

# 2018 Data Tables

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

## OPERATIONAL INTEGRITY

GRI Standard	Topic	Measurement	2018	2017	2016
<b>PRODUCT AND SERVICE LABELING</b>					
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. (a)	Total number	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2018.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2017.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2016.
<b>MARKETING COMMUNICATIONS</b>					
417-3	Incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion and sponsorship by type of outcomes (b,c)	Total number	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2018.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2017.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2016.
<b>CUSTOMER PRIVACY</b>					
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	Total number	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 2018.	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 2017.	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 2016.
<b>LAWS AND REGULATIONS</b>					
419-1	Monetary value of significant fines and total number of non-monetary sanctions (d,e)	Dollars, Total Number	Refer to Laws and Regulation section of <a href="#">2018 Annual Information Form</a> .	IGM Financial and its operating companies had one significant fine from regulators or self-regulatory organizations during 2017, namely a settlement agreement with The Manitoba Securities Commission in December that required a voluntary payment to the Province of Manitoba in the amount of \$750,000 together with costs of \$30,000.	IGM Financial and its operating companies did not have any significant fines or non-monetary sanctions from regulators or self-regulatory organizations.

**Footnotes:**

- (a) Non-compliance issues 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.
- (b) 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.
- (c) Non-compliance issues are defined as material misstatements that would require IGM Financial or its operating companies to amend documents and remedy with clients.
- (d) Significant fines are defined as any fines of \$100,000 or more.
- (e) 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 and Investment Planning Counsel advisors, imposed as a result of a hearing or formal settlement agreement with regulators or self-regulatory organizations.

# COMMUNITY

GRI Standard	Topic	Measurement	2018	2017	2016	2015	2014	2013
<b>ECONOMIC VALUE CREATION</b>								
201-1	Direct economic value generated (revenue) (f)	\$ million	3,249.1	3,154.0	3,044.8	3,027.9	2,927.3	2,690.0
Economic value distributed								
201-1	Commissions to advisors & third party dealers	\$ million	1,098.7	1,142.6	1,090.0	1,062.1	992.7	886.1
201-1	Employee wages & benefits	\$ million	481.1	414.8	440.2	408.9	375.4	347.1
201-1	Operating costs (g)	\$ million	552.7	688.1	465.6	464.3	492.3	374.9
201-1	Community giving (h)	\$ million	9.7	9.7	9.8	9.8	9.8	8.3
201-1	Common and perpetual preferred share dividends	\$ million	550.7	550.2	550.8	565.3	556.9	550.8
201-1	Interest expense	\$ million	120.9	114.2	92.2	92.1	92.2	92.2
201-1	Income taxes (i)	\$ million	209.9	173.9	167.6	210.3	202.9	210.6
201-1	Economic value retained (j)	\$ million	225.4	60.5	228.6	215.2	205.1	220.0
<b>TAXES</b>								
Income taxes by jurisdiction								
201-1	Federal Government	\$ million	151.4	112.7	135.5	150.2	132.4	150.7
201-1	British Columbia	\$ million	1.8	0.9	1.9	1.1	0.8	1.9
201-1	Alberta	\$ million	1.9	0.5	1.3	9.8	9	10.1
201-1	Saskatchewan	\$ million	0.6	0.2	0.5	0.5	0.3	0.7
201-1	Manitoba	\$ million	14.3	9.1	18.1	16.7	5.8	9.2
201-1	Ontario	\$ million	36.3	19.3	24.7	27.2	26.1	32
201-1	Quebec	\$ million	4.9	2.3	4.2	3.8	2.0	4.2
201-1	New Brunswick	\$ million	0.3	0.1	0.2	0.2	0.1	0.2
201-1	Nova Scotia	\$ million	0.2	0.1	0.2	0.3	0.1	0.4
201-1	PEI	\$ million	0.1	-	0.1	0.1	-	0.1
201-1	Newfoundland	\$ million	0.1	-	0.2	0.2	0.1	0.2
201-1	Total Canadian income taxes	\$ million	211.9	145.2	186.9	210.1	176.7	209.7
201-1	Total international income taxes	\$ million	2.7	3.4	2.5	2.5	2.5	2.4
201-1	Total current income taxes (k)	\$ million	214.6	148.6	189.4	212.6	179.2	212.1
201-1	Total deferred income taxes	\$ million	(4.7)	25.3	12.2	(2.3)	23.7	(1.5)
201-1	Total income taxes	\$ million	209.9	173.9	201.6	210.3	202.9	210.6
201-1	Total other taxes - capital, commodity, payroll, property, business and other	\$ million	28.4	25.0	25.5	24.7	20.8	17.9

**Footnotes:**

(f) Revenue includes earnings from the Company's common share investment in Great-West Lifeco, China AMC as well as other investment income. The Company uses the equity method to account for its investment in Great-West Lifeco and China AMC and therefore records its proportionate share of Great-West Lifeco and China AMC's earnings in the Consolidated Statement of Earnings. For further details, including dividends received in the reporting period, see Note 8 to the 2018 Consolidated Financial Statements.

(g) Includes client distributions and other costs, occupancy costs, amortization of capital and intangible assets and other operating costs, but excludes community investment amounts of \$9.7 in 2018, \$9.7 in 2017, \$9.8 in 2016, \$9.8 in 2015, \$9.8 in 2014, and \$8.3 in 2013. See Note 3 to the Consolidated Financial Statements for details.

(h) Community giving amounts are included in Non-commission Expense in the Consolidated Statements of Earnings.

(i) Income tax expense includes deferred taxes of (\$4.7) in 2018, \$25.3 in 2017, \$12.2 in 2016, (\$2.3) in 2015, \$23.7 in 2014, and (\$1.5) in 2013. See Note 14 to the Consolidated Financial Statements for detail.

(j) Amounts reported above include the impacts of Non-IFRS adjustments of (\$22.8) in 2018, (\$125.9) in 2017, \$34.0 in 2016 per footnote k, (\$24.3) in 2015, (\$72.8) in 2014, and (\$1.6) in 2013.

(k) 2016 income taxes excludes the reduction in income tax provision estimates related to certain tax filings in the amount of \$34 million.

# CLIENTS

GRI Standard Topic	Measurement	2018	2017	2016	2015	2014	2013
<b>ACTIVE OWNERSHIP</b>							
<b>Assets subject to positive and negative screens</b>							
G4-FS11	Percentage of total assets subject to positive environmental or social screens	Percentage	0.03	0.02	-	-	-
G4-FS11	Percentage of total assets subject to negative environmental or social screens (l)	Percentage	99.0	0.3	0.4	0.4	0.4
<b>PRODUCT PORTFOLIO</b>							
<b>PORTFOLIO BY BUSINESS LINES</b>							
<b>Investment funds - assets under management</b>							
G4-FS6	IG Wealth Management	\$ billions	83.1	88.0	81.2	74.9	73.5
G4-FS6	Mackenzie Investments	\$ billions	55.5	56.5	51.4	48.4	48.8
G4-FS6	Investment Planning Counsel	\$ billions	5.1	5.4	4.9	4.5	3.9
<b>Institutional accounts - assets under management</b>							
G4-FS6	Mackenzie Investments	\$ billions	7.2	8.0	6.3	7.6	16.7
G4-FS6	Total assets under management (m,n)	\$ billions	149.1	156.5	142.7	134.4	141.9
G4-FS6	Mortgages serviced by IG Wealth Management	\$ billions	10.3	10.8	11.1	10.4	9.9
<b>Investment funds - assets under management by operating company</b>							
G4-FS6	IG Wealth Management	Percentage	57.8	58.7	59.0	58.6	58.2
G4-FS6	Mackenzie Investments	Percentage	38.6	37.7	37.4	37.9	38.7
G4-FS6	Investment Planning Counsel	Percentage	3.6	3.6	3.6	3.5	3.1
<b>Institutional accounts - assets under management by operating company</b>							
G4-FS6	Mackenzie Investments	Percentage	100	100	100	100	100
<b>Monetary value of products and services designed to deliver a specific environmental and/or social benefit</b>							
G4-FS7	Socially Responsible Investment Funds - assets under management	\$ millions	432.9	541.2	542.1	537.9	635.0
G4-FS7	Charitable Giving Funds - IG Wealth Management and Mackenzie Investments	\$ millions	239.2	233.7	211.4	181.7	162.2
G4-FS7	Registered Disability Savings Plans	\$ millions	811.7	680.5	480.7	308.2	200.2

**Footnotes:**

(l) 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.

(m) Total assets under management (AUM) eliminate double counting related to Mackenzie advisory mandates to other segments. AUM elimination was \$1.9 billion at December 31, 2018 (2017 - \$1.4 billion, 2016 - \$1.1 billion, 2015 - \$1.0 billion, 2014 - \$1.0 billion, 2013 - \$0.8 billion).

(n) Effective in 2017, Mackenzie Investment has been redefined to exclude advisory mandates to IG Wealth Management from its assets under management. This change has been applied retroactively to the years 2013-2016.

# PEOPLE

GRI Standard Topic		Measurement	2018	2017	2016	2015	2014	2013
<b>EMPLOYEE DATA</b>								
<b>EMPLOYEES BY REGION</b>								
102-8	British Columbia	Total number	107	108	132	139	141	153
102-8	Alberta	Total number	89	85	95	97	89	85
102-8	Saskatchewan	Total number	18	20	31	29	32	34
102-8	Manitoba	Total number	1,311	1,378	1,402	1,301	1,211	1,152
102-8	Ontario	Total number	1,512	1,459	1,460	1,398	1,349	1,338
102-8	Quebec	Total number	424	388	397	339	309	301
102-8	Atlantic Canada	Total number	40	39	48	46	51	47
102-8	Canada - total	Total number	3,501	3,477	3,565	3,349	3,182	3,110
102-8	China	Total number	2	1	-	-	-	-
102-8	Ireland	Total number	10	11	14	13	10	13
102-8	Hong Kong	Total number	11	11	11	11	11	10
102-8	Singapore	Total number	0	-	-	-	11	4
102-8	U.S.	Total number	11	4	1	1	2	2
102-7/102-8	Total employees <sup>(o)</sup>	Total number	3,535	3,504	3,591	3,374	3,216	3,139
<b>EMPLOYEES BY GENDER AND TYPE</b>								
102-8	Female	Total number	2,032	2,043	2,105	1,956	1,886	1,852
102-8	Male	Total number	1,503	1,461	1,486	1,418	1,330	1,287
102-8	Permanent	Total number	3,308	3,286	3,371	3,197	3,023	2,980
102-8	Female	Total number	1,897	1,908	1,975	1,859	1,784	1,755
102-8	Male	Total number	1,411	1,378	1,396	1,338	1,239	1,225
102-8	Temporary	Total number	227	218	220	177	193	159
102-8	Female	Total number	135	135	130	97	102	97
102-8	Male	Total number	92	83	90	80	91	62
102-8	Full-time employees	Total number	3,418	3,352	3,428	3,224	3,072	3,003
102-8	Female	Total number	1,932	1,917	1,958	1,821	1,758	1,728
102-8	Male	Total number	1,486	1,435	1,470	1,403	1,314	1,275
102-8	Part-time employees	Total number	117	152	163	150	144	136
102-8	Female	Total number	100	127	147	135	128	124
102-8	Male	Total number	17	25	16	15	16	12
<b>COLLECTIVE BARGAINING AGREEMENTS</b>								
102-41	Employees covered by collective bargaining agreements	Percent of total employees	0	0	0	0	0	0

GRI Standard Topic		Measurement	2018	2017	2016	2015	2014	2013
<b>NEW EMPLOYEE HIRES</b>								
401-1	Total employee new hires (permanent employees)	Total number	502	308	437	417	329	n/a
401-1	Percent total new hires (p1)	Percent of total employees	15.2	9.4	13.0	13.0	10.9	n/a
Employee age groups								
401-1	Under 30 (p1)	Percent of total employees	28.1	33.1	30.0	26.4	31.6	n/a
401-1	Age 30-50 (p1)	Percent of total employees	58.4	52.3	60.6	66.7	58.1	n/a
401-1	Over 50 (p1)	Percent of total employees	13.5	14.6	9.4	7.0	10.3	n/a
Employee Gender								
401-1	Females (p1)	Percent of total employees	54.4	55.5	54.2	53.0	54.7	n/a
401-1	Males (p1)	Percent of total employees	45.6	44.5	45.8	47.0	45.3	n/a
<b>EMPLOYEE TURNOVER</b>								
401-1	Total employee turnover (permanent employees)	Total number	616	525	409	361	355	248
401-1	Percent total turnover (p1, p2)	Percent of total employees	18.6	16.0	12.1	11.3	11.7	8.3
401-1	Total voluntary employee turnover	Total number	468	280	284	267	217	161
401-1	Percent voluntary turnover (p1, p2)	Percent of total employees	14.1	8.5	8.4	8.4	7.2	5.4
Employee age groups								
401-1	Under 30 (p1)	Percent of total employees	16.9	16.4	16.1	16.6	13.5	n/a
401-1	Age 30-50 (p1)	Percent of total employees	45.0	49.0	56.2	59.6	56.3	n/a
401-1	Over 50 (p1)	Percent of total employees	38.1	34.7	27.6	23.8	30.1	n/a
Employee Gender								
401-1	Females (p1)	Percent of total employees	60.1	59.4	50.4	58.2	57.7	n/a
401-1	Males (p1)	Percent of total employees	39.9	40.6	49.6	41.8	42.3	n/a
<b>TRAINING AND EDUCATION</b>								
404-3	Employees receiving performance reviews (q)	Percent of total eligible employees	73.7	85.8	81.0	80.8	91.3	92.5
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>								
Employee Gender								
405-1	Females	Percent of total employees	57.5	58.3	58.6	58.0	58.6	59.0
405-1	Males	Percent of total employees	42.5	41.7	41.4	42.0	41.4	41.0
Employee age groups								
405-1	Under 30	Percent of total employees	17.4	16.3	16.0	14.5	14.2	13.3
405-1	Age 30-50	Percent of total employees	59.2	58.2	57.8	59.1	59.7	61.7
405-1	Over 50	Percent of total employees	23.4	25.5	26.2	26.4	26.1	25.0
Employee Executive (r)								
405-1	Female	Percent of total employees	30.9	27.5	25.0	26.3	22.0	21.0
405-1	Male	Percent of total employees	69.1	72.5	75.0	73.7	78.0	79.0
405-1	Under 30	Percent of total employees	-	-	-	-	0.5	0.5
405-1	Age 30-50	Percent of total employees	56.5	58.5	60.2	58.9	64.7	62.4
405-1	Over 50	Percent of total employees	43.5	41.5	39.8	41.1	34.9	37.1

GRI Standard Topic		Measurement	2018	2017	2016	2015	2014	2013
Employee Management <sup>(s)</sup>								
405-1	Female	Percent of total employees	45.4	42.8	43.3	43.7	44.2	45.3
405-1	Male	Percent of total employees	54.6	57.2	56.7	56.3	55.8	54.7
405-1	Under 30	Percent of total employees	6.1	3.5	3.7	3.7	3.2	3.2
405-1	Age 30-50	Percent of total employees	68.5	67.4	65.9	66.2	67.6	69.0
405-1	Over 50	Percent of total employees	25.4	29.1	30.4	30.1	29.2	27.8
Employee Non-management								
405-1	Female	Percent of total employees	66.5	66.9	67.7	66.6	67.7	67.6
405-1	Male	Percent of total employees	33.5	33.1	32.3	33.4	32.3	32.4
405-1	Under 30	Percent of total employees	25.1	22.6	22.3	20.2	19.7	18.2
405-1	Age 30-50	Percent of total employees	54.4	54.7	54.3	56.1	56.2	59.0
405-1	Over 50	Percent of total employees	20.4	22.7	23.4	23.7	24.0	22.9
IG Wealth Management Advisors								
405-1	Female	Percent of total advisors	30	31	32	31	29	28
405-1	Male	Percent of total advisors	70	69	68	69	71	72
IG Wealth Management Advisors - New Recruits								
405-1	Female	Percent of total new advisors	36	37	36	n/a	n/a	n/a
405-1	Male	Percent of total new advisors	64	63	64	n/a	n/a	n/a
<b>INJURIES AND FATALITIES</b>								
403-2	Disabling injuries <sup>(t)</sup>	Total number	6	5	3	n/a	n/a	n/a
403-2	Fatalities	Total number	0	0	0	n/a	n/a	n/a

**Footnotes:**

(o) The total number of employees is based on head count as at December 31st.

(p1) The ratio is calculated using permanent employees only.

(p2) In 2018, IGM offered a voluntary early retirement program. Excluding the impact of this program, total employee turnover was 14.2% and total voluntary employee turnover was 9.8%.

(q) As of 2015, IG Wealth Management Specialists are eligible for review. In 2018, significant changes were made to the performance review program at IG Wealth Management and the collection of data for this operating company was in transition.

(r) Includes vice-president and above.

(s) Excludes executive management.

(t) Injuries that resulted in lost time in the workplace subsequent to day of injury.

# ENVIRONMENT

GRI Standard	Topic	Measurement	2018	2017	2016	2015	2014	2013 (Base year)
<b>ENERGY (u)</b>								
<b>ENERGY CONSUMED WITHIN THE ORGANIZATION</b>								
302-1	Natural Gas (heating) (v)	Megawatt hours	6,099	5,334	5,099	5,005	6,315	5,861
302-1	Jet Kerosene (w)	Megawatt hours	2,704	2,904	2,418	1,742	2,191	4,611
302-1	Back-Up Diesel Fuel (x)	Megawatt hours	0	12	0	10	12	0
302-1	Direct energy consumed	Megawatt hours	8,803	8,249	7,517	6,757	8,517	10,472
302-1	Indirect energy (electricity) consumed	Megawatt hours	5,678	5,884	5,940	6,073	6,063	6,648
302-1	Indirect energy (distribution of water) consumed	Megawatt hours	32	31	44	34	33	33
302-1	Total energy consumed within the organization	Megawatt hours	14,513	14,165	13,501	12,863	14,613	17,153
302-1	% of electricity consumed within the organization from low-carbon sources (y)	Percent of total	100%	100%	100%	100%	100%	100%
302-1	% of energy consumed within the organization from low-carbon sources (y)	Percent of total	81%	79%	82%	86%	41%	39%
<b>ENERGY CONSUMED OUTSIDE THE ORGANIZATION</b>								
302-2	Upstream leased properties	Megawatt hours	47,942	50,997	50,990	49,297	50,634	51,535
302-2	Investments (z)	Megawatt hours	97,222	91,492	79,383	78,717	68,188	59,504
302-2	% of electricity consumed outside the organization from low-carbon sources	Percent of total	10%	12%	13%	13%	12%	10%
302-2	% of energy consumed outside the organization from low-carbon sources	Percent of total	8%	9%	9%	9%	8%	6%
302-2	Business travel - air	Thousands of statute miles	13,515	16,524	20,400	19,839	17,583	15,334
302-2	Business travel - ground	Thousands of kilometres	1,998	2,536	2,756	2,746	2,592	2,458
<b>WATER AND WASTE CONSUMPTION</b>								
303-1	Water consumed in operations	Thousands of cubic meters	167	171	195	187	188	203
306-2	Waste generated in operations - owned facility (aa)	Tonnes	55	67	100	100	99	100
<b>ENERGY INTENSITY</b>								
302-3	Total energy consumed in owned and leased office space (bb1)	Megawatt hours	59,751	62,258	62,073	60,418	63,056	64,077
302-3	Number of people in owned and leased premises (bb2)	Number	8,703	8,910	9,796	9,965	9,547	9,050
302-3	Canadian office space (bb2)	Average square feet	1,975,083	2,058,407	2,036,236	1,957,892	1,934,177	1,926,251
302-3	Energy consumed per person	Megawatt hours/person	6.87	6.99	6.34	6.06	6.60	7.08
302-3	Energy consumed per square foot	Megawatt hours/square foot	0.030	0.030	0.030	0.031	0.033	0.033

GRI Standard Topic	Measurement	2018	2017	2016	2015	2014	2013 (Base year)	
<b>EMISSIONS (u)</b>								
<b>TOTAL GREENHOUSE GAS (GHG) EMISSIONS (cc,dd)</b>								
305-1	Market-based direct GHG emissions (Scope 1) (ee)	Metric tonnes of CO <sub>2</sub> e	724	781	655	469	1,750	2,312
305-2	Indirect GHG emissions (Scope 2)	Metric tonnes of CO <sub>2</sub> e	2	7	7	18	14	18
305-3	Other indirect GHG emissions (Scope 3)							
305-3	Emissions from upstream leased properties (ee)	Metric tonnes of CO <sub>2</sub> e	6,428	6,685	7,049	6,958	7,172	8,004
305-3	Emissions from Investments (z)	Metric tonnes of CO <sub>2</sub> e	12,447	12,130	12,145	12,470	10,379	7,803
305-3	Business travel - air	Metric tonnes of CO <sub>2</sub> e	1,903	2,430	2,972	2,842	2,563	2,229
305-3	Business travel - ground	Metric tonnes of CO <sub>2</sub> e	426	540	587	585	552	524
305-3	Waste generated in operations	Metric tonnes of CO <sub>2</sub> e	109	134	199	199	196	198
305-3	Distribution of water in owned premises	Metric tonnes of CO <sub>2</sub> e	0.06	0.06	0.08	0.12	0.12	0.11
305-3	Total other indirect GHG emissions (Scope 3)	Metric tonnes of CO <sub>2</sub> e	21,313	21,919	22,951	23,054	20,863	18,758
	Total direct and indirect emissions (Scope 1,2 and 3)	Metric tonnes of CO <sub>2</sub> e	22,040	22,707	23,613	23,540	22,627	21,087
<b>EMISSIONS INTENSITY</b>								
305-4	Total emissions from owned and leased office space (bb1)	Metric tonnes of CO <sub>2</sub> e	9,593	10,578	11,469	11,071	12,248	13,284
305-4	Number of people in owned and leased premises (bb2)	Number	8,703	8,910	9,796	9,965	9,547	9,050
305-4	Canadian office space (bb2)	Average square feet	1,975,083	2,058,407	2,036,236	1,957,892	1,934,177	1,926,251
305-4	Emissions per person	Metric tonnes of CO <sub>2</sub> e/person	1.10	1.19	1.17	1.11	1.28	1.47
305-4	Emissions per square foot	Metric tonnes of CO <sub>2</sub> e/sq. ft.	0.005	0.005	0.006	0.006	0.006	0.007

**Footnotes:**

(u) Prior year consumption and emission data is restated as improved estimates and/or amendments to prior year factors are available.

(v) Conversion to MWh from volume of natural gas consumed was based on the conversion tool available at <http://www.nrcan.gc.ca/energy/publications/efficiency/buildings/5985>. Natural gas is used for heating.

(w) Conversion to MWh from volume of jet kerosene consumed was based on the conversion tool available at <https://www.neb-one.gc.ca/nrg/tl/cnvrstbl/cnvrstbl-eng.html>.

(x) Conversion to MWh from volume of back-up diesel fuel consumed was based on the conversion tool available at <http://www.nrcan.gc.ca/energy/publications/efficiency/buildings/5985>.

(y) Renewable energy includes Manitoba Hydro and Bullfrog Power green natural gas.

(z) As of 2018, measuring multi-tenant commercial and residential buildings held in the IG Real Real Property Fund, equal to 22 properties/30% of rentable square footage in 2018. Prior year data was estimated and properties were included as of the year of purchase.

(aa) Waste generated from operations is from owned premises only. Waste is weighed by the third party disposal contractor.

(bb1) Includes owned and leased properties for operations. Does not include properties from Investments - see footnote (z).

(bb2) Square footage restated for 2013 to 2017 and number of people restated for 2016 and 2017.

(cc) Scope 1 and 2 GHG emissions are consolidated based on a financial control approach.

(dd) GHG emissions include emissions from the Canadian operations of IGM Financial and its operating companies and Investments stated in footnote (z), using a base year of 2013 - our first public year of reporting. The GHG protocol was used. We applied Global Warming potentials from the National Inventory Report 1990-2016: Greenhouse Gas Sources and Sinks in Canada (Ottawa: Environment Canada, 2018).

(ee) Beginning in 2015, emissions from Scope 1 and Scope 3 natural gas are calculated based on the purchase of Bullfrog renewable natural gas.



# GOVERNANCE

GRI Standard	Topic	Measurement	2018	2017	2016	2015	2014	2013
<b>BOARD COMPOSITION</b> (ff)								
102-22	Board Directors	Number	15	16	16	15	16	18
102-22	Executive Board Members	Number	1	1	1	2	2	2
102-22	Non-Executive Board Members	Number	14	15	15	13	14	16
102-22	Women Directors	Number	5	4	3	1	1	2
102-22, 405-1	Board Gender Diversity	Percent of total board	33%	25%	19%	7%	6%	11%
<b>Board Age Diversity</b>								
405-1	Over 70	Number	1	1	3	3	4	3
405-1	Between 50 and 70	Number	11	13	13	12	12	15
405-1	Between 30 and 49	Number	3	2	0	0	0	0
102-22	Board Tenure	Average Years	9	8	10	10	12	12
102-22	Independent Board Members (gg)	Number	9	8	8	7	8	8
102-22	Board Independence (gg)	Percentage	60%	50%	50%	47%	50%	44%
102-22	Audit Committee Independence (gg)	Percentage	100%	100%	100%	100%	100%	100%
102-22	Related Party and Conduct Review Committee Independence (gg)	Percentage	100%	100%	100%	100%	100%	100%
102-22	Human Resources Committee Independence (gg)	Percentage	50%	20%	33%	50%	57%	50%
102-22	Governance and Nominating Committee Independence (gg)	Percentage	50%	25%	25%	25%	40%	40%
<b>Average Board and Committee Meeting Attendance Rate</b>								
102-22	Directors with 4 or less mandates (hh)	Percentage	90%	97%	94%	93%	90%	91%
<b>AUDITOR'S FEES</b>								
	Audit fees	\$	2,562,000	2,616,000	2,263,000	2,286,000	2,243,000	2,138,000
	Audit-related fees	\$	376,000	311,000	127,000	123,000	106,000	427,000
	Tax fees	\$	64,000	149,000	128,000	58,000	67,000	105,000
	All other fees	\$	281,000	629,000	424,000	310,000	295,000	311,000
	Fees paid to external auditors for services other than the statutory audit	Percentage	11%	21%	19%	13%	13%	14%

## Footnotes:

(ff) 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.

(gg) The Board of the Corporation is composed of 15 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 nine Directors (constituting a 60 per cent majority of the Board), namely Marc A. Bibeau, 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 judgment in discharging their duties to the Corporation. Paul Desmarais, Jr., André Desmarais, Claude Genereux, R. Jeffrey Orr and Gregory D. Tretiak, 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. Jeffrey R. Carney, President and CEO, being an executive officer of the Corporation, is not independent.

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