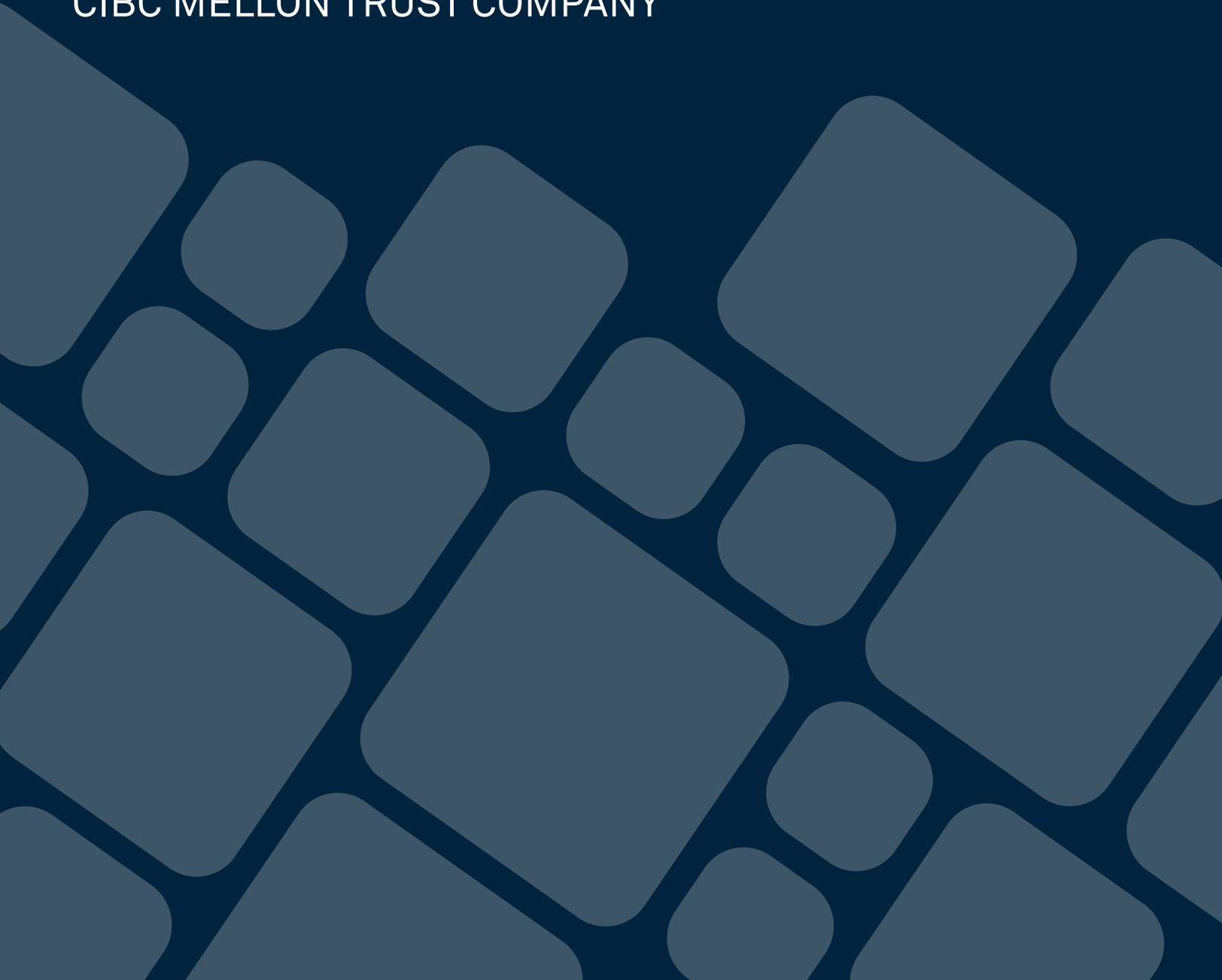


CIBC MELLON

2025 CORPORATE SOCIAL RESPONSIBILITY AND PUBLIC ACCOUNTABILITY STATEMENT

CIBC MELLON TRUST COMPANY





CONTENTS

03 WHO WE ARE

04 WHO WE SERVE

05 CLIENTS, COMMUNITIES
AND COLLEAGUES

06 LEADING WITH INTEGRITY

09 INDUSTRY AWARDS

10 EMPLOYEE EXPERIENCE

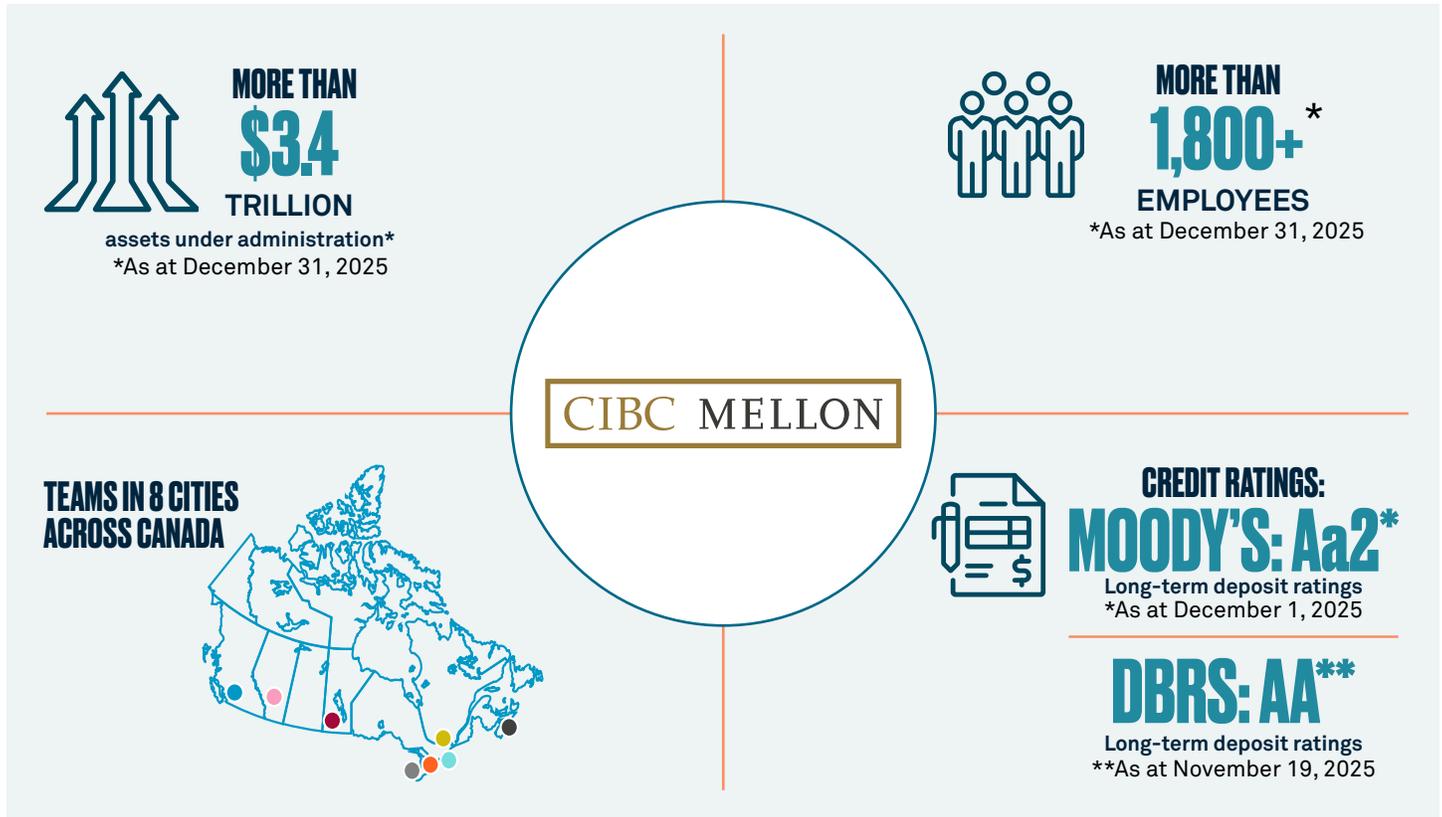
16 SUPPORTING OUR
COMMUNITIES

19 TAXES PAID

20 CLIMATE TRANSITION PLAN

WHO WE ARE

CIBC Mellon is a Canadian company exclusively focused on the investment servicing needs of Canadian institutional investors and international institutional investors into Canada. Founded in 1996, CIBC Mellon is 50-50 jointly owned by The Bank of New York Mellon Corporation (**BNY**) and Canadian Imperial Bank of Commerce (**CIBC**). CIBC Mellon's investment servicing solutions for institutions and corporations are provided in close collaboration with our parent companies, and include custody, multicurrency accounting, fund administration, recordkeeping, pension services, exchange-traded fund services, securities lending services, foreign exchange processing and settlement, and treasury services.



Institutional investors rely on CIBC Mellon to safeguard and service assets in Canada and around the world. We provide quality, timely and easy-to-access information to help clients maximize efficiency while measuring and managing risk.

Our integrated technology is designed to simplify investment and pension operations workflows. We offer digital solutions enabling insights into daily cash activity, transactions and holdings with the ability to integrate data from our systems directly into client applications.

WHO WE SERVE



ASSET MANAGERS

- Banks / Broker-Dealers
- Investment Managers
- Exchange-Traded Funds
- Alternatives Managers - Hedge Funds, Private Markets (Debt/Credit, Private Equity, Real Estate, Infrastructure)



ASSET OWNERS

- Pension Plans
- Sovereign Wealth
- Corporations
- Governments
- Endowments and Foundations



INSURANCE COMPANIES

- Canadian Life & Health
- Canadian Property & Casualty (P&C)
- Foreign Insurers in Canada



GLOBAL FINANCIAL INSTITUTIONS

- Global Investors into Canada
- Global Banks and Broker-Dealers

BACKED BY TWO GLOBAL FINANCIAL INSTITUTIONS

Founded in 1996, CIBC Mellon is a **50-50 joint venture** between BNY and CIBC, overseen by a separate board of directors.

CIBC 50%

CIBC MELLON

50% **BNY**

BOARD OF DIRECTORS

CIBC Mellon is the Canadian arm of the BNY global asset servicing network. Our global enterprise offers expertise, insights and solutions across every stage of the investment lifecycle. CIBC Mellon provides **local market service**, knowledge and insights while leveraging the scale, resilience and global capabilities of BNY. Our worldwide network encompasses more than 100 markets, with 24-hour global coverage and monitoring of sub-custodial performance as the bedrock of our services.

CIBC Mellon and BNY collaborate on core products, including custody, fund administration, exchange-traded fund (ETF) services, investment data delivery and more.

CIBC Mellon is backed by the strength of CIBC's integrated local and business technology, including technology infrastructure, employee technology, cybersecurity and payments technology, along with CIBC's brand recognition, local capital market and economic expertise, and institutional relationships across Canada.

CLIENTS, COMMUNITIES AND COLLEAGUES

At CIBC Mellon, we believe in doing well while doing right. Corporate social responsibility (CSR) helps us deliver better results for our clients, our colleagues and our communities.

In addition to safeguarding the assets and operations entrusted to us, our enterprise offers tools to support clients in incorporating ESG principles into investment activities. We are also proud to support clients' community investment via our Client CSR program.

We support our employees throughout the workday and beyond, with a comprehensive total rewards package, career growth and development opportunities, education support and recognition of their passion for community involvement.

Partnering with local and national nonprofit organizations, we support a broad variety of causes that matter to our employees. We are involved in our communities in a number of different ways, such as sorting food bank donations and campaigning for United Way.



LEADING WITH INTEGRITY

CIBC Mellon is committed to acting with the highest ethical standards for our company, our colleagues and our clients. We provide training, education and support programs to help employees understand and adhere to CIBC Mellon's policies and procedures:

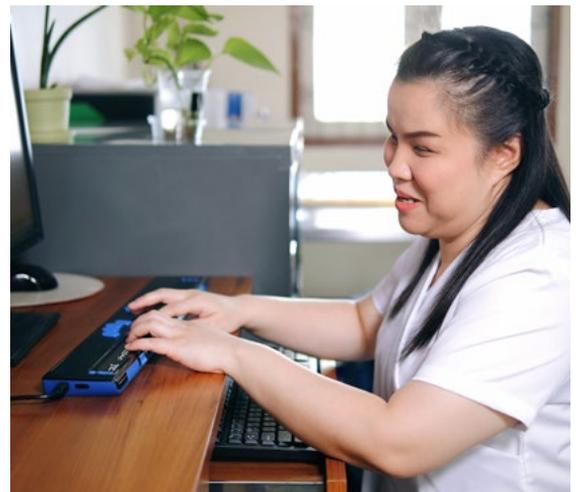
ACCESSIBILITY

CIBC Mellon is committed to making our company accessible to all individuals, including persons with disabilities. Our goal is to treat all individuals in a manner that allows them to maintain their dignity and independence. We continue to establish and maintain standards to ensure equal treatment and accessibility for all individuals. This is done in accordance with legislation, feedback from our employees and clients, and best practices.

As part of our commitment to accessibility, CIBC Mellon will continue to meet the needs of all individuals, including persons with disabilities and senior citizens by:

- Proactively preventing and removing barriers to accessibility
- Meeting accessibility requirements under the Integrated Accessibility Standards Regulation (IASR)
- Ensuring compliance with the Accessible Customer Service Standard
- Achieving compliance with the World Wide Web Consortium Web Content Accessibility Guidelines
- Providing employees with resources, tools and training to achieve compliance with CIBC Mellon's commitment to accessibility and legislation
- Ensuring information, including emergency procedures, is made available in an accessible format
- Developing and communicating feedback processes to respond to inquiries and suggestions
- Reviewing and updating policies and practices regularly to ensure CIBC Mellon's commitment to accessibility
- Offering convenient and easy-to-use contact options for our clients' retirees, including a dedicated support section on our website

For more information on CIBC Mellon's commitment to accessibility, please refer to CIBC Mellon's [Accessibility for Ontarians with Disabilities Policy](#) and [Multi-Year Plan](#).



CODE OF CONDUCT

At CIBC Mellon, we are committed to understanding our clients' needs and exceeding their expectations. We deliver on this promise through the efforts of our dedicated and skilled employees.

In everything we do, our Code of Conduct provides us with personal and business guidelines to ensure we act in the best interests of our clients, our employees and our company.

The Code applies to all employees at CIBC Mellon, including full-time, part-time and contract employees, and officers of the corporation.

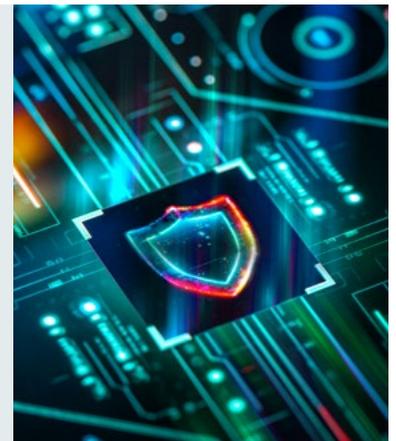
To help employees understand the Code, they complete an online testing program and certify each year that they will adhere to the Code and its principles.



CYBERSECURITY / BUSINESS CONTINUITY

CIBC Mellon's detailed and coordinated information security program is designed to protect the confidentiality, integrity and availability of our information, systems and technology. Our strategic approach to information security is shaped by our business priorities, the evolving threat landscape, regulatory trends, technological developments and internal security posture assessments.

An early adopter of the ISO 27001 Information Security Management Systems and ISO 22301 Business Continuity Management Systems standards, CIBC Mellon continues to be an industry leader by evolving our robust security and business continuity management position and strategies.



ANTI-MONEY LAUNDERING AND ANTI-TERRORIST FINANCING PROGRAMS

Provides guidance and training to employees on identifying red flags and reporting unusual transactions to support CIBC Mellon's compliance with regulatory obligations under anti-money laundering and anti-terrorist financing legislation.



PRIVACY AND INFORMATION SECURITY

Our privacy policy provides guidance to employees regarding the steps and practices necessary to appropriately secure personal and confidential information, adhering to federal and provincial privacy laws.

Similarly, our information security policy establishes the principles and requirements related to the protection of CIBC Mellon's information assets from threats and risks against confidentiality, integrity and availability, and specifically focuses on roles and responsibilities for the implementation and maintenance of information security across the company. The policy affirms CIBC Mellon's commitment to the protection of the information under its control, as part of its duty to its clients, employees, contract workers and third parties, and to ensure that regulatory requirements are met.



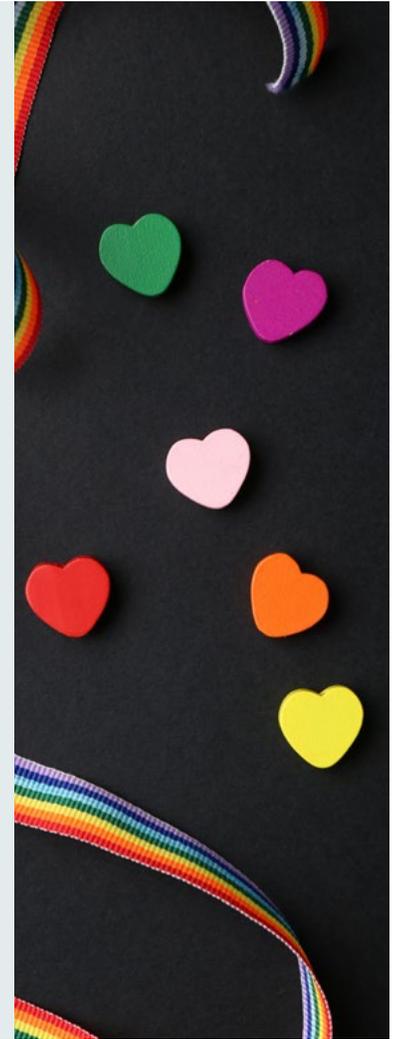
DIVERSITY, EQUITY AND INCLUSION

CIBC Mellon is committed to advancing diversity, equity and inclusion, not only within our organization, but also in our communities, country and world at large. We believe that a diverse and inclusive team drives stronger engagement, greater creativity and higher performance. We value different perspectives and are committed to attracting, retaining and developing a team of talented and diverse individuals.

These values are engrained and promoted through our policies and employee programs that aim to address the needs of our diverse employee population. We are committed to fostering an inclusive workplace where everyone feels supported, respected and valued.

We believe learning is a powerful tool for building an inclusive, equitable and respectful workplace where everyone can thrive. To support this commitment, we offer mandatory Diversity, Equity and Inclusion courses, and our Strengthening Inclusivity series equips leaders with practical strategies to foster trust, respect and connection across all teams. CIBC Mellon held its annual “Celebrate Diversity” Campaign in September to celebrate our unique differences that enrich our workplace. The campaign promoted inclusiveness by encouraging employees to recognize colleagues who consistently celebrate, embrace and champion diversity, and lead with inclusivity in all their actions. Employees were also invited to participate in activities designed to deepen their understanding of team members, break down barriers and foster trust, connection and a strong sense of belonging.

CIBC Mellon’s employee-led Diversity, Equity and Inclusion Committee works to promote a respectful, inclusive environment that leverages our diversity and differences so all employees can thrive. The committee’s flagship event is our annual in-person and virtual Diversity Showcase, which highlights the unique cultures, identities and communities within our workforce.



ESG

Our research shows that Canadian institutional investors continue to value and incorporate environmental, social and governance (ESG) factors into their business and investment processes - even in an environment when some global markets are retreating from ESG.

Our study of 50 leading Canadian asset owners shows that more than 80% of asset owners have a strategic, ongoing effort to incorporate ESG factors, and nearly 80% have an ESG policy in place. More than half also said they perform exclusionary screening of specific sectors and companies, and nearly half invest in green / social impact bonds as part of their long-term ESG programs. CIBC Mellon continues to provide access to powerful tools to support clients as they engage with ESG matters, via the reach and influence of our parent organizations. We continue to help clients as they incorporate data to better track the performance of their portfolios.

We continue to recognize environmental, social and governance (ESG) concerns, consider their impact and endeavour to improve the outlook for our clients, our people and our planet.



[You can find more about our Climate Transition Plan on Page 20 below.](#)

INDUSTRY AWARDS

GLOBAL FINANCE



CIBC Mellon named:

- North America's Best sub-Custodian
- World's Best Sub-Custodian

- 2025 Global Finance Magazine

ETF EXPRESS CANADIAN AWARDS



CIBC Mellon named:

- Best ETF Custodian in Canada
- Best ETF Platform in Canada
- Best ETF Back Office Tech Provider in Canada
- Best ETF Middle Office Tech Provider in Canada
- Best Overall ETF Administrator in Canada

- 2025 ETF Express Canadian Awards

DALBAR SERVICE QUALITY AWARDS



CIBC Mellon named:

- Market-Leading Call Centre Services

- 2025 DALBAR Service Quality Award

ACTIVEOPS OPERATIONAL EXCELLENCE AWARD



ActiveOps Operational Excellence

CIBC Mellon's Fund Accounting Team receives special recognition from ActiveOps for Operational Excellence.

GLOBAL CUSTODIAN



Global Custodian's Industry Leaders Awards 2024

CIBC Mellon's acclaimed for Exchange-Traded Fund Technology at the Global Custodian's Industry Leaders Awards 2024.

ASSET SERVICING TIMES INDUSTRY EXCELLENCE AWARDS



Asset Servicing Times Industry Excellence Awards 2024

CIBC Mellon Wins Single Market Fund Administrator Award at Asset Servicing Times Industry Excellence Awards 2024.

EMPLOYEE EXPERIENCE

MyLife@CIBC Mellon

MyLife@CIBC Mellon supports the total employee experience – how we attract, grow, support and recognize our people. It reflects how we value employees' contributions to our shared success through four pillars: MyWorkplace, MyCareer, MyRewards and MyWellness – supported by a continued focus on building a high-performance culture in a digital-first environment.

MYWORKPLACE

At CIBC Mellon, we strive to be an employer of choice by focusing on what matters most to our employees. We promote a culture of diversity, equity and inclusion where employees can bring their authentic and whole selves to work, provide flexible work options to enhance work-life balance, and offer opportunities for employees to get involved and make a difference in our communities.

MYCAREER

We are committed to providing employees with equal opportunities to build rewarding careers and pursue personal growth. We support development through education, meaningful work and connections that strengthen networks and broaden perspectives. In addition to our internal Learning and Development programs, our Employee Connections, Job Shadowing and Mentorship programs provide accelerated opportunities to learn in the moment, gain exposure to different areas across the organization and expand professional networks – supporting mobility, capability-building and succession readiness.

MYREWARDS

CIBC Mellon strives to offer rewards programs that employees need and value, including competitive compensation, incentive pay, performance and recognition, and discounts and perks. This approach supports our performance-based culture by aligning rewards with the overall success of the organization and individual performance.

MYWELLNESS

Employees have access to a comprehensive and flexible benefits package, paid time off and savings and retirement plans. Additional resources like the Employee and Family Assistance Program (EFAP), a Medical Second Opinion (MSO) and the LifeSpeak platform – with videos, blogs and articles – support a broad range of personal wellness needs. Our holistic approach to wellness empowers employees across physical, emotional, social and financial wellbeing, helping to promote greater work-life flexibility and balance.



CIBC MELLON'S HIGH-PERFORMANCE CULTURE

At CIBC Mellon, we cultivate a high-performance, digital-first culture where people are supported and empowered to do their best work – and where impact matters more than activity. We focus on the work that delivers the greatest value, using digital tools to improve outcomes and help teams work smarter.

We encourage ownership, adaptability and a growth mindset, creating an environment where employees feel confident navigating complexity, challenging the status quo and continuously improving how we serve our clients and support one another. Our teams are recognized for delivering sustainable, meaningful results – and for finding new and innovative ways to drive efficiency and strengthen outcomes for colleagues, clients and communities.

These expectations are reinforced through clear priorities and shared standards that guide how we recognize strengths, support development and plan for succession. Our performance management program provides a consistent, structured approach for setting objectives, tracking progress and achievements, building development and career plans, and exchanging feedback to support ongoing growth.

ARTIFICIAL INTELLIGENCE

CIBC Mellon continues to test artificial intelligence capabilities, leveraging CIBC's AI tool. While we are in the early stages of our AI journey, employees receive support, training and guidance as they explore, experiment and integrate AI into their daily activities, unlocking new levels of creativity and efficiency. Responsible use of AI is paramount, and CIBC Mellon continues to build the appropriate guardrails to maintain compliance.

PROFESSIONAL DEVELOPMENT AND LEARNING

In 2025, CIBC Mellon's Learning and Development team launched some new resources to support our employees' professional development endeavours. A key tool that supports growth across the company is Skills Unlocked, a new centralized inventory where employees can record the skills they have today and the skills they want to develop, along with their proficiency levels. This allows teams to unlock talent and opens new potential career pathways for individual employees.

Our new Leader Accelerator Program is a two-month development experience designed to strengthen core people management capabilities and elevate leadership across our organization. In these trainer-led sessions, people leaders explore three impactful leadership dimensions: leading self, leading teams and leading across the business. Participants are able to sharpen their leadership skills, including coaching, empowering, delegating and driving high performance.

In addition to learning opportunities, CIBC Mellon provides a number of development programs, tools and resources that help employees shape the future they want, including:

- CIBC Mellon Core Skills
- Leadership Moments That Matter
- Leadership Competencies
- Leaders Forum
- Strengthening Inclusivity
- Employee Connections
- Mentorship
- Job Shadowing
- Tuition Reimbursement
- Corporate Onboarding
- Financial eLearning and LinkedIn Learning



RECOGNITION

We know that each career journey is unique, so our development resources, programs and experiences are designed to support the career moments that matter most and to celebrate success at every step along the way. Our corporate social recognition platform offers a one-stop-hub where employees can recognize and nominate one another through our company-wide newsfeed, and earn reward points for achievements, service milestones and exemplifying CIBC Mellon's values across various employee award categories.

In 2025, employees shared **MORE THAN 10,600** recognition moments.

EMPLOYEE RECOGNITION AWARDS PROGRAM

In 2025, we refreshed our employee recognition awards to celebrate the key behaviours that drive the success of our business strategy. Our new awards feature seven individual categories and one team category, all reflecting the values that fuel our achievements.

These awards are peer-nominated, where our employees have the opportunity to nominate and recognize deserving colleagues and teams for their efforts. Winners receive reward points through our social recognition platform that they can redeem for a variety of goods and services of their choice and are invited to a special celebration event with our Leadership Team.

In our first edition of these awards, we had 78 finalists across the following categories:

Client Hero

Community Impact

Get It Right Every Day

Growth Catalyst

Innovation Champion

Rising Star

Colleagues' Choice

Powerhouse Team



EMPLOYEE EXPERIENCE

To ensure we're focusing on what matters most to our employees, we conduct regular Employee Experience Surveys, leveraging feedback and results to inform our programs and initiatives.

According to an Employee Experience Survey, employees continued to report high levels of engagement, inclusivity, productivity and satisfaction, often exceeding industry norms.

Results as at July 2025 (Source: Willis Towers Watson)

90%

FAVOURABLE

Overall Sustainable Engagement



above industry norm

89%

FAVOURABLE

"I have the equipment / tools / resources to do my job effectively"



above industry norm

92%

FAVOURABLE

"I believe strongly in the goals and objectives of CIBC Mellon"



above industry norm

96%

FAVOURABLE

"The people I work with usually get along well together"



above industry norm

90%

FAVOURABLE

Overall Inclusion Index



above industry norm

92%

FAVOURABLE

"I can be myself at CIBC Mellon without worrying how I will be accepted"



above industry norm

95%

FAVOURABLE

"People at CIBC Mellon treat each other with dignity and respect regardless of their personal identities"



above industry norm

90%

FAVOURABLE

"I would recommend CIBC Mellon as a good place to work"



above industry norm

COMMITTEES

At CIBC Mellon, we believe success is measured not only by how we perform financially, but also by our willingness to take responsibility for the impact of our actions – on clients, employees, shareholders, partners, our communities and the environment. We believe that by acting with responsibility, care and commitment at all times, we can make a positive difference in our communities, motivate our employees and serve our clients more effectively.

- **Client CSR Committee:** Builds three-way partnerships between our clients, CIBC Mellon and charitable organizations through corporate social responsibility.

- **Community Volunteering:** At CIBC Mellon, we are passionate about making a positive difference in the communities where we live and work. CIBC Mellon's community volunteering sub-committee works to empower CIBC Mellon's employees to make meaningful contributions to our communities. We seek out new community engagement opportunities for our employees and work to encourage employees and managers to get out there and volunteer.

- **Diversity, Equity and Inclusion Committee:** Shares educational resources and organizes events to promote an inclusive, respectful environment that celebrates our diversity and what makes each of us unique so that we can all achieve our greatest potential and contribute toward our company's goals.

- **Employee Social Committee:** The Employee Social Committee helps plan and coordinate a range of social activities that are of interest to our diverse employee population, engage our employees, strengthen our company culture and foster a little fun in the workplace!

- **Environmental Sustainability Committee:** Works to reduce our environmental footprint through employee-driven initiatives such as running educational campaigns, organizing tree planting volunteer events within our community, and communicating best practices to promote environmental awareness, innovation and behaviour change.

- **Fundraising Committee:** The Fundraising Committee is a resource for all CIBC Mellon employee-led fundraising campaigns and can provide support and guidance to those participating.

- **GenWhy Squad:** Provides a voice for our Millennial and GenZ colleagues to network and discuss matters that affect them as professionals.

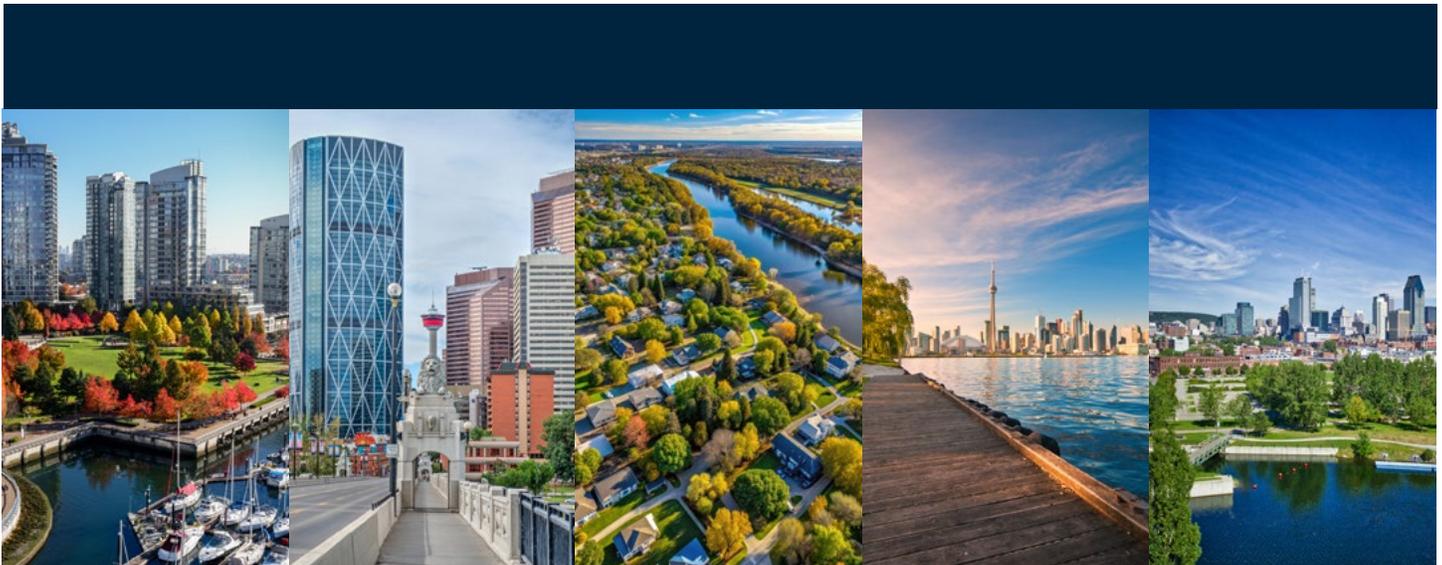
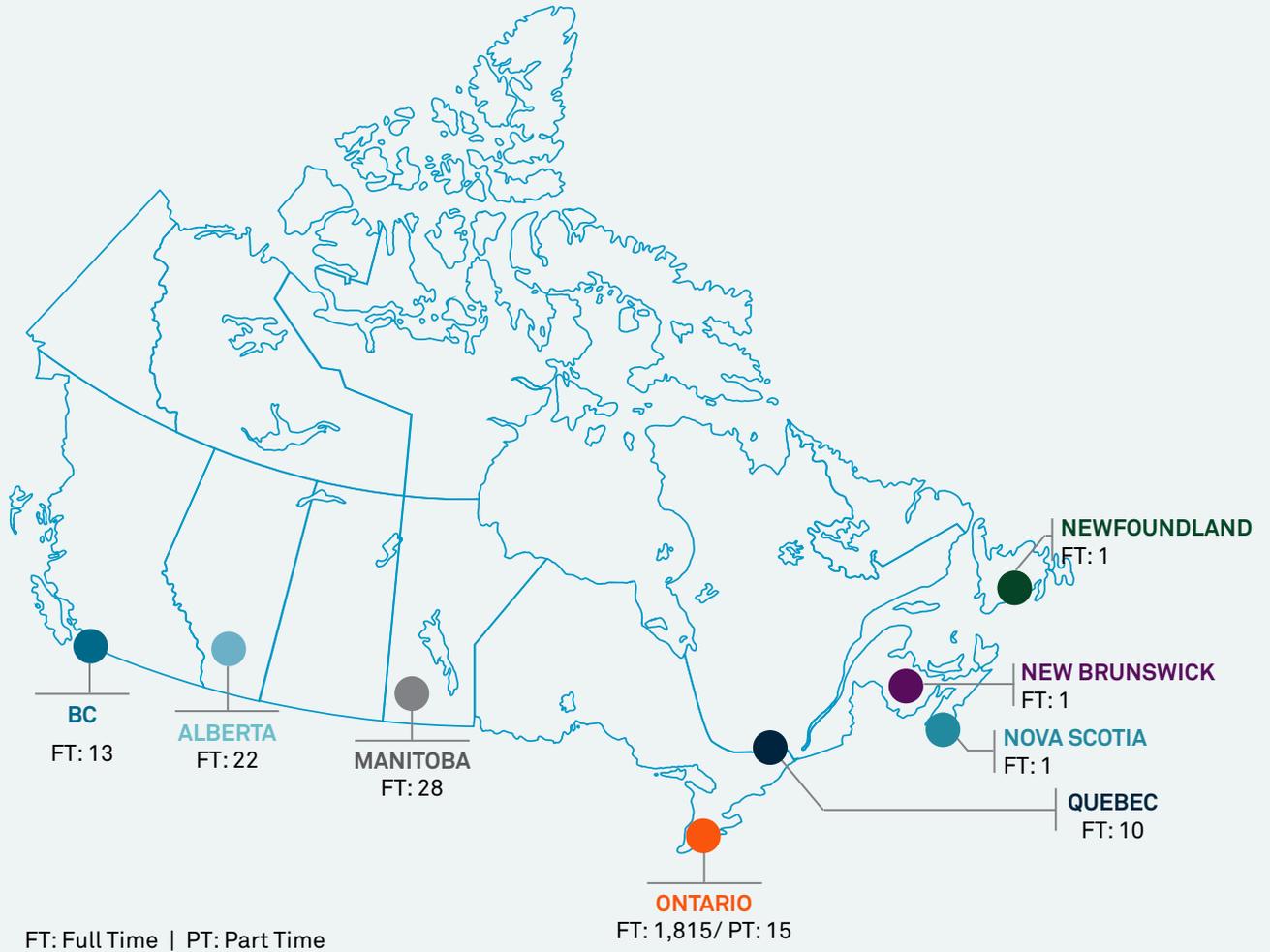
- **United Way Committee:** Each year, we lead a corporate United Way Campaign along with a 50% match from CIBC Mellon on all employee donations.

- **Women's Initiatives Network (WIN):** WIN's mission is to be the leading resource for the professional development and advancement of women who work at CIBC Mellon.



EMPLOYEE POPULATION BREAKDOWN

As at October 31, 2025



SUPPORTING OUR COMMUNITIES

TRUTH AND RECONCILIATION

At CIBC Mellon, we believe that reconciliation starts with education and requires the acknowledgement of our past history to ensure that it is never repeated. We respect the unique history, culture and rights of Indigenous peoples in Canada, we acknowledge and recognize the ongoing trauma caused by residential schools, and we are committed to the process of truth, justice and reconciliation.

CIBC Mellon continually encourages its employees to educate themselves and contribute to reconciliation at work and in their personal lives. Each year, we provide resources and host events to support truth and reconciliation.

In 2025, we:

- Hosted a speaker series for employees featuring [Finding Our Power Together](#), an Indigenous-led non-profit organization empowering Indigenous youth across Turtle Island.
- Participated in Orange Shirt Day on September 30 to show our support for those impacted by residential schools
- Promoted [LifeSpeak's National Day for Truth and Reconciliation Resources](#), providing our employees with access to their Indigenous mental health and wellness video series.
- Designed a special Microsoft Teams background image to promote awareness and encourage dialogue.
- Promoted additional resources to our employees, including the Government of Canada's Indigenous learning products site, National Centre for Truth and Reconciliation, Orange Shirt Society, Legacy of Hope: Where are the children?, Assembly of First Nations "It's Our Time" Toolkit, and Chiefs of Ontario Indian Residential School Information and Resources.
- In addition, CIBC Mellon is proud to earn and retain business from leading Indigenous Institutional Investors, such as the First Nations Market Housing Fund.



EMPLOYEE VOLUNTEERING

CIBC Mellon's Community Program focuses on supporting organizations that matter most to our employees. We support the community in a variety of areas such as diversity, equity and inclusion, environmental sustainability, health and wellbeing, essential community services and much more. We take pride in our employee-directed CSR program and conduct a survey each year to ensure all employees have a say in where our donation dollars are directed.

Volunteering in the communities in which we live and work has always been at the core of CIBC Mellon. Our Community Volunteering program is designed to help CIBC Mellon positively impact local communities and improve the employee experience by enabling employees to volunteer with local community organizations during regular work hours. We support frequent in-house fundraising activities, provide regular volunteering opportunities and contribute directly to not-for-profit organizations where our employees donate their personal time.



COMMUNITY ENGAGEMENT

Our employees demonstrate their commitment to making a positive impact by engaging in a variety of community involvement activities, including:

Serving on one of our employee-led CSR committees

Volunteering at events that support local organizations and causes that are meaningful to them

Organizing or hosting employee or client events focused on giving back to the community

Participating in fundraising events or joining fundraising teams to support important charitable causes, amplifying our collective impact

Contributing to community service outside of work hours through board memberships or our ambassador program

Attending community events to strengthen connections and show ongoing support for local initiatives

United Way

Each year, CIBC Mellon supports United Way organizations and agencies across Canada through corporate donations and by amplifying the donations of employees who support our annual United Way campaign.

2025 United Way Campaign raised more than **\$211,900** through:

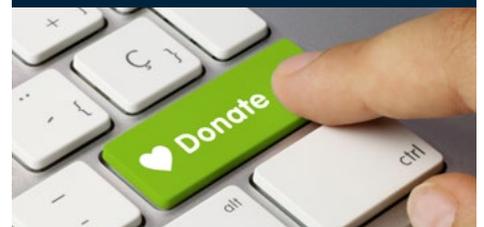
COMPANY DONATIONS



EMPLOYEE FUNDRAISING



EMPLOYEE DONATIONS AND CORPORATE MATCHING



DONATIONS

In its fiscal 2025 year, CIBC Mellon donated a total of \$480,087.95.

LIST OF ORGANIZATIONS WE SUPPORTED IN F2025

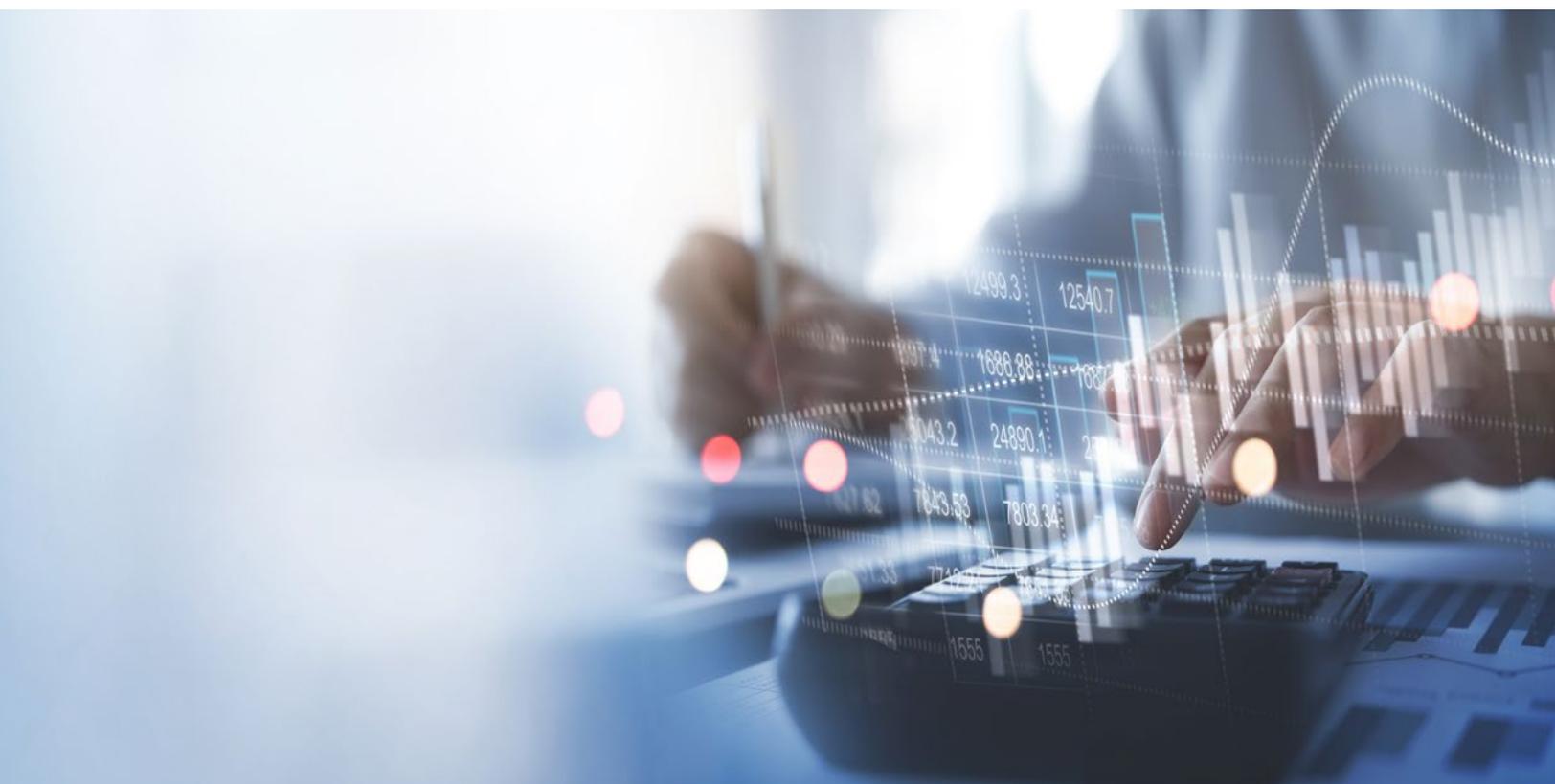
Action Volunteers for Animals	Ladder2Rise
Alzheimer Society of Manitoba	London Food Bank
Bay Street Hoops	Meals on Wheels
Bladder Cancer Canada	Motionball for Special Olympics
Bravestone Centre	Ontario Shores
The Centre for Addiction and Mental Health (CAMH)	Rescue Lake Simcoe Coalition
Canadian Mental Health Association	Ronald McDonald
Canadian Stage	Save the Mothers
Cedars Cancer Foundation	Second Harvest
CEE Centre for Young Black Professionals	SickKids Foundation
Chor Amica Chamber Choir	Siloam Mission
Community Family Services of Ontario	Soulpepper
Parkdale Community Food Bank	South London Neighbourhood Resource Centre
Daily Bread Food Bank	South Riverdale Community Health Centre
Dorcas Centre	St. Joseph's Health Centre Foundation
Dress for Success	The Students Commission of Canada
Eastview Neighborhood Community Centre	Thames Valley Education Foundation
Eva's Initiatives	The Princess Margaret Cancer Foundation
Finding Our Power Together	Toronto Humane Society
Food Banks Mississauga	Trafalgar Castle School
FoodShare	Tree Canada
Fred Victor	United for Literacy
Friends of Ruby	United Way
Haven Toronto	Whitby Ringette Association
Heart and Stroke Foundation	Windmill Microlending
Heartache2Hope	Young Adult Cancer Canada
Indspire	YouthLink
Interval House	Youth Without Shelter



TAXES PAID

For the year ended October 31, 2025, CIBC Mellon Trust Company recognized a total of \$160.5 million in taxes paid or payable to all levels of government in Canada. The total consisted of \$113.7 million in current income tax expense recognized in the Statement of Net Income and Comprehensive Income and \$46.8 million in other taxes, which includes sales taxes (GST/HST and provincial), payroll taxes (employer portion) and property taxes.

	Income Taxes (in 000s)	Other Taxes (in 000s)
Federal government	64,464	-
Provincial and territorial government		
British Columbia	278	69
Alberta	436	95
Saskatchewan	-	2
Manitoba	436	264
Ontario	47,636	45,940
Quebec	382	341
New Brunswick	-	-
Nova Scotia	113	52
Prince Edward Island	-	2
Newfoundland and Labrador	-	3
Northwest Territories	-	-
Nunavut	-	-
Yukon	-	-
Total	113,745	46,770



CLIMATE TRANSITION PLAN

Introduction

CIBC Mellon recognizes its responsibility to manage climate-related risk in support of the safety and soundness of the financial system, and to mitigate risk to clients and CIBC Mellon. Climate considerations are embedded across our governance and risk management practices. We assess both physical and transition risks to strengthen our financial and operational resilience and identify potential climate-driven disruptions. As a financial services company, our direct environmental footprint is comparatively small, and our approach is calibrated to our business model and value chain.

CIBC Mellon's primary location has been awarded Gold Leadership in Energy and Environmental Design (LEED) certification while our second largest location is LEED O+M Gold certified. These certifications recognize our commitment to sustainability in areas such as reducing energy and water consumption, selecting sustainable, recyclable and local materials where possible, and implementing recycling and composting programs to divert waste from landfills. Waste disposal is managed by our property managers, and waste separation units for organics, recycling and garbage are available throughout our suites.

Our employee-led Environmental Sustainability Committee promotes awareness and education on environmental issues and sustainable practices. It engages employees through volunteer opportunities—such as tree planting, supporting food rescue initiatives and partnering with food banks—and by hosting green activities, including a virtual cook-along that encourages reducing, reusing and recycling. The Committee also publishes a newsletter that highlights sustainability efforts and upcoming events, and shares practical tips to help employees adopt greener habits.

GOVERNANCE

CIBC Mellon has established oversight and executive management accountability for climate-related risk within its governance framework, including, but not limited to:

Climate risk is included as a consideration within CIBC Mellon's risk appetite statement, which defines the level and type of risk CIBC Mellon is willing to accept.

Roles and responsibilities across lines of businesses and oversight functions are defined in key policies and procedures at both the line-of-business level and enterprise level.

CIBC Mellon expects third parties to identify and manage climate-related risks and has embedded this expectation in its Third-Party Code of Conduct. All due diligence questionnaires incorporate sections on vendor climate risk programs, in addition to information on related ESG criteria.

When services are designed or modified by our Product Solutions team, climate-related risks are considered, if applicable, within business cases and project processes to mitigate such risks.

RISK MANAGEMENT

Operational Risk Management supports CIBC Mellon’s operational resilience—including climate-related risk—by ensuring operational risks and climate considerations are effectively identified, assessed, managed and monitored. This includes maintaining an end-to-end understanding of how each critical operation is delivered and the key dependencies that enable it (e.g., technology, third parties, premises, people and data) to support the continued ability to deliver those operations.



Corporate policies, procedures and mandates also play a significant role in managing CIBC Mellon’s risks and include climate considerations where applicable. These documents set clear standards for articulating the organization’s risk appetite and tolerance, ensuring consistent compliance with applicable laws, rules and regulations, promoting transparency, and defining roles and responsibilities. Climate considerations are embedded in key governance and risk management documents, including the Enterprise Risk Management Framework Policy, Credit Risk Management Policy, Stress Testing Framework Policy, and Business Continuity Management.

PHYSICAL AND TRANSITION RISK

CIBC Mellon’s Business Continuity team is working toward designing mechanisms to assess physical risks and impacts to operations and other interdependencies. Enterprise-wide assessments, such as resilience surveys, are being used to gather data and data from historical events, such as natural disasters, and are incorporated into planning. In addition, preparedness activities, such as power failover and generator tests, network resilience checks, physical system and location inspections and evacuation practices, are performed regularly. To support sustainability, climate consideration is included in business continuity policies, process and tools as applicable.

The financial risk associated with adjustments in the transition to a low-greenhouse gas economy must be considered in context of current or future government policies, legislation and regulations, technological advancements, and changes in market and customer expectations. We consider the potential impact of transition risk on our business model to arise mainly from valuation impairments to securities issued by high carbon intensity obligors held in our treasury portfolio. We mitigate this risk through issuer selection and monitor changes in publicly disclosed ESG risk ratings to identify deteriorating conditions. We will continue to improve our understanding of our exposure to transition risk by adding scenarios that include climate considerations in our stress tests.

METRICS

The following climate-related metrics are tracked and monitored by CIBC Mellon to identify, collect and use reliable, timely and accurate data to inform risk management and support decision-making. The base year for metric data will be 2025. Comparatives and targets will be established when more data is available.

Energy Consumption GHG emission metric

Energy consumption at our premises is the largest source of operational GHG emissions and is tracked at our three largest locations. CIBC Mellon's Scope 1 GHG emissions in 2025 was 245 tCO₂e and 103 tCO₂e in Scope 2 emissions over the 12-month period ending July 31 based on the GHG Protocol Corporate Accounting and Reporting Standard. CIBC Mellon is committed to reducing its environmental footprint and will be working with our property managers in 2026 to identify energy efficiency opportunities for future years.

Third-party metric

CIBC Mellon monitors third-party climate-related risk through a series of due diligence questions. These questions are designed to assess whether third parties have climate-related plans, goals and targets, comply with applicable climate-related regulatory requirements, and mitigate exposure to physical climate risk.

Transportation metrics

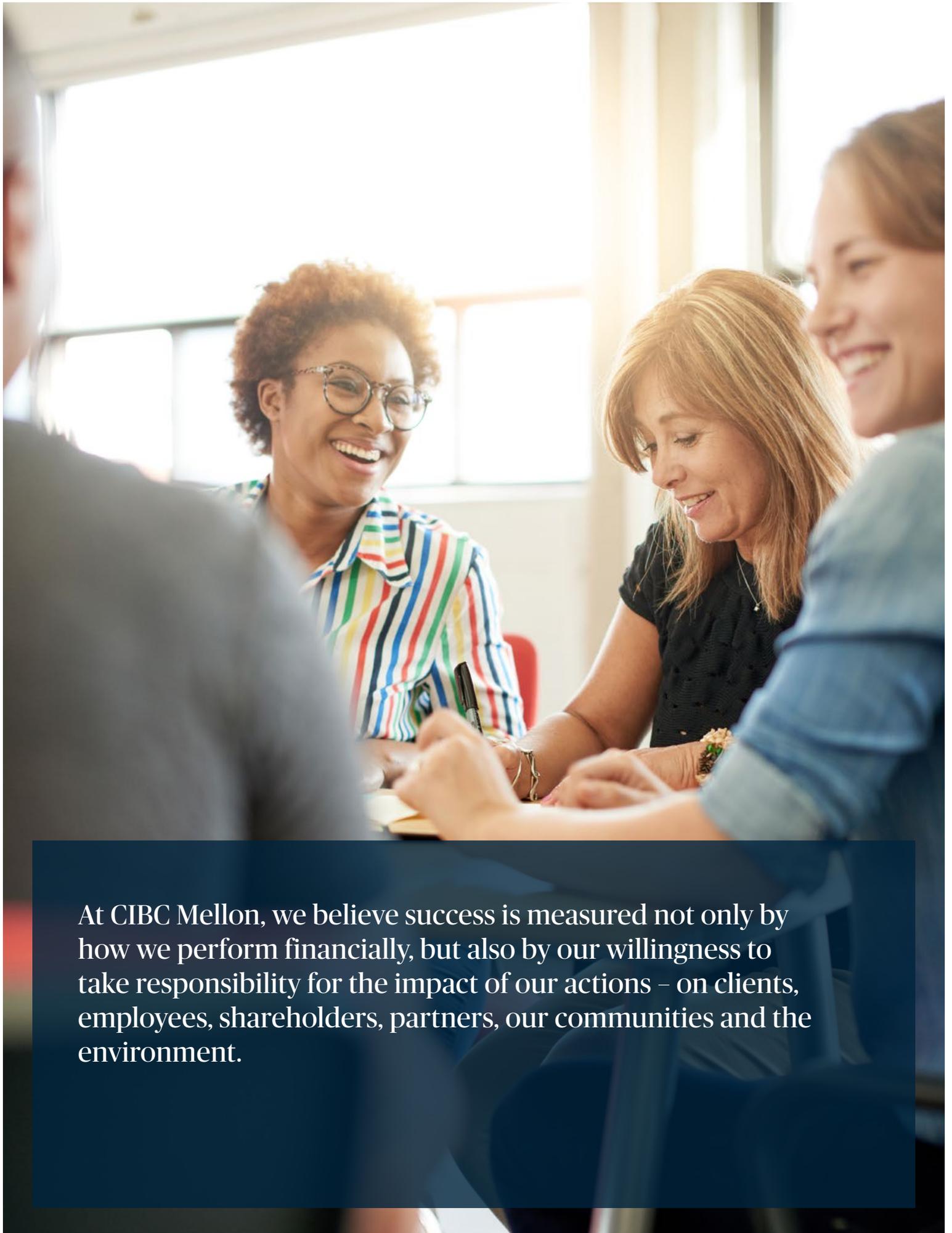
CIBC Mellon conducts semi-annual, enterprise-wide employee resilience surveys as part of its business continuity exercises. These surveys collect information on commuting and transportation modes and their associated emissions. By tracking and analyzing these metrics, we can identify trends, measure progress and make informed decisions with respect to our carbon footprint risk. These insights also support target-setting and performance monitoring as we work to lower emissions and advance sustainable operations. We are currently gathering data and expect to report metrics based on this information in future reports.

ADDITIONAL NOTES

CIBC Mellon does not offer financing for small businesses, investments or partnerships in micro-credit programs.

CIBC Mellon does not offer debt financing.

CIBC Mellon did not open or close any locations between November 1, 2024 and October 31, 2025.



At CIBC Mellon, we believe success is measured not only by how we perform financially, but also by our willingness to take responsibility for the impact of our actions – on clients, employees, shareholders, partners, our communities and the environment.

REPORTING PERIOD:

Other than where noted, this review covers CIBC Mellon's client, community and employee engagement activities during the 2025 fiscal year (November 1, 2024 to October 31, 2025). Figures are in Canadian dollars except where otherwise noted.

Contact us:

Corporate Communications and Marketing
CIBC Mellon
1 York Street, Suite 500
Toronto, ON M5J 0B6

www.cibcmellon.com/careers

+1 416 643 5000

csr@cibcmellon.com

Follow @CIBCMellon on social media:



CIBC MELLON

➤ A BNY AND CIBC JOINT VENTURE COMPANYSM

©2026 CIBC Mellon. CIBC Mellon is a licensed user of the CIBC trade-mark and certain BNY trade-marks, and is the corporate brand of CIBC Mellon Trust Company.