

OMERS Administration Corporation

GOVERNANCE PRINCIPLES

AC is committed to achieving and maintaining world-class pension plan governance in the interests of its plan members. In pursuit of this objective, AC has implemented the following Governance Principles, which are regularly reviewed by the Governance & Risk Committee of the AC Board. The Governance & Risk Committee also annually assesses performance against these Principles.

Governance Principles

- a. **High Performance Board:** AC will be governed by a high-performance Board chosen through a robust consultative process involving the Sponsors Corporation and Sponsor Organizations and designed to ensure overall Board competence, team effectiveness and alignment with the strategic direction of the Corporation.
- b. **Fiduciary Role:** AC Directors and senior management are committed fiduciaries who act in a prudent, diligent and even-handed manner with the highest level of integrity and candour.
- c. **Accountability:** Accountability is a fundamental governance principle at AC. Clear accountabilities for the AC Board, its committees and Management promote effective decision-making.
- d. **Independence:** AC will be governed by a Board that is comprised of Directors who act in a manner which is independent of Management and Sponsor Organizations and always in the interests of the plan members.
- e. **Leadership:** AC's leaders, who will work within a diverse and inclusive culture, will be chosen for their fundamental belief in strong governance, their expertise and their professionalism.
- f. **Stewardship:** As a steward for plan members today and tomorrow, AC is committed to protecting and preserving plan members' assets over the life cycle of their participation in the plan.
- g. **Privacy and Confidentiality:** Privacy and confidentiality are bedrock principles which protect the rights and interests of constituents such as plan members, employees, and participating employers. AC and AC Directors are committed to the highest standards of confidentiality and privacy for the Plan and its constituents.
- h. **Disclosure:** AC will follow appropriate standards of disclosure and transparency in the context of its operations, investments and other activities so that plan members and other stakeholders are able to readily understand its business, strategies and priorities.

- i. Governance Reporting: AC will regularly examine its governance practices using an independent review process and, as appropriate, the results of the review will be made available to OMERS stakeholders.

HISTORY

Effective Date: January 1, 2025

Approval Dates: April 10, 2008; August 22, 2013; December 8, 2015; August 18, 2016; November 15, 2017; November 14, 2018; May 16, 2019; November 13, 2019; November 18, 2020; November 17, 2021; August 18, 2022; November 16, 2022; November 16, 2023; February 23, 2024; November 14, 2024