



# Corporate Social Responsibility

AIMIA



## MESSAGE FROM OUR CHIEF EXECUTIVE OFFICER



Dear Stakeholders,

At Aimia, we believe corporate social responsibility (CSR) is vitally important to our identity as a company. We recognize that having robust governance practices and investing in a socially responsible and ethical manner are foundational to driving sustainable value creation.

As a global investor, we believe the integration of traditional financial analysis alongside qualitative factors of environmental, social, and governance matters can enhance returns and limit investment risk for stakeholders.

Our fiduciary responsibility to act in the long-term interest of stakeholders guides our ongoing commitment to balance economic objectives with responsible citizenship.

In support of long-term value creation, the following CSR principles reinforce our goals to enhance business resiliency while sustaining financial performance:

- We maintain the highest ethical standards and professional conduct and treat all of our stakeholders including investors, employees, and partners with fairness, honesty, and respect.
- We aim to foster a positive work environment for employees to function at their highest capacity, and empower them to actively contribute to the collective success of the organization, and in the communities in which they work and live.
- We encourage environmental stewardship to support the world's transition over time to a low carbon economy.
- We believe effective Board leadership and oversight are essential to sustainable performance, and sound governance structures promote transparency and accountability.
- We manage our business and resources conservatively with a long-term mindset.

We are committed to be a socially responsible company with sustainable business practices that can deliver lasting value for our stakeholders.

Sincerely,

A stylized, handwritten signature in black ink, appearing to read 'Phil Mittleman'.

**Phil Mittleman,**  
Chief Executive Officer

# CORPORATE SOCIAL RESPONSIBILITY POLICY

## CSR Principles

At Aimia, we are guided by the following CSR principles:

- Investing in a socially responsible and ethical manner
- Acting with integrity and professional conduct
- Implementing effective corporate governance structures
- Encouraging environmental stewardship
- Managing our business and resources conservatively with a long-term mindset

## Corporate Governance Practices

Aimia has established sound governance practices as it believes it is fundamental to sustain long-term value creation.

The Governance and Human Resources Committee has been established with the purpose to assist the Board of Directors in:

- fulfilling its responsibility by ensuring that corporate governance guidelines are adopted, disclosed and applied, including director qualification standards, director responsibilities, director compensation, and annual performance evaluation of the Board.
- fulfilling its oversight responsibilities on human resources and compensation with the primary focus on the development, succession planning and compensation of senior executives and the identification, oversight and management of risk related to the compensation policies and practices of the Corporation.
- the oversight of the corporate culture of the Corporation to ensure, inter alia, that it reflects the Corporation's commitment to integrity and the highest standards of ethical behaviour and that it fosters the overall health and well-being of the workforce.

Further details on the role and responsibilities and duties of the Governance and Human Resources is covered in the Committee Charter and is available [here](#).

## Diversity at Aimia

The company recognizes that diversity is a significant aspect of a well-functioning Board and company to provide the necessary range of perspectives, experience and expertise required to achieve effective stewardship and management.

## Human Rights & Labour Standards

We are committed to supporting and respecting the protection of internationally proclaimed human rights. Aimia conducts business in a manner consistent with all applicable employment

and human rights laws and regulations. This means that we provide reasonable working hours and fair wages for those who work on our behalf. We never condone, facilitate, or support the use of child or forced labour, or human trafficking practices.

## Health and Safety

At Aimia, the health and safety of our employees is our priority. Workplace health and safety, and the promotion of wellness, leads to increased productivity, efficiency, and work quality. Fostering wellness is part of our commitment to maintain an engaged and stable workforce. Aimia is committed to meeting the requirements of any applicable laws and regulations related to health and safety.

## Community Involvement

We believe in having a positive impact in the communities in which we work and live. Aimia supports its employees to be charitable with their time and financial resources to important causes in their communities.

## Contributing to a Better World

Aimia recognizes that climate change is the biggest risk posed to our world and supports the global effort to transition towards a low carbon economy over time.

As a holding company with a lean operation that is not engaged in any activities that are subject to material environment risk, our carbon footprint is relatively light as we operate out of offices in Toronto, New York, and Montreal. As part of our effort to maintain cost discipline while limiting non-essential corporate travel which adds to greenhouse gas emissions, we have invested in productivity-enhancing technology solutions such as cloud-based collaboration and communication tools that enable business continuity while limiting our carbon footprint.