

2022 ESG

Data Tables

2022 ESG Data Tables

We measure our ESG performance by monitoring various indicators. The selection of these indicators is informed by stakeholder requests, as well as international standards on ESG reporting, including the GRI Standards, the Sustainability Accounting Standards Board (SASB) Standards, the World Economic Forum's (WEF) "Measuring Stakeholder Capitalism: Towards Common Metrics and Consistent Reporting of Sustainable Value Creation", and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

The data is reported annually, for the calendar years ended December 31, unless otherwise indicated.

Governance (a)

Торіс	Metric	2022	2021	2020	2019	SASB	GRI	WEF TCFD
BOARD COMPOSITION (b)								
Board directors (c)	Number	14	14	13	12			•
Executive Board members	Number	1	1	1	3		2-9c	•
Non-executive Board members	Number	13	13	12	9		2-9c	•
Board diversity								
Women	Number	4	3	2	2		2-9c	•
n-executive Board members ard diversity men mbers of visible minorities (d) sons with disabilities (d)	Percentage	29%	21%	15%	17%	FN-AC- 330a.1	2-9c, 405-1	•
Members of visible minorities (d)	Number	0	0	0	-		2-9c	•
	Percentage	0%	0%	0%	-	FN-AC- 330a.1	2-9c, 405-1	•
Persons with disabilities (d)	Number	0	0	0	-		2-9c	•
	Percentage	0%	0%	0%	-	FN-AC- 330a.1	2-9c, 405-1	•
Aboriginal peoples (d)	Number	0	0	0	-		2-9c	•
	Percentage	0%	0%	0%	-	FN-AC- 330a.1	2-9c, 405-1	•
Directors aged between 30 and 49 (inclusive)	Number	0	0	0	1		405-1	
Directors aged between 50 and 70 (inclusive)	Number	11	11	10	8		405-1	
Directors aged 71 and over	Number	3	3	3	3		405-1	
Board tenure (e)	Average Years	13	12	12	14		2-9c	•

Governance (a) (cont'd)

Торіс	Metric	2022	2021	2020	2019	SASB	GRI	WEF	TCFD
Independent Board members	Number	11	11	10	9		2-9c	•	
Board independence (c)	Percentage	79%	79%	77%	75%		2-9c	•	
Audit Committee independence	Percentage	100%	100%	100%	100%		2-9c	•	
Related Party and Conduct Review Committee independence	Percentage	100%	100%	100%	100%		2-9c	•	
Human Resources Committee independence	Percentage	100%	100%	100%	100%		2-9c	•	
Governance and Nominating Committee Independence (f)	Percentage	60%	60%	60%	60%		2-9c	•	
Average Board and committee meeting attendance rate (b)	Percentage	99%	99%	100%	97%				
Directors with 4 or less mandates (9)	Percentage	100%	100%	100%	100%		2-9c		
ANTI-CORRUPTION									
Operations assessed for risks related to corruption	Percentage	100%	100%	100%	100%		205-1		
Employees having received training on anti-corruption (h)	Percentage	100%	100%	100%	100%		205-2	•	
Incidents of corruption	Number	0	0	0	0	FN-AC- 510a.1	205-3	•	
POLITICAL CONTRIBUTIONS									
Amount of political contributions	C\$	0	0	0	0		415-1		

FOOTNOTES/METHODOLOGY

- a. Governance data is reported for Power Corporation of Canada (Power Corporation or the Corporation) for the period from January 1st to December 31st of each reporting year, except as otherwise provided in the footnotes below.
- b. All Board composition data is as of the dates of the annual meeting in the respective reporting years, except for the "Average Board and committee meeting attendance rate" which is as of December 31 of each reporting year.
- c. 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 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 B. 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. See the Independence of Directors section of the Corporate Governance page of Power Corporation's corporate website for further information on the Corporation's definition of independence.
- d. As defined in the Employment Equity Act (Canada).

- e. 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.
- f. 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.
- g. Represents mandates on public company boards outside Power Corporation and its subsidiaries (including Great-West Lifeco and IGM Financial).
- h. Power Corporation communicates its anti-corruption commitments through its <u>Code of Business Conduct and Ethics</u>. The Corporation also provides formal training on its <u>Anti-Bribery Policy Statement</u> and supporting <u>Global Policy</u>. To maintain awareness, the Corporation sends its personnel periodic reminders of their duties and responsibilities under the policy. Power Corporation also requires all its Directors, officers and employees to certify their compliance with the policy at least annually by attesting their compliance with the Corporation's Code of Business Conduct and Ethics.

Environment (a)(b)

Торіс	Metric	Third Party verified ^(c)	2022	2021	2020	2019	2013 ^(d) (Base Year)	SASB	GRI	WEF	TCFD
GHG EMISSIONS (e)(f)										•	•
Absolute (g)											
Aggregated totals and performance											
Scope 1, 2 and 3	tCO₂e	47%	102,274	93,025	98,491	132,297	150,592			•	•
Scope 1 and 2	tCO₂e	100%	27,298	25,559	27,915	42,115	51,320			•	•
Scope 1 and 2 year-over-year performance (h)	Percentage	0%	6.8%	-8.4%	-33.7%	7.5%	-				
Disaggregated by Scope											
Scope 1 ⁽ⁱ⁾	tCO₂e	100%	11,822	9,534	9,389	18,565	19,713		305-1	•	•
Scope 2 (location-based) (i)	tCO₂e	100%	15,477	16,024	18,527	23,550	31,607		305-2	•	•
Scope 3 (k)	tCO₂e	27%	74,975	67,466	70,576	90,182	99,272		305-3	•	•
Category 4 — Upstream transportation and distribution ⁽¹⁾	tCO₂e	100%	12	10	28	45	47		305-3	•	•
Category 5 — Waste generated in operations (m)	tCO₂e	88%	802	738	863	1,696	2,562		305-3	•	•
Category 6 — Business travel ⁽ⁿ⁾	tCO₂e	12%	5,740	1,420	2,799	14,928	12,999		305-3	•	•
Category 8 — Upstream leased assets (o)	tCO₂e	0%	8,581	8,371	9,029	10,721	15,704		305-3	•	•
Category 15 — Investments ^(p)	tCO₂e	33%	57,800	54,261	54,697	60,254	67,959	FN-AC- 410b.1	305-3	•	•
Intensity (q)									305-4		•
By revenue	tCO₂e per C\$100,000 of revenue		0.056	0.037	0.043	0.086	0.173		305-4		
By full-time employee (FTE)	tCO₂e per FTE		0.73	0.76	1.03	1.59	2.24		305-4		•
By square footage	tCO₂e per 1,000 square feet		4.84	4.53	4.89	7.37	8.91		305-4		•

Environment (a)(b) (cont'd)

Торіс	Metric	Third Party verified ^(c)	2022	2021	2020	2019	2013 ^(d) (Base Year)	SASB GRI V	WEF TCFD
ENERGY (r)									
Energy consumed within the group (s)	MWh		129,816	123,366	137,946	187,773	206,980	302-1	
Direct energy (t)	MWh		55,662	46,105	48,362	84,878	92,713	302-1	
Renewable direct energy (u)	Percentage		5.8%	5.4%	7.1%	6.1%	0.0%	302-1	
Indirect energy (t)	MWh		74,153	77,261	89,584	102,895	114,267	302-1	
Renewable indirect energy (u)	Percentage		61.0%	59.3%	58.2%	57.7%	55.4%	302-1	
Energy consumed outside the group (s)	MWh		464,467	456,627	463,258	495,238	526,559	302-2	
Direct energy (t)	MWh		210,475	201,647	200,099	212,529	200,906	302-2	
Renewable direct energy (u)	Percentage		0.6%	1.9%	1.4%	0.5%	0.0%	302-2	
Indirect energy (t)	MWh		253,992	254,979	263,160	282,709	325,653	302-2	
Renewable indirect energy (u)	Percentage		82.9%	85.0%	86.2%	86.1%	88.0%	302-2	
Energy intensity (v)								302-3	
By revenue	MWh per C\$100,000 of revenue		0.267	0.177	0.213	0.384	0.698	302-3	
By FTE	MWh per FTE		3.48	3.66	5.07	7.07	9.03	302-3	
By square footage	MWh per 1,000 square feet		23.02	21.88	24.16	32.88	35.95	302-3	
WASTE (w)									
Waste generated within the group (X)(Y)									
Non-hazardous waste	Tonnes		2,243	1,785	1,883	3,958	3,346	306-2	
Waste disposal methods								306-2	
Recycling	Tonnes		1,665	1,226	1,298	2,539	1,628	305-2	
Waste to landfill	Tonnes		488	420	489	1,215	1,687	305-2	
Waste to energy	Tonnes		90	139	95	204	31	305-2	
Waste diversion	Percentage		74.2%	68.7%	69.0%	64.2%	48.7%	306-2	

Environment (a)(b) (cont'd)

Торіс	Metric	Third Party verified ^(c)	2022	2021	2020	2019	2013 ^(d) (Base Year)	SASB GRI	WEF 1	TCFD
Waste generated outside the group (x)(y)										
Non-hazardous waste	Tonnes		7,637	6,667	7,142	9,300	9,236	306-2		
Waste disposal methods								306-2		
Recycling	Tonnes		5,083	4,502	5,078	6,685	6,933	305-2		
Waste to landfill	Tonnes		2,521	2,138	2,036	2,521	2,180	305-2		
Waste to energy	Tonnes		33	27	28	95	123	305-2		
Waste diversion	Percentage		66.6%	67.5%	71.1%	71.9%	75.1%	306-2		
WATER (z)										
Water withdrawn within the group (aa)										
Water withdrawn (ab)	Cubic metres		160,826	152,206	226,586	363,754	410,865	303-3	•	
Water intensity (ac)	Cubic metres per 1,000 square feet		28.5	27.0	39.7	63.7	71.4			
Water withdrawn outside the group (aa)										
Water withdrawn (ab)	Cubic metres		2,280,512	2,064,013	2,248,731	2,520,425	2,477,350	303-3	•	
Water intensity (ac)	Cubic metres per 1,000 square feet		58.4	52.9	59.9	67.1	70.3			

FOOTNOTES/METHODOLOGY

- a. Environmental data is reported for greenhouse gas (GHG) emissions, energy, water and waste for the period from January 1st to December 31st of each reporting year. The data covers the business operations of Power Corporation of Canada and those of its wholly owned subsidiary Square Victoria Real Estate (together referred to as "Power Corporation" for this environmental data disclosure and the footnotes referenced below). It also includes Power Corporation of Canada's major publicly traded operating companies, Great-West Lifeco (Lifeco) and IGM Financial (IGM), which represent approximately 98% of Power Corporation of Canada's consolidated assets. Together, Power Corporation, Lifeco, and IGM are referred to as the "Power Group" for this environmental data disclosure and the footnotes referenced below.
- b. The changes presented below impacted the reporting of 2022 GHG and environmental data.
 - In 2021, Power Corporation divested a warehouse asset which it now leases, resulting in the emissions associated with the warehouse being transferred from Scope 1 and 2 to Scope 3 - Category 8 (Upstream leased assets) in 2022.
 - In 2021, IGM divested its owned corporate jet, resulting in the emissions associated with the jet fuel being transferred from Scope 1 to Scope 3 - Category 6 (Business travel) from baseline year 2013 to 2021. This transfer of emissions allows for consistency and comparability of emissions.
 - In 2022, 17 properties were divested from IGM's Real Property Fund, an investment fund, resulting in the removal of the emissions associated with these properties from Scope 3 - Category 15 (Investments).
- c. Third-party verification was conducted on GHG emissions data for the 2022 reporting year 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). Where less than 100% of the data was verified, the percentage of verified data is calculated and reported based on the assured data from the Power Group inventory.
- d. The 2013 reporting year was selected as the baseline for measuring environmental performance as it was the first year when consolidated data was available within the Power Group.
- e. 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 the Power Group as outlined in footnote (a) above. GHG emissions were quantified using the GHG Protocol calculation approach (as opposed to the direct measurement approach), which consists in multiplying GHG activity data by the applicable emission factor(s) (EFs) and global warming potentials (GWPs). Where available, primary activity data was used from third parties' invoices or reports. Where primary data was unavailable, secondary data was used, such as industry-average data, proxy data, and other generic data, as relevant. EFs were mainly sourced from government agencies, including the National Inventory Report 1990-2021: Greenhouse Gas Sources and Sinks in Canada, Part 2 and Part 3 (Ottawa: Environment and Climate Change Canada, 2023); the Greenhouse Gas Reporting: Conversion Factors for Company Reporting 2022 (UK Government: Climate Change and Energy); the Emissions Factors for Greenhouse Gas Inventories (U.S. Environment Protection Agency March 2023); and the Sustainable Energy Authority of Ireland: Energy in Ireland 2022 Report. The GWPs were based on the International Panel on Climate Change (IPCC) Fourth Assessment Report. The relevant constituent GHG identified in the United Nations Framework Convention on Climate Change (UNFCC) and the Kyoto Protocol were applied, aggregated, and converted into units of carbon dioxide equivalent (CO₂e) using the applicable GWP values.
- f. Any change in GHG emissions data during the latest reporting year, including acquisitions and divestitures of corporate assets, resulted in a recalculation of baseline and past year emissions.
- . Absolute GHG emissions generated during the reporting periods are expressed in metric tonnes of CO₂e (tCO₂e) and disclosed as classified by Scope 1, 2 and 3 and aggregated accordingly.
- h. The year-over-year percentage change is reported based on the aggregated Scope 1 and 2 GHG emissions.

Environment (a)(b) (cont'd)

- i. Scope 1 direct GHG emissions were calculated using primary data consisting of consumption volumes from invoices provided by third-party suppliers, including natural gas, kerosene, diesel from back-up generators, vehicle fuel, and refrigerants. Where invoices were unavailable, secondary data was used to extrapolate emissions based on historical data for the years 2013 to 2018, and on sector averages for the years 2019 to 2022. The portion of Scope 1 GHG emissions calculated using secondary data is as follows: 4% in 2013, 3% in 2018, 2% in 2019, 17% in 2020, 3% in 2021 and 5% in 2022. Note that the reported Scope 1 GHG emissions for IGM are approximately 4 tCO₂e, which IGM calculated by deducting 613 tCO₂e from its gross Scope 1 emissions of approximately 617 tCO₂e in 2022 due to the purchase of 312,918 m³ of green natural gas to match its owned building natural gas consumption. See footnote (b) for further information on changes during 2022 that impacted the reporting of Scope 1 GHG emissions.
- j. Scope 2 indirect location-based GHG emissions were calculated using primary data consisting of purchased electricity and steam consumption volumes from invoices provided by third-party suppliers. Where invoices were unavailable, secondary data was used to extrapolate emissions based on historical data for the years 2013 to 2018, and on sector averages for the years 2019 to 2022. The portion of Scope 2 location-based GHG emissions calculated using secondary data is as follows: 4% in 2013, 4% in 2018, 0% in 2019, 25% in 2020, 10% in 2021 and 3% in 2022. Scope 2 indirect market-based GHG emissions were consolidated for the Power Group in 2022, amounting to approximately 12,017.35 tCO₂e, of which 82% was calculated from supplier-specific EFs. Lifeco supplier-specific EFs relate to purchases of renewable and low-carbon electricity from local utilities in Canada, the United States, the United Kingdom, and Ireland. IGM supplier-specific EFs relate to purchases of low-carbon electricity from local utilities in Canada, specifically Manitoba Hydro. Power Corporation used location-based Scope 2 EFs for the calculation. Note that the Scope 2 market-based GHG emissions data is not third-party verified. Scope 2 location- and market-based GHG emissions were quantified in accordance with the Greenhouse Gas Protocol: Scope 2 Guidance (2015). See footnote (b) for further information on changes during 2022 that impacted the reporting of Scope 2 GHG emissions.
- k. Scope 3 indirect GHG emissions are disclosed within the respective categories described in the Greenhouse Gas Protocol Corporate Value Chain (Scope 3) Accounting and Reporting Standard (2011). Note that Scope 3 emissions data is reported based on data availability and/or relevance of the respective categories to the Power Group, consistent with Lifeco's and IGM's reporting, and described below in footnotes (I), (m), (n), (o) and (p). Additional Scope 3 data for 2022 is disclosed in Power Corporation of Canada's response to the 2023 CDP Climate Change guestionnaire.
- I. GHG emissions reported under Scope 3 Category 4 (Upstream transportation and distribution) relate to the distribution of water to and from Lifeco's and IGM's owner-occupied properties. This data excludes water-related emissions from Power Corporation (data not available), from leased properties (reported under Scope 3 Category 8), and from investment properties (consistent with the Partnership for Carbon Accounting Global GHG Accounting and Reporting Standard Part A: Financed Emissions covering Scope 1 and 2 emissions (PCAF Standard)). GHG emissions were calculated using primary data consisting of water consumption volumes from invoices provided by third-party suppliers. Where invoices were unavailable, secondary data was used to extrapolate emissions based on historical data for the years 2013 to 2018, and on sector averages for the years 2019 to 2022. Note that in 2023, electricity EFs were revised to only report emissions from the transportation and distribution of water. See footnote (e) for further information on secondary data sources, EFs and GWPs, as well as footnote (b) for further information on changes during 2022 that impacted the reporting of Scope 3 GHG emissions.
- m. GHG emissions reported under Scope 3 Category 5 (Waste generated in operations) relate to the waste generated at Power Corporation's, Lifeco's and IGM's owner-occupied properties, which includes waste sent to landfill, to waste-to-energy plants, and to recycling facilities, where relevant. This data excludes waste-related emissions from leased properties (reported under Scope 3 Category 8), and from investment properties (consistent with the PCAF Standard). GHG emissions were calculated using primary data consisting of waste volumes from invoices and waste disposal method diversion reports provided by third-party contractors. Where invoices or reports were unavailable, secondary data was used to extrapolate emissions based on historical data for the years 2013 to 2018, and on sector averages for the years 2019 to 2022. Note that the following specific waste-to-energy EFs were applied, as relevant: Province of Ontario: The York Durham Energy Centre Correspondence, April 2021 (non-biomass emissions and tonnage only); and Province of British Columbia: Metro Vancouver Recycling and Solid Waste Management Program, 2021 Report and the Industrial Facility GHG Reporting Hub at https://www2.gov.bc.ca/gov/content/environment/climate-change/data/industrial-facility-ghg (filter by facility). See footnote (e) for further information on secondary data sources, EFs and GWPs, as well as footnote (b) for further information on changes during 2022 that impacted the reporting of Scope 3 GHG emissions.
- n. GHG emissions reported under Scope 3 Category 6 (Business travel) relate to air and ground business travel within the Power Group. GHG emissions were calculated using primary data from reports provided by third-party suppliers and applying the fuel-based, distance-based and spend-based quantification methods. Where primary data was unavailable, secondary data was used to extrapolate historical emissions. See footnote (e) for further information on secondary data sources, EFs and GWPs, as well as footnote (b) for further information on changes during 2022 that impacted the reporting of Scope 3 GHG emissions.

- o. GHG emissions reported under Scope 3 Category 8 (Upstream leased assets) relate to Power Corporation's leased real estate assets; Lifeco's external (third-party managed) leased field offices; Great-West Life's, London Life's and Canada Life's leased office spaces for employees in Canada; IGM's leased corporate properties and IG Wealth Management leased region offices. GHG emissions were calculated using primary data consisting of energy, water and waste volumes provided by property managers. Where data was unavailable, secondary data was used to extrapolate emissions based on real estate sector averages. See footnote (e) for further information on secondary data sources, EFs and GWPs, as well as footnote (b) for further information on changes during 2022 that impacted the reporting of Scope 3 GHG emissions.
- p. GHG emissions reported under Scope 3 Category 15 (Investments) relate to investments properties in the Lifeco General Account, the Lifeco segregated real estate funds (GWL Canadian Real Estate Fund No.1 and London Life Real Estate Fund), and IGM's IG Real Property Fund. The GHG emissions from investments were informed by the PCAF Standard and calculated using primary data consisting of energy consumption volumes provided by property managers. Where primary data was unavailable, secondary data was used to extrapolate emissions based on real estate sector averages. See footnote (e) for further information on secondary data sources, EFs and GWPs, as well as footnote (b) for further information on changes during 2022 that impacted the reporting of Scope 3 GHG emissions. Also note that other 2022 GHG emissions from investments are reported in Power Corporation of Canada's response to the 2023 CDP Climate Change questionnaire; these figures are not third-party verified.
- q. Emission intensity data is reported based on total Scope 1 and 2 location-based GHG emissions.
- r. Energy data is reported in accordance with the GRI Standards: 302 Energy (2016).
- s. "Energy consumed within the group" relates to energy consumed from the activities owned and controlled by the Power Group outlined in footnote (a), using a financial control approach. "Energy consumed outside the group" refers to energy consumed from activities not owned or controlled by the Power Group, covering leased and investment properties defined in footnotes (o) and (p) respectively.
- Direct energy consumed relates to non-renewable and renewable energy from fuels covering natural gas, kerosene, gasoline, and diesel. Indirect energy includes purchased electricity, chilled water, and steam.
- u. Renewable direct energy relates to the green natural gas certificates procured from Bullfrog Power by IGM, relative to the total direct energy used by all corporate properties. Renewable indirect energy relates to electricity procured from low-carbon sources (including hydropower electricity in the Canadian Provinces of Ontario, Québec, British Columbia and Manitoba, as well as steam in the Canadian Provinces of Ontario and British Columbia), relative to the total indirect energy used by all corporate properties.
- The energy intensity ratios include both direct and indirect energy consumed within the Power Group. See footnote (t) for additional information on direct and indirect energy.
- w. Waste data is reported in accordance with the GRI Standards: 306 Waste (2020).
- x. "Waste generated within the group" relates to waste generated from the activities owned and controlled by the Power Group outlined in footnote (a), using a financial control approach. "Waste generated outside the group" relates to waste generated from activities not owned or controlled by the Power Group, covering leased and investment properties defined in footnotes (o) and (p) respectively.
- Waste volumes and waste disposal methods were calculated and determined using primary data consisting of waste volumes from invoices and waste disposal method diversion reports provided by third-party contractors. Where invoices or reports were unavailable, secondary data was used to extrapolate waste volumes based on the previous months' waste category volumes.
- z. Water data is reported in accordance with the GRI Standards: 303 Water and Effluents (2018).
- aa. "Water withdrawn within the group" relates to water withdrawn by third-party municipal suppliers and consumed for the activities owned and controlled by the Power Group outlined in footnote (a), using a financial control approach. "Water withdrawn outside the group" relates to water withdrawn by third-party municipal suppliers and consumed for activities not owned or controlled by the Power Group, covering leased and investment properties defined in footnotes (o) and (p) respectively.
- ab. Water withdrawn volumes were calculated using primary data consisting of water volumes from invoices provided by third-party suppliers. Where invoices were unavailable, secondary data was used to extrapolate water volumes based on historical data for the years 2013 to 2018, and on sector averages for the years 2019 to 2022.
- ac. Water intensity ratios are based on the square footage of the buildings covered "within the Power Group" as outlined in footnote (a) above, and "outside the Power Group" relating to leased and investment properties defined in footnotes (o) and (p) respectively.

Social

Торіс	Metric	2022	2021	2020	2019	SASB	GRI	WEF	TCFD
EMPLOYEES (a)									
Employees by region									
Total worldwide ^(b)	Total number	37,342	33,783	29,891	30,679		2-7a		
Canada	Total number	17,900	-	-	-		2-7a		
United States	Total number	11,427	-	-	-		2-7a		
Europe	Total number	5,554	-	-	-		2-7a		
Other	Total number	2,461	-	-	-		2-7a		
New employee hires	Total number	10,451	7,767	1,979	5,010	4	101-1a	•	
Employee turnover (c)									
Total turnover - permanent employees	Total number	5,475	-	-	-	4	01-1b		
Turnover rate	Percentage of total employees	14.7%	12.3%	8.2%	16.8%	4	01-1b	•	
Employee diversity									
Gender ^(d)									
Women	Percentage of total employees	54.2%	53.6%	54.6%	56.9%	FN-AC- 330a.1 4	2-7a, 05-1b	•	
Men	Percentage of total employees	45.2%	-	-	-	FN-AC- 330a.1 4	2-7a, 05-1b	•	
Non-binary/Other/Prefer not to disclose	Percentage of total employees	0.6%	-	-	-	FN-AC- 330a.1 4	2-7a, 05-1b	•	
Ethnic/racial identity (e)									
White	Percentage of self-identified employees	56.0%	-	-	-	FN-AC- 4 330a.1	05-1b	•	
Black	Percentage of self-identified employees	5.7%	-	-	-	FN-AC- 4 330a.1	05-1b	•	
Racialized ^(f)	Percentage of self-identified employees	19.0%	-	-	-	FN-AC- 4 330a.1	05-1b	•	
Indigenous	Percentage of self-identified employees	1.4%	-	-	-	FN-AC- 4 330a.1	05-1b	•	
Other	Percentage of self-identified employees	3.3%	-	-	-	FN-AC- 4 330a.1	05-1b	•	
Prefer not to disclose	Percentage of self-identified employees	15.4%	-	-	-	FN-AC- 4 330a.1	05-1b	•	
COMMUNITY									
Charitable contributions (9)	C\$	43,800,000	45,000,000	48,300,000	48,300,000		201-1	•	

Social (cont'd)

FOOTNOTES/METHODOLOGY

- a. Employee data is reported as at December 31st of each reporting year. The data covers Power Corporation of Canada (Power Corporation) as well as its group companies consolidated using a financial control approach. This includes its major publicly traded operating companies Great-West Lifeco (Lifeco) and IGM Financial (IGM), its alternative asset investment platforms Sagard Holdings and Power Sustainable Capital, other wholly owned subsidiaries, as well as the entities they respectively consolidate using a financial control approach (collectively, the Power Group). Note that except for the total number of employees worldwide, employee data excludes the US employees of one entity's business unit, representing approximately 40 employees.
- b. Total employees worldwide includes permanent full-time, permanent part-time, temporary full-time, temporary part-time and casual employees on the payroll, covering the Power Group outlined in footnote (a).
- c. Employee turnover data relates to permanent employee departures only, both voluntary and involuntary, including resignations, terminations and retirements. Employee turnover rate is calculated as a percentage of total employees worldwide.
- d. Employee gender diversity data is calculated based on voluntary employee self-identification information for Power Group entities that conducted a diversity self-identification exercise for 2022, and based on employee gender data for Power Group entities that did not conduct such an exercise for 2022. The data excludes temporary employees from one Power Group entity. Note that 2022 is the first reporting year for which consolidated gender identity data is reported.
- e. Employee ethnic/racial identity data is calculated based on voluntary employee self-identification information. Note that for the 2022 reporting year: (i) not all Power Group entities conducted a diversity self-identification exercise; (ii) employees from certain geographies were excluded from ethnic/racial identity data collection by some entities; and (iii) some employees declined participation. As a result, the consolidated 2022 employee participation rate as regards ethnic/racial identity self-identification is 79.3%. Also note that one entity allowed employees to select more than one ethnic/racial identity, resulting in the sum of all percentages reported for 2022 slightly exceeding 100%. Finally, note that 2022 is the first reporting year for which consolidated ethnic/racial identity data is reported.
- Covers employees who self-identified as East Asian; South Asian or East Indian; Southeast Asian; West Asian, North African or Middle Eastern; and Latin American.
- g. Charitable contributions are reported for the period from January 1st to December 31st of each reporting year. The data covers charitable contributions made by Power Corporation, Lifeco and IGM.