



Diversity, Equity and Inclusion Policy

Exchange Income Corporation views building a diverse, equitable and inclusive workplace as both a moral and a business imperative. Everyone has the right to feel supported and welcome, be treated fairly and have access to opportunities at work, and we believe that a diverse and inclusive workforce is also essential to employee engagement and retention, innovation, reputation and business success.

In support of this belief, we are committed to:

- Fostering an inclusive culture where all individuals are treated fairly and respectfully.
- Lifting barriers and preventing bias and discrimination in our practices and policies.
- Increasing or maintaining diversity across our businesses by accelerating diverse representation at all levels of leadership, including the Board, executives, management and future leaders.
- Developing policies and practices that protect individuals from discrimination, violence or harassment.
- Incorporating diversity, equity and inclusion considerations into every aspect of the employee life cycle, including recruitment, hiring, professional development, retention, promotion and remuneration.
- Providing training in areas such as diversity awareness, cultural competence, anti-racism and unconscious bias.

The goals of this policy and any targets set by Exchange Income Corporation or any of its subsidiaries are aspirational and Exchange Income Corporation will achieve its diversity goals in a manner compliant with provincial, state, local and federal laws.

A handwritten signature in black ink, appearing to read "Mike Pyle".

Mike Pyle
Chief Executive Officer
Exchange Income Corporation