

# ESG Data Tables

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

## Governance

GRI Standard	Topic	Measurement	2020	2019	2018	2017	2016
<b>BOARD COMPOSITION (a)</b>							
102-22	<b>Board Directors</b>	Number	<b>15</b>	15	15	16	16
102-22	Executive Board Members	Number	<b>1</b>	1	1	1	1
102-22	Non-Executive Board Members	Number	<b>14</b>	14	14	15	15
102-22	Women Directors (b)	Number	<b>5</b>	5	5	4	3
102-22, 405-1	<b>Board Gender Diversity</b>	Percent of total Board	<b>33%</b>	33%	33%	25%	19%
<b>Board Age Diversity</b>							
405-1	Over 70	Number	<b>2</b>	1	1	1	3
405-1	Between 50 and 70	Number	<b>13</b>	13	11	13	13
405-1	Between 30 and 49	Number	<b>0</b>	1	3	2	0
102-22	<b>Board Tenure</b>	Average Years	<b>11</b>	10	9	8	10
102-22	<b>Independent Board Members (b)</b>	Number	<b>9</b>	9	9	8	8
102-22	Board Independence	Percentage	<b>60%</b>	60%	60%	50%	50%
102-22	Audit Committee Independence	Percentage	<b>100%</b>	100%	100%	100%	100%
102-22	Related Party and Conduct Review Committee Independence	Percentage	<b>100%</b>	100%	100%	100%	100%
102-22	Human Resources Committee Independence	Percentage	<b>50%</b>	50%	50%	20%	33%
102-22	Governance and Nominating Committee Independence	Percentage	<b>50%</b>	50%	50%	25%	25%
<b>Average Board and Committee Meeting Attendance Rate</b>							
102-22	<b>Directors with 4 or less mandates (c)</b>	Percentage	<b>100%</b>	100%	100%	100%	100%
<b>AUDITOR'S FEES</b>							
	Audit fees	\$	<b>2,427,000</b>	2,746,000	2,562,000	2,616,000	2,263,000
	Audit-related fees	\$	<b>110,000</b>	244,000	376,000	311,000	127,000
	Tax fees	\$	<b>163,000</b>	74,000	64,000	149,000	128,000
	All other fees	\$	<b>236,000</b>	314,000	281,000	629,000	424,000
	Fees paid for services other than the audit	Percentage	<b>14%</b>	11%	11%	21%	19%

(a) 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.  
 (b) 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% 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 Corporation of Canada, 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.  
 (c) Represents mandates on public company boards outside Power Corporation and its subsidiaries (including Power Financial, Great-West Lifeco and IGM Financial).

## Ethics and Compliance

GRI Standard	Topic	Measurement	2020	2019	2018
<b>POLITICAL CONTRIBUTIONS</b>					
415-1	Amount of political contributions	\$	0	0	0
<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. (d)	Total number	<b>IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2020.</b>	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2019.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2018.
<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 (e,f)	Total number	<b>IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2020.</b>	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2019.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2018.
<b>CUSTOMER PRIVACY</b>					
418-1	Substantiated complaints regarding breaches of customer privacy and losses of customer data	Total number	<b>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 2020.</b>	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 2019.	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.
<b>LAWS AND REGULATIONS</b>					
419-1	Monetary value of significant fines and total number of non-monetary sanctions (g)	Dollars, Total number	<b>Refer to Laws and Regulation section of 2020 Annual Information Form.</b>	Refer to Laws and Regulation section of 2019 Annual Information Form.	Refer to Laws and Regulation section of 2018 Annual Information Form.

(d) 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.  
 (e) 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.  
 (f) Non-compliance issues are defined as material misstatements that would require IGM Financial or its operating companies to amend documents and remedy with clients.  
 (g) 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.

## Taxes

GRI Standard	Topic	Measurement	2020	2019	2018	2017	2016
<b>TAXES</b>							
<b>Income taxes by jurisdiction</b>							
201-1	Federal Government	\$ million	<b>123.7</b>	142.9	151.4	112.7	135.5
201-1	British Columbia	\$ million	<b>1.0</b>	1.7	1.8	0.9	1.9
201-1	Alberta	\$ million	<b>0.9</b>	1.9	1.9	0.5	1.3
201-1	Saskatchewan	\$ million	<b>0.3</b>	0.6	0.6	0.2	0.5
201-1	Manitoba	\$ million	<b>13.9</b>	10.6	14.3	9.1	18.1
201-1	Ontario	\$ million	<b>22.3</b>	35.3	36.3	19.3	24.7
201-1	Quebec	\$ million	<b>2.9</b>	5.0	4.9	2.3	4.2
201-1	New Brunswick	\$ million	<b>0.1</b>	0.2	0.3	0.1	0.2
201-1	Nova Scotia	\$ million	<b>0.1</b>	0.3	0.2	0.1	0.2
201-1	PEI	\$ million	<b>0.1</b>	0.1	0.1	-	0.1
201-1	Newfoundland	\$ million	<b>0.1</b>	0.1	0.1	-	0.2
201-1	<b>Total Canadian income taxes</b>	\$ million	<b>165.4</b>	198.7	211.9	145.2	186.9
201-1	China	\$ million	<b>1.4</b>	1.0	1.1	1.1	0
201-1	Ireland	\$ million	<b>1.0</b>	1.2	1	1.8	2.1
201-1	Hong Kong	\$ million	<b>0.8</b>	0.3	0.6	0.5	0.4
201-1	United States	\$ million	<b>-0.2</b>	0	0	0	0
201-1	Total international income taxes	\$ million	<b>3.0</b>	2.5	2.7	3.4	2.5
201-1	Total current income taxes (h)	\$ million	<b>168.4</b>	201.2	214.6	148.6	189.4
201-1	Total deferred income taxes	\$ million	<b>32.3</b>	18.5	-4.7	25.3	12.2
201-1	Total income taxes	\$ million	<b>200.7</b>	219.7	209.9	173.9	201.6
201-1	Total other taxes – capital, commodity, payroll, property, business and other	\$ million	<b>29.8</b>	24.6	28.4	25.0	25.5

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

## Sustainable Investing

GRI Standard	Topic	Measurement	2020	2019	2018	2017	2016
<b>MACKENZIE INVESTMENTS</b>							
<b>Number of companies engaged on ESG issues</b>							
	Internal staff engagements	Number	<b>621</b>	299	131	N/A	N/A
	Service provider engagements	Number	<b>979</b>	560	164	N/A	N/A
	Proxy votes cast during year by Mackenzie (i)	Percentage	<b>100</b>	100	100	100	100
	Sub-advisors who are PRI signatories (j)	Percentage of AUM	<b>95</b>	90	90	86	N/A
<b>IG WEALTH MANAGEMENT</b>							
	Proxy votes cast during year by investment sub-advisors (i)	Percentage	<b>100</b>	100	N/A	N/A	N/A
	Sub-advisors who are PRI signatories	Percentage of AUM	<b>100</b>	100	97	96	89
<b>PRODUCTS DELIVERING SPECIFIC SOCIAL OR ENVIRONMENTAL BENEFITS – IGM FINANCIAL</b>							
	Best-in-class, Thematic and Impact Investment Funds – assets under management	\$ million	<b>1,648.1</b>	471.9	432.9	541.2	542.1
	Charitable Giving Funds – IG Wealth Management and Mackenzie Investments	\$ million	<b>298.2</b>	279.3	239.2	233.7	211.4
	Registered Disability Savings Plans	\$ million	<b>1,384.2</b>	1,106.2	811.7	680.5	480.7
	Percentage of total assets under management subject to negative environmental or social screens (k)	Percentage	<b>97.5</b>	98.0	99.0	0.3	0.4

(i) As per PRI Reporting.

(j) All Mackenzie sub-advisors were PRI signatories as at December 31, excluding sub-advisors who were brought on through the acquisition of GLC, which closed on December 31.

(k) 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.

## Talent

GRI Standard	Topic	Measurement	2020	2019	2018	2017	2016
<b>EMPLOYEES BY REGION</b>							
102-8	British Columbia	Total number	95	102	107	108	132
102-8	Alberta	Total number	90	88	89	85	95
102-8	Saskatchewan	Total number	15	17	18	20	31
102-8	Manitoba	Total number	1,327	1,324	1,311	1,378	1,402
102-8	Ontario	Total number	1,750	1,654	1,512	1,459	1,460
102-8	Quebec	Total number	414	424	424	388	397
102-8	Atlantic Canada	Total number	36	38	40	39	48
102-8	Canada – total	Total number	3,727	3,647	3,501	3,477	3,565
102-8	China	Total number	2	2	2	1	–
102-8	Ireland	Total number	12	11	10	11	14
102-8	Hong Kong	Total number	13	13	11	11	11
102-8	U.S.	Total number	13	11	11	4	1
102-7/102-8	Total employees (l)	Total number	3,767	3,684	3,535	3,504	3,591
<b>IG WEALTH MANAGEMENT ADVISORS BY REGION</b>							
102-8	Alberta	Total number	435	425	430	441	507
102-8	Atlantic Canada	Total number	218	215	247	281	323
102-8	British Columbia	Total number	381	394	429	482	573
102-8	Manitoba	Total number	194	202	220	232	244
102-8	Ontario	Total number	1,198	1,262	1,391	1,609	2,010
102-8	Quebec	Total number	734	735	820	907	1,091
102-8	Saskatchewan	Total number	144	148	174	194	197
	Total advisors (l)	Total number	3,304	3,381	3,711	4,146	4,945
<b>IG WEALTH MANAGEMENT ASSISTANTS BY REGION</b>							
102-8	Alberta	Total number	179	210	227	236	224
102-8	Atlantic Canada	Total number	91	82	94	100	98
102-8	British Columbia	Total number	193	207	214	233	215
102-8	Manitoba	Total number	69	84	96	99	106
102-8	Ontario	Total number	467	500	540	581	600
102-8	Quebec	Total number	270	298	334	359	346
102-8	Saskatchewan	Total number	48	50	67	66	73
	Total assistants (l)	Total number	1,317	1,431	1,572	1,674	1,662

(l) The total number of employees and advisors is based on head count as at December 31.

Talent continued

GRI Standard	Topic	Measurement	2020	2019	2018	2017	2016
<b>INVESTMENT PLANNING COUNSEL ADVISORS BY REGION</b>							
102-8	Alberta	Total number	68	66	67	69	69
102-8	Atlantic Canada	Total number	29	34	41	42	45
102-8	British Columbia	Total number	73	78	79	91	106
102-8	Manitoba	Total number	38	36	37	39	40
102-8	Ontario	Total number	429	449	470	497	510
102-8	Quebec	Total number	38	34	24	25	28
102-8	Saskatchewan	Total number	20	23	26	26	27
102-8	Territories	Total number	1	1	1	1	1
	Total advisors (l)	Total number	696	721	745	790	826
<b>EMPLOYEES BY GENDER AND TYPE</b>							
102-8	<b>Total</b>	Total number	3,767	3,684	3,535	3,504	3,591
102-8	Female	Total number	2,128	2,109	2,032	2,043	2,105
102-8	Male	Total number	1,637	1,575	1,503	1,461	1,486
102-8	Self-identified gender (m)	Total number	2	N/A	N/A	N/A	N/A
102-8	<b>Permanent</b>	Total number	3,525	3,379	3,308	3,286	3,371
102-8	Female	Total number	1,993	1,943	1,897	1,908	1,975
102-8	Male	Total number	1,530	1,436	1,411	1,378	1,396
102-8	Self-identified gender	Total number	2	N/A	N/A	N/A	N/A
102-8	<b>Temporary</b>	Total number	242	305	227	218	220
102-8	Female	Total number	135	166	135	135	130
102-8	Male	Total number	107	139	92	83	90
102-8	Self-identified gender	Total number	0	N/A	N/A	N/A	N/A
102-8	<b>Full-time employees</b>	Total number	3,696	3,609	3,418	3,352	3,428
102-8	Female	Total number	2,063	2,038	1,932	1,917	1,958
102-8	Male	Total number	1,631	1,571	1,486	1,435	1,470
102-8	Self-identified gender	Total number	2	N/A	N/A	N/A	N/A
102-8	<b>Part-time employees</b>	Total number	71	75	117	152	163
102-8	Female	Total number	65	71	100	127	147
102-8	Male	Total number	6	4	17	25	16
102-8	Self-identified gender	Total number	0	N/A	N/A	N/A	N/A

(l) The total number of employees and advisors is based on head count as at December 31.

(m) In 2020, we implemented an HR system that allows employees to self-identify gender in their profile.

Talent continued

GRI Standard	Topic	Measurement	2020	2019	2018	2017	2016
<b>COLLECTIVE BARGAINING AGREEMENTS</b>							
102-41	Employees covered by collective bargaining agreements	Percent of total employees	0	0	0	0	0
<b>NEW EMPLOYEE HIRES</b>							
401-1	<b>Total new hires – permanent employees</b>	Total number	317	455	502	308	437
401-1	Percent total new hires (n)	Percent of total employees	9.0	13.5	15.2	9.4	13.0
<b>Employee age groups</b>							
401-1	Under 30 (n)	Percent of total employees	31.2	26.6	28.1	33.1	30.0
401-1	Age 30–50 (n)	Percent of total employees	58.0	59.1	58.4	52.3	60.6
401-1	Over 50 (n)	Percent of total employees	10.7	14.3	13.5	14.6	9.4
<b>Employee gender</b>							
401-1	Female (n)	Percent of total employees	46.1	59.1	54.4	55.5	54.2
401-1	Male (n)	Percent of total employees	53.9	40.9	45.6	44.5	45.8
401-1	Self-identified gender	Percent of total employees	–	N/A	N/A	N/A	N/A
<b>EMPLOYEE TURNOVER</b>							
401-1	<b>Total turnover – permanent employees</b>	Total number	275	512	616	525	409
401-1	Percent total turnover (n,o)	Percent of total employees	7.8	15.2	18.6	16.0	12.1
401-1	<b>Voluntary turnover – permanent employees</b>	Total number	191	341	468	280	284
401-1	Percent voluntary turnover (n,o)	Percent of total employees	5.4	10.1	14.1	8.5	8.4
<b>Employee age groups</b>							
401-1	Under 30 (n)	Percent of total employees	24.4	23.6	16.9	16.4	16.1
401-1	Age 30–50 (n)	Percent of total employees	53.8	55.5	45.0	49.0	56.2
401-1	Over 50 (n)	Percent of total employees	21.8	20.9	38.1	34.7	27.6
<b>Employee gender</b>							
401-1	Female (n)	Percent of total employees	54.9	59.6	60.1	59.4	50.4
401-1	Male (n)	Percent of total employees	45.1	40.4	39.9	40.6	49.6
401-1	Self-identified gender	Percent of total employees	–	N/A	N/A	N/A	N/A
<b>TRAINING AND EDUCATION</b>							
404-3	Employees receiving performance reviews (p)	Percent of total eligible employees	100.0	100.0	73.7	85.8	81.0

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

(o) 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%.

(p) 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.

Talent continued

GRI Standard	Topic	Measurement	2020	2019	2018	2017	2016
<b>DIVERSITY, EQUITY AND INCLUSION</b>							
<b>Employee gender</b>							
405-1	Female	Percent of total employees	<b>56.5</b>	57.2	57.5	58.3	58.6
405-1	Male	Percent of total employees	<b>43.4</b>	42.8	42.5	41.7	41.4
405-1	Self-identified gender	Percent of total employees	<b>0.1</b>	N/A	N/A	N/A	N/A
<b>Employee age groups</b>							
405-1	Under 30	Percent of total employees	<b>13.5</b>	16.6	17.4	16.3	16.0
405-1	Age 30–50	Percent of total employees	<b>61.0</b>	59.0	59.2	58.2	57.8
405-1	Over 50	Percent of total employees	<b>25.5</b>	24.4	23.4	25.5	26.2
<b>Employee executive (q)</b>							
405-1	Female	Percent of total employees	<b>33.3</b>	34.0	30.9	27.5	25.0
405-1	Male	Percent of total employees	<b>66.7</b>	66.0	69.1	72.5	75.0
405-1	Self-identified gender	Percent of total employees	<b>–</b>	N/A	N/A	N/A	N/A
405-1	Under 30	Percent of total employees	<b>–</b>	–	–	–	–
405-1	Age 30–50	Percent of total employees	<b>54.0</b>	56.0	56.5	58.5	60.2
405-1	Over 50	Percent of total employees	<b>46</b>	44.0	43.5	41.5	39.8
<b>Employee management (r)</b>							
405-1	Female	Percent of total employees	<b>47.4</b>	45.2	45.4	42.8	43.3
405-1	Male	Percent of total employees	<b>52.6</b>	54.8	54.6	57.2	56.7
405-1	Self-identified gender	Percent of total employees	<b>–</b>				
405-1	Under 30	Percent of total employees	<b>7</b>	4.6	6.1	3.5	3.7
405-1	Age 30–50	Percent of total employees	<b>67.8</b>	68.6	68.5	67.4	65.9
405-1	Over 50	Percent of total employees	<b>25.3</b>	26.8	25.4	29.1	30.4
<b>Employee non-management</b>							
405-1	Female	Percent of total employees	<b>65.6</b>	64.7	66.5	66.9	67.7
405-1	Male	Percent of total employees	<b>34.3</b>	35.3	33.5	33.1	32.3
405-1	Self-identified gender	Percent of total employees	<b>0.1</b>	N/A	N/A	N/A	N/A
405-1	Under 30	Percent of total employees	<b>19.6</b>	23.4	25.1	22.6	22.3
405-1	Age 30–50	Percent of total employees	<b>57.0</b>	55.0	54.4	54.7	54.3
405-1	Over 50	Percent of total employees	<b>23.5</b>	21.6	20.4	22.7	23.4

(q) Includes Vice-President and above.

(r) Excludes executive management.



## Talent continued

GRI Standard	Topic	Measurement	2020	2019	2018	2017	2016
<b>DIVERSITY, EQUITY AND INCLUSION continued</b>							
<b>IG Wealth Management advisors (l)</b>							
405-1	Female (s)	Percent of total advisors	<b>27</b>	28	28	29	30
405-1	Male (s)	Percent of total advisors	<b>73</b>	72	72	71	70
<b>IG Wealth Management advisors – new recruits</b>							
405-1	Female	Percent of total new advisors	<b>26</b>	39	36	37	36
405-1	Male	Percent of total new advisors	<b>74</b>	61	64	63	64
<b>Investment Planning Counsel advisors (l)</b>							
405-1	Female	Percent of total advisors	<b>20</b>	20	21	20	20
405-1	Male	Percent of total advisors	<b>80</b>	80	79	80	80
<b>INJURIES AND FATALITIES</b>							
403-2	Injuries (t)	Total number	<b>2</b>	7	6	5	3
403-2	Fatalities	Total number	<b>0</b>	0	0	0	0

(l) The total number of employees and advisors is based on head count as at December 31.

(s) Restated prior years to include regional and division directors.

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

## Environment

GRI Standard	Topic	Measurement	2020	2019	2018	2017	2016	2013 – Base year
<b>ENERGY CONSUMED WITHIN THE ORGANIZATION (u)</b>								
302-1	Natural gas (heating) (v)	Megawatt hours	<b>3,414</b>	5,163	5,827	5,334	5,099	5,861
302-1	Jet kerosene (w,aa)	Megawatt hours	<b>779</b>	3,005	2,704	2,904	2,418	4,611
302-1	Back-up diesel fuel (x)	Megawatt hours	<b>14</b>	0	0	12	0	0
302-1	Direct energy consumed	Megawatt hours	<b>4,206</b>	8,168	8,532	8,249	7,517	10,472
302-1	Indirect energy (electricity) consumed	Megawatt hours	<b>4,270</b>	5,441	5,648	5,884	5,940	6,648
302-1	Indirect energy (distribution of water) consumed	Megawatt hours	<b>15</b>	31	33	31	44	33
302-1	<b>Total energy consumed within the organization</b>	Megawatt hours	<b>8,492</b>	13,641	14,213	14,164	13,501	17,153
302-1	% of electricity consumed within the organization from low-carbon sources (y)	Percent of total	<b>100%</b>	100%	100%	100%	100%	100%
302-1	% of energy consumed within the organization from low-carbon sources (y)	Percent of total	<b>90%</b>	78%	81%	79%	82%	39%
<b>ENERGY CONSUMED OUTSIDE THE ORGANIZATION</b>								
302-2	Upstream leased properties	Megawatt hours	<b>41,667</b>	48,345	48,148	50,827	48,081	48,020
302-2	Investment fund properties (z)	Megawatt hours	<b>306,420</b>	321,367	313,626	309,654	298,941	290,102
302-2	Business travel – air (aa)	Thousands of statute miles	<b>1,951</b>	13,043	13,515	16,524	20,400	15,334
302-2	Business travel – ground (aa)	Thousands of kilometres	<b>624</b>	2,026	1,998	2,536	2,756	2,458
<b>WATER AND WASTE CONSUMPTION</b>								
303-1	Water consumed in operations	Thousands of cubic metres	<b>125</b>	215	179	183	200	196
306-2	Waste generated in operations – owned facility (bb)	Tonnes	<b>41</b>	60	55	67	100	100
<b>ENERGY INTENSITY</b>								
302-3	Total energy consumed in owned and leased office space and travel (cc)	Megawatt hours	<b>49,380</b>	58,980	59,656	62,088	59,164	60,562
302-3	Number of people in owned and leased premises	Number	<b>8,179</b>	8,437	8,703	8,910	9,796	9,050
302-3	Canadian office space (dd)	Average square feet	<b>1,939,470</b>	1,921,216	1,987,246	2,062,954	2,038,441	1,926,250
302-3	Energy consumed per person	Megawatt hours/person	<b>6.04</b>	6.99	6.82	6.92	5.99	6.69
302-3	Energy consumed per square foot	Megawatt hours/square foot	<b>0.025</b>	0.031	0.030	0.030	0.029	0.031

(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/cnvrstnbl/cnvrstnbl-eng.html#s2ss\\_auto5](https://www.neb-one.gc.ca/nrg/tl/cnvrstnbl/cnvrstnbl-eng.html#s2ss_auto5).

(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 2019, measuring energy used in the IG Real Property Fund, equal to 13,035,690 average square feet in 2020. New developments were included from the date of initial operation, while for purchased properties, data was estimated back to the 2013 baseline, based on their earliest available data. This methodology is in line with GHG Protocol Guidance.

(aa) Significant decrease in 2020 due to travel restrictions due to COVID-19.

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

(cc) Includes owned and leased properties for operations. Does not include properties from investments – see footnote (z).

(dd) Square footage is amended as needed based on updates and recent measurements. Where no specific reason exists for a change in area (expansion, etc.), the change is made for all years from 2013–2020.

Environment continued

GRI Standard	Topic	Measurement	2020	2019	2018	2017	2016	2013 – Base year
<b>TOTAL GREENHOUSE GAS (GHG) EMISSIONS (u,ee,ff)</b>								
305-1	Market-based direct GHG emissions (Scope 1) (gg)	Metric tonnes of CO <sub>2</sub> e	<b>241</b>	835	724	781	655	2,313
305-2	Indirect GHG emissions (Scope 2)	Metric tonnes of CO <sub>2</sub> e	<b>4</b>	5	2	7	7	18
305-3	Other indirect GHG emissions (Scope 3)							
305-3	Emissions from upstream leased properties (gg)	Metric tonnes of CO <sub>2</sub> e	<b>4,484</b>	5,767	5,991	6,367	6,495	7,305
305-3	Emissions from investment fund properties (z)	Metric tonnes of CO <sub>2</sub> e	<b>60,738</b>	63,462	60,440	64,148	62,162	62,451
305-3	Business travel – air	Metric tonnes of CO <sub>2</sub> e	<b>288</b>	1,851	1,921	2,453	3,000	2,251
305-3	Business travel – ground	Metric tonnes of CO <sub>2</sub> e	<b>134</b>	437	430	546	594	530
305-3	Waste generated in operations	Metric tonnes of CO <sub>2</sub> e	<b>81</b>	119	109	134	199	198
305-3	Distribution of water in owned premises	Metric tonnes of CO <sub>2</sub> e	<b>0.02</b>	0.04	0.04	0.06	0.08	0.11
305-3	Total other indirect GHG emissions (Scope 3)	Metric tonnes of CO <sub>2</sub> e	<b>65,725</b>	71,635	68,891	73,649	72,450	72,734
	Total direct and indirect emissions (Scope 1, 2 and 3)	Metric tonnes of CO <sub>2</sub> e	<b>65,970</b>	72,474	69,618	74,437	73,112	75,064
<b>EMISSIONS INTENSITY</b>								
305-4	Total emissions from owned and leased office space and travel (cc)	Metric tonnes of CO <sub>2</sub> e	<b>5,232</b>	9,012	9,178	10,289	10,950	12,613
305-4	Number of people in owned and leased premises	Number	<b>8,179</b>	8,437	8,703	8,910	9,796	9,050
305-4	Canadian office space (dd)	Average square feet	<b>1,939,470</b>	1,921,216	1,987,246	2,062,954	2,038,441	1,926,250
305-4	Emissions per person	Metric tonnes of CO <sub>2</sub> e/person	<b>0.64</b>	1.07	1.05	1.15	1.12	1.39
305-4	Emissions per square foot	Metric tonnes of CO <sub>2</sub> e/sq. ft.	<b>0.003</b>	0.005	0.005	0.005	0.005	0.007

- (u) Prior year consumption and emission data is restated as improved estimates and/or amendments to prior year factors are available.
- (z) As of 2019, measuring energy used in the IG Real Property Fund, equal to 13,035,690 average square feet in 2020. New developments were included from the date of initial operation, while for purchased properties, data was estimated back to the 2013 baseline, based on their earliest available data. This methodology is in line with GHG Protocol Guidance.
- (cc) Includes owned and leased properties for operations. Does not include properties from investments – see footnote (z).
- (dd) Square footage is amended as needed based on updates and recent measurements. Where no specific reason exists for a change in area (expansion, etc.), the change is made for all years from 2013–2020.
- (ee) Scope 1 and 2 GHG emissions are consolidated based on a financial control approach.
- (ff) GHG emissions include emissions from the Canadian operations of IGM Financial and its operating companies and investments stated in footnote (cc), using a base year of 2013 – our first public year of reporting. Our GHG Emissions were calculated using the methodology outlined in the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard Revised Edition. We applied global warming potentials from the National Inventory Report 1990–2017: Greenhouse Gas Sources and Sinks in Canada (Ottawa: Environment Canada, 2019).
- (gg) Beginning in 2015, emissions from Scope 1 and Scope 3 natural gas are calculated based on the purchase of Bullfrog renewable natural gas renewable energy credits.