

Board Diversity Statement

At iA Financial Group, we believe that a diverse Board of Directors favours a diversity of ideas and opinions, reduces the risks associated with groupthink and ensures a wide range of knowledge and skills.

Diversity includes not only gender diversity, but also diversity regarding ethnic origin, nationality, geographic origin, language, cultural identity, sexual orientation, age and disability.

Our Board pays particular attention to the question of gender diversity. For this reason, iA Financial Group aspires to achieve gender parity on the Board, subject to a minimum representation of 30% women.

We therefore have a *Board Diversity Policy* that confirms the Board's commitment to encourage diversity among its members. According to this policy, when seeking and selecting candidates for director positions, the Risk, Governance and Ethics Committee and the Board recruit the best possible candidates, while aiming to improve diversity.

In addition, the application of the *Board Diversity Policy* as well as the achievement of its objectives are considered in the Board evaluation process.



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