

DIVERSITY AND INCLUSION STATEMENT



Our mission statement

At iA Financial Group, we support and celebrate diversity. We strive to provide and be recognized as an inclusive workplace for all regardless of ethnic origin, nationality, language, religious beliefs, gender, sexual orientation, age, marital status, family situation or physical or mental disability.

At iA Financial Group, we recognize diversity and inclusion as a key driver of our innovation and growth. Each year, our markets are expanding to new communities. We need to understand our clients in order to best serve them, and to develop the right products for them. To do this, we need our workforce to represent the communities we serve.

Moreover, if we want to remain successful, we have to constantly innovate, finding new solutions to new challenges. To achieve this, we need the best minds working together in every field. And we need diversified minds—a variety of points of view, from all our employees, who know that their ideas will be heard.

By promoting teamwork, respect for individuals and quality of service, we make every effort to ensure that our employees thrive in an environment of trust, solidarity and authenticity. These are the keys to success that will help them reach their full potential.

Our Diversity and Inclusion (D+I) Committee, which was created in 2020 and includes representatives from across iA Financial Group, has progressively implemented programs fostering D+I development.

These programs and our achievements include:

Inclusive workplace

With the help of Catalyst, a non-profit organization specializing in diversity and inclusion, we checked in with our employees through a number of focus groups, numerous interviews with our leaders and a survey of all our employees. The response rate (45%) was excellent compared to the market standard (between 40% and 42%).

Employee awareness and education

We have put in place numerous awareness and education activities for both employees and managers, including training on unconscious bias and how to break down or eliminate it. To date, 100% of managers and 70% of employees have received training on this topic.

Employee resource group program

In 2022, we launched a new employee resource group (ERG) program within the company. ERGs are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace. They will allow us to take into account the multiple realities of our company.

Gender diversity

On February 14, 2019, the board of directors of iA Financial Group adopted a diversity policy that focuses in particular on gender balance on the board. Since 2020, we have adjusted our reference pool to represent the company's senior management and executives as well as the senior executives of the group's main subsidiaries. More recently, we have enhanced our measures to ensure the increasing participation and advancement of women in the company's leadership.

Commitment to Indigenous people

iA Financial Group has committed, among other things, to take steps to obtain the Progressive Aboriginal Relations (PAR) certification of the Canadian Council for Aboriginal Business.

Philanthropy program

We have established collaborations with charities and organizations that support diversity and inclusion such as the Inclusion Fund, GRIS-Montréal, Women in Capital Markets (WCM), Women of Influence, Indspire and Mission inclusion. We have also made donations to more than a dozen charities whose mission or project supports diversity and inclusion.

For more information on our commitment to diversity and inclusion, download our [Sustainability Report](#) or visit ia.ca/diversity-inclusion.



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