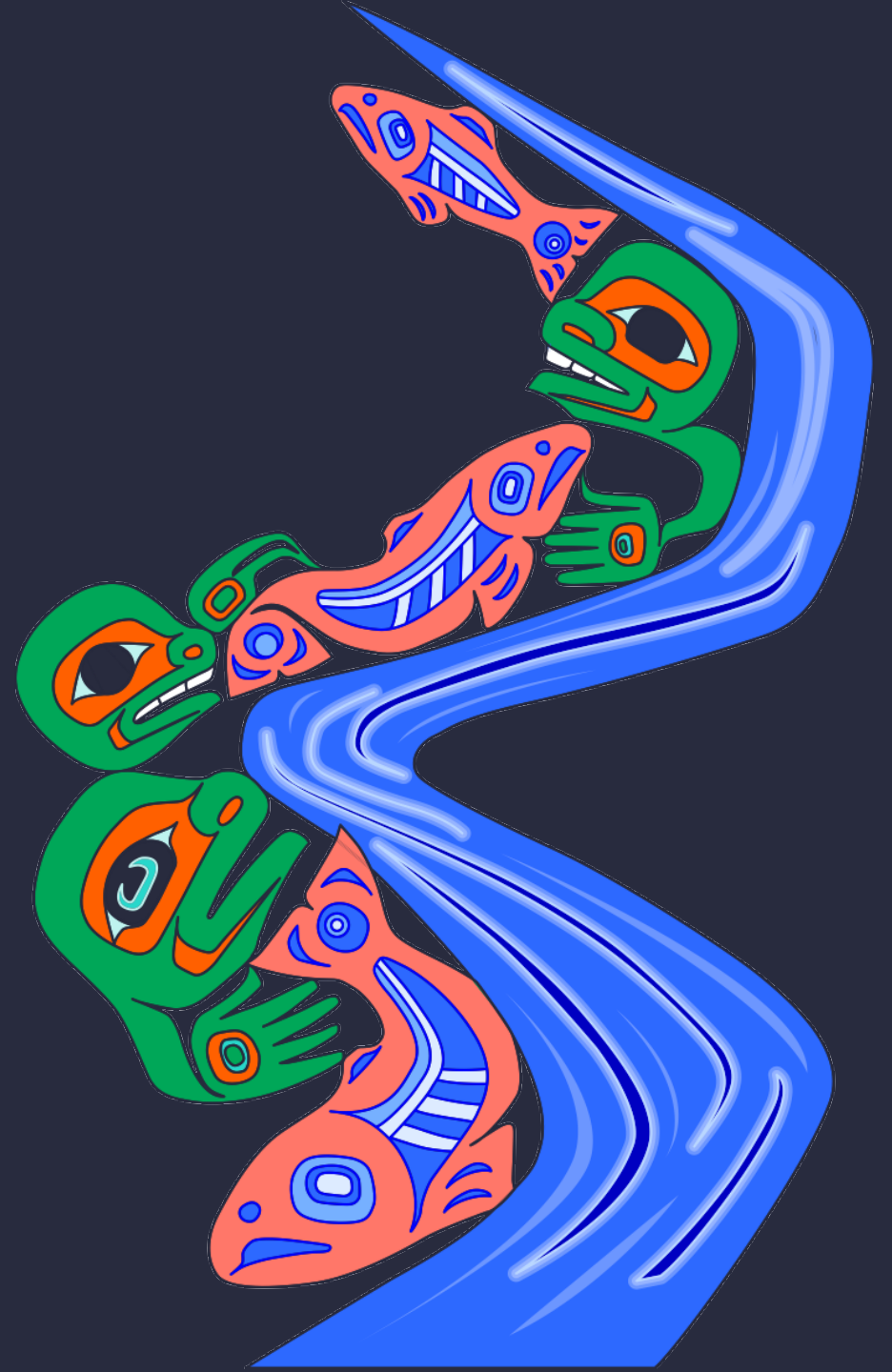


Commitment to Indigenous Reconciliation in Canada

With Purpose and Respect: Our Path to Reconciliation

September 2025



Land Acknowledgement

We acknowledge that Manulife's Canadian offices are located on the traditional territories of Indigenous Nations across Turtle Island, the name many Indigenous Peoples use to describe the continent we now call North America.

Our global headquarters in Toronto, Ontario is situated on the lands covered by Treaty 13, home to the Huron-Wendat, the Seneca, and the Mississaugas of the Credit. This land has been a place of gathering, ceremony, and stewardship for thousands of years and remains home to many First Nations, Inuit, and Métis Peoples.

We honour the land, waters, and all elements of creation, and recognize Indigenous Peoples as the traditional stewards of these lands. This acknowledgement reflects our ongoing commitment to reconciliation, respect, and meaningful partnership with Indigenous communities.



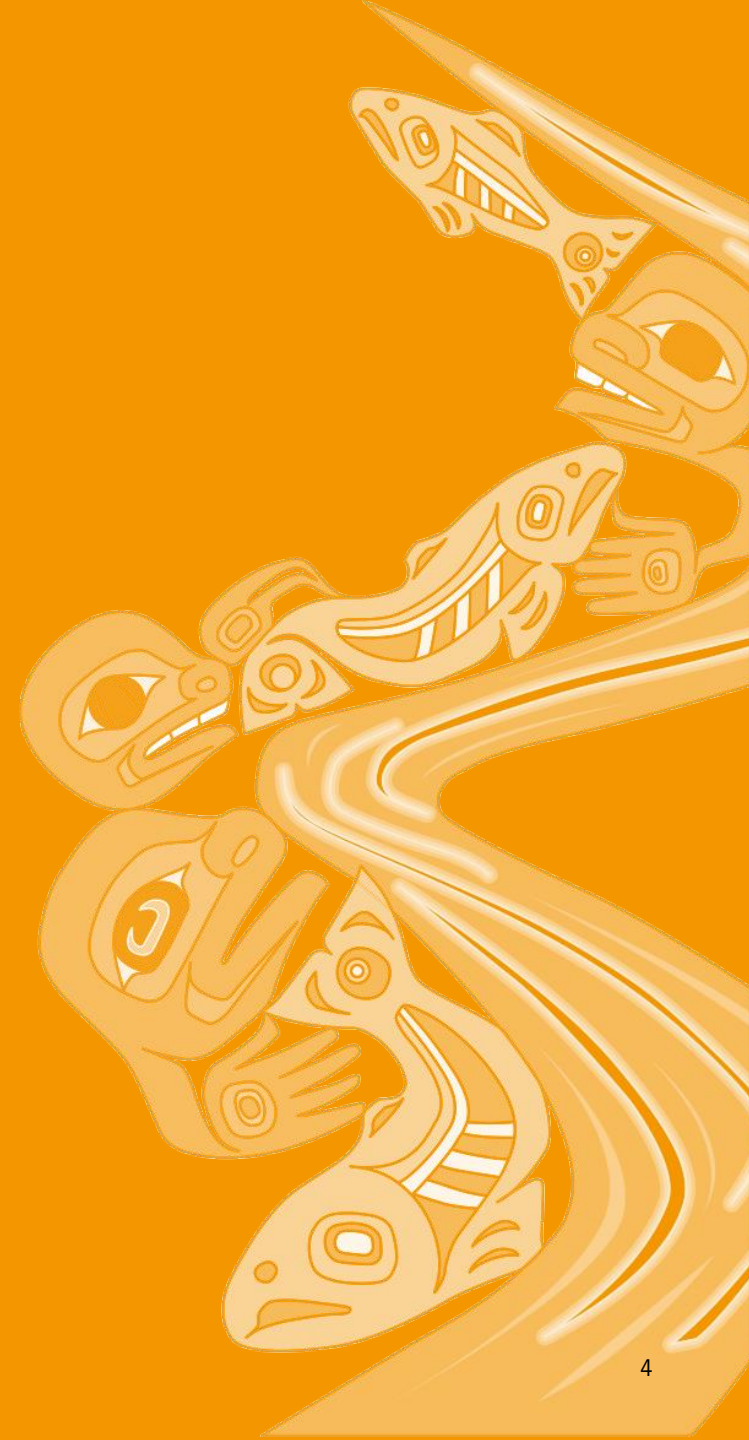
Commitment to Indigenous Reconciliation in Canada

At Manulife, reconciliation is a shared responsibility and a collective and continuous journey. Guided by the Truth and Reconciliation Commission's Calls to Action and the UN Declaration on the Rights of Indigenous Peoples, Manulife is committed to fostering respectful relationships with Indigenous communities, supporting Indigenous economic prosperity, and advancing Indigenous inclusion. We are dedicated to listening, learning, and acting in partnership with Indigenous Peoples to create a more just and inclusive future.

Our commitment is embedded within our inclusion strategy. This approach recognizes that reconciliation actions must evolve in response to changing contexts, emerging opportunities, and ongoing learning. By integrating reconciliation across our strategic pillars of: Workforce, Workplace, Business, and Community, we are working towards long-term, sustainable impact.



Reconciliation in Action



Reconciliation in Action

The completed actions outlined below were shaped by meaningful engagement with Indigenous communities and colleagues. They reflect how our Commitment to Indigenous Reconciliation in Canada is embedded across our inclusion strategy and demonstrate our commitment to reconciliation through collaboration, reflection, and action.

Workforce Pillar: Building Inclusive Talent Pathways

We've made meaningful progress in investing in the future through inclusive talent pathways for Indigenous youth:

- We've deepened existing relationships and expanded student club engagements at key schools to support students in their academic and career pursuits.
- We launched the Manulife Indigenous Scholarship Program in partnership with Indspire, a national Indigenous-led registered charity that invests in the education of First Nations, Inuit, and Métis students across Canada.

Workplace Pillar: Creating Culturally Respectful Environments

We've made significant progress in fostering an inclusive and respectful workplace:

- Opened three Legacy Spaces across our Canadian offices, with plans for expansion, offering dedicated areas for Indigenous cultural practices.
- Hosted regular cultural celebration events in collaboration with Indigenous community members, including speaker series featuring Indigenous Elders and Knowledge Keepers.
- Provided colleagues in Canada with paid time off to observe National Day for Truth and Reconciliation, encouraging meaningful conversations, reflection, and learning.
- Integrated Indigenous learning resources into our learning platform, in collaboration with the Gord Downie & Chanie Wenjack Fund.
- Supported the establishment of an Indigenous Colleague Network to provide allyship, learning, and networking.



Reconciliation in Action

Business Pillar: Strengthening Indigenous Prosperity Through Business and Health Collaboration

We're embedding reconciliation into our business practices through inclusive partnerships, culturally responsive service, and support for Indigenous economic participation:

- As an active member of the Canadian Council for Indigenous Business (CCIB), we have worked to advance Indigenous participation in the Canadian economy through inclusive partnerships, responsible procurement, and long-term support for Indigenous entrepreneurship.
- Provided sponsorship for Indigenous supplier's certification and Supplier Playbook Training, in partnership with Canadian Aboriginal and Minority Supplier Council.
- Developed targeted education for contact centre teams to improve understanding of benefits available to Indigenous members.
- Added Indigenous language support to our contact centres in Canada to help meet the language needs of Indigenous customers.

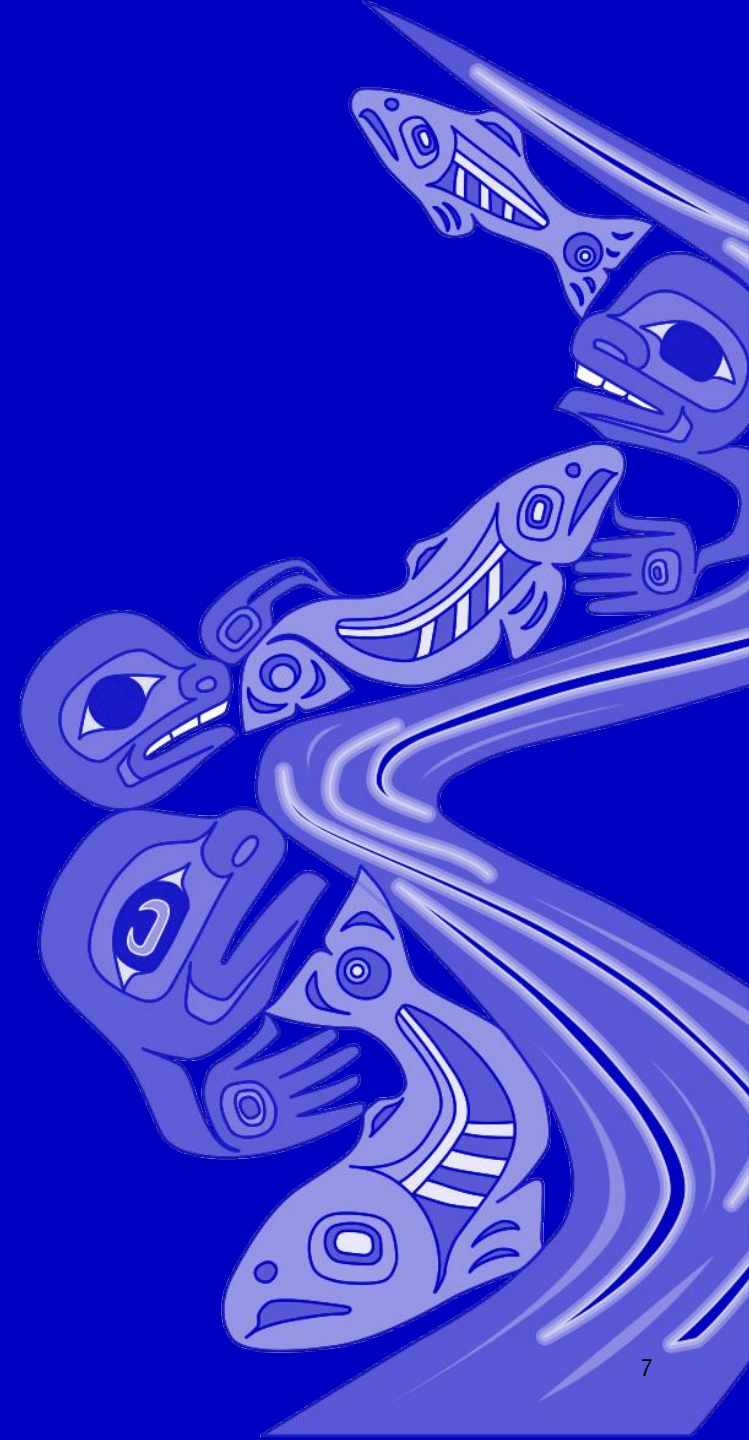
Community Pillar: Strengthening Relationships

Our partnerships with Indigenous communities are grounded in respect, reciprocity, and shared learning:

- Developed an annual sponsorship budget and activated partnerships with Indigenous-led organizations focused on working to improve health and wellness in their communities and empower Indigenous voices.
- Deepened relationships with Indigenous artists, bringing culture and heritage into our offices and colleague experiences.



Together, We Move Forward



Together, We Move Forward

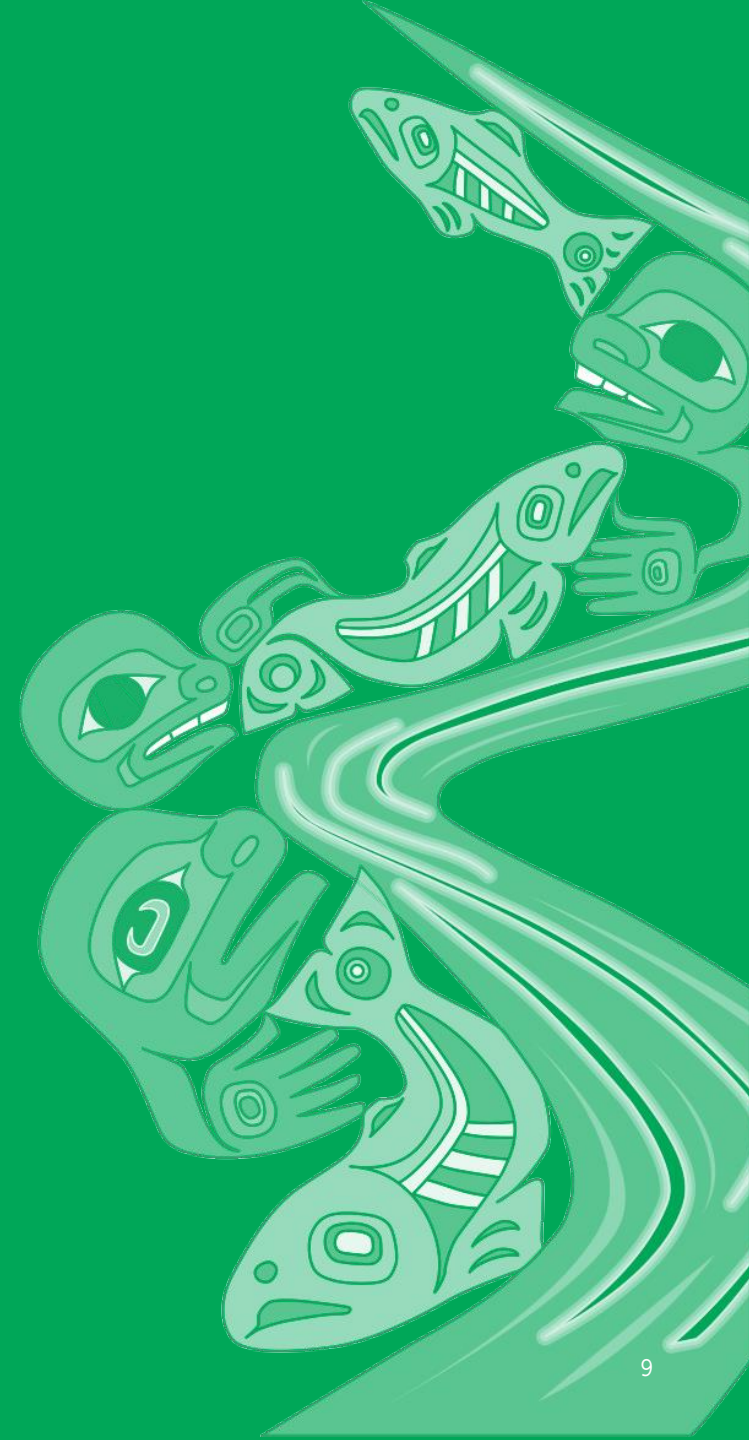
We are grateful to everyone who has contributed to this important journey including consultations with the Gord Downie & Chanie Wenjack Fund, Cree8ive Advisory and other Indigenous thought leaders, community members, and colleagues.

While these actions represent meaningful progress, they are part of our larger journey. Our commitment to reconciliation continues, with more work ahead to deepen our impact.

Truth and Reconciliation is a shared responsibility and a collective journey, one that calls on all of us to listen, learn, and act. Together with Indigenous communities and our colleagues, we will continue walking this shared path.



About the Artist



About the Artist

Violet Gatensby is an inland Tlingit artist from the Carcross/Tagish First Nation. Born into a large family, she spent much of her childhood on the land.

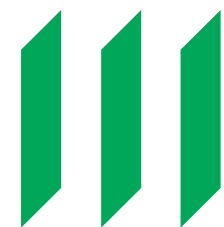
Violet explored art as a youth and was supported by community mentors like Keith Wolfe Smarch and Claudia Mcphee, and later by Dempsey Bob, Ken McNeil, Stan Bevan, and Arlene Ness. Violet went to art school in British Columbia and holds an advanced diploma from the First Nations Fine Arts program at the Freda Diesing School of Northwest Coast Art.



"I was honoured to partner with Manulife on this project and their Reconciliation journey. In these images, you'll find people fishing beside a stream. A reflection of our deep connection to the land, water, and animals. In my culture, an abundance of fish in artwork signifies a prosperous year for the community. Here, the fish are symbols of that abundance. The figures, carved in a Northwest Coast style, work together along the stream to honour the waterways and the life they bring to so many communities. For me, Reconciliation is like a stream. It flows when nurtured, connecting us, sustaining us, and carrying the possibility of abundance for all."

– **Violet Gatensby**





Manulife