

GLOBAL REPORTING INITIATIVE INDEX

GRI DISCLOSURE	LOCATION IN REPORT OR ADDITIONAL INFORMATION
GRI 2: General Disclosures 2021	
2-1 Organizational details	Our Business
2-2 Entities included in the organization's sustainability reporting	About this Report
2-3 Reporting period, frequency and contact point	January 1-December 31, 2024
2-4 Restatements of information	About this Report, Climate Change and Energy, Performance Data
2-5 External assurance	This report has not been externally assured as stated in About this Report
2-6 Activities, value chain and other business relationships	Our Business
2-7 Employees	Our Business, Human Resources
2-8 Workers who are not employees	We do not employ any contractors
2-9 Governance structure and composition	Corporate Governance
2-10 Nomination and selection of the highest governance body	Corporate Governance
2-14 Role of the highest governance body in sustainability reporting	Corporate Governance
GRI 3: Material Topics 2021	
3-1 Process to determine material topics	Materiality and Stakeholder Engagement
3-2 List of material topics	Materiality and Stakeholder Engagement
GRI 205: Anti-corruption 2016	
205-1 Operations assessed for risks related to corruption	Due Diligence Process for New Investments and Ongoing Investment Management
205-2 Communication and training about anti-corruption policies and procedures	Business Ethics and Integrity
205-3 Confirmed incidents of corruption and actions taken	Business Ethics and Integrity
GRI 302: Energy 2016	
302-1 Energy consumption within the organization	Climate Change and Energy, Performance Data
GRI 303: Water and Effluents 2018	
303-1 Interactions with water as a shared resource	Water Use
303-3 Water withdrawal	Water Use, Performance Data

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GRI DISCLOSURE	LOCATION IN REPORT OR ADDITIONAL INFORMATION
GRI 304: Biodiversity 2016	
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Our offices are not located in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas. For additional information see Land Use and Biodiversity section.
304-2 Significant impacts of activities, products and services on biodiversity	Land Use and Biodiversity
304-4 IUCN Red List Species and national conservation list species with habitats in areas affected by operations	There are no IUCN Red List Species and national conservation list species with habitats in areas affected by our Montreal office. For additional information see Land Use and Biodiversity section.
GRI 305: Emissions 2016	
305-1 Direct (Scope 1) GHG Emissions	Climate Change and Energy, Performance Data
305-2 Energy indirect (Scope 2) GHG Emissions	Climate Change and Energy, Performance Data
305-3 Other indirect (Scope 3) GHG Emissions	Climate Change and Energy, Performance Data
305-4 GHG Emission Intensity	Climate Change and Energy, Performance Data
GRI 306: Waste 2020	
306-1 Waste generation and significant waste-related impacts	Tailings and Waste, Performance Data
306-3 Waste Generated	Tailings and Waste, Performance Data
306-4 Waste diverted from disposal	Tailings and Waste, Performance Data
306-5 Waste Directed to disposal	Tailings and Waste, Performance Data
GRI 401: Employment 2016	
401-1 New employee hires and employee turnover	Human Relations, Performance Data
GRI 403: Occupational Health and Safety 2018	
403-9 Work-related injuries	Health, Safety and Wellness, Performance Data
GRI 404: Training and Education 2016	
404-1 Average hours of training per year per employee	Human Resources, Performance Data
GRI 405: Diversity and Equal Opportunity 2016	
405-1 Diversity of governance bodies and employees	Corporate Governance, Management Team, Diversity, Equity and Inclusion, Performance Data
GRI 406: Non-discrimination 2016	
406-01 Incidents of discrimination and corrective actions taken	Human Rights, Performance Data
GRI 415: Public Policy 2016	
415-1 Political contributions	Performance Data