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### **Executive message**



A message from Anthony Viel, CEO of Deloitte Canada and Chile

Canada is at an economic turning point—
trade tariffs, increasing unemployment,
and persistent cost of living pressures
are challenging our country's prosperity.
At Deloitte, we recognize these challenges
and are committed to guiding our clients
and communities through these tough times.
To make our economy flourish, we must
come together and act decisively to remove
barriers to growth and productivity.

This year's Impact Report reflects our belief that collaboration is essential to tackling the most pressing issues of our time. Our firm works across every industry to help leaders overcome obstacles and seize new opportunities—by combining our people's deep industry sector knowledge with cross-functional expertise.

For 180 years, our Purpose—to make an impact that matters—drives not only why we do what we do, but how we do it. This report spotlights what this looks like in action. You'll learn how our firm

has collaborated with the Government of Canada to modernize Old Age Security process delivery—including implementing AssistMe, a new GenAl tool that helps public servants process payments faster for seniors. Another story spotlights how we're empowering the next generation of Indigenous Peoples by working with Indspire to finance scholarships for students.

These are just a few examples of how we're working to spark lasting, positive change.
Great challenges require great collaboration.
Together, we can make Canada more prosperous for all.

Anthony Viel
Chief Executive Officer,
Deloitte Canada and Chile



### Our purpose

A message from Sheri Penner, Managing Partner of Purpose & Sustainability

At Deloitte, we strive to put our Purpose into action every day as we navigate a rapidly changing world shaped by societal challenges, technological advancements and shifting global dynamics. This year, we've advanced to be more creative, adaptable and resilient in bringing a purpose-led lens to everything we do. For example, our collaboration with R8dius, a majority Indigenous-owned professional services and technology business, is generating economic empowerment for Indigenous Peoples across Canada. We are also proudly supporting clients like BC Hydro by leveraging Al to build a more sustainable electrical grid and strengthen their cybersecurity to protect their customers' access to energy. Through these types of collaborations, Deloitte puts our purpose into action, working with clients to create a more sustainable, innovative and prosperous Canada where everyone can thrive.

Our commitments, rooted in Purpose, empower us to make an impact that matters where it matters most within today's complex economic and social environment.

Sheri Penner

Managing Partner, Purpose & Sustainability, Deloitte Canada

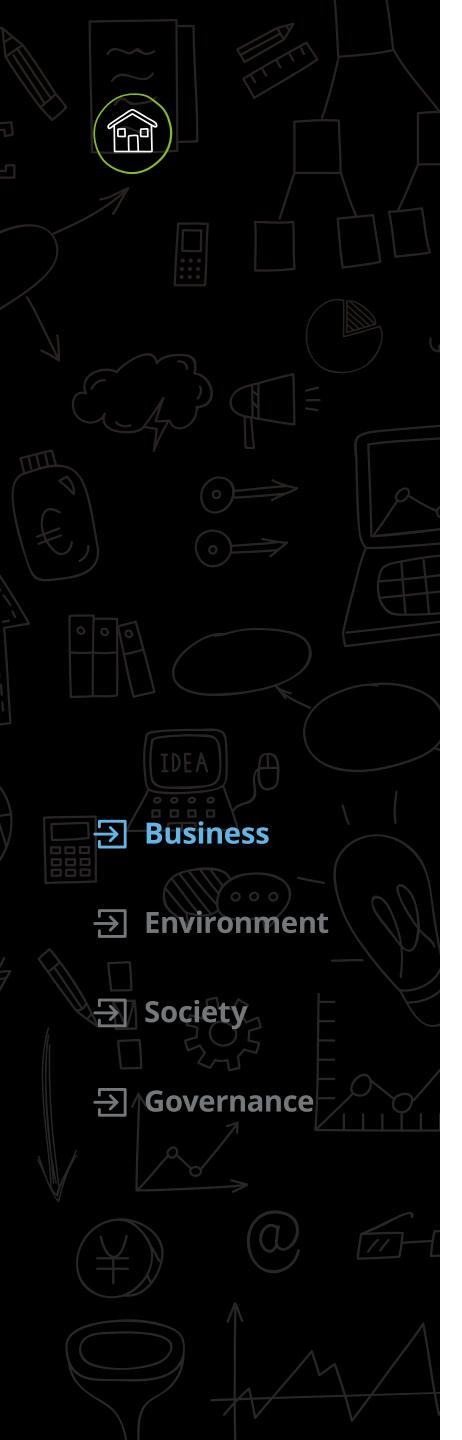
#### LAND ACKNOWLEDGEMENT



We acknowledge that Deloitte offices stand on traditional, treaty, and unceded territories now known as Canada. We recognize that Indigenous Peoples have been the caretakers of this land since time immemorial, nurturing its resources and preserving its natural beauty. We acknowledge this land is still home to many First Nations, Inuit, and Métis Peoples, who continue to maintain their deep connection to the land and its sacred teachings. We humbly acknowledge that we are all Treaty people, and we commit to fostering a relationship of respect, collaboration, and stewardship with Indigenous communities in our shared goal of reconciliation and environmental sustainability.







#### **BUSINESS**



In today's complex global environment, organizations are facing increasing challenges, including economic uncertainty, geopolitical shifts, and technological disruption. In this landscape, a broad range of deep skills and perspectives is required, across markets, dimensions, and sectors to help leaders make responsible and balanced decisions—and act on them effectively.

Deloitte is built to help clients, people, and societies not only navigate disruption, but also actively shape the future and redefine what's possible. Our multidisciplinary model allows us to bring together the technology, frameworks, tools, insights, and integrated solutions needed to help organizations transform the ways they do business, create enduring value, and stay competitive for the future.

### **Revenue and headcount**

**Total revenue** 

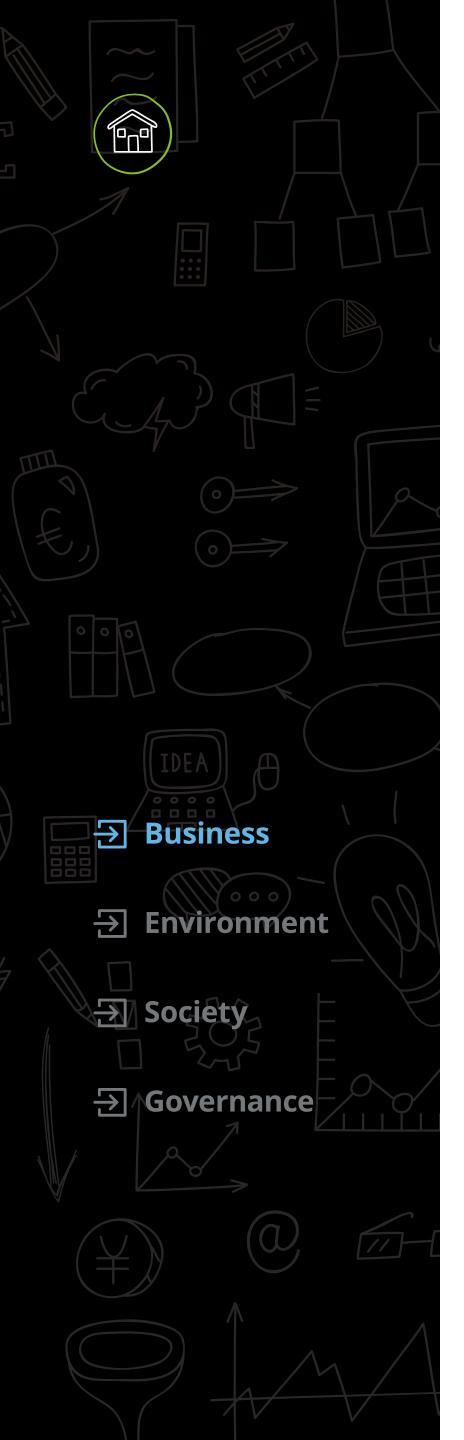
In 000s

\$3,959,878

#### Total headcount



Total 15,562



### **Empowering innovation and impact across Canada**

Every day, Deloitte is driven by a passion to make a positive difference—helping Canadians and Canadian businesses succeed, now and into the future.

Through initiatives like <u>Deloitte Ventures</u>—a \$150-million venture capital program—and <u>Wonder by Deloitte</u>, we invest in and co-create with the next generation of innovators. These programs accelerate the growth of emerging technology companies and new ventures, fueling Canada's technology ecosystem and creating opportunities for prosperity at home and abroad.



Stories of impact: Discover how Deloitte collaborates with clients across sectors to harness GenAl, drive innovation, and transform challenges into opportunities—creating lasting impact and progress across Canada.

Read our stories.

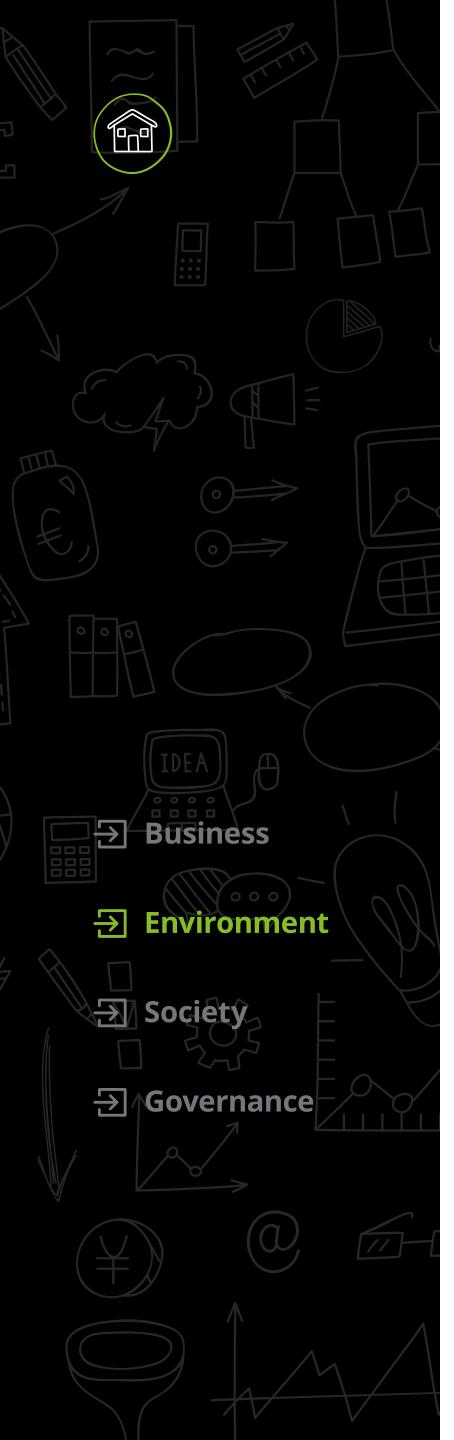


# Awards and recognition

We are proud to be recognized for our commitment to our people and dedication to fostering an inclusive, empowering, and sustainable workplace. *View our list of awards* and recognition.

Deloitte.





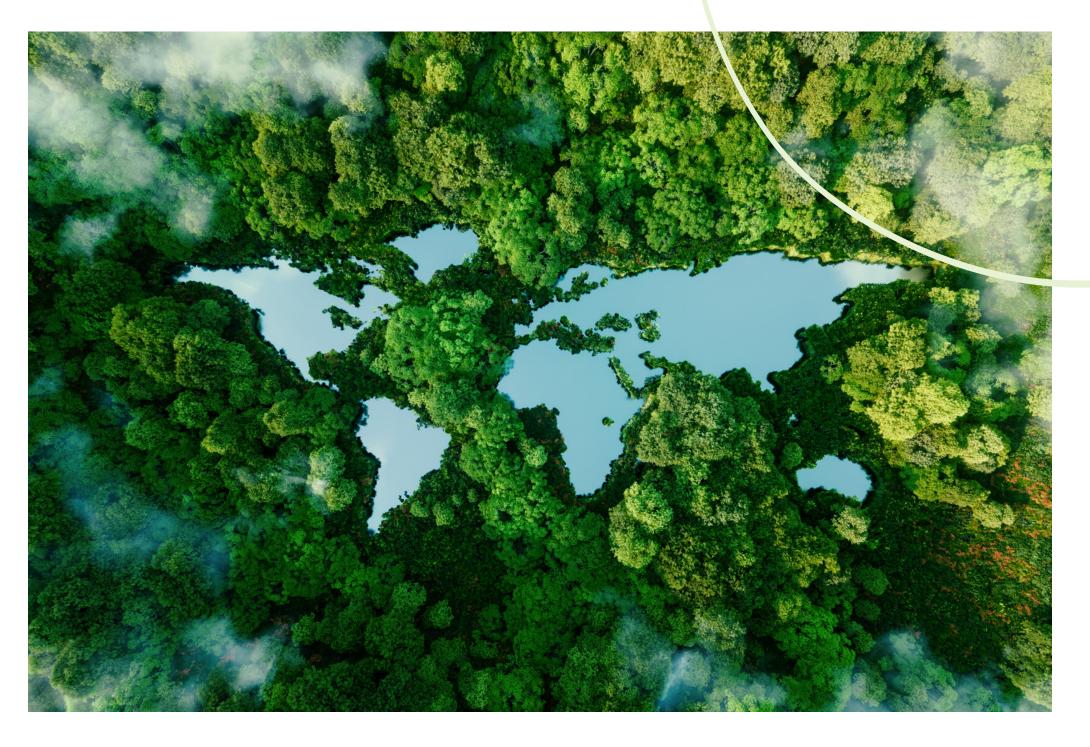
#### **ENVIRONMENT**

Deloitte is helping to lead the way toward a low-carbon future by taking meaningful actions within our own operations and guiding our clients on their sustainability journeys.



Deloitte is committed to achieving net-zero emissions across our value chain by 2040, a target validated by the Science Based Targets initiative (SBTi) in September 2024. We are dedicated to fulfilling our commitments by embedding sustainability into our operations through initiatives such as internal carbon pricing and supporting high-integrity market solutions. In March 2025, Deloitte Canada achieved the **Gold Participation Tier** in the **Environment and Climate Change Canada Net-Zero Challenge**.

Beyond our internal progress, we are committed to making an impact that matters by advising clients on their energy transition journeys. Our teams provide tailored strategies to help clients transition to lower carbon solutions across their value chains at a pace that matches their objectives and is aligned with their business strategies.





### **Progress towards our targets**

Deloitte's long-term net-zero target, validated by the Science Based Targets initiative (SBTi), is to reduce absolute scopes 1, 2, and 3 emissions by 90% by 2040 from FY2019 levels, with the final 10% addressed through the permanent removal of remaining emissions.

|  | Emissions category                 | Long-term<br>net-zero SBTi target  | Near-term<br>SBTi targets  | FY2025 progress   |
|--|------------------------------------|--|--|---|
| Scope 1<br>(direct emissions<br>from activities)                                   | Natural gas                        |  | By 2030: 70% reduction in absolute scope 1 and 2 emissions   | certificates (RECs) to compensate for 100% of our   |
| Scope 2 (indirect emissions from electricity, heating, cooling or steam purchased) | Electricity                        | Reduce absolute  | from FY2019 levels.  | electricity emissions, in line with our commitment to the global corporate renewable energy initiative (RE100).   |
| Scope 3 (upstream and downstream indirect emissions, i.e., value chain emissions)  | Business<br>travel                 | scopes 1, 2, and 3 emissions by 90% by 2040 from FY2019 levels, with the final 10% addressed through the permanent removal of remaining emissions. | By 2030: 55% reduction in business travel emissions per fulltime equivalent (FTE) from FY2019 levels.                            | 48% reduction We have achieved a 48% reduction in business travel emissions per full-time equivalent (FTE), progressing toward our 2030 target of a 55% reduction. Deloitte continues to invest in innovative climate solutions, including Sustainable Aviation Fuel (SAF), to support the transition to lower-emission air travel and contribute to broader decarbonization efforts across the sector. |
|  | Purchased<br>goods and<br>services |  | By 2025: Engage with our major suppliers, with the goal of having the top 67% (in terms of emissions) set science-based targets. | While this target was not met, it prompted improvements across Deloitte including enhanced supplier segmentation, procurement practices, and new tools to assess emissions and track supplier engagement. This has strengthened Deloitte's relationships with suppliers, many of whom are also clients. We will build on these efforts on our pathway to net-zero.                                      |





#### **ENVIRONMENT**

#### 2025 Environmental Performance Statement

### Deloitte Canada's greenhouse gas (GHG) emissions

This disclosure reflects the emissions of Deloitte Management Services LP, a member firm of DTTL in Canada and its respective affiliates. It reflects emissions from operations primarily in Canada and excludes certain investments which do not have a material impact on the emission calculations. A detailed description of this report's boundaries and the performance measurement methods used is available in <u>Deloitte Global FY2025 Basis of Reporting</u>. The information presented in this Environmental Performance Statement has been reviewed by Deloitte Internal Audit on a sample basis.

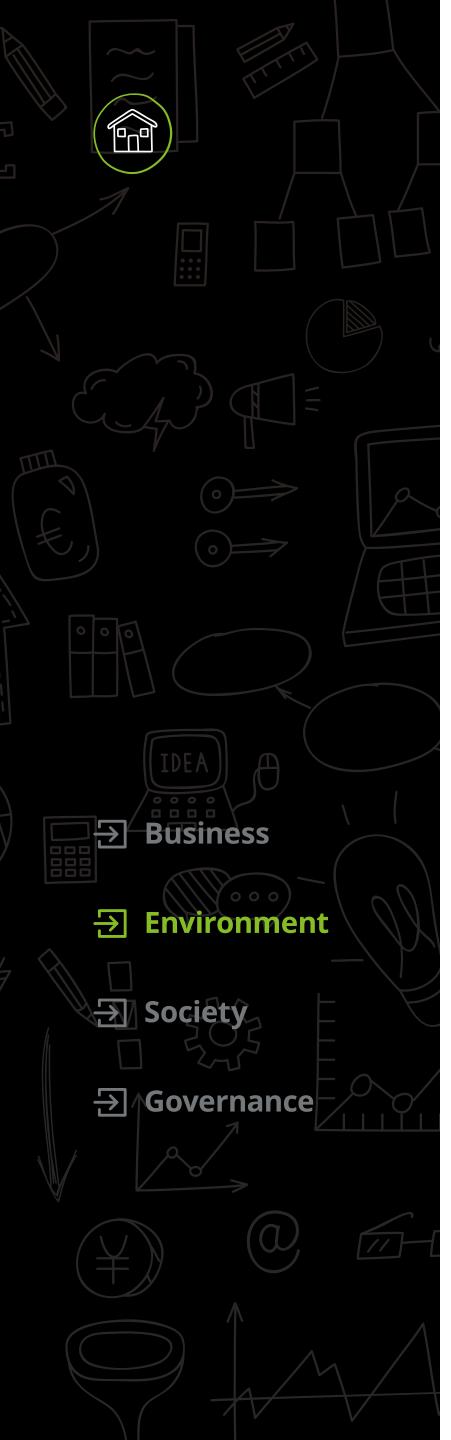
Globally, Deloitte has conducted independent limited assurance in accordance with ISAE 3410. Further details are available within <u>FY2025 Global Environmental Performance Summary</u>. Due to rounding, the sum of the individual sections may not equal totals.

#### **Progress towards goals**

| Goal description  | Goal year | Goal | FY2025 results |
|---|-----------|------|----------------|
| Reduce Scope 3 GHG emissions from business travel per FTE by 55% by FY2030 from an FY2019 base year | 2030      | -55% | -48%           |
| Reduce Scope 1 & Scope 2 GHG emissions<br>by 70% by FY2030 from an FY2019 base year <sup>1</sup>    | 2030      | -70% | -74%           |
| Source 100% renewable energy for buildings by 2030  | 2030      | 100% | 100%           |

#### **Footnotes**

1 Deloitte procures and claims renewable electricity in accordance with the Climate Group's RE100 Technical Criteria and Global Reporting Initiative (GRI) topic standard GRI 302: Energy 2016. This enables Deloitte to demonstrate commitment to our renewable electricity target and signal market demand.



|                         | FY2019      |        |
|-------------------------|-------------|--------|
| GHG emissions inventory | (base year) | FY2025 |

| GHG emissions by scope and source                                   | Metric tonnes CO <sub>2</sub> e |        |
|---|---------------------------------|--------|
| Scope 1 GHG emissions by source                                     |                                 |        |
| Fuel combustion in buildings  | 2,530                           | 1,124  |
| Total scope 1 emissions   | 2,530                           | 1,124  |
| Scope 2 GHG emissions by source                                     |                                 |        |
| Purchased electricity – buildings (market-based) <sup>2</sup>       | 1,783                           | _      |
| Total Scope 2 emissions   | 1,783                           | _      |
| Scope 3 GHG emissions by source                                     |                                 |        |
| Category 1 – purchased goods & services (PG&S) <sup>3</sup>         | 8,014                           | 44,498 |
| Category 6 – business travel  | 33,016                          | 20,308 |
| Business travel: air travel (tank-to-wake emissions) <sup>5,6</sup> | 22,300                          | 16,920 |
| Business travel: other sources                                      | 10,715                          | 3,388  |
| Category 7 – commuting (including teleworking)                      | n/a                             | 7,030  |
| Total Scope 3 emissions   | 41,030                          | 71,836 |
| Total Scope 1, 2 & 3 emissions (gross GHG emissions)                | 45,343                          | 72,959 |
| Beyond value chain mitigation: carbon credit purchases⁴             | 0                               | 50,231 |

| GHG intensity measures (emissions per full time equivalent (FTE))              | Metric tonnes CO <sub>2</sub> e/FTE |      |
|--|-------------------------------------|------|
| Business travel emissions  | 2.80                                | 1.45 |
| Gross operational (Scope 1 & 2) and business travel GHG emissions <sup>2</sup> | 3.17                                | 1.53 |
| Gross GHG emissions  | 3.85                                | 5.22 |

| Scope 2 purchased electricity GHG emissions by methodology <sup>2</sup> | Metric tonnes CO <sub>2</sub> e |       |
|---|---------------------------------|-------|
| Electricity (market-based)  | 1,783                           | _     |
| Electricity (location-based)  | 1,783                           | 1,536 |

#### Value chain mitigation (VCM)

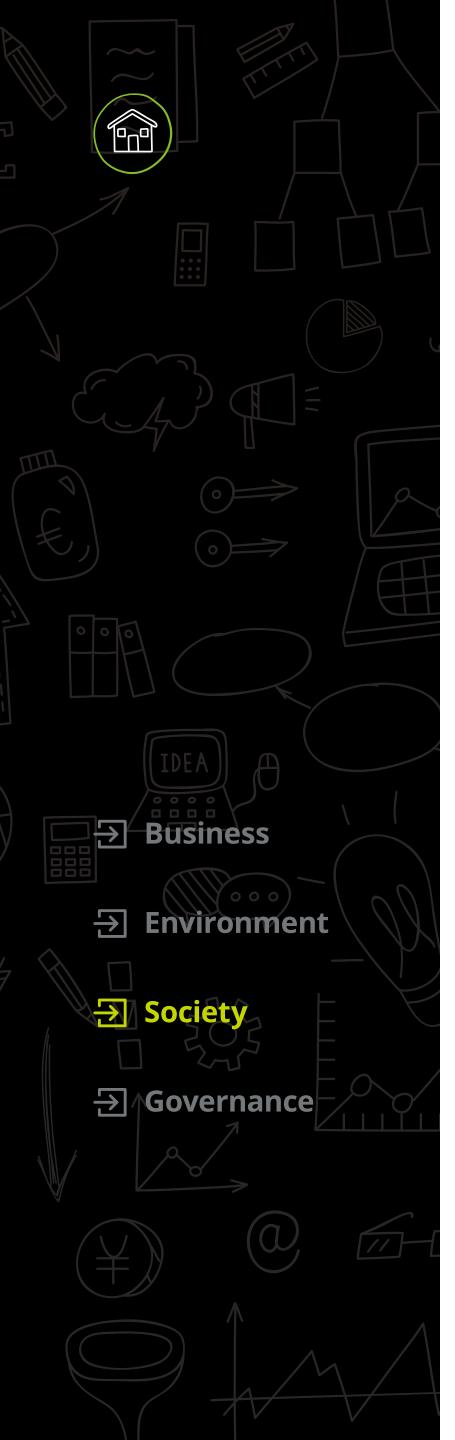
#### **Sustainable aviation fuel (SAF)**

SAF is a renewable or waste-derived aviation fuel that meets sustainability criteria. SAF is produced from sustainable feedstocks including waste materials, such as used cooking oil, agricultural residues, and municipal solid waste, or potentially from purpose-grown crops. Current reporting standards do not provide a methodology for reporting of environmental attribute certificate purchases like SAFc within the boundaries of Scopes 1, 2 and 3 GHG emissions. Deloitte reports on these purchases and their impacts separately to share with others an example of how SAFc can be included in environmental reporting.

|  | Metric tonnes             | Metric tonnes CO <sub>2</sub> e |  |  |
|--|---------------------------|---------------------------------|--|--|
|  | <b>FY2019</b> (base year) | FY2025                          |  |  |
| Tank-to-wake air travel emissions⁵   | 22,300                    | 16,920                          |  |  |
| Well-to-tank air travel emissions <sup>5,6</sup>                           | 4,646                     | 3,525                           |  |  |
| Full life-cycle assessment (LCA) air travel emissions                      | 26,947                    | 20,445                          |  |  |
| Less: Sustainable Aviation Fuel Certificates (SAFc) purchased <sup>7</sup> | 0                         | 517                             |  |  |
| LCA air travel emissions with SAF  | 26,947                    | 19,928                          |  |  |
| Business travel emissions with LCA air travel emissions and SAF            | 37,662                    | 23,316                          |  |  |
| Total scope 3 emissions with LCA air travel emissions and SAF              | 45,676                    | 74,844                          |  |  |
| Gross GHG emissions with LCA air travel emissions and SAF                  | 49,989                    | 75,967                          |  |  |

- 2 In accordance with the Global Reporting Initiative (GRI) disclosure 305-2,
  Deloitte publishes purchased electricity emissions using both a locationand market-based methodology. The location-based method involves using
  an average national, regional or subnational emission factor that relates to
  the local grid from which electricity is drawn, whereas the market-based method
  involves deriving emissions factors from contractual instruments, allowing for
  a zero emission factor to be applied to portions of electricity consumption that
  is matched to a renewable energy source, resulting in lower emissions compared
  to the location-based method. Deloitte's near-term science-based targets use a
  market-based methodology for purchased electricity, hence this figure is shown in
  the primary emissions inventory whereas the location-based figure is shown in a
  separate schedule for comparative purposes. Additional details on location- and
  market-based electricity emissions are provided in the Deloitte Global FY2025
  Basis of Reporting.
- 3 Scope 3 PG&S emissions are calculated using data collected from select suppliers, combined with broad estimations of emissions per amount spent by purchasing category. As such, the uncertainty around these reported emissions is high. Deloitte will continue to review its approach to scope 3 reporting in the future, aiming to continually improve the accuracy of its disclosures. When these enhancements lead to a material change in a reported figure, Deloitte is committed to explaining the nature of the change, its reasoning for its appropriateness, and the variance compared to previous methodologies. Additional details on the methodology used to calculate PG&S emissions can be found in the Deloitte Global FY2025 Basis of Reporting.
- Our methodology for reporting PG&S emissions has evolved due to changes in accepted practices and improvements in data granularity and systems. Not all methodology updates can be applied retrospectively and thus the comparability of FY2025 reported emissions against the baseline year is limited. We will continue to invest in supporting the systems, processes and controls in our emissions reporting as part of our ongoing improvements to the quality of our reporting.
- 4 In FY2025, we purchased carbon credits from carbon avoidance and carbon removal projects, either through offtake agreements or through purchases with ClearBlue Markets. ClearBlue Markets is an award-winning carbon market intelligence and advisory firm with extensive experience in environmental markets, regulatory policy, and carbon transactions. All the credits we purchased met one of the following standards: American Carbon Registry; BC Carbon Registry; or Verified Carbon Standard.
- 5 Tank-to-wake air travel emissions inclusive of radiative forcing would be 28,664 metric tonnes CO<sub>2</sub>e in FY2025 and 37,780 metric tonnes CO<sub>2</sub>e in FY2019.
- Deloitte uses a distance-based methodology to calculate jet fuel emissions consistent with the Sustainable Aviation Fuel certificate (SAFc) Emissions Accounting and Reporting Guidelines. Deloitte currently reports scope 3 air travel emissions in the 'GHG emissions by scope and source' and 'progress toward goals' sections on a tank-to-wake basis, in line with the minimum category boundary requirement established by the Greenhouse Gas Protocol. Because SAFc represent emission reductions derived across the lifecycle of SAF, it must be compared to the full lifecycle emissions from its fossil fuel counterpart. Full lifecycle emissions (known as well-to-wake) includes upstream emissions from both the production and transportation phase (known as well-to-tank) and from the combustion phase (known as tank-to-wake). Emissions factors for the applicable classes of service were sourced from the UK's Department for Energy Security and Net Zero (DESNZ). This methodology is used for both well-to-tank and tank-to-wake emissions.
- 7 SAF environmental benefits are transferred using SAF certificates (SAFc).
  One SAFc represents the environmental attributes of a metric ton of neat
  (i.e. unblended) SAF. Deloitte's purchase of airline tickets in jurisdictions where
  SAF blending mandates are present are not considered to have a material
  impact on reported emissions.





#### SOCIETY

As a purpose-led organization,
Deloitte is committed to making
a positive impact by empowering our
people to reach their full potential.

We invest in learning and development, including new GenAl courses, and support well-being through comprehensive benefits and wellness events. Our dedication has earned us a top 10 spot on the 2025 Best Workplaces in Canada list by Great Place to Work®.

Beyond the workplace, we leverage our people's skills through volunteerism and pro bono work with non-profits to address critical societal challenges. We also seek to be an active voice in and contribute to national conversations on topics like AI leadership and reconciliation, striving every day to help build a better, more caring world.





#### **SOCIETY | OUR PEOPLE**



Deloitte is dedicated to fostering and maintaining a workplace where everyone feels they belong and can thrive.

#### Our Diversity, Equity, Inclusion and Accessibility (DEIA)

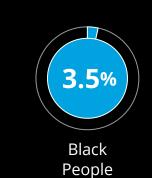
vision is to continue evolving as a dynamic and inclusive organization where diverse perspectives from our people drive innovation, accessibility enhances productivity, and equity fosters sustainable growth—resulting in exceptional client impact and shared prosperity. Read more about our vision.

**Our Talent Value Proposition** (TVP) is what we stand for, what we strive for, and what our people can expect in return for all that they put into the firm—our TVP acts as an anchor for our Purpose and Shared Values. <u>Discover how Deloitte brings potential to life</u>.

### **Current firm-wide talent grouping**



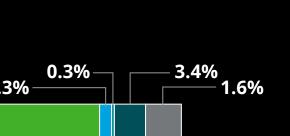


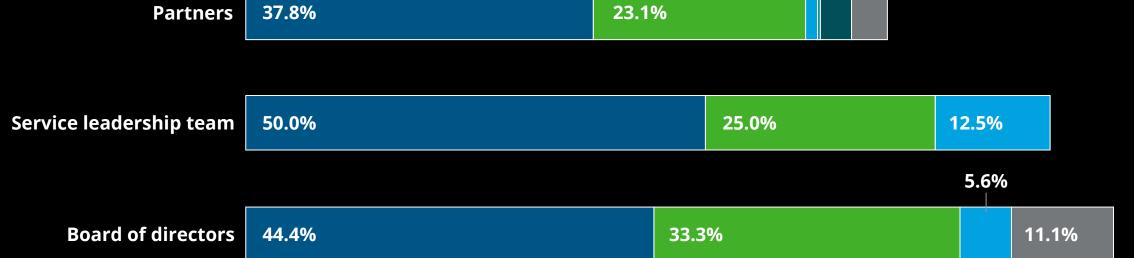




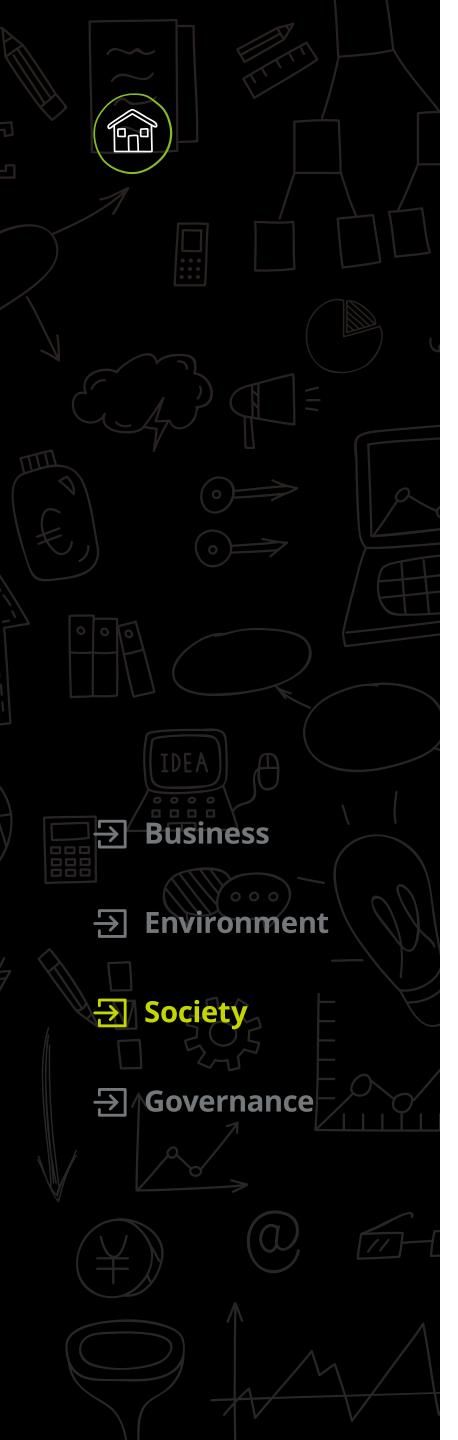








\*Includes R8dius



#### **SOCIETY | OUR PEOPLE**



#### **Accessibility Action Plan (AAP)**

Our AAP outlines Deloitte's commitment to creating a more accessible and inclusive environment for people with disabilities and neurodivergent people. Since launching our Renewed Accessibility Action Plan, Deloitte has:

- Provided our external events team with specialized training in planning and hosting accessible events and have developed an accessible event planning process, now in effect.
- Launched our updated, mandatory firm wide accessibility training, completed by all staff.
- Launched the NeuroConnect ERG which has over 175 members and growing, and the Neurodiversity mentorship program pilot.
- Achieved a 238% year-over-year increase in spend with People with Disabilities (PWD) and neurodivergent-owned businesses, exceeding our aspiration.
- Launched our Digital AccessAbility Centre of Excellence (CoE) under Deloitte Technology Canada, where we are investing in the accessibility of our digital assets and presence.

Read our Renewed Accessibility Action Plan (2025).



#### **Benefits and wellness**

Our people shape how we make an impact. To promote a healthy workforce and drive engagement with our Health and Wellness programming, we organized a variety of fitness and wellness challenges throughout the year. In addition, we hosted regular wellness webinars covering a wide range of topics, such as menopause and women's health, financial wellness, mindfulness, Indigenous health, and nutrition.

To further support our employees in understanding and maximizing their benefits, we launched dedicated intranet pages focusing on the specific health needs of different employee groups, including women, men, 2SLGBTQIA+ people, neurodivergent people, Black people, and Indigenous Peoples. More information on our health and wellness programming can be found on our <u>Benefits page</u>.



#### **Learning and development**

Empowering our people to grow, thrive and lead in a changing world—in FY2025 our learning and development initiatives focused on:

#### · Apprenticeship:

Fostered a more consistent approach to developing our people on the job, with the launch of our apprenticeship hub (18,803 site visits), firm-wide story sharing contest, and two targeted pilot experiences.

#### Deloitte University (DU) North:

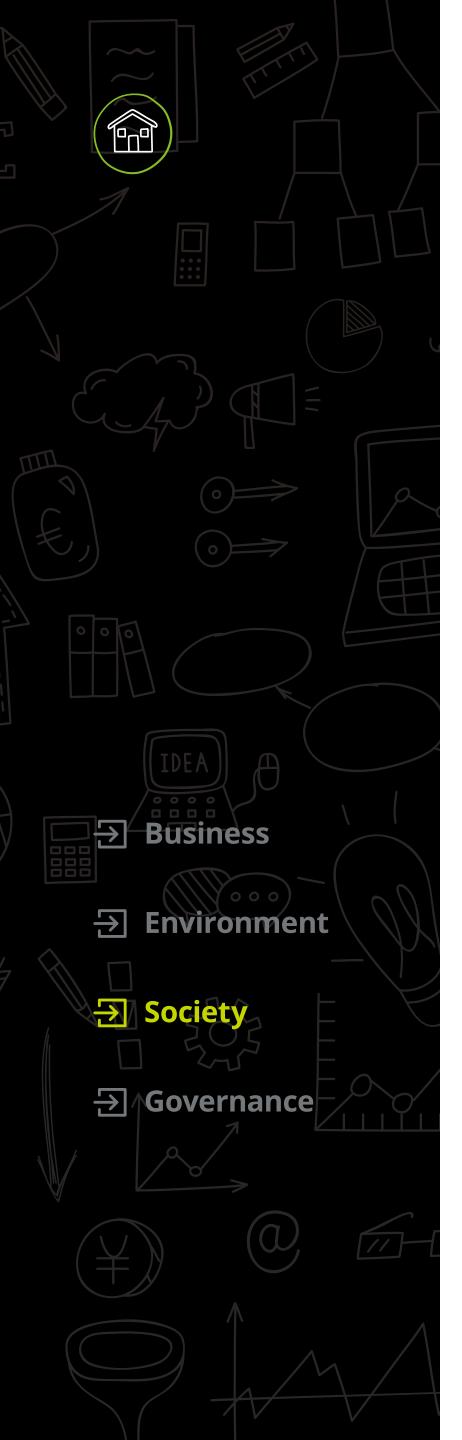
DU North delivered 155 programs for our professionals, engaging 8,016 Deloitte learners. Supported by 875 facilitators, DU fosters growth, collaboration, and leadership excellence.

#### Development and Innovation Days:

We delivered two firmwide and two business-specific days, highlighting the importance of dedicated time and space to learn.

#### **Enduring Human Capabilities:**

Deloitte piloted a new learning experience for our people focused on building enduring human capabilities such as curiosity, connected teaming, and divergent thinking. Participants shared that the session made a meaningful impact, helping them strengthen essential skills that support their success at work and in their personal lives.



#### SOCIETY | OUR PEOPLE



#### **Bloom Scholarship program**

In its fourth year, the Bloom Scholarship program addresses systemic barriers by supporting students from equity-seeking groups. This year, we awarded a total of \$125,000 in scholarships to 14 Black students, two Indigenous students, and nine students with disabilities or neurodivergent students. Recipients also had the opportunity to complete a work term at one of our Canadian offices.



#### One Young World (OYW)

The annual <u>OYW Summit</u> convenes emerging leaders from more than 190 countries to address critical global challenges. In September 2024, Deloitte Canada sent ten of our young professionals as delegates to participate in discussions on climate action, health equity, and Indigenous rights. This initiative reflects Deloitte's commitment to empowering our people to drive impact and integrate purpose into their daily work for our clients and communities.



#### **GreenStars recognition**

In FY2025, our GreenStars platform helped us celebrate our people in a big way—over 53,000 recognitions were shared with more than 12,500 colleagues for their outstanding contributions to the firm. Through the program, we awarded \$2,245,000 in recognition value, shining a spotlight on the incredible impact our team members make every day.

A total of

\$125,000

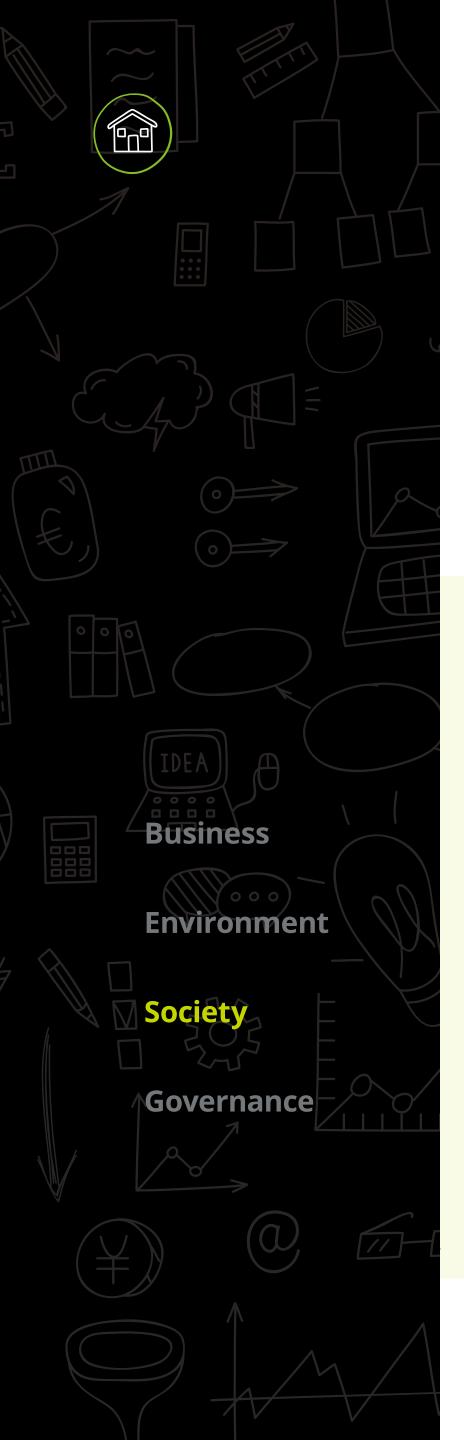
in Bloom scholarships were awarded to

**14** Black students

2 Indigenous students

**9** Students with disabilities | Neurodivergent students





#### **SOCIETY | OUR COMMUNITIES**

We serve our communities through our *Impact* Every Day program, which includes employee volunteering, workplace giving, fundraising, and providing pro bono services to non-profits across Canada.

We reached

121,503

lives through World Class programs in FY2025, bringing our total to **2,459,164** since launch and surpassing our commitment to support two million people by 2030

6,984

hours—time dedicated to pro bono services (voluntary and firm-funded)

13,509

hours—time volunteered by our people in service

to our communities This year, Deloitte awarded the Community Changemaker Award to of our people, recognizing their exemplary community service. \$3,285,167

**Total value** of pro bono and volunteering efforts

\$3,399,972

**Total donated** by our people and retired partners through workplace giving

\$6,963,829

Total donated by the firm, including in-kind donations



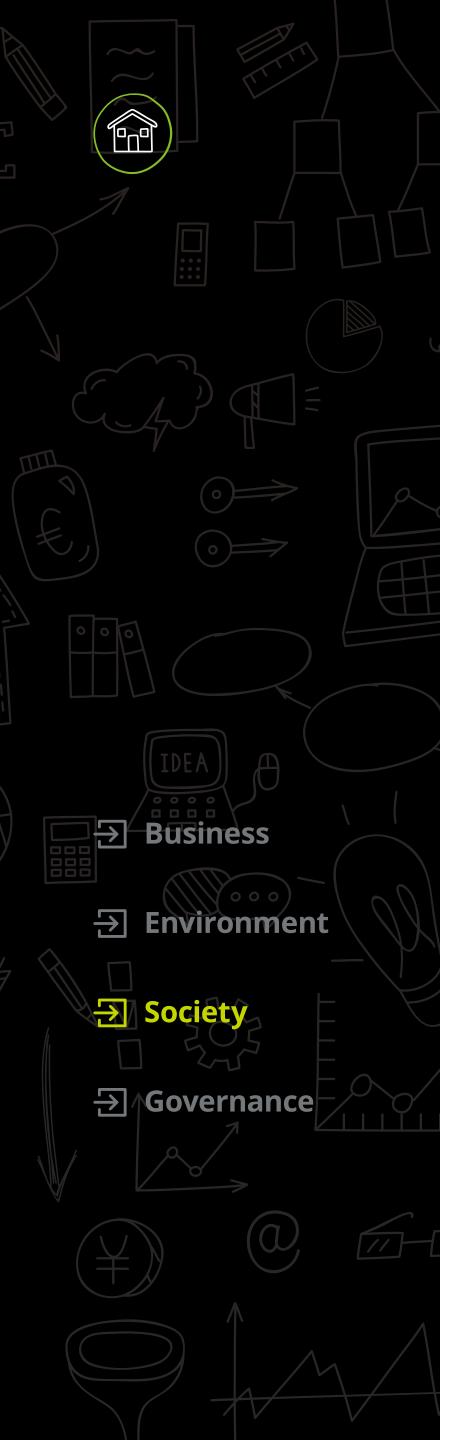


### **Stories of impact**

Together with our communities, we are driving progress to help build a Canada where everyone can thrive—<u>read our community</u> impact stories.

**DELOITTE CANADA 2025 IMPACT REPORT** 

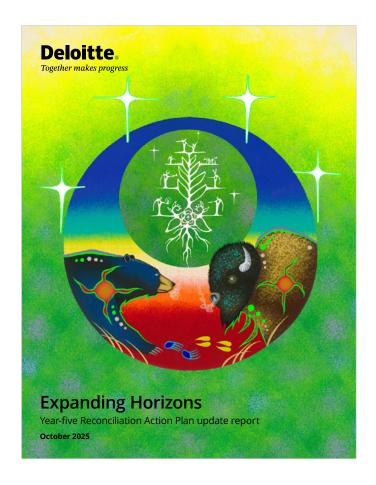
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#### SOCIETY | OUR COUNTRY



As part of our commitment to building a more inclusive and equitable society in Canada, Deloitte recognizes the importance of advancing reconciliation and working collaboratively with Indigenous Peoples across Canada.

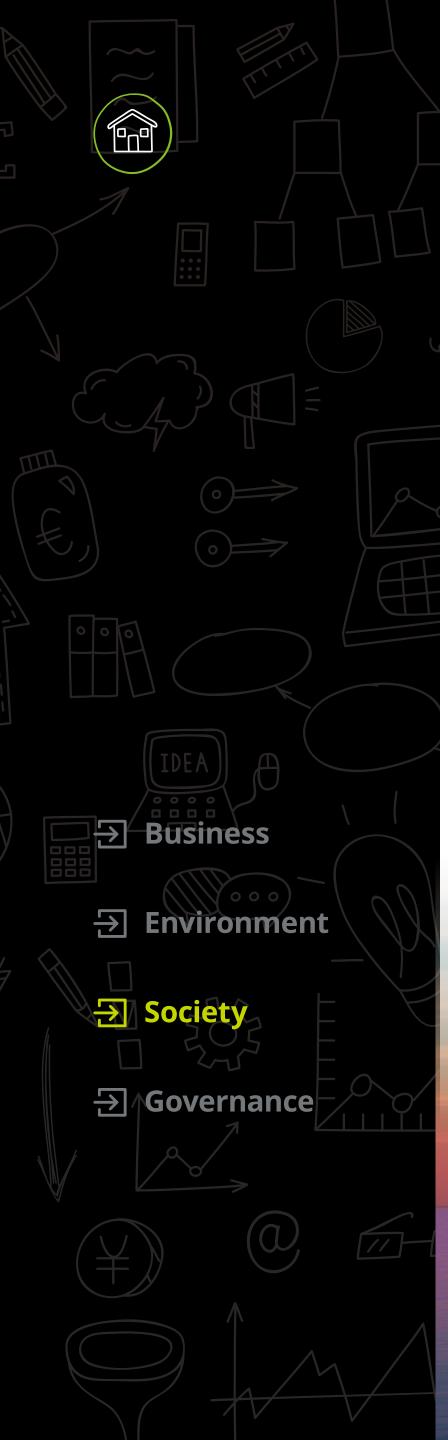


Our latest report, *Expanding Horizons: Year-five Reconciliation Action Plan* update, outlines both the progress we've made and the steps planned in relation to our 15 renewed commitments launched November 2024. These renewed commitments include initiatives such as Deloitte's *Nation Building Advisory* practice which offers strategic, governance, and operational guidance to Indigenous Nations, non-Indigenous governments, and corporations, helping to drive large-scale transformation and sustainable growth for communities across Canada. It also shares our commitment to *R8dius*, an Indigenous-majority owned, Deloitte-supported technology and managed services business, helping to contribute to meaningful, measurable change.

### **Expanding Horizons**

#### **Year-five Reconciliation Action Plan update report | October 2025**

- Co-published volumes <u>4</u> and <u>5</u> of the *Voices of Indigenous youth leaders on reconciliation* series, leading to 17 media interviews and broader public engagement.
- Reached over 10,000 Indigenous youth through sponsorships, volunteering, and pro bono support.
- Exceeded our procurement goal by reaching 5.3% spend with Indigenous businesses, increasing suppliers by 72%, and onboarding eight new businesses for a total of 90 on our portal.
- In October 2024, we launched R8dius with 80% Indigenous employees, exceeding the 33% target.
- Our Nation Building team supported over 25 Indigenous Nations and organizations across Canada.



#### SOCIETY | OUR COUNTRY

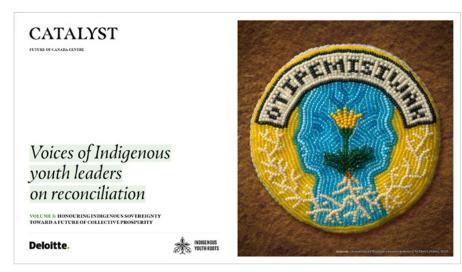
Deloitte also seeks to be an active voice in national current affairs through our <u>Future of Canada Centre</u> (FCC). Its mission is to help drive the country toward greater economic growth and global competitiveness. The FCC brings together a team of Deloitte's leading thinkers and seasoned leaders, each recognized as an influential voice of public policy.

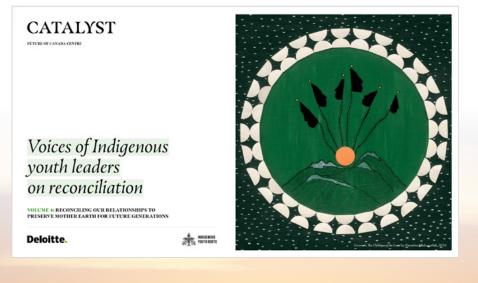
#### **Explore the FCC's latest reports:**

#### **Building Canada's brightest AI future**

As Al moves from experimentation to large-scale implementation, this report outlines a strategic framework to support Canadian leaders in seizing this moment to realize our highest Al potential.







### Honouring Indigenous sovereignty toward a future of collective prosperity

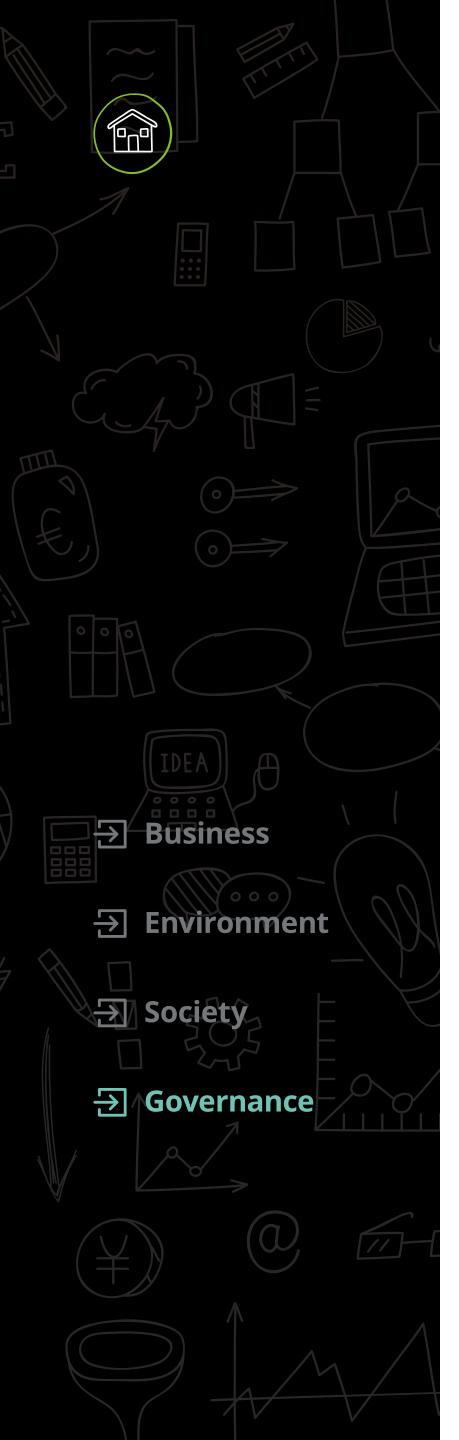
For Indigenous youth, true reconciliation means achieving this vision through agency and self-governance. But for this to happen, Indigenous sovereignty must be recognized, respected, and integrated into policy and practice across Canada.

## Reconciling our relationships to preserve Mother Earth for future generations

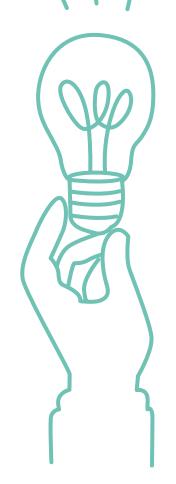
First Nations, Inuit, and Métis communities have always nurtured a deep and reciprocal bond with the land, drawing life and wisdom from it while offering care and protection in return.

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