

Manager selection and monitoring

Quality management and high performance rely on choosing good managers. To do so, SSQ Insurance relies on the expertise and dedication of its resources, as well as a rigorous selection process. In an effort to create a proactive and innovative platform, we seek the best fund managers from all over the world. **Our philosophy is to bring together the most qualified managers, with complementary management styles in various asset categories, in order to offer a comprehensive range of investment opportunities to our clients.**

Selection process

Whether we're offering a new product or replacing a manager, our objective is to identify portfolio managers who can give us a long-term competitive advantage.

The selection process starts as soon as a mandate has been defined. A pool of potential managers from around the world are examined. Then, quantitative and qualitative filters are applied to identify those who stand out. On average, 5 to 15 managers are identified at this stage.

A deeper quantitative analysis is then conducted and investment manager finalists are selected. In order to compare managers, we consider various risk and return statistics.

Between two and four managers will be asked to present a service offer that will be qualitatively analyzed based on the **following 5 fundamental pillars**. Thanks to a clear and proven process, we make sure to offer globally reputable fund managers that are amongst the best in the industry.

Research mandate

Manager universe	
Qualitative and quantitative analysis	5 to 15 managers
In-depth analysis and finalists' presentations	2 to 4 managers
Fund Offering Committee recommendation	



Choice of the manager

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Organization and reputation

Eg: History of the organization and future objectives

Management team and experience

Eg: Experienced managers who have generated returns in the past

Historical performance

Eg: Value added of the manager

Risk/return relationship

Eg: Performance indicators, such as the information ratio

Management style

Eg: Manager compliance with its investment policy

Monitoring process

SSQ Insurance's decision to entrust its assets with external portfolio managers comes with an inherent responsibility to oversee their quantitative performance (such as returns and risk-return ratios) as well as their qualitative characteristics (including how they handle their mandates). Managers who accept these responsibilities subject themselves to rigorous monitoring.

Quarterly, our teams analyze management reports received from managers and validate rolling period value added objectives (based on the style and the level of risk taking). All managers are met with on a regular basis.

Twice a year, a report is generated for the CEO and the Fund Offering Committee, which serves as a summary of the work accomplished in monitoring the fund managers. In this report, a grade is given to each manager for each of the **5 fundamental pillars**. When a manager's average grade falls below the established criteria, they are automatically added to the surveillance list and subject to more frequent evaluations.

Various situations can lead to the re-evaluation of a manager's mandate.

Here are a few examples:

- Event affecting organizational stability of the firm
- Departures or high turnover in the management team
- Concerns as to the nature of the portfolio
- Failure to meet return (value added) expectations
- Risk taking considered too high
- Failure to comply with the investment policy
- Decreased value of assets under management and client losses
- Poor quality of reports generated and/or the communications with the manager

Governance structure

The strength of our SSQ GIF selection and monitoring processes stem from the quality of the people involved.

We are responsible for ensuring that managers continue to meet the strict stability, risk-return profile, and performance criteria that were set when they were selected. We believe that by applying this disciplined approach to our manager selection process, we are able to identify those that will set themselves apart.

Fund development team

- Dedicated analysts full-time monitoring funds
- Responsible for selection, monitoring and periodic meetings with managers



Fund Offering Committee

- Highly qualified members:
 - Finance professionals (CFA, MBA)
 - Actuaries (FCIA, FSA)
- Responsible for decisions about the products offered to our customers

SSQ GIFs are chosen and monitored by our experts, in order to offer you the best!

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