



iA FINANCIAL CORPORATION INC.

# **Sustainable Development Policy**

## 1. Introduction

### A. Purpose

Sustainable development is a mode of development that aims to meet the needs of the present without compromising the ability of future generations to meet their own needs. It is an integral part of the strategies and operations of iA Financial Corporation Inc. and its subsidiaries (hereinafter referred to individually and collectively as “iA Financial Group”).

By adopting this *Sustainable Development Policy* (hereinafter the “Policy”), the Board of Directors of iA Financial Corporation Inc. has clearly expressed the company’s commitment to creating economic and social value and its desire to share its sustainable development goals and guidelines with its various stakeholders.

### B. Objectives

This Policy aims to achieve the following objectives:

- 1) Establish a sustainable development reference framework, including results disclosure.
- 2) Clearly define guidelines for iA Financial Group’s reflection, strategy and actions regarding sustainable development.
- 3) Identify sustainability objectives and best practices to follow, taking into consideration iA Financial Group’s operations and environment.

### C. Scope and application

This Policy applies to all iA Financial Group activities.

## 2. Roles and responsibilities

The iA Financial Group *Sustainable Development Policy* is the responsibility of the Director of Investor Relations and Public Affairs. It is approved by the Board of Directors upon recommendation from the Governance and Ethics Committee.

### A. Governance and Ethics Committee

This committee of the Board of Directors is responsible for monitoring iA Financial Group’s sustainable development framework and examines the company’s strategy in this area. As such, it is responsible for reviewing the Policy and recommending its approval to the Board. Moreover, it keeps the Board informed of the status of sustainable development at iA Financial Group.

## B. Investor Relations and Public Affairs Department

The Investor Relations and Public Affairs Department is responsible for the implementation of the Policy within iA Financial Group and for ensuring the continuity and advancement of iA Financial Group's sustainability achievements. It is also responsible for communicating these achievements through the annual *Sustainability Report* and other means.

## C. Sustainability Steering Committee

This committee, chaired by the Director of Investor Relations and Public Affairs, is composed of members of management from iA Financial Group's various business lines and departments. It is responsible for defining iA Financial Group's sustainable development strategy and establishing its sustainability objectives.

More specifically, its mandate is to:

- Establish the company's sustainable development strategy, objectives and targets.
- Set priorities and timelines and make recommendations.
- Approve action plans for the implementation of new projects.
- Monitor progress.
- Allocate adequate resources to achieve established objectives.
- Ensure communication and coordination.

## D. Extended Advisory Committee

This committee is made up of more than sixty members and includes employees representing different business units and subsidiaries of iA Financial Group. It has an advisory mandate that serves as the driver of iA Financial Group's sustainability efforts. It identifies and proposes the implementation of new sustainable development projects within business units and company wide.

### 3. Sustainable development goals

In line with its purpose for clients to be confident and secure about their future, iA Financial Group supports the United Nations' Sustainable Development Goals ("SDG") model, with a focus on the goals listed below. It contributes to the achievement of these goals by having specific objectives regarding its clients, its employees, the community and the environment. Such objectives are aligned with its purpose, mission and values and integrated into its operations. Setting targets and criteria allows the company to measure and evaluate its progress.

#### A. SDG #3: Good health and wellbeing

This SDG seeks to give individuals the means to live healthy lives and promote wellbeing for all at all ages.

Our commitment:

- Offer our clients products and services that provide access to quality health care and health services.
- Promote healthy lifestyles as well as physical and mental wellbeing among our clients, employees and communities.
- Support the wellbeing of individuals and the community through our donation and community involvement policy.

#### B. SDG #8: Decent work and economic growth

This SDG seeks to promote inclusive and sustainable economic growth, employment and decent work for all.

Our commitment:

- Offer our clients products and services that ensure their financial wellbeing by offering them personal insurance coverage and investment solutions to help them achieve their personal goals.
- Be an employer of choice that offers a rewarding career by offering our employees job stability, advantageous working conditions, support in their development and the opportunity to use their talents and reach their full potential.
- Support the economic growth of our communities through our sourcing practices and choice of service providers.
- Support education, as well as the integration of people in vulnerable situations in the community, through our donation and community involvement policy.

## C. SDG #10: Reduced inequalities

This SDG seeks to reduce inequality within and among countries.

Our commitment:

- Promote a corporate culture based on inclusion.
- Offer a positive company-wide employee experience and a workplace that promotes diversity and inclusion, regardless of ethnic origin, nationality, language, religious beliefs, gender, sexual orientation, age, marital status, family situation or physical or mental disability.
- Support the communities in which we operate through our donation and community involvement policy.

## D. SDG #11: Sustainable cities and communities

This SDG seeks to make cities inclusive, safe, resilient and sustainable.

Our commitment:

- Measure and manage the environmental performance of our real estate portfolio.
- Support alternative modes of transportation, such as carpooling, public transit and active transportation, among our employees and the community.
- Measure and optimize our waste management practices.
- Promote urban farming and beekeeping projects on our properties, where appropriate.

## E. SDG #13: Climate action

This SDG seeks urgent action to combat climate change and its impacts.

Our commitment:

- Become carbon neutral by proactively reducing our carbon footprint at the source and by offsetting residual greenhouse gas emissions through the purchase of carbon credits.
- Measure and manage the environmental performance of our real estate portfolio.
- Incorporate environmental concerns in our investment analysis and decision-making processes.

## 4. Guidelines

This Policy sets out eight guidelines for iA Financial Group's strategy and actions to achieve its priority United Nations sustainable development goals, as outlined in section 3 of this Policy.

### A. Ensure the financial wellbeing of our clients

In line with the iA Financial Group mission, ensure the financial wellbeing of our clients by offering them personal insurance coverage and investment solutions to help them achieve their personal goals.

To do this, iA Financial Group aspires to be the company that best meets client expectations, in partnership with our distributors.

### B. Effectively manage risks

Manage the risks inherent in the conduct of iA Financial Group's business in order to sustain our growth and preserve the long-term balance between risk taking and our risk appetite and tolerance.

### C. Follow high standards of governance

Follow best governance practices in order to foster our growth, increase our share value and maintain the confidence of our clients and investors.

### D. Actively contribute to our communities

Support the communities in which we operate through community involvement as a natural extension of our values.

### E. Manage environmental impact

Reduce our environmental footprint with respect to energy, water, waste management, transportation and indoor and outdoor environments.

### F. Create a rewarding work environment centred around diversity and inclusion

Be an employer of choice that offers a rewarding career, a positive company-wide employee experience and a workplace that promotes diversity and inclusion, regardless of ethnic origin, nationality, language, religious beliefs, gender, sexual orientation, age, marital status, family situation or physical or mental disability.

### G. Practice responsible sourcing

Clearly communicate our guidelines and expectations regarding the way our suppliers do business with us.

## H. Incorporate ESG factors in our investment processes

Take into account risks and opportunities related to environmental, social and governance factors (“ESG factors”) in the investment decision-making process. Also encourage companies and other asset managers to adopt responsible investment practices to improve the long-term financial performance of companies.

## 5. Sustainability report

iA Financial Group puts forward economic, environmental, social and governance initiatives to promote sustainable growth. A sustainability report is published every year to communicate iA Financial Group’s progress and achievements in this area to its investors and stakeholders.

As of 2020, the disclosure contained in the sustainability report will be guided by the Sustainability Accounting Standards Board (“SASB”) reference framework. The SASB framework includes metrics and targets specific to many industries, including the insurance industry.

## 6. Accountability

The Investor Relations and Public Affairs Department periodically reports to the Governance and Ethics Committee on compliance with the Policy, sustainability commitments made for the year, progress regarding the targets and metrics defined for sustainable development goals and the means selected to achieve them.

## 7. Review

This Policy will be reviewed every three (3) years or as required by regulatory changes or a needs analysis of iA Financial Group.