

DIVERSITY, EQUITY AND INCLUSION STATEMENT



EDI Statement

At iA Financial Group, we view equity, diversity, and inclusion as essential drivers of our innovation and sustainable growth. As our operations expand into new communities each year, our commitment to understanding their realities becomes more crucial than ever. To design relevant products and deliver an authentic client experience, we must reflect the rich diversity of these communities within our organization. By building representative and inclusive teams, we enhance our ability to meet everyone's needs while shaping a more equitable, forward-looking company.

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

These programs and our achievements include:

Governance and strategy

The EDI strategic plan is supported by our advisory committee, which includes our president and CEO, the co-leaders of the employee resource groups (ERGs) and their respective sponsors. This committee ensures that the strategic plan aligns with the company's vision and business objectives, thereby guaranteeing the seamless and effective integration of EDI initiatives into our overall strategy.

Awareness

Over the past few years, we have implemented several awareness and educational initiatives for all our teams, including employees and managers. Through targeted communications, a variety of training courses on equity, diversity, and inclusion, interactive workshops, and inspiring conferences, we encourage collective awareness and inclusive behaviours on a daily basis. These concrete actions reflect our commitment to building a work environment where everyone feels recognized, respected and fully invested.

Employee resource groups

Our employee resource groups (ERGs) and their allies are led by and for employees.

In addition to giving a voice to the various communities within the company, ERGs help enhance employee wellbeing and professional development. They promote an inclusive and safe work environment in which open-mindedness, listening and sharing experiences and perspectives are encouraged and valued, allowing everyone to flourish and effectively contribute to our collective success.

To date, the following ERGs are actively present at iA Financial Group:

- Afrodescendant and Allies Network
- Indigenous and Allies Network
- Women and Allies Network
- Group of Allies and Individuals with Neurodivergence (GAIN) Network
- LGBTQ+ and Allies Network
- Next Generation and Allies Network

Getting involved in our communities

We strengthen our social impact within communities by establishing strategic partnerships and sustainable collaborations that are aligned with our commitments to social responsibility and ethical governance.

Certifications and partnerships

We recognize the importance of certifying our policies and practices with respect to diversity, recruitment and internal training based on external standards set by recognized organizations.

Here's an overview of some of our certifications and partnerships:

- Partnership Accreditation in Indigenous Relations (PAIR) from the Canadian Council for Indigenous Business;
- Silver level of Women in Governance Parity Certification;
- Catalyst;
- Association des femmes en finance du Québec (AFFQ); Women in Capital Markets;
- GRIS-Montréal;
- Fondation Émergence.

To learn more about our commitment to equity, diversity and inclusion, download at ia.ca/equity-diversity-inclusion.

