



AUDIT COMMITTEE CHARTER

INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC.

The "Corporation"

The Audit Committee (the "Committee") supports the Board of Directors (the "Board") in its responsibilities for the Corporation's financial reporting and disclosure to shareholders and other stakeholders, the internal control environment, compliance and financial crime, the head of internal audit, the external auditor, and the Chief Actuary and Chief Financial Officer of the Corporation.

COMPOSITION AND QUORUM

The Committee shall be constituted in accordance with the by-laws of the Corporation, the *Act respecting insurers*, R.S.Q., chapter A-32.1 (the "Act"), *Regulation 52-110 respecting Audit Committees* ("Regulation 52-110") and Decision No. 2015-SOLV-0065 issued by the Autorité des marchés financiers with respect to the authorization regarding the formation of audit committees (the "Decision"), as they may be amended from time to time.

The Committee shall consist of at least three members appointed by the Board from among the directors of the Corporation. The composition of the Committee shall meet the following criteria:

- members must be financially literate to perform their role; ¹
- a majority of the members of the Committee shall not be shareholders holding 10% or more of the voting rights attached to the shares issued by the Corporation or by a legal person affiliated with the Corporation or 10% or more of such shares;
- notwithstanding the provisions of the Act and in accordance with the Decision, a majority of the members of the Committee may consist of members serving on other committees of the Board or directors of corporate entities affiliated with the Corporation.

¹In accordance with Regulation 52-110, a financially literate person is one who has the ability to read and understand a set of financial statements that present a breadth and level of complexity of accounting issues that are generally comparable to the breadth and complexity of the issues that can reasonably be expected to be raised by the Corporation's financial statements.

In addition, all members of the Committee shall be independent as defined by the Canadian Securities Administrators in Regulation 52-110 and under the Corporation's *Board Independence Policy*.

A majority of the members in office shall constitute a quorum at meetings of the Committee.

ROLES AND RESPONSIBILITIES

The Committee shall have the following responsibilities:

1. Financial Disclosure and Internal Controls

- Oversee that processes are in place to provide reasonable assurance that the financial information is reliable and that the Corporation's financial statements are prepared in accordance with financial reporting standards and applicable legal and regulatory requirements.
- Review with management and the external auditor the interim and annual financial statements, the results of the external audit reviews thereof, the management's discussion and analysis and the related press release, and obtain explanations from management of any material variances between the corresponding periods before recommending to the Board their approval and release.
- Obtain from the President and Chief Executive Officer and the Chief Financial Officer the certifications required by *Regulation 52-109 respecting Certification of Disclosure in Issuers' Annual and Interim Filings*.
- Oversee that effective internal controls and disclosure procedures are in place to review the Corporation's public disclosure of financial information extracted or derived from the Corporation's financial statements, other than financial statements, management's discussion and analysis and annual and interim earnings press releases.
- Periodically review the Corporation's *Disclosure Policy* and periodically assess the adequacy of the procedures derived from it.
- Review with the external auditor any difficulties or problems related to its audit and management's response thereto, and if appropriate, resolve any disagreements between management and the external auditor regarding financial reporting.
- Monitor the integrity and quality of internal control systems through discussions with management, supervisory functions, the head of internal auditor and the Corporation's external auditor.

- Periodically review reports from management and supervisory functions relating in whole or in part to the operation of the Corporation's financial reporting system, and any other control mechanisms or waivers thereof.

2. Compliance and the fight against financial crime

- Receive periodic and real-time updates as needed on the Corporation's compliance status associated with the regulatory environment in which it operates, and be informed in a timely manner of significant regulatory and operational risk exposures and gaps and their impacts.
- Review monitoring plans and, where applicable, independent assessments and recommendations issued by the compliance function regarding identified deficiencies and management's action plans to address them. If necessary, request specific engagements.
- Where appropriate, review and approve management recommendations related to escalated operational risk tolerances.
- Monitor the effectiveness of the Corporation's anti-financial crime programs, including anti-money laundering, and recommend to the Board the adoption of related policies.
- Oversee that measures are in place for the receipt, retention and treatment of complaints received by the Corporation regarding accounting, internal accounting controls or auditing matters, including the confidential, anonymous submission by employees of the Corporation of concerns regarding accounting or auditing matters.

3. Head of Internal Audit

- Approve and recommend to the Board the appointment and, when required, the removal of the head of internal audit.
- Approve annually the compensation of the head of internal audit as well as his or her objectives.
- Annually evaluate the performance of the head of internal audit and the effectiveness of the internal audit function.
- Adopt and periodically review the Corporation's *Internal Audit Charter*, which specifies, among other things, the role, mission, powers, status and responsibilities of the internal audit function.
- Periodically review and approve annually the internal audit plan, ensure that it is focused on the Corporation's inherent and significant risks and periodically monitor its implementation.

- Approve annually the projected budget and resources for the Corporation's internal audit function.
- Validate the adequacy of the scope and authority of the head of internal audit and the Corporation's internal audit function and oversee that the function has, at all times, the resources and authority necessary to carry out its mandate.
- Receive periodic updates from the head of internal audit on the completion of the audit plan or any other related matters.
- Periodically review audit reports, follow up on recommendations issued by internal audit regarding identified deficiencies, and oversee that management takes appropriate action to remedy them.
- Periodically receive a report from the head of internal audit on incidents associated with financial crime and fraud.
- Oversee the independence and objectivity of the internal audit function, including by receiving an annual certification from the head of internal audit confirming its independence, the independence of the internal audit function and compliance with its code of ethics and internal auditing standards, and by ensuring that the internal audit function has unrestricted access to Committee members.

4. External auditor

- Validate the competence and independence of the external auditor.
- Monitor the work of the external auditor and receive the external auditor's annual written statement regarding its relationships with the Corporation and the member companies of iA Financial Group and discuss any relationships that may affect its objectivity or independence.
- Recommend to the Board the accounting firm to be submitted to a vote of the shareholders for the purpose of preparing or issuing an audit report or performing other audit, review or attestation services for the Corporation and its subsidiaries, and recommend that the compensation be determined by the Board.
- Pre-authorize all audit services, determine the non-audit services that may be performed by the external auditor and pre-approve all such non-audit services, all in accordance with the *External Auditor Independence Policy and Regulation 52-110 Audit Committees*.
- Adopt and periodically review the *External Auditor Independence Policy* governing the contracting of non-audit services and the hiring of persons related to the external auditor.
- Review and approve the external auditor's fees for both audit and permitted non-audit services.

- Review the audit plan with the external auditor and management and approve it.
- Monitor the implementation of the external auditor's audit plan and oversee the follow-up of its recommendations and the actions that management has committed to take to achieve them.
- Monitor compliance with applicable requirements regarding the rotation of the external auditor's partners involved, and the external auditor's participation in the Canadian Public Accountability Board program.
- Periodically review the external auditor's report in accordance with section 125 of the Act, which provides for the disclosure of situations, if any, of which the external auditor has become aware that may materially impair the Corporation's ability to meet its obligations.
- Receive all significant correspondence between the external auditor and senior management regarding audit findings.
- In the relationship with the external auditor, oversee compliance with accounting and actuarial practices, where applicable, and their prudent and appropriate nature.
- Receive an annual report on the external auditor's internal quality control procedure and review the efficiency and quality of the work performed by the external auditor.

5. Chief Actuary and Chief Financial Officer

- Review annually the report of the peer review of the work of the Chief Actuary.
- Review changes to actuarial reserves and any future changes to standards.
- Review annually the participation schedule for the Chief Actuary's participating policies and recommend its adoption to the Board.
- Periodically monitor capital adequacy against regulatory requirements and the internal target ratio and target operating level of the solvency ratio approved by the Board.
- Review annually the performance evaluation of the Chief Actuary and the Chief Financial Officer.

6. Other responsibilities

- Receive periodic reporting from management on major investment projects, including digital investment projects.

- Receive periodic reporting from management on information technology operations and receive information on best practices and industry trends.
- Receive periodically from management a report on litigation matters outside the ordinary course of business for the Corporation and its subsidiaries that could have an adverse effect on the Corporation's financial condition or results.
- Review significant correspondence with regulatory authorities and, where applicable, management's action plans.

7. Generally

- Validate that there is coordination between the supervisory functions of the 2nd line of defense, internal audit and external audit.
- Retain and compensate accounting, legal or other advisors, subject to notification to the Board Chair. Such notice shall be accompanied by a description of the mandate to be given to the expert.
- Carry out such other responsibilities as may be assigned from time to time by the Board.

MODE OF OPERATION

Frequency: The Committee shall hold at least four regularly scheduled meetings per year and may meet at special meetings as required. The Chair of the Committee, the Chair of the Board or the President and Chief Executive Officer of the Corporation may call a meeting at any time.

Chair: The Board shall appoint the Chair of the Committee, who shall be independent and shall not be the Chair of the Board or of any other committee. In the absence of the Chair, the members of the Committee shall elect a Chair from among themselves.

Secretary: The Secretary of the Corporation or, in his or her absence, the Assistant Secretary of the Corporation or such other person as may be designated by the members of the Committee shall act as Secretary of the Committee.

Agenda: The Chair of the Committee shall establish the agenda for each Committee meeting in consultation with the President and Chief Executive Officer of the Corporation, the Chief Financial Officer and the Secretary. The agenda and relevant materials shall be distributed to Committee members in a timely manner prior to Committee meetings.

Reporting: The Chair of the Committee shall report regularly to the Board on the Committee's deliberations, findings and recommendations.

Communication: The Committee shall have direct lines of communication at all times with the external auditor, the head of internal audit, the Chief Actuary and the Chief Financial Officer and all other supervisory functions of the Corporation.

In camera: Following each regularly scheduled meeting, the Committee shall meet in camera and shall meet separately with the external auditor and the head of internal audit. Management, the Chief Compliance Officer, the Chief Actuary and the Chief Financial Officer shall meet separately with the Committee in camera at least once a year.

Charter review: The Committee shall periodically review its terms of reference and report to the Board on any changes that may be required.

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Approved by the Board of Directors on July 29, 2021, upon recommendation of the Audit Committee.