

ESG Data Table

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

Governance

GRI Standard	Topic	Measurement	2021	2020	2019	2018	2017
BOARD COMPOSITION (a)							
102-22	Board directors	Number	15	15	15	15	16
102-22	Executive Board members	Number	1	1	1	1	1
102-22	Non-executive Board members	Number	14	14	14	14	15
102-22	Women directors (b)	Number	5	5	5	5	4
102-22, 405-1	Board gender diversity	Percent of total Board	33	33	33	33	25
Board age diversity							
405-1	Over 70	Number	2	2	1	1	1
405-1	Between 50 and 70	Number	13	13	13	11	13
405-1	Between 30 and 49	Number	0	0	1	3	2
102-22	Board tenure	Average years	11	11	10	9	8
102-22	Independent Board members (b)	Number	9	9	9	9	8
102-22	Board independence	Percentage	60	60	60	60	50
102-22	Audit Committee independence	Percentage	100	100	100	100	100
102-22	Related Party and Conduct Review Committee independence	Percentage	100	100	100	100	100
102-22	Human Resources Committee independence	Percentage	57	50	50	50	20
102-22	Governance and Nominating Committee independence	Percentage	50	50	50	50	25
Average Board and Committee meeting attendance rate		Percentage	98	98	93	94	90
102-22	Directors with 4 or less mandates (c)	Percentage	100	100	100	100	100
AUDITOR'S FEES							
Audit fees		\$	2,773,000	2,427,000	2,746,000	2,562,000	2,616,000
Audit-related fees		\$	192,000	110,000	244,000	376,000	311,000
Tax fees		\$	114,000	163,000	74,000	64,000	149,000
All other fees		\$	310,000	236,000	314,000	281,000	629,000
Fees paid for services other than the audit		Percentage	13	14	11	11	21

(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 Financial Corporation, are not independent within the meaning of the Instruments but, in the Board’s view, they are all independent of management.

(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	2021	2020	2019
POLITICAL CONTRIBUTIONS					
415-1	Amount of political contributions	\$	0	0	0
PRODUCT AND SERVICE LABELING					
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	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2021.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2020.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2019.
MARKETING COMMUNICATIONS					
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	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2021.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2020.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2019.
CUSTOMER PRIVACY					
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 2021.	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.	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.
LAWS AND REGULATIONS					
419-1	Monetary value of significant fines and total number of non-monetary sanctions (g)	Dollars, total number	Refer to Laws and Regulation section of <u>2021 Annual Information Form</u>.	Refer to Laws and Regulation section of <u>2020 Annual Information Form</u> .	Refer to Laws and Regulation section of <u>2019 Annual Information Form</u> .

(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	2021	2020	2019	2018	2017
TAXES							
Income taxes by jurisdiction							
201-1	Federal Government (h)	\$ million	174.6	123.7	142.9	151.4	112.7
201-1	British Columbia	\$ million	1.4	1.0	1.7	1.8	0.9
201-1	Alberta (h)	\$ million	1.1	0.9	1.9	1.9	0.5
201-1	Saskatchewan (h)	\$ million	0.5	0.3	0.6	0.6	0.2
201-1	Manitoba (h)	\$ million	37.0	13.9	10.6	14.3	9.1
201-1	Ontario (h)	\$ million	37.4	22.3	35.3	36.3	19.3
201-1	Quebec (h)	\$ million	4.0	2.9	5.0	4.9	2.3
201-1	New Brunswick	\$ million	0.2	0.1	0.2	0.3	0.1
201-1	Nova Scotia	\$ million	0.1	0.1	0.3	0.2	0.1
201-1	PEI	\$ million	0.1	0.1	0.1	0.1	–
201-1	Newfoundland	\$ million	0.1	0.1	0.1	0.1	–
201-1	Total Canadian income taxes	\$ million	256.5	165.4	198.7	211.9	145.2
201-1	China	\$ million	2.7	1.4	1.0	1.1	1.1
201-1	Ireland	\$ million	1.5	1.0	1.2	1	1.8
201-1	Hong Kong	\$ million	1.0	0.8	0.3	0.6	0.5
201-1	United States	\$ million	0.1	-0.2	0.0	0	0
201-1	Total international income taxes	\$ million	5.3	3.0	2.5	2.7	3.4
201-1	Total current income taxes	\$ million	261.8	168.4	201.2	214.6	148.6
201-1	Total deferred income taxes	\$ million	56.8	32.3	18.5	-4.7	25.3
201-1	Total income taxes	\$ million	318.6	200.7	219.7	209.9	173.9
201-1	Total other taxes – capital, commodity, payroll, property, business and other (h)	\$ million	34.0	29.8	24.6	28.4	25.0

(h) Amounts include taxes that have been reclassified and recorded through retained earnings.

Sustainable investing

GRI Standard	Topic	Measurement	2021	2020	2019	2018	2017
MACKENZIE INVESTMENTS							
	Number of companies engaged on ESG issues						
	Internal staff engagements (i)	Number	467	450	299	131	N/A
	Service provider engagements	Number	969	979	560	164	N/A
	Climate-related engagements (j)	Number	743	N/A	N/A	N/A	N/A
	Proxy votes cast during year by Mackenzie (k)	Percentage	100	100	100	100	100
	Sub-advisors who are PRI signatories	Percentage of AUM	100	100	90	90	86
IG WEALTH MANAGEMENT							
	Proxy votes cast during year by investment sub-advisors (k)	Percentage	99	100	100	N/A	N/A
	Sub-advisors who are PRI signatories	Percentage of AUM	100	100	100	97	96
PRODUCTS DELIVERING SPECIFIC SOCIAL OR ENVIRONMENTAL BENEFITS – IGM FINANCIAL							
	Best-in-class, thematic and impact investment funds (Sustainable Solutions) – assets under management (l)	\$ million	4,320	1,648.1	471.9	432.9	541.2
	ESG-labelled debt (m)		2,512	836	378	N/A	N/A
	Charitable giving funds – IG Wealth Management and Mackenzie Investments	\$ million	373	298.2	279.3	239.2	233.7
	Registered Disability Savings Plans	\$ million	1,792.6	1,384.2	1,106.2	811.7	680.5
	Percentage of total assets under management subject to negative environmental or social screens (n)	Percentage	96	97.5	98.0	99.0	0.3

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

(j) Climate-related engagements are included in “Internal staff engagements” and “Service provider engagements.”

(k) Per PRI reporting and Proxy Voting Policy requirements found at: <https://www.bninvestissements.ca/content/dam/bni/en/regulatory/proxy-voting/proxy-voting-policy-Mackenzie.pdf>.

(l) Every investment boutique at Mackenzie utilizes ESG factors in their investment process. The \$4.32B in AUM quoted above includes only “sustainable investment” products where sustainability goals are explicitly outlined in the objectives and strategies of each product by prospectus.

(m) This represents the total AUM in sustainable and green bonds and sustainability-linked debt which includes \$209M reported in the Sustainable Solutions AUM of \$4.32B.

(n) 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	2021	2020	2019	2018	2017
EMPLOYEES BY REGION							
102-8	British Columbia	Total number	99	95	102	107	108
102-8	Alberta	Total number	99	90	88	89	85
102-8	Saskatchewan	Total number	19	15	17	18	20
102-8	Manitoba	Total number	1,331	1,327	1,324	1,311	1,378
102-8	Ontario	Total number	1,924	1,750	1,654	1,512	1,459
102-8	Quebec	Total number	425	414	424	424	388
102-8	Atlantic Canada	Total number	44	36	38	40	39
102-8	Canada – total	Total number	3,941	3,727	3,647	3,501	3,477
102-8	China	Total number	1	2	2	2	1
102-8	Ireland	Total number	11	12	11	10	11
102-8	Hong Kong	Total number	12	13	13	11	11
102-8	United States	Total number	14	13	11	11	4
102-7/102-8	Total employees (o)	Total number	3,979	3,767	3,684	3,535	3,504
IG WEALTH MANAGEMENT ADVISORS BY REGION							
102-8	Alberta	Total number	447	435	425	430	441
102-8	Atlantic Canada	Total number	219	218	215	247	281
102-8	British Columbia	Total number	368	381	394	429	482
102-8	Manitoba	Total number	202	194	202	220	232
102-8	Ontario	Total number	1,167	1,198	1,262	1,391	1,609
102-8	Quebec	Total number	735	734	735	820	907
102-8	Saskatchewan	Total number	140	144	148	174	194
	Total advisors (o)		3,278	3,304	3,381	3,711	4,146
IG WEALTH MANAGEMENT ASSISTANTS BY REGION							
102-8	Alberta	Total number	191	179	210	227	236
102-8	Atlantic Canada	Total number	108	91	82	94	100
102-8	British Columbia	Total number	191	193	207	214	233
102-8	Manitoba	Total number	81	69	84	96	99
102-8	Ontario	Total number	501	467	500	540	581
102-8	Quebec	Total number	338	270	298	334	359
102-8	Saskatchewan	Total number	54	48	50	67	66
	Total assistants (o)		1,464	1,317	1,431	1,572	1,674

Talent (continued)

GRI Standard	Topic	Measurement	2021	2020	2019	2018	2017
INVESTMENT PLANNING COUNSEL ADVISORS BY REGION							
102-8	Alberta	Total number	63	68	66	67	69
102-8	Atlantic Canada	Total number	30	29	34	41	42
102-8	British Columbia	Total number	71	73	78	79	91
102-8	Manitoba	Total number	37	38	36	37	39
102-8	Ontario	Total number	419	429	449	470	497
102-8	Quebec	Total number	34	38	34	24	25
102-8	Saskatchewan	Total number	20	20	23	26	26
102-8	Territories	Total number	1	1	1	1	1
	Total advisors (o)		675	696	721	745	790
EMPLOYEES BY GENDER AND TYPE							
102-8	Total	Total number	3,979	3,767	3,684	3,535	3,504
102-8	Women	Total number	2,279	2,128	2,109	2,032	2,043
102-8	Men	Total number	1,694	1,637	1,575	1,503	1,461
102-8	Non-binary/Gender not listed/Prefer not to disclose (p)	Total number	6	2	N/A	N/A	N/A
102-8	Permanent	Total number	3,827	3,525	3,379	3,308	3,286
102-8	Women	Total number	2,177	1,993	1,943	1,897	1,908
102-8	Men	Total number	1,644	1,530	1,436	1,411	1,378
102-8	Non-binary/Gender not listed/Prefer not to disclose	Total number	6	2	N/A	N/A	N/A
102-8	Temporary	Total number	152	242	305	227	218
102-8	Women	Total number	102	135	166	135	135
102-8	Men	Total number	50	107	139	92	83
102-8	Non-binary/Gender not listed/Prefer not to disclose	Total number	–	–	N/A	N/A	N/A
102-8	Full-time employees	Total number	3,921	3,696	3,609	3,418	3,352
102-8	Women	Total number	2,230	2,063	2,038	1,932	1,917
102-8	Men	Total number	1,685	1,631	1,571	1,486	1,435
102-8	Non-binary/Gender not listed/Prefer not to disclose	Total number	6	2	N/A	N/A	N/A
102-8	Part-time employees	Total number	58	71	75	117	152
102-8	Women	Total number	49	65	71	100	127
102-8	Men	Total number	9	6	4	17	25
102-8	Non-binary/Gender not listed/Prefer not to disclose	Total number	–	–	N/A	N/A	N/A

Talent (continued)

GRI Standard	Topic	Measurement	2021	2020	2019	2018	2017
COLLECTIVE BARGAINING AGREEMENTS							
102-41	Employees covered by collective bargaining agreements	Percent of total employees	–	–	–	–	–
NEW EMPLOYEE HIRES							
401-1	Total new hires – permanent employees	Total number	592	317	455	502	308
401-1	Percent total new hires (q)	Percent of total employees	15.5	9.0	13.5	15.2	9.4
Employee age groups							
401-1	Under 30 (q)	Percent of total employees	29.6	31.2	26.6	28.1	33.1
401-1	Age 30–50 (q)	Percent of total employees	54.2	58.0	59.1	58.4	52.3
401-1	Over 50 (q)	Percent of total employees	16.2	10.7	14.3	13.5	14.6
Employee gender							
401-1	Women (q)	Percent of total employees	55.4	46.1	59.1	54.4	55.5
401-1	Men (q)	Percent of total employees	44.1	53.9	40.9	45.6	44.5
401-1	Non-binary/Gender not listed/Prefer not to disclose	Percent of total employees	0.5	–	N/A	N/A	N/A
EMPLOYEE TURNOVER							
401-1	Total turnover – permanent employees	Total number	491	275	512	616	525
401-1	Percent total turnover (q,r)	Percent of total employees	12.8	7.8	15.2	18.6	16.0
401-1	Voluntary turnover – permanent employees	Total number	400	191	341	468	280
401-1	Percent voluntary turnover (q,r)	Percent of total employees	10.5	5.4	10.1	14.1	8.5
Employee age groups							
401-1	Under 30 (q)	Percent of total employees	25.7	24.4	23.6	16.9	16.4
401-1	Age 30–50 (q)	Percent of total employees	54.2	53.8	55.5	45.0	49.0
401-1	Over 50 (q)	Percent of total employees	20.2	21.8	20.9	38.1	34.7
Employee gender							
401-1	Women (q)	Percent of total employees	51.9	54.9	59.6	60.1	59.4
401-1	Men (q)	Percent of total employees	47.7	45.1	40.4	39.9	40.6
401-1	Non-binary/Gender not listed/Prefer not to disclose	Percent of total employees	0.3	–	N/A	N/A	N/A
TRAINING AND EDUCATION							
404-3	Employees receiving performance reviews (s)	Percent of total eligible employees	100.0	100.0	100.0	73.7	85.8

Talent (continued)

GRI Standard	Topic	Measurement	2021	2020	2019	2018	2017
DIVERSITY, EQUITY AND INCLUSION							
Employee gender							
405-1	Women	Percent of total employees	56.9	56.5	57.2	57.5	58.3
405-1	Men	Percent of total employees	43	43.4	42.8	42.5	41.7
405-1	Non-binary/Gender not listed/Prefer not to disclose	Percent of total employees	0.2	0.1	N/A	N/A	N/A
Employee age groups							
405-1	Under 30	Percent of total employees	13.7	13.5	16.6	17.4	16.3
405-1	Age 30–50	Percent of total employees	59.6	61.0	59.0	59.2	58.2
405-1	Over 50	Percent of total employees	26.7	25.5	24.4	23.4	25.5
Employee executive (t)							
405-1	Women	Percent of total employees	31.8	33.3	34.0	30.9	27.5
405-1	Men	Percent of total employees	67.8	66.7	66.0	69.1	72.5
405-1	Non-binary/Gender not listed/Prefer not to disclose	Percent of total employees	0.4	–	N/A	N/A	N/A
405-1	Under 30	Percent of total employees	–	–	–	–	–
405-1	Age 30–50	Percent of total employees	51.1	54.0	56.0	56.5	58.5
405-1	Over 50	Percent of total employees	48.9	46	44.0	43.5	41.5
Employee management (u)							
405-1	Women	Percent of total employees	46.4	47.4	45.2	45.4	42.8
405-1	Men	Percent of total employees	53.5	52.6	54.8	54.6	57.2
405-1	Non-binary/Gender not listed/Prefer not to disclose	Percent of total employees	0.1	–	N/A	N/A	N/A
405-1	Under 30	Percent of total employees	7.8	7	4.6	6.1	3.5
405-1	Age 30–50	Percent of total employees	64.6	67.8	68.6	68.5	67.4
405-1	Over 50	Percent of total employees	27.7	25.3	26.8	25.4	29.1
Employee non-management							
405-1	Women	Percent of total employees	67.3	65.6	64.7	66.5	66.9
405-1	Men	Percent of total employees	32.5	34.3	35.3	33.5	33.1
405-1	Non-binary/Gender not listed/Prefer not to disclose	Percent of total employees	0.2	0.1	N/A	N/A	N/A
405-1	Under 30	Percent of total employees	19.5	19.6	23.4	25.1	22.6
405-1	Age 30–50	Percent of total employees	56.9	57.0	55.0	54.4	54.7
405-1	Over 50	Percent of total employees	23.6	23.5	21.6	20.4	22.7
IG Wealth Management advisors (o)							
405-1	Women	Percent of total advisors	28	27	28	28	29
405-1	Men	Percent of total advisors	72	73	72	72	71

Talent (continued)

GRI Standard	Topic	Measurement	2021	2020	2019	2018	2017
DIVERSITY, EQUITY AND INCLUSION (CONTINUED)							
IG Wealth Management advisors – new recruits							
405-1	Women	Percent of total new advisors	35	26	39	36	37
405-1	Men	Percent of total new advisors	65	74	61	64	63
Investment Planning Counsel advisors (o)							
405-1	Women	Percent of total advisors	20	20	20	21	20
405-1	Men	Percent of total advisors	80	80	80	79	80
WORKPLACE INJURIES AND FATALITIES							
403-2	Injuries (v)	Total number	1	2	7	6	5
403-2	Fatalities	Total number	–	–	–	–	–

(o) The total number of employees and advisors are based on head count as at December 31st.
(p) In 2020 we implemented an HR system that allows employees to self-select gender in their profile.
(q) The ratio is calculated using permanent employees only.
(r) 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%.
(s) 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.
(t) Includes Vice-President and above.
(u) Excludes executive management.
(v) Workplace injuries that resulted in lost time in the workplace subsequent to day of injury.

Environment

GRI Standard	Topic	Measurement	2021	2020	2019	2018	2017	2013 – Base year
ENERGY CONSUMED WITHIN THE ORGANIZATION (w)								
302-1	Natural gas (heating) (x)	Megawatt hours	2,395	3,415	5,163	5,827	5,334	5,861
302-1	Jet kerosene (y)	Megawatt hours	126	779	3,005	2,704	2,904	4,611
302-1	Back-up diesel fuel (z)	Megawatt hours	–	14	–	–	12	–
302-1	Direct energy consumed	Megawatt hours	2,521	4,208	8,168	8,532	8,249	10,472
302-1	Indirect energy (electricity) consumed	Megawatt hours	3,666	4,298	5,441	5,648	5,884	6,648
302-1	Indirect energy (distribution of water) consumed	Megawatt hours	8	15	31	33	31	33
302-1	Total energy consumed within the organization	Megawatt hours	6,195	8,520	13,640	14,213	14,164	17,153
302-1	Percent of electricity consumed within the organization from low-carbon sources (aa)	Percent of total	100	100	100	100	100	100
302-1	Percent of energy consumed within the organization from low-carbon sources (aa)	Percent of total	98	91	78	81	79	39
ENERGY CONSUMED OUTSIDE THE ORGANIZATION								
302-2	Upstream leased properties	Megawatt hours	38,504	41,242	46,982	47,777	50,689	47,713
302-2	Investment fund properties (bb)	Megawatt hours	276,888	273,297	285,106	283,347	283,995	270,096
302-2	Business travel – air	Thousands of statute miles	176	1,951	13,043	13,515	16,524	15,334
302-2	Business travel – ground	Thousands of kilometres	278	624	2,026	1,998	2,536	2,458
WATER AND WASTE CONSUMPTION								
303-1	Water consumed in operations	Thousands of cubic metres	96	114	173	177	181	204
306-2	Waste generated in operations – owned facility (cc)	Tonnes	46	41	60	55	67	100
ENERGY INTENSITY								
302-3	Total energy consumed in owned and leased office space (dd)	Megawatt hours	44,573	48,983	57,617	59,286	61,950	60,255
302-3	Number of people in owned and leased premises	Number	8,842	8,179	8,437	8,703	8,910	9,050
302-3	Canadian office space (ee)	Average sq. ft.	1,902,287	1,936,497	1,930,688	1,987,246	2,062,954	1,926,250
302-3	Energy consumed per person	Megawatt hours/person	5.04	5.99	6.83	6.81	6.95	6.66
302-3	Energy consumed per square foot	Megawatt hours/sq. ft.	0.023	0.025	0.030	0.030	0.030	0.031

Environment (continued)

GRI Standard	Topic	Measurement	2021	2020	2019	2018	2017	2013 – Base year
TOTAL GREENHOUSE GAS (GHG) EMISSIONS (w,ff,gg)								
305-1	Market-based direct GHG emissions (Scope 1) (hh)	Metric tonnes of CO ₂ e	34	241	835	724	781	2,313
305-2	Indirect GHG emissions (Scope 2)	Metric tonnes of CO ₂ e	4	2	5	2	7	22
305-3	Other indirect GHG emissions (Scope 3)							
305-3	Emissions from upstream leased properties (hh)	Metric tonnes of CO ₂ e	4,541	4,791	5,846	6,021	6,434	7,297
305-3	Emissions from investment fund properties (bb)	Metric tonnes of CO ₂ e	41,822	41,346	44,700	42,766	45,199	48,235
305-3	Business travel – air	Metric tonnes of CO ₂ e	24	272	1,760	1,829	2,355	2,153
305-3	Business travel – ground	Metric tonnes of CO ₂ e	58	130	421	415	527	511
305-3	Waste generated in operations	Metric tonnes of CO ₂ e	91	81	119	109	134	198
305-3	Total other indirect GHG emissions (Scope 3)	Metric tonnes of CO ₂ e	46,536	46,619	52,846	51,139	54,648	58,394
	Total direct and indirect emissions (Scope 1, 2 and 3)	Metric tonnes of CO ₂ e	46,574	46,862	53,685	51,866	55,436	60,729
EMISSIONS INTENSITY								
305-4	Total emissions from owned and leased office space (dd)	Metric tonnes of CO ₂ e	4,752	5,516	8,985	9,100	10,238	12,494
305-4	Number of people in owned and leased premises	Number	8,842	8,179	8,437	8,703	8,910	9,050
305-4	Canadian office space (ee)	Average sq. ft.	1,902,287	1,936,497	1,930,688	1,987,246	2,062,954	1,926,250
305-4	Emissions per person	Metric tonnes of CO ₂ e/person	0.54	0.67	1.07	1.05	1.15	1.38
305-4	Emissions per square foot	Metric tonnes of CO ₂ e/sq. ft.	0.002	0.003	0.005	0.005	0.005	0.006

(w) 2013–2020 consumption and emission data is restated as improved estimates and/or amendments to prior year factors are available. Emissions restated May 19, 2022, after initial release of this report on May 6th, due to release of updated emission factors. Additionally, 2020 Scope 3 emissions are restated due to removal of 134,728 m³ of excess natural gas renewable energy credits.

(x) 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.

(y) 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/cnvrsntbl/cnvrsntbl-eng.html#s2ss_auto5.

(z) 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>.

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

(bb) As of 2019, measuring energy used in the IG Real Property Fund, equal to 13,842,543 average square feet in 2021. 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) Waste generated from operations is from owned premises only. Weight is estimated by the third-party disposal contractor.

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

(ee) Square footage is amended as needed based on updates and recent measurings. Where no specific reason exists for a change in area (expansion, etc.), the change is made for all years from 2013–2021.

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

(gg) GHG emissions include emissions from the Canadian operations of IGM Financial and its operating companies and investments stated in footnote (bb), 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 1990–2020: Greenhouse Gas Sources and Sinks in Canada (Ottawa: Environment Canada, 2022).

(hh) 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.