

DATA TABLES

ENVIRONMENT¹

Quantitative Data	2022	2021	2020	GRI Indicator
Greenhouse Gas (GHG) Emissions (tCO₂e)				
GHG emissions (Scope 1 and 2)^{1,2}	101,997	97,776	102,966	305-1, 305-2
Managed office	70,517	66,276	72,209	305-1, 305-2
Multi-residential	31,480	31,500	30,757	305-1, 305-2
Direct GHG emissions Scope 1^{1,2}	57,680	53,966	53,737	305-1
Managed office	29,999	26,332	26,984	305-1
Multi-residential	27,681	27,635	26,753	305-1
Energy indirect GHG emissions Scope 2 (location-based)^{1,2}	44,317	43,810	49,229	305-2
Managed office	40,518	39,944	45,225	305-2
Multi-residential	3,799	3,865	4,004	305-2
Energy indirect GHG emissions Scope 2 (market-based)^{1,2}	44,172	43,490	43,050	305-2
Managed office	40,373	39,624	39,460	305-2
Multi-residential	3,799	3,865	3,589	305-2
Other indirect GHG emissions Scope 3^{1,3}	21,092	19,294	19,316	305-3
Managed office	3,359	2,763	3,828	305-3
Multi-residential	17,733	16,530	15,488	305-3
GHG emissions intensity (tCO₂e/1,000 sq. ft.)^{1,4}	4.10	3.93	4.18	305-4, CRE3
Managed office	3.67	3.45	3.80	305-4, CRE3
Multi-residential	4.99	4.93	5.01	305-4, CRE3
Net reduction of GHGs through conservation (tCO₂e)⁵	(26,277)	(33,846)	(30,609)	305-5

Quantitative Data	2022	2021	2020	GRI Indicator
Energy Consumption (MWh)				
Energy consumed within the organization⁶	617,879	601,554	619,716	302-1
Non-renewable fuel consumed	306,762	287,103	285,902	302-1
Natural gas (metered)	306,762	287,103	285,902	302-1
Fuel oil	-	-	-	302-1
Electricity purchased for consumption	285,125	290,216	309,598	302-1
Steam purchased for consumption	25,752	24,235	24,216	302-1
Chilled water purchased for consumption	240	259	276	302-1
Energy intensity (ekWh/sq. ft.)⁷	20.59	20.23	21.20	302-3, CRE1
Managed office	20.73	20.07	21.34	302-3, CRE1
Multi-residential	20.31	20.56	20.89	302-3, CRE1
Net reduction of energy through conservation (MWh)⁸	(89,379)	(113,476)	(97,037)	302-4
Waste				
Waste generated absolute (tonnes)⁹	16,163	14,521	15,203	306-3
Managed office	4,388	3,716	5,361	306-3
Multi-residential	11,776	10,804	9,842	306-3
Waste generated intensity (tonnes/1,000 sq. ft.)	0.54	0.49	0.52	306-3
Managed office	0.22	0.19	0.27	306-3
Multi-residential	1.19	1.11	1.07	306-3
Waste disposal method (tonnes)¹⁰				
Waste to landfill ¹¹	10,249	9,452	9,419	306-5
Recycled ¹²	5,319	4,546	5,073	306-4
Organics ¹³	596	520	711	306-4
Recovery for energy ¹⁴	-	2	-	306-4
Waste to landfill diversion rate (%)¹⁵	37%	35%	38%	306-4

GRI:
2-5
302-1
302-3
302-4
305-1
305-2
305-3
305-4
305-5
306-3
306-4
306-5
CRE 1
CRE 3

ENVIRONMENT¹ (CONTINUED)

Quantitative Data	2022	2021	2020	GRI Indicator
Water¹⁶				
Water withdrawn (m³)	1,798,171	1,671,016	1,850,347	303-3, 303-5
Managed office	651,527	555,094	687,333	303-3, 303-5
Multi-residential	1,146,645	1,115,922	1,163,014	303-3, 303-5
Water consumption intensity (L/sq. ft.)¹⁷	59.93	56.17	63.26	CRE2
Managed office	32.34	27.73	34.34	CRE2
Multi-residential	116.28	114.64	125.97	CRE2
Green Building Certifications, Labelling, or Rating				
Overall % of assets¹⁸				
% of buildings that received a green building certification, by building	84%	85%	87%	CRE8
% of buildings that received a green building certification, by floor area	86%	86%	92%	CRE8
Number of buildings by asset class¹⁹				
Total number certified buildings	359	356	350	CRE8
Office	59	57	55	CRE8
Multi-residential	37	36	35	CRE8
Open-air retail	101	101	97	CRE8
Light industrial	162	162	163	CRE8
Number of buildings by type of certification²⁰				
LEED (CaGBC)	25	20	19	CRE8
BOMA BEST (BOMA Canada)	346	349	343	CRE8
Other green building certifications (ENERGY STAR, Built Green)	3	3	1	CRE8
Health and wellness certifications (FitWel, WELL, RHFAC)	20	15	3	CRE8

1. Lockdowns across Canada, during the COVID-19 pandemic in 2020 and 2021, had significant impacts on assets' utility consumption, waste production, and greenhouse (GHG) emissions. The combined impact resulted in substantial reductions across all these metrics, in part due to management teams adjusting asset operations to minimize utility costs and environmental impacts. While GWLRA's assets lowered their environmental impact in 2020 and 2021, and built upon the reductions it made between 2013 and 2019. The magnitudes of these reductions were not fully sustained in 2022, as lockdowns gradually eased and occupancy levels increased, resulting in a slight increase in 2022.

All environment data (i.e., emissions, energy, water, and waste) relate to GWLRA's managed office and multi-residential portfolios (covering \$17B in AUM), are consolidated based on an operational control approach, and externally assured by an independent third party under ISAE 3410: Assurance Engagements on Greenhouse Gas Statements. Industrial and retail data is excluded as data is only available for common areas and is under the de minimis threshold for reporting (<0.5% of overall emissions) as stated by the GHG Protocol. GHG emissions totals are calculated using Scope 2 location-based emissions totals.

- Our Scope 1 and 2 GHG emissions relate to assets under management where we have operational control. Our base year of reporting is 2013. We use the WBCSD GHG Protocol Corporate Accounting and Reporting Standard to guide our methodology for calculating GHG emissions. The gases included in the calculation cover carbon dioxide, methane and nitrous oxide. The emission factors and global warming potentials are based on the most recently available Environment Canada National Inventory Report, the International Panel on Climate Change factors, and utility providers. Scope 1 emissions relate to natural gas consumption, excluding emissions associated with backup generator fuel use and refrigerant top-ups. Scope 2 emissions relate to purchased electricity and steam. Scope 2 market-based emissions include the purchase of renewable energy credits.
- Our Scope 3 GHG emissions include emissions from waste sent to landfill and energy recovery, and water distribution for assets under management where we have operational control. We use the WBCSD GHG Protocol Corporate Accounting and Reporting Standard to guide our methodology for calculating GHG emissions. The gases included in the calculation cover carbon dioxide, methane and nitrous oxide. The emission factors and global warming potentials are based on the Environment Canada National Inventory Report (NIR) and the International Panel on Climate Change factors.
- Our GHG emissions intensities relate to Scope 1, 2, and 3 for office and multi-residential properties only (as reported in this appendix). The total square footage used to calculate the emissions intensities are based on gross floor area.
- Estimated reduction of Scope 1, 2, and 3 GHG emissions as a result of conservation initiatives at office and multi-residential properties, relative to the 2013 base year emissions of 172,568 tonnes CO₂e. The gases included in the calculation cover carbon dioxide, methane and nitrous oxide. The estimation accounts for new developments, and factors outside of management control that influence emissions, such as changes in emission factors, occupancy and weather. External factors are accounted for using industry-accepted best practices, such as regression analysis.
- Energy consumed within the organization relates to our managed office and multi-residential portfolio of assets under management that fall within our operational control boundary as defined in the WBCSD GHG Protocol Corporate Accounting and Reporting Standard. Where properties are outside of our operational control (e.g., single-tenant buildings paying all utilities), we do not report energy information. The energy consumption disclosure includes energy consumption from non-renewable fuel sources (i.e., natural gas) and purchased energy (i.e., electricity, steam, and chilled water).
- Our energy intensity covers the energy consumed within the managed office and multi-residential portfolio, covering natural gas and purchased electricity and steam. We report energy intensity based on kWh per square foot of gross floor area.
- Estimated reduction of energy consumption as a result of conservation initiatives at our office and multi-residential properties, relative to the 2013 base year energy consumption of 731,007 MWh. The energy sources included in the calculation cover natural gas, fuel oil, electricity, and steam. The estimation accounts for new developments, and factors outside management control that influence energy use, such as occupancy and weather. External factors are accounted for using industry-accepted best practices, such as regression analysis.
- All waste data relates to the non-hazardous waste produced at our managed office and multi-residential portfolio of assets under management, which is sent to landfill or recovery for energy.
- Waste disposal methods have been determined by the information provided to us by our waste disposal managers/contractors.
- Landfill waste includes non-hazardous waste at our managed office and multi-residential portfolio of assets under management.
- Recycled waste includes various recycling streams (e.g., paper, cardboard, plastics) at our managed office and multi-residential portfolio of assets under management.
- Organic waste includes all indoor and outdoor waste collected for composting or organics pick-up.
- Amount of waste sent to recovery for energy (i.e., waste-to-energy plants) is provided by our waste disposal contractors.
- Only recycled and organic waste is counted as diverted. The average office diversion rate in 2021 was 60%, while the average diversion rate for multi-residential properties was 26%.
- All water consumption and intensity data relates to the water withdrawn from municipal water supplies at our managed office and multi-residential portfolio of assets under management. We calculate the water withdrawn from the information provided by our utility providers.
- We report water intensity based on litres per square foot of gross floor area.
- Percentages based on eligible assets (i.e., meets the eligibility criteria proscribed by rating systems or internal management). The percent of certified assets decreased in 2021 due to changes in the composition of the portfolio, including the sale of certified assets, the change in eligibility status of certain assets, and the acquisition of assets without certification. GWLRA aims to certify eligible new assets within one to two years post-acquisition.
- Totals are by individual buildings. Several individually certified buildings may encompass a single asset, as reported in the main body of this report.
- Some buildings maintain more than one type of certification, therefore the total number of certifications may exceed the total number of certified properties.

GRI:
2-5
303-3
303-5
CRE 2
CRE 8

SAFETY

Quantitative Data	2022	2021	2020	GRI Indicator
Joint Management Worker Health and Safety (H&S) Committees				
% of workforce in joint management-worker H&S committees ²¹	20%	20%	25%	403-1, 403-8, CRE6
OHSAS 18001 Management System				
% of organization operating under a safety management system aligned with OHSAS 18001	100%	100%	100%	CRE6
Health and Safety Training²²				
Number of employees receiving health and safety training	785	787	785	404-1
Number of hours of safety training received per employee	4	4	6	404-1
Occupational Health and Safety Performance				
Injury rate (recordable incident rate) ²³	0.69	0.55	0.67	403-9
Severity rate ²⁴	2.2	4.20	2.25	403-9
Lost day rate ²⁵	0.41	0.22	0.23	403-9
Occupational diseases	0	0	0	403-9
Total number of dangerous occurrences (near-miss incidents)	7	6	8	403-9
Fatalities ²⁶	0	0	0	403-9

21. The joint management-worker H&S committees have been established in all regions nationally and consist of supervisors and workers. Workers represent no less than 50% of those members on the Joint Health and Safety Committees and have an elected Co-Chair to preside with an appointed employer Co-Chair.

22. All employees complete mandatory OH&S training on an annual basis. 2020 figures have been updated retroactively.

23. The injury rate is the number of recordable incident cases per 200,000 employee hours worked (Number of recordable cases X 200,000/Number of employee hours worked). The injury rate does not include minor (first-aid level) injuries. All incidents requiring immediate medical attention of a doctor, hospital, or dentist are reported.

24. The severity rate is the number of lost workdays divided by the total number of recordable incidents. In 2020, the severity rate increased due to one incident requiring several days for an employee to recover from an injury.

25. Lost day rate is equal to the Number of lost time cases X 200,000/Number of employee hours worked. In 2022, two soft tissue injuries increased the lost day rate.

26. Fatalities relate to our employees.

EMPLOYER OF CHOICE

Quantitative Data	2022	2021	2020	GRI Indicator
Total Employees²⁷				
Total number of employees	801	787	785	2-7
Employees by Gender²⁸				
Number of employees (female)	367 (46%)	375 (48%)	369 (47%)	2-7
Number of employees (male)	434 (54%)	412 (52%)	416 (53%)	2-7
Employees by Age²⁸				
Employees below 30 years old	89 (11%)	76 (10%)	87 (11%)	2-7
Employees 30-50 years old	409 (51%)	399 (51%)	400 (51%)	2-7
Employees over 50 years old	303 (38%)	312 (40%)	298 (38%)	2-7
Employees by Contract²⁸				
Number of employees (permanent)	774	755	742	2-7
Number of employees (part-time)	5	5	7	2-7
Number of employees (temporary or contractors)	22	27	36	2-7, 2-8
Employees by Region²⁸				
Alberta	135 (17%)	142 (18%)	146 (19%)	2-7
Atlantic Canada	16 (2%)	17 (2%)	15 (2%)	2-7
British Columbia	81 (10%)	74 (9%)	54 (7%)	2-7
Manitoba/Saskatchewan	97 (12%)	95 (12%)	95 (12%)	2-7
Ontario	429 (54%)	420 (53%)	437 (56%)	2-7
Quebec	43 (5%)	39 (5%)	38 (5%)	2-7

27. Our full-time employees represent GWL Realty Advisors and our wholly owned subsidiary GWLRA Residential. It includes permanent, part-time and contract employees. We do not have unionized employees. The applied methodology calculates employee head count at the end of the reporting year (Dec. 31, 2022).

28. Employees by region, age and gender include permanent, part-time and contract employees. Full-time and part-time employees are differentiated based on customary number of hours worked per week, while temporary and casual workers are defined on the basis of short-term work contracts (e.g., co-op terms). Employee data is managed and extracted through GWLRA's payroll system and internal databases.

GRI:

2-7
2-8
2-30
201-1
403-1
403-8
403-9
405-1
416-1

EMPLOYER OF CHOICE (CONTINUED)

Quantitative Data	2022	2021	2020	GRI Indicator
New Employee Hires²⁹				
Total number of new employee hires	147 (18%)	115 (15%)	120 (15%)	401-1
Age group				
New employee hires below 30 years old	38 (26%)	41 (36%)	33 (28%)	401-1
New employee hires 30–50 years old	65 (44%)	59 (51%)	71 (59%)	401-1
New employee hires above 50 years old	44 (30%)	15 (13%)	16 (13%)	401-1
Gender				
New employee hires for women	67 (46%)	53 (46%)	58 (48%)	401-1
New employee hires for men	80 (54%)	62 (54%)	62 (52%)	401-1
Employee Turnover³⁰				
Employee turnover number	196 (24%)	156 (20%)	133 (17%)	401-1
Age group				
Employee turnover below 30 years old	43 (22%)	33 (21%)	32 (24%)	401-1
Employee turnover 30–50 years old	98 (50%)	72 (46%)	63 (47%)	401-1
Employee turnover above 50 years old	55 (28%)	51 (33%)	38 (29%)	401-1
Gender				
Employee turnover for women	103 (53%)	84 (54%)	62 (47%)	401-1
Employee turnover for men	93 (47%)	72 (46%)	71 (53%)	401-1

Quantitative Data	2022	2021	2020	GRI Indicator
Employee Training				
Training and education: internal, online courses³¹				
Total compliance training (hrs) ³²	983	770	1,170	404-1
Total independent online training (hrs) ³³	434	139	179	404-1
Internal training hours per employee (hrs/employee/yr)	1.76	1.15	1.72	404-1
Training and education: external courses³⁴				
Number of employees who applied for funding	97 (12%)	138 (18%)	276 (35%)	404-1, 404-2
Training funding (\$)	\$ 110,587	\$ 157,105	\$ 202,590	404-1, 404-2

29. Our new employee hire numbers represent employees hired during the reporting year.

30. Employee turnover includes all departures from the company, both voluntary and involuntary, including resignations, dispositions, terminations and retirements. The uptick in turnover in 2021 and 2022 is related to general trends in the Canadian labour market and financial services industry, which is driving demand for skilled employees and leading to increased competition to retain talent. GWLRA remains committed to identifying and addressing retention issues, and strives to improve measures to help keep valued employees.

31. Internal, online training covers courses offered through Canada Life's eLearning platform.

32. Compliance training refers to company codes, policies and mandatory courses (e.g., anti-money laundering, code of conduct, accessibility, privacy).

33. Independent online training refers to voluntary skills development (e.g., computer skills, leadership capabilities). In 2022, independent online training hours increased due to an increase in the quantity and diversity of courses available to employees.

34. External training is supported by Canada Life's Tuition Reimbursement Policy, which offers \$2,000/FTE/yr for external professional development courses, and supports employee development in job-related skills and competencies. Participation in the program is voluntary. Numbers do not include additional training funded through business units' discretionary budgets. The number of employees participating in the tuition reimbursement program in 2020 and 2021 declined in part due to the limited availability of in-person courses during the COVID-19 pandemic and lockdowns. In 2022, to ensure the quality of funded training courses, measures were taken to refine the vendor and course requirements, which restricted the eligibility of some courses.

COMMUNITY INVESTMENTS

Quantitative Data	2022	2021	2020	GRI Indicator
Cash contribution ³⁵	\$ 190,575	\$ 122,189	\$ 109,456	201-1
In-kind giving, product or service donations (hrs) ³⁶	630	0	0	201-1

35. Total of charitable contributions made by GWLRA/GWLRA Residential employees, or from Canada Life on GWLRA's behalf, to various charitable organizations. In 2020 and 2021, charitable contributions decreased due to COVID-19 related limitations on ability to raise money from partner organizations and employees. In 2022, charitable contributions increased due to lifting of COVID-19 limitations on fundraising with partnering organizations.

36. GWLRA employee hours contributed for Habitat for Humanity build days across Canada. For safety reasons, no volunteer hours could be contributed to Habitat for Humanity in 2020 and 2021 due to COVID-19. In 2022, GWLRA reinstated Habitat for Humanity build days.

GRI:
2-7
2-8
201-1
205-2
401-1
404-2