



POWER CORPORATION
OF CANADA

2022 ESG Index

2022 ESG INDEX

The content of this ESG index has been informed by stakeholder requests, as well as by international standards on ESG reporting, including the Global Reporting Initiative (GRI) Sustainability Reporting 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” whitepaper, and the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

AIF: Annual Information Form **AR:** Annual Report **CDP:** Response to the CDP Climate Change questionnaire **MPC:** Management Proxy Circular **UNGC CoP:** United Nations Global Compact Communication on Progress

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|--|---|----------------------|-------------------|----------------------------|------------------|-------------------|
| GENERAL DISCLOSURES | | | | | | |
| The organization and its reporting practices | | | | | | |
| Organizational details | Power Corporation of Canada / Power Corporation du Canada 2022 AIF : Corporate Structure, General Development of the Business, Narrative Description of the Business 2022 MPC : Voting Shares and Principal Holders Thereof | pages 6-17 page 8 | | 2-1 | | |
| Entities included in the organization’s sustainability reporting | Sustainability website: Reporting 2022 ESG Data Tables : Governance - Footnotes/Methodology Environment - Footnotes/Methodology Social - Footnotes/Methodology | pages 3, 6-7, 9 | | 2-2 | | |
| Reporting period, frequency and contact point | Sustainability website: Reporting Fiscal year (same as calendar year) sustainability@powercorp.com | | | 2-3a, 2-3c 2-3b 2-3d | | |
| Restatements of information | 2022 ESG Data Tables : Environment - Footnote f | page 6 | | 2-4a | | |
| External assurance | 2022 ESG Data Tables : Environment - Footnote c | page 6 | | 2-5b(ii) | | |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|---|--|------------------------------------|-------------------|------------------|------------------|-------------------------------|
| Activities and workers | | | | | | |
| Activities, value chain and other business relationships | 2022 AR 2022 AIF : Corporate Structure, Business of Power, Narrative Description of the Business | pages I, II, 3 pages 6-8, 12-17 | | 2-6 | | |
| Employees | 2022 ESG Data Tables : Social | page 8 | | 2-7 | | |
| Governance | | | | | | |
| Governance structure and composition | 2022 MPC : Board of Directors, Committees' Mandates and Memberships Sustainability website: ESG Governance 2023 CDP : C1.1a, C1.1b, C1.2 | pages 63-64 pages 6-10 | | 2-9a, 2-9b | | Governance 1.a) |
| | 2022 MPC : About the 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 2022 ESG Data Tables : Governance Corporate website: Governance | pages 15-31, 61-67 pages 2-3 | FN-AC-330a.1 | 2-9c | ● | |
| Nomination and selection the highest governance body | 2022 MPC : Nomination of Directors, Diversity of the Board of Directors, Nomination of Directors and Tenure | pages 66-67 | | 2-10 | | |
| Chair of the highest governance body | 2022 MPC : Chairman of the Board | page 62 | | 2-11 | | |
| Role of highest governance body in overseeing the management of the impacts | Board of Directors Charter Governance and Nominating Committee Charter Corporate website: Strategic Planning 2023 CDP : C1.1b | pages 7-8 | | 2-12a | ● | Governance 1.a) |
| | Governance and Nominating Committee Charter 2023 MPC : Sustainability Approach Sustainability website: Stakeholder Engagement Corporate website: Risk Oversight 2023 CDP : C1.1, C1.1a, C1.1b, C2 | page 72 pages 6-8, 30-56 | | 2-12b | | Risk Management 3.a) and 3.c) |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|---|--|---------------------------|-------------------|------------------|------------------|--------------------|
| Delegation of responsibility for managing impacts | Corporate Sustainability Statement Sustainability website: ESG Governance 2023 CDP : C1.1a, C1.2 | pages 6, 9-10 | | 2-13 | | Governance 1.b) |
| Role of the highest governance body in sustainability reporting | Sustainability website: ESG Governance 2023 CDP : C1.1a, C1.1b | pages 6-8 | | 2-14a | | Governance 1.a) |
| 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 | | 2-15 | | |
| Communicating critical concerns | Code of Business Conduct and Ethics Sustainability website: ESG Policies-Reporting Concerns | page 8 | | 2-16a | | |
| | Sustainability website: 2022-2023 Highlights and Objectives | | | 2-16b | | |
| Collective knowledge of highest governance body | 2023 MPC : Orientation and Continuing Education, Sustainability Approach | pages 68-69, 72 | | 2-17 | ● | Governance 1.a) |
| Evaluating the highest governance body's performance | 2023 MPC : Assessment of Directors Sustainability website: ESG Governance | page 69 | | 2-18 | | Governance 1.a) |
| Remuneration policies | 2022 MPC : Compensation of Directors, Executive Compensation | pages 32-34, 35-58 | | 2-19a | ● | |
| Process for determining remuneration | 2022 MPC : Approve a Non-Binding Advisory Resolution on the Corporation's Approach to Executive Compensation, Compensation of Directors, Executive Compensation | pages 13-14, 32-34, 35-58 | | 2-20a | | |
| | Annual Meeting of Shareholders, May 12, 2022, Report of Voting Results (available under Power Corporation of Canada's profile on SEDAR+) | | | 2-20b | | |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|---|--|---|-------------------|------------------|------------------|-------------------|
| Strategy, policies and practices | | | | | | |
| Statement on sustainable development strategy | 2022 AR : Director's Report to Shareholders Sustainability website: A Message from our CEO | pages VII-XI | | 2-22 | | |
| Policy commitments | Code of Business Conduct and Ethics Corporate Sustainability Statement Third Party Code of Conduct Respectful Workplace Policy and Procedures Environmental Policy Responsible Procurement Policy Statement Privacy Policy AR 2022 : Risk Management Sustainability website: ESG Governance ESG Policies Human Rights 2023 UNGC CoP : Labour, Human Rights | page 5 page 49 | | 2-23 | | |
| Embedding policy commitments | Sustainability website: ESG Governance ESG Policies Human Rights Investing Responsibly Environment Human Capital Management Shared Value Creation | | | 2-24 | | |
| Mechanisms for seeking advice and concerns | Code of Business Conduct and Ethics Global Anti-Bribery Policy Third Party Code of Conduct Lobbying Policy Sustainability website: ESG Policies-Reporting Mechanisms | pages 8, 9 page 5 page 5 page 4 | FN-AC-510a.2 | 2-26 | ● | |
| Compliance with laws and regulations | 2022 ESG Data Tables : Governance Sustainability website: 2022-2023 Highlights and Objectives - Governance | page 3 | FN-AC-510a.1 | 2-27 | ● | |
| Membership associations | 2023 CDP : C12.3b, C12.5 | pages 228-242, 257-259 | | 2-28 | | |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|--------------------------------------|--|----------------|-------------------|------------------|------------------|-------------------|
| Stakeholder engagement | | | | | | |
| Approach to stakeholder engagement | Sustainability website: Stakeholder Engagement | | | 2-29 | ● | |
| Material topics | | | | | | |
| Process to determine material topics | Sustainability website: ESG Priorities | | | 3-1 | | |
| List of material topics | Sustainability website: ESG Priorities 2023 CDP : C2.3 to C2.4b | pages 52-56 | | 3-2 | ● | Strategy 2a) |

ECONOMIC

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|--|---|--------------------|-------------------|------------------|------------------|-------------------|
| Economic Performance | | | | | | |
| Management of material topics | Sustainability website: ESG Priorities 2022-2023 Highlights and Objectives SDG 8 – Decent Work and Economic Growth Shared Value Creation | | | 3-3 | | |
| Financial implications and other risks and opportunities due to climate change | 2023 CDP : C2, C3.3, C3.4 | pages 30-56, 63-69 | | 201-2 | | |
| Defined benefit plan obligations and other retirement plans | 2022 AR : Note 25 - Pension Plans and Other Post-Employment Benefits | page 144 | | 201-3a | | |
| | 2022 AR : Note 25 - Pension Plans and Other Post-Employment Benefits | pages 144, 147 | | 201-3b | | |
| | 2022 AR : Note 25 - Pension Plans and Other Post-Employment Benefits | page 143 | | 201-3c | | |
| Indirect Economic Impacts | | | | | | |
| Management of material topics | Sustainability website: ESG Priorities 2022-2023 Highlights and Objectives SDG 8 – Decent Work and Economic Growth Shared Value Creation Community website: Our Approach | | | 3-3 | | |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|---|--|-------------------|-------------------|------------------|------------------|-------------------|
| Infrastructure investments and services supported | 2022 AR: Power Sustainable Energy Infrastructure Community website: Community Development Education | page 13 | | 203-1 | ● | |
| Significant indirect economic impacts | Sustainability website: Shared Value Creation Sustainable Development Goals Community website: Community Development Education | | | 203-2 | ● | |
| Procurement Practices | | | | | | |
| Management of material topics | Responsible Procurement Policy Statement Third Party Code of Conduct Sustainability website: ESG Priorities Creating Value for our Stakeholders | | | 3-3 | | |
| Anti-Corruption | | | | | | |
| Management of the material topics | Code of Business Conduct and Ethics Third Party Code of Conduct Anti-Bribery Policy Statement Global Anti-Bribery Policy 2022 AR: Sustainability Risk 2022 ESG Data Tables: Governance 2023 UNGC CoP: Anti-Corruption Sustainability website: ESG Priorities ESG Policies | page 52 page 3 | | 3-3 | | |
| Operations assessed for risks related to corruption | 2022 ESG Data Tables: Governance | page 3 | | 205-1 | | |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|---|--|-------------------------------|-------------------|------------------|------------------|-------------------|
| Employees having received training on anti-corruption | 2023 MPC : Orientation and Continuing Education, Ethical Business Conduct, ESG Awareness and Training 2022 ESG Data Tables : Governance Sustainability website: 2022-2023 Highlights and Objectives - Governance | pages 68-69, 72 page 3 | | 205-2 | ● | |
| Confirmed incidents of corruption and actions taken | 2022 ESG Data Tables : Governance Sustainability website: 2022-2023 Highlights and Objectives - Governance | page 3 | FN-AC-510a.1 | 205-3 | ● | |

ENVIRONMENTAL

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|---|--|--|-------------------|------------------|------------------|--|
| Energy | | | | | | |
| Management of material topics | Environmental Policy Sustainability website: ESG Priorities Our Environmental Responsibility Climate Change 2022 AR : Sustainability Risk 2023 CDP : C3.3, C3.4, C4.2a, C4.3b, C4.3c, C8, C-FS12.1b, C-FS12.1c, C12.1d | page 52 pages 63-69, 115-117, 125-132, 176-180, 209-220 | | 3-3 | | Strategy 2.a) Risk Management 3.a) |
| Energy consumed within the group | 2022 ESG Data Tables : Environment | page 5 | | 302-1 | | |
| Energy consumed outside the group | 2022 ESG Data Tables : Environment | page 5 | | 302-2 | | |
| Energy intensity | 2022 ESG Data Tables : Environment | page 5 | | 302-3 | | |
| Reduction in energy requirements of products and services | 2023 CDP : C-FS4.5, C-FS4.5a | pages 132-140 | | 302-5 | | |
| Water and Effluents | | | | | | |
| Water withdrawn within the group and outside the group | 2022 ESG Data Tables : Environment | page 6 | | 303-3 | | |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|--|---|---------------------------------------|-------------------|------------------|------------------|--|
| Emissions | | | | | | |
| Management of material topics | Environmental Policy 2022 AR : Sustainability Risk Sustainability website: ESG Priorities Our Environmental Responsibility Climate Change 2023 CDP : C1.1a, C2.2, C2.2a, C-FS2.2b to C-FS2.2e, C2.3b, C2.4b, C3 | page 52 pages 6, 32-85 | | 3-3 | | Strategy 2.a) Risk Management 3.a) |
| Direct (Scope 1) GHG emissions | 2022 ESG Data Tables : Environment | page 5 | | 305-1 | ● | Metrics and Targets 4.b) |
| Energy indirect (Scope 2) GHG emissions | 2022 ESG Data Tables : Environment | page 5 | | 305-2 | ● | Metrics and Targets 4.b) |
| Other indirect (Scope 3) GHG emissions | 2022 ESG Data Tables : Environment | page 5 | | 305-3 | ● | Metrics and Targets 4.b) |
| GHG emissions intensity | 2022 ESG Data Tables : Environment | page 5 | | 305-4 | | Metrics and Targets 4.a) |
| Reduction of GHG emissions | 2022 ESG Data Tables : Environment 2023 CDP : C4.3, C4.3a, C4.3b | page 5 pages 124-130 | | 305-5 | | |
| Climate Change | | | | | | |
| Description of the board's oversight of the climate-related risks and opportunities | 2023 CDP : C1.1a, C1.1b, C1.2 2023 MPC : Orientation and Continuing Education | pages 6-10 pages 68-69 | | | | Governance 1.a) |
| Description of management's role in assessing and managing climate-related risks and opportunities | 2023 CDP : C1.1a, C1.2 | pages 6, 9-10 | | | | Governance 1.b) |
| Description of the climate-related risks and opportunities the organization has identified over the short, medium, and long term | 2023 CDP : C2.1a, C2.2a, C2.3 to C2.4b | pages 30-31, 36-42, 53-56 | | | | Strategy 2.a) |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|--|--|---|-------------------|------------------|------------------|--------------------------------|
| Description of the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning | 2023 CDP : C2.3, C2.3b, C2.4, C2.4b, C3.1 to C3.4, C-FS3.7, C-FS3.7a | pages 53-69, 84-85 | | | | 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 | 2023 CDP : C3.1 to C3.2b | pages 57-62 | | | | Strategy 2.c) |
| Description of the organization's processes for identifying and assessing climate-related risks | 2023 CDP : C1.1a, C2.2, C2.2a, C-FS2.2b to C-FS2.2e, C2.3b, C2.4b, C3 | pages 6, 32-85 | | | | Risk Management 3.a) |
| Description of the organization's processes for managing climate-related risks | 2023 CDP : C2.1, C2.2, C-FS2.2d, C-FS2.2e | pages 30, 32-35, 49-53 | | | | 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 | 2023 CDP : C2.1, C2.2 | pages 30, 32-35 | | | | 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 | 2022 ESG Data Tables : Environment 2023 CDP : C4.2, C4.2a, C9.1 | pages 4-7 pages 115-117, 181-187 | | | | Metrics and Targets 4.a) |
| Disclosure of Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks | 2022 ESG Data Tables : Environment 2023 CDP : C6, C9.1, C-FS14.0 to C-FS14.1a | page 4 pages 153-167, 181-187, 268-270 | | | | Metrics and Targets 4.b) |
| Description of the targets used by the organization to manage climate-related risks and opportunities and performance against targets | 2023 CDP : C4 | pages 86-140 | | | | Metrics and Targets 4.c) |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|--|--|----------------|-------------------|------------------|------------------|-------------------|
| Waste | | | | | | |
| Waste generated | 2022 ESG Data Tables : Environment | pages 5-6 | | 306-3 | | |
| Waste diverted from disposal | 2022 ESG Data Tables : Environment | page 6 | | 306-4 | | |
| Supplier Environmental Assessment | | | | | | |
| Management of material topics | Responsible Procurement Policy Statement Sustainability website: ESG Priorities Shared Value Creation | | | 3-3 | | |

SOCIAL

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|--|--|----------------|-------------------|------------------|------------------|-------------------|
| Employment | | | | | | |
| Management of material topics | 2022 AR : Sustainability Risk Sustainability website: ESG Priorities Our Approach to our People Talent Development and Engagement Diversity, Equity and Inclusion | page 52 | | 3-3 | | |
| New employee hires and employee turnover | 2022 ESG Data Tables : Social | page 8 | | 401-1 | ● | |
| Occupational Health & Safety | | | | | | |
| Management of material topics | AR 2022 : Sustainability Risk Sustainability website: ESG Priorities Health, Safety and Well-Being SDG 3 - Good Health and Well-Being | page 52 | | 3-3 | | |
| Promotion of worker health | Sustainability website: Health, Safety and Well-Being SDG 3 - Good Health and Well-Being | | | 403-6 | ● | |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|--|--|---|-------------------|------------------|------------------|-------------------|
| Training and Education | | | | | | |
| Management of material topics | Sustainability website: ESG Priorities Talent Development and Engagement | | | 3-3 | | |
| 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 | | | | | | |
| Management of material topics | Code of Business Conduct and Ethics Third Party Code of Conduct Respectful Workplace Policy and Procedures 2022 MPC : Diversity of the Board of Directors, Executive Officer Diversity 2022 AR : Sustainability Risk 2022 ESG Data Tables : Governance, Social Sustainability website: ESG Priorities 2022-2023 Highlights and Objectives Diversity, Equity and Inclusion SDG 5 - Gender Equality SDG 10 - Reduced Inequalities | pages 67, 69 page 52 pages 2, 8 | | 3-3 | | |
| Diversity of governance bodies and employees | 2022 ESG Data Tables : Governance | page 2 | FN-AC-330a.1 | 405-1a | ● | |
| | 2022 ESG Data Tables : Social 2022 MPC : Executive Officer Diversity | page 8 pages 69 | FN-AC-330a.1 | 405-1b | ● | |
| Supplier Social Assessment | | | | | | |
| Management of material topics | Responsible Procurement Policy Statement Sustainability website: ESG Priorities 2022-2023 Highlights and Objectives Creating Value for our Stakeholders | | | 3-3 | | |

| Description | Information/ location | Page number | SASB indicator | GRI indicator | WEF indicator | TCFD indicator |
|-----------------------------------|--|---------------------------|-------------------|------------------|------------------|-------------------|
| Customer Privacy | | | | | | |
| Management of material topics | Privacy Policy 2022 AR : Cybersecurity Risk, Sustainability Risk Sustainability website: ESG Priorities 2022-2023 Highlights and Objectives Data Privacy and Security | page 52 | | 3-3 | | |
| Public Policy | | | | | | |
| Management of material topics | Code of Business Conduct and Ethics Lobbying Policy Global Anti-Bribery Policy Sustainability website: ESG Policies 2023 CDP : C12.3, C12.3a to C12.3c, C12.5 | pages 222-243, 257-259 | | 3-3 | | |
| Amount of political contributions | 2022 ESG Data Tables : Governance | page 3 | | 415-1 | ● | |