Alberta Investment Management Corporation

AIMCo

Investing Globally, Rooted In Home

Annual Report

2024

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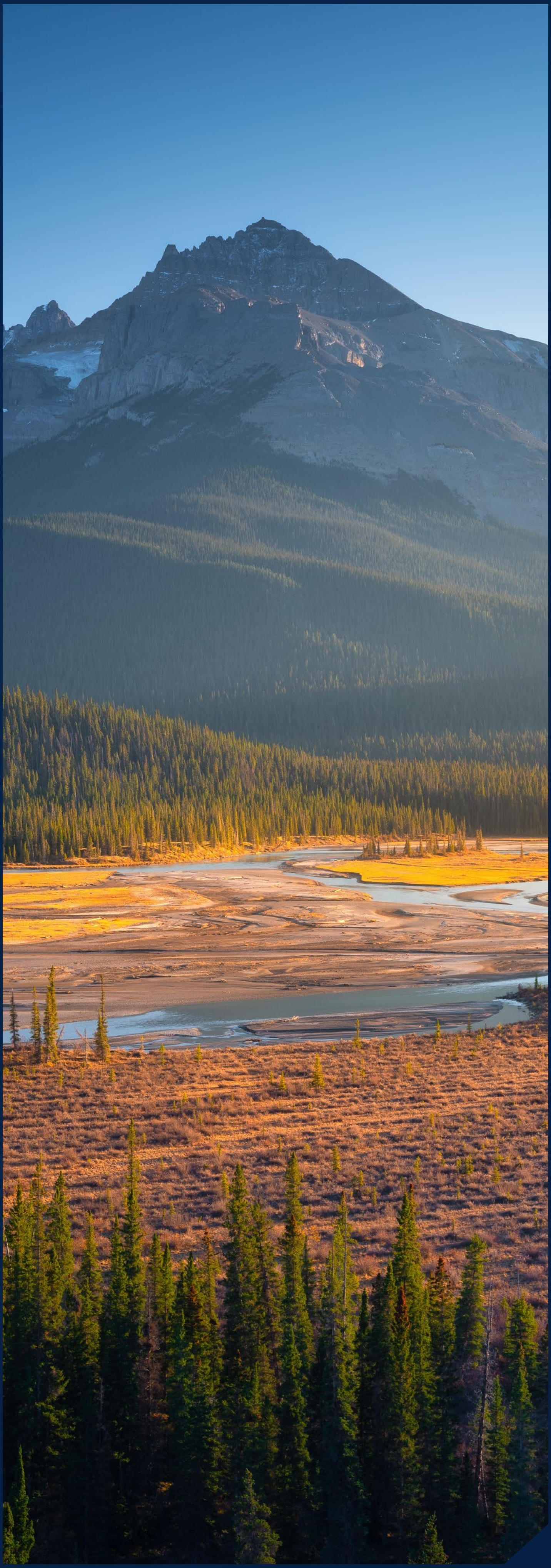


A strong foundation is essential for success.

In 2024, AIMCo remained steadfast in the commitment to delivering enduring value for our clients through a long-term investment strategy.

We met the year's challenges with resilience, strengthened expertise and enhanced service to clients.

Our deep connection to Alberta continues to shape our perspective and guide our work.

Rooted in home, we draw strength from where we've come from — and confidence in where we're going.

2024 Highlights

For the year ended December 31, 2024

$179.6B Assets Under Management

Long-Term Investment Performance

7.8%
Balanced Fund Four-Year Net Annualized Rate of Return

7.4%
Balanced Fund Ten-Year Net Annualized Rate of Return

$70.4B
Balanced Fund Ten-Year Net Investment Return

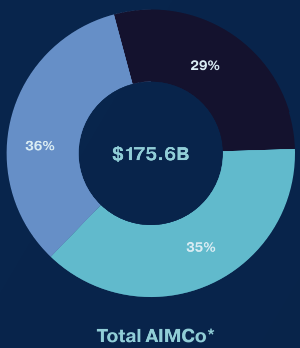
2024 Investment Performance

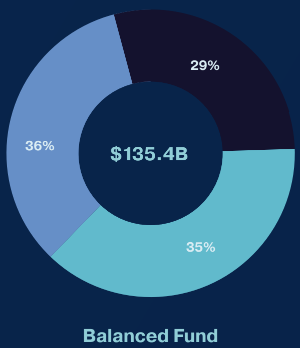
12.6%
Balanced Fund Net Investment Rate of Return

12.3%
Total AIMCo Net Investment Rate of Return

Asset Mix

As at December 31, 2024





Money Market & Fixed Income
Money Market, Fixed Income, Mortgages, Real Return Bonds, Private Debt & Loan

Public Equities & Absolute Return

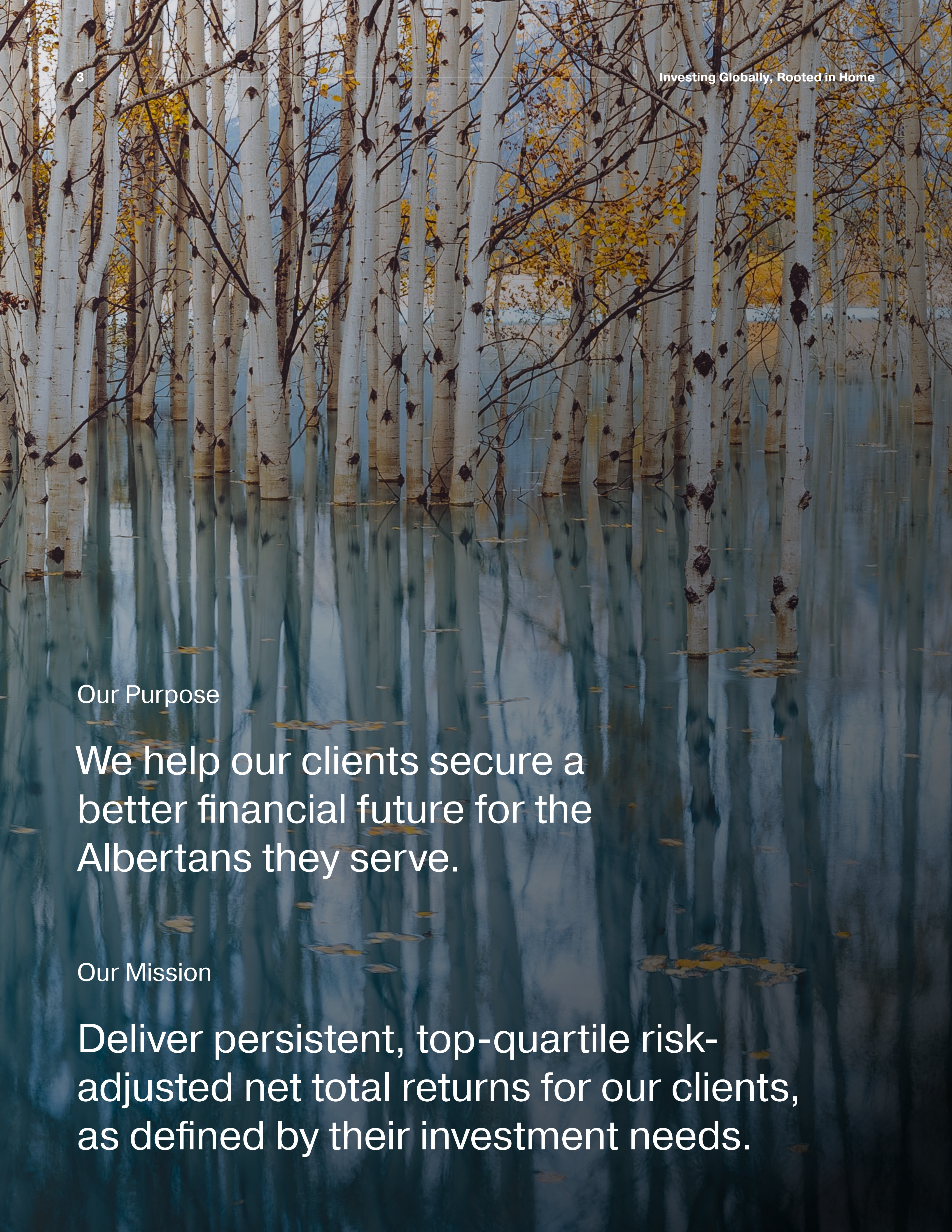
Private Markets
Infrastructure, Real Estate, Renewable Resources, Private Equity

* Total AIMCo Fund calculations do not include $4.0 billion of assets that do not meet the required conditions for inclusion in AIMCo's excess returns as at December 31, 2024.

2024 Global Asset Mix

AIMCo invests globally to build diversified, long-term focused portfolios for our clients. We are a made-in-Alberta entity with the scale, operational independence and expertise to serve all who rely on us.

As at December 31, 2024



Our Purpose

We help our clients secure a better financial future for the Albertans they serve.

Our Mission

Deliver persistent, top-quartile risk-adjusted net total returns for our clients, as defined by their investment needs.

Message from the Chair

Right Honourable Stephen J. Harper
Chair, Board of Directors

"AIMCo plays a crucial role in managing the assets that support the people of Alberta. The stewardship of these funds is not just a financial responsibility — it is a duty."

When I was presented with the opportunity to chair the board of directors for the Alberta Investment Management Corporation, I viewed it as a meaningful act of public service to my adopted home province of more than four decades. After several months in the role, it has proven to be consequential work to which I and the board members who have joined me are fully committed.

The board's primary focus is to ensure AIMCo fulfills the mandate set forth by the Government of Alberta. AIMCo plays a crucial role in managing the assets that support the people of Alberta. The stewardship of these funds is not just a financial responsibility — it is a duty. The organization must deliver superior long-term value on the assets entrusted to it, while managing costs more prudently. We are making progress with the new management team on ensuring that sound governance, ambitious objectives, professional operation, and responsible risk management permeate the firm.

There is more work ahead in our task of restoring confidence and stability in Alberta's investment manager. These are challenging economic times and client funds must be invested wisely and actively managed. Alberta workers, pensioners, and taxpayers deserve nothing less.

Message from the CEO

Ray Gilmour
Interim Chief Executive Officer

> "The priority is investment strategies that align with clients' objectives, optimized returns, and for AIMCo to maintain a prudent approach to risk management."

As a critical partner for clients and stakeholders since its inception in 2008, the Alberta Investment Management Corporation plays an important role in the financial futures of Albertans. The theme of this report — Investing Globally, Rooted in Home — is one that deeply resonates with me and truly meets the moment as the organization aligns on how to meet its objectives.

Following my appointment as interim chief executive officer in November of 2024, I have had the privilege of engaging with the team and seeing firsthand the passion, professionalism and expertise my colleagues at AIMCo bring to their work of managing a multi-billion-dollar investment portfolio. There is a level of complexity involved in managing such a large and diverse investment portfolio on behalf of a multitude of clients. The interconnectedness of global markets and the speed at which changes occur cannot be underestimated.

To that end, the team delivered a strong absolute return for clients in 2024. The Balanced Fund net investment return of 12.6% equates to $15.1 billion with AIMCo's total assets under management climbing to $179.6 billion.

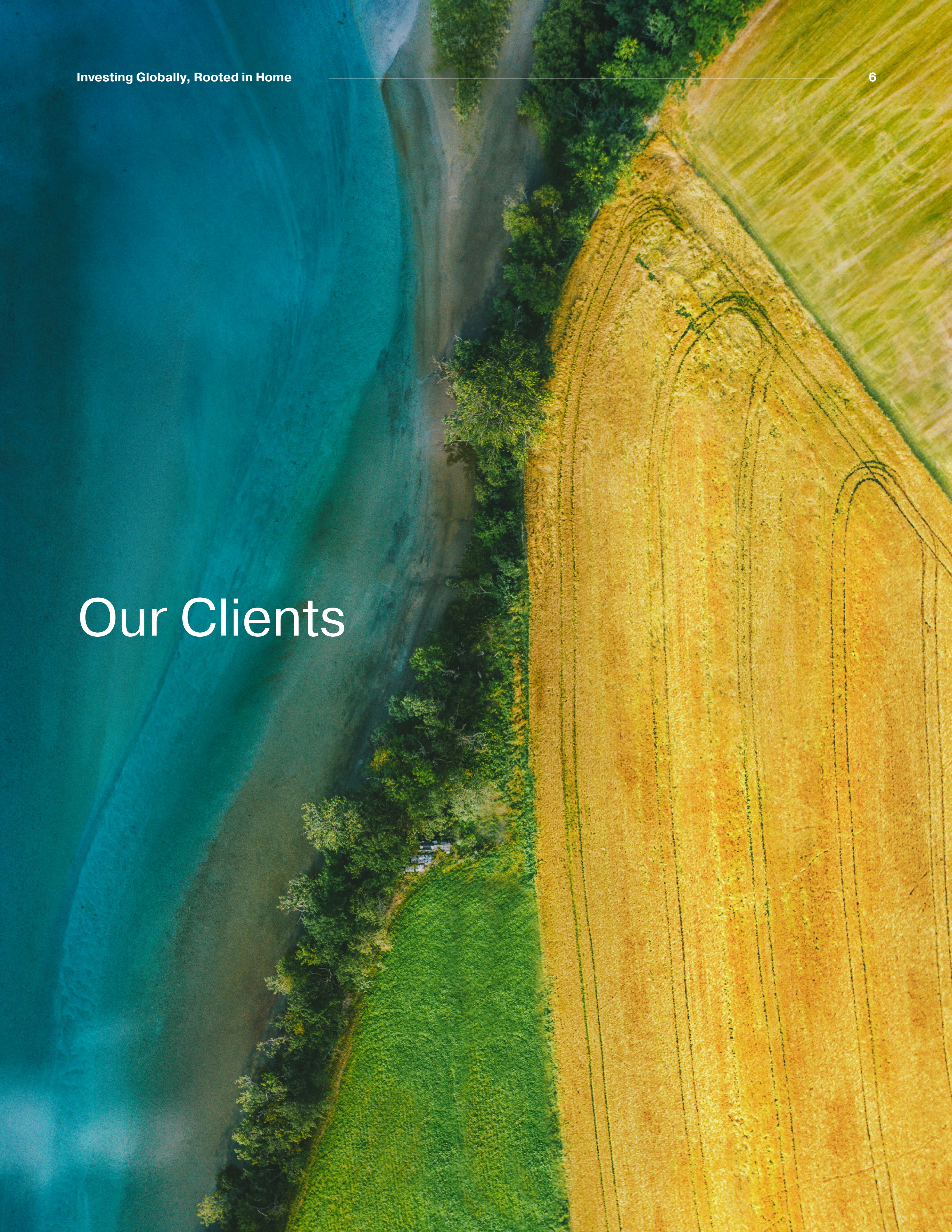
As I settled into my role, clients were generous with their time to make sure I had a deep understanding of their expectations. The priority is investment strategies that align with clients' objectives, optimized returns, and for AIMCo to maintain a prudent approach to risk management. They are seeking clear, transparent communication and consultations on everything from investment performance and activity to costs. I look forward to continuing these discussions to further improve AIMCo's relationship with clients.

Strengthening AIMCo's governance framework has been a key priority. This meant developing a strong relationship with the board based on trust, mutual respect and a shared vision for the future. It has been my intention to make sure the board is well supported as we refine AIMCo's operations, strategy, budget and corporate culture.

Those aspects of AIMCo's business are also detailed in this annual report. For anyone who wishes to understand the workings of Alberta's investment manager — the asset mixes our clients have chosen, the investment portfolio's short and long-term performance, our costs, and much more — there is no shortage of information within.

In the months to come, the organization will be focused on the continuation of a Business Transformation program to improve the technology, data and processes that are the foundation of the work we do on behalf of our clients. As we move forward, there is much work to be done, but I firmly believe that AIMCo is a world-class institutional investor with its best days still to come. We will remain focused on our important purpose — to build better financial futures for the people of Alberta, acting with integrity, and diligently dedicated to building a resilient, forward-looking organization.

Our Clients



Each of AIMCo's clients operates within unique parameters and with specific obligations. Our clients are responsible for establishing their respective investment policies and return targets. AIMCo works with them to develop appropriate investment portfolios that consider the risk and return characteristics so they can meet those targets.

Pension Plans

AIMCo manages the investments for Alberta public sector pension plans representing hundreds of thousands of Albertans. Collectively, these plans account for $132.2 billion of AIMCo's assets under management. We work closely with each pension plan to understand their investment policy objectives and to determine an investment approach that is appropriate for their needs.

Endowment Funds

AIMCo manages the investments for several endowment funds, including the Alberta Heritage Savings Trust Fund, seen as a pioneer among sovereign wealth funds. These funds have long time horizons and have been established to provide long-term savings, as well as financing, for medical research, academic scholarships, science and engineering. These assets account for $30.9 billion of AIMCo's assets under management.

Insurance Funds

AIMCo manages the investments for several insurance-related funds on behalf of provincial arms-length organizations including, Workers' Compensation Board – Alberta, Credit Union Deposit Guarantee Corporation and Agricultural Financial Services Corporation. These funds amount to $14.2 billion of AIMCo's assets under management and are invested with an emphasis on stability and preservation of capital.

Specialty Funds

AIMCo manages the assets for select specialty funds, including some provincial arms-length organizations, which have unique objectives. In total, these funds represent $1.8 billion of assets under management at AIMCo. Each of these funds aims to achieve a very specific mandate and we work closely with them to understand their needs and execute accordingly.

Government Funds

AIMCo manages many key government assets used to fund the ongoing operations of the Province of Alberta. These funds have a lower risk tolerance to market fluctuations, reduced risk tolerance relative to most clients and amount to $457 million of AIMCo's assets under management. They are primarily invested in fixed income products for stability, liquidity and preservation of capital and have a commensurately lower return expectation.

Assets Under Management

By client type for the year ended December 31, 2024

		Asset Class[1]		
	Market Value ($Millions)	Money Market & Fixed Income	Equities & Absolute Return	Private Markets
Pension Plans				
Local Authorities	70,570	31%	33%	36%
Alberta Teachers' Retirement Fund[2]	25,340	23%	36%	41%
Public Service	20,960	30%	36%	34%
Management Employees	7,265	22%	36%	42%
Special Forces	4,745	32%	37%	31%
Universities Academic	2,595	28%	0%	72%
Provincial Judges and Application Judges Unregistered	295	42%	38%	20%
Provincial Judges and Application Judges Registered	196	34%	39%	27%
Management Employees Supplementary	225	33%	47%	20%
Endowment Funds				
Alberta Heritage Savings Trust	24,990	23%	38%	39%
Alberta Heritage Foundation for Medical Research	2,649	20%	43%	37%
Alberta Heritage Scholarship	1,711	19%	40%	41%
Alberta Heritage Science & Engineering Research	1,513	19%	41%	40%
Insurance Funds				
Workers' Compensation Board - Alberta	13,786	31%	35%	34%
Credit Union Deposit Guarantee Corporation	449	100%	0%	0%
Agriculture Financial Services Corporation[3]	0	100%	0%	0%
Specialty Funds				
Alberta Health Services Fund	1,780	82%	16%	2%
Special Areas Long Term Account	35	100%	0%	0%
AIMCo Supplementary Retirement Plan	2	45%	55%	0%
Government Funds				
Long Term Disability Bargaining Unit	261	47%	36%	17%
Unclaimed Property Fund and Vested Property Fund	148	100%	0%	0%
Long Term Disability Management	47	46%	33%	21%
A.L. Sifton Estate	1	100%	0%	0%

1. Asset class weights are per AIMCo's categorization criteria.
2. Does not include portfolio construction market value of $72 million in asset mix calculation.
3. The fund's balance has been utilized as intended for the purposes of meeting Alberta producer indemnity claims primarily resulting from recent drought conditions. Contributions going forward will be funded by future insurance premiums collected in excess of indemnities paid.

Investment Performance

Investment Leadership Q&A

"Our team has built portfolios that are proving resilient as we move through various business and market cycles, positioning our clients well for the future."

Justin Lord
Global Head of Public Markets

Peter Teti
Interim Head of Private Assets

How did the portfolio fare in 2024?

Justin
AIMCo delivered strong results for our clients during 2024 with a Balanced Fund net investment return of 12.6%, or $15.1 billion. It was an exceptional year for returns from public markets, with global stock markets producing robust returns. AIMCo's Public Equities portfolio earned a 24.7% return. Fixed Income returns were positive in a volatile rate environment, and our high-quality credit exposure contributed positively to our clients' portfolios.

Peter
We were pleased with the double-digit performance of our Infrastructure and Private Equity portfolios, with returns of 12.0% and 11.8%, respectively. Infrastructure had some assets that performed exceptionally well over the year which were rewarded with significant increases in valuation. The Private Debt & Loan and Mortgages portfolios also continued to perform strongly with above-benchmark returns.

Where were the challenges in 2024?

Justin
Uncertainty was a common theme through the year, with investors concerned about market concentration and increasing valuation risk. Geopolitical risks were present, including conflicts in the Middle East and Europe, and several significant elections around the world. Monetary policy rates began to diverge across borders, adding in additional complexity. Despite this background, economic and earning data was unexpectedly resilient, with many markets delivering double-digit returns for the year. Our Canadian Equity and Emerging Market Equity pools lagged their benchmarks but delivered strong absolute returns.

Peter
The challenges faced by the real estate sector are well documented in headlines, particularly for office properties. Despite a negative return in 2024, AIMCo's Real Estate portfolio had some promising performance from assets such as data centres, industrial properties and retail.

In terms of long-term investment performance, what stands out?

Justin
The Balanced Fund's 4-year and 10-year annualized returns came in at 7.8% and 7.4%, respectively. Both measures were above their benchmarks, indicating that AIMCo's active investment strategies continue to add value for clients.

Peter
The long-term performance of our private asset portfolios is worth noting. Private Equity, Private Debt & Loan, Infrastructure and Renewable Resources had 4-year annualized returns with outperformance ranging from 3.0% to 7.7%. Our team has built portfolios that are proving resilient as we move through various business and market cycles, positioning our clients well for the future.

Looking ahead, what are you preparing for?

Justin
Anything and everything. Since the results of November's U.S. presidential election came in, the amount of information coming at us has been unprecedented. The tariff situation has been changing daily, if not hourly. The team has been adept at assessing the impact of multiple scenarios on the portfolio while seeking opportunities to add value for clients. Managing risk is of the utmost importance.

Peter
Certainly, the current political and macroeconomic conditions are top of mind. In addition, within our private investments there is a continued focus on value creation and asset management activities to unlock value within portfolio companies. Broadly, we are seeing a balanced portfolio behave as it should with the complementary nature of AIMCo's asset classes providing a level of stability in the current environment.

2024 Balanced Fund Investment Performance

7.4%
Balanced Fund Ten-Year Net Annualized Rate of Return

0.4%
Balanced Fund Ten-Year Net Annualized Excess Return

$70.4B
Balanced Fund Ten-Year Net Investment Return

7.8%
Balanced Fund Four-Year Net Annualized Rate of Return

1.7%
Balanced Fund Four-Year Net Annualized Excess Return

12.6%
Balanced Fund 2024 Net Investment Rate of Return

The Balanced Fund is a composite of client accounts that invest in the three main asset class categories of Money Market & Fixed Income, Public Equities & Absolute Return, and Private Markets. These clients mandate AIMCo to combine asset allocation and active investment management to seek higher returns. Diversification plays an important role in maintaining a level of portfolio risk that is appropriate to the client as these funds can invest in a wider set of investment opportunities.

The AIMCo Total fund reflects the aggregate of all client accounts, including clients who exclusively choose fixed income and money market investments to achieve their objectives.

Asset Class Performance

For the year ended December 31, 2024

Asset Class	Market Value ($millions)	Annualized Net Returns (%) 1 yr	2 yr	3 yr	4 yr	5 yr	Calendar Year Net Returns (%) 2024	2023	2022	2021	2020
Total AIMCo Fund Aggregate[1]	**$175,609**	**12.3**	**9.6**	**5.1**	**7.4**	**6.4**	**12.3**	**6.9**	**(3.4)**	**14.7**	**2.5**
Benchmark		13.8	11.2	5.4	6.1	6.4	13.8	8.7	(5.3)	8.0	8.0
Balanced Fund Aggregate	**$135,427**	**12.6**	**10.3**	**5.1**	**7.8**	**6.7**	**12.6**	**8.0**	**(4.6)**	**16.2**	**2.6**
Benchmark		13.4	11.4	5.2	6.1	6.7	13.4	9.3	(6.1)	8.9	8.9
Money Market and Fixed Income[2]	**$49,977**	**4.6**	**6.1**	**1.2**	**0.6**	**2.0**	**4.6**	**7.7**	**(8.1)**	**(1.1)**	**7.8**
Benchmark		4.2	5.9	0.6	(0.1)	1.3	4.2	7.6	(9.2)	(2.2)	7.3
Money Market and Fixed Income-Public	**$35,811**	3.2	5.5	(0.1)			3.2	7.9	(10.5)		
Benchmark		3.1	5.0	(0.5)			3.1	7.0	(10.8)		
Money Market[3]	**$2,643**	4.8	4.8	3.8	2.9	2.5	4.8	4.9	1.7	0.2	1.2
Benchmark		4.7	4.7	3.7	2.8	2.4	4.7	4.8	1.7	0.2	0.9
Universe Bonds	**$17,385**	4.6	6.2	(0.2)	(0.7)	1.3	4.6	7.8	(11.8)	(2.3)	9.9
Benchmark		4.2	5.5	(0.6)	(1.1)	0.8	4.2	6.7	(11.7)	(2.5)	8.7
Fixed Income Long-Term	**$14,234**	0.1	4.8	(5.4)	(5.3)	(1.9)	0.1	9.7	(23.0)	(4.8)	13.0
Benchmark		0.2	4.4	(5.5)	(5.4)	(2.2)	0.2	8.8	(22.6)	(5.1)	12.1
Real Return Bonds	**$1,141**	3.9	3.1	(3.0)	(1.9)	1.1	3.9	2.4	(14.2)	1.7	13.7
Benchmark		3.7	2.9	(3.2)	(2.0)	0.9	3.7	2.0	(14.3)	1.8	13.0
Segregated Assets - Long Term	**$409**	4.9	5.3	1.7	1.0	1.9	4.9	5.7	(5.1)	(1.2)	5.6
Benchmark		4.5	4.8	1.5	0.8	1.6	4.5	5.0	(4.8)	(1.2)	5.1
Mortgages	**$6,102**	6.4	5.4	1.8	1.7	3.2	6.4	4.5	(5.0)	1.2	9.4
Benchmark		5.8	5.9	1.7	1.0	2.5	5.8	6.0	(6.1)	(1.1)	8.7
Private Debt and Loan	**$8,064**	8.7	9.1	8.1	8.2	7.8	8.7	9.6	6.2	8.5	5.9
Benchmark		8.0	9.9	6.5	4.6	4.7	8.0	11.8	(0.1)	(0.9)	5.3
Public Equities and Absolute Return[2]	**$61,784**	**24.7**	**20.2**	**9.2**	**12.5**	**10.7**	**24.7**	**15.8**	**(10.0)**	**23.4**	**3.7**
Benchmark		24.6	20.1	8.8	11.1	11.3	24.6	15.9	(10.6)	18.1	12.2
Public Equities	**$58,505**	25.7	20.8	9.5	12.8	10.9	25.7	16.1	(10.0)	23.4	3.7
Benchmark		25.5	20.7	9.2	11.4	11.5	25.5	16.1	(10.6)	18.1	12.2
Canadian Equity	**$10,500**	19.8	15.7	8.3	13.5	9.9	19.8	11.7	(5.1)	30.5	(3.4)
Benchmark		21.7	16.6	8.6	12.5	11.1	21.7	11.8	(5.8)	25.1	5.6
Global Equity	**$37,439**	30.6	25.4	11.7	15.2	13.2	30.6	20.5	(11.4)	26.2	5.6
Benchmark		29.4	24.9	11.0	13.4	13.5	29.4	20.5	(12.2)	20.8	13.9
Emerging Market Equity	**$8,262**	15.8	11.7	2.1	1.8	2.8	15.8	7.7	(14.7)	1.0	7.0
Benchmark		17.3	11.9	2.4	0.9	3.8	17.3	6.9	(14.3)	(3.4)	16.2
Global Small Cap Equity	**$2,304**	19.2	16.0	7.5	11.1	9.8	19.2	12.9	(7.8)	22.8	4.8
Benchmark		18.0	15.3	5.0	7.4	8.7	18.0	12.7	(12.9)	14.8	13.9
Absolute Return[4]	**$3,279**	8.6	6.4				8.6	4.2			
Benchmark		7.4	5.8				7.4	4.2			
Private Equities[5]	**$14,731**	**11.8**	**9.2**	**6.2**	**19.2**	**16.7**	**11.8**	**6.7**	**0.5**	**68.5**	**7.2**
Benchmark		23.9	16.8	12.4	11.5	10.8	23.9	10.1	4.2	8.8	8.1
Real Estate	**$22,055**	**(2.0)**	**(5.3)**	**(2.1)**	**1.8**	**(1.5)**	**(2.0)**	**(8.4)**	**4.6**	**14.5**	**(13.6)**
Benchmark		5.2	0.7	1.1	2.7	1.6	5.2	(3.6)	1.8	7.8	(2.6)
Infrastructure	**$22,942**	**12.0**	**7.9**	**10.7**	**12.7**	**9.3**	**12.0**	**3.8**	**16.8**	**19.0**	**(3.5)**
Benchmark		7.8	7.9	8.0	7.7	7.4	7.8	8.0	8.2	6.8	6.1
Renewable Resources	**$3,747**	**1.9**	**1.8**	**9.2**	**10.6**	**7.1**	**1.9**	**1.6**	**25.7**	**15.0**	**(6.0)**
Benchmark		8.0	8.0	7.9	7.6	7.3	8.0	8.0	7.7	6.8	6.1
AIMCo Strategic Opportunities Pool	**$192**	**1.7**	**8.2**	**(2.7)**	**(2.7)**	**(2.6)**	**1.7**	**15.0**	**(21.3)**	**(2.9)**	**(2.0)**
Benchmark		29.4	24.9	11.0	13.4	13.5	29.4	20.5	(12.2)	20.8	13.9

1. Total AIMCo Fund calculations do not include $4.0 billion of assets that do not meet the required conditions for inclusion in AIMCo's excess returns as at December 31, 2024.
2. Market Value does not include Tactical & Overlay Program notional exposures.
3. Money Market market value does not include cash held by AIMCo investment pools except $7.98 million from two Private Equity pools that hold Venture Capital and Relationship Investing assets.
4. Absolute Return inception date is June 1, 2023.
5. Private Equities include Core Private Equities, Alberta Teachers' Retirement Fund Private Equity, Relationship Investing and Venture Capital.

Performance Benchmarks

For the year ended December 31, 2024

Money Market and Fixed Income	*Composite benchmarks of AIMCo products included in the asset class*
Money Market	FTSE Canada 30-Day T-bill Index
Universe Bonds	FTSE Canada Universe Bond Total Return Index
Long-Term Bonds	FTSE Canada Long-Term All Government Bond Total Return Index
Mortgages	60% FTSE Canada Short-term Bond + 40% FTSE Canada Mid-term + 50 bps
Real Return Bonds	FTSE Canada Real Return Bond Total Return Index
Private Debt and Loan	40% S&P/LSTA Leveraged Loan Index + 40% S&P European Leveraged Loan Index + 0.90% (CAD hedged)
Segregated Assets - Long Term	FTSE Canada 91-Day T-bill Index, FTSE Canada Short-term Government Index, FTSE Canada Mid-term Government Index

Equities	*Combination of benchmarks of the sub asset classes*
Absolute Return	FTSE Canada 91-Day T-bill Index + 250 bps
Canadian Equities	S&P/TSX Composite Total Return Index
Global Equities	MSCI World Net Total Return Index
Global Minimum Variance	MSCI World Minimum Volatility Optimized in CAD Total Return Index
Emerging Markets Equities	MSCI Emerging Markets Net Total Return Index
Global Small Cap Equities	MSCI World Small Cap Net Total Return Index

Private Markets	*Combination of benchmarks of the sub asset classes*
Private Equity[1]	MSCI World Net Total Return Index + 200 bps
Private Equity, ATRF	MSCI World 2M Lag with current FX + 200 bps
Real Estate, Canadian	MSCI/REALPAC Canada Portfolios > CAD1.5B at Dec 2010 Annual Property Index (Unfrozen) published Quarterly
Real Estate, Foreign	MSCI Global Region Property Index
Real Estate, ATRF	30% MSCI/REALPAC Canadian Large + 70% MSCI Global Region Property Index (hedged to CAD)
Infrastructure	Total CPI 1 Month Lagged + 450 bps (5-year rolling average)
Infrastructure, ATRF	Reporting Month CPI + 450 bps
Infrastructure, Energy Opportunities[2]	MSCI World Net Total Return Index
Renewable Resources	Total CPI 1 Month Lagged + 450 bps (5-year rolling average)
AIMCo Strategic Opportunities	MSCI World Net Total Return Index
Tactical Asset Allocation Overlays	N/A

1. Effective July 1, 2024. Prior to this date, the product benchmark was Total CPI 1 Month Lagged + 650 bps (5-year rolling average).
2. Energy Opportunities benchmark was added as of December 18, 2024.

Asset Class Overviews

Public Equities & Absolute Return

Purpose

The Public Equities platform is a diversified and liquid set of portfolios that provide Canadian, global developed, global small cap and emerging markets equities exposures, as well as an absolute return portfolio. The platform is designed to support clients' investment needs by providing capital growth, liquidity, inflation protection and capital preservation. Clients allocate across a suite of products, which are invested in underlying strategies. Allocations to underlying strategies are optimized across several dimensions, including factors, sector, market capitalization, and regional exposures, tailored to the specific requirements of the products.

Results

2024 was an exceptional year for public equity markets. Entering the year, many market observers were concerned about a potential recession and ensuing market downturn. However, markets more broadly were energized by resilient economic and earnings data, propelling global markets to new highs. A powerful, almost frenzied narrative in 2024 was the promise of artificial intelligence, as investors focused on how to fund and power its innovative potential. As a result, equity returns were robust, with many markets delivering double-digit returns for the calendar year.

Despite this, some uncertainty lingered; mixed inflation data, divergent central bank policies, economic indicators, and geopolitical tensions created ever-present navigational challenges for public equity strategies and managers. As earnings in the information technology sector consistently exceeded those of other sectors throughout the year, market concentration remained pronounced as only a handful of mega-cap information technology and communications companies dominated equity returns. The U.S. market exhibited exceptional strength and resilience over the year, bolstered by persistent economic indicators, central bank rate cuts, and a decisive outcome from the federal election, although enthusiasm faded in December from the potential for trade tariffs. The potential for geopolitics to amplify market volatility was reinforced with sudden outlier events, which also created market dislocation opportunities for active investors.

12.5%
Four-Year Net Annualized Return

$61.8B
Market Value

24.7%
Net Return

24.6%
Benchmark Return

0.1%
Excess Return

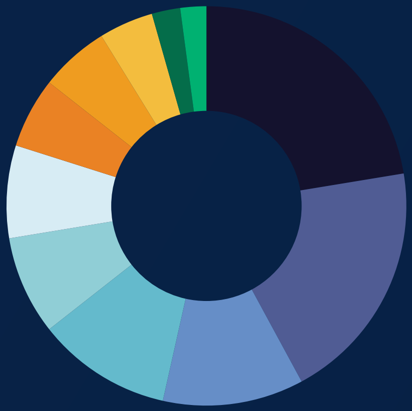
The Global Equities Master Pool generated the highest annual return of 30.6%, with 1.2% of excess return. On a four-year annualized basis, the pool provided an annual return of 15.2%, with an excess return of 1.8%. The Canadian Equities Master Pool returned 19.8%, the Emerging Markets Master Pool generated a return of 15.8%, the Global Equity Small Cap Pool returned 19.2% and the Absolute Return Master Pool returned 8.6%. The Public Equities and Absolute Return products collectively outperformed their respective benchmarks by 0.1%. Global Developed Equities was the largest contributor to overall value add over the year, while Canadian Equities detracted the most.

Across AIMCo's strategies, both Systematic and Alpha Strategies performed well. Notable contributions came from internal alpha strategies, external systematic managers (across geographies), and external portable alpha. In general, strategies with underweight allocations to information technology and communications struggled to keep pace with the mega-cap names that drove much of equity returns throughout the year.

Looking Ahead

Looking ahead, we anticipate more moderate benchmark returns for the upcoming year. However, we expect an increase in security return dispersion, driven by factors such as dissimilar central bank policies, volatile inflation, technology innovation, and trade negotiations, which should enhance the opportunity set. As market leadership evolves, Absolute Return, Systematic and Fundamental managers are expected to deliver. Moreover, the unpredictable nature of geopolitics is likely to challenge the performance of public equities portfolios while providing market dislocation opportunities.

Investment by Sector



Information Technology	22.4%
Financials	19.7%
Consumer Discretionary	11.4%
Industrials	10.9%
Telecommunication Services	8.0%
Health Care	7.5%
Energy	5.7%
Consumer Staples	5.6%
Materials	4.4%
Utilities	2.3%
Real Estate	2.1%

Asset Class Overviews

Money Market & Fixed Income

Purpose

The Money Market & Fixed Income portfolios are designed to provide clients with capital preservation, liquidity, diversification, liability hedging, inflation protection and superior, risk-controlled returns relative to their respective benchmarks.

We actively manage and add value to the portfolios in four principal ways:

1. Anticipating interest rates and positioning duration accordingly
2. Anticipating the term structure of interest rates
3. Active investment and positioning of credit exposures in various credit markets — public, structured finance, and private markets
4. Active individual security selection across fixed income markets

The team manages portfolios with global investments seeking diversified return and manages risk through prudent duration, curve, sector, geographic, issuer, and structural selections.

Results

Money Market

The Money Market Pool provided an excess net return of 0.1% with favourable positioning in duration relative to its benchmark. Given the high yields at the start of the year, total returns were 4.8%. The Bank of Canada (BoC) began 2024 concerned about stalled growth in the Canadian economy that had begun in mid-2023 in response to the combination of higher inflation and interest rates. The BoC noted at that time that employment growth had slowed, but wage growth remained elevated. The Governing Council reduced the policy rate by 0.25% in June, reflecting higher confidence in their improved outlook on inflation, but emphasized that policy easing was likely to be gradual. Their view reflected some confidence that improvement on inflation would be gradual.

The pace of easing accelerated in the fourth quarter of 2024 with inflation falling below target, growth below potential, concerns around residential investment and new concerns related to population growth arising from immigration

0.6%
Four-Year Net Annualized Return

$50.0B
Market Value

4.6%
Net Return

4.2%
Benchmark Return

0.4%
Excess Return

as federal policy evolved. In sum, the BoC eased 1.75% compared to the U.S. Federal Reserve's 1.0% through 2024. The very different paths of the two central banks and the BoC's evolving set of concerns highlighted in their Summary of Governing Council deliberations through the year contributed to the uncertainty at any given time around the likely path of rates, even if certainty prior to individual meeting dates was high.

Public Fixed Income

Total return for clients largely reflected where they were situated on the yield curve, with shorter maturity exposure earning a higher return in comparison to that of longer maturities.

Excess returns for the Universe Bond portfolio were modest for the year but still exhibited solid returns over a four-year horizon. The steepening of the yield curve was a net positive, as the sharp decline in shorter maturity yields more than offset the impact of the slight rise in longer maturity yields. Two-year Canadian sovereign yields fell from 4% to 3%, while 30-year yields edged up from 3% to 3.25%. By year-end, the yield curve had returned to a more normal, positive slope, setting the stage for modest returns in benign economic conditions. However, risks remain on both sides — a downturn could boost performance, while a more inflationary global backdrop could pose challenges to returns.

Long bonds underperformed shorter-maturity bonds due to the steepening of the yield curve throughout the year. Concerns over fiscal sustainability had the greatest impact in this sector, as investors looked beyond cyclical economic trends and focused on the prospect of prolonged heavy government bond issuance. Broader macroeconomic forces also played a role, with long-term trends toward deglobalization and reduced migration seen as contributing to a persistent inflationary bias in the global economy.

Real Return Bonds

Real Return Bonds modestly outperformed their nominal counterparts. Real yields and breakeven inflation remained rangebound throughout the year, ultimately reflecting the initial real yields plus actual inflation readings for the remainder of the year. Trading activity in outstanding Real Return Bonds remained light, as the Government of Canada's decision to halt new issuance remained in effect.

Private Debt & Loan

Private Debt & Loan invests in a diversified portfolio of private credit as a higher yielding alternative to public fixed income. The investments are typically privately sourced and structured, floating rate loans that exhibit lower return volatility and correlation to other traditional asset classes.

In 2024, the portfolio generated a net return of 8.7%, outperforming the benchmark by 0.7%. Over the last four years, Private Debt & Loan returns have been persistently stable and resilient, delivering an annualized net return 8.2%. The performance was primarily driven by a diversified, relative value and credit-focused approach to portfolio construction.

Private Mortgages

The portfolio provides steady cash flow and premium return over government bonds, aligned with the long-term objectives of our clients. The Mortgages portfolio had a return of 6.4% during 2024, outperforming its benchmark by 0.6%.

The strong absolute return and positive relative return was largely attributable to strong carry of the portfolio and tightening commercial mortgage spreads over the course of 2024. However, the positive impact was offset by curve movements and the market value write-down of one investment in the office sector.

Looking Ahead

Due to the high level of uncertainty at the beginning of 2025, the public Fixed Income portfolios were positioned lightly with lower-than-average active risk. Credit market positioning remains cautious, and duration positioning remains close to benchmark with large geopolitical uncertainty that could have significant impacts on the future path of inflation and global economic growth. This uncertainty will make anticipating the future path of monetary policy normalization to a long-term neutral rate more difficult. We believe cautious positioning will enable us to be nimble and react to the broader economic, inflationary and market dynamics.

The Private Debt & Loan team will continue building investment capabilities to service clients' increased allocations to this growing asset class. This includes maintaining discipline in our credit selection and searching for relative value across the private credit market as technical and fundamental factors drive pricing, credit selection and deployment pacing.

The Mortgages group notes significant liquidity in the commercial real estate credit space; however, muted trading volumes are limiting the demand for new loans, putting downward pressure on credit spreads. Global macroeconomic uncertainty is expected to hinder trading volume which may lead to fewer opportunities. As domestic asset owners shift their borrowing strategy to a longer-term focus, the group anticipates leveraging our competitive advantages to add high-quality investments with potential for strong risk-adjusted returns to the portfolio.

Asset Class Overviews

Real Estate

Purpose

Real estate investments provide clients with exposure to domestic and international opportunities through direct holdings diversified across property types and geography.

The domestic portfolio consists primarily of direct investments with joint venture partners in high-quality industrial, retail, office, and multi-unit residential properties in Canada's major cities. The international program invests both indirectly and directly through joint ventures with local operating and investment partners in the U.K., Europe, U.S., and Asia Pacific. AIMCo participates in niche market sectors through strategic programmatic partnerships and externally managed opportunity funds.

Results

In 2024, AIMCo's domestic real estate portfolio generated a positive return of 0.2% and ended the year with a net asset value of $13.1 billion. With an improving capital market environment, liquidity challenges eased versus the prior year. Appraised values continued to stabilize, driven by easing interest rates and ongoing resilient operating fundamentals. Most of the domestic portfolio is comprised of core, income-producing properties held through strategic joint venture partnerships. To a lesser extent, the portfolio includes non-core strategies, such as "build-to-core" that includes new construction and renovation value-add projects, which carry varying levels of higher risk and return. The domestic portfolio return was driven by strong retail, residential, and data centre investments, balanced with ongoing difficult conditions in the office sector.

The foreign portfolio generated a return of -4.5% and ended the year with a net asset value of $7.3 billion. The foreign program employs a predominantly non-core approach of opportunistic and value-add strategies. These include development projects and value-add projects that require major renovations and leasing to enhance value. The foreign portfolio return was adversely impacted by the office sector in the United States and the general development exposure in the portfolio, offset somewhat by stronger industrial performance in Europe. As development projects begin to reach completion, this impact should

1.8%
Four-Year Net Annualized Return

$22.1B
Market Value

(2.0)%
Net Return

5.2%
Benchmark Return

(7.2)%
Excess Return

lessen, and stabilized asset values should drive stronger outperformance versus core holdings. Currency volatility also impacted the CAD returns reported.

Overall, AIMCo's Real Estate portfolio generated a return of -2.0% for the year, compared to its benchmark of 5.2%. Over 10 years, Canadian Real Estate achieved a rate of return of 3.6%, compared to a benchmark return of 3.9% and Foreign Real Estate achieved a rate of return of 3.6% compared to a benchmark return of 4.9%.

Looking Ahead

In 2024, the Real Estate team continued executing on a five-year strategic plan to trade into accretive strategic investments. The team continues to move the portfolio to high conviction secular themes such as healthcare, technology, demographics, and housing.

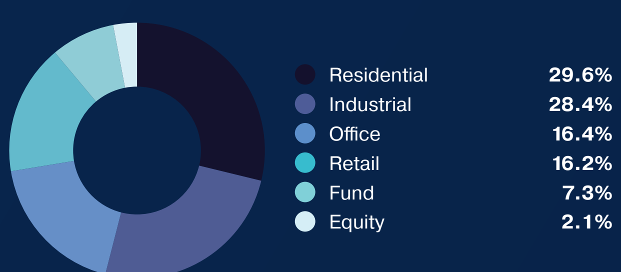
The Real Estate team continues to reposition the domestic and foreign portfolios toward sectors that are experiencing secular and demographic tailwinds. These include traditional sectors such as industrial, multi-family residential, and grocery-anchored retail centers, along with growing niche sectors like data centres, life science research office buildings, and alternative housing such as single-family build-to-rent homes. This repositioning is ongoing and designed to drive toward a more resilient real estate portfolio, built to weather market volatility and remain focused on long-term performance.

As we move further into 2025, investor sentiment in real estate remains cautiously optimistic. The global capital market recession for real estate experienced over the past several years has started to ease as interest rates have fallen in most markets. Debt availability is a key input for real estate equity investments and debt markets should continue to normalize, supported by ongoing robust operating fundamentals. Our real estate portfolio has been resilient from an operating perspective, suffering more acutely from capital market repricing. We have broadly observed more investors returning from the sidelines and capital activity picking up.

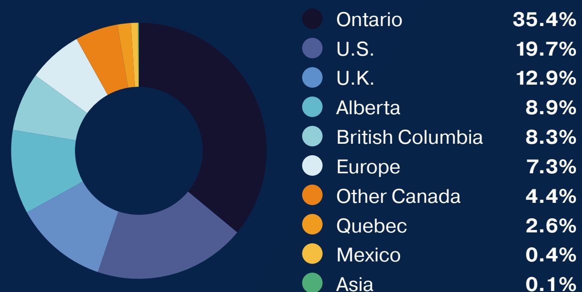
Top 5 Real Estate Holdings

Property	**Yorkdale Shopping Centre**	**Square One Shopping Centre**	**Scotia Plaza**	**Urbacon DC7**	**Scarborough Town Centre**
Sector	Retail	Retail	Office	Industrial	Retail
Geography	Toronto	Toronto	Toronto	Toronto	Toronto

Investment by Sector



Investment by Geography



Asset Class Overviews

Infrastructure

Purpose

AIMCo Infrastructure investments are made in real assets that typically provide an essential service which, over the long term, are expected to generate stable, inflation-linked cashflows for our clients. The portfolio consists primarily of diversified long-term, equity-oriented positions in assets with high barriers to entry, regulated returns or long-term contracted revenues such as utilities, energy infrastructure and transportation.

Results

In 2024, the Infrastructure portfolio return was 12.0%, outperforming the benchmark by 4.2%. On a longer-term basis, the Infrastructure portfolio continues to generate strong absolute and excess returns, demonstrating the portfolio's ability to deliver solid financial and operating results through market cycles. This performance is reflective of the high-quality assets across targeted sectors and geographies that make up the portfolio.

The majority of the infrastructure investments in the portfolio contributed positively to the overall asset class performance in 2024, including notable returns from some of the largest investments such as AirTrunk, Cando Rail and Terminals and Howard Energy Partners.

Given the portfolio remains largely fully invested, the Infrastructure team continued to focus on successfully executing asset management initiatives to unlock value in 2024. As an example, the Infrastructure team worked closely with our partners to complete an inaugural bond issuance of more than $7 billion by Coastal GasLink. This transaction marked the largest corporate bond offering in Canadian history and significantly reduced refinancing risk.

The Infrastructure team continued to screen numerous opportunities from our pipeline and transacted on several new investments in 2024. These included investments in Cyan Renewables (Asian Offshore Service Vessels), and IndiGrid (Indian Renewables).

12.7%
Four-Year Net Annualized Return

$22.9B
Market Value

12.0%
Net Return

7.8%
Benchmark Return

4.2%
Excess Return

Looking Ahead

We continue to see investments in real assets, including infrastructure, as a key building block to portfolio allocations, providing potentially attractive returns and diversification benefits. As a result, we expect the demand for inflation-sensitive assets such as infrastructure to remain relatively robust through 2025 and beyond.

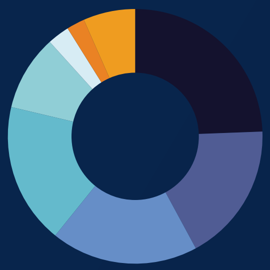
Despite the expected increase in near-to-medium term global economic uncertainty and the associated consequences of potentially higher inflation and longer-term interest rates, private investment in infrastructure is expected to remain elevated on a longer-term basis, benefitting from a continuation in key trend drivers such as deglobalization and digitalization. We have observed an acceleration of many government policies and corporate objectives supporting further investment into infrastructure areas that support the reshoring of supply chains and the adoption of AI and digitalization across the economy. In part because of these trends, we anticipate increased global demand for energy, which is likely to benefit midstream and other related infrastructure sectors.

We believe that AIMCo's Infrastructure portfolio remains well positioned. Our governance rights at many of the portfolio's largest investments and our focus on active asset management affords the Infrastructure team the ability to be patient and look through market volatility and allows us to act in the best interest of clients and to seek maximum risk-adjusted returns over the long run.

Top 5 Infrastructure Holdings

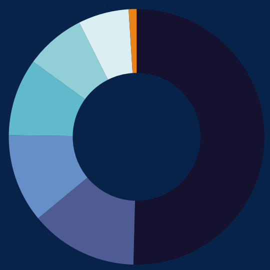
Asset	**Howard Energy Partners**	**AES Clean Energy**	**Puget Energy**	**Cando Rail & Terminals**	**Grupo Saesa**
Sector	Midstream	Renewable Energy	Integrated Utilities	Transportation	Integrated Utilities
Geography	U.S.	U.S.	U.S.	Canada	Chile

Investment by Sector



Integrated Utilities	**24.4%**
Pipelines & Midstream	**17.7%**
Renewable Energy	**18.7%**
Transportation	**17.9%**
Telecommunications	**9.6%**
Data Centre REITs	**2.8%**
Water	**2.3%**
Others	**6.6%**

Investment by Geography



U.S.	**50.4%**
South America	**13.6%**
Australia & New Zealand	**11.2%**
Canada	**9.8%**
Europe & U.K.	**7.6%**
Asia	**6.4%**
Multi-National	**1.0%**

Asset Class Overviews

Private Equity

Purpose

AIMCo's Private Equity portfolio is comprised of two primary strategies — Private Equity Fund Investments and Directs & Co-Investments.

The team selectively invests with the world's leading private equity firms and builds deep, lasting relationships with partners. Investments are made globally across a broad range of sectors including Business Services, Consumer, Financial Services, Healthcare, Industrials, and Information Technology.

Results

The $11.8 billion Core Private Equity* portfolio generated a return of 12.9% in 2024, underperforming the benchmark by 4.9%. Benchmark performance was robust as public markets surged in the latter half of 2024, leading to lower relative performance of the portfolio; however, the positive total return of the program reflects the benefits of a globally diversified program that is underpinned by top performing and proven fund managers, complemented by high-quality co-investment opportunities alongside these partners.

On a longer-term basis the asset class continues to generate consistent excess return, delivering a 19.0% 4-year annualized net return, outperforming the benchmark by 7.5%. The performance over this period benefited from a highly selective allocation to co-investments that delivered superior returns, and continued positive performance from fund commitments to well-established large and middle-market buyout funds in North America, Europe and Asia.

Looking Ahead

Global private equity investment exhibited signs of improvement over the course of 2024, as declining inflation and interest rates helped to support economic growth and thus confidence amongst managers. The private equity fundraising environment remained constrained, however, as distributions were below historical averages despite the modest increase in transaction activity.

19.0%
Four-Year Net Annualized Return

$11.8B
Market Value

12.9%
Net Return

17.8%
Benchmark Return

(4.9)%
Excess Return

* All return information is exclusive of ATRF's segregated account; as well as Relationship Investing and Venture Capital as those are deemed non-core. Information inclusive of that performance is available in the Asset Class Performance Table.

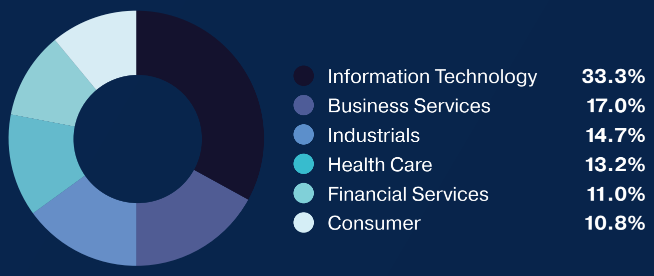
Entering 2025, pressure remains on managers to deliver liquidity to Limited Partners (LPs), which will be a prerequisite to a recovery in the fundraising environment. Managers are expected to be creative in this endeavour, leveraging alternatives to full sales of their businesses including recapitalizations, minority sales, and secondary market solutions including Continuation Vehicles.

Market volatility and uncertainty is expected to be a theme through 2025, and managers will need to be nimble to navigate a challenging business environment for their portfolio companies, while also seeking to continue to deploy capital and satisfy LP desires for liquidity, performance, and co-investment.

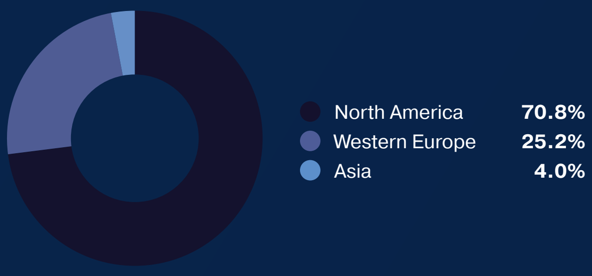
Top 5 Private Equity Holdings

Asset	BGIS	PCI	Fortitude Re	Proofpoint	Ring
Sector	Business Services	Healthcare	Financial Services	Technology	Industrials
Geography	North America	North America	North America	North America	North America

Investment by Sector



Investment by Geography



Asset Class Overviews

Renewable Resources

Purpose

AIMCo's Renewable Resources program comprises a global portfolio of land-centric, high-quality timberland and agricultural assets that are characterized by their low correlation to traditional asset classes, inflation-hedging qualities, and a strong match with client time horizons. Renewable resources assets serve to provide capital preservation, current yield, and real asset appreciation. The Renewable Resources program is concentrated in developed market countries with an opportunistic view on emerging market exposure. Flexibility is ingrained into the Renewable Resources mandate, which allows the team to maximize long-term value by optimizing portfolio assets between timberland, agriculture, and strategic investments along the value chain.

Results

The Renewable Resources portfolio achieved a positive absolute return of 1.9% in 2024, falling short of the portfolio benchmark return. Though each sector and region faces a unique operating environment, renewable resources assets globally faced generally challenging conditions driven by high interest rates, weak commodity markets, and persistently high input costs. As an example, Forestry Investment Trust, the largest timberland investment in the Renewable Resources portfolio, faced weak customer demand from pulp customers in Asia and production and operational cost increases that weighed on the business's income yield and appraised value. Though the difficult conditions put a strain on the operating returns of most enterprises, the impact on appraised values were less consistent as a clear "flight to quality" was observed where the value gap between the highest quality, most productive assets and those of lesser quality has continued to widen. The Lawson Grains business, one of Australia's largest corporate farming enterprises, was a clear beneficiary of this trend in 2024.

10.6%
Four-Year Net Annualized Return

$3.7B
Market Value

1.9%
Net Return

8.0%
Benchmark Return

(6.1)%
Excess Return

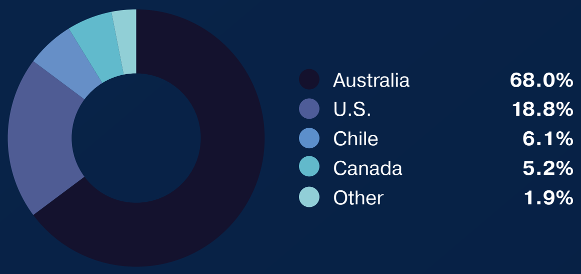
Despite a modest result in 2024, the long-term performance of the Renewable Resources program remains strong, with the 4-year return exceeding the portfolio benchmark by 3%. This is consistent with the typical pattern exhibited by renewable resources assets where appraised values tend to change in large step-changes followed by several periods of subdued or flat value changes. The long-term outlook for the asset class remains strong as investor interest in natural capital continues to grow and alternative revenue streams associated with large-scale land ownership continue to increase.

Looking Ahead

The Renewable Resources team is focused on pursuing investment opportunities which will increase the crop-type and geographic diversification of the portfolio. The team is also collaborating closely with its investment partners and portfolio company management teams to maximize the long-term value of existing assets through the implementation of highest and best use initiatives and strategic investments which will increase productivity and overall portfolio resilience.

Investment by Sector

Investment by Geography



Investment Spotlight

New Name, New Beginning

A refurbishment of the 36-storey National Bank Centre in downtown Edmonton is underway. Formerly known as Manulife Place, the “A” class office tower upgrades include state-of-the-art conference facilities, tenant lounge, workout facility, bike storage, updates to the façade, lobbies and retail space, along with facilities for a potential daycare. National Bank plans to occupy 10 floors. AIMCo co-owns the property 50/50 with Manulife.

Historic Bond Offering

Infrastructure portfolio company Coastal GasLink, which is part of Canada’s largest private sector infrastructure investment, completed the largest corporate bond offering in Canadian history. The $7.15 billion refinancing of the existing construction credit facility was completed through a Canadian private bond offering of First Lien Senior Secured Notes. The offering was oversubscribed by approximately 3.6 times, representing unprecedented demand for energy infrastructure.

Coastal GasLink

Global Insurance Services Provider

Through the institutional partnership with Blackstone, AIMCo’s Private Debt & Loan team invested in the senior secured term loans of a leading provider of outsourced and advisory services to global insurance markets. The highly sought-after asset is expected to deliver attractive risk-adjusted returns of high-quality credit given the mission critical nature of the borrowers’ services and the resiliency of underlying insurance markets.

Alter Domus Co-Investment

AIMCo Private Equity invested €125 million alongside Cinven in Alter Domus, a leading global provider of tech-enabled fund administration and corporate services to alternative asset managers. AIMCo was uniquely positioned for this co-investment given its long-standing relationship with both the buyer, Cinven, and partial seller, Permira, through multiple fund commitments and co-investments with each party.

AirTrunk Stake Sold

AIMCo completed the sale of its stake in a leading Asia-Pacific Australia-based data centre platform, AirTrunk. This investment, made through the relationship with Macquarie Asset Management, expanded its footprint across key markets in the region, achieving a more than eightfold increase in contracted capacity over the four years the investment was held. The AirTrunk sale resulted in significant returns for AIMCo clients.

Secondary Fund Commitment

AIMCo Private Equity committed US$65 million to CVC Secondary Partners Secondaries Opportunities Fund VI (SOF VI). SOF VI is a two-pronged strategy that invests in portfolios of fund interests, as well as General Partner-led single and multi-asset continuation vehicles. AIMCo previously committed to two other SOF funds and has a growing relationship with CVC through commitments to two recent flagship funds and CVC's recent Asia fund.

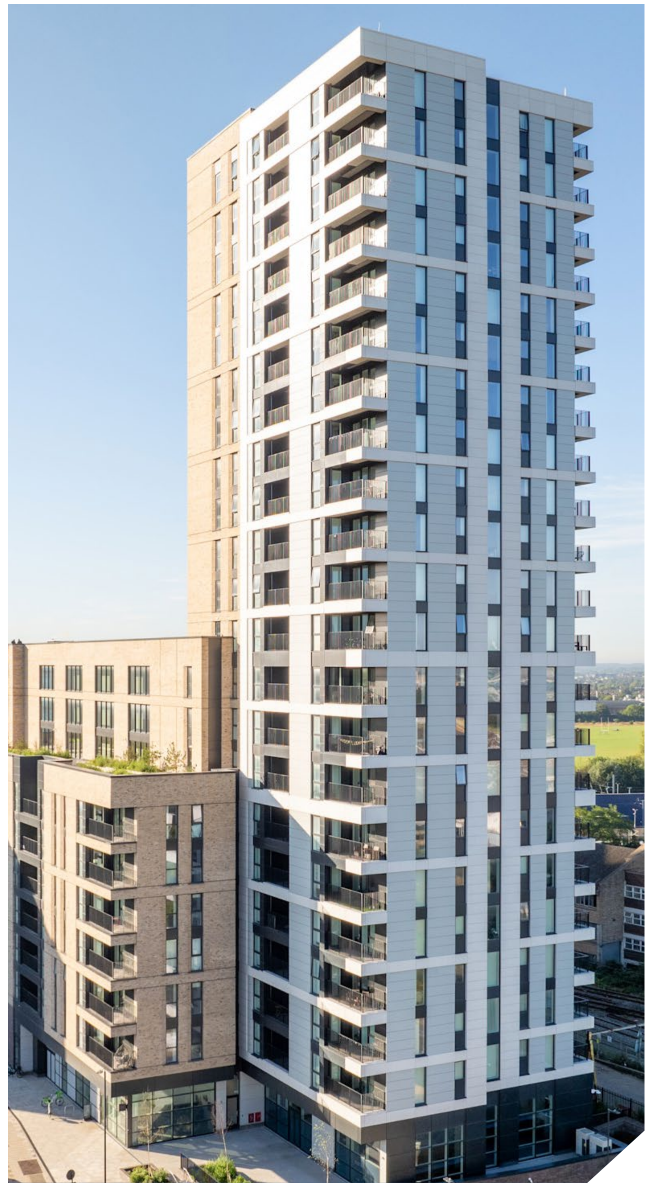
AirTrunk

Foreign Real Estate Portfolio Grows with Mitre Yard

The joint venture between AIMCo and Ridgeback expanded its build-to-rent portfolio in the U.K. with the acquisition of Mitre Yard, a residential development in northwest London. Comprising 241 apartments across a pair of buildings rising from 6 to 22 storeys, the homes comprise a mix of 1- to 3-bedroom units, with amenities including a gym, social spaces, and roof terraces. The development also includes 5,000 square feet of commercial space.

New Addition to Mortgages Portfolio

AIMCo's Mortgages team completed an £82 million fixed rate senior loan secured by a portfolio of grocery and grocery distribution assets throughout the United Kingdom. The loan bears a 6.026% interest rate for a 7-year term.



Mitre Yard Development

Risk Management

Building Risk Resilience for the Long Term

In 2024 and beyond, we continue to witness a dynamic and unpredictable global landscape, characterized by geopolitical tensions, the ongoing remake of global trading systems, rapid technological advancements and challenges in forecasting economic growth, deficits or inflation. In this context, uncertainty remains a constant challenge. Risk management aims to understand uncertainty through the estimation of outcomes and probabilities, which is critical to delivering persistent, superior risk-adjusted returns over the long term to our clients.

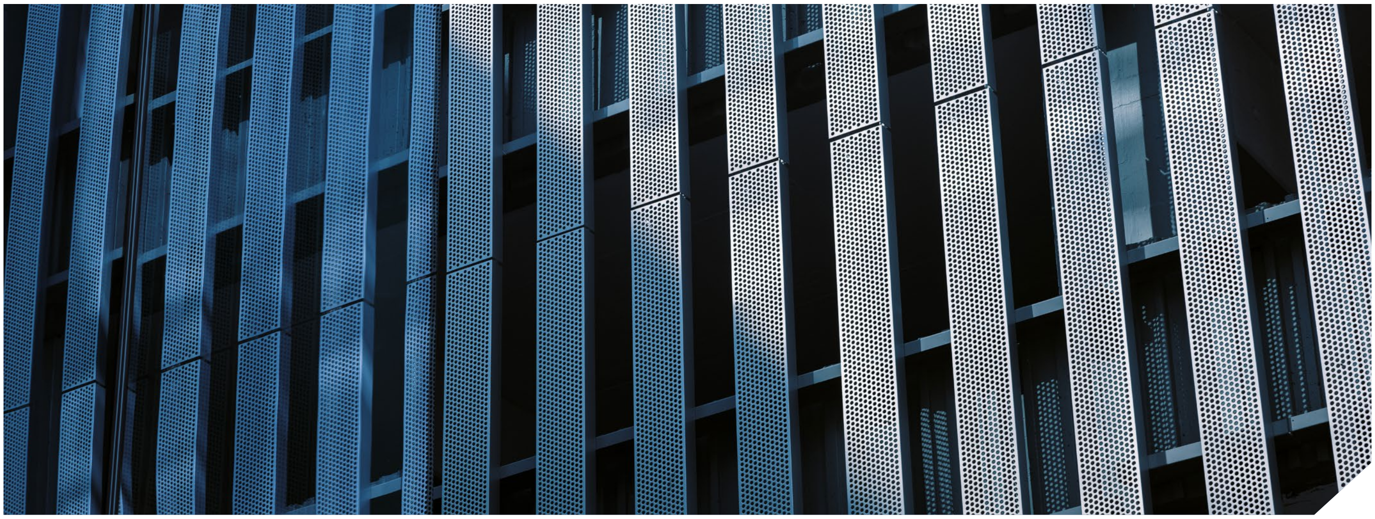
AIMCo is committed to understanding our risks and proactively building risk resilience to help maneuver through uncertainty.

We do this by:

- Leveraging and evolving our adaptable Enterprise Risk Management Framework
- Embedding robust risk management strategies into our investment and corporate practices
- Assessing top risks on an ongoing basis
- Integrating risk management into the strategic planning process
- Providing appropriate board and executive risk oversight
- Setting the “tone from the top” on the importance of risk management across all activities
- Understanding client investment objectives, risk appetites and strategic plans
- Promoting a risk-conscious culture

2024 Key Initiatives

- Refreshed the Enterprise Risk Management Framework
- Updated our Market & Credit Risk Management Policy and implemented revisions to Product Risk Mandates (measures and limits) for products being updated
- Enhanced risk reporting for clients as well as AIMCo’s risk monitoring and management to incorporate granular risk metrics and improved exposure drilldown capabilities
- Further improved stress testing capabilities, particularly for credit, liquidity and leverage exposures under stressed scenarios
- Conducted thematic scenario analysis and stress testing for several global events to help guide investment and risk management decisions
- Provided compliance assurance for clients and continued to engage clients on their investment risk appetite and tolerance
- Reviewed and enhanced external fund manager operational due diligence practices to further mature AIMCo’s Third Party Risk Management program



Key Risks We Monitor and Manage

Investment Risk

Risk that an investment fails to achieve its risk-adjusted objective

How we manage:

- Independently assess and measure, from both top-down and bottom-up perspectives, the risks being taken and challenge accordingly within a well-defined governance structure
- Seek to ensure investment products have a risk/return profile consistent with their product descriptions

Liquidity Risk

Risk resulting from having to settle payment obligations as they come due

How we manage:

- Seek to ensure a supply of high-quality liquid assets and diverse funding sources to meet potential liquidity demands in a stressed environment and over multiple time horizons
- Stress test various scenarios to assess resiliency in a liquidity crisis; independently measure and monitor liquidity risk at the client level

Information Security Risk

Risk arising from unauthorized access, misuse, disclosure, disruption, modification, or destruction of information and/or information systems

How we manage:

- Maintain a dedicated team of cyber security professionals
- Continue to invest in a cyber resilience posture that is commensurate with the increased sophistication of threats

Corporate Execution Risk	*Risk resulting from the failure to effectively implement strategic organizational and transformational initiatives or absorb change*
How we manage:	» Effective planning, resource allocation, implementation and monitoring of strategic initiatives and transformational programs » Establish robust governance structure to oversee strategic initiatives and transformational programs » Maintain effective change communication that is clear, proactive and provides consistent messaging » Continuously evaluate progress to ensure the change process stays on track and enable timely intervention, remediation and/or recalibration, as needed

People & Culture Risk	*Risk due to the failure to effectively and appropriately attract, develop, manage and retain a highly engaged and skilled workforce; maintain and demonstrate AIMCo's core values and expected behaviours*
How we manage:	» Modernize our people and culture experience » Prioritize workloads » Offer services that support mental health needs » Develop our people through training and leadership programs » Monitor engagement and anticipate or respond to trends

Culture and Community

Clients Visit Investment Assets

For AIMCo clients with multi-billion dollar investment portfolios, investment returns are of the utmost importance. They have a natural curiosity about the underlying portfolio assets that impact the returns. That’s why AIMCo invited clients to a two-day event in Toronto in April 2024 to visit some of their investment assets in person.

The group was treated to a behind-the-scenes tour of Yorkdale Shopping Centre, learning about mall operations and growth plans from the management team. They saw other properties from their Mortgage and Real Estate portfolios and met personnel, investment partners and asset management teams who are all part of the AIMCo ecosystem.

“Touring the properties that form the security of our clients’ investments is one of the best parts of my job. Seeing how an asset is utilized day-to-day provides us with context to the property value,” said Sarah Esler, AIMCo’s Head of Mortgages.

“Sharing the experience with clients who were keen to learn about the properties and the underlying investment strategies was a highlight of the year.”

Award-Winning Culture Key for Employees

The accolades keep coming for AIMCo's dynamic workplace culture. AIMCo was named one of Canada's Top Employers for Young People for the second year running and remains on the list of Alberta's Top Employers.

It's no surprise to employee David Chin. After completing a stint as a summer student, he jumped at the offer of a full-time role with the firm in Edmonton. Six years later, he's an associate portfolio manager on the Public Equities team.

"One of the things I like most about AIMCo is that even early on, you have the ability to be involved in the investment decision-making process, and that's been really helpful for me," he said. "You're also given access to senior investment leaders to hear about their experiences and insights, which is a great way to learn."

After growing up in Edmonton and completing his bachelor of commerce at the University of Alberta, Chin was keen to grow his career where he has established roots.

"It's a big win for me to have a career in finance at a high-caliber investment manager with a deep connection to the province I call home."

New Group Building Connections

May of 2024 was the perfect time for AIMCo's newest employee resource group to make its debut. As Asian Heritage month was marked in Canada, the Asian Community for Empowerment and Support — ACES for short — was born.

The group aims to provide a network for Asian employees and supportive colleagues to connect, share resources and support one another's personal and career growth. According to an internal survey, more than 40% of employees at AIMCo identify as being of Asian descent. The group's membership is growing, and upwards of 200 people from across the organization joined the launch event to hear from a guest speaker who shared wisdom on building a successful career in finance.

Co-Chairs Cathy Cheng, Yabin Tu and Fei Zhou wanted to be part of something that would strengthen connections among AIMCo employees.

"Our people are really the spirit of our culture here, and having an engaged team will only improve the work we are able to do for our clients," said Zhou, a principal on the Infrastructure team.

Tu, a principal working in Private Debt & Loan, sees her involvement as a way to develop professionally, as well.

"It's an opportunity for me to develop leadership, communication and organizational skills in a way that is really fulfilling — by delivering something to the AIMCo community and helping make our culture more cohesive."

Record Support for Financial Literacy Education in Alberta

When it comes to financial literacy, getting the right information to the right person at the right time can be the difference between financial precarity and stability. From kids to seniors and urban centres to rural regions, those who are financially vulnerable have distinct financial education needs at different points in their lives.

"At AIMCo, we know the immense value of a secure financial future — it's what we strive for every day for our clients and their beneficiaries," said Amit Prakash, AIMCo's Chief Fiduciary Management Officer and AIMCo Foundation for Financial Education Board Director. "It's also the focus of our work on behalf of all Albertans through the Foundation."

In 2024, the Foundation expanded its reach to new regions and audiences. Thanks to accelerated fundraising success paired with an emphasis on broad impact, the Foundation welcomed 8 new community partners to its ranks, distributing more than $380,000 to a total of 20 Alberta-based financial literacy initiatives — a record annual high for the Foundation.

From funding programming for underserved audiences, including seniors and people with disabilities, to ensuring accessible financial education for people living in areas like Hinton and Vulcan County, the Foundation is proudly working alongside community partners to ensure all Albertans have what they need to improve their financial health and security.

Culture Awards

Our Culture Awards showcase the team members upholding our vision and values with excellence.

Leadership Award

Kelly Featherstone
Managing Director, Client Strategy and Investment Product Management

Kelly's deep knowledge of AIMCo enables her to wear many hats at the organization. She uses her experience to challenge teams across AIMCo to push the boundaries to better meet the needs of our clients. At the same time, she is a generous mentor to many colleagues.

Client Centricity Award

This group raised the bar for client engagement by collaborating to offer a multi-day client tour of Toronto assets in the Real Estate and Mortgages portfolios, as well as information sessions with investors and partners. Kudos to Bilal Choksi, Sarah Esler, Brandon Gill New, Suhan Hannan, Shama Naqushbandi, Daniel Novisedlak, Alex Shaw, Jamie Vallance and Fei Zhou.

Investment Award

Craig Tipping
Head of Structured Credit, Private Debt & Loan

Craig is described by his colleagues as a value-generator, a cross-team collaborator and a sophisticated investor. These characteristics make him a trusted leader at AIMCo, where he heads structured credit execution for our Private Debt & Loan team.

Inclusion Award

AIMCo Foundation Granting Committee

These employees volunteered their time, above and beyond their AIMCo responsibilities.

In 2024, these employee volunteers improved the application and review process for AIMCo Foundation grant applications, delivering a record $384,000 to charities delivering financial literacy programs. Funding went to support Albertans from all walks of life — rural to urban, young to old. Congratulations to Saima Asif, Thomas Carey, David Chin, Mukta Joshi, Michael Kmicik, Austin Labossiere, Kathy Marshall, Paula Mitchell, Ashish George Sam, David Tiley, Harry van Rooy and Alexandra Zabjek.

I Am AIMCo

Alan Marr was thrilled when he found the perfect opportunity to return to his Alberta roots and advance his finance career in a client-facing role with AIMCo.

Watch Alan’s Story

Executive Team

As at Fiscal Year-End, March 31, 2025

Ray Gilmour
Interim Chief Executive Officer

Suzanne Akers
Chief Risk Officer

Janice Guzzo
Chief Human Resources Officer

Justin Lord
Global Head of Public Markets

Paul Langill
Chief Financial Officer

Denise Man
Chief Technology Officer

Amit Prakash
Chief Fiduciary Management Officer

Peter Teti
Interim Head of Private Assets

Discover More about our Culture & Community

Award Winning

We are recognized as one Canada's Top Employers for Young People and Alberta's Top Employers.

Read More

AIMCo Foundation

Our grants and scholarships help Albertans.

Read More

We're Hiring

Be part of our highly skilled, mission-focused team.

Choose Us

Governance & Board of Directors

AIMCo is a Crown Corporation of the Province of Alberta committed to the highest standards of corporate governance, including a highly qualified Board of Directors.

In accordance with the Alberta Investment Management Corporation Act, the Board of Directors is responsible for overseeing the management of the business and affairs of AIMCo. All directors are fully independent of management.

Directors are required by statute to act honestly and in good faith with a view to the best interests of the corporation and, as such, are required to exercise due care, diligence and skill, and manage risk appropriately in their oversight of AIMCo.

Our Board

As at Fiscal Year-End, March 31, 2025

Right Honourable Stephen J. Harper
Chair

Bob Dhillon
Board Member

Jim Keohane
Board Member

Jason Montemurro
Board Member

Katherine White
Board Member

Board of Directors Standing Committees

Audit

Responsible for financial reporting processes, development and implementation of internal audit and financial control policies, and compliance with said policies and applicable laws and regulations.

Governance & Nominating

Responsible for policies, processes and procedures that comprise AIMCo's corporate governance framework, including overseeing terms of reference for the Board of Directors and each Board Committee, Board recruitment, conducting Board evaluations, and generally ensuring the principled and effective operation of the Board of Directors.

Human Resources & Compensation

Responsible for AIMCo's human resources strategy, philosophy and policies in alignment with corporate objectives, organizational structure, management development and succession, and compensation practices.

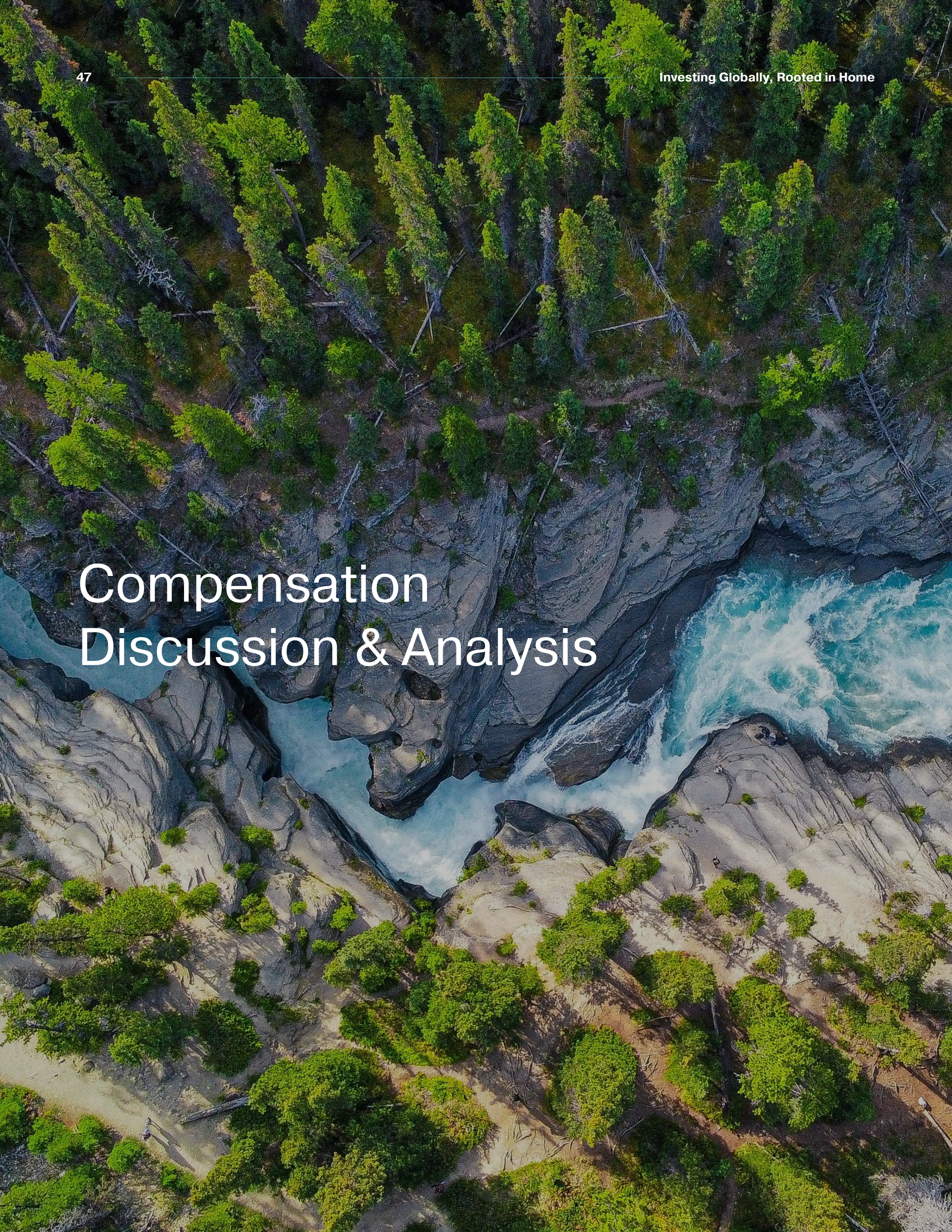
Investment

Responsible for investment activities, risk management and operations of AIMCo and voting on specific investment-related matters.

Confidential Reporting Policy

In accordance with governance best practices and applicable law, AIMCo has an established Confidential Reporting Policy and all AIMCo personnel, clients and any other stakeholders may confidentially report any failure to comply with the Code of Conduct and Ethical Standards, or any other wrongdoing.

In 2024, AIMCo received two disclosures through our confidential reporting system. All reports were assessed pursuant to the Confidential Reporting Policy. One report was investigated under the Confidential Reporting Policy. No report resulted in a finding of wrongdoing under the *Public Interest Disclosure (Whistleblower Protection) Act*.



Compensation Discussion & Analysis

Message from the Human Resources and Compensation Committee Chair

"For the 2024 performance year, AIMCo achieved strong results, surpassing quantitative targets on long-term investment returns and exceeding corporate and team objectives."

Jim Keohane

Chair of Human Resources and Compensation Committee

2024 was a transformative year for AIMCo, marked by significant leadership changes and a renewed commitment to strategic goals. As the Board and the organization navigated these transitions, the focus remained steadfast on delivering value to clients and stakeholders. The Human Resources and Compensation Committee (HRCC) played a crucial role in ensuring a smooth transition and maintaining dedication to excellence in governance and performance.

AIMCo's Corporate Incentive Plan (CIP) is designed to align employee compensation with the success of AIMCo, in service of clients. The CIP emphasizes long-term investment performance, consistent with AIMCo's mandate, while balancing annual corporate, team, and individual measures that support the execution of AIMCo's Corporate Strategy. This plan is reviewed annually, leveraging extensive market knowledge, insights from Canadian institutional investment management peers and independent external compensation consultants. To ensure robust risk management and governance, the Chief Risk Officer (CRO) conducts an annual formal assessment of AIMCo's risk management and culture, presenting findings to the HRCC. This assessment can influence performance compensation outcomes, ensuring that compensation practices are aligned with sound risk management principles.

For the 2024 performance year, AIMCo achieved strong results, surpassing quantitative targets on long-term investment returns and exceeding corporate and team objectives. Despite short-term challenges in relative return, AIMCo remains committed to long-term success, having surpassed multi-year relative objectives. In addition, AIMCo had a significant positive year in absolute return, returning 12.6% in 2024 and exceeding 4-year targets. A risk-controlled approach enabled the team to navigate challenges, reinforcing the trust clients and their beneficiaries place in AIMCo.

Compensation Principles

Alignment with Vision

AIMCo is driven to deliver high-quality investment management services with an eye on long-term performance. Our compensation program is aligned with this vision and focused on serving the needs of our clients.

Pay Based on Performance, with both Quantitative and Qualitative Measures

We assess results in the following categories: investment objectives, corporate and team objectives and individual performance. The largest part of executive compensation is variable and tied directly to achievements in each of these areas. A meaningful component of individual performance, corporate and team objectives, is based on qualitative factors.

Sustained, Long-Term Performance

Management is measured upon and focused on long-term investment performance. The investment performance component of the compensation program is measured over a multi-year period to ensure a long-term performance focus.

Fairness Based on Market-Competitive Context

All employees exercise a choice when they join AIMCo. We ask top-performing talent to choose AIMCo as their employer for the long term and retention of key talent is critical to organizational stability and growth. The best people available for any job will have alternatives; the fairness of compensation against a relevant peer market is a key factor in a successful people strategy.

Incentivize Successful Active Investment Management

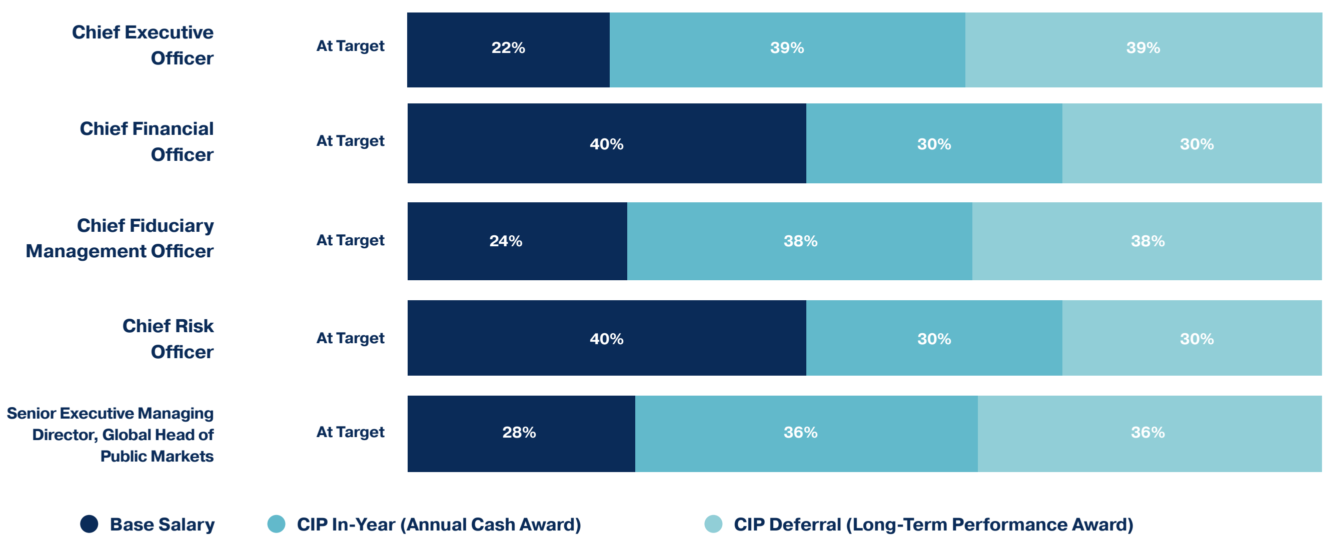
Performance-based compensation relating to investment returns is driven by excess returns above relevant investment benchmarks, over a multi-year period. The concept is to reward successful active management over multiple years, by exceeding returns otherwise achievable through passive investing.

Compensation Risk Mitigants

Risk-mitigating features of AIMCo's performance compensation plan are outlined below. These features reinforce the principle of pay for performance, contribute to client alignment, offer controls that govern the performance compensation and allow the HRCC to adjust performance outcomes in special circumstances.

Significant Pay at Risk

All executives have a significant component of their compensation tied to quantifiable performance. For all current executive team members, their mix of compensation demonstrated at target is as follows:



Assessment of Long-Term Performance

The investment performance component of the compensation program is measured over a multi-year period, ensuring alignment to clients' long-term investment horizon.

Adjustments to Performance Payments or Forfeitures

The Chief Executive Officer has authority to adjust a performance payment for an executive, predominately relating to individual performance. Similarly, the Board, through the HRCC, has the authority to amend and/or terminate the CIP, or forfeit awards provided to an individual in any given year. Measures are also in place to ensure forfeiture or recovery of previous payments in circumstances such as restatement of financial results.

Investment Risk

Excess Return and Absolute Return targets approved by the Board include consideration of AIMCo's risk assessment.

Maximum Performance Compensation

The performance multiplier, in all cases, is subject to a cap on the incentive multiplier which limits payments to a certain maximum for each role.

Components of Total Compensation

As AIMCo operates in an extremely competitive talent market, our compensation programs must be competitive and reflect industry practices, while aligning all employees with the long-term goals of our clients.

Component	Program Intent	Plan Fundamentals	Variability with Performance
Base Salary	Compensation for the execution of core duties	Annual budget based upon external survey market data	Fixed
Corporate Incentive Plan (CIP)	Rewards superior and sustained investment performance, reinforcing the long-term nature of investment strategy, including alignment with corporate, team and individual objectives	CIP awards are determined based upon relative Total Fund excess return, absolute Balanced Fund return, relative asset class returns, each over a four-year period, and corporate, team and individual objectives. All measures weighted based on employee level and payouts can range from 0x to 2.5x target, depending on performance. CIP Awards consist of two components, the CIP In-Year (Annual Cash) is paid in the year following the end of the performance period. For senior positions, a portion of the CIP is granted in deferrals to align with the long-term focus, known as CIP Mandatory Deferral.	Medium to High variability
Restricted Fund Units (RFU)	On a case-by-case basis, to bridge the “gap” period between commencement of employment and deferrals vesting or to selectively provide additional retention and/or long-term performance incentives, where deemed desirable to do so	Vary depending on circumstance	Low variability

Base Salary

The base salary takes into consideration variables such as experience, ability, performance achievements, and market competitiveness.

Corporate Incentive Plan (CIP)

The CIP measures performance at the total fund, balanced fund, asset class, corporate, team and individual levels, incorporating a combination of quantitative and qualitative objectives. The CIP In-Year portion is paid in the year following the end of the performance period. For senior positions, a portion of the CIP is granted in deferrals to align with the long-term focus, known as CIP Mandatory Deferral. The deferred portion is notionally reinvested in the balanced fund and paid in three equal payments that vest over 12-, 24- and 33-month periods immediately following the end of the performance period used to determine the CIP award value.

CIP Mandatory Deferrals is reinvested in the balanced fund to further align senior participants with the experience of clients as it relates to our investment results. Each payment is calculated as the initial value of the deferred amount for the specified period plus the compounded rate of return of the balanced fund over the vesting period.

Performance Weightings for CIP

	Type of Award	AIMCo Total Fund	Corporate Objectives	Team Objectives		Individual Performance
		Performance Measure				
Interim Chief Executive Officer	CIP	40%	30%	-	n/a	30%
Chief Financial Officer	CIP	40%	20%	20%	Finance & Operations	20%
Chief Fiduciary Management Officer	CIP	40%	20%	20%	Fiduciary Management	20%
Chief Risk Officer	CIP	40%	20%	20%	Risk Management	20%
Senior Executive Managing Director, Global Head of Public Markets	CIP	40%	20%	20%	Investment Management	20%

Restricted Fund Units (RFU)

RFUs are a notional grant, the value of which fluctuates with the overall return of the AIMCo Total Fund. RFUs are granted on a case-by-case basis and are most commonly issued to bridge the period between commencement of employment and CIP deferrals vesting, often in cases where new hires forfeit pending compensation commitments from previous employers in order to accept employment with AIMCo.

Pension

Eligible employees within AIMCo who commenced employment prior to July 1, 2008, participate in either the Management Employees Pension Plan or the Public Service Pension Plan, with some employees also eligible to participate in a supplementary retirement plan. All eligible employees hired after July 1, 2008, are required to participate in a defined contribution pension plan sponsored by AIMCo, which may include eligibility for a defined contribution supplementary retirement plan for contributions over the income tax limits. All plans require contributions by both the employee and AIMCo.

Benefits and Other Compensation

A broad range of market competitive benefits are provided to eligible employees, including health and dental coverage, short-term and long-term disability insurance, travel insurance, group life insurance, critical illness insurance, a health spending account, a wellness spending account and a learning benefit.

2024 Performance Results

The following summarizes the 2024 performance year results for the period ended December 31, 2024.

Total Fund Performance (4-year performance)

AIMCo's Total Fund performance is evaluated over a 4-year performance period to align with our long-term focus. The Total Fund measures the performance of AIMCo's assets under management (AUM) in two ways:

Relative Total Fund Return – The performance of the Total Fund by comparing excess return achieved against the performance of the relevant benchmark.

	Performance Year			
	2024	**2023**	**2022**	**2021**
Excess Return	-1.5%	-1.8%	1.8%	6.7%
4-Year Average Excess Return (Arithmetic)	1.3%			
Achievement	At Stretch Performance			

Absolute Balanced Fund Return – The performance of the Balanced Portfolio of Assets by comparing the rate of return achieved against targets.

	Performance Year			
	2024	**2023**	**2022**	**2021**
Net Returns	12.6%	8.0%	-4.6%	16.2%
4-Year Average Net Return (Arithmetic)	8.1%			
Achievement	Exceed Target Performance			

The overall performance factor achieved for Total Fund was 218.81% out of a possible stretch performance of 250% for the 2024 performance year.

Corporate Objectives Scorecard Performance

The HRCC reviews AIMCo's performance against Corporate Objectives that are cascaded from our long-term strategic plan. A recommendation on the performance factor is then made to the Board for approval.

For the 2024 performance year, AIMCo collectively achieved target or above target on all six Corporate Objectives which focused on three areas:

- Trusted by our Clients
- A digitally powered business delivering simple, effective solutions
- A talented and inclusive team that embodies One AIMCo

In evaluating the six objectives, the HRCC considered both "what" was achieved and "how" it was achieved, recognizing AIMCo with a strong performance factor of 195% out of a possible stretch performance of 250%.

Team Corporate Division: Objectives Scorecard Performance

The CEO reviews and recommends team performance factors for Corporate Divisions based on the results of the Division Objectives for the 2024 performance year.

Team Asset Class: Relative Asset Class Return Performance (4-year performance)

The Team performance of Asset Classes is determined by comparing the excess return achieved against the performance of the relevant benchmark.

Individual Executive Performance Assessments

The performance and deliverables of each executive were thoroughly assessed by the CEO and reviewed in detail with the HRCC. In addition to overall performance, executive leadership competencies, qualitative goals and alignment to AIMCo's Values are important considerations in determining the individual performance rating for each executive. The HRCC and Board evaluates and determines the outcome of the CEO's performance.

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Summary Executive Compensation

(Audited)

The Summary Compensation table below shows the compensation of the Named Executive Officers of the Corporation for the year ended March 31, 2025. The values under incentive plan compensation include our CIP awards for the 2024 performance year (ended December 31, 2024), of which the In-Year (Annual Cash) award was paid in early 2025. In addition, payments under our legacy Long Term Incentive Plan (LTIP) were paid in early 2025. The incentive plan outcomes are calculated on a calendar year basis and are shown in the fiscal year for which performance most closely aligns. We also disclose compensation of key management personnel as a group.

			Incentive Plan Compensation								
	Fiscal Year	Base Salary [1]	In-Year Award (Annual Cash Paid) [2]	Deferred Awards Granted [3]	Total Direct Compensation [4]	LTIP (Paid) [5]	RFU (Paid) [6]	CIP Deferred Awards Vested (Paid) [7]	Pension Contribution [8]	Other Compensation [9]	Total Compensation ($)
		a	b	c	a+b+c	d	e	f	g	h	a+b+d+e+f+g+h
Interim Chief Executive Officer	24/25	210,796	-	-	**210,796**	-	-	-	16,864	14,209	**241,869**
Chief Financial Officer	24/25	410,000	563,567	563,567	**1,537,134**	487,500	75,374	391,783	44,951	16,165	**1,989,340**
	23/24	390,000	569,339	569,339	**1,528,678**	-	50,339	158,106	42,530	13,506	**1,223,820**
	22/23	340,000	560,000	439,348	**1,339,348**	-	47,083		45,790	17,686	**1,010,559**
Chief Fiduciary Management Officer	24/25	400,000	1,243,249	1,243,249	**2,886,498**	1,102,500	170,461	956,944	48,000	15,596	**3,936,750**
	23/24	400,000	1,190,400	1,190,400	**2,780,800**	-	113,844	452,928	48,000	12,957	**2,218,129**
	22/23	400,000	1,258,600	1,258,600	**2,917,200**	-	106,479		62,000	14,378	**1,841,457**
Chief Risk Officer	24/25	410,000	627,359	627,359	**1,664,718**	-	115,960	328,944	28,094	12,254	**1,522,611**
	23/24	390,000	551,778	551,778	**1,493,556**	-	206,520	108,162	26,581	11,848	**1,294,889**
	22/23	323,436	300,560	300,560	**924,556**		193,160		21,696	14,913	**853,765**
Senior Executive Managing Director, Global Head of Public Markets [10]	24/25	337,341	762,937	762,937	**1,863,215**	383,400	59,279	405,970	39,803	15,415	**2,004,145**
Former Chief Executive Officer [11]	24/25	352,330	-	-	**352,330**	-	-	-	28,186	1,182,649	**1,563,165**
	23/24	585,000	2,004,064	2,004,064	**4,593,128**	-	325,710	769,925	70,200	17,922	**3,772,821**
	22/23	575,000	2,139,475	2,139,474	**4,853,949**	-	304,637		91,650	15,754	**3,126,516**
Former Chief Investment Officer [12]	24/25	250,568	-	-	**250,568**	-	-	-	20,045	5,913,308	**6,183,921**
	23/24	500,000	1,426,850	1,426,850	**3,353,700**	-	475,794	-	58,411	27,052	**2,488,107**
	22/23	87,180	-	-	**87,180**	-	-		6,974	556,048	**650,202**
Former Chief Executive Officer	24/25			-	-	1,312,500	-	-		5,508	**1,318,008**
	23/24				-	1,968,750	-	-	-	5,105	**1,973,855**
	22/23	-	-	875,000	**875,000**	2,625,000	170,370		20,000	9,992	**2,825,362**
Former Chief Investment Officer	24/25			-	-	418,359	-	-	-	5,508	**423,867**
	23/24				-	753,047	-	-	-	5,105	**758,152**
	22/23	-	-	-	-	1,950,001	-		-	5,958	**1,955,959**

1. Base Salary consists of all regular pensionable base pay earned.
2. The figures represent the In-Year (Annual Cash) component of the value awarded under the Corporate Incentive Plan for the 2024, 2023 and 2022 performance year respectively.
3. The figures represent the Mandatory Deferral Grant component of the value awarded under the Corporate Incentive Plan for the 2024, 2023 and 2022 performance year respectively. The value granted represents the value at the time of the grant, which is notionally reinvested in the balanced fund over the vesting period.
4. The Board and management focus on Total Direct Compensation when making compensation decisions for the 2024 performance year, which reflects base salary, in-year award (annual cash paid) and deferred awards granted.
5. The figures reflect LTIP grants awarded at the beginning of 2021 and paid out after the 2024 calendar year. The values were set using the calculation method approved by the Board on the legacy LTIP Incentive Plan's awards.
6. The figures reflect the paid out RFUs that vested at the end of the 2024 calendar year. RFUs fluctuate in value according to AIMCo Total Fund performance. RFUs have time horizons of one to three years for vesting provisions.
7. The figures reflect vested CIP deferred previously granted for the 2022 and 2023 performance year. The deferred award is notionally reinvested in the balanced fund and paid in three equal payments that vest over 12-month, 24-month and 33-month periods immediately following the end of the performance period used to determine the CIP award value.
8. AIMCo and the participating employee make contributions to the defined benefit or defined contribution pension plans and related supplementary pension plans. This column reflects the value of the employer contributions.
9. Other compensation consists of severance (including transition arrangement payments), lump sum payments, AIMCo's share of all employee benefit premiums, healthcare, contributions or payments made on behalf of employees, and statutory contributions.
10. Promoted during the fiscal 2024/2025 to Senior Executive Managing Director, Global Head of Public Markets on September 23, 2024.
11. The Corporation paid, on behalf of the former CEO who departed AIMCo on November 7, 2024, $957,397 to third parties, to be reimbursed by the former CEO. As at March 31, 2025, $458,312 remains unreimbursed, inclusive of imputed interest, and is included in accounts receivable. No transition arrangement payment was made during the 2024/2025 fiscal year.
12. The former Chief Investment Officer departed AIMCo on September 20, 2024. Other Compensation for 2024/2025 fiscal year is inclusive of a transition arrangement payment.

Estimated Future Payouts of Outstanding Incentive Awards

(Audited)

The table below shows the estimated future payouts of outstanding incentive awards. For senior positions, a portion of the CIP award is granted in deferrals.

				Estimated Future Payout Year [1]		
	Performance Year	**Award Type**	**Grant Value**	**2025**	**2026**	**2027**
Chief Fiduciary Management Officer	2022	CIP Deferral	419,534	536,962		
	2023	CIP Deferral	793,600	468,303	487,270	
	2024	CIP Deferral	1,243,249	434,267	457,723	476,247
		Total	**2,456,383**	**1,439,532**	**944,993**	**476,247**
Chief Financial Officer	2022	CIP Deferral	146,450	187,441		
	2023	CIP Deferral	379,560	223,978	233,050	
	2024	CIP Deferral	563,567	196,854	207,487	215,884
		Total	**1,089,577**	**608,273**	**440,537**	**215,884**
Chief Risk Officer	2022	CIP Deferral	100,186	128,228		
	2023	CIP Deferral	367,852	217,069	225,861	
	2024	CIP Deferral	627,359	219,136	230,973	240,320
		Total	**1,095,397**	**564,433**	**456,834**	**240,320**
Senior Executive Managing Director, Global Head of Public Markets	2022	CIP Deferral	140,130	179,352		
	2023	CIP Deferral	418,402	246,899	256,899	
	2024	CIP Deferral	762,937	266,494	280,888	292,256
		Total	**1,321,469**	**692,745**	**537,787**	**292,256**

1. The payout year refers to the performance year the incentive is vested in. The actual payout of the incentive occurs within five months following the end of the performance period.

Estimated Future Payouts of Incentive Awards for Departed Executive Team Members

(Audited)

The table below shows the estimated future payouts of unvested incentive awards of executives that have departed AIMCo. Meeting the eligibility factors (of retirement age and years of service), the amounts below have been pro-rated based on the retirement date of each individual.

	Performance Year	Award Type [2]	Grant Value ($)	Estimated Future Payout Year [1]
				2025
Former Chief Executive Officer	2022	LTIP	875,000	656,250
		Total	**875,000**	**656,250**

1. The payout year refers to the performance year the incentive is vested in. The actual payout of the incentive occurs within five months following the performance year.
2. The legacy LTIP Compensation Program requires the remaining unvested LTIP to be paid out as per the agreed vesting date. The amounts were set using the calculation method approved by the Board.

Pension Plans

(Audited)

Executive team members participate in the defined contribution pension plan, which require contributions by both the employee and AIMCo. The table that follows shows the contributions for the executive team members under their respective plan.

			Registered		Supplementary	
	Pension Type	Fiscal Year	AIMCo Contributions	Employee Contributions	AIMCo Contributions	Employee Contributions
Interim Chief Executive Officer	DC	24/25	16,864	8,432	-	-
Chief Fiduciary Management Officer	DC	24/25	22,540	11,270	25,460	12,730
	DC	23/24	21,660	10,830	26,340	13,170
	DC	22/23	33,560	16,780	28,440	14,220
Chief Financial Officer	DC	24/25	22,337	11,168	22,614	11,307
	DC	23/24	24,530	12,265	18,000	9,000
	DC	22/23	29,360	14,680	16,430	8,215
Chief Risk Officer	DC	24/25	27,838	5,568	256	51
	DC	23/24	26,581	5,316	-	-
	DC	22/23	21,696	4,339	-	-
Senior Executive Managing Director, Global Head of Public Markets	DC	24/25	24,425	12,213	15,378	7,689

Board of Directors Attendance

(April 1, 2024 to March 31, 2025)

The Board held five regular meetings during fiscal 2024/2025, with each of the Board's then-constituted standing committees convening at all but one. Additional special meetings were held as required during the intervening periods. The following table shows each director's attendance relative to the number of meetings held by the Board and committees of which he or she was a member.

	Board		Audit Committee		Board Investment Committee		Enterprise Risk Committee		Governance Committee		Human Resources & Compensation Committee		Special Committee [1]
	Regular Meetings	Special Meetings	Regular Meetings	Special Meetings	Regular Meetings	Special Meetings	Regular Meetings	Special Meetings	Regular Meetings	Special Meetings	Regular Meetings	Special Meetings	Special Meetings
Current Board Members													
Navjeet Singh (Bob) Dhillon	5/5	4/4	1/1	2/2	4/4	1/1	3/3	-	-	-	3/3	1/1	-
Stephen Harper [2]	2/2	2/2	-	-	1/1	1/1	-	-	-	-	-	-	1/1
James (Jim) Keohane	5/5	4/4	1/1	2/2	4/4	1/1	3/3	-	-	-	4/4	1/1	5/5
Jason Montemurro	5/5	4/4	4/4	3/3	4/4	1/1	3/3	-	-	-	1/1	-	-
Katherine (Kate) White [3]	2/2	2/2	-	-	-	-	-	-	-	-	-	-	-
Former Board Members [4]													
Phyllis Clark	3/3	1/2	3/3	0/1	3/3	-	3/3	-	-	-	-	-	-
Jonathon (Jon) Horsman	3/3	2/2	3/3	1/1	3/3	-	-	-	3/3	1/1	-	-	-
Nate Horner [5]	-	-	-	-	-	-	-	-	-	-	-	-	-
Joel Hunter	3/3	2/2	3/3	1/1	3/3	-	-	-	3/3	1/1	-	-	-
Kenneth (Ken) Kroner [6]	3/3	2/2	2/2	1/1	3/3	-	-	-	3/3	0/1	1/1	1/1	4/4
Lorraine Mitchelmore	3/3	2/2	3/3	1/1	3/3	-	-	-	3/3	1/1	-	-	4/4
Roger Renaud	3/3	2/2	-	-	3/3	-	-	-	3/3	1/1	3/3	1/1	-
Sharon Sallows [7]	1/1	-	-	-	1/1	-	1/1	-	-	-	1/1	-	-
Theresa Whitmarsh [8]	3/3	2/2	1/1	1/1	3/3	-	-	-	3/3	1/1	2/2	1/1	-
Thomas (Tom) Woods [9]	1/1	-	1/1	-	1/1	-	-	-	1/1	-	-	-	-

1. The Special Committee is a temporary committee established by the Board in 2022 to address an ongoing arbitration matter.
2. Mr. Harper was appointed as Chair of the Board effective November 20, 2024, and attended his first meeting on December 16, 2024.
3. Ms. White was appointed to the Board effective November 20, 2024, and attended her first meeting on December 16, 2024.
4. The appointments of Ms. Clark, Mr. Horsman, Mr. Hunter, Dr. Kroner, Ms. Mitchelmore, Mr. Renaud and Ms. Whitmarsh were rescinded effective November 7, 2024.
5. Mr. Horner was appointed as Chair of the Board effective November 7, 2024; his appointment was subsequently rescinded on November 20, 2024. During his tenure as Chair, no meetings were held.
6. In his role as Acting Chair, Dr. Kroner was an ex-officio member of the Audit Committee and the Human Resources & Compensation Committee. As the two committees met concurrently, he alternated his attendance between the two.
7. Ms. Sallows' term ended effective April 20, 2024.
8. Ms. Whitmarsh transitioned from the Audit Committee to the Human Resources & Compensation Committee effective April 18, 2024.
9. Mr. Woods' term ended effective April 18, 2024.

Board of Directors Remuneration

April 1, 2024 to March 31, 2025

(Audited)

Directors' compensation is prescribed by provincial regulation. Board members receive annual retainers and meeting fees as described in the table below. The Board Chair and committee Chairs receive additional retainers to recognize the incremental responsibility associated with those positions.

Director Retainers (Annual)	**Board**	**Audit Committee (AC)**	**Board Investment Committee (BIC)**	**Enterprise Risk Committee (ERC)**	**Governance Committee (GC)**	**Human Resources & Compensation Committee (HRCC)**	**Special Committee**
Director Retainer	$20,000	N/A	N/A	N/A	N/A	N/A	N/A
Chair Retainer	$50,000	$10,000	$7,500	$7,500	$7,500	$7,500	$7,500
Vice Chair Retainer	$10,000	N/A	N/A	N/A	N/A	N/A	N/A
Additional Compensation							
Meeting Fees (Per Meeting)	$1,000	$1,000	$1,000	$1,000	$1,000	$1,000	$1,000

	Base Retainer (Annual)	Chair Retainer (Annual)	Travel Fees	Meeting Fees ($1,000 per meeting)	Total
Current Board Members					
Navjeet Singh (Bob) Dhillon (1)	19,372	-	3,500	24,000	46,872
Stephen Harper (2)	-	-	-	-	-
James (Jim) Keohane (1)	19,372	4,951	7,875	28,000	60,198
Jason Montemurro (1)	19,372	2,937	3,063	25,000	50,372
Katherine (Kate) White (3)	-	-	-	-	-
Former Board Members					
Phyllis Clark (4)	12,077	-	2,250	13,000	27,327
Jonathon (Jon) Horsman (4)	12,077	-	3,000	16,000	31,077
Nate Horner (5)	-	-	-	-	-
Joel Hunter (4)	10,956	5,478	2,500	16,000	34,934
Kenneth (Ken) Kroner (4)	12,077	16,971	4,875	19,000	52,923
Lorraine Mitchelmore (4)	12,077	-	3,875	19,000	34,952
Roger Renaud (4)	12,077	4,529	6,719	16,000	39,325
Sharon Sallows (6)	1,093	410	2,000	4,000	7,503
Theresa Whitmarsh (4)	12,077	4,529	3,500	17,000	37,106
Thomas (Tom) Woods (7)	984	492	2,438	4,000	7,914
Fiscal 2024/2025	**143,611**	**40,297**	**45,595**	**201,000**	**430,503**
Fiscal 2023/2024	**216,038**	**75,658**	**264,000**	**53,761**	**609,457**

1. The appointments of Mr. Dhillon, Mr. Keohane and Mr. Montemurro were rescinded effective November 7, 2024. They were subsequently reappointed to the Board effective November 20, 2024.
2. Mr. Harper was appointed as Chair of the Board effective November 20, 2024, and attended his first meeting on December 16, 2024. Mr. Harper does not receive compensation for his service as a director.
3. Ms. White was appointed to the Board effective November 20, 2024, and attended her first meeting on December 16, 2024. Ms. White does not receive compensation for her service as a director.
4. The appointments of Ms. Clark, Mr. Horsman, Mr. Hunter, Dr. Kroner, Ms. Mitchelmore, Mr. Renaud and Ms. Whitmarsh were rescinded effective November 7, 2024.
5. Mr. Horner was appointed as Chair of the Board effective November 7, 2024; his appointment was subsequently rescinded on November 20, 2024. Mr. Horner did not receive compensation for his service as a director.
6. Ms. Sallows' term ended effective April 20, 2024.
7. Mr. Woods' term ended effective April 18, 2024.

Compensation of Key Management Personnel

(Audited)

Key management personnel are defined as those persons having authority and responsibility for planning, directing and controlling the activities of AIMCo, either directly or indirectly, consisting of the Board of Directors, the Chief Executive Officer, and key members of the Executive Committee.

Compensation of key management personnel of AIMCo is as follows:

Fiscal Year	**2024/2025**	**2023/2024**
Short-Term Employee Compensation and Benefits Paid	10,728,650	15,007,248
Long-Term Compensation Paid	7,826,553	5,808,537
Post-Employment Benefits Paid	-	-
Termination Benefits Paid	7,927,804	1,640,000
Total	**26,483,007**	**22,455,785**
Long-Term Compensation Outstanding Payable [1]	10,902,969	23,430,205

1. Value represents the estimated future payouts of outstanding incentive awards.

Costs Overview

The following AIMCo cost overview should be read in conjunction with the audited consolidated financial statements and accompanying notes for the year ended March 31, 2025. The consolidated financial statements have been prepared in accordance with Canadian Public Sector Accounting Standards (PSAS).

Certain financial measures in the table below are not based on PSAS. These measures do not have any standardized meaning and may not be comparable with similar measures used by other institutional investment managers, investors or pension plans. They should not be viewed as an alternative to measures of financial performance determined in accordance with PSAS.

	Budget 2025	Actual 2025	Actual 2024
For the year ended March 31,			
($, millions of Canadian dollars)			
Third-party costs before performance	$ 505	$ 422	$ 411
Third-party performance costs	166	267	273
Total third-party costs	**671**	**689**	**684**
AIMCo costs before performance	305	343	254
AIMCo performance costs	139	118	147
Total AIMCo costs	**444**	**461**	**401**
Total costs	**$ 1,115**	**$ 1,150**	**$ 1,085**
Assets under management (AUM)			
Internally managed	$ 112,595	$ 123,028	$ 112,420
Externally managed	55,631	57,786	53,372
Total AUM at March 31	**$ 168,226**	**$ 180,814**	**$ 165,792**
Average AUM	$ 162,844	$ 174,757	$ 163,420
Total costs, basis points (bps)	**68.5**	**65.8**	**66.4**
Total AIMCo costs, bps	**27.3**	**26.4**	**24.5**

For the year ended March 31, 2025 (fiscal 2025), total costs were $1,150 million, exceeding the budget of $1,115 million and $1,085 million from the prior year (fiscal 2024).

Third-party costs before performance were $83 million lower than budget and $11 million higher than fiscal 2024. Included in these costs are third-party management fees whose costs are based on invested or committed assets under management (AUM) depending on the nature and maturity of the fund. Lower commitments than budgeted to some third-party fund managers and the internalization of externally managed AUM resulted in costs under budget. The increase in third-party management fees compared to the prior year is driven by growth in external AUM. Also included are third-party pursuit costs, which are non-recurring in nature and are driven by the amount of capital deployed, number of investment pursuits and complexity of each investment activity resulting in cost fluctuations in any given period. Third-party pursuit costs closely approximated fiscal 2024 but were lower than budget due to lower than planned deal flow activity.

Third-party performance costs are difficult to budget as they largely depend on future investment performance. Third-party performance costs of $267 million in fiscal 2025 were driven by strong performance from third-party fund managers that delivered returns in excess of benchmarks.

Total AIMCo costs were $461 million in fiscal 2025 compared to $444 million in budgeted costs and $401 million in fiscal 2024.

AIMCo costs before performance was higher than budget primarily due to unbudgeted termination benefits and costs associated with the closure of two foreign offices. These factors also drove costs higher year over year along with increases in salaries to reflect market conditions, rising industry-wide benefit costs and the planned ramp up in our Business Transformation program to modernize our technology and operating model.

AIMCo performance costs were lower than budget and fiscal 2024 primarily due to staff and executive departures resulting in the forfeiture of previously accrued compensation awards not vested.

Financial Statements

Alberta Investment Management Corporation

Consolidated Financial Statements

For the year ended March 31, 2025

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Management's Responsibility for Financial Reporting

The consolidated financial statements of Alberta Investment Management Corporation (the Corporation) have been prepared by management and approved by the Board of Directors. The consolidated financial statements have been prepared in accordance with Canadian Public Sector Accounting Standards and within the framework of significant accounting policies summarized in the notes to the consolidated financial statements.

Management is responsible for the integrity and fairness of the consolidated financial statements. The consolidated financial statements include certain amounts which, by necessity, are based on the judgment and best estimates of management. In the opinion of management, the financial statements have been properly prepared and present fairly the consolidated financial position, results of operations, change in net debt and cash flows of the Corporation.

The Board of Directors is responsible for overseeing management in the performance of its financial reporting duties. The Board of Directors is assisted in discharging this responsibility by the Audit Committee, which consists of directors who are neither officers nor employees of the Corporation. The Audit Committee meets regularly with management and external auditors to review the scope and findings of audits and to satisfy itself that its responsibility has been properly discharged. The Audit Committee has reviewed the consolidated financial statements and has recommended their approval by the Board of Directors.

The Corporation has developed and implemented systems of internal control and supporting procedures which have been designed to provide reasonable assurance that assets are protected; transactions are properly authorized, executed and recorded; and the consolidated financial statements are free from material misstatement. The internal control framework includes the employee Code of Conduct and Ethical Standards, internal compliance monitoring, the selection and training of qualified employees, and the communication of policies and guidelines throughout the Corporation.

The Office of the Auditor General of Alberta has examined the consolidated financial statements and prepared an Independent Auditor's Report, which is presented in the consolidated financial statements.

[Original signed by Ray Gilmour]

Ray Gilmour
Interim Chief Executive Officer

[Original signed by Paul Langill]

Paul Langill
Chief Financial Officer

Independent Auditor’s Report

To the Shareholder of Alberta Investment Management Corporation

Auditor General OF ALBERTA

Report on the Consolidated Financial Statements

Opinion

I have audited the consolidated financial statements of Alberta Investment Management Corporation (the Group), which comprise the consolidated statement of financial position as at March 31, 2025, and the consolidated statements of operations, change in net debt, and cash flows for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies.

In my opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at March 31, 2025, and the results of its operations, its changes in net debt, and its cash flows for the year then ended in accordance with Canadian public sector accounting standards.

Basis for opinion

I conducted my audit in accordance with Canadian generally accepted auditing standards. My responsibilities under those standards are further described in the *Auditor’s Responsibilities for the Audit of the Consolidated Financial Statements* section of my report. I am independent of the Group in accordance with the ethical requirements that are relevant to my audit of the consolidated financial statements in Canada, and I have fulfilled my other ethical responsibilities in accordance with these requirements. I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my opinion.

Other information

Management is responsible for the other information. The other information comprises the information included in the *Annual Report*, but does not include the consolidated financial statements and my auditor’s report thereon. The *Annual Report* is expected to be made available to me after the date of this auditor’s report.

My opinion on the consolidated financial statements does not cover the other information and I do not express any form of assurance conclusion thereon.

In connection with my audit of the consolidated financial statements, my responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements or my knowledge obtained in the audit, or otherwise appears to be materially misstated.

If, based on the work I will perform on this other information, I conclude that there is a material misstatement of this other information, I am required to communicate the matter to those charged with governance.

Responsibilities of management and those charged with governance for the consolidated financial statements

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with Canadian public sector accounting standards, and for such internal control as management determines is necessary to enable the preparation of the consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Group's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless an intention exists to liquidate or to cease operations, or there is no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Group's financial reporting process.

Auditor's responsibilities for the audit of the consolidated financial statements

My objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes my opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, I exercise professional judgment and maintain professional skepticism throughout the audit. I also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for my opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Group's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.

- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Group's ability to continue as a going concern. If I conclude that a material uncertainty exists, I am required to draw attention in my auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify my opinion. My conclusions are based on the audit evidence obtained up to the date of my auditor's report. However, future events or conditions may cause the Group to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Plan and perform the group audit to obtain sufficient appropriate audit evidence regarding the financial information of the entities or business units within the Group as a basis for forming an opinion on the group financial statements. I am responsible for the direction, supervision and review of the audit work performed for purposes of the group audit. I remain solely responsible for my audit opinion.

I communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that I identify during my audit.

[Original signed by W. Doug Wylie FCPA, FCMA, ICD.D]

Auditor General

May 30, 2025

Edmonton, Alberta

Consolidated Statement of Financial Position

As at March 31, *(Thousands of Canadian dollars)*	**2025**	**2024**
Financial assets		
Cash and cash equivalents (Note 5)	$ 63,810	$ 56,974
Accounts receivable	54,162	46,732
Other assets	-	2,037
	117,972	105,743
Liabilities		
Accounts payable and accrued liabilities	25,746	13,890
Accrued employment liabilities (Note 6)	99,636	106,258
Advance from the Province of Alberta (Note 7)	25,000	25,000
Pension liabilities (Note 8)	7,186	6,332
Deferred lease inducement	4,357	4,084
	161,925	155,564
Net debt	(43,953)	(49,821)
Non-financial assets		
Tangible capital assets (Note 9)	27,907	36,913
Prepaid expenses	19,693	16,555
	47,600	53,468
Net assets (Note 10)	$ 3,647	$ 3,647

Contractual rights (Note 15)

Contractual obligations (Note 16)

Contingent liabilities (Note 17)

The accompanying notes are part of these consolidated financial statements.

Approved by the Board:

[Original signed by Right Honourable Stephen J. Harper]

Right Honourable Stephen J. Harper
Chair, Board of Directors

[Original signed by Jason Montemurro]

Jason Montemurro
Audit Committee Chair

Consolidated Statement of Operations

For the year ended March 31, *(Thousands of Canadian dollars)*	2025 Budget (Note 18)	2025	2024
Revenue			
Cost recoveries	$ 1,114,862	$ 1,145,740	$ 1,080,050
Interest income	-	3,943	4,254
Total revenue	1,114,862	1,149,683	1,084,304
Expenses			
Third-party investment management fees (Note 11)	465,931	409,313	399,616
Third-party performance fees (Note 11)	165,924	266,563	273,056
Third-party other fees (Note 11)	39,304	12,471	10,965
Salaries, wages and benefits	273,288	290,835	276,253
Business technology and data services	99,644	105,309	57,408
Amortization of tangible capital assets (Note 9)	13,182	14,209	15,018
Contract and professional services	25,364	15,992	21,527
Rent	14,915	18,810	14,069
Administration	16,980	15,838	16,063
Interest	330	343	329
Total expenses	1,114,862	1,149,683	1,084,304
Annual surplus	$ -	$ -	$ -

The accompanying notes are part of these consolidated financial statements.

Consolidated Statement of Change in Net Debt

For the year ended March 31, *(Thousands of Canadian dollars)*	2025 Budget (Note 18)	2025	2024
Annual surplus	$ -	$ -	$ -
Acquisition of tangible capital assets (Note 9)	(11,170)	(5,437)	(11,742)
Net loss on disposal of tangible capital assets (Note 9)	-	234	11
Amortization of tangible capital assets (Note 9)	13,182	14,209	15,018
Change in prepaid expenses	-	(3,138)	(1,810)
Decrease in net debt in the year	2,012	5,868	1,477
Net debt at beginning of year	(49,821)	(49,821)	(51,298)
Net debt at end of year	$ (47,809)	$ (43,953)	$ (49,821)

The accompanying notes are part of these consolidated financial statements.

Consolidated Statement of Cash Flows

For the year ended March 31, *(Thousands of Canadian dollars)*	**2025**	**2024**
Operating transactions		
Annual surplus	$ -	$ -
Non-cash items:		
Amortization of tangible capital assets (Note 9)	14,209	15,018
Loss on disposal of capital assets (Note 9)	234	11
Change in deferred lease inducement	273	2,615
Change in pension liabilities	854	573
	15,570	18,217
(Increase) in accounts receivable	(7,430)	(7,628)
Decrease (Increase) in other assets	2,037	(2,037)
(Increase) in prepaid expenses	(3,138)	(1,810)
Increase in accounts payable and accrued liabilities	11,856	5,611
(Decrease) Increase in accrued employment liabilities	(6,622)	13,406
Cash provided by operating transactions	12,273	25,759
Capital transactions		
Acquisition of tangible capital assets (Note 9)	(5,437)	(11,742)
Cash (applied to) capital transactions	(5,437)	(11,742)
Financing transactions		
Debt retirement (Note 7)	(25,000)	(25,000)
Debt issues (Note 7)	25,000	25,000
Cash provided by financing transactions	-	-
Increase in cash and cash equivalents	6,836	14,017
Cash and cash equivalents at beginning of year	56,974	42,957
Cash and cash equivalents at end of year	$ 63,810	$ 56,974
Supplementary information		
Cash used for interest	$ 106	$ 180

The accompanying notes are part of these consolidated financial statements.

Notes to the Consolidated Financial Statements

For the year ended March 31, 2025 (Thousands of Canadian dollars, except where otherwise noted)

NOTE 1
AUTHORITY

Alberta Investment Management Corporation (the Corporation) is an agent of the Crown in right of Alberta and operates under the authority of the *Alberta Investment Management Corporation Act*, Chapter A-26.5. Under the Act, the Corporation is established as a Crown Corporation governed by a Board of Directors appointed by the Lieutenant Governor in Council. The issued share of the Corporation is owned by the Crown, and accordingly the Corporation is exempt from federal and provincial income taxes under the *Income Tax Act*.

NOTE 2
NATURE OF OPERATIONS

The purpose of the Corporation is to provide investment management services in accordance with the *Alberta Investment Management Corporation Act*, primarily to the Province of Alberta and certain public-sector pension plans. The Corporation forms part of Alberta's Ministry of Treasury Board and Finance for which the President of Treasury Board and Minister of Finance is responsible. The Corporation was formed January 1, 2008.

The Corporation has assets under administration of $180.8 billion (2024: $165.8 billion) at March 31, 2025, see Note 12. These assets are invested in segregated investments owned by clients or aggregated in one or more pooled investment portfolios managed by the Corporation. Some of these assets are managed by third-party investment managers selected and monitored by the Corporation to achieve greater diversification, as well as to access external expertise and specialized knowledge. The segregated assets and the assets within the pooled investment portfolios are not consolidated in the consolidated financial statements of the Corporation. The Corporation makes investments on behalf of its clients and may also establish entities in which the Corporation is the registered owner of the shares for the purpose of managing specific investments. As the Corporation has no share in the expected benefits or the risk of loss in the entities, they are not consolidated in the Corporation's consolidated financial statements.

The Corporation recovers all expenses on a cost-recovery basis. The Corporation's Board of Directors may approve recoveries greater than costs to maintain or increase the Corporation's general reserve, although they have not done so in the past.

NOTE 3
SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES

These consolidated financial statements have been prepared by management in accordance with Canadian Public Sector Accounting Standards and include the following significant accounting policies:

NOTE 3
SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES (continued)

a) Reporting Entity and Method of Consolidation

The consolidated financial statements reflect the assets, liabilities, revenues, and expenses of the reporting entity, which is composed of all subsidiaries controlled by the Corporation, from the date that control commences until the date that control ceases. These subsidiaries are AIMCo (Asia Pacific) PTE. LTD. and AIM Corporation US LLC.

The accounts of government sector entities are consolidated using the line-by-line method. Under this method, accounting policies of the subsidiaries are adjusted to conform to the Corporation's accounting policies and the results of each line item in their financial statements (revenue, expense, assets, and liabilities) are included in the Corporation's results. Revenue and expense, capital, investing and financing transactions and related asset and liabilities balances between the Corporation and the subsidiaries have been eliminated.

b) Measurement Uncertainty

Measurement uncertainty exists when there is a variance between the recognized or disclosed amount and another reasonably possible amount. Third-party investment management fees, which are recorded as $409,313 (2024: $399,616), third-party performance fees, which are recorded as $266,563 (2024: $273,056), accrued employment liabilities, which are recorded as $99,636 (2024: $106,258) and pension liabilities, which are recorded as $7,186 (2024: $6,332) in these consolidated financial statements, are subject to measurement uncertainty. Third-party investment costs include estimates of management and performance fees that are based upon specified rates and commitment levels in the investment management agreements. Accrued employment liabilities include estimates of performance compensation that are tied to asset class and total fund excess returns over benchmarks, absolute balanced fund performance and corporate, team and individual objectives. Excess returns over benchmarks are net incremental returns over defined benchmarks from active management. Absolute balanced fund performance reflects the overall rate of return on clients' balanced portfolio of assets. The pension liabilities are based on key assumptions that could impact the reported liability. Refer to Note 8 for a description of the key assumptions and how a change in the assumptions can impact the reported pension liabilities.

Estimates and assumptions are based on the best information available at the time of preparation of the consolidated financial statements and are reviewed annually to reflect new information as it becomes available. Actual results may differ from these estimates.

c) Revenue Recognition

All revenues are reported on an accrual basis of accounting.

Cost recovery revenue

Cost recovery revenue is recognized on the recovery of direct third-party costs related to management of government funds, pension plans, and other investments, and on the recovery of indirect costs representing each government fund, pension plan, and pooled fund's respective share of the Corporation's operating costs. The indirect costs are charged based on direct cost drivers, assets under management and headcount.

Cost recovery revenue is accrued and billed on a monthly basis as the related costs are incurred and investment management services are provided.

NOTE 3
SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES (continued)

c) Revenue Recognition (continued)

Under the *Alberta Investment Management Corporation Act*, the Corporation may establish and maintain one or more Reserve Funds with the ability to recover charges in excess of direct and indirect costs. No Reserve Funds have been established to date.

d) Expenses

Expenses are reported on an accrual basis and the cost of all goods consumed and services received during the year is expensed.

Third-party investment costs include third-party investment management and performance-based fees, as well as other expenses incurred on behalf of the Corporation's clients, as disclosed in Note 11.

Costs to implement cloud-based software-as-a-service platforms are recognized as an operating expense.

Interest expense is comprised primarily of debt servicing costs on the advance from the Province of Alberta.

e) Financial Assets

Financial assets are the Corporation's financial claims on external organizations and individuals.

<u>Cash and Cash Equivalents</u>
Cash and cash equivalents are recognized at cost, which is equivalent to their fair value, and include short-term liquid investments that are readily convertible to known amounts of cash and that are subject to an insignificant risk of change in value. The Corporation has access to these investments with no restrictions.

<u>Accounts Receivable</u>
Accounts receivable are unsecured, non-interest bearing and are recognized at the lower of cost or net recoverable value. A provision for doubtful accounts are made to reflect accounts receivable at the lower of cost and net recoverable value, when collectability and risk of loss exists. Changes in doubtful accounts are recognized in administrative expenses in the Consolidated Statement of Operations (2025 and 2024: $nil).

<u>Other Assets</u>
Other assets are valued at the lower of cost and net recoverable value.

f) Liabilities

Liabilities are recorded at cost to the extent that they represent present obligations as a result of past events and transactions occurring prior to the end of the fiscal year, the settlement of which is expected to result in the future sacrifice of economic benefits. They are recognized when there is an appropriate basis of measurement and management can reasonably estimate the amount.

NOTE 3
SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES (continued)

f) Liabilities (continued)

Liabilities also include:
- all financial claims payable by the Corporation at year-end;
- accrued employee vacation entitlements and other benefits;
- deferred lease inducement; and
- contingent liabilities where future liabilities are likely.

Advance from the Province of Alberta and pension liabilities are recognized at amortized cost.

g) Non-Financial Assets

Non-financial assets are acquired, constructed or developed and do not normally provide resources to discharge existing liabilities, but instead:

(a) are normally employed to deliver services;
(b) may be consumed in the normal course of operations; and
(c) are not for sale in the normal course of operations.

Non-financial assets are limited to tangible capital assets and prepaid expenses.

Tangible Capital Assets
Tangible capital assets are recognized at cost, which includes amounts that are directly related to the acquisition, design, construction, development, improvement or betterment of the assets. Computer systems hardware and software development costs, including labour and materials, and costs for design, development, testing and implementation, are capitalized when the related business systems are expected to be of continuing benefit to the Corporation.

Work in progress, which includes development of operating systems, is not amortized until after a project is complete (or substantially complete) and the asset is put into service.

The cost, less residual value, of tangible capital assets, is amortized on a straight-line basis over their estimated useful lives as follows:

Computer systems hardware and software	5 years
Furniture and equipment	10 years
Leasehold improvements	Lesser of the useful life of the asset and the term of the lease

Tangible capital assets are disposed of or written down when conditions indicate that they no longer contribute to the Corporation's ability to provide services or when the value of future economic benefits associated with the tangible capital assets are less than their net book value. The net loss on disposal of $234 (2024: $11) is accounted for as an expense in the Consolidated Statement of Operations.

Prepaid Expenses
Prepaid expenses are recorded at cost and recognized over the terms of the agreements.

NOTE 3
SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES (continued)

h) Valuation of Financial Assets and Liabilities

All financial assets and liabilities are measured at cost or amortized cost. The Corporation does not own any financial instruments designated in the fair value category and as such a Consolidated Statement of Remeasurement Gains and Losses has not been included in the financial statements.

All financial assets are tested annually for impairment. When financial assets are impaired, impairment losses are reported in the Consolidated Statement of Operations.

For financial instruments measured using amortized cost, the effective interest rate method is used to determine interest revenue or expense.

The Corporation is not the beneficial owner of any derivative financial instruments entered into on behalf of its clients.

i) Employment Benefits

The Corporation participates in multi-employer defined benefit plans that meet the accounting requirements for treatment as defined contribution plans. The Corporation also participates in defined contribution pension plans. Employer contributions are expensed as incurred.

On January 1, 2010, the Corporation established a new Supplementary Retirement Plan (SRP) for those individuals required to withdraw from the existing SRP for Public Service Managers. This pension plan is accounted for using the projected-benefits method pro-rated on service to account for the cost of the defined benefit pension plan. Pension costs are based on management's best estimate of expected plan investment performance, discount rate, salary escalation, inflation and retirement age of employees. The discount rate used to determine the accrued benefit obligation is based on rates of return of assets currently held by the Plan. Plan assets are valued at fair value for the purpose of calculating the expected return on plan assets. Past service costs from plan amendments are amortized on a straight-line basis over the average remaining service life of employees active at the date of amendments. Net actuarial gains or losses and transitional obligations are amortized on a straight-line basis over the average remaining service life of active employees. Valuation allowances are calculated such that accrued benefit assets are limited to amounts that can be realized in the future by applying any plan surplus against future contributions.

The Corporation provides retention incentives to certain employees through a Corporate Incentive Plan (CIP), a Long-Term Incentive Plan (LTIP), and a Restricted Fund Unit Plan (RFU). The potential end value of these awards, if and when vested, fluctuate over the vesting period based on investment returns, corporate, team and individual objectives, as applicable, and are expensed as salaries, wages, and benefits over the vesting period. The liability for the awards is remeasured at each reporting period based on changes in the values of the awards, such that the cumulative amount of the liability will equal the potential payout at that date. Any gains or losses on remeasurement are reported in the Consolidated Statement of Operations. For any forfeiture of awards, the accrued compensation cost will be adjusted by decreasing salaries, wages and benefits expense in the period of forfeiture.

NOTE 3
SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES AND REPORTING PRACTICES (continued)

j) Foreign Currency

Assets and liabilities denominated in foreign currency are translated at the year-end rate of exchange. Exchange differences on transactions are included in the determination of net operating results. Foreign currency transactions are translated into their Canadian dollar equivalents using the Bank of Canada exchange rate prevailing at the transaction dates. The functional currency of the Corporation's subsidiaries is the Canadian dollar.

k) Taxes

The Corporation is exempt from income tax on its operations in Canada but is subject to taxes in some foreign jurisdictions and incurs indirect taxes.

NOTE 4
FUTURE CHANGES IN ACCOUNTING STANDARDS

On April 1, 2026 (beginning of fiscal year or thereafter), the Corporation will adopt the following new conceptual framework and accounting standard approved by the Public Sector Accounting Board:

The Conceptual Framework for Financial Reporting in the Public Sector
The Conceptual Framework is the foundation for public sector financial reporting standard setting. It replaces the conceptual aspects of Section PS 1000 Financial Statement Concepts and Section PS 1100 Financial Statement Objectives. The conceptual framework highlights considerations fundamental for the consistent application of accounting issues in the absence of specific standards.

PS 1202 Financial Statement Presentation
Section PS 1202 sets out general and specific requirements for the presentation of information in general purpose financial statements. The financial statement presentation principles are based on the concepts within the Conceptual Framework.

Management is currently assessing the impact of the conceptual framework and the financial statement presentation standard on the consolidated financial statements.

NOTE 5
CASH AND CASH EQUIVALENTS

Cash and cash equivalents consist of:

As at March 31, (Thousands of Canadian dollars)	2025	2024
Canadian bank account	$ 60,286	$ 53,562
US bank account	2,220	1,219
British Pound Sterling bank account	1,082	1,712
Singapore bank account	222	481
	$ 63,810	$ 56,974

In June 2023, the Corporation began to participate in the Consolidated Liquidity Solution (CLS), earning interest income from its participation in the CLS, a new cash pooling structure that replaced the Consolidated Cash Investment Trust Fund. As of March 31, 2025, the ending CLS balance was $nil (2024: $nil). The CLS generated interest income of $2,263 (2024: $2,625). The Corporation’s bank accounts generated $1,680 (2024: $1,629) of interest income.

NOTE 6
ACCRUED EMPLOYMENT LIABILITIES

As at March 31, (Thousands of Canadian dollars)	2025	2024
Corporate incentive plan (a)	$ 78,236	$ 68,229
Long-term incentive plan (b)	533	22,980
Restricted fund unit incentive plan (c)	358	9,409
Accrued vacation, salaries and benefits (d)	20,509	5,640
	$ 99,636	$ 106,258

a) Corporate Incentive Plan

Effective January 1, 2022, the Corporation introduced a new CIP. The CIP measures performance at the total fund, balanced fund, asset class, corporate, team and individual levels, incorporating a combination of quantitative and qualitative objectives. Total fund, balanced fund and asset class performance is measured over a four-year period. The annual incentive is paid in the year following the end of the performance period and, for senior positions, a portion is required to be deferred. The deferred portion is notionally reinvested in the balanced fund and paid in three equal payments that vest over 24-month, 36-month and 45-month periods following the start of the performance period for which the incentive award was calculated. Each payment is calculated as the initial value of the deferred amount for the specified period plus the compound rate of return of the balanced fund over the vesting period. The Chief Executive Officer may also make limited discretionary awards.

The CIP includes accruals for the annual incentive and mandatory deferred portions over the vesting periods. Total expense related to the CIP for the year ended March 31, 2025 was $113,042 (2024: $120,955) which was recorded in salaries, wages and benefits.

NOTE 6
ACCRUED EMPLOYMENT LIABILITIES (continued)

b) Long-Term Incentive Plan

The LTIP program provides the opportunity for a performance payment for generating superior excess returns measured over a four-year period. Prior to 2022, certain officers and other key professionals of the Corporation received LTIP grants effective January 1 of each year that varied in size with their level of responsibility and quality of past performance and vest at the end of the fourth calendar year subsequent to the grant date. LTIP awards have an initial cash value of zero and could pay between zero and the maximum of three times the size of the award providing all plan conditions have been met by plan participants. Included within the LTIP program were provisions for a special LTIP grant when performance outcomes in any four-year LTIP cycle exceeded the maximum payout under the Plan. With the introduction of the CIP effective January 1, 2022, no new grants were awarded under the LTIP, and the performance measures of all outstanding grants were fixed effective at the end of calendar year 2021. The outstanding LTIP grants measured at the fixed value as at March 31, 2025 were $656 (2024: $28,484). Total expenses related to the LTIP for the year ended March 31, 2025 were $3,931 (2024: $10,919) and recorded in salaries, wages and benefits.

c) Restricted Fund Unit Incentive Plan

The RFU incentive plan program is a supplementary compensation plan based on a notional investment in the total fund, where the value fluctuates based on the rate of return of the total fund over the vesting period. RFUs have time horizons of one to three years for vesting provisions. Employees must be on staff as of the payment date in order to be eligible to receive any vested payments.

With the transition to CIP effective January 1, 2022, RFUs were awarded to holders of LTIP grants that met the performance threshold for a special LTIP award using calculation methods approved by the Board. The outstanding RFUs as at March 31, 2025 are $559 (2024: $14,192). Total expenses related to the RFU plan for the year ended March 31, 2025 were net reversals of $1,877 (2024: expenses of $12,705) and recorded in salaries, wages and benefits. RFU reversals were due to forfeitures of previously accrued RFU awards not vested.

d) Accrued Vacation, Salaries, Benefits and Other

Accrued vacation, salaries, benefits and other includes termination benefit accruals of $14,931 (2024: $858). Total termination benefit expenses were $27,804 (2024: $3,341).

NOTE 7
ADVANCE FROM THE PROVINCE OF ALBERTA

Pursuant to Order in Council 219/2012 and in accordance with the loan advance agreement, the Corporation received advances of $25,000 (2024: $25,000) and repaid $25,000 (2024: $25,000) to the Province of Alberta for the year ended March 31, 2025.

The advance is a revolving demand credit facility up to a maximum of $70,000. The advance is repayable within six months of demand by the Province and is interest bearing at a rate equal to the Province's one-month borrowing rate. Interest expense on the advance was $106 (2024: $180) and included in the Consolidated Statement of Operations. At March 31, 2025, the Corporation was in compliance with the terms of its revolving demand facility.

NOTE 8
PENSION LIABILITIES

Information about the Corporation's SRP is as follows:

As at and for the year ended March 31, *(Thousands of Canadian dollars)*	**2025**	**2024**
Accrued retirement obligation		
Beginning of year	$ 14,210	$ 11,778
Current service cost	282	192
Interest cost	448	431
Benefits paid	(281)	(269)
Actuarial loss	1,964	2,078
End of year	16,623	14,210
Plan assets		
Fair value, beginning of year	4,183	4,094
Actual return on plan assets	260	240
Employer contributions	59	59
Employee contributions	59	59
Benefits paid	(281)	(269)
End of year	4,280	4,183
Funded status - plan deficit	(12,343)	(10,027)
Unamortized net actuarial loss	5,157	3,695
Reported liability	$ (7,186)	$ (6,332)
Current service cost	282	192
Interest cost	448	431
Expected return on plan assets	(128)	(146)
Amortization of net actuarial loss	370	214
Less: employee contributions	(59)	(59)
Total SRP expense	$ 913	$ 632

NOTE 8
PENSION LIABILITIES (continued)

The measurement date for the plan assets and the accrued retirement obligation for the Corporation's defined benefit pension plan is March 31. Actuarial valuations are performed at least every three years to determine the actuarial present value of the accrued retirement obligation. An actuarial valuation for funding purposes was prepared as of December 31, 2024. An extrapolation of the actuarial valuation dated December 31, 2024 was performed to March 31, 2025.

Approximate asset allocations, by asset category, of the Corporation's defined benefit pension plan assets were as follows:

As at March 31,	2025	2024
Equity securities	55%	55%
Debt securities	44%	44%
Other	1%	1%

The following table presents key assumptions applicable to the SRP:

As at March 31,	2025	2024
Annual discount rate	2.4%	3.1%
Annual salary increase - base	3.5%	4.0%
Expected long-term return on plan assets	4.8%	6.3%
Inflation rate	2.2%	2.3%

The reported liability of the SRP is significantly impacted by the following assumptions. A 1% decrease in the discount rate assumption would result in an increase in the accrued retirement obligation by $4,062 as at March 31, 2025 (2024: $3,207). A 1% increase in the salary scale assumption would result in an increase in the accrued retirement obligation by $1,417 as at March 31, 2025 (2024: $1,525). A 1% increase in the inflation rate assumption would result in an increase in the accrued retirement obligation by $2,096 as at March 31, 2025 (2024: $1,517).

Pension and Disability Plans

The Corporation participates in two multi-employer public sector pension plans, the Management Employees Pension Plan (MEPP) and the Public Service Pension Plan (PSPP). The Corporation also participates in a defined contribution pension plan and a defined contribution supplementary retirement plan, established for employees hired after the formation of the Corporation on January 1, 2008.

The Corporation's expense for the pension and disability plans was equivalent to the annual contributions of $10,606 (2024: $9,782) for the year ended March 31, 2025 which was recorded in salaries, wages and benefits.

The Corporation accounts for multi-employer pension plans on a defined contribution basis. The Corporation is not responsible for future funding of the plan deficit other than through contribution increases.

The Corporation does not have sufficient plan information on the MEPP/PSPP to follow the standards for defined benefit accounting and therefore follows the standards for defined contribution accounting. Accordingly, pension expense recognized for the MEPP/PSPP is comprised of employer contributions to the plan that are required for its employees during the year, which are calculated based on actuarially pre-determined amounts that are expected to provide the plan's future benefits.

NOTE 8
PENSION LIABILITIES (continued)

At December 31, 2024, MEPP reported a surplus of $1,865,997 (2023: surplus of $1,316,313) and PSPP reported a surplus of $6,473,956 (2023: surplus of $4,542,500).

NOTE 9
TANGIBLE CAPITAL ASSETS

For the year ended March 31, *(Thousands of Canadian dollars)*

	Computer systems hardware and software	Leasehold improvements	Furniture and equipment	2025	2024
Cost					
Opening balance	$ 161,159	$ 11,539	$ 6,627	$ 179,325	$ 170,473
Additions	5,288	121	28	5,437	11,742
Disposals	(570)	(311)	-	(881)	(2,890)
Closing balance	165,877	11,349	6,655	183,881	179,325
Accumulated amortization					
Opening balance	134,114	2,980	5,318	142,412	130,273
Amortization expense	12,887	1,144	178	14,209	15,018
Effect of disposals	(564)	(83)	-	(647)	(2,879)
Closing balance	146,437	4,041	5,496	155,974	142,412
Net book value at March 31	$ 19,440	$ 7,308	$ 1,159	$ 27,907	$ 36,913

Cost includes work-in-progress at March 31, 2025 totaling $198 (2024: $6,009), comprised of computer systems hardware and software.

NOTE 10
NET ASSETS

Net assets are made up as follows:

As at March 31, *(Thousands of Canadian dollars)*	2025	2024
Contributed surplus (a)	$ 3,647	$ 3,647
Share capital (b)	-	-
	$ 3,647	$ 3,647

NOTE 10
NET ASSETS (continued)

a) Contributed Surplus

Contributed surplus of $3,647 (2024: $3,647) represents equity received by the Ministry of Treasury Board and Finance in exchange for the transfer of the net book value of capital assets to the Corporation on January 1, 2008.

b) Share Capital

The share capital of the Corporation consists of one share owned by the Crown in the right of Alberta recorded at $nil (2024: $nil).

NOTE 11
THIRD-PARTY INVESTMENT COSTS

Fees charged by third-party managers include regular management fees as well as performance/incentive-based fees. Third-party investment management fees are based on a percentage of net assets under management at fair value and committed amounts in the case of private investment pools. Third-party investment management fees may also vary by investment asset class. As of March 31, 2025, approximately 68% of assets under management are managed internally by the Corporation, and the remaining 32% through third-party investment managers. Third-party performance fees vary from year to year and from budgeted amounts, as these fees are directly correlated with investment performance. Higher investment returns generally result in higher third-party performance fees. These fees include significant estimates and are subject to measurement uncertainty. Actual results could differ from these estimates. These costs are incurred directly by the Corporation's investment portfolios.

Third-party other fees are incurred directly by the Corporation's investment portfolios and include fees for asset custody and investment acquisition. Not included in third-party investment costs are asset administration, audit, compliance, valuation, and investment disposition and structuring costs incurred directly by the investment portfolios totaling $107,150 for the year ended March 31, 2025 (2024: $98,642).

NOTE 12
ASSETS UNDER ADMINISTRATION

The Corporation provides investment management services on behalf of certain Province of Alberta endowment funds, other government funds and certain public sector pension plans.

Measurement uncertainty exists in the valuation of absolute return strategies, private equity, real estate, infrastructure and renewable resource investments. Uncertainty arises because the estimated fair values of private investments, hedge funds, real estate and renewable resource investments may differ significantly from the values that would have been used had a ready market existed for these investments.

At March 31, 2025, assets under administration totaled $180.8 billion (2024: $165.8 billion), at market value. These assets were administered on behalf of the following clients of the Corporation:

NOTE 12
ASSETS UNDER ADMINISTRATION (continued)

As at March 31, *(Thousands of Canadian dollars)*	**2025**	**2024**
Pension plans	$ 133,044,672	$ 121,713,026
Ministry of Treasury Board and Finance		
General revenue and entity investment funds	2,396,535	2,324,455
Endowment funds (including the Alberta Heritage Savings Trust Fund)	31,314,557	28,665,245
Insurance-related funds	13,869,792	12,909,273
Other Government Ministry investment funds	188,359	180,172
	$ 180,813,915	$ 165,792,171

The Corporation manages the majority of these investments through pooled investment funds. However, some investments are managed by third party investment managers selected and monitored by the Corporation to achieve greater diversification, access to external expertise, and specialized knowledge. Investments are made in accordance with the investment policies established and approved by the clients.

Investments administered by the Corporation were held in the following asset classes:

As at March 31, *(Thousands of Canadian dollars)*	**2025**	**2024**
Fixed income		
Fixed income	$ 38,209,109	$ 31,157,683
Private mortgages	6,248,127	5,794,244
Private debt and loan	8,349,704	6,752,889
Inflation sensitive		
Real estate	22,287,883	21,452,876
Infrastructure and renewable resources	27,582,241	25,124,296
Real return bonds and commodities	1,180,216	1,131,461
Equities		
Public equities and absolute return strategies	61,854,632	60,701,452
Private equity and venture capital	14,853,795	13,497,306
Overlays	263,401	180,333
Client Directed Trades	(15,193)	(369)
	$ 180,813,915	$ 165,792,171

Pursuant to the Ministerial Order no. 23/2008, the Corporation has made available a facility to access up to a maximum of $200 million for letters of credit. This facility is utilized by the investment pools and at March 31, 2025 the balance outstanding against the facility was $78,588 (2024: $39,666).

Pursuant to the Ministerial Order no. 30/2022, the Corporation has entered into on behalf of its clients a revolving credit facility to access up to a maximum of $2 billion and is interest bearing at prime less 50 basis points or adjusted Canadian Overnight Repo Rate Average (CORRA) plus 45 to 65 basis points for the aggregate outstanding balance. Adjusted CORRA is CORRA plus 30 to 32 basis points. This credit facility is utilized by the investment pools for the purposes of liquidity management and the outstanding balance and interest expense on the facility are included within the assets under administration. As at March 31, 2025, the outstanding balance against the facility was $nil (2024: $nil) and excluded from AIMCo’s Consolidated Statement of Financial Position.

NOTE 13
RELATED PARTY TRANSACTIONS

Related parties are the government funds, pension plans, and entities under common control of the Province of Alberta for which the Corporation provides investment management services. Related parties also include key management personnel, close family members of those individuals, and entities that those individuals or their close family members may have significant control over.

During the year ended March 31, 2025 and the prior year, there were no transactions between the Corporation and Key Management Personnel and their Close Family Members, that did not take place at fair market value.

The Corporation's direct and indirect cost recoveries revenue for the investment management services the Corporation provides do not include a profit margin. As a result, these revenues are not at fair market value.

The Corporation had the following transactions with related parties recorded at the exchange amount which is the amount of consideration agreed upon between the related parties:

For the year ended March 31, *(Thousands of Canadian dollars)*	**2025**	**2024**
Revenues		
Direct cost recoveries [1]	$ 154,812	$ 158,511
Indirect cost recoveries [1]	106,350	94,424
Interest income	2,264	2,625
	263,426	255,560
Expenses		
Interest on advance from the Province of Alberta	25	44
Contracted services [2]	288	276
	313	320
Assets		
Accounts receivable [1]	13,198	10,706
Liabilities		
Accounts payable	40	242
Advance from the Province of Alberta	25,000	25,000
	$ 25,040	$ 25,242

1. Recovered from government funds, pension plans and other entities under common control. Also included are recoveries from the Ministry of Treasury Board and Finance.
2. Transacted with the Ministry of Treasury Board and Finance and other entities.

NOTE 14
SALARIES AND BENEFITS DISCLOSURE

The Corporation has included certain required disclosures in the Compensation Discussion & Analysis section of the 2024 Annual Report relating to the Board of Directors' compensation and an audited compensation section relating to executive and key management personnel compensation.

NOTE 15
CONTRACTUAL RIGHTS

Contractual rights of $2,511 (2024: $3,016) are rights to economic resources arising from contracts or agreements that will result in both an asset and revenue in the future. The Corporation has entered into subleasing agreements, where revenue will be earned annually by subleasing office space to tenants for the life of the sublease. Estimated revenues for each of the next five years and thereafter are as follows.

As at March 31, *(Thousands of Canadian dollars)*	**2025**
2026	$ 698
2027	698
2028	698
2029	417
2030	-
Thereafter	-
Total	$ 2,511

NOTE 16
CONTRACTUAL OBLIGATIONS

Contractual obligations of $253,032 (2024: $224,197) are obligations to others that will become liabilities in the future when the terms of those contracts or agreements are met. The Corporation has entered into various agreements with minimum annual commitments for office space and other contracted services. During the year, AIMCo made the decision to close two offices, resulting in the termination of one office lease for a payment of $2,246 and the provision of lease payments on the other office lease of $3,184. These costs were recorded in rent for the year ended March 31, 2025.

The obligations exclude third-party investment costs incurred directly by the Corporation's investment portfolios. Estimated payment requirements for each of the next five years and thereafter are as follows:

As at March 31, *(Thousands of Canadian dollars)*	**2025**
2026	$ 81,422
2027	51,650
2028	28,208
2029	25,047
2030	14,926
Thereafter	51,779
Total	$ 253,032

NOTE 17
CONTINGENT LIABILITIES

Certain clients have commenced arbitration proceedings against AIMCo and the Province of Alberta in 2022, alleging that AIMCo breached Investment Management Agreements in connection with portfolio investment losses incurred from a volatility trading strategy in calendar 2020. The aggregate of damages sought is $1,333,500, plus interest and costs. The outcome of the arbitration and any potential liability is not determinable at this time. AIMCo continues to defend these claims vigorously.

NOTE 18
2025 BUDGET

The Corporation's budget for the year ended March 31, 2025 was approved by the Board of Directors in the amount of $1,114,862 on December 8, 2023.

NOTE 19
FINANCIAL RISK MANAGEMENT

The Corporation has minimal exposure to credit risk, liquidity risk and foreign exchange risk due to the nature of its operations.

a) Credit Risk

Counterparty credit risk is the risk of loss arising from the failure of a counterparty to fully honour its financial obligations with the Corporation. The credit quality of financial assets is generally assessed by reference to external credit ratings. Credit risk can also lead to losses when issuers and debtors are downgraded by credit rating agencies, usually leading to a fall in the fair value of the counterparty's obligations. Credit risk exposure for financial instruments is measured by the positive fair value of the contractual obligations with counterparties. The fair value of all investments is directly or indirectly impacted by credit risk to some degree. The Corporation is exposed to minimal credit risk as all its clients are established organizations that have a proven history of payment.

As at March 31, 2025, the total carrying amount in accounts receivable balance is current.

b) Liquidity Risk

Liquidity risk is the risk that the Corporation will encounter difficulty in meeting obligations associated with its financial liabilities. The Corporation has limited exposure to liquidity risk as it recovers all operating expenses and capital expenditures from its clients on a cost-recovery basis.

Liquidity risk exposure is managed through regular recovery of all operating costs on a monthly basis and available funds from the advance from the Province of Alberta. In the event additional funding is needed, the Board of Directors may approve recoveries greater than costs to maintain or increase the Corporation's general reserve.

c) Foreign Exchange Risk

Foreign currency risk is the risk that the fair value or future cash flows of a financial instrument will fluctuate due to changes in foreign exchange rates. The fair value of investments denominated in foreign currencies are translated into Canadian dollars using the reporting date exchange rate. The Corporation has limited exposure to foreign exchange risk as amounts are payable and paid in a timely manner.

d) Interest Rate Risk

The Corporation is exposed to interest rate risk from the advance from the Province of Alberta. The sensitivity of the Corporation's expenses due to a 1% change in interest rates is $250 (2024: $250).

NOTE 20
APPROVAL OF CONSOLIDATED FINANCIAL STATEMENTS

These consolidated financial statements were approved by the Board of Directors on May 30, 2025.

About Us

AIMCo is one of Canada's largest and most diversified institutional investment managers with more than C$179.6 billion of assets under management as at December 31, 2024. AIMCo invests globally on behalf of pension, endowment, insurance, and government funds in the Province of Alberta. With offices in Edmonton, Calgary, Toronto, London, and Luxembourg, our more than 200 investment professionals bring deep expertise in a range of sectors, geographies, and industries.

AIMCo