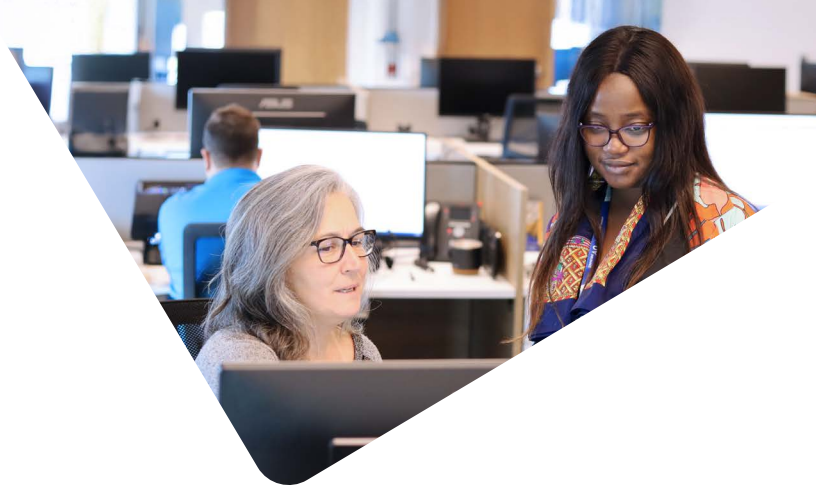




Equity, Diversity, and Inclusion (EDI)

UV Insurance is dedicated to fostering a healthy and respectful work environment, where each team member is embraced for their individuality and provided with equal opportunities to thrive and reach their full potential.

For this reason, the added value of each individual in our workplace deserves to be recognized and fully appreciated. We genuinely believe that a equitable, diverse, and inclusive work environment is a key driver of growth and success for our mutual insurance company. Diversity, in all its forms, is at the heart of our values—commitment, cooperation, excellence, and care. This is why we are committed to recognizing and fully valuing the unique contributions of each individual in our workplace.

Our Commitment

- 1 Establish an EDI committee to develop and implement concrete actions that drive meaningful change.
- 2 Implement tools to promote inclusion and awareness.
- 3 Provide training to educate and raise staff awareness.
- 4 Promote the principles of inclusion in its broadest sense to encourage the engagement of diverse audiences.
- 5 Launch initiatives to ensure our events are inclusive.

A handwritten signature in black ink, reading 'Maryse Galarneau'.

Maryse Galarneau

Vice President, Human Resources

EDI Initiatives in Action

From intention to action!

Beyond our commitments, our EDI Committee is taking concrete steps to foster an accessible, respectful, and inclusive workplace. Here's an overview of the initiatives already in place.

Inclusive Communication & Awareness

Language, understanding, and awareness

- ▶ Dyslexia-friendly font
- ▶ Inclusive writing guide
- ▶ Educational EDI newsletters
- ▶ Digital tools that support inclusion (e.g., Antidote)

HR Practices & Skills Development

From recruitment and throughout the employee journey

- ▶ Inclusive hiring measures in job postings
- ▶ EDI training offered to managers and employees
- ▶ Annual survey to better understand EDI realities and respond to employee needs

Accessible & Adapted Work Environments

Working, collaborating, and thriving together

- ▶ Accommodations for neurodivergent individuals
- ▶ Bookable quiet/zen spaces available at all times
- ▶ Noise-reducing headphones to support focus
- ▶ Silence and respect reminders in open workspaces
- ▶ Wheelchair-accessible building and common areas
- ▶ Reserved parking spaces for individuals with reduced mobility (temporary or permanent)
- ▶ Accessibility measures related to elevator use (24-hour advance notice + adapted workspaces on the first floor)

Kindness, Support & Psychological Safety

Bringing our values to life

- ▶ Presence of an accredited Sentinel to provide oversight and respond appropriately to employees or clients experiencing distress



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We are proud of the progress we've made and continue, every day, to evolve our practices in equity, diversity, and inclusion.

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