

Diversity and Inclusion Statement

iA Financial Group is committed to offering 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.

Diversity and inclusion are core values that influence decision-making throughout iA Financial Group in an evolving way. From team composition to investment considerations, we understand that our focus on these priorities is not just the right thing to do, they are critical to the long-term success of our organization.

At iA Financial Group, we are actively building a team that is as diverse as the people and communities we serve. By offering an inclusive environment that values teamwork, respect for individuals, and service quality, we strive to ensure that our employees can be authentic, supported, and able to realize their full potential.

On February 14, 2019, the Board of Directors of iA Financial Group adopted a diversity policy, with special attention paid to the pursuit of equal gender representation on the board. We believe that this initiative favours a plurality of ideas and opinions, reduces the risks associated with group mentality, and results in a greater range of knowledge, background, and skills.

In addition, we are close to achieving gender parity in our organization's middle management positions. This will allow us to pursue gender parity at the vice-president level in the midterm. We believe that our efforts in this regard will enable us to achieve gender diversity on our senior management team.

In the first quarter of 2019, iA Financial Group became a signatory of the United Nations Principles for Responsible Investment (PRI) through its iA Investment Management subsidiary. In accordance with the PRI, we incorporate environmental, social and corporate governance (ESG) issues in our investment practices and integrate ESG considerations into our ownership policies and practices. We contribute to the promotion and enhance implementation of the PRI within the investment industry through an international network of signatories from over 50 different countries, and report on our activities and progress.

iA Clarington, our mutual fund subsidiary, offers a suite of socially responsible mutual funds and portfolio solutions. Combining financial and ESG analyses, we review company performance in the following key areas: corporate governance, environmental commitments, employee relations, diversity, community relations, human rights, and sustainable products.

For more information about our commitment to diversity and inclusion, please download our [Sustainability Report](#).



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