



POWER CORPORATION
OF CANADA

2021 ESG Data Supplement



2021 ESG Data Supplement

At Power Corporation, we are committed to continuously enhancing our Environmental, Social and Governance (ESG) reporting.

This document provides quantitative information on our ESG achievements, and is intended to supplement the information available on our [Sustainability website](#).

For more information on our sustainability approach and achievements, as well as to view how our reporting has evolved over the years, please visit our [Sustainability website](#).

For questions related to the content of this document or Power Corporation's sustainability approach, please contact us at sustainability@powercorp.com.

Reporting Scope

The content of this ESG data supplement has been informed by stakeholder requests, as well as international standards on ESG reporting, including the Global Reporting Initiative (GRI) Standards, Sustainability Accounting Standards Board (SASB), the World Economic Forum (WEF) "Measuring Stakeholder Capitalism: Towards Common Metrics and Consistent Reporting of Sustainable Value Creation", and the Task Force on Climate-related Financial Disclosures (TCFD) Recommendations. The data is reported annually, for the calendar years ended December 31, unless otherwise indicated.

Environment: Our environmental data includes the data of our publicly traded operating companies Great-West Lifeco and IGM Financial, as well as that of our wholly owned subsidiary Square Victoria Real Estate.

Social: Power Corporation's employee data is consolidated based on the definition of financial control and therefore includes the data of our publicly traded operating companies Great-West Lifeco and IGM Financial, as well as the data of the Corporation's wholly owned or controlled subsidiaries.

Governance: Our governance data pertains to Power Corporation.

Abbreviations

The following abbreviations are used throughout this document: C\$ (Canadian dollars); ESG (Environment, Social, Governance); Great-West Lifeco (Great-West Lifeco Inc.); GHG (greenhouse gas); IGM Financial (IGM Financial Inc.); MWh (megawatt hours); Power Corporation or the Corporation (Power Corporation of Canada); Power Financial (Power Financial Corporation); tCO₂e (metric tonnes of CO₂ equivalent).

External Assessment

We are committed to ensuring the quality and integrity of the data we report. To date, our environmental data related to GHG emissions have been verified by PricewaterhouseCoopers (PwC) to a limited level of assurance in accordance with the International Standard on Assurance Engagements 3410, Assurance Engagements on Greenhouse Gas Statements (ISAE 3410).

Additional Information Sources

For additional information, readers are referred to our [Sustainability website](#) where we publicly disclose our sustainability policies, commitments and initiatives. The Sustainability website also provides examples of how our responsible management philosophy is implemented within our business and throughout the Power Corporation group of companies.

We provide information on our ESG progress to a number of stakeholders and participate in the annual CDP Climate Change program, supporting the organization's endeavours to increase transparency and disclosure on climate change. Our CDP submission is available on the [Climate Change](#) page of our Sustainability website.

The [Governance](#) section of our corporate website also contains detailed information on our corporate governance practices.

As signatory to the United Nations Global Compact (UNGC), we submit a [Communication on Progress](#) annually as part of our commitment of support to the UNGC's ten universal principles on human rights, labour, environment and anti-corruption.

Governance

Topic	Metric	2021	2020	2019	2018	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
BOARD COMPOSITION (a)										
Board Directors (c)	Number	14	13	12	12			●		
Executive Board Members	Number	1	1	3	3		102-22	●		
Non-Executive Board Members	Number	13	12	9	9		102-22	●		
Board Gender Diversity										
Women Directors (c)	Number	3	2	2	2		102-22	●	●	
	Percentage	21%	15%	17%	17%	FN-AC-330a.1	102-22, 405-1	●	●	
Board Age Diversity										
Between 30 and 49 (inclusive)	Number	0	0	1	1		405-1		●	
Between 50 and 70 (inclusive)	Number	11	10	8	8		405-1		●	
71 and over	Number	3	3	3	3		405-1		●	
Board Tenure (b)	Average Years	12	12	14	13		102-22	●		
Independent Board Members										
Board Independence (c)	Percentage	79%	77%	75%	75%		102-22	●		
Audit Committee Independence	Percentage	100%	100%	100%	100%		102-22	●		
Related Party and Conduct Review Committee Independence	Percentage	100%	100%	100%	100%		102-22	●		
Human Resources Committee Independence	Percentage	100%	100%	100%	100%		102-22	●		
Governance and Nominating Committee Independence (d)	Percentage	60%	60%	60%	60%		102-22	●		
Average Board and Committee Meeting Attendance Rate (a)	Percentage	99%	100%	97%	96%					
Directors with 4 or less mandates (e)	Percentage	100%	100%	100%	100%		102-22			
ANTI-CORRUPTION										
Operations assessed for risks related to corruption	Percentage	100%	100%	100%	100%		205-1		●	
Employees having received training on anti-corruption (f)	Percentage	100%	100%	100%	100%		205-2	●	●	
Incidents of corruption	Number	0	0	0	0	FN-AC-510a.1	205-3	●	●	

Governance (continued)

Topic	Metric	2021	2020	2019	2018	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
AUDITOR'S FEES ^(g)										
Audit fees	C\$	1,534,000	1,085,000	1,009,000	1,081,000					
Audit-related fees	C\$	153,000	147,000	100,000	118,000					
Tax fees	C\$	693,000	209,000	534,000	607,000					
All other fees	C\$	-	0	34,000	100,000					
Fees paid to external auditors for services other than the statutory audit	Percentage	29%	15%	34%	37%					
POLITICAL CONTRIBUTIONS										
Amount of political contributions	C\$	0	0	0	0		415-1			

Footnotes/Methodology

- a. All Board Composition data is as of the dates of the annual meeting in the respective years, except for the Average Board and Committee Meeting Attendance Rates which are as of December 31.
- b. The Corporation believes that continuity of membership is critical to its Board's efficient operation and accordingly has not adopted policies imposing an arbitrary term or retirement age limit for its Directors. Such limits fail to take into account the special characteristics of issuers such as Power Corporation and its group companies, which operate in a highly complex and technical environment. In such a context, the Corporation believes that a lengthy Board tenure, not limited by arbitrary determinations, is vital to the Directors' understanding of the Corporation's diverse businesses and those of its group companies, and to their bringing a substantive contribution to the Board.
- c. As at December 31, 2021, there were three women sitting on the Corporation's Board of Directors, representing 21% of the Board members. On May 12, 2022, subsequent to year-end, four women were elected to the Board at the 2022 Annual Meeting of Shareholders, bringing the percentage of women on the Board to 29%. Within the meaning of the Canadian Securities Administrators (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 eleven Directors (constituting more than 75% of the Board), namely Pierre Beaudoin, Marcel R. Coutu, Gary A. Doer, Anthony R. Graham, Sharon MacLeod, Paula Madoff, Isabelle Marcoux, Christian Noyer, T. Timothy Ryan, Jr., Siim A. Vanaselja and Elizabeth D. 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., Chairman, and André Desmarais, Deputy Chairman, being former executive officers of the Corporation within the past three years, are not independent. R. Jeffrey Orr, President and CEO, being an executive officer of the Corporation, is not independent.

For more information on our definition of independence, please refer to the [Independence of Directors](#) section of the Corporate Governance page of our corporate website.

- d. Following the retirement of Paul Desmarais, Jr. and André Desmarais from their executive roles as Co-Chief Executive Officers of the Corporation on February 13, 2020, the Governance and Nominating Committee is now entirely composed of Directors who are not members of management of the Corporation.
- e. Represents mandates on public company boards outside Power Corporation and its subsidiaries (including Great-West Lifeco and IGM Financial).
- f. We communicate our anti-corruption commitments through our [Code of Business Conduct and Ethics](#). We also provide formal training on our [Anti-Bribery Policy Statement](#) and supporting [Global Policy](#). To maintain awareness, we send our personnel periodic reminders of their duties and responsibilities under the policy. We also require all our Directors, officers and employees to certify their compliance with the policy at least annually by attesting their compliance with our Code of Business Conduct and Ethics.
- g. The Auditor's fees are disclosed in the Corporation's Annual Information Form available in the [Investors - Shareholder Reports](#) section of our corporate website. The Auditor's fees exclude fees paid by Power Financial, Great-West Lifeco, IGM Financial and certain other subsidiary entities.

Environment ^(a)

Topic	Metric	Third Party Verified*	2021	2020	2019	2018	2013(c) (Base Year)	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
GHG EMISSIONS ^(b)										●	●	●
GHG Emissions (Scope 1, 2 and 3) ^(c)	tCO ₂ e	45%	98,142	103,085	136,247	135,446	155,459			●	●	●
GHG Emissions (Scope 1 and 2)	tCO ₂ e	100%	24,826	28,188	42,582	39,935	52,685			●	●	●
Direct (Scope 1) GHG emissions ^(d)	tCO ₂ e	100%	9,751	9,648	18,526	17,013	21,000		305-1	●	●	●
Indirect (Scope 2) GHG emissions ^(e)	tCO ₂ e	100%	15,075	18,540	24,057	22,922	31,685		305-2	●	●	●
Other Indirect GHG Emissions (Scope 3)	tCO ₂ e	26%	73,316	74,897	93,665	95,511	102,774		305-3	●	●	●
Business travel	tCO ₂ e	6%	1,411	2,613	14,230	15,400	11,883		305-3	●	●	●
Waste generated in operations	tCO ₂ e	87%	740	877	1,722	1,507	2,675		305-3	●	●	●
Upstream transportation and distribution of water to corporate offices	tCO ₂ e	100%	43	79	109	101	165		305-3	●	●	●
Purchased goods and services (paper)	tCO ₂ e	0%	2,667	3,161	2,538	5,362	-		305-3	●	●	●
Upstream leased assets	tCO ₂ e	0%	8,320	9,027	10,644	11,108	15,614		305-3	●	●	●
Investments ^(f)	tCO ₂ e	30%	60,136	59,140	64,422	62,034	72,436		305-3	●	●	●
GHG Emission Intensity ^(g)									305-4		●	●
GHG intensity by revenue	tCO ₂ e per C\$100,000 of revenue		0.038	0.044	0.087	0.083	0.178		305-4			
GHG intensity by full-time employee	tCO ₂ e per full-time employee		0.82	1.04	1.60	1.51	2.30		305-4		●	●
GHG intensity by square footage	tCO ₂ e per 1,000 square feet		4.39	4.92	7.44	6.96	9.13		305-4		●	●
GHG Emissions Performance ^(h)											●	
Year-over-year variation	Percentage		-4.6%	-23.9%	0.9%	-5.6%	-					

* Data has been third party verified to a limited level of assurance covering the 2021 calendar year only. Where less than 100% of the data has been verified, the percentages were calculated from verified data covering Power Corporation, Great-West Lifeco and IGM Financial.

Environment ^(a) (continued)

Topic	Metric	2021	2020	2019	2018	2013 ^(c) (Base Year)	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
ENERGY											
Energy Consumed Within the Group ⁽ⁱ⁾	MWh	123,420	138,827	183,610	181,182	207,285		302-1		●	
Direct energy ^(j)	MWh	46,902	48,771	80,306	79,283	92,904		302-1		●	
Renewable direct energy ^(k)	Percentage	5.1%	7.0%	6.4%	7.4%	0%		302-1		●	
Indirect energy ^(l)	MWh	76,519	90,056	103,304	101,899	114,381		302-1		●	
Renewable indirect energy ^(m)	Percentage	60.1%	58.0%	57.5%	58.5%	55.5%		302-1		●	
Energy Consumed Outside the Group ⁽ⁱ⁾	MWh	477,728	486,852	517,833	522,661	544,835		302-2		●	
Direct energy ^(j)	MWh	206,585	206,043	217,915	211,400	205,568		302-2		●	
Renewable direct energy ^(k)	Percentage	1.9%	1.4%	0.5%	0.4%	0%		302-2		●	
Indirect energy ^(l)	MWh	271,143	280,809	299,918	311,261	339,267		302-2		●	
Renewable indirect energy ^(m)	Percentage	84.7%	85.5%	85.8%	87.0%	87.9%		302-2		●	
Energy Intensity ⁽ⁿ⁾								302-3			
Energy intensity by revenue	MWh per C\$100,000 of revenue	0.191	0.215	0.376	0.377	0.699		302-3		●	
Energy intensity by full-time employee	MWh per full-time employee	4.10	5.10	6.91	6.87	9.04		302-3		●	
Energy intensity by square footage	MWh per 1,000 square feet	21.83	24.24	32.06	31.59	35.90		302-3		●	

Environment ^(a) (continued)

Topic	Metric	2021	2020	2019	2018	2013 ^(c) (Base Year)	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
WASTE ^(o)											
Waste Generated Within the Group ⁽ⁱ⁾											
Non-hazardous waste	Tonnes	1,789	1,897	3,973	3,203	3,354		306-2		●	
Waste disposal methods ^(o)								306-2			
Recycling	Tonnes	1,228	1,305	2,542	2,007	1,629		305-2		●	
Waste to landfill	Tonnes	421	496	1,224	946	1,694		305-2		●	
Waste to energy	Tonnes	141	97	207	250	31		305-2		●	
Waste diversion	Percentage	68.6%	68.8%	64.0%	62.7%	48.6%		306-2		●	
Waste Generated Outside the Group ⁽ⁱ⁾											
Non-hazardous waste	Tonnes	6,498	6,911	9,069	8,395	9,217		306-2		●	
Waste disposal methods ^(o)								306-2			
Recycling	Tonnes	4,396	4,921	6,530	6,256	6,931		305-2		●	
Waste to landfill	Tonnes	2,075	1,964	2,447	1,834	2,163		305-2		●	
Waste to energy	Tonnes	26	27	92	305	123		305-2		●	
Waste diversion	Percentage	67.7%	71.2%	72.0%	74.5%	75.2%		306-2		●	
WATER ^(p)											
Water Withdrawn Within the Group ⁽ⁱ⁾											
Water withdrawn	Cubic metres	155,424	227,214	327,192	325,060	410,865		303-3	●	●	
Water intensity	Cubic metres per 1,000 square feet	27.5	39.7	57.1	56.7	71.2				●	
Water Withdrawn Outside the Group ⁽ⁱ⁾											
Water withdrawn	Cubic metres	2,534,333	2,614,297	2,783,483	2,866,653	2,806,619		303-3	●	●	
Water intensity	Cubic metres per 1,000 square feet	63.7	68.2	72.6	74.4	77.4				●	

Environment ^(a) (continued)

Footnotes/Methodology

- a. Our environmental data includes the data of our major publicly traded operating companies Great-West Lifeco and IGM Financial, as well as that of our wholly owned subsidiary Square Victoria Real Estate. Together, we estimate that these subsidiaries represent approximately 98% of our assets.
- b. Our GHG emissions were calculated using the GHG Protocol Corporate Accounting and Reporting Standard, which includes the following GHG sources: carbon dioxide, methane, and nitrous oxides. We used emissions factors from the National Inventory Report 1990-2020: Greenhouse Gas Sources and Sinks in Canada Part 2 (Ottawa: Environment and Climate Change Canada, 2022). We applied Global Warming Potentials from the IPCC Fourth Assessment Report. Please note that in 2022, Great-West Lifeco changed its GHG emissions reporting boundaries for its 2021 GHG emissions reporting to align with the Partnership for Carbon Accounting Financials (PCAF) guidance on how to classify investment properties. As a result, investment properties previously accounted for under Scope 1 and Scope 2 emissions are now reported under Scope 3 - Category 15 (Financed Emissions) (only energy-related emissions). Additionally, the reporting boundaries of the segregated funds of Great-West Lifeco also changed. The investment properties included in the segregated funds of Great-West Lifeco were already being reported under Scope 3, however, these properties were moved to Category 15, and fluctuating yearly attribution factors were applied to only account for the portion invested by Great-West Lifeco under the London Life Real Estate Fund and the GWL Canadian Real Estate Fund No. 1. As the change in methodology to PCAF for Great-West Lifeco affects the consolidated reporting for investments properties, a significant change in boundaries and consolidation of emissions has occurred between the GHG emissions data reported by Power Corporation in its 2020 ESG Data Supplement and the present 2021 ESG Data Supplement.
- c. Our baseline year for measuring performance is 2013 as this was the first year when we had consolidated data from our subsidiaries. Please note that a portion of our total GHG emissions was estimated, representing 31% in 2013, 30% in 2018, 31% in 2019, 45% in 2020, and 33% in 2021. Where historical utility data covering 2013-2018 was missing from properties due to invoices not being available, data was interpolated within our historical database. From 2019 to present, manual estimations were made.
- d. Direct Scope 1 GHG emissions include jet fuel, natural gas, diesel from back-up generators, vehicle fuel, and refrigerants. Please note that a portion of Scope 1 GHG emissions was estimated, representing 4% in 2013, 3% in 2018, 2% in 2019, 17% in 2020, and 3% in 2021. Where historical utility data covering 2013-2018 was missing from properties due to invoices not being available, data was interpolated within our historical database. From 2019 to present, manual estimations were made.
- e. Indirect Scope 2 GHG emissions include electricity and steam, and they are reported based on the location-based method. Please note that a portion of Scope 2 GHG emissions was estimated, representing 4% in 2013, 4% in 2018, 0% in 2019, 25% in 2020, and 10% in 2021. Where historical utility data covering 2013-2018 was missing from properties due to invoices not being available, data was interpolated within our historical database. From 2019 to present, manual estimations were made.
- f. Scope 3 GHG emissions from our investment portfolio take into account investments properties as well as the real estate segregated funds of Great-West Lifeco, the real property fund of IGM Financial, and two Power Corporation investment properties.
- g. Emission intensity is based on the total Scope 1 and Scope 2 GHG emissions.
- h. GHG Emissions Performance year-over-year represents a combined number for Power Corporation, Great-West Lifeco and IGM Financial. For Power Corporation, Scope 1 (aviation fuel and natural gas), Scope 2 (electricity), and Scope 3 (water, waste to landfill, leased property data and corporate travel) GHG emissions were included. For Great-West Lifeco and IGM Financial, the data sources included are listed under each Scope category. More specifically, for Great-West Lifeco, Scope 1 (jet fuel, natural gas, back-up diesel and refrigerants), Scope 2 (electricity, steam and chilled water), and Scope 3 (water, waste to landfill, reimbursed mileage, corporate travel, purchased goods and services, leased property data and investment property data) GHG emissions were included, while for IGM Financial, Scope 1 (jet fuel, natural gas, back-up diesel and refrigerants), Scope 2 (electricity) and Scope 3 (water, waste to landfill, reimbursed mileage, corporate travel, leased property data and investment property data) GHG emissions were included.
- i. "Within the Group" refers to the environmental impact occurring within the financial control approach boundary defined in footnote (a) above. "Outside the Group" refers to the environmental impact that occurs outside of the financial control approach boundary defined in footnote (a) above. It typically refers to environmental impacts taking place at both leased properties and within our investments, specifically the investment properties and real estate segregated funds of Great-West Lifeco and the real property fund of IGM Financial.
- j. Direct energy consumed relates to renewable and non-renewable energy from fuel covering natural gas, kerosene, gasoline and diesel.
- k. Renewable direct energy relates to the percentage of renewable natural gas that has been procured from Bullfrog Power by IGM Financial, relative to the total direct energy used by all corporate properties.
- l. Indirect energy includes purchased electricity, chilled water, and steam.
- m. Renewable indirect energy relates to electricity that has been procured from low-carbon sources, including hydropower electricity in Ontario, Québec, British Columbia and Manitoba, and steam in Ontario and British Columbia, relative to the total indirect energy used by all corporate properties.
- n. The energy intensity ratios include both direct and indirect energy covering fuel, electricity and steam consumed within the group.
- o. Waste volumes and disposal methods are determined by invoices and diversion reports from waste disposal contractors. When waste data is not available, it is estimated based on previous months per category, however, this is immaterial.
- p. Water withdrawn relates to the water consumed at the Great-West Lifeco and IGM Financial corporate offices.

Social

Topic	Metric	2021	2020	2019	2018	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
EMPLOYEES ^(a)										
Total number of employees worldwide	Number	33,783	29,891	30,679	29,711		102-7			
Women employees	Percentage	53.6%	54.6%	56.9%	58.1%	FN-AC-330a.1	102-8	●	●	
Total number of new employee hires	Number	7,767	1,979	5,010	5,674		401-1	●	●	
Employee turnover rate ^(b)	Percentage	12.3%	8.2%	16.8%	19.4%		401-1	●	●	
COMMUNITY										
Charitable contributions ^(c)	C\$	45,000,000	48,300,000	48,300,000	47,700,000		201-1	●		

Footnotes/Methodology

- Power Corporation's employee data is consolidated based on the definition of financial control and therefore includes the data of our publicly traded operating companies Great-West Lifeco and IGM Financial, as well as the data of the Corporation's wholly owned and controlled subsidiaries.
- Employee turnover rate includes all departures, both voluntary and involuntary, including resignations, terminations and retirements, and is calculated as a percentage of permanent employees.
- Charitable contributions include those of Power Corporation, Great-West Lifeco and IGM Financial.

ESG Index

2021 ESG INDEX

Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
1. Organizational Profile							
Name of the organization	2021 AIF	page 9		102-1			
Activities, brands, products, and services	2021 AR 2021 AIF: Business of Power, Narrative Description of the Business	pages I, III pages 12, 16-21		102-2			
Location of headquarters	2021 AIF: Incorporation	page 9		102-3			
Location of operations	2021 AIF: Corporate Structure, General Development of the Businesss, Narrative Description of the Business	pages 9-21		102-4			
Ownership and legal form	2021 AIF: Incorporation 2021 MPC: Voting Shares and Principal Holders Thereof	page 9 page 5		102-5			
Markets served	2021 AR 2021 AIF: Narrative Description of the Business	page 3 pages 16-21		102-6			
Scale of the organization	2021 AR 2021 AIF: Business of Power, Narrative Description of the Business	page II (net earnings, market capitalization, consolidated assets and assets under administration) pages 12, 16-21		102-7			
Significant changes to the organization and its supply chain	2021 AIF: General Development of the Business	pages 12-15		102-10			
Precautionary principle or approach	Sustainability website: Risk Management 2021 AR: Risk Management	page 53		102-11		●	
External initiatives	2021 AR Sustainability website: United Nations Global Compact Sustainable Development Goals Investing Responsibly ESG Rankings and Ratings Respectful and Inclusive Workplace Climate Change	pages VI		102-12			
Membership of associations	2022 CDP: C12.3b, C-FS12.5	pages 59-62, 65		102-13			

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Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
2. Strategy							
Statement from senior decision-maker	2021 AR: Director's Report to Shareholders Sustainability website: A Message from our CEO	pages IX-XIII		102-14			
Key impacts, risks, and opportunities	2021 AR: Risk Management 2022 CDP: C2 Sustainability website: Governance - Risk Management ESG Priorities Investing Responsibly Sustainable Products and Services	pages 53-57 pages 5-12		102-15	●		Strategy 2.b)
3. Ethics and Integrity							
Values, principles, standards and norms of behavior	Corporate website: Profile and mission statement Code of Business Conduct and Ethics CSR Statement Sustainability website: A Message from our CEO Human Rights Respectful and Inclusive Workplace Anti-Corruption Responsible Procurement - Third Party Code of Conduct Data Privacy and Security Lobbying Activities and Political Contributions			102-16			
Mechanisms for advice and concerns about ethics	Sustainability website: Code of Business Conduct and Ethics Reporting Concerns Mechanisms		FN-AC-510a.2	102-17	●		

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Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
4. Governance							
Governance structure	2021 MPC: Board of Directors, Committees' Mandates and Memberships Sustainability website: Governance 2022 CDP: C1.1a, C1.1b, C1.2	pages 58-59 pages 3-4		102-18			Governance 1.a)
Delegating authority	CSR Statement			102-19			
Executive-level responsibility for economic, environmental and social topics	Sustainability website: Governance 2022 CDP: C1.1a, C1.2	pages 3-4		102-20			Governance 1.b)
Consulting stakeholders on economic, environmental and social topics	Sustainability website: Stakeholder Engagement			102-21	●		
Composition of the highest governance body and its committees	2021 MPC: Election of Directors, Independence of Directors, Board of Directors, Committees' Mandates and Memberships, Director Affiliation and Attendance, Nomination of Directors, Diversity of the Board of Directors, Nomination of Directors and Tenure 2021 ESG Data Supplement Corporate website: Governance	pages 10-21, 55-62 page 3	FN-AC-330a.1	102-22	●	●	
Chair of the highest governance body	2021 MPC: Chairman of the Board	page 57		102-23			
Nominating and selecting the highest governance body	2021 MPC: Nomination of Directors, Diversity of the Board of Directors, Nomination of Directors and Tenure	pages 61-62		102-24			
Conflicts of interest	Code of Business Conduct and Ethics Third Party Code of Conduct Related Party and Conduct Review Committee Charter Corporate website: Resolution of Conflicts Director Affiliations and Attendance Chair of the Board Position Description	pages 5-6 page 3		102-25			
Role of highest governance body in setting purpose, values and strategy	Board of Directors Charter Governance and Nominating Committee Charter Corporate website: Strategic Planning 2022 CDP: C1.1b	 page 3		102-26	●		Governance 1.a)

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Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
Collective knowledge of highest governance body	2022 MPC: Orientation and Continuing Education	page 68		102-27	●		Governance 1.a)
Evaluating the highest governance body's performance	2021 MPC: Assessment of Directors Sustainability website: Governance	page 63		102-28			Governance 1.a)
Identifying and managing economic, environmental and social impacts	2022 MPC: Sustainability Approach and Environmental and Social Matters Sustainability website: Stakeholder Engagement Corporate website: Risk Oversight Governance and Nominating Committee Charter 2022 CDP: C1.1, C1.1a, C1.1b, C2	page 71 pages 2-3, 5-12		102-29			Risk Management 3.a) Risk Management 3.c)
Highest governance body's role in sustainability reporting	Sustainability website: Governance 2022 CDP: C1.1a, C1.1b	page 3		102-32			Governance 1.a)
Communicating critical concerns	Code of Business Conduct and Ethics Sustainability website: Reporting Concerns Mechanisms	page 8		102-33			
Nature and total number of critical concerns	Sustainability website: Code of Business Conduct and Ethics			102-34			
Remuneration policies	2021 MPC: Compensation of Directors, Executive Compensation	pages 22-25, 26-52		102-35	●		
Process for determining remuneration	2021 MPC: Compensation of Directors, Executive Compensation	pages 22-25, 26-52		102-36			
Stakeholder involvement in remuneration	2021 MPC: Say-on-Pay	page 54		102-37			

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Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
5. Stakeholder Engagement							
List of stakeholder groups	Sustainability website: Stakeholder Engagement			102-40			
Identifying and selecting stakeholders	Sustainability website: Stakeholder Engagement			102-42			
Approach to stakeholder engagement	Sustainability website: Stakeholder Engagement			102-43	●		
Key topics and concerns raised	Sustainability website: ESG Priorities Stakeholder Engagement			102-44			
6. Reporting Practices							
Entities included in the consolidated financial statements	2021 AR : Note 2 - Basis of Presentation and Summary of Significant Accounting Policies Sustainability website: Reporting	pages 83-84		102-45			
Defining report content and topic boundaries	Sustainability website: ESG Priorities Stakeholder Engagement Reporting			102-46a			
List of material topics	Sustainability website: ESG Priorities 2022 CDP : C2.1a, C2.3 to C2.4b	pages 6, 12		102-47	●		Strategy 2.a)
Restatements of information	2021 ESG Data Supplement: Environment-Footer b	page 8		102-48			
Changes in reporting	N/A			102-49			
Reporting period	2021 ESG Data Supplement Sustainability website: Reporting	page 2		102-50			
Date of most recent report	Sustainability website: Reporting			102-51			
Reporting cycle	Sustainability website: Reporting 2021 ESG Data Supplement: Reporting Scope	page 2		102-52			
Contact point for questions regarding the report	sustainability@powercorp.com			102-53			
GRI content index	This table is our 2021 GRI content index			102-55			
External assurance	2021 ESG Data Supplement: External Assessment	page 2		102-56			

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ECONOMIC

Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
Economic Performance							
Explanation of the material topic and its boundary	Sustainability website: Shared Value Creation			103-1			
Financial implications and other risks and opportunities due to climate change	2022 CDP : C2, C3.3, C3.4	pages 5-12, 15-16		201-2			
Defined benefit plan obligations and other retirement plans	2021 AR : Note 25 - Pension Plans and Other Post-Employment Benefits	page 147		201-3a			
Defined benefit plan obligations and other retirement plans	2021 AR : Note 25 - Pension Plans and Other Post-Employment Benefits	pages 147, 150		201-3b			
Defined benefit plan obligations and other retirement plans	2021 AR : Note 25 - Pension Plans and Other Post-Employment Benefits	page 146		201-3c			
Indirect Economic Impacts							
Explanation of the material topic and its boundary	Sustainability website: Shared Value Creation Community website: Our Approach			103-1			
Infrastructure investments and services supported	2021 AR : Power Sustainable Energy Infrastructure Community website: Community Development Education	page 14		203-1	●		
Significant indirect economic impacts	Sustainability website: Shared Value Creation Financial Well-Being and Economic Prosperity Sustainable Development Goals Community website: Community Development Education			203-2	●		
Procurement Practices							
Explanation of the material topic and its boundary	Sustainability website: Responsible Procurement			103-1			
The management approach and its components	Responsible Procurement Policy Statement Third Party Code of Conduct Sustainability website: Responsible Procurement			103-2			

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Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
Anti-Corruption							
Explanation of the material topic and its boundary	Sustainability website: Anti-Corruption			103-1		●	
The management approach and its components	2021 AR : Sustainability Risk Sustainability website: Anti-Corruption	page 57		103-2		●	
Evaluation of the management approach	Sustainability website: Anti-Corruption			103-3		●	
Operations assessed for risks related to corruption	2021 ESG Data Supplement	page 3		205-1		●	
Employees having received training on anti-corruption	2021 ESG Data Supplement Sustainability website: Anti-Corruption	page 3		205-2	●	●	
Incidents of corruption	2021 ESG Data Supplement Sustainability website: Anti-Corruption	page 3	FN-AC-510a.1	205-3	●	●	

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ENVIRONMENTAL

Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
Energy							
Explanation of the material topic and its boundary	Sustainability website: Climate Change 2022 CDP: C3.3, C3.4	pages 15-16		103-1		●	Strategy 2.a)
The management approach and its components	Environmental Policy Sustainability website: Environment Climate Change 2022 CDP: C3.3, C3.4, C4.2a, C4.3b, C4.3c, C8, C-FS12.1b, C-FS12.1c, C12.1d	pages 15-16, 25, 27-32, 44-46, 54-57		103-2		●	Risk Management 3.a)
Evaluation of the management approach	Sustainability website: Climate Change 2022 CDP: C3.3, C3.4, C4.2a, C4.3b, C4.3c, C8, C-FS12.1b, C-FS12.1c, C12.1d	pages 15-16, 25, 27-32, 44-46, 54-57		103-3		●	Risk Management 3.a)
Energy consumed within the group	2021 ESG Data Supplement	page 6		302-1		●	
Energy consumed outside the group	2021 ESG Data Supplement	page 6		302-2		●	
Energy intensity	2021 ESG Data Supplement	page 6		302-3		●	
Reduction of energy consumption	2021 ESG Data Supplement	page 6		302-4		●	
Reduction in energy requirements of products and services	2022 CDP: C-FS4.5, C-FS4.5a	pages 32-34		302-5		●	
Water and Effluents							
Water withdrawn within the group and outside the group	2021 ESG Data Supplement	page 7		303-1		●	
Emissions							
Explanation of the material topic and its boundary	Sustainability website: Climate Change 2022 CDP: C2.2, C2.2a, C2.3b, C2.4b	pages 6, 7-9, 12		103-1		●	Strategy 2.a)
The management approach and its components	Environmental Policy Sustainability website: Environment Climate Change 2021 AR: Sustainability Risk 2022 CDP: C1.1a, C2.2, C2.2a, C-FS2.2b to C-FS2.2e, C2.3b, C2.4b, C3	page 57 pages 3, 6-21		103-2		●	Risk Management 3.a)

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Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
Evaluation of the management approach	CSR website: Climate Change 2022 CDP : C1.1a, C2.2, C2.2a, C-FS2.2b to C-FS2.2e, C2.3b, C2.4b, C3	pages 3, 6-21		103-3		●	Risk Management 3.a)
Direct (Scope 1) GHG emissions	2021 ESG Data Supplement	page 5		305-1	●	●	Metrics and Targets 4.b)
Indirect (Scope 2) GHG emissions	2021 ESG Data Supplement	page 5		305-2	●	●	Metrics and Targets 4.b)
Other indirect GHG emissions (Scope 3)	2021 ESG Data Supplement	page 5		305-3	●	●	Metrics and Targets 4.b)
GHG emission intensity	2021 ESG Data Supplement	page 5		305-4		●	Metrics and Targets 4.a)
Reduction of GHG emissions	2021 ESG Data Supplement	page 5		305-5		●	
Climate Change							
Description of the board's oversight of the climate-related risks and opportunities	2022 CDP : C1.1a, C1.1b, C1.2 2022 MPC : Orientation and Continuing Education	pages 3-4 page 68					Governance 1.a)
Description of management's role in assessing and managing climate-related risks and opportunities	2022 CDP : C1.1a, C1.2	pages 3-4					Governance 1.b)
Description of the climate-related risks and opportunities the organization has identified over the short, medium, and long term	2022 CDP : C2.1a, C2.2a, C2.3 to C2.4b	pages 6-9, 12					Strategy 2.a)
Description of the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning	2022 CDP : C2.3, C2.3b, C2.4, C2.4b, C3.1 to C3.4, C-FS3.7, C-FS3.7a	pages 12-16, 21					Strategy 2.b)
Description of the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario	2022 CDP : C3.1 to C3.2b	pages 13-14					Strategy 2.c)
Description of the organization's processes for identifying and assessing climate-related risks	2022 CDP : C1.1a, C2.2, C2.2a, C-FS2.2b to C-FS2.2e, C2.3b, C2.4b, C3	pages 3, 6-21					Risk Management 3.a)

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Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
Description of the organization's processes for managing climate-related risks	2022 CDP: C2.1, C2.2, C-FS2.2d, C-FS2.2e	pages 6-7, 10-11					Risk Management 3.b)
Description of how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	2022 CDP: C2.1, C2.2	pages 6-7					Risk Management 3.c)
Disclosure of the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	2021 ESG Data Supplement 2022 CDP: C4.2, C4.2a, C9.1	pages 5, 6, 7 pages 24-25, 46-48					Metrics and Targets 4.a)
Disclosure of Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	2021 ESG Data Supplement 2022 CDP: C6, C9.1, C-FS14.0 to C-FS14.1a	page 5 pages 38-43, 46-48, 65-68					Metrics and Targets 4.b)
Description of the targets used by the organization to manage climate-related risks and opportunities and performance against targets	2022 CDP: C4	pages 21-34					Metrics and Targets 4.c)
Waste							
Waste generated	2021 ESG Data Supplement	page 7		306-3		●	
Waste diverted from disposal	2021 ESG Data Supplement	page 7		306-4		●	
Supplier Environmental Assessment							
Explanation of the material topic and its boundary	Sustainability website: Responsible Procurement			103-1		●	
The management approach and its components	Sustainability website: Responsible Procurement			103-2		●	

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SOCIAL

Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
Employment							
New employee hires and employee turnover	2021 ESG Data Supplement	page 9		401-1	●	●	
Occupational Health & Safety							
Explanation of the material topic and its boundary	Sustainability website: Health, Safety and Well-Being SDG 3 - Good Health and Well-Being			103-1			
The management approach and its components	Sustainability website: Health, Safety and Well-Being SDG 3 - Good Health and Well-Being			103-2			
Promotion of worker health	Sustainability website: Health, Safety and Well-Being			403-6	●		
Training and Education							
Explanation of the material topic and its boundary	Sustainability website: Talent Development and Engagement			103-1			
The management approach and its components	Sustainability website: Talent Development and Engagement			103-2			
Programs for upgrading employee skills and transition assistance programs	Sustainability website: Talent Development and Engagement			404-2a			
Percentage of employees receiving regular performance and career development reviews	Sustainability website: Talent Development and Engagement			404-3			
Diversity and Equal Opportunity							
Explanation of the material topic and its boundary	Sustainability website: Board and Senior Management Diversity Respectful and Inclusive Workplace SDG 5 - Gender Equality SDG 10 - Reduced Inequalities			103-1			
The management approach and its components	Respectful Workplace Policy and Procedures 2021 MPC: Diversity of the Board of Directors, Executive Officer Diversity 2021 AR: Sustainability Risk Sustainability website: SDG 5 - Gender Equality SDG 10 - Reduced Inequalities	pages 61-62, 64 page 57		103-2			

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Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
Evaluation of the management approach	2021 ESG Data Supplement 2021 MPC: Diversity of the Board of Directors, Executive Officer Diversity Sustainability website: Respectful and Inclusive Workplace	pages 3, 9 pages 61-62, 64		103-3			
Diversity of governance bodies and employees: Percentage of individuals within the organization's governance bodies in each of the following diversity categories: gender, age, other	2021 ESG Data Supplement 2021 MPC: Diversity of the Board of Directors, Nomination of Directors and Tenure, Executive Officer Diversity	pages 3, 9 pages 61-62, 64	FN-AC-330a.1	405-1a	●	●	
Human Rights Assessment							
Explanation of the material topic and its boundary	Sustainability website: Human Rights			103-1			
The management approach and its components	Sustainability website: Human Rights 2022 UNGC CoP: Human Rights 2021 AR: Sustainability Risk	page 57		103-2			
Evaluation of the management approach	Sustainability website: Human Rights 2022 UNGC CoP: Human Rights			103-3			
Supplier Social Assessment							
Explanation of the material topic and its boundary	Sustainability website: Responsible Procurement			103-1			
The management approach and its components	Sustainability website: Responsible Procurement			103-2			
Customer Privacy							
Explanation of the material topic and its boundary	Privacy Policy Sustainability website: Data Privacy and Security			103-1			
The management approach and its components	Privacy Policy Sustainability website: Data Privacy and Security 2021 AR: Sustainability Risk	page 57		103-2			
Evaluation of the management approach	Sustainability website: Data Privacy and Security			103-3			

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Description	Section/ Location	Page Number	SASB Indicator	GRI Indicator	WEF Indicator	UNGC Indicator	TCFD Indicator
Public Policy							
Explanation of the material topic and its boundary	Sustainability website: Lobbying Activities and Political Contributions 2022 CDP: C12.3, C-FS12.5	pages 58, 65		103-1			
The management approach and its components	Lobbying Policy Sustainability website: Lobbying Activities and Political Contributions 2022 CDP: C12.3, C12.3a, C12.3b, C-FS12.5	pages 58-62, 65		103-2			
Evaluation of the management approach	Sustainability website: Lobbying Activities and Political Contributions 2022 CDP: C12.3, C12.3a, C12.3b, C-FS12.5	pages 58-62, 65		103-3			
Amount of political contributions	2021 ESG Data Supplement	page 4		415-1	●		