Indigenous Relations and Inclusion Policy



iA Financial Group

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1 Introduction

Policy objectives

iA Financial Group is committed to establishing and maintaining lasting, respectful and mutually beneficial relationships with Canada's Indigenous Peoples.

The *Indigenous Relations and Inclusion Policy* (hereinafter the "**Policy**") is intended to:

- Provide a framework for iA Financial Group's commitments to reconciliation, inclusion and economic development
- Support a consistent and integrated approach across the organization
- Contribute to the economic and social wellbeing of Indigenous communities

The Policy is part of the organization's overall sustainability strategy.

Definitions

Canadian Subsidiary

Means a legal entity that is controlled, directly or indirectly, by iA Financial Corporation Inc. and that is incorporated in Canada.

iA Financial Group

Means, collectively, iA Financial Corporation and its Canadian subsidiaries.

iA Financial Corporation

Means iA Financial Corporation Inc.

Corporation

Means, individually, iA Financial Corporation or one of its Canadian Subsidiaries.

RGEC

Means the Corporation's Risk, Governance and Ethics Committee, which is tasked with supporting the Corporation's Board of Directors in its governance, ethics and risk management responsibilities.

I-ERG

Means the Employee Resource Group for Indigenous peoples and allies.

Scope

The Policy applies to iA Financial Group's Canadian subsidiaries.

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Guidelines

iA Financial Group acknowledges the role that the private sector can play in the reconciliation process. In this context, the Policy is based on the following principles:

Reconciliation, respect for rights and sustainable relationships

iA Financial Group aims to:

- build relationships based on listening, respect, authenticity and long-term collaboration.
- promote ongoing dialogue with Indigenous communities, organizations and partners to inform its actions, strengthen its relationships and foster mutual understanding.
- promote an organizational culture based on respect for the perspectives, experiences and realities of Indigenous peoples.
- provide awareness-raising and training activities for the company's various internal stakeholders. These activities may include, among other topics, the history of Indigenous peoples, residential schools, the Truth and Reconciliation Commission of Canada, the United Nations Declaration on the Rights of Indigenous Peoples, Indigenous rights, intercultural understanding, human rights and the fight against racism.

Inclusion and talent development

iA Financial Group promotes:

- the recruitment, retention and equitable representation of Indigenous peoples;
- the establishment of an inclusive environment supported by internal initiatives (through an Employee Resource Group for Indigenous peoples and allies, for example);
- the development of work partnerships.

Economic development and partnerships

iA Financial Group aims to:

- include Indigenous businesses in its procurement processes;
- encourage the development of business relationships and sustainable partnerships with Indigenous businesses.

Community involvement

iA Financial Group supports Indigenous communities through:

- community partnerships;
- initiatives and philanthropic donations;
- a progressive approach toward measurable impacts.

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Roles and responsibilities

The Corporation's Board of Directors

- reviews and approves the Policy and its modifications, if applicable;
- reviews and, as applicable, approves certain public disclosures by the Corporation, including the Management Proxy Circular and the Sustainability Report, which may include information regarding inclusion and relations with Indigenous peoples.

Risk, Governance and Ethics Committee (RGEC)

- recommends the Policy for approval to the Board of Directors;
- reviews the report on the progress of the strategy regarding inclusion and relations with Indigenous peoples.

Sustainability Executive Committee

- reviews and recommends the approval of the Policy as well as its modifications to the RGEC;
- promotes initiatives related to inclusion and relations with Indigenous peoples and oversees their implementation.

Sustainable Procurement Committee

- monitors and tracks progress toward improving procurement practices related to inclusion and relations with Indigenous peoples.

Talent and Corporate Affairs department

- contributes to the development and implementation of initiatives aimed at promoting the inclusion of Indigenous peoples within its mandate;
- supports internal activities and initiatives related to inclusion and relations with Indigenous peoples, when such initiatives are implemented;
- contributes, where appropriate, to the development and maintenance of employment partnerships with Indigenous peoples.

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Accountability

iA Financial Group prioritizes a transparent approach when communicating its initiatives related to inclusion and relations with Indigenous peoples.

To this end, the organization reports on its action plan and progress in its Sustainability Report and is gradually developing performance indicators, which are monitored by the organization's various governance bodies.



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