

Sustainability highlights

from our 2024 reports



Highlights

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Our Purpose

For our clients to be
confident and secure
about their future.

Over
5.5 million
Clients

10,103
Employees

Over
50,000
Representatives

31
Subsidiaries

The following is a non-exhaustive list of environmental, social and governance initiatives implemented as of December 31, 2024, underscoring our ongoing commitment to a sustainable future.

Our commitment to sustainability supports our purpose by prioritizing three levers of action on which we can have an impact, and which aim to support five of the United Nations Sustainable Development Goals:



1. Physical, mental and financial health:

Through its business model and the positive benefits it can create, iA Financial Group prioritizes physical, mental and financial health as an essential lever for sustainability.

2. Education and learning: iA Financial Group has made education and learning its second priority. It is essential to both share our knowledge and keep learning.

3. A sustainable future: iA Financial Group is convinced that everyone, in their own way, can contribute to making the world a better place and to working together for a sustainable future.

Environment

iA Financial Group's climate strategy consists of five long-term objectives aimed at contributing to the fight against climate change. These are presented in our *2024 Climate Change Performance Report*.

1. Reduce the GHG emission intensity of our Canadian real estate holdings by 60% and the carbon intensity of our public corporate bond portfolio¹ by 40%, by 2035².

Since 2022, iA Financial Group has reduced its carbon intensity as follows:

- **9.23%** of our Canadian real estate holdings³
- **24%** of our public corporate bond portfolio

In 2024, feasibility studies were conducted on 48% of the total surface area of our Canadian real estate portfolio⁴, with the aim of reducing our carbon footprint and achieving our target.

2. Integrate climate considerations into all processes and decisions, including our investments.

On the investment front, in 2024, we fine-tuned our sustainable investment strategy, prioritizing alignment, credibility and growth. We also began analyzing and mapping our investment exposure in order to develop an action plan.

Moreover, to support certain sectors contributing to the fight against climate change, we have invested \$3.3 billion in renewable energy and \$800 million in green bonds.

To better inform our future decisions, we have begun implementing a formal process to identify opportunities related to climate change.

3. Implement sound climate change risk management and build resilience to the physical impacts of climate change across our operations.

In 2024, iA Financial Group developed a strategic framework for this purpose and began implementing it, in particular, identifying risks and opportunities related to climate change.

4. Strengthen climate-related disclosure recommendations and facilitate disclosure by investment portfolio companies.

iA Financial Group remains committed to transparency with its stakeholders, and discloses its climate-related progress, performance and challenges, which are based on recognized frameworks.

5. Help advance the understanding of the impacts of climate change on the insurance industry.

iA Financial Group is part of a sustainability community of practice, where members can share common concerns, consolidate expertise and develop new knowledge related to sustainability initiatives.

¹ These figures represent the portion subject to the decarbonization commitment, corresponding to investments of around \$13.5 billion as at January 16, 2023.

² Using 2022 as a baseline

³ Based on 34 of our owned buildings in Canada

⁴ Feasibility studies are conducted on Canadian properties only. Properties located in the United States (representing 1.8% of the total square footage of the properties owned as at December 31, 2024) are currently excluded and will be included in a later phase.



Social

As a learning organization, iA Financial Group continues to expand its programs aimed at developing employees' skills both professionally and personally, enabling them to aspire to greater achievements. In 2024, to measure this progress, we updated our employee survey strategy and created a learning organization index.

In parallel, the Corporation continued the rollout of its financial literacy tools geared more specifically towards our clientele, such as podcasts and videos designed to simplify financial information and make it more accessible.

In addition, recognizing the importance of creating an equitable, diverse and inclusive environment, and with the aim of further developing this strategy, we favour various data collection tools, including a self-identification questionnaire for our Canadian employees and an inclusion index.

- **78%** of our employees in Canada completed the self-identification questionnaire⁵.
- **53%** of appointments to iA Financial Group's Senior Leadership⁶ Positions were attributed to women.
- **37%** of women occupy Senior Leadership Positions⁶, compared to 39% in 2023.
- Completion of the second phase of the Partnership Accreditation in Indigenous Relations (PAIR) certification process from the Canadian Council for Indigenous Business.
- Retention of Silver Parity Certification awarded by Women in Governance.

The Corporation has continued to expand its product offering with new products focused in particular on inclusion.

iA Financial Group continued to pursue its philanthropic endeavours in 2024, with contributions to various charitable organizations in Canada and the United States.

- **\$10.4M**
- **Over 600 charities**

⁵ Excluding some Canadian subsidiaries for which data was not available as at December 31, 2024.

⁶ iA Financial Group "senior leadership positions" denote senior executives and senior management, as well as senior management of the main subsidiaries that comprise the Group.

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Governance

Because its commitment to sustainability involves the Board of Directors, senior management and many employees, the organization has adopted a governance structure that was enhanced in 2024. It is supported by:

- the Board of Directors and three of its committees (Risk, Governance and Ethics Committee, Investment Committee and Human Resources and Compensation Committee).
- the Sustainability Executive Committee.
- the Executive Risk Management Committee.
- the Sustainability Steering Committee.
- Several other committees and working groups in the areas of philanthropy, equity, diversity and inclusion, climate and sustainable investment to ensure cross-functional operationalization of our various orientations and strategies.

iA Financial Group's *Sustainability Policy* provides a framework for our practices and governance with regard to sustainability, including climate change. In particular, it specifies the roles and responsibilities of the organization's different internal entities. In addition, the *Sustainable Investment Policy* and the *Climate Risk Management Corporate Policy* set out the principles underpinning iA Financial Group's climate risk management and investment framework.

For more information, see the *2024 Sustainability Report* and the *2024 Climate Change Performance Report*.

**Growth Oriented,
Excellence Driven**