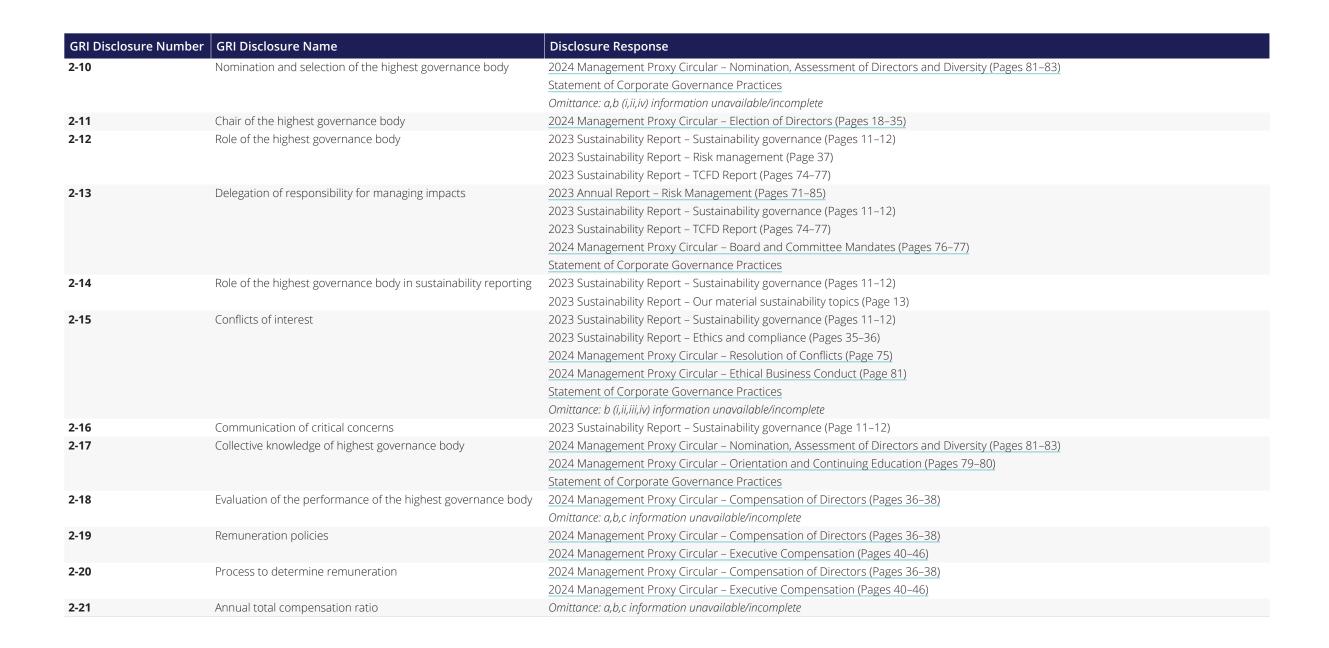
GRI Index

Our sustainability approach

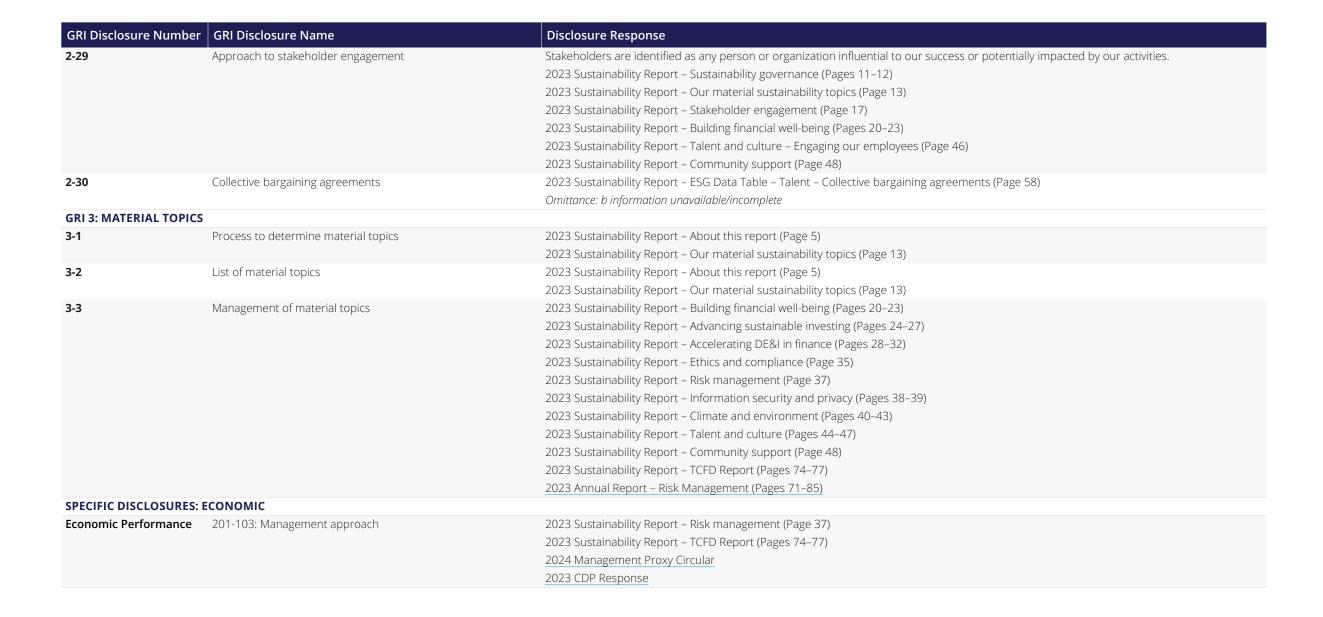
GRI Disclosure Number	GRI Disclosure Name	Disclosure Response
GRI 1: FOUNDATION 202	1	
Statement of use		IGM Financial Inc. has reported the information cited in this GRI content index for the period January 1–December 31, 2023 with reference to the GRI Standards.
GRI 2: GENERAL DISCLO	SURES 2021	
2-1	Organizational details	IGM Financial Inc.
		2023 Sustainability Report – About IGM (Page 6)
		2023 Annual Information Form – Corporate Structure (Page 5)
		2023 Annual Information Form – Description of Business (Page 6)
2-2	Entities included in the organization's sustainability reporting	2023 Sustainability Report – About this report (Page 5)
		2023 Annual Report – Management's Discussion and Analysis (Pages 20–31)
2-3	Reporting period, frequency and contact point	2023 Sustainability Report – About this report (Page 5)
2-4	Restatements of information	2023 Sustainability Report – ESG Data Table – Sustainable investing – Footnote (m) (Page 54)
		2023 Sustainability Report – ESG Data Table – Talent - Footnote (aa) (Page 60)
2-5	External assurance	2023 Sustainability Report – About this report (Page 5)
		2023 PwC GHG Limited Assurance Report
		Omittance: b (iii) information unavailable/incomplete
2-6	Activities, value chain, and other business relationships	2023 Sustainability Report – About IGM (Page 6)
		2023 Annual Information Form – Corporate Structure (Page 5)
		2023 Annual Information Form – Description of Business (Page 6)
		2023 Annual Information Form – Development of Business Over the Last Three Years (Page 7)
2-7	Employees	2023 Sustainability Report – About IGM (Page 6)
		2023 Sustainability Report – ESG Data Table – Talent (Pages 55–62)
		Omittance: b (i,ii,iii,iv,v),d information unavailable/incomplete
2-8	Workers who are not employees	2023 Sustainability Report – About IGM (Page 6)
		2023 Sustainability Report – ESG Data Table – Talent (Page 58)
2-9	Governance structure and composition	2023 Sustainability Report – Sustainability governance (Pages 11–12)
		2023 Sustainability Report – ESG Data Table – Governance (Page 51)
		2024 Management Proxy Circular – Election of Directors (Pages 18–35)
		Omittance: c (vi,viii) information unavailable/incomplete







Our focus areas









Our focus areas



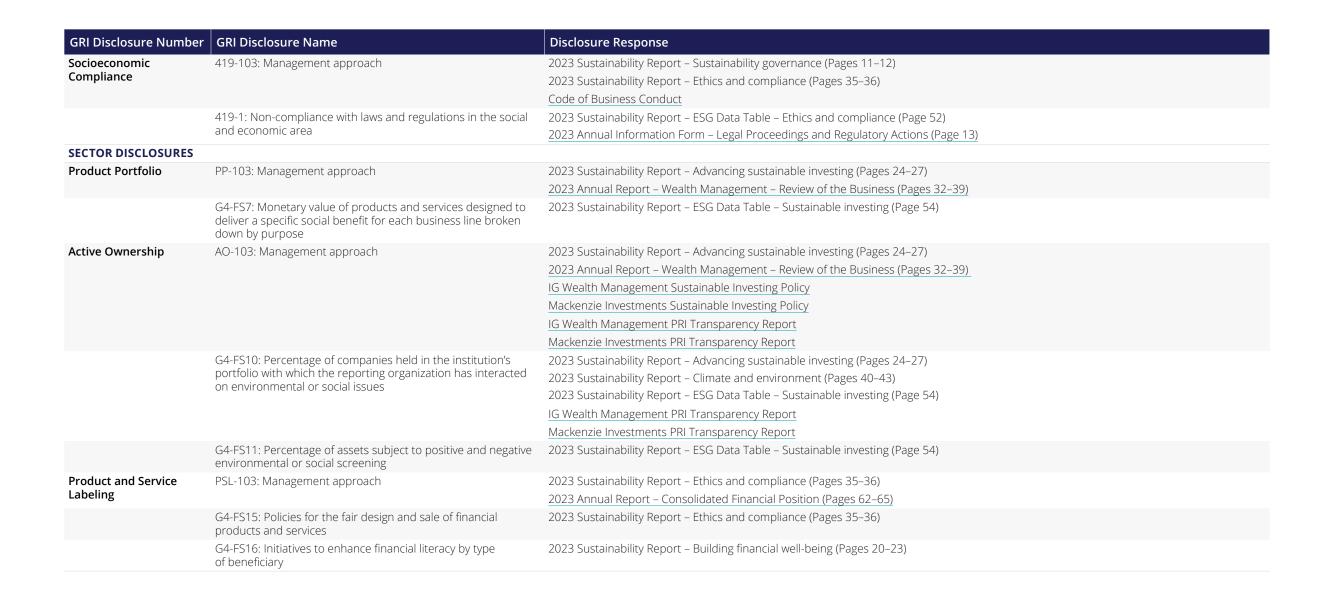
GRI Disclosure Numbe	er GRI Disclosure Name	Disclosure Response
SPECIFIC DISCLOSURES	: ENVIRONMENTAL	
Energy	302-103: Management approach	2023 Sustainability Report – Advancing sustainable investing (Pages 24–27)
		2023 Sustainability Report – Risk management (Page 37)
		2023 Sustainability Report – Climate and environment (Pages 40–43)
		2023 Sustainability Report – TCFD Report (Pages 74–77)
		2023 CDP Response
		Environmental Policy
	302-1: Energy consumption within the organization	2023 Sustainability Report – ESG Data Table – Environment (Page 63)
	302-2: Energy consumption outside the organization	2023 Sustainability Report – ESG Data Table – Environment (Page 63)
	302-3: Energy intensity	2023 Sustainability Report – ESG Data Table – Environment (Page 63)
	302-4: Reduction of energy consumption	2023 Sustainability Report – ESG Data Table – Environment (Page 63)
		2023 CDP Response
Emissions	306-103: Management approach	2023 Sustainability Report – Advancing sustainable investing (Pages 24–27)
		2023 Sustainability Report – Risk management (Page 37)
		2023 Sustainability Report - Climate and environment (Pages 40-43)
		2023 Sustainability Report – TCFD Report (Pages 74–77)
		2023 CDP Response
		Environmental Policy
	305-1: Direct (Scope 1) GHG emissions	2023 Sustainability Report – ESG Data Table – Environment (Page 63)
	305-2: Energy indirect (Scope 2) GHG emissions	2023 Sustainability Report – ESG Data Table – Environment (Page 63)
	305-3: Other indirect (Scope 3) GHG emissions	2023 Sustainability Report – Climate and environment (Pages 40–43)
		2023 Sustainability Report – ESG Data Table – Environment (Page 64)
	305-4: Greenhouse gas (GHG) emissions intensity	2023 Sustainability Report – ESG Data Table – Environment (Page 64)
	305-5: Reduction GHG emissions	2023 Sustainability Report – Climate and environment (Pages 40–43)
		2023 CDP Response
PECIFIC DISCLOSURES		
Employment	401-103: Management approach	2023 Sustainability Report – Accelerating DE&I in finance (Pages 28–32)
		2023 Sustainability Report – Talent and culture (Pages 44–47)
	401-1: New employee hires and employee turnover	2023 Sustainability Report – ESG Data Table – Talent – Employee turnover (Page 59)
	401-2: Benefits provided to full-time employees that are not	2023 Sustainability Report – Talent and culture – Health and wellness (Page 45)
	provided to temporary or part-time employees	2024 Management Proxy Circular – Executive Compensation – Retirement Plan Benefits (Pages 68–70)
	401-3: Parental leave	2023 Sustainability Report – Talent and culture – Health and wellness (Page 45)
		2023 Annual Report – IGM Financial Inc. – Critical Accounting Estimates and Policies (Pages 88–89)

Our responsible business practices



Our responsible business practices

Our focus areas



Our responsible business practices

Our focus areas

