



Women in Finance Charter

At Intact Insurance, we're proud to be part of the Women in Finance Charter and remain deeply committed to driving gender diversity in senior roles, not just because it's the right thing to do, but because we know diversity is one of our greatest strengths.

Since signing the Charter in 2017 with a starting point of 33%, we've been steadily making progress and in 2023, we raised the bar again, setting a new ambition of 40% by the end of 2026.

As of **July 2025**, our representation sits at **37%**, up from **34.8%** in July 2024 — a positive step forward as we continue working towards our 40% target.

We're confident we'll get there because we know our actions work. Through enhanced talent and succession planning, inclusive policies that support families and carers, and a sharper focus on using data-driven insights to guide decisions and track progress, we're building the conditions for long-term, sustainable change.

We're not just ticking boxes — we're living our promise to create a workplace where everyone can thrive. By changing the face of leadership, we're building a future that reflects the diversity of our people and the strength it brings to our business.

Sarah Mantle Gray

