

SUSTAINABILITY IN ACTION

Highlights from our 2025 reports



A solid foundation for sustainable performance

In 2025, iA Financial Group continued its efforts to create conditions conducive to sustainable performance.

This document highlights a non-exhaustive list of sustainability initiatives, performance metrics and commitments drawn from our 2025 Sustainability and Climate annual reports.

Our Purpose

“For our clients to be confident and secure about their future”

Key figures

More than
11.9 million
Clients

Approximately
10,345
Employees

Over
50,000
Representatives

Environment

In 2025, iA Financial Group worked to improve the quantification of its greenhouse gas emissions and the management of its climate risks, both in its operations and across its investment portfolios.

- Deployment of a proprietary tool for analyzing environmental, social and governance (“ESG”) issues, thereby enhancing the assessment of emitters’ and portfolios’ ESG profiles.
- Completion of climate scenario analyses.
- Monitoring of carbon intensity, enabling investment teams to track our decarbonization progress in real time.

Targets ¹	Progress since 2022
60% reduction in GHG emission intensity from our Canadian real estate holdings by 2035	-6.58%
40% reduction in carbon intensity of our public corporate bond portfolio by 2035	-28%

In 2025, feasibility studies aimed at improving energy efficiency were conducted on 68% of the total surface area of the Corporation’s owned Canadian properties.

This approach helps build climate resilience, improve the management of climate-related risks and supports a credible transition aligned with regulatory expectations.

Social

The social pillar aims to strengthen performance by focusing on talent development, an inclusive and engaging culture, active community involvement, and enhancing the client experience.

Talent and Culture

In 2025, our approach was reflected in concrete actions both internally and externally, including the following:

- Evolution of the iA Flexible Working Model to foster collaboration: minimum office presence expectation of two days per month for employees and four days per month for managers.
- Rollout of the Equity, Diversity and Inclusion strategy.

¹ Using 2022 as a baseline

- Pilot project for mentoring program with the Women’s Employee Resource Group promoting equity, talent development and inclusive leadership through structured mentoring relationships based on established objectives and monthly meetings.

Self-identification of our Canadian employees increased to 80.6% (78% in 2024).
Silver level of Women in Governance Parity Certification in Canada and Bronze level in the United States.

Philanthropy

In 2025, iA Financial Group continued to support initiatives that promote the social and community sector, health, education and the environment in the communities where it operates.

\$11.4 million in donations distributed to more than 600 organizations.
Record-breaking United Way/Centraide campaign with over \$3.2 million raised.

A few major donations:

- \$1 million (2025-2034) to the CHU Sainte-Justine Foundation
- \$500,000 (2025) to Food Banks Canada
- \$210,000 (2024-2026) to World Wildlife Fund Canada (WWF)

Client Experience & Products and Services

Enhanced client experience

- Rollout of the Growth Hub and increased use of predictive models to personalize client journeys.
- Increased use of web tools for information, interactions, quotes and online enrolment.
- Development of a 360° client view integrating data and artificial intelligence to provide more relevant advice.

Products and services – New in 2025

In 2025, iA Financial Group strengthened its product and service lineup by further integrating total well being and client autonomy while enhancing accessibility and inclusion.

- Launch of *Insights*, a new space featuring content from our experts in the form of articles and white papers.
- Enhanced group health insurance benefits, including new solutions dedicated to women’s health, weight management and sleep (HALEO partnership), complemented by practical tools.

- More inclusive drug coverage with expanded benefits for reproductive health, menopause, weight management and preventive vaccines.
- Launch of the group FHSA and online withdrawals for group TFSAAs.

By combining talent, inclusion, community engagement, global client experience and tailored products and services, iA Financial Group acts as a responsible corporate citizen and generates positive outcomes for its stakeholders.

Governance

iA Financial Group stands out for its strong and well-recognized governance. The organization is guided by robust policies and rigorous mechanisms in the areas of ethics, compliance, risk management and fair treatment of clients.

- Implementation of climate risk integration within the integrated risk management framework, including risk appetite and risk tolerance.
- Training for directors on updates regarding climate and regulatory issues.
- Strengthening governance of responsible artificial intelligence.

This strengthened governance helps increase organizational efficiency and improve the quality of decision-making in a constantly changing environment.

Awards

- *Forbes 2025*: Among Canada’s best employers and among the top five employers in the insurance sector.
- *Board Games*: 10th place in *The Globe and Mail* ranking.
- *Corporate Knights*: Among the Best 50 Corporate Citizens in Canada for the second consecutive year.



For more information, see the [2025 Sustainability Report](#) and the [2025 Climate Change Performance Report](#).

Highlights from our 2025 reports

This document, our *Sustainability Policy* and various other documents related to sustainability are available on our website at ia.ca, in the "Sustainability" section.

To reduce our production of printed materials at the source, iA Financial Group has decided not to print this document. An electronic version of this document is available at ia.ca.