

Data Tables

Environment¹

Quantitative Data	2025	2024	2023	GRI Indicator
Greenhouse Gas Emissions (GHG) (tCO₂e)				
GHG emissions (Scope 1 and 2) ^{1, 2}	87,124	82,882	83,717	305-1, 305-2
Managed office	58,586	56,628	58,453	305-1, 305-2
Multi-residential	28,538	26,255	25,264	305-1, 305-2
Direct GHG emissions Scope 1 ^{1, 2}	49,457	45,303	44,841	305-1
Managed office	24,999	23,005	23,294	305-1
Multi-residential	24,458	22,298	21,547	305-1
Energy indirect GHG emissions Scope 2 (location-based) ^{1, 2}	37,667	37,579	38,876	305-2
Managed office	33,587	33,623	35,159	305-2
Multi-residential	4,080	3,956	3,717	305-2
Energy indirect GHG emissions Scope 2 (market-based) ^{1, 2}	37,697	37,608	38,829	305-2
Managed office	33,611	33,647	35,117	305-2
Multi-residential	4,086	3,961	3,712	305-2

¹ All environment data (i.e., emissions, energy, water and waste) relates to GWLRA's managed office and multi-residential portfolios and is consolidated based on an operational control approach. A subset of this environmental data was subject to a limited assurance engagement performed by an independent third party in accordance with ISAE 3410: Assurance Engagements on Greenhouse Gas Statements. Industrial and retail data is excluded. GHG emissions totals are calculated using Scope 2 location-based emissions totals.

² Our Scope 1 and 2 GHG emissions relate to assets under management where we have operational control. Our base year of reporting is 2019. We use management-developed criteria informed by 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 as of December 31, 2025. 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, steam, chilled water and hot water. Scope 2 market-based emissions include the purchase of renewable energy credits.

Quantitative Data	2025	2024	2023	GRI Indicator
Greenhouse Gas Emissions (GHG) (tCO₂e) (continued)				
Other indirect GHG emissions Scope 3 ^{1,2}	5,278	5,545	5,513	305-3
Managed office	1,569	1,375	1,340	305-3
Multi-residential	3,709	4,170	4,172	305-3
GHG emissions intensity (tCO ₂ e/1,000 sq. ft.) ^{1,3}	3.18	3.08	3.13	305-4, CRE 3
Managed office	3.00	2.89	2.98	305-4, CRE 3
Multi-residential	3.59	3.52	3.48	305-4, CRE 3
Net reduction of GHGs through conservation (tCO ₂ e) ⁴	(8,866)	(7,013)	(6,536)	305-5
Energy Consumption (MWh)				
Energy consumed within the organization ⁵	572,295	541,378	542,971	302-1
Non-renewable fuel consumed	263,362	241,094	238,668	302-1
Natural gas (metered)	263,362	241,094	238,668	302-1
Electricity purchased for consumption	278,445	274,674	273,780	302-1
Steam purchased for consumption	26,714	23,869	29,669	302-1
Hot water purchased for consumption	2,705	762	88	302-1
Chilled water purchased for consumption	1,069	979	766	302-1

1 All environment data (i.e., emissions, energy, water and waste) relates to GWLRA's managed office and multi-residential portfolios and is consolidated based on an operational control approach. A subset of this environmental data was subject to a limited assurance engagement performed by an independent third party in accordance with ISAE 3410: Assurance Engagements on Greenhouse Gas Statements. Industrial and retail data is excluded. GHG emissions totals are calculated using Scope 2 location-based emissions totals.

2 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 management-developed criteria informed by 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 and the International Panel on Climate Change factors.

3 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.

4 Estimated reduction of Scope 1, 2 and 3 GHG emissions attributable to conservation initiatives at office and multi-residential properties, relative to the 2019 base-year emissions of 110,392 tonnes CO₂e. The gases included in the calculation cover carbon dioxide, methane and nitrous oxide. The estimate takes into consideration 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 practices, such as regression analysis.

5 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. We do not report energy information when properties are outside of our operational control (e.g., single-tenant buildings paying all utilities). 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).

Quantitative Data	2025	2024	2023	GRI Indicator
Energy Consumption (MWh) (continued)				
Energy intensity (ekWh/sq. ft.) ¹	19.71	18.87	19.07	302-3, CRE 1
Managed office	19.33	18.60	19.02	302-3, CRE 1
Multi-residential	20.54	19.49	19.12	302-3, CRE 1
Net reduction of energy through conservation (MWh) ²	(65,522)	(63,608)	(61,644)	302-4
Waste				
Waste generated absolute (tonnes) ³	13,897	12,824	14,107	306-3
Managed office	6,655	4,735	5,217	306-3
Multi-residential	7,243	8,089	8,890	306-3
Waste generated intensity (tonnes/1,000 sq. ft.)	0.48	0.45	0.49	306-3
Managed office	0.33	0.24	0.26	306-3
Multi-residential	0.81	0.94	1.05	306-3
Waste disposal method (tonnes)⁴				
Waste to landfill ⁵	8,189	8,623	8,571	306-5
Recycled ⁶	4,337	3,198	4,445	306-4
Organics ⁷	1,361	1,002	1,091	306-4
Recovery for energy ⁸	9.94	0.52	0.64	306-4
Waste to landfill diversion rate (%) ⁹	41%	33%	39%	306-4

1 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 ekWh per square foot of gross floor area.

2 Estimated reduction of energy consumption attributable to conservation initiatives at our office and multi-residential properties, relative to the 2019 base-year energy consumption of 621,204 MWh. The energy sources included in the calculation cover natural gas, electricity, steam, chilled water and hot water. The estimation takes into consideration new developments and factors outside of management control that influence energy use, such as occupancy and weather. External factors are accounted for using industry-accepted practices, such as regression analysis.

3 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.

4 Waste disposal methods have been based upon the information provided to us by our waste disposal managers/contractors.

5 Landfill waste includes non-hazardous waste at our managed office and multi-residential portfolio of assets under management.

6 Recycled waste includes various recycling streams (e.g., paper, cardboard, plastics) at our managed office and multi-residential portfolio of assets under management.

7 Organic waste includes indoor and outdoor waste collected for composting or organics pick-up.

8 Our waste disposal contractors provide the amount of waste sent to recovery for energy (i.e., waste-to-energy plants).

9 Only recycled and organic waste is counted as diverted. The average office diversion rate in 2025 was 64%, while the average diversion rate for multi-residential properties was 20%.

Quantitative Data	2025	2024	2023	GRI Indicator
Water¹				
Water withdrawn (m ³)	1,664,188	1,549,926	1,567,513	303-3, 303-5
Managed office	664,567	617,982	646,990	303-3, 303-5
Multi-residential	999,621	931,944	920,523	303-3, 303-5
Water consumption intensity (L/sq. ft.) ²	57.31	54.02	54.99	CRE 2
Managed office	33.14	30.82	32.27	CRE 2
Multi-residential	111.22	107.85	108.89	CRE 2
Green Building Certifications, Labelling or Rating				
Overall % of assets³				
% of buildings that received a green building certification, by building	89%	91%	93%	CRE 8
% of buildings that received a green building certification, by floor area	84%	88%	88%	CRE 8
Number of buildings by asset class⁴				
Total number of certified buildings	348	360	377	CRE 8
Office	57	58	58	CRE 8
Multi-residential	30	34	37	CRE 8
Open-air retail	129	132	132	CRE 8
Light industrial	132	136	150	CRE 8
Number of buildings by type of certification⁵				
LEED and/or Zero Carbon (CAGBC)	29	26	26	CRE 8
BOMA BEST (BOMA Canada)	341	354	368	CRE 8
Other green building certifications (ENERGY STAR)	3	1	6	CRE 8
Health, wellness and accessibility certifications (FitWel, WELL or RHFAC)	37	35	20	CRE 8

1 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. Water withdrawn amounts are based upon information provided by our utility providers.

2 We report water intensity based on litres per square foot of gross floor area.

3 Percentages based on eligible assets (i.e., those that meet the eligibility criteria prescribed by rating systems or internal management).

4 Totals are by individual building. An asset may be comprised of multiple buildings, as reported in the main body of this report.

5 Some buildings maintain more than one type of certification; therefore, the total number of certifications may exceed the total number of certified buildings. In 2024, accessibility certifications increased due to GWLRA participating in the Rick Hansen Foundation's Building Without Barriers Challenge.

Safety

Quantitative Data	2025	2024	2023	GRI Indicator
Joint Management Worker Health and Safety (H&S) Committees				
% workforce in joint management worker H&S committees ¹	20%	20%	20%	403-1, 403-8, CRE 6
45001 OHS Management System				
% of organization operating under a safety management system aligned with OHSAS 18001	100%	100%	100%	CRE 6
Health and Safety Training²				
Number of employees receiving H&S training	745	745	750	404-1
Number of hours of safety training received per employee	5	5	5	404-1
Occupational Health and Safety (OH&S) Performance				
Injury rate (recordable incident rate) ³	0.46	1.28	0.64	403-9
Severity rate ⁴	0.00	1.25	2.00	403-9
Lost day rate ⁵	0.00	0.29	0.14	403-9
Occupational diseases	0.00	0.00	0.00	403-9
Total number of dangerous occurrences (near-miss incidents) ⁶	18	8	10	403-9
Fatalities ⁷	0	0	0	403-9

¹ Joint H&S Committees have been established in all regions nationally and consist of management and worker members. Workers represent no less than 50% of the members on each committee and have an elected workers' Co-Chair to preside with an appointed employer Co-Chair.

² Employees complete mandatory OH&S training on an annual basis.

³ 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 from a doctor, hospital or dentist are reported. In 2024, we incorporated the new incident category of "public altercations," which partially explains the increase in the injury rate. Lessons learned and prevention campaigns have been and continue to be developed to bring more awareness and suggested hazard controls for the following injury types: soft tissue, slips/trips/falls and public altercations.

⁴ The severity rate is the number of lost workdays divided by the total number of recordable incidents.

⁵ The lost day rate in 2023 included one soft-tissue injury requiring rehabilitation; in 2024, the rate included two soft-tissue injuries requiring rehabilitation; and in 2025, there were no lost days associated with injuries.

⁶ The increase in near-miss reporting in 2025 reflects a deliberate effort to encourage employees to report all incident types, regardless of severity. By strengthening our near-miss reporting culture, we are focused on learning from potential hazards and sharing lessons learned across the organization as a proactive, preventative H&S initiative.

⁷ Fatalities relate to our employees.

Employer of Choice

Quantitative Data	2025	2024	2023	GRI Indicator
Total Employees¹				
Total number of employees	752	770	790	2-7
Employees by Gender²				
Number of employees (women)	358 (48%)	368 (48%)	365 (46%)	2-7
Number of employees (men)	394 (52%)	402 (52%)	425 (54%)	2-7
Employees by Age²				
Employees below 30 years old	87 (12%)	86 (11%)	78 (10%)	2-7
Employees between 30–50 years old	370 (49%)	377 (49%)	388 (49%)	2-7
Employees over 50 years old	295 (39%)	307 (40%)	324 (41%)	2-7
Employees by Contract²				
Number of employees (permanent)	719	741	759	2-7
Number of employees (part-time)	3	4	8	2-7
Number of employees (temporary or contractors)	30	25	23	2-7, 2-8
Employees by Region²				
Alberta	125 (17%)	122 (16%)	135 (17%)	2-7
Atlantic Canada	16 (2%)	14 (1%)	17 (2%)	2-7
British Columbia	85 (11%)	76 (10%)	79 (10%)	2-7
Manitoba/Saskatchewan	85 (11%)	92 (12%)	91 (12%)	2-7
Ontario	402 (53%)	428 (56%)	423 (54%)	2-7
Quebec	39 (5%)	38 (5%)	45 (5%)	2-7
New Employee Hires³				
Total number of new employee hires	149 (20%)	143 (19%)	142 (18%)	401-1
Age group				
New employee hires below 30 years old	53 (36%)	40 (28%)	44 (30%)	401-1
New employee hires between 30–50 years old	75 (50%)	77 (54%)	63 (44%)	401-1

1 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 (December 31, 2025).

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

3 Our new employee hire numbers represent employees hired during the reporting year. Includes external hires (i.e., non-internal candidates), Canada Life to GWLRA transfers, and employees who joined and left within the same year. The figures exclude summer (co-op) students, internal transfers and appointments, and employees who signed but did not start. The methodology for calculating new hires was updated in 2024.

Quantitative Data	2025	2024	2023	GRI Indicator
New Employee Hires (continued)¹				
New employee hires above 50 years old	21 (14%)	26 (18%)	35 (26%)	401-1
Gender				
New employee hires for women	84 (56%)	79 (55%)	63 (44%)	401-1
New employee hires for men	65 (44%)	64 (45%)	79 (56%)	401-1
Employee Turnover²				
Employee turnover number	154 (20%)	191 (25%)	210 (26%)	401-1
Age group				
Employee turnover below 30 years old	31 (20%)	59 (31%)	48 (23%)	401-1
Employee turnover between 30–50 years old	64 (42%)	74 (39%)	106 (50%)	401-1
Employee turnover above 50 years old	59 (38%)	58 (30%)	56 (27%)	401-1
Gender				
Employee turnover for women	83 (54%)	96 (50%)	90 (43%)	401-1
Employee turnover for men	71 (46%)	95 (50%)	120 (57%)	401-1
Employee Training				
Training and education: internal, online courses³				
Total compliance training (hours) ⁴	4,140	3,491	3,059	404-1
Total independent online training (hours) ⁵	470	311	1,254	404-1
Internal training hours per employee (hours/employee/year)	6.13	4.94	5.46	404-1

1 Our new employee hire numbers represent employees hired during the reporting year. Includes external hires (i.e., non-internal candidates), Canada Life to GWLRA transfers, and employees who joined and left within the same year. The figures exclude summer (co-op) students, internal transfers and appointments, and employees who signed but did not start. The methodology for calculating new hires was updated in 2024.

2 Employee turnover includes all departures from the company, both voluntary and involuntary, including resignations, dispositions, terminations and retirements. The turnover rate is attributable 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.

3 Internal, online training covers courses offered through both GWLRA's and Canada Life's eLearning platforms. Training hours are calculated by multiplying the number of participants by the expected course completion time.

4 Compliance training includes training relating to company codes, policies and procedures (e.g., anti-money laundering, Code of Conduct, accessibility, privacy). In 2024, compliance training increased because new hires in 2024 were proportionally for roles that require more mandatory onboarding trainings. In 2025, compliance training further increased as an environmental compliance course was updated and re-launched within the year.

5 Independent online training refers to voluntary skills development (e.g., computer skills, leadership capabilities). In 2023, independent online training hours increased because there was an instructor-led "Inclusion for All" course that most GWLRA employees attended.

Quantitative Data	2025	2024	2023	GRI Indicator
Employee Training (continued)				
Training and education: external courses¹				
Number of employees that applied for funding	115 (15%)	193 (25%)	128 (16%)	404-1, 404-2
Training funding (\$)	\$153,542.17	\$154,286.07	\$166,247.00	404-1, 404-2

¹ External training is supported by Canada Life's Tuition Reimbursement Policy, which offers \$2,000/full-time employee/year 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.

Community Investments

Quantitative Data	2025	2024	2023	GRI Indicator
Cash contribution ¹	\$219,315	\$185,237	\$176,796	201-1
In-kind giving, product or service donations (hours) ²	830	615	735	201-1

¹ Total of charitable contributions made by GWLRA/GWLRA Residential employees, or from Canada Life on GWLRA's behalf, to various charitable organizations. The 2025 contributions include \$10,000 to the University of Guelph's real estate program.

² Total volunteer hours contributed by GWLRA and GWLRA Residential employees. In 2025, the tracking of employee volunteer hours was improved to capture participation in previously untracked national volunteer initiatives such as A Loving Spoonful and Roots for Trees, in addition to Habitat for Humanity.