



IGM Financial Inc.

Investors Group Inc.

Mackenzie Financial Corporation

## **IGM Whistleblower Program**

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### **Our Commitment**

IGM Financial Inc. and its subsidiaries ("IGM") are committed to upholding the highest standards of ethics at all times. To protect IGM's values, integrity, and reputation, we have established a Whistleblower Program that provides multiple ways for individuals to report concerns about violations of our Code of Conduct, policies, laws, or regulations.

### **Reporting Concerns**

To support this commitment, IGM has set up confidential and anonymous reporting channels managed by an independent third party. These channels are available 24/7 via web and telephone.

Individuals should report concerns about ethical, legal, or accounting issues, including:

- Issues with disclosure, internal accounting controls, financial reporting, or auditing
- Dishonesty, fraud, or unauthorized sharing of confidential information about IGM or its clients

### **Handling Reports**

IGM thoroughly reviews all concerns reported in good faith, ensuring the anonymity of the reporting individuals and the confidentiality of the concerns. Reports are reviewed impartially by the appropriate parties, and access is restricted to those directly involved in managing and reviewing them. Appropriate corrective actions are taken for substantiated concerns.

### **No Retaliation**

IGM values clear and open communication. Individuals will not face retaliation for reporting in good faith under the Whistleblower Program or for assisting in the review of a reported concern.