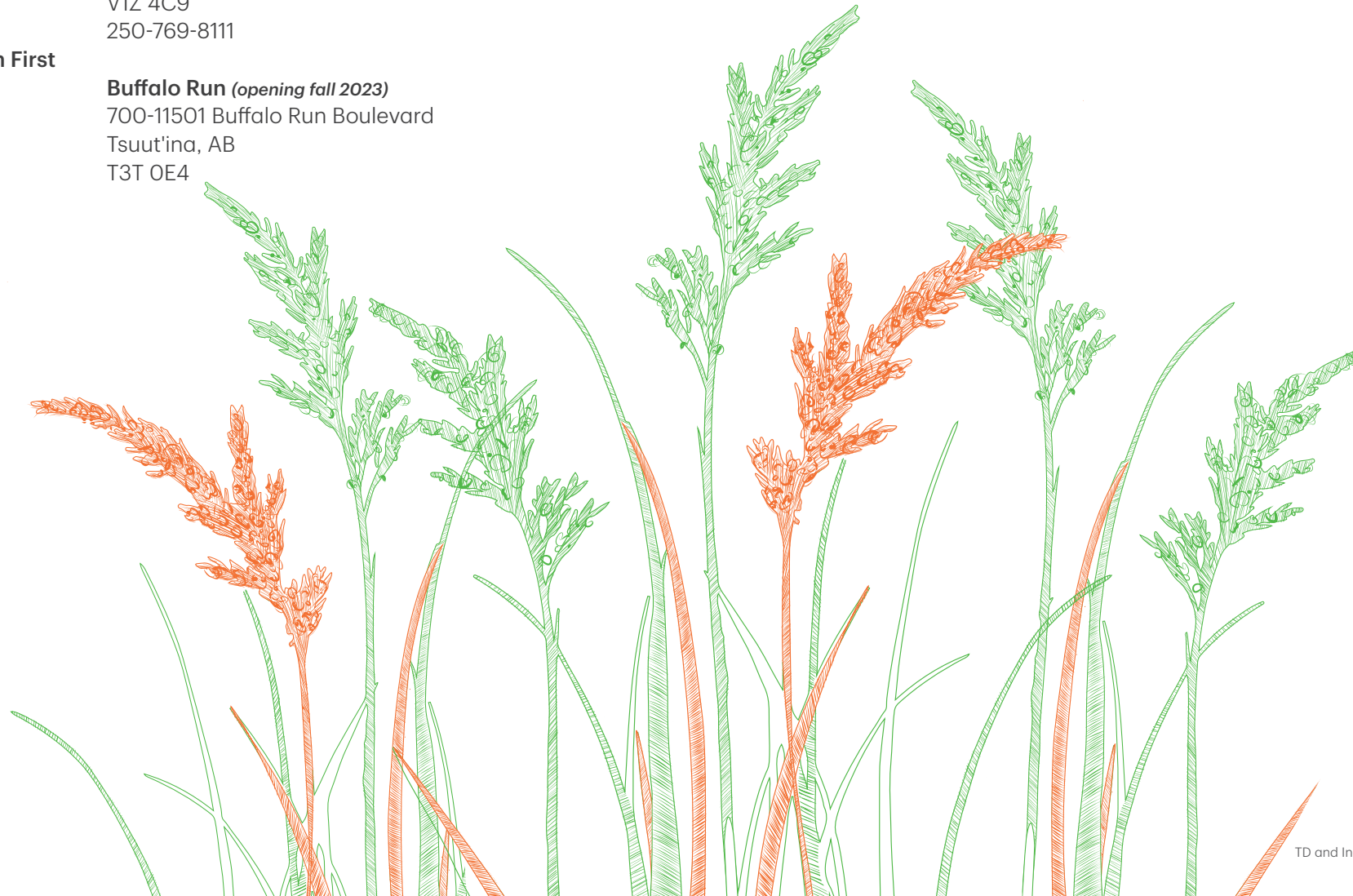
#### Buffalo Run *(opening fall 2023)*

700-11501 Buffalo Run Boulevard  
Tsuut'ina, AB  
T3T 0E4

#### West Kelowna |

#### Westbank First Nation

501 2330 Highway 97  
West Kelowna, BC  
V4T 2P3  
250-768-6500



# Caution Regarding Forward-Looking Statements

This document is not required to be prepared or filed by the Bank (as defined in this document) under Canadian or U.S. securities laws, and the information contained herein should not be read as necessarily rising to the level of materiality of disclosure required in our securities law filings.

In addition, from time to time, the Bank makes written and/or oral forward-looking statements, including in this document, in other filings with Canadian regulators or the United States (U.S.) Securities and Exchange Commission (SEC), and in other communications. In addition, representatives of the Bank may make forward-looking statements orally to analysts, investors, the media and others. All such statements are made pursuant to the “safe harbour” provisions of, and are intended to be forward-looking statements under, applicable Canadian and U.S. securities legislation, including the U.S. Private Securities Litigation Reform Act of 1995. Forward-looking statements include, but are not limited to, statements made in this document regarding the Bank’s financial performance objectives, vision and strategic goals and the Bank’s social, economic, environmental and governance-related impacts and objectives, including the Bank’s greenhouse gas (GHG) emission reduction target, and the Bank’s Sustainable & Decarbonization Finance Target. Forward-looking statements are typically identified by words such as “will”, “would”, “should”, “believe”, “expect”, “anticipate”, “intend”, “estimate”, “plan”, “goal”, “target”, “may”, and “could”.

By their very nature, these forward-looking statements require the Bank to make assumptions and are subject to inherent risks and uncertainties, general and specific. Especially in light of the uncertainty related to the physical, financial, economic, political, and regulatory environments, such risks and uncertainties – many of which are beyond the Bank’s control and the effects of which can be difficult to predict – may cause actual results

to differ materially from the expectations expressed in the forward-looking statements. Risk factors that could cause, individually or in the aggregate, such differences include: strategic, credit, market (including equity, commodity, foreign exchange, interest rate, and credit spreads), operational (including technology, cyber security, and infrastructure), model, insurance, liquidity, capital adequacy, legal, regulatory compliance and conduct, reputational, environmental and social, and other risks. Examples of such risk factors include the economic, financial, and other impacts of pandemics, including the COVID-19 pandemic; general business and economic conditions in the regions in which the Bank operates; geopolitical risk; the ability of the Bank to execute on long-term strategies and shorter-term key strategic priorities, including the successful completion of acquisitions and dispositions, business retention plans, and strategic plans; technology and cyber security risk (including cyber-attacks or data security breaches) on the Bank’s information technology, internet, network access or other voice or data communications systems or services; model risk; fraud activity; the failure of third parties to comply with their obligations to the Bank or its affiliates, including relating to the care and control of information, and other risks arising from the Bank’s use of third-party service providers; the impact of new and changes to, or application of, current laws and regulations, including without limitation tax laws, capital guidelines and liquidity regulatory guidance and the bank recapitalization “bail-in” regime; regulatory oversight and compliance risk; increased competition from incumbents and new entrants (including Fintechs and big technology competitors); shifts in consumer attitudes and disruptive technology; exposure related to significant litigation and regulatory matters; ability of the Bank to attract, develop, and retain key talent; changes to the Bank’s credit ratings; changes in currency and interest rates (including the possibility of negative interest rates); increased funding costs and market volatility due to market illiquidity and competition for funding; Interbank

Offered Rate (IBOR) transition risk; critical accounting estimates and changes to accounting standards, policies, and methods used by the Bank; existing and potential international debt crises; environmental and social risk (including climate change); and the occurrence of natural and unnatural catastrophic events and claims resulting from such events. In addition, information on the assumptions, risks, uncertainties and other factors affecting the Bank's GHG emissions, the Bank's position on Thermal Coal, and the Bank's Sustainable & Decarbonization Finance Target may be found here: [Cautionary Statement Regarding Disclosure on Emission Targets](#), [Cautionary Statement Regarding Thermal Coal Position](#), and [Cautionary Statement Regarding Disclosure on Sustainable & Decarbonization Finance Target](#).

The Bank cautions that the preceding list is not exhaustive of all possible risk factors and other factors could also adversely affect the Bank's results. For more detailed information, please refer to the "Risk Factors and Management" section of the 2022 Management's Discussion and Analysis (MD&A), as may be updated in subsequently filed quarterly reports to shareholders and news releases (as applicable) related to any events or transactions discussed under the heading "Significant Acquisitions" or "Significant and Subsequent Events and Pending Acquisitions" in the relevant MD&A, which applicable releases may be found on [www.td.com](http://www.td.com). All such factors, as well as other uncertainties and potential events, and the inherent uncertainty of forward-looking statements, should be considered carefully when making decisions with respect to the Bank. The Bank cautions readers not to place undue reliance on the Bank's forward-looking statements.

Material economic assumptions underlying the forward-looking statements contained in this document are set out in the 2022 MD&A under the heading "Economic Summary and Outlook", under the headings "Key Priorities for 2023" and "Operating Environment and Outlook" for the Canadian Personal and Commercial Banking, U.S. Retail, Wealth Management and Insurance, and Wholesale Banking segments, and under the heading "2022 Accomplishments

and Focus for 2023" for the Corporate segment, each as may be updated in subsequently filed quarterly reports to shareholders.

Any forward-looking statements contained in this document represent the views of management only as of the date hereof and are presented for the purpose of assisting the Bank's shareholders and analysts in understanding the Bank's financial position, objectives and priorities and anticipated financial performance as at and for the periods ended on the dates presented, and may not be appropriate for other purposes. This document should not be used as a basis for trading in securities of the Bank or for any other investment decision. This document is not intended to constitute financial, legal, tax, investment, professional or expert advice. No representation or warranty, express or implied, is or will be made in relation to the accuracy, reliability or completeness of the information contained in this document. The Bank does not undertake to update any forward-looking statements, whether written or oral, that may be made from time to time by or on its behalf, except as required under applicable securities legislation.

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