

2025 ESG data table

The following data tables apply to IGM Financial and its operating companies.

Governance

| Topic | Measurement | 2025 | 2024 | 2023 | 2022 | 2021 |
|--|------------------------|--------------|-------|-------|-------|-------|
| BOARD COMPOSITION¹ (GRI 2-9, 405-1) | | | | | | |
| Board Directors | Number | 17 | 15 | 15 | 15 | 15 |
| Executive Board members | Number | 1 | 1 | 1 | 1 | 1 |
| Non-executive Board members | Number | 16 | 14 | 14 | 14 | 14 |
| Women Directors | Number | 7 | 5 | 5 | 5 | 5 |
| Board gender diversity | Percent of total Board | 41 | 33 | 33 | 33 | 33 |
| Board age diversity | | | | | | |
| Over 70 | Number | 4 | 3 | 2 | 2 | 2 |
| Between 50 and 70 | Number | 12 | 11 | 13 | 13 | 13 |
| Between 30 and 49 | Number | 1 | 1 | 0 | 0 | 0 |
| Board tenure | Average years | 13 | 14 | 13 | 12 | 11 |
| Independent Board members² | Number | 11 | 9 | 9 | 9 | 9 |
| Board independence | Percentage | 65 | 60 | 60 | 60 | 60 |
| Audit Committee independence | Percentage | 100 | 100 | 100 | 100 | 100 |
| Related Party and Conduct Review Committee independence | Percentage | 100 | 100 | 100 | 100 | 100 |
| Human Resources Committee independence | Percentage | 57 | 57 | 57 | 57 | 57 |
| Risk Committee independence | Percentage | 67 | 57 | 57 | 57 | 57 |
| Governance and Nominating Committee independence | Percentage | 57 | 50 | 50 | 50 | 50 |
| Average Board and Committee meeting attendance rate | Percentage | 96 | 98 | 98 | 96 | 98 |
| Directors with four or less mandates³ | Percentage | 100 | 100 | 100 | 100 | 100 |
| AUDITOR'S FEES⁴ | | | | | | |
| Audit fees | \$ thousands | 2,510 | 2,531 | 3,684 | 2,574 | 2,773 |
| Audit-related fees | \$ thousands | 54 | 83 | 202 | 49 | 192 |
| Tax fees | \$ thousands | 56 | 48 | 62 | 64 | 114 |
| All other fees | \$ thousands | 361 | 321 | 310 | 1,426 | 310 |
| Fees paid for services other than the audit | Percentage | 14 | 12 | 9 | 36 | 13 |

¹ All Board Composition data is as of the dates of the annual meetings in the respective years, except for the Average Board and Committee Meeting Attendance Rates which are as of December 31.

² The Board of the Corporation is composed of 17 Directors. Within the meaning of the CSA Guidelines and National Instrument 52-110 – Audit Committees and National Instrument 58-101 – Disclosure of Corporate Governance Practices (the "Instruments") and in the Board's view, the following 11 Directors (constituting a 64.7% majority of the Board), namely Marc A. Bibeau, Andra Bolotin, Betsey Chung, Marcel R. Coutu, Gary Doer, Susan Doniz, Sharon Hodgson, Sharon MacLeod, Susan J. McArthur, John McCallum and Beth Wilson are independent and have no other relationships that could reasonably interfere with the exercise of their independent judgement in discharging their duties to the Corporation. Paul Desmarais, Jr., André Desmarais, Claude Genereux, Jake Lawrence and R. Jeffrey Orr, being executive officers of Power Financial Corporation, are not independent within the meaning of the Instruments but, in the Board's view, they are all independent of management.

³ Represents mandates on public company boards outside Power Corporation and its subsidiaries (including Power Financial, Great-West Lifeco and IGM Financial).

⁴ For further details, see [IGM Annual Information Form](#).

Ethics and compliance

| Topic | Measurement | 2025 | 2024 | 2023 | 2022 | 2021 |
|--|----------------------------------|---|---|---|--|--|
| POLITICAL CONTRIBUTIONS (GRI 415-1) | | | | | | |
| Amount of political contributions | \$ | 0 | 0 | 0 | 0 | 0 |
| PRODUCT AND SERVICE LABELING (GRI 417-2) | | | | | | |
| Incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling in core documents, by type of outcomes. Core documents are those required under securities legislation in connection with distributions and continuous disclosure and include: Prospectuses, MRFPs, Fund Financial Statements, AIFs, Fund Facts. ¹ | Total number | IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2025. | IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2024. | IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2023. | IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2022. | IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2021. |
| MARKETING COMMUNICATIONS (GRI 417-3) | | | | | | |
| Incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes ^{2,3} | Total number | IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2025. | IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2024. | IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2023. | IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2022. | IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2021. |
| CUSTOMER PRIVACY (GRI 418-1) | | | | | | |
| Substantiated complaints regarding breaches of customer privacy and losses of customer data | Total number | IGM Financial and its operating companies had one substantiated complaint by the Office of the Privacy Commissioner of Canada or provincial privacy commissioners in 2025.^{4,5} | IGM Financial and its operating companies did not have any complaints substantiated by the Office of the Privacy Commissioner of Canada or provincial privacy commissioners in 2024. ⁵ | IGM Financial and its operating companies did not have any complaints substantiated by the Office of the Privacy Commissioner of Canada or provincial privacy commissioners in 2023. ⁵ | IGM Financial and its operating companies did not have any complaints substantiated by the Office of the Privacy Commissioner of Canada or provincial privacy commissioners in 2022. | IGM Financial and its operating companies did not have any complaints substantiated by the Office of the Privacy Commissioner of Canada or provincial privacy commissioners in 2021. |
| LAWS AND REGULATIONS (GRI 2-27) | | | | | | |
| Total number of significant instances of non-compliance with laws and regulations resulting in fines or non-monetary sanctions, and the total number and value of monetary fines ⁶ | Total number, total dollar value | Refer to Legal Proceedings and Regulatory Actions section of 2025 Annual Information Form. | Refer to Legal Proceedings and Regulatory Actions section of 2024 Annual Information Form. | Refer to Legal Proceedings and Regulatory Actions section of 2023 Annual Information Form. | Refer to Legal Proceedings and Regulatory Actions section of 2022 Annual Information Form. | Refer to Legal Proceedings and Regulatory Actions section of 2021 Annual Information Form. |

¹ Non-compliance instances are defined as material misstatements in core documents that would require IGM Financial or its operating companies to amend documents, re-file with the regulators and remedy with clients.

² Marketing communications are defined as corporate marketing materials and advertising, including sponsorships that are covered by the Mutual Fund Sales Practices Rule. Communications prepared by advisors with the operating companies are included.

³ Non-compliance instances are defined as material misstatements that would require IGM Financial or its operating companies to amend documents and remedy with clients.

⁴ In March 2025, a non-material privacy complaint was closed by the Office of the Privacy Commissioner of Canada in respect of one of the operating companies.

⁵ In late March 2023, one of the operating companies was notified by one of its third-party vendors, InvestorCOM Inc., that they were compromised due to a cybersecurity incident related to a technology supplier to InvestorCOM, GoAnywhere. The operating company has notified impacted clients and offered credit monitoring at no cost for two years to clients, which was extended for an additional three years. Refer to Note 26 Contingent liabilities in the 2025 IGM Financial Inc. Annual Report.

⁶ Significant instances of non-compliance with laws and regulations are defined as instances for which fines or non-monetary sanctions were incurred and are reported in the Legal Proceedings and Regulatory Actions section of IGM Financial's Annual Information Form. Non-monetary sanctions are defined as significant suspensions or cancellations of registrations or material conditions or restrictions on registration pertaining to IGM Financial and its operating companies, and IG Wealth Management Advisors, imposed as a result of a hearing or formal settlement agreement with regulators or self-regulatory organizations.

Taxes

| Topic | Measurement | 2025 | 2024 | 2023 ¹ | 2022 | 2021 |
|---|-------------|-------|-------|-------------------|-------|-------|
| TAXES (GRI 201-1) | | | | | | |
| Income taxes by jurisdiction | | | | | | |
| Federal Government ² | \$ million | 184.9 | 172.5 | 142.4 | 162.6 | 174.6 |
| British Columbia | \$ million | 3.7 | 3.3 | 1.7 | 2.6 | 1.4 |
| Alberta ² | \$ million | 3.1 | 2.4 | 1.2 | 1.7 | 1.1 |
| Saskatchewan ² | \$ million | 1.5 | 1.1 | 0.5 | 0.7 | 0.5 |
| Manitoba ² | \$ million | 24.6 | 19.6 | 14.5 | 19.6 | 37.0 |
| Ontario ² | \$ million | 43.2 | 39.9 | 32.9 | 38.6 | 37.4 |
| Quebec ² | \$ million | 10.6 | 8.8 | 5.7 | 7.3 | 4.0 |
| New Brunswick | \$ million | 0.6 | 0.5 | 0.2 | 0.3 | 0.2 |
| Nova Scotia | \$ million | 0.7 | 0.6 | 0.3 | 0.4 | 0.1 |
| Prince Edward Island | \$ million | 0.4 | 0.2 | 0.1 | 0.1 | 0.1 |
| Newfoundland | \$ million | 0.6 | 0.4 | 0.1 | 0.2 | 0.1 |
| Total Canadian income taxes | \$ million | 273.9 | 249.3 | 199.6 | 234.1 | 256.5 |
| China | \$ million | 6.6 | 7.3 | 6.9 | 3.1 | 2.7 |
| Ireland | \$ million | 1.4 | 1.5 | 1.2 | 1.0 | 1.5 |
| Hong Kong | \$ million | 0.9 | 0.7 | 0.6 | 0.7 | 1.0 |
| United States | \$ million | 27.1 | 6.0 | 1.2 | 0.5 | 0.1 |
| Total international income taxes | \$ million | 36.0 | 15.5 | 9.9 | 5.3 | 5.3 |
| Total current income taxes | \$ million | 309.9 | 264.8 | 209.5 | 239.4 | 261.8 |
| Total deferred income taxes ² | \$ million | 25.0 | 10.8 | 5.8 | 15.3 | 56.8 |
| Total income taxes | \$ million | 334.9 | 275.6 | 215.3 | 254.7 | 318.6 |
| Total other taxes – capital, commodity, payroll, property, business and other | \$ million | 27.4 | 26.0 | 29.4 | 28.4 | 34.0 |

¹ In 2023, amounts include taxes from discontinued operations and other items.

² Starting in 2021, amounts include taxes that have been reclassified and recorded through retained earnings.

Sustainable investing

| Topic | Measurement | 2025 | 2024 | 2023 | 2022 | 2021 |
|--|-------------------|---------|-------------------|-------------------|-------------------|-------------------|
| MACKENZIE INVESTMENTS | | | | | | |
| Number of companies engaged on ESG issues | | | | | | |
| Mackenzie-led engagements ¹ | Number | 290 | 209 | 205 | 369 | 467 |
| Service provider engagements | Number | n/a | n/a | n/a | 974 | 969 |
| Climate-related engagements ² | Number | 213 | 181 | 147 | 635 | 743 |
| Proxy votes cast during year by Mackenzie ³ | Percentage | 100 | 100 | 100 | 100 | 100 |
| Sub-advisors who are PRI signatories | Percentage of AUM | 100 | 100 | 100 | 100 | 100 |
| IG WEALTH MANAGEMENT | | | | | | |
| Proxy votes cast during year by investment sub-advisors ³ | Percentage | 99 | 99 | 99 | 98 | 99 |
| Sub-advisors who are PRI signatories | Percentage of AUM | 100 | 100 | 100 | 100 | 100 |
| PRODUCTS DELIVERING SPECIFIC SOCIAL OR ENVIRONMENTAL BENEFITS – IGM FINANCIAL (GRI FS7, FS11) | | | | | | |
| Best-in-class, thematic and impact investment funds – AUM ⁴ | \$ million | 7,550.0 | 5,800.0 | 6,020.0 | 4,814.0 | 4,320.0 |
| Charitable Giving Funds – IG Wealth Management and Mackenzie Investments | \$ million | 586.5 | 484.6 | 402.9 | 347.1 | 373.0 |
| Registered Disability Savings Plans | \$ million | 3,513.8 | 2,951.2 | 2,343.9 | 1,783.1 | 1,792.6 |
| Percentage of total AUM subject to negative environmental or social screens ⁵ | Percentage | 94.0 | 93.8 ⁶ | 93.4 ⁶ | 93.7 ⁶ | 94.2 ⁶ |

¹ Restated 2020 to report companies engaged versus all engagements, including multiple engagements with a single company.

² For 2023–2025, represents all climate-related engagements conducted across Mackenzie. For 2021–2022, climate-related engagements included “Mackenzie-led engagements” and “Service provider engagements.”

³ Per PRI reporting and [proxy voting guidelines](#) found online. Investment managers may choose to submit votes as ‘Take No Action’ or ‘Do Not Vote’ for various operational reasons, including voting on dissident voting cards, withholding votes on shares sold prior to the meeting date, or preserving the ability to trade the security where ballot blocking is required.

⁴ Every investment boutique at Mackenzie utilizes ESG factors in their investment process. The \$7.5B in AUM quoted above includes only “sustainable investment” products where sustainability goals are explicitly outlined in the objectives and strategies of each product by prospectus.

⁵ Introduced exclusionary Policy on Cluster Munitions and Anti-Personnel Landmines in 2018, which applies to equity and corporate credit holdings, but not to investments in derivatives or other index exposures where our exposure is indirect and outside of our control.

⁶ We have restated previously reported figures to maintain alignment with historical reporting and ensure data continuity.

Talent

| Topic | Measurement | 2025 | 2024 | 2023 | 2022 | 2021 |
|--|--------------|-------|-------|-------|-------|-------|
| EMPLOYEES BY REGION (GRI 2-7) | | | | | | |
| British Columbia | Total number | 124 | 121 | 119 | 113 | 99 |
| Alberta | Total number | 142 | 133 | 110 | 129 | 99 |
| Saskatchewan | Total number | 23 | 20 | 21 | 19 | 19 |
| Manitoba | Total number | 1,214 | 1,230 | 1,285 | 1,284 | 1,331 |
| Ontario | Total number | 1,574 | 1,551 | 1,637 | 1,981 | 1,924 |
| Quebec | Total number | 475 | 465 | 462 | 466 | 425 |
| Atlantic Canada | Total number | n/a | 51 | n/a | n/a | 44 |
| New Brunswick | Total number | 26 | 21 | 18 | 19 | n/a |
| Nova Scotia | Total number | 14 | 14 | 14 | 22 | n/a |
| Newfoundland and Labrador | Total number | 8 | 8 | 9 | 9 | n/a |
| Prince Edward Island | Total number | 6 | 8 | 6 | 4 | n/a |
| Yukon | Total number | 0 | 0 | n/a | n/a | n/a |
| Northwest Territories | Total number | 0 | 0 | n/a | n/a | n/a |
| Nunavut | Total number | 0 | 0 | n/a | n/a | n/a |
| Canada total | Total number | 3,606 | 3,571 | 3,681 | 4,046 | 3,941 |
| China | Total number | 2 | 3 | 3 | 3 | 1 |
| Ireland | Total number | 12 | 12 | 13 | 14 | 11 |
| U.K. | Total number | 1 | 1 | 0 | 0 | 0 |
| Hong Kong | Total number | 13 | 13 | 13 | 11 | 12 |
| U.S. | Total number | 16 | 14 | 13 | 13 | 14 |
| Total employees worldwide ^{1,2} | Total number | 3,650 | 3,614 | 3,723 | 4,087 | 3,979 |

¹ The total number of employees (includes permanent full-time, permanent part-time, term and casual) is based on headcount as at December 31st.

² During the period, no significant fluctuations in the number of workers who are employees and non-employees.

Talent (continued)

| Topic | Measurement | 2025 | 2024 | 2023 | 2022 | 2021 |
|--|--------------|-------|-------|-------|-------|-------|
| IG WEALTH MANAGEMENT ADVISORS BY REGION (GRI 2-8) | | | | | | |
| Alberta | Total number | 400 | 405 | 415 | 437 | 447 |
| Atlantic Canada | Total number | n/a | n/a | n/a | n/a | 219 |
| New Brunswick | Total number | 66 | 70 | 67 | 75 | n/a |
| Nova Scotia | Total number | 49 | 52 | 52 | 68 | n/a |
| Newfoundland and Labrador | Total number | 43 | 44 | 47 | 47 | n/a |
| Prince Edward Island | Total number | 32 | 35 | 35 | 28 | n/a |
| Yukon | Total number | n/a | n/a | n/a | n/a | n/a |
| Northwest Territories | Total number | n/a | n/a | n/a | n/a | n/a |
| Nunavut | Total number | n/a | n/a | n/a | n/a | n/a |
| British Columbia | Total number | 301 | 318 | 319 | 350 | 368 |
| Manitoba | Total number | 184 | 185 | 191 | 198 | 202 |
| Ontario | Total number | 1,155 | 1,136 | 1,113 | 1,171 | 1,167 |
| Quebec | Total number | 780 | 774 | 730 | 744 | 735 |
| Saskatchewan | Total number | 102 | 117 | 118 | 125 | 140 |
| Total Advisors ^{1,2} | Total number | 3,112 | 3,136 | 3,087 | 3,243 | 3,278 |
| IG WEALTH MANAGEMENT ASSISTANTS BY REGION (GRI 2-7) | | | | | | |
| Alberta | Total number | 173 | 179 | 185 | 185 | 191 |
| Atlantic Canada | Total number | n/a | n/a | n/a | n/a | 108 |
| New Brunswick | Total number | 23 | 26 | 27 | 30 | n/a |
| Nova Scotia | Total number | 21 | 21 | 22 | 32 | n/a |
| Newfoundland and Labrador | Total number | 23 | 24 | 21 | 24 | n/a |
| Prince Edward Island | Total number | 17 | 18 | 20 | 16 | n/a |
| Yukon | Total number | n/a | n/a | n/a | n/a | n/a |
| Northwest Territories | Total number | n/a | n/a | n/a | n/a | n/a |
| Nunavut | Total number | n/a | n/a | n/a | n/a | n/a |
| British Columbia | Total number | 152 | 162 | 174 | 191 | 191 |
| Manitoba | Total number | 74 | 84 | 83 | 79 | 81 |
| Ontario | Total number | 417 | 468 | 481 | 504 | 501 |
| Quebec | Total number | 340 | 345 | 335 | 339 | 338 |
| Saskatchewan | Total number | 33 | 36 | 42 | 46 | 54 |
| Total Assistants ^{1,2} | Total number | 1,273 | 1,363 | 1,390 | 1,446 | 1,464 |

¹ The total number of Advisors and Assistants is based on head count as at December 31st.

² During the period, no significant fluctuations in the number of workers who are employees and non-employees.

Talent (continued)

| Topic | Measurement | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|----------------------------|--------------|-------|-------|-------|-------|
| EMPLOYEES BY GENDER AND TYPE (GRI 2-7) | | | | | | |
| Total worldwide ^{1,2} | Total number | 3,650 | 3,614 | 3,723 | 4,087 | 3,979 |
| Women | Total number | 1,973 | 1,993 | 2,109 | 2,327 | 2,279 |
| Men | Total number | 1,667 | 1,608 | 1,602 | 1,745 | 1,694 |
| Non-binary/Gender not listed | Total number | 10 | 13 | 12 | 15 | 6 |
| Permanent | Total number | 3,594 | 3,533 | 3,651 | 4,010 | 3,827 |
| Women | Total number | 1,937 | 1,952 | 2,066 | 2,275 | 2,177 |
| Men | Total number | 1,647 | 1,576 | 1,573 | 1,720 | 1,644 |
| Non-binary/Gender not listed | Total number | 10 | 5 | 12 | 15 | 6 |
| Temporary | Total number | 34 | 46 | 64 | 65 | 152 |
| Women | Total number | 22 | 30 | 37 | 41 | 102 |
| Men | Total number | 12 | 16 | 27 | 24 | 50 |
| Non-binary/Gender not listed | Total number | 0 | 0 | 0 | n/a | n/a |
| Casual | Total number | 22 | 27 | 8 | 12 | n/a |
| Women | Total number | 14 | 11 | 6 | 11 | n/a |
| Men | Total number | 8 | 16 | 2 | 1 | n/a |
| Non-binary/Gender not listed | Total number | 0 | 0 | 0 | n/a | n/a |
| Full-time employees | Total number | 3,599 | 3,541 | 3,606 | 4,017 | 3,921 |
| Women | Total number | 1,934 | 1,949 | 2,025 | 2,288 | 2,230 |
| Men | Total number | 1,655 | 1,587 | 1,569 | 1,016 | 1,685 |
| Non-binary/Gender not listed | Total number | 10 | 5 | 12 | 10 | 6 |
| Part-time employees (includes casual) | Total number | 51 | 65 | 45 | 70 | 58 |
| Women | Total number | 39 | 44 | 41 | 62 | 49 |
| Men | Total number | 12 | 21 | 4 | 7 | 9 |
| Non-binary/Gender not listed | Total number | 0 | 0 | 0 | 1 | n/a |
| COLLECTIVE BARGAINING AGREEMENTS (GRI 2-30) | | | | | | |
| Employees covered by collective bargaining agreements | Percent of total employees | 0 | 0 | 0 | 0 | 0 |

¹ The total number of employees (includes permanent full-time, permanent part-time, term and casual) is based on headcount as at December 31st.

² During the period, no significant fluctuations in the number of workers who are employees and non-employees.

Talent (continued)

| Topic | Measurement | 2025 | 2024 | 2023 | 2022 | 2021 |
|---|-------------------------------------|-------------|------|------|------|------|
| NEW EMPLOYEE HIRES (GRI 401-1) | | | | | | |
| Total new hires worldwide ¹ | Total number | 681 | 755 | 844 | 941 | n/a |
| Percent total new hires worldwide | Percent of total employees | 18.7 | 20.9 | 22.7 | 23.0 | n/a |
| Total new hires permanent | Total number | 461 | 544 | n/a | n/a | 592 |
| Percent total new hires permanent | Percent of total employees | 12.6 | 15.1 | n/a | n/a | 15.5 |
| Employee age groups | | | | | | |
| Under 30 | Percent of total employees | 48.3 | 48.9 | 43.2 | 45.2 | 29.6 |
| Age 30–50 | Percent of total employees | 41.7 | 42.5 | 46.1 | 40.6 | 54.2 |
| Over 50 | Percent of total employees | 10 | 8.6 | 10.7 | 14.2 | 16.2 |
| Employee gender | | | | | | |
| Women | Percent of total employees | 45.8 | 48.6 | 51.2 | 52.4 | 55.4 |
| Men | Percent of total employees | 54 | 50.7 | 48.2 | 47.0 | 44.1 |
| Non-binary/Gender not listed | Percent of total employees | 0.1 | 0.7 | 0.6 | 0.6 | 0.5 |
| EMPLOYEE TURNOVER (GRI 401-1) | | | | | | |
| Total turnover – permanent employees | Total number | 438 | 699 | 582 | 638 | 491 |
| Percent total turnover | Percent of total employees | 12 | 19.3 | 15.9 | 15.9 | 12.8 |
| Voluntary turnover – permanent employees | Total number | 357 | 330 | 311 | 583 | 400 |
| Percent voluntary turnover | Percent of total employees | 9.8 | 9.1 | 8.5 | 14.5 | 10.5 |
| Employee age groups | | | | | | |
| Under 30 | Percent of total employees | 23 | 23.0 | 18.0 | 34.6 | 25.7 |
| Age 30–50 | Percent of total employees | 48.9 | 49.1 | 54.0 | 46.2 | 54.2 |
| Over 50 | Percent of total employees | 28 | 27.9 | 28.0 | 19.2 | 20.2 |
| Employee gender | | | | | | |
| Women | Percent of total employees | 53.4 | 58.0 | 51.7 | 52.6 | 51.9 |
| Men | Percent of total employees | 46.3 | 41.6 | 47.8 | 46.9 | 47.7 |
| Non-binary/Gender not listed | Percent of total employees | 0.2 | 0.4 | 0.5 | 0.5 | 0.3 |
| TRAINING AND EDUCATION (GRI 404-3) | | | | | | |
| Employees receiving performance reviews | Percent of total eligible employees | 100 | 100 | 100 | 100 | 100 |

¹ The total number of employees (includes permanent full-time, permanent part-time, term and casual) is based on headcount as at December 31st.

Talent (continued)

| Topic | Measurement | 2025 | 2024 | 2023 | 2022 | 2021 |
|--|--------------------------------------|-------------|------|------|------|------|
| DIVERSITY, EQUITY AND INCLUSION (GRI 405-1) | | | | | | |
| Employee gender | | | | | | |
| Women | Percent of total employees | 54.1 | 55.1 | 56.7 | 56.9 | 57.3 |
| Men | Percent of total employees | 45.7 | 44.5 | 43.0 | 42.7 | 42.5 |
| Non-binary/Gender not listed | Percent of total employees | 0.3 | 0.4 | 0.3 | 0.4 | 0.2 |
| Employees by ethnic/racial identity | | | | | | |
| White | Percent of self-identified employees | 42.2 | 42.4 | 40.6 | 40.3 | 37.6 |
| Racialized (Pan-Asian, Latin American) | Percent of self-identified employees | 34.8 | 28.5 | 31.1 | 24.5 | 21.9 |
| Black | Percent of self-identified employees | 7.5 | 7.4 | 7.1 | 5.8 | 5.0 |
| Indigenous | Percent of self-identified employees | 1.2 | 1.3 | 1.4 | 1.3 | 1.3 |
| Not yet self-disclosed/prefer not to disclose | Percent of self-identified employees | 14.3 | 20.3 | 19.8 | 28.1 | 34.1 |
| Employees who identify as 2SLGBTQIA+ | Percent of self-identified employees | 3.7 | 3.4 | 3.4 | 2.8 | 1.5 |
| Employees with a disability | Percent of self-identified employees | 3 | 2.8 | 2.3 | 1.8 | 1.3 |
| Employee age groups | | | | | | |
| Under 30 | Percent of total employees | 15.3 | 16.7 | 16.7 | 15.4 | 15.0 |
| Age 30–50 | Percent of total employees | 57.7 | 56.8 | 56.7 | 56.8 | 58.8 |
| Over 50 | Percent of total employees | 27.0 | 26.9 | 26.6 | 27.8 | 26.2 |
| Employee executive (senior) ¹ | | | | | | |
| Women | Percent of total employees | 29.2 | 28.0 | 33.8 | 32.5 | 31.8 |
| Men | Percent of total employees | 70.4 | 71.6 | 65.7 | 67.1 | 67.8 |
| Non-binary/Gender not listed | Percent of total employees | 0.4 | 0.4 | 0.5 | 0.4 | 0.4 |
| White | Percent of self-identified employees | 72.0 | 72.8 | 69.7 | 67.9 | n/a |
| Racialized (Pan-Asian, Latin American) | Percent of self-identified employees | 14.2 | 14.0 | 16.2 | 15.4 | n/a |
| Black | Percent of self-identified employees | 3.2 | 2.9 | 3.5 | 2.8 | n/a |
| Indigenous | Percent of self-identified employees | 1.6 | 1.6 | 1.5 | 0.8 | n/a |
| Not yet self-disclosed/prefer not to disclose | Percent of self-identified employees | 9.1 | 8.6 | 9.1 | 13.0 | n/a |
| Employees who identify as 2SLGBTQIA+ | Percent of self-identified employees | 1.6 | 1.6 | 2.0 | 2.0 | n/a |
| Employees with a disability | Percent of self-identified employees | 2.8 | 1.2 | 1.5 | 2.0 | n/a |
| Under 30 | Percent of total employees | 0.0 | 0.0 | n/a | n/a | n/a |
| Age 30–50 | Percent of total employees | 41.5 | 41.2 | 46.0 | 49.3 | 51.1 |
| Over 50 | Percent of total employees | 58.5 | 58.8 | 54.0 | 50.7 | 48.9 |

¹ Includes Vice-President and above.

Talent (continued)

| Topic | Measurement | 2025 | 2024 | 2023 | 2022 | 2021 |
|--|--------------------------------------|-------------|------|------|------|------|
| DIVERSITY, EQUITY AND INCLUSION (GRI 405-1) (CONTINUED) | | | | | | |
| Employee management (middle) | | | | | | |
| Women | Percent of total employees | 46.8 | 47.3 | 46.7 | 47.6 | 46.4 |
| Men | Percent of total employees | 53.0 | 52.4 | 53.1 | 52.2 | 53.5 |
| Non-binary/Gender not listed | Percent of total employees | 0.2 | 0.1 | 0.2 | 0.2 | 0.1 |
| White | Percent of self-identified employees | 48.6 | 49.3 | 49.6 | 49.7 | n/a |
| Racialized (Pan-Asian, Latin American) | Percent of self-identified employees | 31.1 | 29.0 | 25.4 | 20.0 | n/a |
| Black | Percent of self-identified employees | 4.6 | 4.6 | 4.5 | 3.8 | n/a |
| Indigenous | Percent of self-identified employees | 1.2 | 1.1 | 1.2 | 1.1 | n/a |
| Not yet self-disclosed/prefer not to disclose | Percent of self-identified employees | 14.5 | 16.1 | 19.3 | 25.4 | n/a |
| Employees who identify as 2SLGBTQIA+ | Percent of self-identified employees | 3.3 | 3.0 | 2.9 | 2.2 | n/a |
| Employees with a disability | Percent of self-identified employees | 2.9 | 2.5 | 2.1 | 1.4 | n/a |
| Under 30 | Percent of total employees | 7.6 | 8.3 | 8.3 | 7.9 | 7.8 |
| Age 30–50 | Percent of total employees | 64.1 | 64.3 | 66.0 | 63.4 | 64.6 |
| Over 50 | Percent of total employees | 28.3 | 27.5 | 25.7 | 28.7 | 27.7 |
| Employee non-management (junior) | | | | | | |
| Women | Percent of total employees | 65.4 | 66.6 | 68.0 | 67.9 | 67.3 |
| Men | Percent of total employees | 34.0 | 33.0 | 31.6 | 31.6 | 32.5 |
| Non-binary/Gender not listed | Percent of total employees | 0.3 | 0.4 | 0.4 | 0.5 | 0.2 |
| White | Percent of self-identified employees | 31.0 | 31.5 | 29.1 | 28.9 | n/a |
| Racialized (Pan-Asian, Latin American) | Percent of self-identified employees | 41.9 | 40.1 | 37.8 | 29.5 | n/a |
| Black | Percent of self-identified employees | 11.1 | 10.7 | 9.7 | 7.7 | n/a |
| Indigenous | Percent of self-identified employees | 1.3 | 1.5 | 1.6 | 1.4 | n/a |
| Not yet self-disclosed/prefer not to disclose | Percent of self-identified employees | 14.8 | 16.2 | 21.7 | 32.5 | n/a |
| Employees who identify as 2SLGBTQIA+ | Percent of self-identified employees | 4.5 | 4.0 | 4.0 | 3.3 | n/a |
| Employees with a disability | Percent of self-identified employees | 3.1 | 3.3 | 2.5 | 2.0 | n/a |
| Under 30 | Percent of total employees | 25.6 | 26.4 | 25.6 | 23.1 | 19.5 |
| Age 30–50 | Percent of total employees | 53.5 | 51.8 | 50.6 | 53.0 | 56.9 |
| Over 50 | Percent of total employees | 20.9 | 21.8 | 23.8 | 23.9 | 23.6 |

Talent (continued)

| Topic | Measurement | 2025 | 2024 | 2023 | 2022 | 2021 |
|--|-------------------------------|--------------|-------|------|------|------|
| DIVERSITY, EQUITY AND INCLUSION (GRI 405-1) (CONTINUED) | | | | | | |
| IG Wealth Management – Regional Vice-Presidents | | | | | | |
| Women | Percent of RVPs | 13.7 | 11.5 | 13.0 | 10.0 | n/a |
| Men | Percent of RVPs | 86.3 | 88.5 | 87.0 | 90.0 | n/a |
| IG Wealth Management Advisors | | | | | | |
| Women | Percent of total Advisors | 34.4 | 29.0 | 29.0 | 29.0 | 28.0 |
| Men | Percent of total Advisors | 65.6 | 71.0 | 71.0 | 71.0 | 72.0 |
| IG Wealth Management Advisors – new recruits | | | | | | |
| Women | Percent of total new Advisors | 35.3 | 40.0 | 40.0 | 40.0 | 35.0 |
| Men | Percent of total new Advisors | 64.7 | 60.0 | 60.0 | 60.0 | 65.0 |
| PARENTAL LEAVE¹ (GRI 401-3) | | | | | | |
| Employees entitled to parental leave | | | | | | |
| Women | Total number | 1,973 | 1,993 | | | |
| Men | Total number | 1,667 | 1,608 | | | |
| Non-binary/Gender not listed | Total number | 10 | 13 | | | |
| Employees who took parental leave | | | | | | |
| Women | Total number | 58 | 67 | | | |
| Men | Total number | 33 | 32 | | | |

¹ Data for parental-related leaves was provided starting in 2024.

Environment

| Topic | Measurement | 2025 | 2024 – base year |
|--|----------------------------|----------------|------------------|
| ENERGY CONSUMED WITHIN THE ORGANIZATION^{1,2} (GRI 302-1) | | | |
| Natural gas (heating) ³ | Megawatt hours | 3,049 | 2,953 |
| Diesel (back-up generator) | Megawatt hours | – | 12 |
| Direct energy consumed | Megawatt hours | 3,049 | 2,965 |
| Indirect energy (electricity) consumed | Megawatt hours | 5,285 | 5,008 |
| Total energy consumed within the organization | Megawatt hours | 8,334 | 7,973 |
| % of electricity consumed within the organization from low-carbon sources ⁴ | Percent of total | 100 | 100 |
| % of energy consumed within the organization from low-carbon sources ⁴ | Percent of total | 99.8 | 99.7 |
| ENERGY CONSUMED OUTSIDE THE ORGANIZATION (GRI 302-2) | | | |
| Upstream leased properties ⁵ | Megawatt hours | 33,153 | 33,559 |
| Investment fund properties ⁶ | Megawatt hours | 195,917 | 189,288 |
| Business travel – air ⁷ | Thousands of statute miles | 8,616 | 8,426 |
| Business travel – ground ⁷ | Thousands of kilometres | 1,502 | 1,502 |
| WATER AND WASTE CONSUMPTION (GRI 303-1, 306-2) | | | |
| Water consumed in operations ⁸ | Thousands of cubic metres | 42 | 36 |
| Waste generated in operations – owned facility ⁹ | Tonnes | 12 | 11 |
| ENERGY INTENSITY (GRI 302-3) | | | |
| Total energy consumed in owned and leased office space ¹⁰ | Megawatt hours | 41,487 | 41,532 |
| Number of people in owned and leased premises ¹¹ | Number | 7,991 | 8,070 |

This table presents two years of environmental data rather than the five years of historical data included in prior reports. This reflects the update of our emissions base year from 2013 to 2024, aligned with best-practice guidance and the ongoing development of new climate targets. During this period, we also strengthened our emissions reporting through the implementation of a robust Inventory Management Plan (IMP), resulting in updates to methodologies and improved data quality. As a result of these changes, additional historical data would not be fully comparable. Further historical environmental data, including performance against our previous targets, is available in the 2024 Sustainability Report.

¹ IGM has selected January 1st to December 31st, 2024, as its new reporting base year, replacing the previous base year of 2013. 2024 was recalculated to account for changes such as methodological changes and improved data availability, as referenced in footnotes 3, 5, 6, 7 and 9. Given the timeline of calculation, GHG emissions inventories for the reporting year use the most recent emission factors (EFs) available at the reporting date (i.e., December 31 of the reporting year). For updates to prior years the most recent EFs for each respective year available as at the reporting date are applied.

² GHG emissions were measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) ("GHG Protocol"), using the financial control consolidation approach covering IGM Financial.

³ IGM purchases renewable thermal certificates (RTCs) from Bullfrog Power to match 100% of the natural gas consumption in our owned head office (Scope 1) on an annual basis. The renewable natural gas associated with these certificates is used to replace fossil fuel-based natural gas on IGM's behalf. Through this process, renewable natural gas displaces fossil fuel-based natural gas, matching it gigajoule-for-gigajoule. The quantity of RTCs applied is based on the quantity of conventional natural gas consumed in 2025, measured in cubic metres (m³). The end user's consumption of renewable natural gas emits biogenic carbon dioxide (CO₂), which must be disclosed separately as required by the GHG Protocol. In 2025, this amounts to 574 t of biogenic CO₂. Bullfrog Power's renewable natural gas contains traceable amounts of methane (CH₄) and nitrous oxide (N₂O), resulting in an emission factor of 0.000010554 tCO₂e/m³. In 2025, this amounts to 0.29 t CH₄/m³ and 2.81 t N₂O/m³, representing 0.05% of total operational emissions.

⁴ Renewable energy includes Manitoba Hydro for electricity and Bullfrog Power renewable thermal certificates (RTCs) per footnote 3.

⁵ Includes electricity, natural gas and propane from our Canadian leased offices only. International offices are not included as they are not considered to be material. Primary activity data obtained from supplier invoices and reports and from property managers were prioritized in the calculations. Where such data were not available, sector average data were used to extrapolate emissions. IGM has elected to classify leased properties based on IAS 17. Accordingly, leased properties are categorized as operating leases and reported as Scope 3. We will continue to review as related GHG Protocol guidance is updated.

⁶ Energy data and associated GHG emissions for the IG Real Property Fund reflect the portfolio's average square footage of 11,526,663 as of 2025. New developments were included from the date of initial operation, while data for acquired properties were estimated back to the 2024 base year when actual data were unavailable. Primary activity data obtained from supplier invoices and reports and from property managers were prioritized in the calculations. Where such data were not available, sector average data were used to extrapolate emissions. Property 1090 Homer has purchased 100% renewable natural gas from FortisBC from the base year to present. In 2025, the attribution factor calculation was updated to align with PCAF methodology. This change has been applied retroactively to the reporting base year.

⁷ IGM expanded the scope of business travel to include rail travel and reimbursed director air travel. This change was applied from base year. These metrics do not include business travel by IG financial Advisors referenced in footnote 11. Air travel emissions are now calculated based on the date of travel rather than the invoice date; this approach has been applied consistently from the base year. Air travel emission factors were also updated: emissions were previously calculated using U.S. EPA factors; however, for travel occurring outside of North America, DEFRA emission factors (excluding Radiative Forcing) are now applied to maintain regional relevance and methodological consistency. This change has been applied from the base year onward.

⁸ Water consumption covers IGM's owned premises and Canadian leased offices. Only locations for which actual water consumption data was received have been included. For 2025 and 2024, this represents 45% and 43%, respectively, of Canadian office space square footage. In prior years, water consumption data included a combination of actual and estimated consumption for certain locations.

⁹ Waste generated from operations is from owned premises only. In 2025, the methodology was updated to use actual weights from waste reports, and this change was made retroactively to 2024. Historically, emissions were calculated using factors derived from the IPCC 2006 First Order Decay (FOD) methodology. Following an internal review, the emission factor was updated to U.S. EPA waste-to-landfill factors to align with prevailing industry practice. The revised factors have been applied from the 2024 base year onward.

¹⁰ Includes owned and leased properties for operations. Does not include properties from Investments – see footnote 6.

¹¹ Includes 3,606 Canadian employees and 4,385 IG financial Advisors in 2025 based on headcount.

Environment (continued)

| Topic | Measurement | 2025 | 2024 – base year | |
|---|---|------------------------------------|------------------|---------|
| ENERGY INTENSITY (GRI 302-3) (CONTINUED) | | | | |
| Canadian office space ¹ | Average square feet | 1,502,042 | 1,537,983 | |
| Energy consumed per person | Megawatt hours/person | 5.19 | 5.15 | |
| Energy consumed per square foot | Megawatt hours/square foot | 0.028 | 0.027 | |
| TOTAL GHG EMISSIONS² (GRI 305-1, 305-2, 305-3, 305-5) | | | | |
| Scope 1 and 2 GHG emissions | Scope 1 GHG emissions ³ | Metric tonnes of CO ₂ e | 577 | 639 |
| | Scope 2 GHG emissions (Location-based) | Metric tonnes of CO ₂ e | 12 | 11 |
| | Scope 2 GHG emissions (Market-based) ⁴ | Metric tonnes of CO ₂ e | 10 | 9 |
| | Total Scope 1 and 2 GHG emissions (Location-based) | Metric tonnes of CO ₂ e | 589 | 650 |
| | Total Scope 1 and 2 GHG emissions (Market-based) | Metric tonnes of CO ₂ e | 587 | 648 |
| | Renewable thermal certificates (RTCs) applied to Scope 1 ⁵ | Metric tonnes of CO ₂ e | (574) | (556) |
| | Carbon offsets retired for Scope 1 and 2 GHG emissions ⁶ | Metric tonnes of CO ₂ e | (13) | (92) |
| Operational Scope 3 GHG emissions | Category 8: Upstream leased assets ⁷ | Metric tonnes of CO ₂ e | 4,085 | 4,150 |
| | Category 6: Business travel – air ⁸ | Metric tonnes of CO ₂ e | 1,469 | 1,266 |
| | Category 6: Business travel – ground ⁸ | Metric tonnes of CO ₂ e | 275 | 274 |
| | Category 5: Waste generated in operations ⁹ | Metric tonnes of CO ₂ e | 8 | 7 |
| | Total operational Scope 3 GHG emissions | Metric tonnes of CO ₂ e | 5,836 | 5,697 |
| | Carbon offsets retired for operational Scope 3 GHG emissions ⁶ | Metric tonnes of CO ₂ e | (5,836) | (5,697) |

¹ Square footage is amended as needed to equal the most recent property evaluation.

² Where available, the most recent scientific assessment from the Intergovernmental Panel on Climate Change in effect at the reporting date (December 31 of the reporting year) is applied to emission factors. Where emission factors are provided directly in CO₂e, and underlying global warming potentials cannot be disaggregated or updated, the factors are used as provided without recalculation. Unless otherwise specified in these notes, the emission factors from the National Inventory Report 1990–2023: Greenhouse Gas Sources and Sinks in Canada Part 1, Part 2 & Part 3 (Ottawa: Environment and Climate Change Canada, 2025) were applied.

³ Scope 1 includes emissions from natural gas, diesel (back-up generator) and refrigerants. According to the GHG Protocol, GHGs regulated by the Montreal Protocol on Substances that Deplete the Ozone Layer are to be reported outside of the scopes of a corporate inventory. As such, 77.34 tCO₂e from the refrigerant R-22 emitted in 2024 are not included, and no such emissions occurred in 2025.

⁴ Scope 2 Market-based emissions are based on the emission factor provided directly from the utility provider, Manitoba Hydro.

⁵ IGM purchases renewable thermal certificates (RTCs) from Bullfrog Power to match 100% of the natural gas consumption in our owned head office (Scope 1) on an annual basis. The renewable natural gas associated with these certificates is used to replace fossil fuel-based natural gas on IGM's behalf. Through this process, renewable natural gas displaces fossil fuel-based natural gas, matching it gigajoule-for-gigajoule. The quantity of RTCs applied is based on the quantity of conventional natural gas consumed in 2025, measured in cubic metres (m³). The end user's consumption of renewable natural gas emits biogenic carbon dioxide (CO₂), which must be disclosed separately as required by the GHG Protocol. In 2025, this amounts to 574 t of biogenic CO₂. Bullfrog Power's renewable natural gas contains traceable amounts of methane (CH₄) and nitrous oxide (N₂O), resulting in an emission factor of 0.000010554 tCO₂e/m³. In 2025, this amounts to 0.29 t CH₄/m³ and 2.81 t N₂O/m³, representing 0.05% of total operational emissions.

⁶ IGM purchases offsets to cover the following emissions: (i) remaining Scope 1, 2 and 3 emissions in our owned facility after the application of Bullfrog Power RTCs, (ii) Scope 3 emissions from leased properties, (iii) Scope 3 emissions from business travel (ground transportation and corporate air travel). In 2025, 5,000 tCO₂e of BC Forest Carbon Offset Protocol (FCOP) and ISO 14064-2 certified carbon offsets were purchased, while in 2024, 4,000 tCO₂e of Gold Standard-certified credits were purchased.

⁷ Includes electricity, natural gas and propane from our Canadian leased offices only. International offices are not included as they are not considered to be material. Primary activity data obtained from supplier invoices and reports and from property managers were prioritized in the calculations. Where such data were not available, sector average data were used to extrapolate emissions. IGM has elected to classify leased properties based on IAS 17. Accordingly, leased properties are categorized as operating leases and reported as Scope 3. We will continue to review as related GHG Protocol guidance is updated.

⁸ IGM expanded the scope of business travel to include rail travel and reimbursed director air travel. This change was applied from base year. These metrics do not include business travel by IG financial Advisors referenced in footnote 11 on the previous page. Air travel emissions are now calculated based on the date of travel rather than the invoice date; this approach has been applied consistently from the base year. Air travel emission factors were also updated: emissions were previously calculated using U.S. EPA factors; however, for travel occurring outside of North America, DEFRA emission factors (excluding Radiative Forcing) are now applied to maintain regional relevance and methodological consistency. This change has been applied from the base year onward.

⁹ Waste generated from operations is from owned premises only. In 2025, the methodology was updated to use actual weights from waste reports, and this change was made retroactively to 2024. Historically, emissions were calculated using factors derived from the IPCC 2006 First Order Decay (FOD) methodology. Following an internal review, the emission factor was updated to U.S. EPA waste-to-landfill factors to align with prevailing industry practice. The revised factors have been applied from the 2024 base year onward.

Environment (continued)

| Topic | Measurement | 2025 | 2024 – base year | |
|---|--|------------------------------------|------------------|--------|
| TOTAL GHG EMISSIONS (GRI 305-1, 305-2, 305-3, 305-5) (CONTINUED) | | | | |
| Financed emissions | Category 15: Investment fund properties ¹ | Metric tonnes of CO ₂ e | 31,264 | 30,061 |
| | Category 15: Listed equity ² | Metric tonnes of CO ₂ e | 8,052,019 | – |
| | Category 15: Corporate bonds ² | Metric tonnes of CO ₂ e | 1,781,018 | – |
| | Total reported financed emissions | Metric tonnes of CO ₂ e | 9,864,301 | – |
| EMISSIONS INTENSITY (GRI 305-4) | | | | |
| Total emissions from owned and leased office space ^{3,4} | Metric tonnes of CO ₂ e | 5,849 | 5,789 | |
| Number of people in owned and leased premises | Number | 7,991 | 8,070 | |
| Canadian office space ⁵ | Average square feet | 1,502,042 | 1,537,983 | |
| Emissions per person | Metric tonnes of CO ₂ e/person | 0.73 | 0.72 | |
| Emissions per square foot | Metric tonnes of CO ₂ e/square foot | 0.004 | 0.004 | |

¹ Energy data and associated GHG emissions for the IG Real Property Fund reflect the portfolio's average square footage of 11,526,663 as of 2025. New developments were included from the date of initial operation, while data for acquired properties were estimated back to the 2024 base year when actual data were unavailable. Primary activity data obtained from supplier invoices and reports and from property managers were prioritized in the calculations. Where such data were not available, sector average data were used to extrapolate emissions. Property 1090 Homer has purchased 100% renewable natural gas from FortisBC from the base year to present. In 2025, the attribution factor calculation was updated to align with PCAF methodology. This change has been applied retroactively to the reporting base year.

² Refer to page 24 for more information on our [Financed emission reporting, under PCAF methodology](#). Emissions are disclosed for one reporting year and are not presented on a multi-year basis.

³ Includes owned and leased properties for operations. Does not include properties from Investments – see footnote 4.

⁴ The emissions intensity numerator includes Scope 1 and Scope 2 (market-based), RTCs and Scope 3 from owned and leased office spaces.

⁵ Square footage is amended as needed to equal the most recent property evaluation.