



ESG Data Table

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

Governance

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019
BOARD COMPOSITION (a)							
2-9	Board directors	Number	15	15	15	15	15
2-9	Executive Board members	Number	1	1	1	1	1
2-9	Non-Executive Board members	Number	14	14	14	14	14
2-9	Women directors (b)	Number	5	5	5	5	5
2-9, 405-1	Board gender diversity	Percent of total Board	33	33	33	33	33
Board age diversity							
405-1	Over 70	Number	2	2	2	2	1
405-1	Between 50 and 70	Number	13	13	13	13	13
405-1	Between 30 and 49	Number	0	0	0	0	1
2-9	Board tenure	Average years	13	12	11	11	10
2-9	Independent Board members (b)	Number	9	9	9	9	9
2-9	Board independence	Percentage	60	60	60	60	60
2-9	Audit Committee independence	Percentage	100	100	100	100	100
2-9	Related Party and Conduct Review Committee independence	Percentage	100	100	100	100	100
2-9	Human Resources Committee independence	Percentage	57	57	57	50	50
2-9	Risk Committee independence (c)	Percentage	57	57	57	-	-
2-9	Governance & Nominating Committee independence	Percentage	50	50	50	50	50
	Average Board and Committee meeting attendance rate	Percentage	98	96	98	98	93
2-9	Directors with four or less mandates (d)	Percentage	100	100	100	100	100
AUDITOR'S FEES (e)							
	Audit fees	\$	3,684,000	2,574,000	2,773,000	2,427,000	2,746,000
	Audit-related fees	\$	202,000	49,000	192,000	110,000	244,000
	Tax fees	\$	62,000	64,000	114,000	163,000	74,000
	All other fees	\$	310,000	1,426,000	310,000	236,000	314,000
	Fees paid for services other than the audit	Percentage	9	36	13	14	11

(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 per cent majority of the Board), namely Marc A. Bibeau, Marcel R. Coutu, Gary Doer, Susan Doniz, Sharon Hodgson, Sharon MacLeod, Susan J. McArthur, John McCallum and Beth Wilson are independent and have no other relationships that could reasonably interfere with the exercise of their independent judgment in discharging their duties to the Corporation. Paul Desmarais, Jr., André Desmarais, Claude Genereux, R. Jeffrey Orr and Gregory D. Tretiak, being executive officers of Power Financial Corporation, are not independent within the meaning of the Instruments but, in the Board’s view, they are all independent of management.

(c) Risk Committee was established on June 19, 2020.

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

(e) For further details, see [IGM Annual Information Form](#).



Ethics and compliance

GRI Standard	Topic	Measurement	2023	2022	2021	2020
POLITICAL CONTRIBUTIONS						
415-1	Amount of political contributions	\$	0	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. (f)	Total number	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2023.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2022.	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.
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 (g,h)	Total number	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2023.	IGM Financial and its operating companies did not have any significant incidents of non-compliance in 2022.	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.
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 2023. In 2023, Mackenzie Investments was notified by one of its third-party vendors, InvestorCOM Inc., that they were compromised due to a cybersecurity incident related to a technology supplier to InvestorCOM, GoAnywhere. Mackenzie contacted impacted clients and offered credit monitoring at no cost for two years to clients. (i)	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 2022.	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.
LAWS AND REGULATIONS						
2-27	Total number of significant instances of non-compliance with laws and regulations resulting in fines or non-monetary sanctions, and the total number and value of monetary fines (j)	Total number, total dollar value	Refer to Legal Proceedings and Regulatory Actions section of 2023 Annual Information Form.	Refer to Legal Proceedings and Regulatory Actions section of 2022 Annual Information Form .	Refer to Legal Proceedings and Regulatory Actions section of 2021 Annual Information Form .	Refer to Legal Proceedings and Regulatory Actions section of 2020 Annual Information Form .

(f) Non-compliance instances 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.

(g) 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.

(h) Non-compliance instances are defined as material misstatements that would require IGM Financial or its operating companies to amend documents and remedy with clients.

(i) Refer to Note 27, Contingent liabilities and guarantees, in the [2023 IGM Financial Inc. Annual Report](#).

(j) Significant instances of non-compliance with laws and regulations are defined as instances for which fines or non-monetary sanctions were incurred and are reported in the Legal Proceedings and Regulatory Actions section of IGM Financial's Annual Information Form.

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	2023 (l)	2022	2021	2020	2019
TAXES							
Income taxes by jurisdiction							
201-1	Federal Government (k)	\$ million	142.4	162.6	174.6	123.7	142.9
201-1	British Columbia (k)	\$ million	1.7	2.6	1.4	1.0	1.7
201-1	Alberta (k)	\$ million	1.2	1.7	1.1	0.9	1.9
201-1	Saskatchewan	\$ million	0.5	0.7	0.5	0.3	0.6
201-1	Manitoba (k)	\$ million	14.5	19.6	37.0	13.9	10.6
201-1	Ontario (k)	\$ million	32.9	38.6	37.4	22.3	35.3
201-1	Quebec (k)	\$ million	5.7	7.3	4.0	2.9	5.0
201-1	New Brunswick	\$ million	0.2	0.3	0.2	0.1	0.2
201-1	Nova Scotia	\$ million	0.3	0.4	0.1	0.1	0.3
201-1	Prince Edward Island	\$ million	0.1	0.1	0.1	0.1	0.1
201-1	Newfoundland	\$ million	0.1	0.2	0.1	0.1	0.1
201-1	Total Canadian income taxes	\$ million	199.6	234.1	256.5	165.4	198.7
201-1	China	\$ million	6.9	3.1	2.7	1.4	1.0
201-1	Ireland	\$ million	1.2	1.0	1.5	1.0	1.2
201-1	Hong Kong	\$ million	0.6	0.7	1.0	0.8	0.3
201-1	United States	\$ million	1.2	0.5	0.1	(0.2)	–
201-1	Total international income taxes	\$ million	9.9	5.3	5.3	3.0	2.5
201-1	Total current income taxes	\$ million	209.5	239.4	261.8	168.4	201.2
201-1	Total deferred income taxes	\$ million	5.8	15.3	56.8	32.3	18.5
201-1	Total income taxes	\$ million	215.3	254.7	318.6	200.7	219.7
201-1	Total other taxes – capital, commodity, payroll, property, business and other (k)	\$ million	29.4	28.4	34.0	29.8	24.6

(k) Starting in 2021, amounts include taxes that have been reclassified and recorded through retained earnings.

(l) In 2023, amounts include taxes from discontinued operations and other items.



Sustainable investing

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019
MACKENZIE INVESTMENTS							
	Number of companies engaged on ESG issues						
	Mackenzie-led engagements (m)	Number	205	369	467	621	299
	Service provider engagements (n)	Number	n/a	974	969	973	560
	Climate-related engagements (o)	Number	147	635	743	n/a	n/a
	Proxy votes cast during year by Mackenzie (p)	Percentage	100	100	100	100	100
	Sub-advisors who are PRI signatories	Percentage of AUM	100	100	100	100	90
IG WEALTH MANAGEMENT							
	Proxy votes cast during year by investment sub-advisors (p)	Percentage	99	98	99	100	100
	Sub-advisors who are PRI signatories	Percentage of AUM	100	100	100	100	100
PRODUCTS DELIVERING SPECIFIC SOCIAL OR ENVIRONMENTAL BENEFITS – IGM FINANCIAL							
G4-FS7	Best-in-class, thematic and impact investment funds – assets under management (q)	\$ million	6,020.6	4,814.8	4,320.0	1,648.1	471.9
G4-FS7	Charitable giving funds – IG Wealth Management and Mackenzie Investments	\$ million	402.9	347.0	373.0	298.2	279.3
G4-FS7	Registered Disability Savings Plans	\$ million	2,343.9	1,783.1	1,792.6	1,384.2	1,106.2
G4-FS11	Percentage of total assets under management subject to negative environmental or social screens (r)	Percentage	96	96	96	97.5	98

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

(n) Mackenzie fully internalized its engagement processes in 2022.

(o) For 2023, represents all climate-related engagements conducted across Mackenzie. For 2021–2022, climate-related engagements included “Mackenzie-led engagements” and “Service provider engagements.”

(p) 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>

(q) Includes only “sustainable investment” products where sustainability goals are explicitly outlined in the objectives and strategies of each product by prospectus.

(r) 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	2023	2022	2021	2020	2019
EMPLOYEES BY REGION							
2-7	British Columbia	Total number	119	113	99	95	102
2-7	Alberta	Total number	110	129	99	90	88
2-7	Saskatchewan	Total number	21	19	19	15	17
2-7	Manitoba	Total number	1,285	1,284	1,331	1,327	1,324
2-7	Ontario	Total number	1,637	1,981	1,924	1,750	1,654
2-7	Quebec	Total number	462	466	425	414	424
2-7	Atlantic Canada	Total number	n/a	n/a	44	36	38
2-7	New Brunswick (s)	Total number	18	19	n/a	n/a	n/a
2-7	Nova Scotia (s)	Total number	14	22	n/a	n/a	n/a
2-7	Newfoundland and Labrador (s)	Total number	9	9	n/a	n/a	n/a
2-7	Prince Edward Island (s)	Total number	6	4	n/a	n/a	n/a
2-7	Yukon	Total number	n/a	n/a	n/a	n/a	n/a
2-7	Northwest Territories	Total number	n/a	n/a	n/a	n/a	n/a
2-7	Nunavut	Total number	n/a	n/a	n/a	n/a	n/a
2-7	Canada – total	Total number	3,681	4,046	3,941	3,727	3,647
2-7	China	Total number	3	3	1	2	2
2-7	Ireland	Total number	13	14	11	12	11
2-7	Hong Kong	Total number	13	11	12	13	13
2-7	U.S.	Total number	13	13	14	13	11
2-7/2-8	Total employees worldwide (t,u)	Total number	3,723	4,087	3,979	3,767	3,684

**Talent (continued)**

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019
IG WEALTH MANAGEMENT ADVISORS BY REGION							
2-8	Alberta	Total number	415	437	447	435	425
2-8	Atlantic Canada	Total number	n/a	n/a	219	218	215
2-8	New Brunswick (s)	Total number	67	75	n/a	n/a	n/a
2-8	Nova Scotia (s)	Total number	52	68	n/a	n/a	n/a
2-8	Newfoundland and Labrador (s)	Total number	47	47	n/a	n/a	n/a
2-8	Prince Edward Island (s)	Total number	35	28	n/a	n/a	n/a
2-8	Yukon	Total number	n/a	n/a	n/a	n/a	n/a
2-8	Northwest Territories	Total number	n/a	n/a	n/a	n/a	n/a
2-8	Nunavut	Total number	n/a	n/a	n/a	n/a	n/a
2-8	British Columbia	Total number	319	350	368	381	394
2-8	Manitoba	Total number	191	198	202	194	202
2-8	Ontario	Total number	1,113	1,171	1,167	1,198	1,262
2-8	Quebec	Total number	730	744	735	734	735
2-8	Saskatchewan	Total number	118	125	140	144	148
2-8	Total advisors (t,u)	Total number	3,087	3,243	3,278	3,304	3,381
IG WEALTH MANAGEMENT ASSISTANTS BY REGION							
2-7	Alberta	Total number	185	185	191	179	210
2-7	Atlantic Canada	Total number	n/a	n/a	108	91	82
2-7	New Brunswick (s)	Total number	27	30	n/a	n/a	n/a
2-7	Nova Scotia (s)	Total number	22	32	n/a	n/a	n/a
2-7	Newfoundland and Labrador (s)	Total number	21	24	n/a	n/a	n/a
2-7	Prince Edward Island (s)	Total number	20	16	n/a	n/a	n/a
2-7	Yukon	Total number	n/a	n/a	n/a	n/a	n/a
2-7	Northwest Territories	Total number	n/a	n/a	n/a	n/a	n/a
2-7	Nunavut	Total number	n/a	n/a	n/a	n/a	n/a
2-7	British Columbia	Total number	174	191	191	193	207
2-7	Manitoba	Total number	83	79	81	69	84
2-7	Ontario	Total number	481	504	501	467	500
2-7	Quebec	Total number	335	339	338	270	298
2-7	Saskatchewan	Total number	42	46	54	48	50
2-7	Total assistants (t,u)	Total number	1,390	1,446	1,464	1,317	1,431

**Talent (continued)**

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019
INVESTMENT PLANNING COUNSEL ADVISORS BY REGION (v)							
2-7	Alberta	Total number	-	62	63	68	66
2-7	Atlantic Canada	Total number	-	n/a	30	29	34
2-7	New Brunswick (s)	Total number	-	7	n/a	n/a	n/a
2-7	Nova Scotia (s)	Total number	-	17	n/a	n/a	n/a
2-7	Newfoundland and Labrador (s)	Total number	-	5	n/a	n/a	n/a
2-7	Prince Edward Island (s)	Total number	-	n/a	n/a	n/a	n/a
2-7	Yukon	Total number	-	1	1	1	1
2-7	Northwest Territories	Total number	-	n/a	n/a	n/a	n/a
2-7	Nunavut	Total number	-	n/a	n/a	n/a	n/a
2-7	British Columbia	Total number	-	68	71	73	78
2-7	Manitoba	Total number	-	37	37	38	36
2-7	Ontario	Total number	-	397	419	429	449
2-7	Quebec	Total number	-	39	34	38	34
2-7	Saskatchewan	Total number	-	20	20	20	23
2-7	Total advisors (t)	Total number	-	653	675	696	721

(s) Previously reported as Atlantic Canada.

(t) The total number of employees and advisors are based on head count as at December 31st.

(u) During the period, no significant fluctuations in the number of workers who are employees and non-employees.

(v) IPC was sold to Canada Life in 2023.

**Talent (continued)**

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019
EMPLOYEES BY GENDER AND TYPE							
2-7	Total worldwide (u)	Total number	3,723	4,087	3,979	3,767	3,684
2-7	Women	Total number	2,109	2,327	2,279	2,128	2,109
2-7	Men	Total number	1,602	1,745	1,694	1,637	1,575
2-7	Non-binary/Gender not listed (w)	Total number	12	15	6	2	n/a
2-7	Permanent	Total number	3,651	4,010	3,827	3,525	3,379
2-7	Women	Total number	2,066	2,275	2,177	1,993	1,943
2-7	Men	Total number	1,573	1,720	1,644	1,530	1,436
2-7	Non-binary/Gender not listed (w)	Total number	12	15	6	2	n/a
2-7	Temporary	Total number	64	65	152	242	305
2-7	Women	Total number	37	41	102	135	166
2-7	Men	Total number	27	24	50	107	139
2-7	Non-binary/Gender not listed (w)	Total number	0	n/a	n/a	n/a	n/a
2-7	Casual	Total number	8	12	n/a	n/a	n/a
2-7	Women	Total number	6	11	n/a	n/a	n/a
2-7	Men	Total number	2	1	n/a	n/a	n/a
2-7	Non-binary/Gender not listed (w)	Total number	0	n/a	n/a	n/a	n/a
2-7	Full-time employees	Total number	3,606	4,017	3,921	3,696	3,609
2-7	Women	Total number	2,025	2,288	2,230	2,063	2,038
2-7	Men	Total number	1,569	1,016	1,685	1,631	1,571
2-7	Non-binary/Gender not listed (w)	Total number	12	10	6	2	n/a
2-7	Part-time employees (includes casual)	Total number	45	70	58	71	75
2-7	Women	Total number	41	62	49	65	71
2-7	Men	Total number	4	7	9	6	4
2-7	Non-binary/Gender not listed (w)	Total number	0	1	n/a	n/a	n/a
COLLECTIVE BARGAINING AGREEMENTS							
2-30	Employees covered by collective bargaining agreements	Percent of total employees	0	0	0	0	0

(u) During the period, no significant fluctuations in the number of workers who are employees and non-employees.

(w) In late 2020, we launched the *Count me in!* voluntary self-ID initiative. Employees who self-identified: 84% in 2023, 74% in 2022 and 57% in 2021.



Talent (continued)

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019
NEW EMPLOYEE HIRES							
401-1	Total new hires worldwide (x)	Total number	844	941	n/a	n/a	n/a
401-1	Percent total new hires worldwide	Percent of total employees	22.7	23.0	n/a	n/a	n/a
401-1	Total new hires permanent (x)	Total number	n/a	n/a	592	317	455
401-1	Percent total new hires permanent	Percent of total employees	n/a	n/a	15.5	9.0	13.5
401-1	Employee age groups						
401-1	Under 30	Percent of total employees	43.2	45.2	29.6	31.2	26.6
401-1	Age 30–50	Percent of total employees	46.1	40.6	54.2	58.0	59.1
401-1	Over 50	Percent of total employees	10.7	14.2	16.2	10.7	14.3
401-1	Employee gender						
401-1	Women	Percent of total employees	51.2	52.4	55.4	46.1	59.1
401-1	Men	Percent of total employees	48.2	47	44.1	53.9	40.9
401-1	Non-binary/Gender not listed (w)	Percent of total employees	0.6	0.6	0.5	n/a	n/a
EMPLOYEE TURNOVER							
401-1	Total turnover – permanent employees	Total number	582	638	491	275	512
401-1	Percent total turnover	Percent of total employees	15.9	15.9	12.8	7.8	15.2
401-1	Voluntary turnover – permanent employees	Total number	311	583	400	191	341
401-1	Percent voluntary turnover	Percent of total employees	8.5	14.5	10.5	5.4	10.1
401-1	Employee age groups						
401-1	Under 30	Percent of total employees	18.0	34.6	25.7	24.4	23.6
401-1	Age 30–50	Percent of total employees	54.0	46.2	54.2	53.8	55.5
401-1	Over 50	Percent of total employees	28.0	19.2	20.2	21.8	20.9
401-1	Employee gender						
401-1	Women	Percent of total employees	51.7	52.6	51.9	54.9	59.6
401-1	Men	Percent of total employees	47.8	46.9	47.7	45.1	40.4
401-1	Non-binary/Gender not listed (w)	Percent of total employees	0.5	0.5	0.3	n/a	n/a
TRAINING AND EDUCATION							
404-3	Employees receiving performance reviews	Percent of total eligible employees	100	100	100	100	100

(w) In late 2020, we launched the *Count me in!* voluntary self-ID initiative. Employees who self-identified: 84% in 2023, 74% in 2022 and 57% in 2021.

(x) In 2022, the ratio is calculated using worldwide number of employees. From 2019–2021 the ratio was calculated using permanent employees only.



Talent (continued)

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019
DIVERSITY, EQUITY AND INCLUSION							
405-1	Employee gender						
405-1	Women	Percent of total employees	56.7	56.9	57.3	56.5	57.2
405-1	Men	Percent of total employees	43.0	42.7	42.5	43.4	42.8
405-1	Non-binary/Gender not listed (w)	Percent of total employees	0.3	0.4	0.2	0.1	n/a
405-1	Employees by ethnic/racial identity (w,y)						
405-1	White	Percent of self-identified employees	40.6	40.3	37.6	n/a	n/a
405-1	Racialized (Pan-Asian, Latin American)	Percent of self-identified employees	31.1	24.5	21.9	n/a	n/a
405-1	Black	Percent of self-identified employees	7.1	5.8	5.0	n/a	n/a
405-1	Indigenous	Percent of self-identified employees	1.4	1.3	1.3	n/a	n/a
405-1	Not yet self-disclosed/Prefer not to disclose	Percent of self-identified employees	19.8	28.1	34.1	n/a	n/a
405-1	Employees who identify as 2SLGBTQIA+ (w,y)	Percent of self-identified employees	3.4	2.8	1.5	n/a	n/a
405-1	Employees with a disability (w,y)	Percent of self-identified employees	2.3	1.8	1.3	n/a	n/a
405-1	Employee age groups						
405-1	Under 30	Percent of total employees	16.7	15.4	15.0	13.5	16.6
405-1	Age 30–50	Percent of total employees	56.7	56.8	58.8	61.0	59.0
405-1	Over 50	Percent of total employees	26.6	27.8	26.2	25.5	24.4
405-1	Employee executive (senior) (w,y,z)						
405-1	Women	Percent of total employees	33.8	32.5	31.8	33.3	34.0
405-1	Men	Percent of total employees	65.7	67.1	67.8	66.7	66.0
405-1	Non-binary/Gender not listed	Percent of total employees	0.5	0.4	0.4	n/a	n/a
405-1	White (aa)	Percent of self-identified employees	69.7	67.9	n/a	n/a	n/a
405-1	Racialized (Pan-Asian, Latin American) (aa)	Percent of self-identified employees	16.2	15.4	n/a	n/a	n/a
405-1	Black (aa)	Percent of self-identified employees	3.5	2.8	n/a	n/a	n/a
405-1	Indigenous	Percent of self-identified employees	1.5	0.8	n/a	n/a	n/a
405-1	Not yet self-disclosed/Prefer not to disclose (aa)	Percent of self-identified employees	9.1	13.0	n/a	n/a	n/a
405-1	Employees who identify as 2SLGBTQIA+ (aa)	Percent of self-identified employees	2.0	2.0	n/a	n/a	n/a
405-1	Employees with a disability (aa)	Percent of self-identified employees	1.5	2.0	n/a	n/a	n/a
405-1	Under 30	Percent of total employees	n/a	n/a	n/a	n/a	n/a
405-1	Age 30–50	Percent of total employees	46.0	49.3	51.1	54.0	56.0
405-1	Over 50	Percent of total employees	54.0	50.7	48.9	46.0	44.0

(w) In late 2020, we launched the *Count me in!* voluntary self-ID initiative. Employees who self-identified: 84% in 2023, 74% in 2022 and 57% in 2021.

(y) In Q3 2022, RVPs were recategorized from Regional Directors to full-time employees.

(z) Includes Vice-President and above.

(aa) In 2022, executive management excluded operating companies CEOs. A re-statement resulted in some increased and decreased values.



Talent (continued)

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019
DIVERSITY, EQUITY AND INCLUSION (continued)							
405-1	Employee management (middle) (w,bb)						
405-1	Women	Percent of total employees	46.7	47.6	46.4	47.4	45.2
405-1	Men	Percent of total employees	53.1	52.2	53.5	52.6	54.8
405-1	Non-binary/Gender not listed	Percent of total employees	0.2	0.2	0.1	n/a	n/a
405-1	White	Percent of self-identified employees	49.6	49.7	n/a	n/a	n/a
405-1	Racialized (Pan-Asian, Latin American)	Percent of self-identified employees	25.4	20.0	n/a	n/a	n/a
405-1	Black	Percent of self-identified employees	4.5	3.8	n/a	n/a	n/a
405-1	Indigenous	Percent of self-identified employees	1.2	1.1	n/a	n/a	n/a
405-1	Not yet self-disclosed/Prefer not to disclose	Percent of self-identified employees	19.3	25.4	n/a	n/a	n/a
405-1	Employees who identify as 2SLGBTQIA+	Percent of self-identified employees	2.9	2.2	n/a	n/a	n/a
405-1	Employees with a disability	Percent of self-identified employees	2.1	1.4	n/a	n/a	n/a
405-1	Under 30	Percent of total employees	8.3	7.9	7.8	7.0	4.6
405-1	Age 30–50	Percent of total employees	66.0	63.4	64.6	67.8	68.6
405-1	Over 50	Percent of total employees	25.7	28.7	27.7	25.3	26.8
405-1	Employee non-management						
405-1	Women	Percent of total employees	68.0	67.9	67.3	65.6	64.7
405-1	Men	Percent of total employees	31.6	31.6	32.5	34.3	35.3
405-1	Non-binary/Gender not listed	Percent of total employees	0.4	0.5	0.2	0.1	n/a
405-1	White	Percent of self-identified employees	29.1	28.9	n/a	n/a	n/a
405-1	Racialized (Pan-Asian, Latin American)	Percent of self-identified employees	37.8	29.5	n/a	n/a	n/a
405-1	Black	Percent of self-identified employees	9.7	7.7	n/a	n/a	n/a
405-1	Indigenous	Percent of self-identified employees	1.6	1.4	n/a	n/a	n/a
405-1	Not yet self-disclosed/Prefer not to disclose	Percent of self-identified employees	21.7	32.5	n/a	n/a	n/a
405-1	Employees who identify as 2SLGBTQIA+	Percent of self-identified employees	4.0	3.3	n/a	n/a	n/a
405-1	Employees with a disability	Percent of self-identified employees	2.5	2.0	n/a	n/a	n/a
405-1	Under 30	Percent of total employees	25.6	23.1	19.5	19.6	23.4
405-1	Age 30–50	Percent of total employees	50.6	53.0	56.9	57.0	55.0
405-1	Over 50	Percent of total employees	23.8	23.9	23.6	23.5	21.6

(w) In late 2020, we launched the *Count me in!* voluntary self-ID initiative. Employees who self-identified: 84% in 2023, 74% in 2022 and 57% in 2021.

(bb) Excludes executive management.

**Talent (continued)**

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019
DIVERSITY, EQUITY AND INCLUSION (continued)							
405-1	IG Wealth Management – Regional Vice-Presidents (y)						
405-1	Women	Percentage of RVPs	13	10	n/a	n/a	n/a
405-1	Men	Percentage of RVPs	87	90	n/a	n/a	n/a
405-1	IG Wealth Management advisors (t)						
405-1	Women	Percent of total advisors	29	29	28	27	28
405-1	Men	Percent of total advisors	71	71	72	73	72
405-1	IG Wealth Management advisors – new recruits						
405-1	Women	Percent of total new advisors	40	40	35	26	39
405-1	Men	Percent of total new advisors	60	60	65	74	61
405-1	Investment Planning Counsel advisors (t,v)						
405-1	Women	Percent of total advisors	-	19	20	20	20
405-1	Men	Percent of total advisors	-	81	80	80	80

(t) The total number of employees and advisors are based on head count as at December 31st.

(v) IPC was sold to Canada Life in 2023.

(y) In Q3 2022, RVPs were recategorized from Regional Directors to full-time employees.



Environment

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019	2013 – Base year
ENERGY CONSUMED WITHIN THE ORGANIZATION (cc,dd)								
302-1	Natural gas (heating) (ee)	Megawatt hours	3,119	3,239	2,469	3,421	5,173	5,872
302-1	Back-up diesel fuel (ff)	Megawatt hours	9	16		14		
302-1	Direct energy consumed	Megawatt hours	3,129	3,254	2,469	3,435	5,173	5,872
302-1	Indirect energy (electricity) consumed	Megawatt hours	5,012	4,406	3,676	4,298	5,441	6,648
302-1	Indirect energy (distribution of water) consumed	Megawatt hours	2	1	1	2	4	4
302-1	Total energy consumed within the organization	Megawatt hours	8,142	7,661	6,146	7,735	10,618	12,525
302-1	Percent of electricity consumed within the organization from low-carbon sources (gg)	Percent of total	100%	100%	100%	100%	100%	100%
302-1	Percent of energy consumed within the organization from low-carbon sources (gg)	Percent of total	100%	100%	100%	100%	100%	53%
ENERGY CONSUMED OUTSIDE THE ORGANIZATION								
302-2	Upstream leased properties	Megawatt hours	37,095	39,650	36,873	39,849	45,693	46,706
302-2	Investment fund properties (hh)	Megawatt hours	210,332	201,409	207,800	205,755	216,303	196,144
302-2	Business travel – air	Thousands of statute miles	6,759	3,275	178	1,976	13,144	15,506
302-2	Business travel – ground	Thousands of kilometres	1,438	993	278	624	2,026	2,458
WATER AND WASTE CONSUMPTION								
303-1	Water consumed in operations	Thousands of cubic metres	107	115	78	103	174	183
306-2	Waste generated in operations – owned facility (ii)	Tonnes	46	47	46	41	60	100
ENERGY INTENSITY								
302-3	Total energy consumed in owned and leased office space (jj)	Megawatt hours	45,237	47,311	43,019	47,584	56,312	59,230
302-3	Number of people in owned and leased premises	Number	8,292	8,485	8,152	8,179	8,437	9,050
302-3	Canadian office space (kk)	Average square feet	1,761,111	1,788,063	1,868,636	1,935,156	1,929,110	1,926,250
302-3	Energy consumed per person	Megawatt hours/person	5.46	5.58	5.28	5.82	6.67	6.54
302-3	Energy consumed per square foot	Megawatt hours/square foot	0.026	0.026	0.023	0.025	0.029	0.031
TOTAL GREENHOUSE GAS (GHG) EMISSIONS (cc,ll,mm)								
305-1	Direct GHG emissions prior to application of Renewable Energy Credits	Metric tonnes of CO ₂ e	593	617	468	632	977	1,078
305-1	Less: Renewable Energy Credits (RECs) purchased (nn)	Metric tonnes of CO ₂ e	(591)	(613)	(468)	(628)	(950)	
305-1	Direct GHG emissions (Scope 1)	Metric tonnes of CO ₂ e	2	4		4	27	1,078
305-1	Less: Carbon offsets purchased for Scope 1 (oo)	Metric tonnes of CO ₂ e	(2)	(4)				
305-1	Net after carbon offsets	Metric tonnes of CO ₂ e				4	27	1,078
305-2	Indirect GHG emissions (Scope 2)	Metric tonnes of CO ₂ e	7	2	4	2	5	22
305-2	Less: Carbon offsets purchased for Scope 2 (oo)	Metric tonnes of CO ₂ e	(7)	(2)				
305-2	Net after carbon offsets	Metric tonnes of CO ₂ e			4	2	5	22



Environment (continued)

GRI Standard	Topic	Measurement	2023	2022	2021	2020	2019	2013 – Base year
TOTAL GREENHOUSE GAS (GHG) EMISSIONS (cc,II,mm) (continued)								
Other indirect GHG emissions from operations (Scope 3)								
305-3	Gross emissions from upstream leased properties	Metric tonnes of CO ₂ e	4,442	4,727	4,362	4,808	5,732	7,307
305-3	Less: Renewable Energy Credits (RECs) purchased (nn)	Metric tonnes of CO ₂ e			(123)	(270)	(203)	
305-3	Category 8: Emissions from upstream leased properties	Metric tonnes of CO ₂ e	4,442	4,727	4,239	4,538	5,529	7,307
305-3	Category 6: Business travel – air	Metric tonnes of CO ₂ e	938	468	58	480	2,562	3,385
305-3	Category 6: Business travel – ground	Metric tonnes of CO ₂ e	157	109	30	68	222	269
305-3	Category 5: Waste generated in operations	Metric tonnes of CO ₂ e	102	104	102	91	133	222
305-3	Total other indirect GHG emissions from operations (Scope 3)	Metric tonnes of CO ₂ e	5,640	5,407	4,429	5,177	8,446	11,183
305-3	Less: Carbon offsets purchased for Scope 3 (oo)	Metric tonnes of CO ₂ e	(5,640)	(5,407)				
305-3	Net after carbon offsets	Metric tonnes of CO ₂ e			4,429	5,177	8,446	11,183
305-3	Total emissions from operations (Scope 1, 2 and 3) before offsets (pp)	Metric tonnes of CO ₂ e	5,649	5,414	4,433	5,182	8,478	12,283
305-3	Total emissions from operations (Scope 1, 2 and 3) after offsets	Metric tonnes of CO ₂ e			4,433	5,182	8,478	12,283
Total other indirect GHG emissions from investment funds (Scope 3)								
305-3	Category 15: Investment fund properties (hh)	Metric tonnes of CO ₂ e	32,891	30,826	32,845	34,392	37,985	35,210
EMISSIONS INTENSITY								
305-4	Total emissions from owned and leased office space (jj)	Metric tonnes of CO ₂ e	5,649	5,414	4,433	5,182	8,478	12,283
305-4	Number of people in owned and leased premises	Number	8,292	8,485	8,152	8,179	8,437	9,050
305-4	Canadian office space (kk)	Average square feet	1,761,111	1,788,063	1,868,636	1,935,156	1,929,110	1,926,250
305-4	Emissions per person	Metric tonnes of CO ₂ e/person	0.68	0.64	0.54	0.63	1.00	1.36
305-4	Emissions per square foot	Metric tonnes of CO ₂ e/sq. ft.	0.003	0.003	0.002	0.003	0.004	0.006

(cc) 2013–2023 consumption and emission data is restated as improved estimates and/or amendments to prior year factors are available.

(dd) GHG emissions were measured in accordance with the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004) (GHG Protocol), using the financial control consolidation approach covering IGM Financial as outlined in footnote (mm).

(ee) Conversion to MWh from volume of natural gas consumed was based on the conversion tool available at <https://apps.cer-rec.gc.ca/Conversion/conversion-tables.aspx?GoCTemplateCulture=en-CA#s1ss2>. Natural gas is used for heating.

(ff) 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>.

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

(hh) As of 2019, measuring energy used in the IG Real Property Fund, equal to 11,904,629 average square feet in 2023. 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.

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

(jj) Includes owned and leased properties for operations. Does not include properties from Investments – see note (hh).

(kk) Square footage is amended as needed based on updates and recent measuring. Where no specific reason exists for a change in area (expansion, etc.), the change is made for all years from 2013–2023.

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

(mm) GHG emissions include emissions from the Canadian operations of IGM Financial and its operating companies and Investments stated in footnote (hh), using a base year of 2013 – our first public year of reporting. The GHG Protocol was used. We applied Global Warming potentials and Canadian emission factors from the National Inventory Report 1990–2022: Greenhouse Gas Sources and Sinks in Canada Part 1, Part 2 & Part 3. (Ottawa: Environment and Climate Change Canada, 2024.)

(nn) Bullfrog Power Renewable Natural Gas Certificates (RECs) have been purchased for the IG Wealth Management Head Office in Winnipeg and the Canada Life Campus in Toronto from 2015 to 2021. In 2022 and 2023, RECs were only purchased for the IG Wealth Management Head Office. The emissions factor associated with the combustion of this renewable natural gas effectively removes the CO₂e emissions that otherwise would have been present with conventional natural gas, thereby reducing to zero our natural gas emissions at these two properties.

(oo) IGM purchases offsets to cover the following emissions: (i) remaining Scope 1, 2 and 3 emissions in our owned facility after application of Bullfrog Power Renewable Natural Gas Certificates, (ii) Scope 2 emissions from electricity, and (iii) Scope 3 emissions from leased properties and business travel (reimbursed mileage and corporate air travel). In 2023, 7,900 tCO₂e of Gold Standard-certified carbon offsets were procured and 5,063 tCO₂e were used to offset 2023 emissions of 5,649 tCO₂e.

(pp) Total emissions from operations (Scope 1, 2 and 3) before offsets includes values where Bullfrog Power Renewable Natural Gas Certificates were already net out from Scope 1 and Scope 3 respectively.