

2025 Global Reporting Initiative content index



The Global Reporting Initiative (GRI) provides organizations with a framework to report about their impacts on the economy, environment and society. The index below outlines our 2025 GRI disclosures. In addition to our [2025 Sustainability Report \(SR\)](#) and [OSFI B-15 Climate Risk Management Report \(OSFI B-15 CRMR\)](#), some GRI disclosures can be found on our [Sustainability webpage](#) and in our [Annual Information Form \(AIF\)](#), [Management Information Circular \(MIC\)](#), [Annual Report \(AR\)](#), [Code of Conduct](#), and [Public Accountability Statement \(PAS\)](#).

Statement of use	Sun Life has reported with reference to the GRI Standards for the period January 1, 2025 to December 31, 2025.
GRI 1 used	GRI 1: Foundation 2021
Applicable GRI Sector Standard(s)	None

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
General disclosures					
GRI 2: General Disclosures 2021	2-1 Organizational details	AIF pages 3; Countries of operation: Australia, Bermuda, Brazil, Canada, Chile, China, France, Germany, Hong Kong, India, Indonesia, Ireland, Italy, Japan, Luxembourg, Malaysia, Mexico, Netherlands, Philippines, Singapore, South Korea, Spain, Switzerland, United Arab Emirates, United Kingdom, United States, Uruguay, Vietnam			
	2-2 Entities included in the organization's sustainability reporting	SR page 7; AR pages 15, 20			
	2-3 Reporting period, frequency and contact point	SR pages 7; AR page 15			
	2-4 Restatements of information	SR pages 67, 69, 73-74			The organization restated figures due to one or more of the following reasons: to reflect additional data provided after year-end ¹ ; due to changes in methodology ² ; and to reflect changes in methodology, acquisitions and divestments, updated emission factors, and improvements in data collection processes ³ .

General disclosures

<p>2-5 External assurance</p>	<p>Independent Practitioner’s Limited Assurance Report; SR pages 4, 75 Sun Life’s VP, Sustainability and Climate Change, Strategy and Performance provides senior-level oversight in the process of seeking external assurance. The Audit Committee of Sun Life’s Board of Directors provides oversight of the control environment for sustainability reporting, including any assurance provided in respect of Sun Life’s sustainability reporting. Sun Life engaged KPMG LLP to provide limited assurance Scope 1, 2 and select Scope 3 data for our 2025 greenhouse gas (GHG) emissions using the International Standard on Assurance Engagements 3410 as the standards for the Independent Limited Assurance Report.</p>			
<p>2-6 Activities, value chain and other business relationships</p>	<p>SR pages 5-8; AR pages 15, 20, 35, 214; ALF pages 3-4; Sun Life contracts many types of suppliers across its organization. Our most common types of suppliers are service providers and consultants whose activities relate to real estate, business services, information technology, human resources and professional services</p>			
<p>2-7 Employees</p>	<p>SR pages 8, 69, 72; PAS page 10; There are no material changes in total number of employees from 2024 to 2025.</p>	<p>2-7-a,b</p>	<p>Information unavailable/inc omplete</p>	<p>Sun Life is unable to report on the following requirements due to its data collection processes for employee data: total number of employees by region (for all regions), number of permanent and temporary employees by region and gender. We continue to evaluate our data collection capabilities on an ongoing basis.</p>
<p>2-8 Workers who are not employees</p>	<p>Sun Life’s most common types of workers who are not employees are technical workers, business professionals, administrative/clerical workers and accounting/finance professionals.</p>	<p>2-8-a,b,c</p>	<p>Information unavailable/inc omplete</p>	<p>Sun Life is unable to report the number of workers who are not employees as this information is not uniformly tracked across the organization. At this time, we don’t expect to be able to report this type of information in the near future.</p>

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
	2-9 Governance structure and composition	MIC pages 16-45, 49-56; SR pages 12, 13, 39			
	2-10 Nomination and selection of the highest governance body	MIC pages 15-22, 30, 34			
	2-11 Chair of the highest governance body	MIC page 31			
	2-12 Role of the highest governance body in overseeing the management of impacts	SR pages 10-13, 39			
	2-13 Delegation of responsibility for managing impacts	SR page 12, 13; MIC pages 46-47 44-52			
	2-14 Role of the highest governance body in sustainability reporting	SR page 12, 13; MIC pages 31, 51-52			
	2-15 Conflicts of interest	MIC pages 38			
	2-16 Communication of critical concerns	Sun Life has a process to escalate critical concerns from its ethics hotline to the Board of Directors on a quarterly basis.	2-16-b	Confidentiality constraints	Sun Life does not publicly report the number of critical concerns communicated to the Board as we view this information as confidential to Sun Life.
	2-17 Collective knowledge of the highest governance body	MIC pages 43; Statement of Corporate Governance Policies and Practices			
	2-18 Evaluation of the performance of the highest governance body	MIC page 45			

General disclosures

	Remuneration policies	MIC pages 57-60, 66-92; Charter of the Board of Directors	2-19-b	Information unavailable/inc complete	Our remuneration policy for Sun Life's Board of Directors does not take into consideration Sun Life's impacts on the economy, environment and people.
	2-20 Process to determine remuneration	MIC pages 9, 57-60, 66-92			
	2-21 Annual total compensation ratio	Compensation details for Sun Life's CEO are reported on MIC pages 64, 93-94, 103	2-21-a,b,c	Information unavailable/inc complete	Sun Life is unable to report the ratio of the annual total compensation for the CEO to the median compensation for all employees as this information is not uniformly tracked across the organization. In future reporting periods, we will consider revising our reporting methodologies to provide this information.
	2-22 Statement on sustainable development strategy	SR pages 10-13			
	2-23 Policy commitments	SR pages 39, 63; MIC ; Director Independence Policy ; Global Privacy Policy ; Sustainability Bond Framework ; Tax Strategy ; Statement of Corporate Governance Policies and Practices ; Code of Conduct ; Supplier Code of Conduct			
	2-24 Embedding policy commitments	SR page 39; Code of Conduct ; Governance and ethics ; Supplier Code of Conduct			
	2-25 Processes to remediate negative impacts	Ethics Hotline			
	2-26 Mechanisms for seeking advice and raising concerns	Ethics Hotline ; Code of Conduct ; Governance and ethics			

General disclosures

2-27
Compliance with laws and regulations

Information on legal and regulatory proceedings, penalties and sanctions is included on AIF pages 18, 34 and in Note 22.G on AR pages 225 and 227.

2-27-a,b,c,d

Confidentiality constraints

Sun Life does not publicly report the total number of instances, the number of significant instances or the monetary value of fines for instances of non-compliance with laws and regulations, other than as required under securities and other applicable laws, as we view this information as confidential to Sun Life.

2-28
Membership associations

Memberships with various organizations are listed across our sustainability material topic webpages: [Privacy and data security](#); [Governance and ethics](#)

2-28-a

Information unavailable/inc complete

Sun Life does not publish a comprehensive listing of all relevant memberships.

2-29 Approach to stakeholder engagement

In 2024, we completed a materiality assessment using a methodology consistent with our last comprehensive review in 2021. We used a combination of AI-driven analysis and a stakeholder survey. Refer to SR pages 22 for more details on this assessment. In addition, we listen to and consult with our stakeholders throughout the year using a variety of methods. In 2025, these included:

- **Clients:** Client experience surveys; Client focus groups; other feedback channels (in-person, mobile apps, email, social media, call centres, website); online Client communities; usability testing; complaint resolution process
- **Employees/Advisors:** Engagement and check-in surveys; training and development activities; internal social media and online forums; team meetings and one-on-one meetings with managers; 360-degree feedback program; performance reviews; town hall meetings with senior executives; Ethics Hotline; internal inclusion networks
- **Shareholders, Investors, Analysts:** Annual meetings; quarterly earnings conference calls and webcast presentations; hosting investors events; participation in conferences; meetings with investor groups; participation in surveys

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
General disclosures					
		<ul style="list-style-type: none"> • Governments and Regulators, Industry Associations: Participation in consultation processes, conferences and events; memberships and participation in industry/trade associations; Sun Life and DentaQuest Political Action Committees (U.S.) • Community Organizations and Members: Community outreach; sponsorships and donations; employee and advisor giving and volunteerism; media relations • Suppliers: Request for proposal processes; contracting efforts; regular meetings and briefings; ongoing relationship management; supplier risk assessment; Inclusive Supplier engagement 			
	2-30 Collective bargaining agreements	Approximately 0.4% of Sun Life employees (not including joint venture or temporary employees) are covered by collective bargaining agreements. For employees not covered under collective bargaining agreements, working conditions and terms of employment are not based on collective bargaining agreements that cover other employees.			
Material topics					
GRI 3: Material Topics 2021	3-1 Process to determine material topics	SR page 22			
	3-2 List of material topics	SR page 22			
Access to our solutions					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 24-27, 67; Access to our solutions			
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	SR pages 24-27, 67.			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Client Experience					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 28-30, 67; Client experience			
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	SR pages 28-30, 67			
Climate resilience					
GRI 3: Material Topics 2021	3-3 Management of material topics	OSFI B-15 CRMR pages 11-16			
GRI 201: Economic Performance 2016	201-2 Financial implications and other risks and opportunities due to climate change	OSFI B-15 CRMR page 11, 21-22; To date, climate-related risks and opportunities have not had a material impact to our financial position, performance, or cash flows, Climate resilience strategy. OSFI B-15 CRMR pages 11-16; Prioritized climate-related risks and opportunities. AR pages 66, 86			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	OSFI B-15 CRMR page 33.	302-1-d	Not applicable	Sun Life does not sell electricity, heating, cooling or steam.
	302-2 Energy consumption outside of the organization	We report on GHG emissions from business travel and emissions from our real estate investments on OSFI B-15 CRMR page 33.			
	302-3 Energy intensity	OSFI B-15 CRMR page 33; Primarily includes energy consumption within our global offices and Sun Life owned properties.			
GRI 303: Water and Effluents 2018	303-5 Water consumption	OSFI B-15 CRMR page 33. We report on total water consumption in cubic metres.	303-5-b	Not applicable	Sun Life does not consume water from areas with water stress.

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	OSFI B-15 CRMR page 26; GHG Emissions Reporting Methodology pages 7, 14; Gases included in calculation: CO2, CH4, N2O; Biogenic CO2 emissions are not applicable			
	305-2 Energy indirect (Scope 2) GHG emissions	OSFI B-15 CRMR page 26 (Scope 2 Location-based) page 33 (Full energy, waste and water table); GHG Emissions Reporting Methodology pages 7, 14; Gases included in calculation: CO2, CH4, N2O			
	305-3 Other indirect (Scope 3) GHG emissions	OSFI B-15 CRMR page 26; GHG Emissions Reporting Methodology pages 7, 14; Gases included in calculation: CO2, CH4, N2O; Biogenic CO2 emissions are not applicable			
	305-4 GHG emissions intensity	OSFI B-15 CRMR page 26. The Scope 3 emissions intensity ratio is 0.0042 tCO2e/\$, based on the Scope 3 location-based emissions total of 17,565,265 tCO2e divided by Sun Life's reported net income of \$4,201,000,000; Gases included in calculation: CO2, CH4, N2O; Biogenic CO2 emissions are not applicable; GHG Emissions Reporting Methodology pages 7, 14			
	305-5 Reduction of GHG emissions	OSFI B-15 CRMR page 30-32; GHG Emissions Reporting Methodology ; Gases included in calculation: CO2, CH4, N2O			
Community Wellness					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 33-35, 67			
GRI 203: Indirect Economic Impacts 2016	203-2 Significant indirect economic impacts	SR pages 33-35			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Employee Well-being					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 36-38, 68			
GRI 403: Occupational Health and Safety 2018	403-5 Worker training on occupational health and safety	SR pages 36-38; All workers receive awareness communication on various safety topics including emergency and preparedness, roles and responsibilities, which covers all health and safety-related content. In addition, department-specific hazard training includes training on the Global Harmonized System (GHS) for chemical classification and labelling, powered industrial truck operation and safety, and equipment-specific operational training. We have additional training for first aiders, evacuation wardens, mental health first aid and health and safety committee training.			
	403-6 Promotion of worker health	SR pages 36-38			
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 36-38, 68			
Governance and ethics					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 39, 40, 68			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR pages 67, 69			
GRI 415: Public Policy 2016	415-1 Political contributions	In the United States, Sun Life U.S. and its affiliates made direct corporate contributions of US\$150,000, corporate Political Action Committee (PAC) contributions of US\$371,800, and our employee funded PACs disbursed US\$116,000. The recipients of all of these contributions are publicly disclosed and can be found through state and federal election commission websites or opensecrets.org.			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Human Rights					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 41-42, 61, 62, 68; Respecting Human Rights			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR pages 41-42, 61-62	414-1-a	Information unavailable/inc complete	Sun Life is unable to report the percentage of new suppliers that were screened using social criteria as this information is not uniformly tracked across the organization.
Inclusion and belonging					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 43-46, 70			
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	SR pages 40, 43, 69, 70; MIC page 36			
	405-2 Ratio of basic salary and remuneration of women to men	SR page 69			
Indigenous relations					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 47-49, 70, Sun Life Commitments to Truth and Reconciliation			
Innovation and technology					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 50-51			
People and culture					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 52-54, 69			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	SR pages 52, 69	401-1	Information unavailable/incomplete	Sun Life is unable to report on the following requirements due to its data collection processes for employee data: new employee hires and employee turnover by age, gender and region. In future reporting periods, we will consider revising our data collection processes to provide this information.
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	SR page 69	404-1-a-i 404-1-a-ii	Information unavailable/incomplete	Sun Life is unable to report the average training hours by gender and employee category as this information is not uniformly tracked across the organization. In future reporting periods, we will consider revising our data collection processes to provide this information.
	404-2 Programs for upgrading employee skills and transition assistance programs	SR pages 52-54; Sun Life's transition assistance programs, such as pre-retirement planning and severance pay, vary by region.			
Privacy and data security					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 55-56, 67; Our global privacy statement , Responsible data use and AI			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	SR pages 56, 67	418-1-b	Confidentiality constraints	Sun Life does not disclose the total number of identified leaks, thefts, or losses of customer data as this information is confidential.
Responsible AI					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 57-59, Responsible data use and AI			

GRI standard/ other source	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
Responsible Procurement					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR page 41-42, 60-61, 68; Respecting Human Rights			
GRI 414: Supplier Social Assessment 2016	414-1 New suppliers that were screened using social criteria	SR pages 42, 60,61	414-1-a	Information unavailable/inc omplete	Sun Life is unable to report the percentage of new suppliers that were screened using social criteria as this information is not uniformly tracked across the organization.
Risk and resilience					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 62, 70.			
Sustainable Investing					
GRI 3: Material Topics 2021	3-3 Management of material topics	SR pages 22, 63-65, 71			
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	SR pages 63-65, 71; Sustainability Bond Use of Proceeds Report			
	203-2 Significant indirect economic impacts	SR pages 63-65			

¹ "Number of Clients reached through standalone solutions that target the need of an underserved group" 2024 figure restated to reflect additional data provided after year-end.

² "Percentage of women in technology" restated due to change in methodology.

³ Where applicable for enterprise greenhouse gas emissions (tCO₂e) and real estate energy, waste and water use, in relevant areas included under "GRI 305: Emissions 2016" in the table above.