

COMMUNIQUÉ

To Group Insurance plan administrators
Health and wellness

Inclusive coverages | Gender support

For many organizations, integrating a more inclusive approach into benefits programs has become a must.

That's why we offer inclusive coverages that make certain drugs, care and treatments more accessible to group insurance plan members and their dependents.

Support for gender affirmation

Some people who want to live fully in harmony with themselves may consider gender-affirming care and treatment, but the cost can sometimes be an obstacle.

Our **Gender affirmation** coverage provides essential support by reimbursing certain expenses, treatments and drugs not covered by the public plan.

À la carte coverage for a tailor-made program

Gender affirmation coverage is offered à la carte and can be added to group insurance plans according to each organization's equity, diversity and inclusion (EDI) strategy.

And for added convenience, we offer a flexible formula that allows organizations to choose the maximum amounts they wish to cover.

In addition to this coverage, we offer three à la carte family support coverages: Fertility, Surrogacy and Adoption.

SUPPORT FOR GENDER AFFIRMATION	SUPPORT FOR THE FAMILY		
Gender affirmation	Fertility	Surrogacy	Adoption

If you have any questions, please contact your advisor or your iA Financial Group Account Executive.

We offer inclusive coverages for groups of 50 or more plan members.

You, as the plan administrator, have an important role to play in informing your plan members about their group insurance plan. We also look to your support to give them all explanatory and administrative documents upon enrolment or upon request. We will help you show them where they can consult this documentation if it is not available in hard copy. If you have any questions, please feel free to consult your administrator's guide or to contact your local Account Executive or Client Relationship Manager.

This communiqué and past publications are also available on our website ia.ca.