

GRI Index

GRI Standard	Disclosure Response
GRI 102: GENERAL DISCLOSURES	
102-1: Name of the organization	IGM Financial Inc.
102-2: Activities, brands, products, and services	2020 Sustainability Report – About Us (Page 4) 2020 Annual Information Form (Page 4-5)
102-3: Location of headquarters	2020 Sustainability Report – About Us (Page 4)
102-4: Location of operations	2020 Sustainability Report – About Us (Page 4)
102-5: Ownership and legal form	2020 Sustainability Report – About Us (Page 4) 2020 Annual Information Form (Page 4-5)
102-6: Markets served	2020 Sustainability Report – About Us (Page 4)
102-7: Scale of the organization	2020 Sustainability Report – About Us (Page 4) 2020 Annual Information Form (Page 4-5)
102-8: Information on employees and other workers	2020 Sustainability Report – ESG Data Table – Talent (Pages 68–69)
102-9: Supply chain	2020 Sustainability Report – About Us (Page 4) 2020 Annual Information Form (Page 4-5)
102-10: Significant changes to the organization and its supply chain	2020 Annual Information Form (Page 5-6)
102-11: Precautionary principle or approach	2020 Sustainability Report – Risk management (Page 27) 2020 Sustainability Report – Risk management – Managing environmental and social risks (Page 29) 2020 Sustainability Report – Appendix – TCFD Reporting (Page 84–87) 2020 Annual Report – Risk management (Page 77-89)
102-12: External initiatives	2020 Sustainability Report – Sustainable Development Goals (Page 14) 2020 Sustainability Report – Memberships and initiatives (Page 16) 2020 Sustainability Report – Awards and recognition (Page 17) 2020 Sustainability Report – Ethics and compliance (Page 23) 2020 Sustainability Report – Appendix – GRI Index, SASB Index, TCFD Reporting (Page 75–87)
102-13: Membership of associations	2020 Sustainability Report – Memberships and initiatives (Page 16)
102-14: Statement from most senior decision-maker	2020 Sustainability Report – Message from our CEO (Page 5)
102-16: Values, principles, standards and norms of behaviour	Corporate Sustainability Statement 2020 Sustainability Report – Ethics and compliance (Page 23) IGM Financial Code of Business Conduct Supplier Code of Conduct

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102-17: Mechanisms for advice and concerns about ethics	2020 Sustainability Report – Ethics and compliance (Page 23) IGM Financial Code of Business Conduct Whistleblower Policy
102-18: Governance structure	2020 Sustainability Report – Governance – Corporate sustainability governance (Page 21) 2020 Management Proxy Circular – Board and Committee Mandates (Page 40–41)
102-19: Delegating authority	2020 Sustainability Report – Governance – Corporate sustainability governance (Page 21) 2020 Sustainability Report – Appendix – TCFD Reporting (Page 84–87) 2020 Management Proxy Circular – Board and Committee Mandates (Page 40–41)
102-20: Executive-level responsibility for economic, environmental and social topics	2020 Sustainability Report – Governance (Page 20) 2020 Sustainability Report – Governance – Corporate sustainability governance (Page 21)
102-22: Composition of the highest governance body and its committees	2020 Sustainability Report – Governance – Corporate sustainability governance (Page 21) 2020 Management Proxy Circular – Election of Directors (Page 7–15) 2020 Sustainability Report – ESG Data Table – Governance (Page 64)
102-23: Chair of the highest governance body	2020 Management Proxy Circular – Election of Directors (Page 13)
102-24: Nominating and selecting the highest governance body	2020 Management Proxy Circular – Nomination and Assessment of Directors and Diversity (Page 43–45)
102-25: Conflicts of interest	2020 Sustainability Report – Governance (Page 20) 2020 Sustainability Report – Ethics and compliance (Page 23) 2020 Management Proxy Circular – Ethical Business Conduct (Page 43) Statement of Corporate Governance Practices
102-26: Role of highest governance body in setting purpose, values and strategy	2020 Sustainability Report – Governance (Page 20) 2020 Sustainability Report – Governance – Corporate sustainability governance (Page 21)
102-27: Collective knowledge of highest governance body	2020 Management Proxy Circular – Nomination and Assessment of Directors and Diversity (Page 43–45)
102-29: Identifying and managing economic, environmental, and social impacts	2020 Sustainability Report – Risk management (Page 25–27) 2020 Sustainability Report – Appendix – TCFD Reporting (Page 84–87) 2020 Annual Report – Risk management (Page 77–89)
102-30: Effectiveness of risk management processes	2020 Sustainability Report – Risk management (Page 27–29) 2020 Sustainability Report – Appendix – TCFD Reporting (Page 84–87) 2020 Annual Report – Risk management (Page 77–89)
102-31: Review of economic, environmental and social topics	2020 Sustainability Report – Risk management (Page 27–29) 2020 Sustainability Report – Appendix – TCFD Reporting (Page 84–87) 2020 Annual Report – Risk management (Page 77–89) 2020 Management Proxy Circular – Board and Committee Mandates (Page 40–41)
102-32: Highest governance body's role in sustainability reporting	2020 Sustainability Report – Governance – Corporate sustainability governance (Page 21)
102-33: Communicating critical concerns	2020 Sustainability Report – Governance – Corporate sustainability governance (Page 21)
102-34: Nature and number of critical concerns	2020 Sustainability Report – Governance – Corporate sustainability governance (Page 21)

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102-35: Remuneration policies	2020 Management Proxy Circular – Compensation of Directors (Page 16–18), Compensation Discussion and Analysis (Page 29–36)
102-36: Process for determining remuneration	2020 Management Proxy Circular – Compensation of Directors (Page 16–18), Compensation Discussion and Analysis (Page 29–36)
102-40: List of stakeholder groups	2020 Sustainability Report – Engaging with stakeholders (Page 11–13)
102-41: Collective bargaining agreements	2020 Sustainability Report – ESG Data Table – Talent – Collective bargaining agreements (Page 70)
102-42: Identifying and selecting stakeholders	2020 Sustainability Report – Engaging with stakeholders (Page 11–13) Stakeholders are identified as any person or organization influential to our success or potentially impacted by our activities.
102-43: Approach to stakeholder engagement	2020 Sustainability Report – Material ESG topics (Page 10) 2020 Sustainability Report – Engaging with stakeholders (Page 11–13) 2020 Sustainability Report – Governance – Corporate sustainability governance (Page 21) 2020 Sustainability Report – Financial confidence (Page 34–37) 2020 Sustainability Report – Talent and culture – Employee engagement (Page 48) 2020 Sustainability Report – Community support (Page 58–60)
102-44: Key topics and concerns raised	2020 Sustainability Report – Sustainability strategy (Page 9) 2020 Sustainability Report – Material ESG topics (Page 10) 2020 Sustainability Report – Engaging with stakeholders (Page 11–12)
102-45: Entities included in the consolidated financial statements	2020 Sustainability Report – About this report (Page 3) 2020 Annual Report – Management’s Discussion and Analysis – IGM Financial Inc. (Page 25–27)
102-46: Defining report content and topic boundaries	2020 Sustainability Report – About this report (Page 3) 2020 Sustainability Report – Material ESG topics (Page 10)
102-47: List of material topics	2020 Sustainability Report – Sustainability strategy (Page 9) 2020 Sustainability Report – Material ESG topics (Page 10)
102-48: Restatements of information	2020 Sustainability Report – ESG Data Table: Footnotes ‘s’ (Page 72) and ‘u’ (Page 73)
102-49: Changes in reporting	2020 Sustainability Report – About this report (Page 3)
102-50: Reporting period	2020 Sustainability Report – About this report (Page 3)
102-51: Date of most recent report	July 2020
102-52: Reporting cycle	2020 Sustainability Report – About this report (Page 3)
102-53: Contact point for questions regarding the report	2020 Sustainability Report – About this report (Page 3)
102-54: Claims of reporting in accordance with the GRI Standards	2020 Sustainability Report – About this report (Page 3)
102-55: GRI Content Index	This table is the GRI Content Index.
102-56: External assurance	2020 Sustainability Report – About this report (Page 3)

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SPECIFIC DISCLOSURES: ECONOMIC

Economic Performance	201-103: Management approach	<p>2020 Sustainability Report – Creating shared value (Page 15)</p> <p>2020 Sustainability Report – Risk management – Managing environmental and social risks (Page 29)</p> <p>2020 Sustainability Report – Appendix – TCFD Reporting (Page 84-87)</p> <p>2020 Management Proxy Circular</p> <p>2020 CDP Climate Survey Response</p>
	201-1: Direct economic value generated and distributed	<p>2020 Sustainability Report – Creating shared value (Page 15)</p> <p>2020 Annual Report</p>
	201-2: Financial implications and other risks and opportunities due to climate change	<p>2020 Sustainability Report – Risk management – Managing environmental and social risks (Page 29)</p> <p>2020 Sustainability Report – Appendix – TCFD Reporting (Page 84-87)</p> <p>2020 CDP Climate Survey Response – Risks and Opportunities</p> <p>2020 Annual Report (Page 93)</p>
	201-3: Defined benefit plan obligations and other retirement plans	<p>2020 Annual Report (Page 93)</p>
Indirect Economic Impacts	203-103: Management approach	<p>2020 Sustainability Report – Creating shared value (Page 15)</p> <p>2020 Sustainability Report – Financial confidence (Page 34-37)</p> <p>2020 Sustainability Report – Sustainable investing (Page 38-42)</p> <p>2020 Management Proxy Circular – Board and Committee Mandates (Page 40-41)</p>
	203-2: Significant indirect economic impacts	<p>2020 Sustainability Report – Creating shared value (Page 15)</p> <p>2020 Sustainability Report – Financial confidence (Page 34-37)</p> <p>2020 Sustainability Report – Sustainable investing (Page 38-42)</p>
Anti-corruption	205-103: Management approach	<p>2020 Sustainability Report – Ethics and compliance (Page 23)</p> <p>2020 Sustainability Report – Ethics and compliance – Anti-corruption and anti-bribery (Page 24)</p> <p>2020 Management Proxy Circular – Statement of Corporate Governance Practices – Ethical Business Conduct (Page 43)</p> <p>Anti-Corruption and Anti-Bribery Policy</p>
	205-2: Communication and training about anti-corruption policies and procedures	<p>2020 Sustainability Report – Earning and Sustaining Trust – 2020 highlights (Page 19)</p> <p>2020 Sustainability Report – Ethics and compliance – Anti-corruption and anti-bribery (Page 24)</p> <p>2020 Management Proxy Circular – Statement of Corporate Governance Practices – Ethical Business Conduct (Page 43)</p> <p>Anti-Corruption and Anti-Bribery Policy</p>
	205-3: Confirmed incidents of corruption and actions taken	<p>2020 Sustainability Report – Ethics and compliance – Anti-corruption and anti-bribery (Page 24)</p> <p>2020 Annual Information Form – Legal Proceedings and Regulatory Actions (Page 13)</p>

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SPECIFIC DISCLOSURES: ENVIRONMENTAL

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	302-1: Energy consumption within the organization	2020 Sustainability Report – ESG Data Table – Environment – Energy (Page 73)
	302-2: Energy consumption outside the organization	2020 Sustainability Report – ESG Data Table – Environment – Energy (Page 73)
	302-3: Energy intensity	2020 Sustainability Report – ESG Data Table – Environment – Energy (Page 73)
	302-4: Reduction of energy consumption	2020 Sustainability Report – Environmental footprint (Page 61–63) 2020 CDP Climate Survey Response
Emissions	306-103: Management approach	2020 Sustainability Report – Risk management – Managing environmental and social risks (Page 29) 2020 Sustainability Report – Sustainable investing (Page 38–42) 2020 Sustainability Report – Environmental footprint (Page 61–63) 2020 Sustainability Report – Appendix – TCFD Reporting (Page 84–87) 2020 CDP Climate Survey Response Environmental Policy
	305-1: Direct (Scope 1) GHG Emissions	2020 Sustainability Report – ESG Data Table – Environment – Emissions (Page 74)
	305-2: Energy indirect (Scope 2) GHG emissions	2020 Sustainability Report – ESG Data Table – Environment – Emissions (Page 74)
	305-3: Other indirect (Scope 3) GHG emissions	2020 Sustainability Report – ESG Data Table – Environment – Emissions (Page 74)
	305-4: Greenhouse gas (GHG) emissions intensity	2020 Sustainability Report – ESG Data Table – Environment – Emissions (Page 74)
	305-5: Reduction GHG emissions	2020 Sustainability Report – Environmental footprint (Page 61–63) 2020 CDP Climate Survey Response
MATERIAL TOPIC: SOCIAL		
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	401-1: New employee hires and employee turnover	2020 Sustainability Report – ESG Data Table – Talent – New employee hires and turnover (Page 70)
	401-2: Benefits provided to full-time employees that are not provided to temporary or part-time employees	2020 Sustainability Report – Talent and culture (Page 46–47) 2020 Management Proxy Circular – Statement of Executive Compensation – Retirement Plan Benefits (Page 26–27)
	401-3: Parental leave	2020 Annual Report – Critical Accounting Estimates and Policies (Page 92) 2020 Sustainability Report – Diversity, equity and inclusion (Page 53)

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Training and Education	404-103: Management approach 2020 Sustainability Report – Risk management – Managing environmental and social risks (Page 29) 2020 Sustainability Report – Talent and culture (Page 45–49)
	404-2: Programs for upgrading employee skills and transition assistance programs 2020 Sustainability Report – Talent and culture (Page 50–51)
	404-3: Percentage of employees receiving regular performance and career development reviews 2020 Sustainability Report – ESG Data Table – Talent – Training and education (Page 70)
Diversity and Equal Opportunity	405-103: Management approach 2020 Sustainability Report – Risk management – Managing environmental and social risks (Page 29) 2020 Sustainability Report – Diversity, equity and inclusion (Page 53–55)
	405-1: Diversity of governance bodies and employees 2020 Sustainability Report – ESG Data Table – Talent – Diversity, equity and inclusion (Page 71–72)
Public Policy	415-103: Management approach 2020 Sustainability Report – Ethics and compliance (Page 23–25) IGM Financial Lobbying Policy
	415-1: Political Contributions 2020 Sustainability Report – Ethics and compliance – Political involvement (Page 25) 2020 Sustainability Report – ESG Data Table – Ethics and compliance – Political contributions (Page 65)
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	417-1: Requirements for product and service information and labeling 2020 Sustainability Report – Ethics and compliance – Responsible marketing and sales (Page 25)
	417-2: Incidents of non-compliance concerning product and service information and labeling 2020 Sustainability Report – ESG Data Table – Ethics and compliance (Page 65)
	417-3: Incidents of non-compliance concerning marketing communications 2020 Sustainability Report – ESG Data Table – Ethics and compliance (Page 65)
Customer Privacy	418-103: Management approach 2020 Sustainability Report – Information security and privacy (Page 30–31) 2020 Annual Report – Risk Management – Technology and Cyber Risk (Page 84) IGM Privacy Policy
	418-1: Substantiated complaints concerning breaches of customer privacy and losses of customer data 2020 Sustainability Report – ESG Data Table – Ethics and compliance (Page 65)
Socioeconomic Compliance	419-103: Management approach 2020 Sustainability Report – Governance – Corporate sustainability governance (Page 21) 2020 Sustainability Report – Ethics and compliance (Page 23) IGM Financial Code of Business Conduct
	419-1: Non-compliance with laws and regulations in the social and economic area 2020 Sustainability Report – ESG Data Table – Ethics and compliance (Page 65) 2020 Annual Information Form – Legal Proceedings and Regulatory Actions (Page 13)

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	G4-FS6: Percentage of the portfolio for business lines by specific region, size (e.g., micro/SME/large) and by sector 2020 Sustainability Report – ESG Data Table – Sustainable Investing (Page 67)
	G4-FS7: Monetary value of products and services designed to deliver a specific social benefit for each business line broken down by purpose 2020 Sustainability Report – ESG Data Table – Sustainable Investing (Page 67)
Active Ownership	AO-103: Management Approach 2020 Sustainability Report – Sustainable investing (Page 38) 2020 Annual Report – Wealth Management – Review of the Business (Page 41–49) IG Wealth Management Sustainable Investing Policy Mackenzie Investments Sustainable Investing Policy Counsel Portfolio Services Sustainable Investing Policy IG Wealth Management 2020 PRI Report Mackenzie Investments 2020 PRI Report
	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 2020 Sustainability Report – Sustainable investing (Page 41) 2020 Sustainability Report – ESG Data Table – Sustainable Investing (Page 67) IG Wealth Management 2020 PRI Report Mackenzie Investments 2020 PRI Report
	G4-FS11: Percentage of assets subject to positive and negative environmental or social screening 2020 Sustainability Report – ESG Data Table – Sustainable Investing (Page 67)
	G4-FS12: Proxy voting
Product and Service Labeling	PSL-103: Management Approach 2020 Sustainability Report – Ethics and Compliance (Page 25–26) 2020 Sustainability Report – Financial confidence (Page 34–37) 2020 Annual Report – Strategic Investments and Other – Consolidated Financial Position (Page 68–69)
	G4-FS15: Policies for the fair design and sale of financial products and services 2020 Sustainability Report – Ethics and Compliance (Page 25–26) 2020 Sustainability Report – Financial confidence (Page 34–37)
	G4-FS16: Initiatives to enhance financial literacy by type of beneficiary 2020 Sustainability Report – Financial confidence (Page 34–37)