



Aboriginal Relations and Inclusion Policy

1. Purpose

iA Financial Corporation Inc. (“**iA Financial Corporation**” or the “**Corporation**”) and its subsidiaries (collectively “**iA Financial Group**”) has made a corporate commitment to maintaining positive relationships with Aboriginal communities in Canada and to undergo an external review of its performance in this area going forward. Committed to increasing collaboration, iA Financial Group is partnering with Aboriginal peoples, communities and businesses to continually improve relations. This Aboriginal Relations and Inclusion Policy (hereinafter the “**Policy**”) serves as a framework for a structured, holistic and meaningful approach to Aboriginal relations at iA Financial Group.

2. Scope

This Policy applies to iA Financial Group’s Canadian operations.

3. Objective

iA Financial Group’s purpose is to ensure that our clients are confident and secure about their future. iA Financial Group has adopted a sustainability policy to ensure the wellbeing of and to create economic and social value for its stakeholders. To support its purpose, this Policy aims to create connection and long-lasting relationships, based on listening, respect and authenticity, between iA Financial Group teams and Aboriginal peoples.

4. Pillars

Our Aboriginal relations strategy, supported by the principles established by the Canadian Council of Aboriginal Business, is based on four pillars necessary for a business to successfully maintain its emphasis on progressive and positive relations with Aboriginal peoples. These four pillars are the following:

1. **Leadership Actions:** The Corporation’s management supports the emphasis on progressive relations with Aboriginal peoples throughout the organization. Under this pillar, members of the Corporation’s executive committee will follow iA Financial Group’s Aboriginal cultural awareness training program and promote it throughout the organization. As part of its Equity, Diversity and Inclusion (EDI) strategy, iA Financial Group is also committed to raising awareness and educating its executives, managers and employees about inclusive leadership and unconscious bias.
2. **Employment:** The Corporation dedicates resources to promote the representation of Aboriginal peoples in the workforce. Under this pillar, iA Financial Group intends to create partnerships with different employment organizations in order to promote synergies with Aboriginal peoples and communities in Canada.
3. **Business Development:** The Corporation dedicates resources to develop partnerships with Aboriginal-owned businesses. Under this pillar, iA Financial Group commits to periodically review its procurement process to identify and correct practices that may create bias for Aboriginal-owned businesses and support such suppliers in the procurement qualification process.
4. **Community Relationships:** The Corporation is committed to developing and maintaining positive relationships with Aboriginal communities, members and stakeholders. Under this pillar, iA Financial Group will continue to maintain its long-term commitments, through

philanthropic donations, to charitable organizations that support and work with Aboriginal communities.

5. Roles and Responsibilities

Aboriginal relations are an important component of iA Financial Group's sustainability strategy. The following governance structure aims to ensure that Aboriginal relations are governed within this sustainability strategy.

a. Aboriginal Relations Working Group

At the first level, a working group was specifically established to plan and monitor the deployment of Aboriginal relations strategy initiatives. The working group assembles multidisciplinary professionals within iA Financial Group whose expertise is relevant to the abovementioned four pillars.

This working group reports to the Vice-President, Investor Relations, Capital Management, Sustainability and Public Affairs and is responsible to propose initiatives and indicators to monitor in order to achieve the Aboriginal relations strategy.

b. Sustainability Steering Committee

The Steering Committee establishes and monitors iA Financial Group's sustainability strategy, objectives and targets. The committee is responsible for adopting indicators to monitor the implementation of the sustainability strategy, including indicators for each of the pillars related to the Aboriginal relations strategy. It is composed of senior managers from iA Financial Group's different business segments and corporate departments and is led by iA Financial Corporation's Vice President, Investor Relations, Capital Management, Sustainability and Public Affairs. This committee is responsible for overseeing the Aboriginal relations strategy and its implementation by the Aboriginal relations working group.

c. Vice-President, Investor Relations, Capital Management, Sustainability and Public Affairs

The Vice-President, Investor Relations, Capital Management, Sustainability and Public Affairs makes recommendations to the Sustainability Steering Committee and periodically reports to iA Financial Corporation's Executive Committee and to the Risk, Governance and Ethics Committee of iA Financial Group's Board of Directors ("RGEC") on the status of the sustainability strategy indicators, including indicators on the Aboriginal relations strategy.

d. Executive Committee

The Executive Committee is responsible for monitoring the execution of the initiatives and promoting the Aboriginal relations strategy to members of management and employees.

e. Risk, Governance and Ethics Committee and Board of Directors

Ultimately, iA Financial Group's sustainability strategy is overseen by the RGEC and the RGEC reports on such oversight to iA Financial Corporation's Board of Directors.

f. Board of Directors

iA Financial Corporation's Board of Directors is responsible for approving, monitoring and amending this Policy upon the RGEC's recommendation.

6. Effective Date and Review

This Policy is effective as of November 7, 2023. This Policy will be reviewed every three (3) years, or as required by regulatory changes or an iA Financial Group needs analysis.