

EMPLOYEE TALENT REVIEW AND SUCCESSION PLANNING

Human Resources Management Division

The annual Talent Review and Succession Planning process provides the opportunity to assess the Company's leadership bench strength, focus on the identification and development of high potential individuals, and support the organization's succession plan for all critical roles in the organization. Select members of the Sun Life Grepa Board participate in the annual Talent Review and Succession Management discussion for the top leadership (President) and the Senior Leadership roles, ensuring that the Company has a highly capable pool of candidates to meet its current and future leadership requirements. Individual strengths and development needs are identified for identified successors and talents along with appropriate development actions. This process aims to ensure both leadership and business continuity.