



April 25, 2025

Azzahraa (Zahra) Aim
zahra.aim29@gmail.com

Dear Zahra:

I am pleased to confirm our Offer of Employment to you on a fixed term contract basis in the Technology Engineering Department of Mackenzie Financial Corporation ("the Company") on the terms and conditions outlined in this letter.

As discussed with you, your role will be as Intern reporting to the Assistant Vice-President, Engineering. The contract start date will be June 23, 2025, and the end date is August 22, 2025. We reserve the right to terminate this contract before the end date on providing you with the minimum statutory entitlements you otherwise have, in full satisfaction of all statutory, contractual or common law obligations we might owe.

You will be paid a rate of \$26.64 per hour. Pay will be one pay period in arrears, paid on a bi-monthly basis. Please be advised that any absences from work for scheduled shifts must be substantiated and hours not worked will not be paid

CONDITIONS

You must be and remain legally entitled to work for the Company in Canada in any role for which you are hired. You are responsible for making the necessary applications and arrangements to obtain and maintain any necessary work visa or permits. You are also responsible for making all necessary applications and arrangements for any required extensions before the expiration of any work permit, and to provide us with evidence that you have done so.

Due to the nature of our business, staff may be asked to work different shifts, or excess hours in support of business requirements, subject to the payment of any overtime to which you might be eligible under our policies. This role is eligible for overtime.

We have a hybrid work model, where the balance between time spent working from an assigned office and working from an approved remote work location will depend on a number of factors, including role expectations, team dynamics and performance. Any remote work location is subject to licensing requirements and the availability of an appropriate workspace that is free of interruptions and equipped with the appropriate technology, including a high-speed Internet connection. You must be located and working within a commutable distance of the city where the office for your role is located and be available to report to the office as required. We do not currently support full-time remote work arrangements or arrangements for remote work outside of the country of hire other than in specific circumstances. By accepting this offer, you confirm that you have resident status and live in Canada.

LOCATION

You will be based out of the Toronto office, although from time to time you may be required to travel to other IGM locations to attend meetings.



VACATION

You will receive 6% of your total regular earnings as vacation pay issued each pay period.

This offer is conditional upon obtaining references, educational, credit and criminal checks that are satisfactory to the Company.

PERSONAL INFORMATION

The Company collects, uses and discloses personal information to authorized persons in accordance with applicable privacy legislation, solely to administer your employment relationship. We may disclose personal information to third parties inside or outside Canada for this purpose, including administering any pension and employee benefit plans or as otherwise required by law.

Personal information includes information obtained and stored during your employment, such as age, prior employment history, banking information, contact information, marital status, compensation, accommodation requests, pension, benefits enrolment details, performance reviews, and any other information required to administer your employment relationship. By accepting this offer of employment you consent to the collection, use, and disclosure of your personal information.

CONFIDENTIALITY

It is essential to the success of the Company that our business and affairs be kept in the strictest confidence. You must not at any time during or after your employment, except where authorized or required by law or by the Company, disclose or communicate in any way to any person, firm or corporation any information relating to the Company including without limiting the generality of the foregoing, any confidential information concerning our operations, products, clients, fees, marketing, product development or any other plans or financial affairs.

ACCESSIBILITY AND ACCOMMODATION

We are committed to treating all employees with dignity and independence. This includes providing a barrier free work environment. Upon request, we will take necessary steps to modify work conditions to allow employees to perform their essential job duties or requirements. This may include providing information in an accessible format, modification of hours, working environment, duties, job aids, communication support or assistive devices. Responses to accommodation requests will be developed on an individualized case-by-case basis. Employees who may need individual assistance with emergency evacuation must complete the necessary form. Please refer to the Company's Accommodation Standard, found on our internal website, for further information on our accommodation process and the Emergency Plan form.

WORKPLACE DISCRIMINATION, HARASSMENT AND VIOLENCE

We are committed to ensuring an inclusive and respectful work environment, free from discrimination, workplace harassment and threatening or aggressive acts. It is a term and condition of your employment that you comply with our Workplace Discrimination, Harassment and Violence Prevention policies, and take the required training that is provided to you following commencement of your employment.



APPLICABLE LAWS

Your employment is governed and interpreted according to the legislation of the province in which you work.

NON-DISPARAGEMENT

During your employment with the Company or at any time afterward, you shall not act or speak in any way that could negatively impact the Company's reputation or that of any of its directors, officers, employees, clients, consultants or suppliers.

COMPLIANCE

Please read the enclosed copy of the IGM Code of Conduct for all employees. You will be required to sign off annually that you have read and complied with this Code. By signing this offer of employment you confirm you have read and will comply with the IGM Code of Conduct as it may be amended from time to time.

OTHER TERMS

This Offer sets out all the terms and conditions of employment and supersedes any written or verbal representations or promises.

The Company reserves the right to amend the terms and conditions of its compensation, benefits, incentive and retirement plans, programs and policies as it may see fit and as may be legally permissible. Any future changes to your title, position, reporting relationship, working location, compensation, benefits, or duties will not affect the balance of the terms and conditions set out in this Offer, which will remain in full force and effect.

To confirm your acceptance of our offer, please return one signed copy of this letter by April 28, 2025.

We look forward to having you join us in a mutually beneficial relationship.


Yours very truly,

MACKENZIE FINANCIAL CORPORATION

DocuSigned by:

F013388C9848486...
Susan Welstead
Assistant Vice-President, Engineering

I have read, understand, and accept this Offer of Employment.

Signed by:

F518AB77D2F2462...
Signature

April 26, 2025

Date