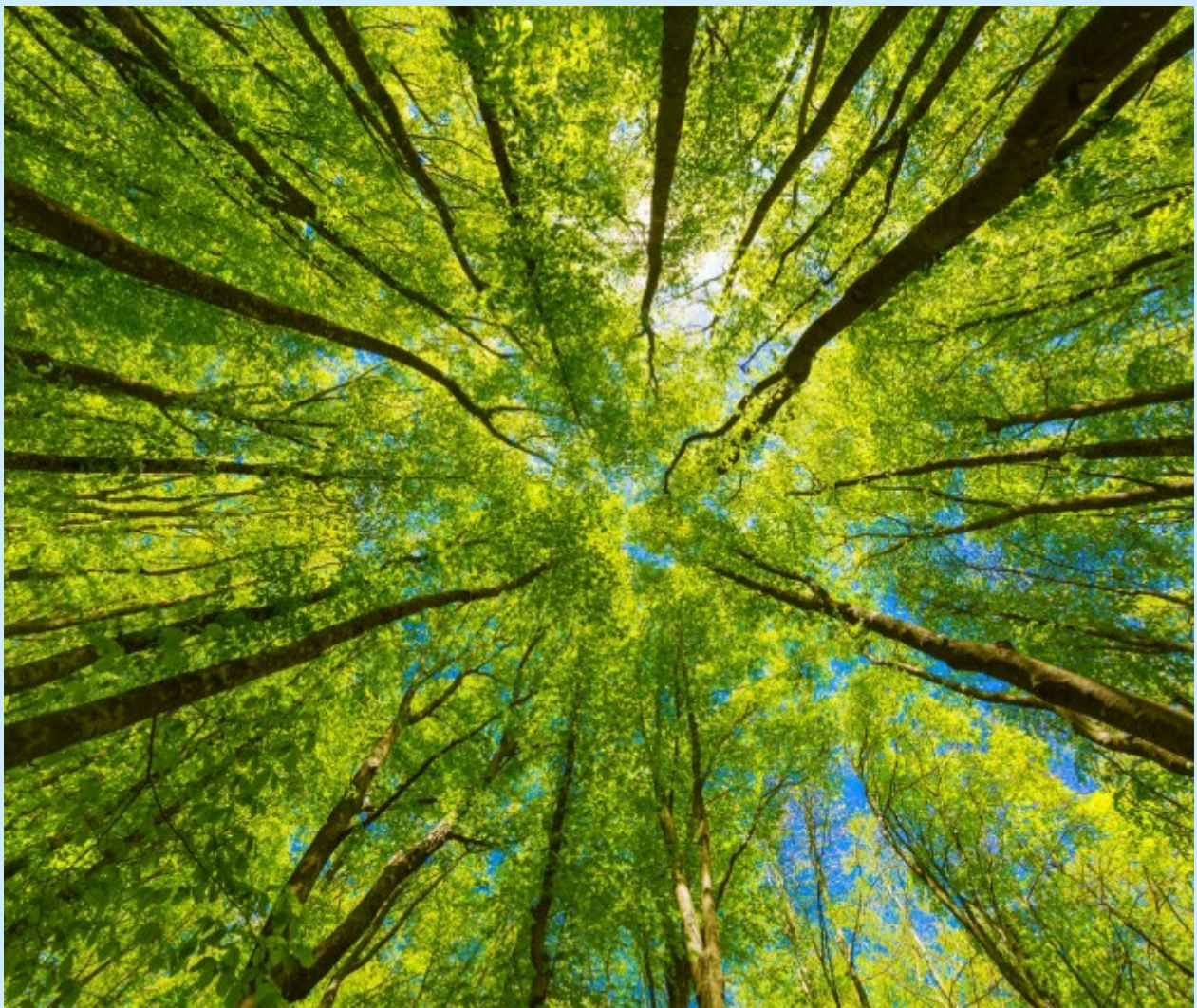


MARSH



March 25, 2026

Indigenous Relations Policy



Contents

1. Our business	1
2. Supporting the Truth and Reconciliation Commission of Canada (TRC) & UNDRIP	2
3. Living The Greater Good	3
4. Our Reconciliation Action Plan (RAP)	4
5. Our strategies	5
• Governance	5
• Relationships	5
• Employment	5
6. Contact us	6

Section 1

Our business

Marsh is a global professional services firm, helping clients navigate complexity and seize opportunities. Our market-leading businesses – Marsh (risk), Guy Carpenter (reinsurance and capital), Mercer (people and investments) and Oliver Wyman (management consulting) – work together to deliver distinct capabilities, deep specialized insights and tailored solutions. With more than 95,000 colleagues, we help clients in over 130 countries build resilience and drive transformative change.

Section 2

Supporting the Truth and Reconciliation Commission of Canada (TRC) & UNDRIP

Marsh Canada Limited is committed to supporting the goals of reconciliation as outlined by the Truth and Reconciliation Commission of Canada and its Calls to Action, particularly Call to Action 92, focusing on the corporate sector in Canada. We fully embrace the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP), recognizing its vital role in advancing human rights, language preservation, education, and governance for Indigenous peoples. UNDRIP provides an essential framework through which we view and strengthen our relationships with Indigenous communities, and we remain dedicated to upholding its principles.

Section 3

Living The Greater Good

Marsh Canada Limited is committed to sustainable development goals around: affordable healthcare; human dignity; gender equality; energy security and access to reliable and sustainable energy supplies; inclusive economic growth and job creation; and climate change mitigation and resilience to climate-related natural disasters – and we are committed to the promotion of public-private partnerships to achieve these goals. We recognize the unique opportunity to contribute meaningfully to the ongoing journey of reconciliation with First Nations, Inuit, and Métis peoples. In alignment with [The Greater Good](#), our Leadership commitment focuses on building respectful partnerships, increasing representation, and supporting community collaborations for lasting positive impact.

Section 4

Our Reconciliation Action Plan (RAP)

Our organization has embarked on its reconciliation journey guided by our commitment to equity, diversity and inclusion, and a dedication to making a meaningful and lasting contribution toward closing gaps by creating employment and providing education and business opportunities for Indigenous peoples. Throughout our reconciliation journey, we are committed to building strong community connections and increasing the visibility and integration of Indigenous cultures within the industry.

Section 5

Our strategies

Governance

In acknowledgement and respect, our senior leaders have completed comprehensive training and instituted our [Leadership Commitment statement](#). Our membership with the Canadian Council for Indigenous Business (CCIB) and pursuit of their Partnership Accreditation in Indigenous Relations certification (PAIR) underscores our commitment to sustainable relations and collaboration for the betterment of Indigenous communities and businesses. We commit to maintaining a dedicated working group focused on the continued implementation of our RAP. We will continue to promote Indigenous cultural awareness with our colleagues to honour the history and realities of Indigenous peoples.

Relationships

We will continue to encourage and promote *Business Development and Community Engagement* for Indigenous peoples and communities. We are dedicated to supporting Indigenous organizations that promote education, health, and cultural awareness, while expanding opportunities for Indigenous businesses to collaborate with us.

Employment

By providing equitable access to *Employment opportunities* for Indigenous communities, we aim to enhance our Indigenous representation within our workforce.

Section 6

Contact us

indigenousrelations@marsh.com



Marsh Canada Limited

1130 Morrison Drive, Suite 280
Ottawa, Ontario K2H 9N6
www.marsh.ca www.marsh.com

This document and any recommendations, analysis, or advice provided by Marsh (collectively, the "Marsh Analysis") are not intended to be taken as advice regarding any individual situation and should not be relied upon as such. This document contains proprietary, confidential information of Marsh and may not be shared with any third party, including other insurance producers, without Marsh's prior written consent. Any statements concerning actuarial, tax, accounting, or legal matters are based solely on our experience as insurance brokers and risk consultants and are not to be relied upon as actuarial, accounting, tax, or legal advice, for which you should consult your own professional advisors. Any modelling, analytics, or projections are subject to inherent uncertainty, and the Marsh Analysis could be materially affected if any underlying assumptions, conditions, information, or factors are inaccurate or incomplete or should change. The information contained herein is based on sources we believe reliable, but we make no representation or warranty as to its accuracy. Except as may be set forth in an agreement between you and Marsh, Marsh shall have no obligation to update the Marsh Analysis and shall have no liability to you or any other party with regard to the Marsh Analysis or to any services provided by a third party to you or Marsh. Marsh makes no representation or warranty concerning the application of policy wordings or the financial condition or solvency of insurers or re-insurers. Marsh makes no assurances regarding the availability, cost, or terms of insurance coverage.

© 2026 Marsh. All rights reserved.

GEN-2604013JL-ENG-OTTW.docx 2026-04-10