

# GRI Content Index

GRI STANDARD	DISCLOSURE	URL LOCATION
<b>GRI 102: GENERAL DISCLOSURES</b>		
102-1: Name of the organization	<a href="#">Who we are</a>	<a href="https://www.igmfinancial.com/en/about-igm-financial">https://www.igmfinancial.com/en/about-igm-financial</a>
102-2: Activities, brands, products, and services	<a href="#">Who we are</a>	<a href="https://www.igmfinancial.com/en/about-igm-financial">https://www.igmfinancial.com/en/about-igm-financial</a>
102-3: Location of headquarters	<a href="#">Who we are</a>	<a href="https://www.igmfinancial.com/en/about-igm-financial">https://www.igmfinancial.com/en/about-igm-financial</a>
102-4: Location of operations	<a href="#">Who we are</a>	<a href="https://www.igmfinancial.com/en/about-igm-financial">https://www.igmfinancial.com/en/about-igm-financial</a>
102-5: Ownership and legal form	<a href="#">Who we are</a> <a href="#">Annual Information Form, Page 4</a>	<a href="https://www.igmfinancial.com/en/about-igm-financial">https://www.igmfinancial.com/en/about-igm-financial</a> <a href="https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM-Financial-2018-AIF-ENG-FINAL-REV.pdf">https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM-Financial-2018-AIF-ENG-FINAL-REV.pdf</a>
102-6: Markets served	<a href="#">Who we are</a>	<a href="https://www.igmfinancial.com/en/about-igm-financial">https://www.igmfinancial.com/en/about-igm-financial</a>
102-7: Scale of the organization	<a href="#">Who we are</a> <a href="#">Annual Report</a>	<a href="https://www.igmfinancial.com/en/about-igm-financial">https://www.igmfinancial.com/en/about-igm-financial</a> <a href="https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_AR2018_EN_Fullbook.pdf">https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_AR2018_EN_Fullbook.pdf</a>
102-8: Information on employees and other workers	<a href="#">Library: Data tables, page 5</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=5">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=5</a>
102-9: Supply chain	<a href="#">Who we are</a>	<a href="https://www.igmfinancial.com/en/about-igm-financial">https://www.igmfinancial.com/en/about-igm-financial</a>
102-10: Significant changes to the organization and its supply chain	<a href="#">Annual Information Form, page 5</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM-Financial-2018-AIF-ENG-FINAL-REV.pdf">https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM-Financial-2018-AIF-ENG-FINAL-REV.pdf</a>
102-11: Precautionary principle or approach	<a href="#">Risk management</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/riskmanagement">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/riskmanagement</a>
102-12: External initiatives	<a href="#">Initiatives and recognition</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/initiatives">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/initiatives</a>
102-13: Membership of associations	<a href="#">Compliance and ethics</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/complianceframework">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/complianceframework</a>
102-14: Statement from most senior decision-maker	<a href="#">Responsible management</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility">https://www.igmfinancial.com/en/corporate-responsibility</a>
102-16: Values, principles, standards and norms of behavior	<a href="#">Initiatives and recognition</a> <a href="#">Library: IGM Financial Code of Business Conduct</a> <a href="#">Library: Supplier Code of Conduct</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/initiatives">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/initiatives</a> <a href="https://www.igmfinancial.com/en/corpResp/assets/igmCodeOfConduct.pdf">https://www.igmfinancial.com/en/corpResp/assets/igmCodeOfConduct.pdf</a> <a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/IGM_Supplier_Code_of_Conduct.pdf">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/IGM_Supplier_Code_of_Conduct.pdf</a>
102-17: Mechanisms for advice and concerns about ethics	<a href="#">Compliance and ethics: Reporting concerns</a> <a href="#">Library: Whistleblower policy</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/complianceframework">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/complianceframework</a> <a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/policy_regarding_reporting_concerns_2017_E.pdf">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/policy_regarding_reporting_concerns_2017_E.pdf</a>

GRI STANDARD	DISCLOSURE	URL LOCATION
<b>GRI 102: GENERAL DISCLOSURES</b>		
102-18: Governance structure	<a href="#">Governance</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance</a>
102-19: Delegating authority	<a href="#">Governance</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance</a>
102-20: Executive-level responsibility for economic, environmental and social topics	<a href="#">Governance</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance</a>
102-22-: Composition of the highest governance body and its committees	<a href="#">Governance</a> <a href="#">Library: Management Proxy Circular</a> <a href="#">Library: Data tables, page 6</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance</a> <a href="https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf">https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf</a> <a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=6">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=6</a>
102-23: Chair of the highest governance body	<a href="#">Governance</a> <a href="#">Library: Management Proxy Circular</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance</a> <a href="https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf">https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf</a>
102-24: Nominating and selecting the highest governance body	<a href="#">Library: Management Proxy Circular, Nomination and Assessment of Directors, page 42</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf">https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf</a>
102-25: Conflicts of interest	<a href="#">Governance</a> <a href="#">Risk Management</a> <a href="#">Library: Management Proxy Circular, page 32</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/riskmanagement">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/riskmanagement</a> <a href="https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf">https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf</a>
102-26: Role of highest governance body in setting purpose, values and strategy	<a href="#">Governance</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance</a>
102-27: Collective knowledge of highest governance body	<a href="#">Governance</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance</a>
102-29: Identifying and managing economic, environmental, and social impacts	<a href="#">Risk management</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/riskmanagement">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/riskmanagement</a>
102-30: Effectiveness of risk management processes	<a href="#">Risk management</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/riskmanagement">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/riskmanagement</a>
102-31: Review of economic, environmental and social topics	<a href="#">Risk management</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/riskmanagement">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/riskmanagement</a>
102-32: Highest governance body's role in sustainability reporting	<a href="#">Governance</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance</a>
102-33: Communicating critical concerns	<a href="#">Governance</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/corporategovernance</a>
102-34: Nature and number of critical concerns	<a href="#">Governance</a>	<a href="https://author-igfs-stage.adobecqms.net/content/igm/en/corporate-responsibility/responsiblemanagement/corporategovernance.html">https://author-igfs-stage.adobecqms.net/content/igm/en/corporate-responsibility/responsiblemanagement/corporategovernance.html</a>
102-35: Remuneration policies	<a href="#">Library: Management Proxy Circular, Compensation of Directors, pages 13-15, and Statement of Executive Compensation, pages 16-23</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf">https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf</a>
102-36: Process for determining remuneration	<a href="#">Library: Management Proxy Circular, Compensation Discussion and Analysis, pages 24-29</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf">https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf</a>
102-40: List of stakeholder groups	<a href="#">Our approach: Stakeholder engagement</a>	<a href="https://www.igmfinancial.com/content/igm/en/corporate-responsibility/responsiblemanagement/ourpillars">https://www.igmfinancial.com/content/igm/en/corporate-responsibility/responsiblemanagement/ourpillars</a>
102-41: Collective bargaining agreements	<a href="#">Library: 2017 Data tables, page 5</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=5">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=5</a>

GRI STANDARD	DISCLOSURE	URL LOCATION
<b>GRI 102: GENERAL DISCLOSURES</b>		
102-42: Identifying and selecting stakeholders	<a href="#">Our approach: Stakeholder engagement</a> <a href="#">GRI Reporting: Our report topics</a>	<a href="https://www.igmfinancial.com/content/igm/en/corporate-responsibility/responsiblemanagement/ourpillars">https://www.igmfinancial.com/content/igm/en/corporate-responsibility/responsiblemanagement/ourpillars</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/reporttopics">https://www.igmfinancial.com/en/corporate-responsibility/reporttopics</a>
102-43: Approach to stakeholder engagement	<a href="#">Our approach: Stakeholder engagement</a> <a href="#">Our Clients</a> <a href="#">Client Experience</a>	<a href="https://www.igmfinancial.com/content/igm/en/corporate-responsibility/responsiblemanagement/ourpillars">https://www.igmfinancial.com/content/igm/en/corporate-responsibility/responsiblemanagement/ourpillars</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/ourclients">https://www.igmfinancial.com/en/corporate-responsibility/ourclients</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/ourclients/rewardingclientexperience">https://www.igmfinancial.com/en/corporate-responsibility/ourclients/rewardingclientexperience</a>
102-44: Key topics and concerns raised	<a href="#">Our approach: Stakeholder engagement</a> <a href="#">GRI Reporting: Our report topics</a>	<a href="https://www.igmfinancial.com/content/igm/en/corporate-responsibility/responsiblemanagement/ourpillars">https://www.igmfinancial.com/content/igm/en/corporate-responsibility/responsiblemanagement/ourpillars</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/reporttopics">https://www.igmfinancial.com/en/corporate-responsibility/reporttopics</a>
102-45: Entities included in the consolidated financial statements	<a href="#">GRI Reporting: Report Scope</a> <a href="#">Annual Report, Page 27</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/grireporting">https://www.igmfinancial.com/en/corporate-responsibility/grireporting</a> <a href="https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_AR2018_EN_Fullbook.pdf">https://www.igmfinancial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_AR2018_EN_Fullbook.pdf</a>
102-46: Defining report content and topic boundaries	<a href="#">GRI Reporting; Report Scope</a> <a href="#">Our Clients: Our priorities and why they matter to us</a> <a href="#">Our People: Our priorities and why they matter to us</a> <a href="#">Our Environment: Our priorities and why they matter to us</a> <a href="#">Our Community: Our priorities and why they matter to us</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/reporttopics">https://www.igmfinancial.com/en/corporate-responsibility/reporttopics</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/ourclients">https://www.igmfinancial.com/en/corporate-responsibility/ourclients</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/ourpeople">https://www.igmfinancial.com/en/corporate-responsibility/ourpeople</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/ourenvironment">https://www.igmfinancial.com/en/corporate-responsibility/ourenvironment</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/ourcommunity">https://www.igmfinancial.com/en/corporate-responsibility/ourcommunity</a>
102-47: List of material topics	<a href="#">GRI Reporting: Materiality matrix</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/reporttopics">https://www.igmfinancial.com/en/corporate-responsibility/reporttopics</a>
102-48: Restatements of information	<a href="#">Library: Data tables, page 7 and 8 footnotes q and v</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=7">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=7</a>
102-49: Changes in reporting	Not applicable	
102-50: Reporting period	<a href="#">GRI Reporting: Report on progress</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/grireporting">https://www.igmfinancial.com/en/corporate-responsibility/grireporting</a>
102-51: Date of most recent report	<a href="#">GRI Reporting: Report on progress</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/grireporting">https://www.igmfinancial.com/en/corporate-responsibility/grireporting</a>
102-52: Reporting cycle	<a href="#">GRI Reporting: Report on progress</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/grireporting">https://www.igmfinancial.com/en/corporate-responsibility/grireporting</a>
102-53: Contact point for questions regarding the report	<a href="#">GRI Reporting</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/grireporting">https://www.igmfinancial.com/en/corporate-responsibility/grireporting</a>
102-54: Claims of reporting in accordance with the GRI Standards	<a href="#">GRI Reporting</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/grireporting">https://www.igmfinancial.com/en/corporate-responsibility/grireporting</a>
102-55: GRI Content Index	<a href="#">GRI Reporting</a> <a href="#">Library: GRI Content Index</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/grig4reporting">https://www.igmfinancial.com/en/corporate-responsibility/grig4reporting</a> <a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/gricontentindex.pdf">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/gricontentindex.pdf</a>
102-56: External assurance	<a href="#">GRI Reporting: External Assurance</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/grireporting">https://www.igmfinancial.com/en/corporate-responsibility/grireporting</a>

GRI STANDARD	DISCLOSURE	URL LOCATION
<b>MATERIAL TOPIC: ECONOMIC</b>		
Management Approach for Economic Performance and Indirect Economic Impacts	103-1: Explanation of the material topics and its Boundary 103-2: Management approach and its components 103-3: Evaluation of the management approach	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">Shared value creation</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">Library: Management Proxy Circular</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation</a> <a href="https://www.igmfincial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf">https://www.igmfincial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_Financial2019_Proxy_Circular-ENG-FINAL.pdf</a>
Economic Performance	201-1: Direct economic value generated and distributed	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">Shared value creation</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">Library: Data Tables, page 3</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=3">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=3</a>
	201-2: Financial implications and other risks and opportunities due to climate change	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">Library: CDP Response, Risks and Opportunities Section</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/carbon-disclosure-2018-e.pdf">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/carbon-disclosure-2018-e.pdf</a>
	201-3: Defined benefit plan obligations and other retirement plans	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">2018 Annual Report, page 104</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation</a> <a href="https://www.igmfincial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_AR2018_EN_Fullbook.pdf">https://www.igmfincial.com/content/dam/igm/en/investrelations/finreporting/files/2018/IGM_AR2018_EN_Fullbook.pdf</a>
Indirect Economic Impacts	203-2: Significant indirect economic impacts	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">Shared value creation</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">Financial confidence</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation">https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/economicvaluecreation</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/promotingfinancialliteracy">https://www.igmfincial.com/en/corporate-responsibility/ourcommunity/promotingfinancialliteracy</a>
<b>MATERIAL TOPIC: ENVIRONMENTAL</b>		
Management Approach for Energy and Emissions	103-1: Explanation of the material topics and its Boundary 103-2: Management approach and its components 103-3: Evaluation of the management approach	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Our Environment</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Library: CDP Response</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/carbon-disclosure-2018-e.pdf">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/carbon-disclosure-2018-e.pdf</a>
Energy	302-1: Energy consumption within the organization	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Library: Data Tables, page 8</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=8">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=8</a>
	302-2: Energy consumption outside the organization	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Library: Data Tables, page 8</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=8">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=8</a>
	302-3: Energy intensity	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Library: Data Tables, page 8</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=8">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=8</a>
	302-4: Reduction of energy consumption	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Environmental footprint</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Climate change</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment/reducingourfootprint</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment/climate change</a>
Emissions	305-1: Direct (Scope 1) GHG Emissions	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Library: Data Tables, page 9</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=9">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=9</a>
	305-2: Energy indirect (Scope 2) GHG emissions	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Library: Data Tables, page 9</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=9">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=9</a>
	305-3: Other indirect (Scope 3) GHG emissions	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Library: Data Tables, page 9</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=9">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=9</a>
	305-4: Greenhouse gas (GHG) emissions intensity	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Library: Data Tables, page 9</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=9">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=9</a>
	305-5: Reduction GHG emissions	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Climate change</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">Library: CDP Response</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourevironment">https://www.igmfincial.com/en/corporate-responsibility/ourevironment/climatechange</a> <a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/carbon-disclosure-2018-e.pdf">https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/carbon-disclosure-2018-e.pdf</a>

GRI STANDARD	DISCLOSURE	URL LOCATION
<b>MATERIAL TOPIC: SOCIAL</b>		
Management Approach for Employment, Training and Education and Diversity and Equal Opportunity	103-1: Explanation of the material topics and its Boundary 103-2: Management approach and its components 103-3: Evaluation of the management approach	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourpeople">Our People</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourpeople/attractingandretainingtalent">Talent attraction and retention</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourpeople/developingourpeople">Development and engagement</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourpeople/diversityandinclusion">Diversity and inclusion</a>
Employment	401-1: New employee hires and employee turnover	<a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=6">Library: Data Tables, page 6</a>
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourpeople/attractingandretainingtalent">Talent attraction and retention: Compensation and Benefits</a>
Training and Education	404-2: Programs for upgrading employee skills and transition assistance programs	<a href="https://www.igmfincial.com/en/corporate-responsibility/ourpeople/attractingandretainingtalent">Talent attraction and retention</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourpeople/developingourpeople">Development and engagement</a>
	404-3: Percentage of employees receiving regular performance and career development reviews	<a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=5">Library: Data Tables, page 6</a>
Diversity and Equal Opportunity	405-1: Diversity of governance bodies and employees	<a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=5">Library: Data Tables, page 5 and 6</a>
Management Approach for Marketing and Labelling, Customer Privacy, and Socio-economic Compliance	103-1: Explanation of the material topics and its Boundary 103-2: Management approach and its components 103-3: Evaluation of the management approach	<a href="https://www.igmfincial.com/en/corporate-responsibility/responsiblemanagement/complianceframework">Compliance and ethics</a> <a href="https://www.igmfincial.com/en/corporate-responsibility/ourclients">Our Clients</a> Privacy and information security
Marketing and Labelling	417-1: Requirements for product and service information and labeling	<a href="https://www.igmfincial.com/en/corporate-responsibility/responsiblemanagement/complianceframework">Compliance and ethics</a>
	417-2: Incidents of non-compliance concerning product and service information and labeling	<a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=1">Library: Data Tables, page 1</a>
	417-3: Incidents of non-compliance concerning marketing communications	<a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=1">Library: Data Tables, page 1</a>
Customer Privacy	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=1">Library: Data Tables, page 1</a>
Socio-economic Compliance	419-1: Non-compliance with laws and regulations in the social and economic	<a href="https://www.igmfincial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=1">Library: Data Tables, page 1</a>

GRI STANDARD		DISCLOSURE	URL LOCATION
<b>SECTOR SPECIFIC</b>			
Management Approach for Product Portfolio, Active Ownership	103-1: Explanation of the material topics and its Boundary 103-2: Management approach and its components 103-3: Evaluation of the management approach	<a href="#">Compliance and ethics</a> <a href="#">Our Clients</a> <a href="#">Client experience</a> <a href="#">Responsible investing</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/complianceframework">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/complianceframework</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/ourclients">https://www.igmfinancial.com/en/corporate-responsibility/ourclients</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/ourclients/rewardingclientexperience">https://www.igmfinancial.com/en/corporate-responsibility/ourclients/rewardingclientexperience</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/ourclients/responsibleproductsandservices">https://www.igmfinancial.com/en/corporate-responsibility/ourclients/responsibleproductsandservices</a>
Product Portfolio	G4-FS6: Percentage of the portfolio for business lines by specific region, size (e.g., micro/SME/large) and by sector	<a href="#">Library: Data Tables, page 4</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=4">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=4</a>
	G4-FS7: Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose	<a href="#">Library: Data Tables, page 4</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=4">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=4</a>
Active Ownership	G4-FS10: Percentage and number of companies held in the institution's portfolio with which the reporting organization has interacted on environmental or social issues	<a href="#">Library: 2018 Mackenzie Investments RI Transparency Report, Question LEA 11,13</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Public_Transparency_Report_Mackenzie_Investments_2018.pdf">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Public_Transparency_Report_Mackenzie_Investments_2018.pdf</a>
	G4-FS11: Percentage of assets subject to positive and negative environmental or social screening	<a href="#">Library: Data Tables, page 4</a>	<a href="https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=4">https://www.igmfinancial.com/content/dam/igm/en/corpresp/assets/docs/Data_TablesE.pdf#page=4</a>
Product and Service Labeling	G4-FS15: Policies for the fair design and sale of financial products and services	<a href="#">Compliance and ethics</a> <a href="#">Client experience</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/complianceframework">https://www.igmfinancial.com/en/corporate-responsibility/responsiblemanagement/complianceframework</a> <a href="https://www.igmfinancial.com/en/corporate-responsibility/ourclients/rewardingclientexperience">https://www.igmfinancial.com/en/corporate-responsibility/ourclients/rewardingclientexperience</a>
	G4-FS16: Initiatives to enhance financial literacy by type of beneficiary	<a href="#">Financial confidence</a>	<a href="https://www.igmfinancial.com/en/corporate-responsibility/ourcommunity/promotingfinancialliteracy">https://www.igmfinancial.com/en/corporate-responsibility/ourcommunity/promotingfinancialliteracy</a>