

29 May 2024

INSURANCE COMMISSION
1071 United Nations Avenue, Manila



Attention: **CORPORATE GOVERNANCE UNIT**

Re: 2023 Annual Corporate Governance Report (ACGR) of
Sun Life Grepa Financial, Inc.

Gentlemen:

We respectfully submit herewith to the Honorable Commission two (2) copies of the 2023 Annual Corporate Governance Report (ACGR) of **Sun Life Grepa Financial, Inc.**, in compliance with IC Circular Letter No. 2020-72, as amended by IC Circular Letter No. 2021-47.

We hope you will find everything in order.

Very truly yours,

A solid blue rectangular area, likely a placeholder for a signature or a stamp.

MARIA TERESA A. CO
Chief Compliance Officer
Sun Life Grepa Financial, Inc.

ANNUAL CORPORATE GOVERNANCE REPORT OF
SUN LIFE OF GREPA FINANCIAL, INC.

1. For the fiscal year ended: December 31, 2023
2. Certificate Authority Number: 2022/42-R
3. Province, Country or other jurisdiction of incorporation or organization:
Philippines
4. Address of principal office: 221 Sen. Gil J. Puyat Avenue, Makati City 1203
5. Company's telephone number, including area code: +632 8845-6474
6. Company's official website: <https://www.sunlifegrepa.com>
7. Former name, former address, and former fiscal year, if changed since last report: Not Applicable

ANNUAL CORPORATE GOVERNANCE REPORT			
	COMPLIANT/ NON- COMPLIANT	ADDITIONAL INFORMATION	EXPLANATION
The Board's Governance Responsibilities			
Principle 1: The company should be headed by a competent, working board to foster the long- term success of the corporation, and to sustain its competitiveness and profitability in a manner consistent with its corporate objectives and the long- term best interests of its shareholders and other stakeholders.			
Recommendation 1.1			
1. Board is composed of directors with collective working knowledge, experience or expertise that is relevant to the company's industry/sector.	Compliant	Provide information or link/reference to a document containing information on the following: 1. Academic qualifications, industry knowledge, professional experience, expertise and relevant trainings of directors 2. Qualification standards for directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of its performance	The ICRCs shall provide the explanations for any noncompliance, pursuant to the "comply or explain" approach. Please note that the explanation given should describe the non-compliance and include how the overall Principle being recommended is still being achieved by the company. Not applicable
2. Board has an appropriate mix of competence and expertise.	Compliant	The Board is composed of Directors who have a collective working knowledge, experience and expertise relevant to insurance and banking industry/sector. Also, the Board represents an appropriate mix of competence and expertise in the area of finance, business, risk management, operations and corporate governance that are relevant to the Company's industry.	Not applicable
3. Directors remain qualified for their positions individually and collectively to enable them to fulfill their roles and responsibilities and respond to the needs of the organization.	Compliant		Not applicable
		Kindly see the profiles and qualifications of the Directors in the	

		Company website and Annual Report, Section Board of Directors. Qualification and disqualification standards for Directors to facilitate the selection of potential nominees and to serve as benchmark for the evaluation of the Board performance are in the Manual on Corporate Governance, Section 2.2.1. The Board reviews, on an annual basis, the appropriate skills and expertise that the Board as a whole must possess in order to be an asset to the Company and fulfill its responsibilities. Kindly see the Board of Director's Skills Matrix as a result of the annual review of the qualities of Directors, which are aligned with the strategic direction of the Company. The Company has a policy that encourages Directors to attend annual continuing training programs to ensure that they remain qualified for their positions to enable them to fulfill their roles and responsibilities and respond to the needs of the Company. The training program includes topics to ensure that Directors keep abreast with the	
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		latest developments in business, corporate governance best practices, laws and regulations, and other relevant matters. Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions on orientation program for Directors. Kindly see the attendance to continuing education of Directors in the Annual Report, Section Corporate Governance and the Training Certificates of Directors and Officers. Source Documents and Links: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Board of Director's Skills Matrix https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Board-of-Directors-Skills-Matrix.pdf Manual on Corporate Governance, 2.2.1.2. Specific Duties and Functions of the Board of Directors	
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		https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Training and continuing education programme of directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Training Certificates of Directors and Officers https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Training-Certificates-of-Directors-and-Officers.pdf	
Recommendation 1.2			
1. Board is composed of a majority of non-executive directors.	Compliant	Identify or provide link/reference to a document identifying the directors and the type of their directorships The Board consists of nine (9) Directors, eight (8) of whom are Non-Executive Directors and one (1) Executive Director. The composition of the Board clearly delineates their responsibilities with those of Management.	Not applicable

		Director	Designation	
		Helen Y. Dee	Chairman / Non-Executive Director	
		Jose Isidro N. Camacho	Independent Non-Executive Director	
		Michele Marie Y. Dee	Non-Executive Director	
		Peter B. Favila	Independent Non-Executive Director	
		Ingrid Gail Johnson	Non-Executive Director	
		Rizalina G. Mantaring	Non-Executive Director	
		Juan B. Santos	Independent Non-Executive Director	
		Lorenzo V. Tan	Non-Executive Director	
		Richard S. Lim	President / Executive Director	
Kindly see the composition and qualifications of the Board in the Annual Report, Section Board of Directors; General Information Sheet; and Sun Life Grepa website, About Us, Who We Are web page.				
Source Documents and Links:				

		Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf General Information Sheet https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-General-Information-Sheet.pdf Sun Life Grepa website, About Us, Who We Are web page https://www.sunlifegrepa.com/home/about-us/who-we-are/	
Recommendation 1.3			
1. Company provides in its Board Charter and Manual on Corporate Governance a policy on training of directors.	Compliant	Provide link or reference to the company's Board Charter and Manual on Corporate Governance relating to its policy on training of directors. The Onboarding/Orientation and Continuing Training policy for Directors are in the Manual on Corporate Governance Section 2.2.1.2. Specific Duties and Functions. First-time Directors shall undergo an orientation program covering IC mandated topics on corporate governance practices, Company's corporate structure, business, legal	Not applicable

		and regulatory framework, Articles of Incorporation, Code of Conduct and other matters that would enable them to effectively discharge their duties and responsibilities. The annual continuing training program shall ensure that Directors are continuously informed of the developments in the business and regulatory environments, including emerging risks relevant to the Company, conducted by regulator-recognized private institution or government entity or equivalent seminar for at least four (4) hours. Source Documents and Links: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
2. Company provides in its Board Charter or Manual on Corporate Governance an orientation program for first time directors.	Compliant	Provide information or link/reference to a document containing information on the orientation program and trainings of directors for the previous year, including the	Not applicable

3. Company has relevant annual continuing training for all directors.	Compliant	number of hours attended and topics covered. The Company has an orientation program for every new director to ensure their understanding of the business and operations of the Company and continuing training for directors. First-time Directors shall undergo an orientation program covering IC mandated topics on corporate governance practices, Company's corporate structure, business, legal and regulatory framework, Articles of Incorporation, Code of Conduct and other matters that would enable them to effectively discharge their duties and responsibilities. The annual continuing training program shall ensure that Directors are continuously informed of the developments in the business and regulatory environments, including emerging risks relevant to the Company, conducted by regulator-recognized private institution or government entity or equivalent seminar for at least four (4) hours.	Not applicable
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		Kindly see the Manual on Corporate Governance Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. Kindly see the continuing education of Directors in the Annual Report, Section Corporate Governance, Training and continuing education programme of directors, and the Training Certificates of Directors and Officers. Source Documents and Links: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Training and continuing education programme of directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Training Certificates of Directors and Officers	
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		https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Training-Certificates-of-Directors-and-Officers.pdf	
Recommendation 1.4			
1. Board has a policy on board diversity.	Compliant	Provide information on or link/reference to a document containing information on the company's board diversity policy. Indicate gender composition of the board. The Company adopts a policy on Board diversity. It accepts nominations for directorship of individuals of all ages, ethnicity, culture, skill, competence, knowledge, and gender. The Company recognizes that a diversified Board contributes to optimal decision-making In line with the Company's commitment to the principles of good corporate governance on Board diversity, the 2023 Board is composed of five (5) male Directors and four (4) female Directors who have an appropriate mix of expertise, experience, independence, and skills that would encourage critical discussion and promote a balanced decision in the attainment of the Company's	Not applicable

		strategic objectives and sustainable development. Kindly see the Manual on Corporate Governance, 2.2.1. Board of Directors on Board diversity and the Annual Report, Section Diversity and Inclusion. Source Document and Link: Manual on Corporate Governance, 2.2.1. Board of Directors on Board diversity https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Diversity and Inclusion https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 1.5			
1. Board is assisted in its duties by a Corporate Secretary.	Compliant	Provide information on or link/reference to a document containing information on the Corporate Secretary, including his/her name, qualifications, duties and functions.	Not applicable
2. Corporate Secretary is a separate individual from the Compliance Officer.	Compliant		Not applicable
3. Corporate Secretary is not a member of the Board of Directors.	Compliant		Not applicable

The Company's Corporate Secretary, Atty. Samuel V. Torres and Assistant Corporate Secretary, Atty. Anna Katrina C. Kabigting-Ibero, are responsible for assisting the Board in making business judgment in good faith and in the performance of their responsibilities and obligations.

Kindly see the information on the Corporate Secretary and Assistant Corporate Secretary, including their names, qualifications, duties and functions in the Annual Report, Section Board Appointed Officers; Sun Life Grepa website, About Us, Who We Are web page; and the Manual on Corporate Governance, Section 2.2.3. Corporate Secretary and Assistant Corporate Secretary.

The Corporate Secretary and Assistant Corporate Secretary are separate individuals from the Chief Compliance Officer. The Company's Corporate Secretary and Assistant Corporate Secretary are Atty. Samuel V. Torres and Atty. Anna Katrina C. Kabigting-Ibero respectively, while the Chief Compliance Officer is Ms. Maria Teresa A. Co. The duties and responsibilities of the Corporate

		Secretary and Assistant Corporate Secretary are different from those of the Chief Compliance Officer. Kindly see the name, qualifications, duties and functions of the Chief Compliance Officer in the Annual Report, Section Board Appointed Officers; Manual on Corporate Governance, Section 2.1. Compliance Officer; and Sun Life Grepa website, About Us, Who We Are web page. The Corporate Secretary and Assistant Corporate Secretary are not members of the Board of Directors. Kindly see the names and profiles of the Directors in the Annual Report, Section Board of Directors; Sun Life Grepa website, About Us, Who We Are web page; and General Information Sheet. Source Documents and Link: Annual Report, Section Board Appointed Officers and Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
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		Sun Life Grepa website, About Us, Who We Are web page https://www.sunlifegrepa.com/home/about-us/who-we-are/ Manual on Corporate Governance, Section 2.2.3. Corporate Secretary and Assistant Corporate Secretary https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf General Information Sheet https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-General-Information-Sheet.pdf	
4. Corporate Secretary attends training/s on corporate governance.	Compliant	Provide information or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered The Corporate Secretary and Assistant Corporate Secretary attend continuing education seminar on corporate governance and the Mandatory Continuing Legal Education where they receive regular updates of the laws, rules, and regulations relevant to their duties.	Not applicable

		Kindly see the training certificates for the four (4) hours of Advanced Corporate Governance and Anti-Money Laundering Act Compliance Overview, Targeted Financial Sanctions, and Updates attended by the Corporate Secretary and Assistant Corporate Secretary on December 4, 2023. Source Document and Link: Training Certificates of Directors and Officers https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Training-Certificates-of-Directors-and-Officers.pdf	
Recommendation 1.6			
1. Board is assisted by a Compliance Officer.	Compliant	Provide information on or link/reference to a document containing information on the Compliance Officer, including his/her name, position, qualifications, duties and functions.	Not applicable
2. Compliance Officer has a rank of Senior Vice President or an equivalent position with adequate stature and authority in the corporation.	Compliant		Not applicable
3. Compliance Officer is not a member of the board.	Compliant	The Board is assisted by the Chief Compliance Officer, Ms. Maria Teresa A. Co who has the duty to monitor, review, evaluate and ensure the compliance by the Company, its officers and directors with the relevant laws, rules and	Not applicable

		regulations and all governance issuances of regulatory agencies. Maria Teresa A. Co has more than thirty (30) years of work experience in the fields of Accounting, Operations, Compliance and Internal Audit with multinational companies. She is a Certified Public Accountant and a Securities and Exchange Commission (SEC) Certified Compliance Officer for Pre-need companies (education and pension plans). The Chief Compliance Officer has a rank of Band 8 and has unrestricted access to the Chief Executive Officer, the Board of Directors, and any Board level Committee. Management of Compliance Risk is supported by the Three Lines of Defence Model which provides a consistent, transparent and clearly documented allocation of accountability and segregation of functional responsibilities. The Chief Compliance Officer, in the Second Line of Defence, is responsible for creating a framework and setting standards for compliance risk management processes and control, as well as providing effective independent challenge to the First Line of Defence in respect	
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		of the same, including monitoring and testing the effectiveness of first-line's controls. Kindly see the information on the Chief Compliance Officer, including her name, qualifications, duties and functions in the Annual Report, Section Board Appointed Officers and Manual on Corporate Governance, Section 2.1. Compliance Officer. The Chief Compliance Officer is not a member of the Board of Directors. Kindly see the names and profiles of the Directors in the Annual Report, Section Board of Directors; Sun Life Grepa website, About Us, Who We Are web page; and General Information Sheet. Source Documents and Link: Annual Report, Section Board Appointed Officers and Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Sun Life Grepa website, About Us, Who We Are web page	
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		https://www.sunlifegrepa.com/home/about-us/who-we-are/ Manual on Corporate Governance, Section 2.1. Compliance Officer https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf General Information Sheet https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-General-Information-Sheet.pdf	
4. Compliance Officer attends training/s on corporate governance annually.	Compliant	Provide information on or link/reference to a document containing information on the corporate governance training attended, including number of hours and topics covered The Chief Compliance Officer attends continuing education seminar on corporate governance. Kindly see the training certificates on Corporate Governance for eight (8) hours on November 7-8, 2023 and the Advanced Corporate Governance and Anti-Money Laundering Act Compliance Overview, Targeted Financial Sanctions, and Updates on December 4, 2023.	Not applicable

		Source Document and Link: Training Certificates of Directors and Officers https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Training-Certificates-of-Directors-and-Officers.pdf	
Principle 2: The fiduciary roles, responsibilities and accountabilities of the Board as provided under the law, the company's articles and by-laws, and other legal pronouncements and guidelines should be clearly made known to all directors as well as to stockholders and other stakeholders.			
Recommendation 2.1			
1. Directors act on a fully informed basis, in good faith, with due diligence and care, and in the best interest of the company.	Compliant	Provide information or reference to a document containing information on how the directors performed their duties (can include board resolutions, minutes of meeting) The Board of Directors act in good faith on a fully informed basis and in the best interest of the Company through careful review and active deliberation of the matters presented for approval such as policy decisions, annual budgets, and major investment funding. The Corporate Secretary and Assistant Corporate Secretary provide the meeting materials to the Board of Directors at least one week before the meeting to allow	Not applicable

		directors sufficient time to review and assist them in their decision-making. They ensure that Directors with a conflict of interest in transactions affecting the Company have abstained from taking part in the deliberations during the Board meetings. Kindly see the Manual on Corporate Governance, Section 2.2.1.3. Duties and Responsibilities of a Director. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.3. Duties and Responsibilities of a Director https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
Recommendation 2.2			
1. Board oversees the development, review and approval of the company's business objectives and strategy.	Compliant	Provide information or link/reference to a document containing information on how the directors performed this function (can include board resolutions, minutes of meeting)	Not applicable
2. Board oversees and monitors the implementation of the company's business objectives and strategy in order to sustain the company's long-term viability and strength.	Compliant	Indicate frequency of review of business objectives and strategy	Not applicable

		The Board of Directors is primarily responsible for identifying and setting the Company's strategic directions as well as its Mission and Vision. The Board monitors the implementation of the Company's strategy and reviews the vision and mission periodically. Every year during their fourth quarter meeting, the Board of Directors review the Company's Mission and Vision Statements to determine if the same is still aligned with the Company's objectives and corporate strategy. As part of the Board's annual assessment of the Company's performance, they reviewed the Company's material controls (including operational, financial and compliance controls) and risk management systems and confirmed the Company's full compliance with the code of corporate governance. The Board, in its regular meeting held on December 15, 2023, approved the 2024 Business Plan. Kindly see the Annual Report, Section Corporate Governance, Board of Directors.	
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		Kindly also see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. Source Documents and Link: Annual Report, Section Corporate Governance, Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
Recommendation 2.3			
1. Board is headed by a competent and qualified Chairperson.	Compliant	Provide information or reference to a document containing information on the Chairperson, including his/her name and qualifications The Chairman of the Board, Ms. Helen Y. Dee, a Non-Executive Director, serves to represent the interests of all shareholders and stakeholders. She provides leadership to assist the other	Not applicable

		Directors in carrying out their responsibilities and to enhance the effectiveness and cohesion of the Board as a whole. Kindly see the information on the Chairman of the Board, including her name, qualifications, duties and functions in the Annual Report, Section Board of Directors; Sun Life Grepa website, About Us, Who We Are web page; and Manual on Corporate Governance, Section 2.2.1.5 Duties and Responsibilities of a Chairman. Source Documents and Link: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Sun Life Grepa website, About Us, Who We Are web page https://www.sunlifegrepa.com/home/about-us/who-we-are/ Manual on Corporate Governance, Section 2.2.1.5 Duties and Responsibilities of a Chairman https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-	
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		Manual-on-Corporate-Governance.pdf	
Recommendation 2.4			
1. Board ensures and adopts an effective succession planning program for directors, key officers and management.	Compliant	Disclose and provide information or link/reference to a document containing information on the company's succession planning policies and programs and its implementation	Not applicable
2. Board adopts a policy on the retirement for directors and key officers.	Compliant	The Board and its Corporate Governance, Nomination and Remuneration (CGNR) Committee are responsible for the succession plan for the board members and senior officers, including adopting a retirement policy. The CGNR Committee reviews the Company's executive succession plans and the sufficiency and qualifications of the Company's leadership bench strength at least once per year, and the same are endorsed to the Board of Directors for approval. Kindly see the policy on succession planning and retirement in the Manual on Corporate Governance, Section 2.2.1.2 Specific Duties and Functions of the Board of Directors and Section 2.2.2.2. Corporate Governance, Nomination and Remuneration Committee.	Not applicable

The Company conducts annual Talent Review and Succession Management processes to identify and develop individuals with the capabilities to meet future leadership needs. The identification of high potential talent feeds into succession plans for business critical roles and development actions to prepare succession candidates for these or other key leadership roles. Individual strengths and development needs are identified along with appropriate development actions to ensure the Company is creating a highly capable pool of candidates to meet its current and future leadership needs.

Source Documents and Link:

**Manual on Corporate Governance,
Section 2.2.1.2 Specific Duties and
Functions of the Board of Directors**

<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf>

**Manual on Corporate Governance,
Section 2.2.2.2. Corporate**

		Governance, Nomination and Remuneration Committee Talent Review and Succession Management Cycle https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Employee-Talent-Review-and-Succession-Management-Cycle-SLGFI.pdf	
Recommendation 2.5			
1. Board formulates and adopts a policy specifying the relationship between remuneration and performance of key officers and board members.	Compliant	Provide information on or link/reference to a document containing information on the company's remuneration policy and its implementation, including the relationship between remuneration and performance.	Not applicable
2. Board aligns the remuneration of key officers and board members with long-term interests of the company.	Compliant	The Board determines the relationship between remuneration and performance of key officers and board members which should be aligned with the long-term interests of the Company and consider the following key factors: 1) the level of remuneration must be commensurate to the role; 2) no director should participate in the determination of his own per diem or compensation; and 3) remuneration pay-out schedules should be sensitive to risk outcomes over a multi-year horizon.	Not applicable
3. Directors do not participate in discussions or deliberations involving his/her own remuneration.	Compliant		Not applicable

		The Corporate Governance, Nomination and Remuneration Committee establishes a formal and transparent procedure to develop a policy for determining the remuneration of directors and officers that is consistent with the corporation's culture and strategy as well as the business environment in which it operates. Kindly see the key factors that are considered in the Manual on Corporate Governance, Section 2.2.1.2 Specific Duties and Functions of the Board of Directors. The Corporate Governance, Nomination and Remuneration Committee recommends remuneration packages for corporate and individual performance. Kindly see the duty of the Board on remuneration in the Manual on Corporate Governance, Section 2.2.2.2. Duties and Responsibilities of the Corporate Governance, Nomination and Remuneration Committee. On March 02, 2023, the Corporate Governance Remuneration	
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		Committee and the Board, reviewed and approved the components of the rewards or compensation package of senior management as presented by Human Resources. For employees in control functions (e.g., risk, compliance and internal audit), their remuneration is determined independent of any business line being overseen, and performance measures are based principally on the achievement of their objectives so as not to compromise their independence. The Company recognizes and rewards achievements and results in line with our "Pay for Performance" policy. Through performance, employees will be able to directly influence their compensation. The Company rewards exceptional job performance and provides support that would help employees accomplish their goals. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2 Specific Duties and Functions of the Board of Directors	
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		https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Manual on Corporate Governance, Section 2.2.2.2. Duties and Responsibilities of the Corporate Governance, Nomination and Remuneration Committee Agenda of the Corporate Governance, Nomination and Remuneration Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Agenda-of-Corporate-Governance-Nomination-and-Remuneration-Committee-Meetings.pdf Company website https://www.sunlifegrepa.com/	
Recommendation 2.6			
1. Board has a formal and transparent board nomination and election policy.	Compliant	Provide information or reference to a document containing information on the company's nomination and election policy and process and its implementation, including the criteria used in selecting new directors, how the shortlisted candidates and how it encourages nominations from shareholders. Provide proof if minority shareholders have a right to nominate candidates to the board	Not applicable
2. Board nomination and election policy is disclosed in the company's Manual on Corporate Governance.	Compliant		Not applicable
3. Board nomination and election policy includes how the company accepts nominations from minority shareholders.	Compliant		Not applicable

4. Board nomination and election policy includes how the board reviews nominated candidates.	Compliant	Provide information if there was an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	Not applicable
5. Board nomination and election policy includes an assessment of the effectiveness of the Board's processes in the nomination, election or replacement of a director.	Compliant	The Corporate Governance, Nomination and Remuneration Committee sets forth the selection of directors. Investors/minority interests have the right to elect, remove and replace Directors and vote on certain corporate acts in accordance with the Corporation Code and the Amended By-Laws.	Not applicable
6. Board has a process for identifying the quality of directors that is aligned with the strategic direction of the company.	Compliant	Kindly see the Manual on Corporate Governance, Section 2.2.2.2. Corporate Governance, Nomination and Remuneration Committee and Section 6. Shareholders' Benefit. Kindly also see the Amended By-Laws, Section 6. Election of Directors. On March 02, 2023 the Corporate Governance, Nomination and Remuneration Committee approved the nomination of the Directors for the term 2023 - 2024, following the qualification and criteria as provided in its Committee Charter.	Not applicable

		Source Documents and Link: Manual on Corporate Governance, Section 2.2.2.2. Corporate Governance, Nomination and Remuneration Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Manual on Corporate Governance, Section 6. Shareholders' Benefit By-Laws, Section 6. Election of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Amended-By-Laws.pdf Agenda of the Corporate Governance, Nomination and Remuneration Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Agenda-of-Corporate-Governance-Nomination-and-Remuneration-Committee-Meetings.pdf	
Recommendation 2.7			
1. Board has overall responsibility in ensuring that there is a group-wide policy and	Compliant	Provide information on or reference to a document containing the company's	Not applicable

system governing related party transactions (RPTs) and other unusual or infrequently occurring transactions.		policy on related party transaction, including policy on review and approval of significant RPTs	
2. RPT policy includes appropriate review and approval of material RPTs, which guarantee fairness and transparency of the transactions.	Compliant	Identify transactions that were approved pursuant to the policy.	Not applicable
3. RPT policy encompasses all entities within the group, taking into account their size, structure, risk profile and complexity of operations.	Compliant	The Board has the overall responsibility in ensuring that transactions with related parties and other unusual or infrequently occurring transactions, which pass the materiality threshold are handled in a sound and prudent manner, with integrity, and in compliance with applicable laws and regulations to protect the interest of policyholders, members, planholders, card holders, claimants, creditors and other stakeholders. Kindly see the Related Party Transactions. Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors and Section 2.2.2.3. Review Committee for Related Party Transactions (RPT). On May 16, June 06, September 06 and December 15, 2023, the Review Committee for Related	Not applicable

		Party Transactions (RPT) reviewed, and to the extent necessary, approved material related party transactions. Kindly see the Agenda of the Review Committee for Related Party Transactions (RPT) Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Manual on Corporate Governance, Section 2.2.2.3. Review Committee for Related Party Transactions (RPT) Related Party Transactions https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Related-Party-Transactions.pdf Agenda of the Review Committee for Related Party Transactions (RPT) https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Agenda-of-Review-Committee-for-Related-Party-Transactions-Meetings.pdf	
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Recommendation 2.8											
1. Board is primarily responsible for approving the selection of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	Provide information on or reference to a document containing the Board's policy and responsibility for approving the selection of management. Identify the Management team appointed The Board is primarily responsible for approving the selection of officers such as the President, Treasurer, Compliance Officer, Corporate Secretary, Assistant Corporate Secretary, Risk Officer, and Internal Auditor. Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. The following are the Board appointed officers of the Company as provided in the Sun Life Grepa website: <table><tr><th>Officer</th><th>Position</th></tr><tr><td>Richard S. Lim</td><td>President</td></tr><tr><td>Candy S. Esteban</td><td>Treasurer</td></tr><tr><td>Samuel V. Torres</td><td>Corporate Secretary</td></tr></table>	Officer	Position	Richard S. Lim	President	Candy S. Esteban	Treasurer	Samuel V. Torres	Corporate Secretary	Not applicable
Officer	Position										
Richard S. Lim	President										
Candy S. Esteban	Treasurer										
Samuel V. Torres	Corporate Secretary										

		Anna Katrina C. Kabigting-Ibero	Assistant Corporate Secretary
		Maria Teresa A. Co	Chief Compliance Officer, Money Laundering Reporting Officer, and Data Protection Officer
		Ria V. Mercado	Chief Risk Officer
		Joel O. Bungabong	Internal Auditor
Source Documents and Link:			
Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf			
Sun Life Grepa website https://www.sunlifegrepa.com/home/about-us/who-we-are/			
Annual Report, Section Sun Life Grepa Leadership Team and Section Board Appointed Officers https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf			

2. Board is primarily responsible for assessing the performance of Management led by the Chief Executive Officer (CEO) and the heads of the other control functions (Chief Risk Officer, Chief Compliance Officer and Chief Audit Executive).	Compliant	Provide information on or reference to a document containing the Board's policy and responsibility for assessing the performance of management. Provide information on the assessment process and indicate frequency of assessment of performance. The Board is primarily responsible for assessing the performance of the President and other members of senior management. Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. Kindly see the Annual Report, Section Corporate Governance, Board Performance Appraisal Kindly also see the Agenda of Committee Meeting on the Review of Executive Compensation. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-	Not applicable
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		Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Board Performance Appraisal https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Agenda of Committee Meeting on the Review of Executive Compensation https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Agenda-of-Corporate-Governance-Nomination-and-Remuneration-Committee-Meetings.pdf	
Recommendation 2.9			
1. Board establishes an effective performance management framework that ensures that Management's performance is at par with the standards set by the Board and Senior Management.	Compliant	Provide information on or link/reference to a document containing the Board's performance management framework for management and personnel. The Board establishes an effective performance management framework.	Not applicable
2. Board establishes an effective performance management framework that ensures that personnel's performance is at par with the standards set by the Board and Senior Management.	Compliant	Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors.	Not applicable

		Kindly also see the Annual Report, Section Corporate Governance, Board of Directors. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 2.10			
1. Board oversees that an appropriate internal control system is in place.	Compliant	Provide information on or link/reference to a document showing the Board's responsibility for overseeing that an appropriate internal control system is in place and what is included in the internal control system	Not applicable
2. The internal control system includes a mechanism for monitoring and managing potential conflict of interest of the Management, members and shareholders.	Compliant	The Board adopts a system of internal checks and balances and oversee that an appropriate internal control system is in place, including setting up a mechanism for monitoring and managing	Not applicable

		potential/actual conflicts of interest of board members, management, and shareholders/ members. Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. Kindly see the Conflict of Interest. Kindly see the Related Party Transactions. Kindly see the Code of Conduct, Section Avoiding Conflicts of Interest. Kindly also see the Sun Life Grepa website, About Us, Corporate Governance, Company Policies, Avoiding Conflicts of Interest web page. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
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		Conflict of Interest https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Conflict-of-Interest.pdf Related Party Transactions https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Related-Party-Transactions.pdf Code of Conduct, Section Avoiding Conflicts of Interest https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Code-of-Conduct.pdf Sun Life Grepa website, About Us, Corporate Governance, Company Policies, Avoiding Conflicts of Interest web page https://www.sunlifegrepa.com/home/about-us/corporate-governance/company-policies/	
3. Board approves the Internal Audit Charter.	Compliant	Provide reference or link to the company's Internal Audit Charter The Board, through the Audit and Risk Management Committee, evaluates and approves the annual internal audit plan. Kindly see the Manual on Corporate Governance, Section 2.2.2.1. Audit	Not applicable

		and Risk Management Committee and Section 2.2.5. Internal Auditor. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Manual on Corporate Governance, Section 2.2.5. Internal Auditor	
Recommendation 2.11			
1. Board oversees that the company has in place a sound enterprise risk management (ERM) framework to effectively identify, monitor, assess and manage key business risks.	Compliant	Provide information on or link/reference to a document showing the Board's oversight responsibility on the establishment of a sound enterprise risk management framework and how the board was guided by the framework.	Not applicable
2. The risk management framework guides the board in identifying units/business lines and enterprise-level risk exposures, as well as the effectiveness of risk management strategies.	Compliant	Provide proof of effectiveness of risk management strategies, if any. The Board oversees the sound risk management framework to monitor and manage strategic, regulatory, operational and financial risks.	Not applicable

		Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. Kindly see the Risk Management Framework. Kindly see the Annual Report, Section Risk Management. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Risk Management Framework https://www.sunlifegrepa.com/wp-content/uploads/2024/06/Risk-Management-Framework-Redacted-IC-Requirement.pdf Annual Report, Section Risk Management https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
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Recommendation 2.12			
1. Board has a Board Charter that formalizes and clearly states its roles, responsibilities and accountabilities in carrying out its fiduciary role.	Compliant	Provide link to the company's website where the Board Charter is disclosed.	Not applicable
2. Board Charter serves as a guide to the directors in the performance of their functions.	Compliant	The Board approved the Manual on Corporate Governance, which sets forth its purposes, authority, duties and responsibilities, structure and procedures in accordance with IC Circular No. 2020-71 "Revised Code of Corporate Governance for Insurance Commission Regulated Companies" and other applicable laws, rules and regulations. Source Documents and Link: Manual on Corporate Governance https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	Not applicable
3. Board Charter is publicly available and posted on the company's website.	Compliant		Not applicable
Principle 3: Board committees should be set up to the extent possible to support the effective performance of the Board's functions, particularly with respect to audit, risk management, related party transactions, and other key corporate governance concerns, such as nomination and remuneration. The composition, functions and responsibilities of all committees established should be contained in a publicly available Committee Charter.			
Recommendation 3.1			
1. Board establishes board committees that focus on specific board functions to aid in the optimal performance of its roles and responsibilities.	Compliant	Provide information or link/reference to a document containing information on all the board committees established by the company.	Not applicable

		The Board established the following Board Committees to aid in complying with the principles of good corporate governance: 1. Audit and Risk Management Committee 2. Corporate Governance, Nomination and Remuneration Committee 3. Review Committee for Related Party Transactions Kindly see the Manual on Corporate Governance, Section 2.2.2. Board Committees. Kindly also see the Annual Report, Section Corporate Governance, Committees. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2. Board Committees https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Committees	
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		https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 3.2			
1. Board establishes an Audit Committee to enhance its oversight capability over the company's financial reporting, internal control system, internal and external audit processes, and compliance with applicable laws and regulations.	Compliant	Provide information or link/reference to a document containing information on the Audit Committee, including its functions. Indicate if it is the Audit Committee's responsibility to recommend the appointment and removal of the company's external auditor. The Company has an Audit and Risk Management Committee which assists the Board in fulfilling its oversight responsibilities for the financial reporting process, the system of internal control, the internal and external audit process, and compliance with laws and regulations. Kindly see the Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee. Kindly also see the Annual Report, Section Corporate Governance, Committees. Source Documents and Link:	Not applicable

		Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Committees https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
2. Audit Committee is composed of at least three appropriately qualified non-executive directors, the majority of whom, including the Chairman is independent.	Compliant	Provide information or link/reference to a document containing information on the members of the Audit Committee, including their qualifications and type of directorship. The Audit and Risk Management Committee is composed of three (3) Directors, two (2) of whom are Independent Non-Executive Directors, including the Committee Chair, and who are appointed by the Board on an annual basis following each annual meeting. Kindly see the Manual on Corporate Governance Section 2.2.2.1. Audit and Risk Management Committee. The Committee is composed of the following members:	Not applicable

		<table><tr><th>Director</th><th>Designation</th></tr><tr><td>Jose Isidro N. Camacho</td><td>Chairman / Independent Non-Executive Director</td></tr><tr><td>Peter B. Favila</td><td>Independent Non-Executive Director</td></tr><tr><td>Rizalina G. Mantaring</td><td>Non- Executive Director</td></tr></table> Kindly see the profiles of the Directors in the Annual Report, Section Board of Directors. Source Documents and Links: Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	Director	Designation	Jose Isidro N. Camacho	Chairman / Independent Non-Executive Director	Peter B. Favila	Independent Non-Executive Director	Rizalina G. Mantaring	Non- Executive Director	
Director	Designation										
Jose Isidro N. Camacho	Chairman / Independent Non-Executive Director										
Peter B. Favila	Independent Non-Executive Director										
Rizalina G. Mantaring	Non- Executive Director										
3. All the members of the committee have relevant background, knowledge, skills,	Compliant	Provide information or link/reference to a document containing information on the	Not applicable								

and/or experience in the areas of accounting, auditing and finance.		background, knowledge, skills, and/or experience of the members of the Audit Committee. The Audit and Risk Management Committee as a whole possesses the experience and expertise required to fulfill the Committee's mandate. Each member of the Committee is financially literate, have experience in accounting or finance, or at least an adequate understanding of, or competence in, most of the Corporation's financial and risk management systems and regulatory environment. Kindly see the Annual Report, Section Board of Directors. Kindly also see the Board of Director's Skills Matrix. Source Documents and Link: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
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		Board of Director's Skills Matrix https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Board-of-Directors-Skills-Matrix.pdf	
4. The Chairman of the Audit Committee is not the Chairman of the Board or of any other committee.	Compliant	Provide information or link/reference to a document containing information on the Chairman of the Audit Committee Chairman Jose Isidro N. Camacho, of the Audit and Risk Management Committee, is not the Chairman of the Board or of any other committee. Kindly see the profile of the Chairman of the Audit and Risk Management Committee in the Annual Report, Section Board of Directors. Source Documents and Link: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	Not applicable
Recommendation 3.3			
1. Board establishes a Corporate Governance Committee tasked to assist the Board in the performance of its	Compliant	Provide information or reference to a document containing information on the Corporate Governance Committee, including its functions	Not applicable

corporate governance responsibilities, including the functions that were formerly assigned to a Nomination and Remuneration Committee.		Indicate if the Committee undertook the process of identifying the quality of directors aligned with the company's strategic direction, if applicable. The Company has a Corporate Governance, Nomination and Remuneration Committee which assists the Board in fulfilling its corporate governance responsibilities. Kindly see the Manual on Corporate Governance, Section 2.2.2.2. for the Corporate Governance, Nomination and Remuneration Committee's charter. Kindly also see the Annual Report, Section Corporate Governance, Committees. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2.2. Corporate Governance, Nomination and Remuneration Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
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		Annual Report, Section Corporate Governance, Committees https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
2. Corporate Governance Committee is composed of at least three members, all of whom should be independent directors.	Non-Compliant	Provide information or link/reference to a document containing information on the members of the Corporate Governance Committee, including their qualifications and type of directorship. The Corporate Governance, Nomination and Remuneration Committee is composed of three (3) members of the Board, the Committee Chair is an Independent Non-Executive Director, while the two (2) members are Non-Executive Directors. The members are appointed by the Board on an annual basis following each annual meeting. Kindly see the Manual on Corporate Governance Section 2.2.2.2. Corporate Governance, Nomination and Remuneration Committee. The Committee is composed of the following members:	The Corporate Governance, Nomination and Remuneration Committee has one (1) Independent Director out of three (3) members while the two (2) members are Non-Executive Directors, all of whom do not have any participation on the day-to-day operations/activities of the business.

		<table><tr><th>Director</th><th>Designation</th></tr><tr><td>Peter B. Favila</td><td>Chairman / Independent Non-Executive Director</td></tr><tr><td>Helen Y. Dee</td><td>Non-Executive Director</td></tr><tr><td>Rizalina G. Mantaring</td><td>Non-Executive Director</td></tr></table> Kindly see the profiles of the Directors in the Annual Report, Section Board of Directors. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2.2. Corporate Governance, Nomination and Remuneration Committee, https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	Director	Designation	Peter B. Favila	Chairman / Independent Non-Executive Director	Helen Y. Dee	Non-Executive Director	Rizalina G. Mantaring	Non-Executive Director	
Director	Designation										
Peter B. Favila	Chairman / Independent Non-Executive Director										
Helen Y. Dee	Non-Executive Director										
Rizalina G. Mantaring	Non-Executive Director										
3. Chairman of the Corporate Governance Committee is an independent director.	Compliant	Provide information or link/reference to a document containing information on the	Not applicable								

		Chairman of the Corporate Governance Committee. Chairman Peter B. Favila of the Corporate Governance, Nomination and Remuneration Committee, is an Independent Non-Executive Director. Kindly see the profile of the Chairman of the Corporate Governance, Nomination and Remuneration Committee in the Annual Report, Section Board of Directors. Source Documents and Link: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 3.4			
1. Board establishes a separate Board Risk Oversight Committee (BROC) that should be responsible for the oversight of a company's Enterprise Risk Management system to ensure its functionality and effectiveness.	Compliant	Provide information or link/reference to a document containing information on the Board Risk Oversight Committee (BROC), including its functions The Company has an Audit and Risk Management Committee who acts as a Board Risk Oversight	Not applicable

		Committee and assists the Board in fulfilling its oversight responsibilities for the financial reporting process, the system of internal control, the internal and external audit process, and compliance with laws and regulations. Kindly see the Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee. Kindly see the Annual Report, Section Corporate Governance, Committees. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee, https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Committees https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
2. BROC is composed of at least three members, the majority of whom should	Compliant	Provide information or link/reference to a document containing information on the	Not applicable

be independent directors, including the Chairman.		members of the BROC, including their qualifications and type of directorship The Audit and Risk Management Committee, acting as Board Risk Oversight Committee (BROC), is composed of three (3) Directors, two (2) of whom are Independent Non-Executive Directors, including the Committee Chair, and who are appointed by the Board on an annual basis following each annual meeting. Kindly see the Manual on Corporate Governance Section 2.2.2.1. Audit and Risk Management Committee. The Committee is composed of the following members: <table><tr><th>Director</th><th>Designation</th></tr><tr><td>Jose Isidro N. Camacho</td><td>Chairman / Independent Non-Executive Director</td></tr><tr><td>Peter B. Favila</td><td>Independent Non-Executive Director</td></tr><tr><td>Rizalina G. Mantaring</td><td>Non-Executive Director</td></tr></table>	Director	Designation	Jose Isidro N. Camacho	Chairman / Independent Non-Executive Director	Peter B. Favila	Independent Non-Executive Director	Rizalina G. Mantaring	Non-Executive Director	
Director	Designation										
Jose Isidro N. Camacho	Chairman / Independent Non-Executive Director										
Peter B. Favila	Independent Non-Executive Director										
Rizalina G. Mantaring	Non-Executive Director										

		Kindly see the profiles of the Directors in the Annual Report, Section Board of Directors. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
3. The Chairman of the BROC is not the Chairman of the Board or of any other committee.	Compliant	Provide information or link/reference to a document containing information on the Chairman of the BROC Chairman Jose Isidro N. Camacho, of the Audit and Risk Management Committee, is not the Chairman of the Board or of any other committee. Kindly see the profile of the Chairman of the Audit, Risk Management Committee in the	Not applicable

		Annual Report, Section Board of Directors. Source Documents and Link: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
4. At least one member of the BROC has relevant thorough knowledge and experience on risk and risk management.	Compliant	Provide information or link/reference to a document containing information on the background, skills, and/or experience of the members of the BROC. The Audit and Risk Management Committee as a whole possesses the experience and expertise required to fulfill the Committee's mandate. Each member of the Committee is financially literate, have experience in accounting or finance, or at least an adequate understanding of, or competence in, most of the Corporation's financial and risk management systems and regulatory environment. Kindly see the Annual Report, Section Board of Directors.	Not applicable

		Kindly see the Board of Director's Skills Matrix. Source Documents and Link: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Board of Director's Skills Matrix https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Board-of-Directors-Skills-Matrix.pdf	
Recommendation 3.5			
1. Board establishes a Related Party Transactions (RPT) Committee, which is tasked with reviewing all material related party transactions of the company.	Compliant	Provide information or link/reference to a document containing information on the Related Party Transactions (RPT) Committee, including its functions. The Company has a Review Committee for Related Party Transactions (RPT) which assists the Board in fulfilling its oversight responsibilities for the financial reporting process, the system of internal control, the internal and external audit process, and compliance with laws and regulations.	Not applicable

		Kindly see the Manual on Corporate Governance, Section 2.2.2.3. Review Committee for Related Party Transactions (RPT). Kindly also see the Annual Report, Section Corporate Governance, Review Committee for RPT. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2.3. Review Committee for Related Party Transactions (RPT), https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Review Committee for Related Party Transactions https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
2. RPT Committee is composed of at least three non-executive directors, two of whom should be independent, including the Chairman.	Compliant	Provide information or link/reference to a document containing information on the members of the RPT Committee, including their qualifications and type of directorship. The Review Committee for Related Party Transactions (RPT) is	Not applicable

composed of three (3) Directors, all of whom are Independent Non-Executive Directors, including the Committee Chair, and who are appointed by the Board on an annual basis following each annual meeting.

Kindly see the Manual on Corporate Governance, Section 2.2.2.3. Review Committee for Related Party Transactions (RPT).

The Committee is composed of the following members:

Director	Designation
Juan B. Santos	Chairman / Independent Non-Executive Director
Jose Isidro N. Camacho	Independent Non-Executive Director
Peter B. Favila	Independent Non-Executive Director

Kindly see the profiles of the Directors in the Annual Report, Section Board of Directors.

Source Documents and Link:

		Manual on Corporate Governance, 2.2.2.3. Review Committee for Related Party Transactions (RPT) https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 3.6			
1. All established committees have a Committee Charter stating in plain terms their respective purposes, memberships, structures, operations, reporting process, resources and other relevant information.	Compliant	Provide information on or link/reference to the company's committee charters, containing all the required information, particularly the functions of the Committee that is necessary for performance evaluation purposes.	Not applicable
2. Committee Charters provide standards for evaluating the performance of the Committees.	Compliant	The Board Committees have their respective purposes, memberships, structures and operations and duties and responsibilities. Kindly see the Manual on Corporate Governance, Section 2.2.2. Board Committees. The Board through the Corporate Governance, Nomination and Remuneration Committee, oversees the annual performance	Not applicable

		evaluation of the Board and its committees, and conducts an annual self-evaluation of its performance. Kindly see the Manual on Corporate Governance, Section 2.2.2.2. Corporate Governance, Nomination and Remuneration Committee. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2. Board Committees https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Manual on Corporate Governance, Section 2.2.2.2. Corporate Governance, Nomination and Remuneration Committee	
3. Committee Charters were fully disclosed on the company's website.	Compliant	Provide link to company's website where the Committee Charters are disclosed. A copy of the Manual on Corporate Governance is available in the Sun Life Grepa website.	Not applicable

		Source Documents and Link: Manual on Corporate Governance https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
Principle 4: To show full commitment to the company, the directors should devote the time and attention necessary to properly and effectively perform their duties and responsibilities, including sufficient time to be familiar with the corporation's business.			
Recommendation 4.1			
1. The Directors attend and actively participate in all meetings of the Board, Committees and shareholders in person or through tele-/videoconferencing conducted in accordance with the rules and regulations of the Commission.	Compliant	Provide information or link/reference to a document containing information on the process and procedure for tele/videoconferencing board and/or committee meetings. Provide information or link/reference to a document containing information on the attendance and participation of directors to Board, Committee and shareholders' meetings. Directors attend Board and Committee meetings and actively participate in deliberations and decisions in an objective manner, whether in person or through tele-/videoconferencing, unless prevented by illness, death in the immediate family, serious accidents, or other analogous causes.	Not applicable

		Kindly see the Manual on Corporate Governance, Section 2.2.1.3. Duties and Responsibilities of a Director. Kindly see the Certificate of Board of Directors Attendance. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.3. Duties and Responsibilities of a Director https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Certificate of Board of Directors Attendance https://www.sunlifegrepa.com/wp-content/uploads/2024/06/Certificate-of-Board-of-Directors-Attendance.pdf	
2. The directors review meeting materials for all Board and Committee meetings.	Compliant	Directors inform himself or herself of significant matters dealt with at meetings not attended. They review Board and Committee meeting materials. Kindly see the Manual on Corporate Governance, Section 2.2.1.3. Duties and Responsibilities of a Director.	Not applicable

		Source Documents and Link: Manual on Corporate Governance, 2.2.1.3. Duties and Responsibilities of a Director https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
3. The directors ask the necessary questions or seek clarifications and explanations during the Board and Committee meetings.	Compliant	Provide information or link/reference to a document containing information on any questions raised or clarification/explanation sought by the directors Directors are encouraged, and if necessary, are expected to ask the necessary questions or to seek clarifications and explanations during the Board and Committee meetings. Asking questions and providing comments are ways to effectively challenge Management's business decisions and implementation of corporate strategies. Kindly see the Manual on Corporate Governance, Section 2.2.1.3. Duties and Responsibilities of a Director. Source Documents and Link:	Not applicable

		Manual on Corporate Governance, 2.2.1.3. Duties and Responsibilities of a Director https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
Recommendation 4.2			
1. Non-executive directors concurrently serve as directors to a maximum of five Insurance Commission Regulated Entities (ICREs) and publicly-listed companies to ensure that they have sufficient time to fully prepare for meetings, challenge Management's proposals/views, and oversee the long-term strategy of the company.	Non-compliant	Disclose if the company has a policy setting the limit of board seats that a non-executive director can hold simultaneously. Provide information or reference to a document containing information on the directorships of the company's directors in both listed and non-listed companies While our Non-Executive Directors serve as Directors in other companies, such do not diminish their ability to discharge their roles and responsibilities as Directors. Being experienced and seasoned Directors, their commitment to the directorship position in the Company is not affected by their other directorship positions. Kindly see the Annual Report, Section Board of Directors. Source Documents and Link:	Two (2) Non-Executive Directors serve as directors in more than five (5) other ICRE and publicly-listed companies. However, such do not diminish their ability to discharge their roles and responsibilities as directors. Being experienced and seasoned directors, their commitment to the directorship position in the Company is not affected by their other directorship positions.

		Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 4.3			
1. The directors notify the company's board where he/she is an incumbent director before accepting a directorship in another company.	Compliant	Provide copy of written notification to the board or minutes of board meeting wherein the matter was discussed. The Directors will notify the Company's Board before accepting a directorship in another company. Kindly see the Manual on Corporate Governance, Section 2.2.1.3. Duties and Responsibilities of a Director. In 2023, one (1) Non-Executive Director submitted a notification to the Chairman, for decision of the Board. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.3. Duties and Responsibilities of a Director https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-	Not applicable

Principle 5: The board should endeavor to exercise an objective and independent judgment on all corporate affairs

Recommendation 5.1

1. The Board is composed of at least twenty percent (20%) independent directors.	Compliant	Provide information or link/reference to a document containing information on the number of independent directors in the board The Board consists of nine (9) Directors, three (3) Independent Non-Executive Directors, five (5) Non-Executive Directors, and one (1) Executive Director. <table><tr><th>Director</th><th>Designation</th></tr><tr><td>Helen Y. Dee</td><td>Chairman / Non-Executive Director</td></tr><tr><td>Jose Isidro N. Camacho</td><td>Independent Non-Executive Director</td></tr><tr><td>Michele Marie Y. Dee</td><td>Non-Executive Director</td></tr><tr><td>Peter B. Favila</td><td>Independent Non-Executive Director</td></tr><tr><td>Ingrid Gail Johnson</td><td>Non-Executive Director</td></tr><tr><td>Rizalina G. Mantaring</td><td>Non-Executive Director</td></tr><tr><td>Juan B. Santos</td><td>Independent</td></tr></table>	Director	Designation	Helen Y. Dee	Chairman / Non-Executive Director	Jose Isidro N. Camacho	Independent Non-Executive Director	Michele Marie Y. Dee	Non-Executive Director	Peter B. Favila	Independent Non-Executive Director	Ingrid Gail Johnson	Non-Executive Director	Rizalina G. Mantaring	Non-Executive Director	Juan B. Santos	Independent	Not applicable
Director	Designation																		
Helen Y. Dee	Chairman / Non-Executive Director																		
Jose Isidro N. Camacho	Independent Non-Executive Director																		
Michele Marie Y. Dee	Non-Executive Director																		
Peter B. Favila	Independent Non-Executive Director																		
Ingrid Gail Johnson	Non-Executive Director																		
Rizalina G. Mantaring	Non-Executive Director																		
Juan B. Santos	Independent																		

			Non-Executive Director	
		Lorenzo V. Tan	Non-Executive Director	
		Richard S. Lim	President / Executive Director	
		Source Documents and Links:		
		Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf General Information Sheet https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-General-Information-Sheet.pdf Sun Life Grepa website, About Us, Who We Are web page https://www.sunlifegrepa.com/home/about-us/who-we-are/		
Recommendation 5.2				
1. The independent directors possess all the qualifications and none of the disqualifications to hold the position.	Compliant	Provide information or link/reference to a document containing information on the qualifications of the independent directors. The Independent Directors possess all the qualifications and none of	Not applicable	

		the disqualifications to hold the position. Kindly see the profiles of the Independent Directors in the Annual Report, Section Board of Directors. Source Documents and Links: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 5.3			
1. The independent directors serve for a maximum cumulative term of nine years. As far as Insurance Companies are concerned, the foregoing term limit shall be reckoned from 02 January 2015 while the reckoning date for the Pre-Need Companies and Health Maintenance Organizations shall be from 21 September 2016. For other covered entities, all previous terms served by existing Independent Directors prior to the effectivity of this Circular shall not be included in the application of the term limit prescribed in this item.	Compliant	Provide information or link/reference to a document showing the years IDs have served as such. Independent Directors shall have a maximum cumulative term of nine (9) years, after which the independent director shall be perpetually barred from re-election as such in the same company. He may however, continue to qualify for nomination and election as a non-independent director. Subject to meritorious justification and shareholder approval during the annual stockholders meeting, the	Not applicable

		Board may retain an independent director who has served as such for nine (9) years. Kindly see the Manual on Corporate Governance, Section 2.2.1.6. Position Description of the Independent Director. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.6. Position Description of the Independent Director https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
2. The company bars an independent director from serving in such capacity after the term limit of nine years.	Compliant	Provide information or link/reference to a document containing information on the company's policy on term limits for its independent director After the Independent Director had a maximum cumulative term of nine (9) years, the independent director shall be perpetually barred from re-election as such in the same company. He may however, continue to qualify for nomination and election as a non-independent director. Subject to meritorious	Not applicable

		justification and shareholder approval during the annual stockholders meeting, the Board may retain an independent director who has served as such for nine (9) years. Kindly see the Manual on Corporate Governance, Section 2.2.1.6. Position Description of the Independent Director. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.6. Position Description of the Independent Director https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
3. In the instance that the company retains an independent director in the same capacity after nine years, the board submits to the Insurance Commission a formal written justification and seek shareholders' approval during the annual shareholders' meeting.	Compliant	Provide proof on submission of a formal written justification to the Insurance Commission and proof of shareholders' approval during the annual shareholders' meeting. After the Independent Director had a maximum cumulative term of nine (9) years, the independent director shall be perpetually barred from re-election as such in the same company. He may however,	Not applicable

		continue to qualify for nomination and election as a non-independent director. Subject to meritorious justification and shareholder approval during the annual stockholders meeting, the Board may retain an independent director who has served as such for nine (9) years. Kindly see the Manual on Corporate Governance, Section 2.2.1.6. Position Description of the Independent Director. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.6. Position Description of the Independent Director https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
Recommendation 5.4			
1. The positions of Chairman of the Board and Chief Executive Officer are held by separate individuals.	Compliant	Identify the company's Chairman of the Board and Chief Executive Officer The Chairman of the Board is a separate individual from the President. The Company's Chairman of the Board is Ms. Helen	Not applicable

		Y. Dee while the President is Mr. Richard S. Lim. Kindly see the profile of the Chairman of the Board and the President in the Annual Report, Section Board of Directors and the Sun Life Grepa website, About Us, Who We Are web page. Source Documents and Links: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Sun Life Grepa website, About Us, Who We Are web page https://www.sunlife.com.ph/en/about-us/who-we-are/	
2. The Chairman of the Board and Chief Executive Officer have clearly defined responsibilities.	Compliant	Provide information or link/reference to a document containing information on the roles and responsibilities of the Chairman of the Board and Chief Executive Officer. Identify the relationship of Chairman and CEO. The duties and responsibilities of the Chairman of the Board and the	Not applicable

		President are separate and clearly defined. Kindly see the Manual on Corporate Governance, Section 2.2.1.5. Duties and Responsibilities of a Chairman. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.5. Duties and Responsibilities of a Chairman https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
Recommendation 5.5			
1. If the Chairman of the Board is not an independent director or where the roles of Chairman and CEO are being held by one person, the Board should designate a lead director among the independent directors.	Compliant	Provide information or link/reference to a document containing information on a lead independent director and his roles and responsibilities, if any. Indicate if Chairman is independent. The Chairman of the Board, Ms. Helen Y. Dee, is a Non-Executive Director and does not hold any management position in the Corporation. For the year 2023, the Board has appointed then Independent Director Francisco C. Eizmendi, Jr.	Not applicable

		(resigned in December) as Lead Independent Director of the Corporation. Kindly see the profile of the Chairman of the Board in the Annual Report, Section Board of Directors and the Sun Life Grepa website, About Us, Who We Are web page. Source Documents and Links: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Sun Life Grepa website, About Us, Who We Are web page https://www.sunlifegrepa.com/home/about-us/corporate-governance/	
Recommendation 5.6			
1. Directors with material interest in a transaction affecting the corporation should abstain from taking part in the deliberations for the same.	Compliant	Provide proof of abstention, if this was the case Directors are required to disclose any personal interest or conflict of interest in relation to any matter to be considered by the Board and	Not applicable

		abstain from taking part in the deliberations for the same. Kindly see the Manual on Corporate Governance, Section Duties and Responsibilities of Directors. Source Documents and Link: Manual on Corporate Governance, Section Duties and Responsibilities of a Director https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
Recommendation 5.7			
1. The non-executive directors (NEDs) have separate periodic meetings with the external auditor and heads of the internal audit, compliance and risk functions, without any executive directors present to ensure that proper checks and balances are in place within the corporation.	Compliant	Provide proof and details of said meeting, if any. Provide information on the frequency and attendees of meetings. The Non-Executive Directors have periodic meetings with the external auditor and Heads of the Internal Audit, Compliance and Risk functions.	Not applicable
2. The meetings are chaired by the lead independent director.	Compliant	The meetings are presided by Committee Chairman Jose Isidro N. Camacho of the Audit Committee	Not applicable

		and Risk Management Committee, who is an Independent Director. Kindly see the Agenda of the Audit and Risk Management Committee meetings. As for Board meeting proper, the same is chaired by Ms. Helen Y. Dee, a Non-Executive Director. In 2023, the Company officially appointed its Lead Independent Director, in the person of Mr. Francisco C. Eizmendi, Jr., who has discharged his functions, per the Company's Board Charter. Source Documents and Link: Agenda of the Audit and Risk Management Committee meetings https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Agenda-of-Audit-and-Risk-Management-Committee-Meeting.pdf	
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Principle 6: The best measure of the Board's effectiveness is through an assessment process. The Board should regularly carry out evaluations to appraise its performance as a body, and assess whether it possesses the right mix of backgrounds and competencies.

Recommendation 6.1

1. Board conducts an annual self-assessment of its performance as a whole.	Compliant	Provide proof of annual assessments conducted for the whole board, the	Not applicable
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		individual members, the Chairman and the Committees	
2. The performance of the Chairman is assessed annually by the Board.	Compliant		Not applicable
3. The performance of the individual member of the Board is assessed annually by the Board.	Compliant	The Board conducts an annual self-assessment of its performance as a whole, the performance of each Board Committee, and the skills and experience of individual members. This is done through the accomplishment of a Board Effectiveness Questionnaire (BEQ). The self-assessment results are key factors in the enhancement of directors' performance and effectiveness in the discharge of their duties. The result of the annual assessment was reported to the Board on March 5, 2024.	Not applicable
4. The performance of each committee is assessed annually by the Board.	Compliant	Kindly see the Manual on Corporate Governance, Section Duties and Responsibilities of the Board of Directors. Kindly see the Annual Report, Section Corporate Governance, Board Performance Appraisal. Source Documents and Link: Manual on Corporate Governance, Section Duties and Responsibilities of the Board	Not applicable

		https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Board Performance Appraisal https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
5. Every three years, the assessments are supported by an external facilitator.	Compliant	Identify the external facilitator and provide proof of use of an external facilitator. The Company has a board assessment process in place. Every year, the Directors answer a Board Effectiveness Questionnaire (BEQ) to assess the effectiveness of the Board and Board Committees in the performance and exercise of their functions and mandate under the Manual on Corporate Governance, Charters of the various Board Committees, and applicable laws and regulations. The questionnaire includes self-assessments on (1) performance as an individual director, (2) performance of the Board as a body, and (3) performance of each of the Committees to which the	Not applicable

		directors belong. The BEQ is sent to all members of the Board covering various facets of corporate governance including the responsibilities of the Board, independence, strategic planning, audit, risk management and skills and experience of individual directors. The results of the Board Effectiveness Questionnaire are collated by the external provider to ensure utmost confidentiality. Responses from individual directors are not disclosed and only the consolidated results are discussed and reported to the Board. In 2021, the Directors accomplished the BEQ and have evaluated themselves, the Board, and the Board-Level Committees, supported by an external facilitator. The results of the BEQ show that the Board has a very good composition, and while it is diverse, it is balanced. There is great teamwork within the Board of Directors and that the Chairman exercises his leadership and engages every Director during meetings. Management supports the Board effectively which results to the Board working well with Management. The results of the	
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		assessment were reported to the Board on March 3, 2022. The next Board assessment that will be supported by an external facilitator will be in December 2024. Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. Kindly see the Annual Report, Section Corporate Governance, Board Performance Appraisal. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Board Performance Appraisal https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
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1. Board has in place a system that provides, at the minimum, criteria and process to determine the performance of the Board, individual directors and committees.	Compliant	Provide information or link/reference to a document containing information on the system of the company to evaluate the performance of the board, individual directors and committees, including a feedback mechanism from shareholders	Not applicable
2. The system allows for a feedback mechanism from the shareholders.	Compliant	The Company has a board assessment process in place. Every year, the Directors answer a Board Effectiveness Questionnaire (BEQ) to assess the effectiveness of the Board and Board Committees in the performance and exercise of their functions and mandate under the Manual on Corporate Governance, Charters of the various Board Committees, and applicable laws and regulations. The questionnaire includes self-assessments on (1) performance as an individual director, (2) performance of the Board as a body, and (3) performance of each of the Committees to which the directors belong. The BEQ is sent to all members of the Board covering various facets of corporate governance including the responsibilities of the Board, independence, strategic planning, audit, risk management and skills and experience of individual directors. The results of the Board	Not applicable

		Effectiveness Questionnaire are collated by the external provider to ensure utmost confidentiality. Responses from individual directors are not disclosed and only the consolidated results are discussed and reported to the Board. In 2023, the Directors accomplished the BEQ and have evaluated themselves, the Board, and the Board-Level Committees. The results of the BEQ show that the Board has a very good composition, and while it is diverse, it is balanced. There is great teamwork within the Board of Directors and that the Chairman exercises his leadership and engages every Director during meetings. Management supports the Board effectively which results to the Board working well with Management. The results of the assessment were reported to the Board on March 5, 2024. Kindly see the Annual Report, Section Corporate Governance, Board Performance Appraisal. Shareholders can give their feedback through this reporting channel:	
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		• Send report to: Code@sunlife.com Kindly see the Annual Report, Section Whistleblower and Breach Policy. Kindly also see the Sun Life Grepa Corporate Governance, Reporting Channels. Source Documents and Link: Annual Report, Section Corporate Governance, Board Performance Appraisal and Section Whistleblower and Breach Policy https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Reporting Channels https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Reporting-Channels.pdf Board of Director's Skills Matrix https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Board-of-Directors-Skills-Matrix.pdf	
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Principle 7: Members of the Board are duty-bound to apply high ethical standards, taking into account the interests of all stakeholders.

Recommendation 7.1

1. Board adopts a Code of Business Conduct and Ethics, which provide standards for professional and ethical behavior, as well as articulate acceptable and unacceptable conduct and practices in internal and external dealings of the company.	Compliant	Provide information on or link/reference to the company's Code of Business Conduct and Ethics. The Code of Conduct, applicable to all Directors of the Board, Management Team, and employees, sets out clear standards for professional behaviour and empowers all to do the right thing. Source Documents and Link: Code of Conduct https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Code-of-Conduct.pdf	Not applicable
2. The Code is properly disseminated to the Board, senior management and employees.	Compliant	Provide information on or discuss how the company disseminated the Code to its Board, senior management and employees. The Code of Conduct is annually disseminated to all directors, officers and employees, posted in the Sun Life Grepa website and internal policies database, and explained to new directors, officers and employees during onboarding or orientation.	Not applicable

		Source Documents and Link: Code of Conduct https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Code-of-Conduct.pdf	
3. The Code is disclosed and made available to the public through the company website.	Compliant	Provide a link to the company's website where of Business Conduct and Ethics is posted/ disclosed. The Code of Conduct is posted in the Sun Life Grepa website. Source Documents and Link: Code of Conduct https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Code-of-Conduct.pdf	Not applicable
Recommendation 7.2			
1. Board ensures the proper and efficient implementation and monitoring of compliance with the Code of Business Conduct and Ethics.	Compliant	Provide proof of implementation and monitoring of compliance with the Code of Business Conduct and Ethics and internal policies.	Not applicable
2. Board ensures the proper and efficient implementation and monitoring of compliance with company internal policies.	Compliant	Indicate who are required to comply with the Code of Business Conduct and Ethics and any findings on non-compliance. The Board of Directors execute an annual acknowledgement of the	Not applicable

		Code of Conduct, attesting their commitment to comply with the provisions in the Code. The attestation also includes a provision wherein the Director shall notify the Compliance Officer of any change in the circumstances which might adversely affect his/her compliance with the Code. The Board adopts corporate governance policies and ensures that these are reviewed and updated regularly, and consistently implemented in form and substance. Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. Kindly also see the Code of Conduct. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-	
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		Manual-on-Corporate-Governance.pdf Code of Conduct https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Code-of-Conduct.pdf	
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Disclosure and Transparency

Principle 8: The company should establish corporate disclosure policies and procedures that are practical and in accordance with best practices and regulatory expectations.

Recommendation 8.1

1. Board establishes corporate disclosure policies and procedures to ensure a comprehensive, accurate, reliable and timely report to shareholders and other stakeholders that gives a fair and complete picture of a company's financial condition, results and business operations.	Compliant	Provide information on or link/reference to the company's disclosure policies and procedures including reports distributed/made available to shareholders and other stockholders The Company recognizes that the most cogent proof of good corporate governance is that which is visible to the eyes of its investors. All shareholders shall be allowed to inspect corporate books and records, including minutes of Board meetings and stock registries, in accordance with the Corporation Code, and shall be furnished with annual reports, including financial statements, without cost or restrictions. Kindly see the Manual on Corporate Governance, Section 6. Shareholders' Benefit.	Not applicable
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Kindly see the Audited Financial Statements and the Quarterly Report on Selected Financial Statistics that are reported to our regulators and available in the Sun Life Grepa website.

Source Documents and Link:

**Manual on Corporate Governance,
Section 6. Shareholders' Benefit**

<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf>

Audited Financial Statements

https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Sun-Life-Grepa-Financial-Inc._2023-Audited-Financial-Statement.pdf

**Quarterly Report on Selected
Financial Statistics**

<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Q1-Quarterly-Report-on-Selected-Financial-Statistics-1.pdf>

<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Q2-Quarterly-Report-on-Selected-Financial-Statistics-1.pdf>

		https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Q3-Quarterly-Report-on-Selected-Financial-Statistics-1.pdf https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Q4-Quarterly-Report-on-Selected-Financial-Statistics-1.pdf Sun Life Grepa website https://www.sunlifegrepa.com.ph/en/about-us/corporate-governance/	
Recommendation 8.3			
1. Board fully discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant	Provide link or reference to the directors' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended. The Board discloses all relevant and material information on individual board members to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment. Kindly see the profiles of the directors in the Annual Report, Section Board of Directors, Board of	Not applicable

		Director's Skills Matrix, and Sun Life Grepa website. Source Documents and Links: Annual Report, Section Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Board of Director's Skills Matrix https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Board-of-Directors-Skills-Matrix.pdf Sun Life Grepa website, About Us, Who We Are web page https://www.sunlifegrepa.com.ph/en/about-us/who-we-are/	
2. Board fully discloses all relevant and material information on key executives to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Compliant	Provide link or reference to the key officers' academic qualifications, share ownership in the company, membership in other boards, other executive positions, professional experiences, expertise and relevant trainings attended. Relevant and material information on key executives is disclosed to evaluate their experience and qualifications, and assess any potential conflicts of interest that might affect their judgment.	Not applicable

		Kindly see the profiles of the key executives in the Annual Report, Section Sun Life Grepa Leadership Team and Sun Life Grepa website, About Us, Who We Are web page. Source Documents and Links: Annual Report, Section Sun Life Grepa Leadership Team https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Sun Life Grepa website, About Us, Who We Are web page https://www.sunlifegrepa.com.ph/en/about-us/who-we-are/	
Recommendation 8.4			
1. Company provides a clear disclosure of its policies and procedure for setting Board remuneration, including the level and mix of the same in the Annual Corporate Governance Report consistent with ASEAN Corporate Governance Scorecard (ACGS) and the Revised Corporation Code.	Compliant	Disclose or provide link/reference to the company policy and practice for setting board remuneration The Board determines the relationship between remuneration and performance of key officers and board members which should be aligned with the long-term interests of the company; and consider the following key factors: 1) the level of remuneration must be	Not applicable

		commensurate to the role; 2) no director should participate in the determination of his own per diem or compensation; and 3) remuneration pay-out schedules should be sensitive to risk outcomes over a multi-year horizon. Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
2. Company provides a clear disclosure of its policies and procedure for setting Executive remuneration, including the level and mix of the same in the Annual Corporate Governance Report consistent with ASEAN Corporate Governance Scorecard (ACGS) and the Revised Corporation Code.	Compliant	Disclose or provide link/reference to the company policy and practice for determining executive remuneration The Board determines the relationship between remuneration and performance of key officers and board members which should be aligned with the long-term interests of the company; and	Not applicable

		consider the following key factors: 1) the level of remuneration must be commensurate to the role; 2) no director should participate in the determination of his own per diem or compensation; and 3) remuneration pay-out schedules should be sensitive to risk outcomes over a multi-year horizon. Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. The Company offers a total rewards package that includes competitive compensation and benefits, work life balance and a rewarding career in line with one's abilities, commitment and aspiration. Consistent with the Company's high performance culture, the rewards are linked to overall Company and individual performance. Exceptional performance executed in a manner aligned with the Company's values is rewarded and recognized. Kindly see the Sun Life Grepa website,	
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		Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Sun Life Grepa website https://www.sunlifegrepa.com/home/about-us/careers/our-culture/	
3. Company discloses the remuneration on an individual basis, including termination and retirement provisions.	Non-compliant	Provide breakdown of director remuneration and executive compensation, particularly the remuneration of the CEO. The Company maintains an internal record of the remuneration of Directors and Senior Management on an individual basis. Source Documents and Link: General Information Sheet, Section Total Annual Compensation of Directors During the Preceding Fiscal Year https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-General-Information-Sheet.pdf	The Company discloses the aggregate remuneration of Directors and Senior Management in the General Information Sheet and Annual Financial Statements respectively.

**Audited Financial Statements,
Section 33.B. Key management
summary of compensation**

<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Sun-Life-Grepa-Financial-Inc.-2023-Audited-Financial-Statement.pdf>

Recommendation 8.5

1. Company discloses its policies governing Related Party Transactions (RPTs) and other unusual or infrequently occurring transactions.

Compliant

Disclose or provide reference/link to company's RPT policies

Indicate if the director with conflict of interest abstained from the board discussion on that particular transaction.

The Company discloses its policies governing Related Party Transactions and other unusual or infrequently occurring transactions.

Kindly see the Related Party Transactions.

Kindly see the Annual Report, Section Related Party Transactions.

Kindly also see the Manual on Corporate Governance, Section 2.2.2.3. Review Committee for Related Party Transactions.

Source Documents and Link:

Not applicable

		Related Party Transactions https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Related-Party-Transactions.pdf Annual Report, Section Related Party Transactions https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Manual on Corporate Governance, 2.2.2.3. Review Committee for Related Party Transactions https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
2. Company discloses material or significant RPTs in its Annual Company Report or Annual Corporate Governance Report, reviewed and approved by the Board, and submitted for confirmation by majority vote of the stockholders in the annual stockholders' meeting during the year.	Compliant	Provide information on all RPTs for the previous year or reference to a document containing the following information on all RPTs: 1. Name of the related counterparty; 2. Relationship with the party; 3. Transaction date; 4. Type/nature of transaction; 5. Amount or contract price; 6. Terms of the transaction; 7. Rationale for entering into the transaction; 8. The required approval (i.e., names of the board of directors approving, names and percentage of shareholders who approved) based on the company's policy; and	Not applicable

		9. Other terms and conditions The Company discloses material or significant Related Party Transactions in the Audited Financial Statements, reviewed and approved by the Board, and submitted for confirmation by majority vote of the stockholders in the annual stockholders' meeting during the year. Kindly see the Audited Financial Statements, Section 32. Related Party Transactions. Kindly also see the Draft Minutes of the Annual Meeting of the Stockholders. Source Documents and Link: Audited Financial Statements, Section 31. Related Party Transactions https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Sun-Life-Grepa-Financial-Inc.-2023-Audited-Financial-Statement.pdf Draft Minutes of the Annual Meeting of the Stockholders	
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		https://www.sunlifegrepa.com/wp-content/uploads/2023/06/Draft-Minutes-of-the-Annual-Stockholders-Meeting-Held-on-6-June-2023.pdf	
Recommendation 8.7			
1. Company's corporate governance policies, programs and procedures are contained in its Manual on Corporate Governance (MCG).		Provide link to the company's website where the Manual on Corporate Governance is posted.	
2. Company's MCG is posted on its company website.		The Company's corporate governance practices are principally contained in the Manual on Corporate Governance, Amended Articles of Incorporation, and Amended By-Laws. The Company is compliant with IC Circular Letter No. 2021-71 "Revised Code of Corporate Governance for Insurance Commission Regulated Companies" and related circulars on corporate governance. Kindly see the Manual on Corporate Governance; Amended Articles of Incorporation; and Amended By-Laws posted in the Sun Life Grepa website. Source Documents and Link: Manual on Corporate Governance	

<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf>

Amended Articles of Incorporation
<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Amended-Articles-of-Incorporation.pdf>

By-Laws
<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Amended-By-Laws.pdf>

Sun Life Grepa website, About Us Corporate Governance web page
<https://www.sunlifegrepa.com.ph/en/about-us/corporate-governance/>

Recommendation 9.1

1. Audit Committee has a robust process for approving and recommending the appointment, reappointment, removal, and fees of the external auditors.

Provide information or link/reference to a document containing information on the process for approving and recommending the appointment, reappointment, removal and fees of the company's external auditor.

The Audit and Risk Management Committee recommends to the Board, the appointment,

		reappointment, removal and fees of the External Auditor, duly accredited by the Commission, who undertakes an independent audit of the corporation, and provide an objective assurance on the manner by which the financial statements should be prepared and presented to the stockholders. Kindly see the Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee. Source Documents and Link: Manual on Corporate Governance, 2.2.2.1. Audit and Risk Management Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
2. The appointment, reappointment, removal, and fees of the external auditor is recommended by the Audit Committee, approved by the Board and ratified by the shareholders.		Indicate the percentage of shareholders that ratified the appointment, reappointment, removal and fees of the external auditor. The Audit and Risk Management Committee recommends to the Board the appointment, reappointment, removal, and fees	

		of the External Auditor, duly accredited by the Commission, who undertakes an independent audit of the corporation, and provide an objective assurance on the manner by which the financial statements should be prepared and presented to the stockholders. Kindly see the Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee. Source Documents and Link: Manual on Corporate Governance, 2.2.2.1. Audit and Risk Management Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
3. For removal of the external auditor, the reasons for removal or change are disclosed to the regulators and the public through the company website and required disclosures.		Provide information on or link/reference to a document containing the company's reason for removal or change of external auditor. The removal of External Auditor, the reasons for removal or change will be disclosed to the regulators and the public.	

		As endorsed by the Audit and Risk Management Committee, and approved by the Board, the Company engages the services of Sycip Gorres Velayo & Co. Kindly see the Annual Report, Section Audit and Non-Audit Fees. Source Documents and Link: Annual Report, Section Audit and Non-Audit Fees https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 9.2			
1. Audit Committee Charter includes the Audit Committee's responsibility on: i. assessing the integrity and independence of external auditors; ii. exercising effective oversight to review and monitor the external auditor's independence and objectivity; and iii. exercising effective oversight to review and monitor the effectiveness of the audit process, taking into consideration relevant Philippine professional and regulatory requirements.	Compliant	Provide link/reference to the company's Audit Committee Charter The Audit and Risk Management Committee ensures that the External Auditor maintains its independence from the Company, and that the services provided are in accordance with Sun Life Grepa's Policy Restricting the Use of External Auditors. Kindly see the Manual on Corporate Governance, Section 2.2.4. External Auditor.	Not applicable

		Source Documents and Link: Manual on Corporate Governance, Section 2.2.4. External Auditor https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
2. Audit Committee Charter contains the Committee's responsibility on reviewing and monitoring the external auditor's suitability and effectiveness on an annual basis.	Compliant	Provide link/reference to the company's Audit Committee Charter The Audit and Risk Management Committee ensures that the External Auditor maintains its independence from the Company, and that the services provided are in accordance with Sun Life Grepa's Policy Restricting the Use of External Auditors. Kindly see the Manual on Corporate Governance, Section 2.2.4. External Auditor. Source Documents and Link: Manual on Corporate Governance, Section 2.2.4. External Auditor https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-	Not applicable

		Manual-on-Corporate-Governance.pdf	
Recommendation 9.3			
1. Company discloses the nature of non-audit services performed by its external auditor in the Annual Report to deal with the potential conflict of interest.	Compliant	Disclose the nature of non-audit services performed by the external auditor, if any. The Company discloses the nature of non-audit services performed by its External Auditor. Kindly see the Annual Report, Section Audit and Non-Audit Fees. Source Documents and Link: Annual Report, Section Audit and Non-Audit Fees https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	Not applicable
2. Audit Committee stays alert for any potential conflict of interest situations, given the guidelines or policies on non-audit services, which could be viewed as impairing the external auditor's objectivity.	Compliant	Provide link or reference to guidelines or policies on non-audit services The Audit and Risk Management Committee evaluates and determines the non-audit work, if any, of the external auditor, and periodically review the non-audit fees paid to the external auditor in relation to the total fees paid to him	Not applicable

		and to the Company's overall consultancy expenses. The committee should disallow any non-audit work that will conflict with his duties as an external auditor or may pose a threat to his independence. The non-audit work, if allowed, should be disclosed in the Annual Report. Kindly see the Manual on Corporate Governance, Section 2.2.4. External Auditor. Source Documents and Link: Manual on Corporate Governance, Section 2.2.4. External Auditor https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
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Principle 10: The company should ensure that the material and reportable non-financial and sustainability issues are disclosed.

Recommendation 10.1

1. Board has a clear and focused policy on the disclosure of non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability.	Compliant	Disclose or provide link on the company's policies and practices on the disclosure of non-financial information, including EESG issues. The Board adopts a globally recognized standard/framework in	Not applicable
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		disclosing non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its business, which underpin sustainability. Kindly see the Manual on Corporate Governance, Section 5. Reportorial or Disclosure System of Corporate Governance Policies. Source Documents and Link: Manual on Corporate Governance, Section 5. Reportorial or Disclosure System of Corporate Governance Policies https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
2. Company adopts a globally recognized standard/framework in reporting sustainability and non-financial issues.	Compliant	Provide link to Sustainability Report, if any. Disclose the standards used. The Board adopts a globally recognized standard/framework in disclosing non-financial information, with emphasis on the management of economic, environmental, social and governance (EESG) issues of its	Not applicable

		business, which underpin sustainability. Kindly see the Manual on Corporate Governance, Section 5. Reportorial or Disclosure System of Corporate Governance Policies. Kindly see Sustainability Report. Source Documents and Link: Manual on Corporate Governance, Section 5. Reportorial or Disclosure System of Corporate Governance Policies https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Sustainability Report https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Sustainability-Report.pdf	
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Principle 11: The company should maintain a comprehensive and cost-efficient communication channel for disseminating relevant information. This channel is crucial for informed decision-making by investors, stakeholders and other interested users.

Recommendation 11.1

1. The company should have a website to ensure a comprehensive, cost efficient transparent, and timely manner of	Compliant	Disclose and identify the communication channels used by the company (i.e., website, Analyst's briefing, Media briefings /press conferences, Quarterly reporting, Current reporting, etc.).	Not applicable
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disseminating relevant information to the public.		Provide links, if any. The Sun Life Grepa website provides the latest news, product information, marketing activities of the company. The information posted on the Sun Life Grepa website is updated on a regular basis depending on the urgency of news and advisories. Source Documents and Link: Sun Life Grepa website, About Us, Corporate Governance web page https://www.sunlifegrepa.com.ph/en/about-us/corporate-governance/	
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Internal Control System and Risk Management Framework

Principle 12: To ensure the integrity, transparency and proper governance in the conduct of its affairs, the company should have a strong and effective internal control system and enterprise risk management framework.

Recommendation 12.1

1. Company has an adequate and effective internal control system in the conduct of its business.	Compliant	List quality service programs for the internal audit functions. Indicate frequency of review of the internal control system The Company adopts a system of internal checks and balances and oversees that an appropriate internal control system is in place,	Not applicable
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		including setting up a mechanism for monitoring and managing potential conflicts of interest of board members, management, and shareholders/members. The Internal Audit function is the Third Line of Defence (LOD) and is responsible for providing independent assurance to management, the Audit and Risk Management Committee on the design and operational effectiveness of the risk management practices carried out by First LOD and Second LOD. Internal Audit provides a quarterly opinion on the effectiveness of internal controls, risk management and governance processes to the Audit and Risk Management Committee. In addition, the Audit and Risk Management Committee may engage third-party independent reviews to supplement the third LOD review of the effectiveness of the Company's risk management programs. Kindly see the Manual on Corporate Governance, Section 2.2.5 Internal Auditor. Kindly see the Annual Report, Section Committees.	
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		Source Documents and Link: Manual on Corporate Governance, Section 2.2.5. Internal Auditor https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Committees https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
2. Company has an adequate and effective enterprise risk management framework in the conduct of its business.	Compliant	Identify international framework used for Enterprise Risk Management Provide information or reference to a document containing information on: 1. Company's risk management procedures and processes 2. Key risks the company is currently facing 3. How the company manages the key risks Indicate frequency of review of the enterprise risk management framework. The Company's overall risk management framework, adopted after the Company's parent company, prescribes a	Not applicable

		comprehensive set of protocols and programs that need to be followed in conducting business activities. The risks that arise when providing products and services to clients, which are in line with the Company's purpose to help its clients achieve lifetime financial security and live healthier lives, are managed within these protocols and programs. Effective risk management is critical to the overall profitability, competitive market positioning and long-term financial viability of the Company. While all risk cannot necessarily be eliminated, the Risk Framework seeks to ensure that risks to a business undertaking are appropriately managed to achieve the Company's business objectives over time and are not expected to exceed pre-established boundaries for risk taking. The risk management process as set out in the Company's risk management framework includes: • Risk identification and management • Risk Management, monitoring and reporting The Company groups all risks into these major risk categories:	
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		• Insurance risk • Investment risk • Financial risk – credit risk, liquidity risk, market risk, currency risk, interest rate risk, equity price risk Kindly see the Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee and Section 2.2.2.3. Review Committee for RPT. Kindly see the Annual Report, Section Risk Management. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee, and Review Committee for RPT, https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Risk Management https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
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		Audited Financial Statements https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Sun-Life-Grepa-Financial-Inc.-2023-Audited-Financial-Statement.pdf	
Recommendation 12.2			
1. Company has in place an independent internal audit function that provides an independent and objective assurance, and consulting services designed to add value and improve the company's operations.	Compliant	Disclose if the internal audit is in-house or outsourced. If outsourced, identify external firm. The Company has in place an independent internal audit function which is performed by internal auditors through which the Board, senior management, and stockholders shall be provided with reasonable assurance that the Company's key organizational and procedural controls are effective, appropriate, and complied with. Kindly see the Manual on Corporate Governance, Section 2.2.5. Internal Auditor. Kindly also see the Annual Report, Section Committees. Source Documents and Link: Manual on Corporate Governance, Section 2.2.5. Internal Auditor	Not applicable

		https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Committees https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 12.3			
1. Company has a qualified Chief Audit Executive (CAE) appointed by the Board.	Compliant	Identify the company's Chief Audit Executive (CAE) and provide information on or reference to a document containing his/her responsibilities.	Not applicable
2. CAE oversees and is responsible for the internal audit activity of the organization, including that portion that is outsourced to a third party service provider.	Compliant	The Company's Internal Auditor Joel O. Bungabong, is responsible for the periodic formal review of the effectiveness of the Company's system and internal controls. Kindly see the information on the Internal Auditor, including his name, qualifications, and internal audit function in the Annual Report, Section Board Appointed Officers, Sun Life Grepa website, About Us, Who We Are web page; and Manual on Corporate Governance Section 2.2.5. Internal Auditor. Source Documents and Link:	Not applicable

		Annual Report, Section Board Appointed Officers https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Sun Life Grepa website, About Us, Who We Are web page https://www.sunlifegrepa.com/home/about-us/who-we-are/ Manual on Corporate Governance, Section 2.2.5. Internal Auditor https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
3. In case of a fully outsourced internal audit activity, a qualified independent executive or senior management personnel is assigned the responsibility for managing the fully outsourced internal audit activity.	Compliant	Identify qualified independent executive or senior management personnel, if applicable. The Company has an Audit and Risk Management Committee which assists the Board in fulfilling its oversight responsibilities for the financial reporting process, the system of internal control, the internal and external audit process, and compliance with laws and regulations.	Not applicable

		Kindly see the Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee. Kindly also see the Annual Report, Section Corporate Governance, Audit Committee Members. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Corporate Governance, Audit Committee Members https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 12.4			
1. Company has a separate risk management function to identify, assess and monitor key risk exposures.	Compliant	Provide information on company's risk management function. The Company has a separate risk management function to identify, assess and monitor key risk exposures.	Not applicable

		Kindly see the Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee. Kindly also see the Annual Report, Section Committees. Source Documents and Link: Manual on Corporate Governance, Section 2.2.2.1. Audit and Risk Management Committee https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Committees https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 12.5			
1. In managing the company's Risk Management System, the company has a Chief Risk Officer (CRO), who is the ultimate champion of Enterprise Risk Management (ERM).	Compliant	Identify the company's Chief Risk Officer (CRO) and provide information on or reference to a document containing his/her responsibilities and qualifications/background.	Not applicable
2. CRO has adequate authority, stature, resources and support to fulfill his/her responsibilities.	Compliant	The Company's Chief Risk Officer, Ms. Ria V. Mercado, is responsible for providing independent oversight	Not applicable

of the Company-wide risk management programs.

Kindly see the information on the Chief Risk Officer, including her name, qualifications, and function in the Annual Report, Section Board Appointed Officers, Sun Life Grepa website, About Us, Who We Are web page, and Manual on Corporate Governance Section 2.2.2.1. Acting as Risk Management Committee.

Source Documents and Link:

Annual Report, Section Board Appointed Officers

<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf>

Sun Life Grepa website, About Us, Who We Are web page

<https://www.sunlifegrepa.com/home/about-us/who-we-are/>

Manual on Corporate Governance, 2.2.2.1. Audit and Risk Management Committee

<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf>

Cultivating a Synergic Relationship with Shareholders			
Principle 13: The company should treat all shareholders fairly and equitably, and also recognize, protect and facilitate the exercise of their rights.			
Recommendation 13.1			
1. Board ensures that basic shareholder rights are disclosed in the Manual on Corporate Governance.	Compliant	Provide link or reference to the company's Manual on Corporate Governance where shareholders' rights are disclosed. The Board is committed to respecting the rights of the stockholders, as follows: 1. Voting Right 2. Pre-emptive Right 3. Power of Inspection 4. Right to Information 5. Dividend Policy 6. Appraisal Right Kindly see the Manual on Corporate Governance, Section 6. Shareholders' Benefit. Source Documents and Link: Manual on Corporate Governance, 6. Shareholders' Benefit https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	Not applicable

2. Board ensures that basic shareholder rights are disclosed on the company's website.	Compliant	Provide link to company's website The Manual on Corporate Governance, which provides the basic rights of the shareholders is uploaded to the Sun Life Grepa website, Corporate Governance web page. The Annual Report that provides the Dividend Policy is also available in the Sun Life Grepa website, Corporate Governance web page. Source Documents and Link: Manual on Corporate Governance https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf Annual Report, Section Shareholders' Dividend Policy https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	Not applicable
Recommendation 13.2			
1. Board encourages active shareholder participation by sending the Notice of Annual and Special Shareholders' Meeting with sufficient and relevant	Compliant	Indicate the number of days before the annual stockholders' meeting or special stockholders' meeting when the notice and agenda were sent out	Not applicable

information at least 21 days before the meeting.		Indicate whether shareholders' approval of remuneration or any changes therein were included in the agenda of the meeting. Provide link to the Agenda included in the company's Information Statement The Company released its Notice of Annual Meeting of the Stockholders on May 5, 2023, 32 days before the June 6, 2023 scheduled date of the meeting in accordance with the Corporation Code and the Amended By-Laws of the Company. Source Documents and Link: Notice of Annual Meeting of the Stockholders https://www.sunlifegrepa.com/wp-content/uploads/2023/05/Notice-of-Annual-Stockholders-Meeting-on-6-June-2023.pdf Sun Life Grepa website, Corporate Governance web page https://www.sunlifegrepa.com/home/about-us/corporate-governance/	
Recommendation 13.3			
1. Board encourages active shareholder participation by making the result of the	Compliant	Provide information or reference to a document containing information	Not applicable

votes taken during the most recent Annual or Special Shareholders' Meeting publicly available the next working day.		on all relevant questions raised and answers during the ASM and special meeting and the results of the vote taken during the most recent ASM/SSM. The Draft Minutes of the Annual Meeting of the Stockholders which includes the result of votes taken on June 6, 2023 is available in the Sun Life Grepa website, Corporate Governance web page. Source Documents and Link: Draft Minutes of the Annual Meeting of the Stockholders https://www.sunlifegrepa.com/wp-content/uploads/2023/06/Draft-Minutes-of-the-Annual-Stockholders-Meeting-Held-on-6-June-2023.pdf Sun Life Grepa website, Corporate Governance web page https://www.sunlifegrepa.com.ph/en/about-us/corporate-governance/	
2. Minutes of the Annual and Special Shareholders' Meetings are available on the company website within five business days from the end of the meeting.	Compliant	Provide link to minutes of meeting in the company website. Indicate voting results for all agenda items, including the approving, dissenting and abstaining votes.	Not applicable

		Indicate also if the voting on resolutions was by poll. Include whether there was opportunity to ask question and the answers given, if any The Draft Minutes of the Annual Meeting of the Stockholders held on June 6, 2023 is available in the Sun Life Grepa website, Corporate Governance web page. Source Documents and Link: Draft Minutes of the Annual Meeting of the Stockholders https://www.sunlifegrepa.com/wp-content/uploads/2023/06/Draft-Minutes-of-the-Annual-Stockholders-Meeting-Held-on-6-June-2023.pdf Sun Life Grepa website, Corporate Governance web page https://www.sunlifegrepa.com.ph/en/about-us/corporate-governance/	
Recommendation 13.4			
1. Board has an alternative dispute mechanism to resolve intra-corporate disputes in an amicable and effective manner.	Compliant	Provide details of the alternative dispute resolution made available to resolve intra-corporate disputes	Not applicable

		The Board encourages the exercise of shareholders' voting rights and the resolution of collective action problems through appropriate mechanisms. Kindly see the Manual on Corporate Governance, Section 6. Shareholders' Benefit. Source Documents and Link: Manual on Corporate Governance, 6. Shareholders' Benefit https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
2. The alternative dispute mechanism is included in the company's Manual on Corporate Governance.	Compliant	Provide link/reference to where it is found in the Manual on Corporate Governance The Board encourages the exercise of shareholders' voting rights and the resolution of collective action problems through appropriate mechanisms. Kindly see the Manual on Corporate Governance, Section 6. Shareholders' Benefit.	Not applicable

		Source Documents and Link: Manual on Corporate Governance, 6. Shareholders' Benefit https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	
Duties to Stakeholders			
Principle 14: The rights of stakeholders established by law, by contractual relations and through voluntary commitments must be respected. Where stakeholders' rights and/or interests are at stake, stakeholders should have the opportunity to obtain prompt effective redress for the violation of their rights.			
Recommendation 14.1			
1. Board identifies the company's various stakeholders and promotes cooperation between them and the company in creating wealth, growth and sustainability.	Compliant	Identify the company's shareholder and provide information or reference to a document containing information on the company's policies and programs for its stakeholders. The Company has two (2) major shareholders, House of Investments, Inc.* (51%) and Sun Life Financial Philippine Holding Company, Inc. (49%). *The Certificate Authorizing Registration on the transfer of shares to House of Investments is pending Issuance by the Bureau of Internal Revenue. The following are the Company's stakeholders: shareholder, clients, employees, advisors, suppliers,	Not applicable

		creditors, and the communities in which it operates. Due to the continuous interactions with its stakeholders, the Company has prepared policies and programs to implement good governance practices. Kindly see the Company Policies in the Company website. At Sun Life Grepa, our purpose is to help our clients achieve lifetime financial security and live healthier lives. Our commitment to sustainability brings our purpose to life. Kindly see the Sustainability Report that provides our sustainability plan and focuses on our areas of expertise where we can have the most positive social and environmental impact: • Increasing Financial Security – We aspire to increase the lifetime financial security of our clients, employees and communities. We are increasing access to and use of insurance and wealth products, empowering and educating people to	
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		improve financial security outcomes. Fostering Healthier Lives – We aspire to improve health and wellness outcomes for clients, employees, and communities. We're improving access to and use of health insurance and health care, and empowering people to navigate and manage their health journey to improve health outcomes. Our investments in community health complement these efforts. Advancing Sustainable Investing – We aspire to deliver sustainable returns for clients. To pursue our aspiration, we manage assets with environmental, social and governance factors embedded in our investment processes, offer our clients sustainable investing opportunities, and invest our own assets to support a low-carbon and more inclusive economy.	
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		• Building Resilience to Climate Change – We're committed to being a part of the climate solution. We're decarbonizing our business and engaging with our stakeholders to support the transition to a low-carbon economy. Meaningful climate action is essential to achieving our Purpose and ensuring the resiliency of our business. • Operating as a Trusted and Responsible Business – We aspire to be a responsibly-managed business that is client-focused, competitive, forward-thinking, and sustainable for the long term. From expanding our diversity, equity and inclusion efforts, to ensuring our clients and employees feel valued, we're building on our long-standing sustainability practices and achievements.	
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		Source Documents and Link: Annual Report, Section Modes of Communication https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Sustainability Report https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Sustainability-Report.pdf Employee Development Programs https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Employee-Development-SLGFI.pdf	
Recommendation 14.2			
1. Board establishes clear policies and programs to provide a mechanism on the fair treatment and protection of stakeholders.	Compliant	Identify policies and programs for the protection and fair treatment of company's stakeholders The Board provides a mechanism on the fair treatment and protection of stakeholders. The Company implements policies and activities that protect the rights and promote the interest of its various stakeholders. Kindly see the Sustainability Report that provides our sustainability plan	Not applicable

and focuses on our areas of expertise where we can have the most positive social and environmental impact:

- **Increasing Financial Security**
– We aspire to increase the lifetime financial security of our clients, employees and communities. We are increasing access to and use of insurance and wealth products, empowering and educating people to improve financial security outcomes.
- **Fostering Healthier Lives** – We aspire to improve health and wellness outcomes for clients, employees, and communities. We're improving access to and use of health insurance and health care, and empowering people to navigate and manage their health journey to improve health outcomes. Our investments in community health complement these efforts.
- **Advancing Sustainable Investing** – We aspire to

		deliver sustainable returns for clients. To pursue our aspiration, we manage assets with environmental, social and governance factors embedded in our investment processes, offer our clients sustainable investing opportunities, and invest our own assets to support a low-carbon and more inclusive economy. Building Resilience to Climate Change – We're committed to being a part of the climate solution. We're decarbonizing our business and engaging with our stakeholders to support the transition to a low-carbon economy. Meaningful climate action is essential to achieving our Purpose and ensuring the resiliency of our business. Operating as a Trusted and Responsible Business – We aspire to be a responsibly-managed business that is client-focused, competitive, forward-thinking, and	
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		sustainable for the long term. From expanding our diversity, equity and inclusion efforts, to ensuring our clients and employees feel valued, we're building on our long-standing sustainability practices and achievements. Kindly also see the following policies in the Sun Life Grepa website, Corporate Governance, Company Policies: • Competing Fairly and Openly • Respecting Privacy and Confidentiality Source Documents and Link: Sustainability Report https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Sustainability-Report.pdf Sun Life Grepa website, Corporate Governance, Company Policies web page https://www.sunlifegrepa.com/ho	
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		me/about-us/corporate-governance/company-policies/	
Recommendation 14.3			
1. Board adopts a transparent framework and process that allow stakeholders to communicate with the company and to obtain redress for the violation of their rights.	Compliant	Provide the contact details (i.e., name of contact person, dedicated phone number or e-mail address, etc.) which stakeholders can use to voice their concerns and/or complaints for possible violation of their rights. Provide information on whistleblowing policy, practices and procedures for stakeholders The Company is committed to always keeping stakeholders informed through the following communication channels: • Website – The Company's website (www.sunlifegrepa.com) provides the latest news, product information, and activities of the Company. The information posted on the website is updated on a weekly or monthly basis depending on the urgency of the information. • Social Media – The Company shares useful content and relevant	Not applicable

		company announcements to the public through its official social media pages on Facebook, LinkedIn, Youtube, Twitter and Instagram. Alignment with advisors and employees were made to encourage sharing of Company news updates and marketing materials released through the official channels. Social media engagement was also further enhanced as sales lead generation tools while serving its communication objectives • Intranet – Sun Life Grepa's intranet provides announcements on employee and Company activities. The information posted on this channel is updated on a regular basis, depending on the urgency of the news or advisories. All employees have access to the Intranet with fresh features for real-time sharing. • SunGrepaLink: Advisor's Portal – Sungrepalink is an online portal that keeps bancassurance and agency	
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		advisors updated on matters relating to their day-to-day sales work. Reference materials, Company memos, and other materials housed in the portal are updated on a regular basis. Quarterly Staff Town Hall Meetings – The Company, through its Human Resources and Marketing Departments, holds town hall meetings with employees to discuss the latest developments within the Company such as changes in Company policies; management decisions; and activities that require staff participation. This is also one opportunity where employee accomplishments are recognized and new hires are introduced to the whole workforce. The meetings were conducted in a hybrid setup in 2022 where some of the participants join in person from the office, while others join remotely via Zoom. Up Close and Personal with Richard – Select Sun Life Grepa employees conducts	
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		an up-close meeting with the Company's President, Richard S. Lim, to discuss the direction of the organization and address directly their concerns to the highest seat in the organization. • Kapihan – The Bancassurance Sales Channel organizes "Kapihan" or discussions over coffee for its Bancassurance Sales Officers and bank partners. This quarterly event discusses industry and Company updates. • Client Appreciation Event – The Bancassurance Channel organizes Client Appreciation events where they invite loyal clients as a way to express gratitude and build engagement on various topics. • Billing Notices – Clients are notified of their billing statements via printed mail and SMS. • Client Portal and Mobile App – Clients are able to view their policy dues and details	
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through the MySunLifeGrepa policyholder portal as well as the Sun Life Grepa PH mobile app.

- **Internal Announcements** – Sun Life Grepa's Branding and Corporate Communication section issues internal announcements via email as required. These announcements are on the latest news about the Company. Educational content is also shared regularly on topics that range from financial literacy to health awareness. The Product Development and Marketing team regularly sends out email materials discussing finance and industry-relevant content.
- **Press Releases** – News about the Company, its products, external partnerships, are announced to the general public through press releases sent to members of the media. The same releases are also posted on the website.

		• Company E-Newsletters – The Company issues "Ventures", a digital news journal, to all employees twice a year. This newsletter features staff activities and Company announcements. On the other hand, clients receive the RoundUp newsletter via email 2 to 3 times a year. • Press Conference – The Company organizes press conferences to communicate important news and latest announcements or launch a campaign to the media. • Bank Branches and Bank Digital Assets – The bank branches of Sun Life Grepa's bancassurance partners RCBC and CTBC receive product brochures and campaign materials in acceptable formats for use in banks' ATM screen ads, official social media sites, email blasts and in-branch TV screen ads. These materials aim to establish Sun Life Grepa's presence in the banks targeting bank clients	
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		who walk in. These materials also help generate leads for bancassurance sales officers assigned there. Sun Life Grepa also collaborates with its bank partners for occasional events and digital/ social media initiatives to reach bank customers nationwide. Sun Life Grepa also coordinates with the bank branches for campaigns targeted at specific demographics in order to generate leads. The bank branches also hold regular staff and leadership events and awarding activities. • Agency Sales Branch Teams and Branch Offices – The agency-affiliated advisors regularly meet with their region heads in order to receive Company updates from Sun Life Grepa, and recognize their agency's achievements. Materials are also physically posted in branch offices where allowed or needed. • Digital Information Blasts – Using various technologies	
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		(Acoustic and Smart), the company sends email and SMS blasts to clients, employees and advisors as needed in alignment with corporate governance policies. • Remote Communication Technology – In 2022, the company continued to use Zoom as remote communication platform for meetings, events and client presentations. • Webinars – Given the limited face-to-face communication and the challenges brought about by the continuing pandemic quarantine measures in 2022, the Company, under the Sun Life Grepa Virtual Forum program, ran webinars via the Zoom platform to conduct training, launch new products, conduct financial literacy sessions or make new announcements for clients, partners, employees and other external audiences.	
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		Kindly see the Annual Report, Section Modes of Communication. The Whistleblower program of the Company provides a formal mechanism and channel for officers and employees to raise feedback, inquiries, serious concerns about a perceived wrongdoing or questionable or unethical behavior or transaction, malpractice, or any risk, involving the Company or any of its officers and employees. The Company strictly prohibits any form of retaliation against those reporting concerns in good faith and guarantees that the whistleblower will be shielded or free from reprisals, harassment, or disciplinary action. When stakeholders know or suspect a breach of the Code of Conduct, an internal policy or the law, they may promptly report them through any of the following channels: • For shareholders, advisors, clients, suppliers, business partners, contractors, sub-contractors, and other third parties: – Send report to: Code@sunlife.com	
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		• For Sun Life Grepa Board of Directors, officers and employees: – Speak Up with their manager, Human Resources, Legal or Compliance – Send report to: Code@sunlife.com – Raise it to: www.employee-ethics-hotline.com – Report it to: www.clearviewconnects.com – Call ClearView using toll-free numbers: ▪ Dial 1800 1322 0175 (PLDT Landline/Smart) ▪ Dial 1800 8918 0153 (Globe) – Launch the Skype app from their computer or mobile device ▪ Type clearview-connects ▪ Select ClearView Connects – Send report to: P.O. Box 11017, Toronto, Ontario M1E 1N0, Canada Kindly see the Annual Report, Section Whistleblower and Breach Policy.	
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		Kindly also see the Sun Life Grepa website, Corporate Governance, Reporting Channels. Source Documents and Link: Annual Report, Section Whistleblower and Breach Policy https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Reporting Channels https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Reporting-Channels.pdf	
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Principle 15: A mechanism for employee participation should be developed to create a symbiotic environment, realize the company's goals and participate in its corporate governance processes.

Recommendation 15.1

1. Board establishes policies, programs and procedures that encourage employees to actively participate in the realization of the company's goals and in its governance.	Compliant	Provide information on or link/reference to company policies, programs and procedures that encourage employee participation. The Company encourages employees to actively participate in the realization of the Company's goals and in its governance.	Not applicable
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		Kindly see the following policies and programs for employee participation that are disclosed in the Sun Life Grepa website, Code of Conduct, and the Annual Report: • Our Culture – Sun Life Grepa believes that its people are its best assets. As such, one of its key strategic priorities is to attract and develop the best employees through our corporate values and a healthy work-life balance. • Learning and Development – the Company continued to focus on competency building and workplace safety, as highlighted by the virtual sessions conducted. • Virtual Employee Engagement – despite the challenges and changes to the workplace that Sun Life Grepa confronted due to the pandemic, the Company managed to step up its efforts to keep its employees engaged and maintain a positive work culture, promoting wellness and productivity with engagements.	
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		• Employee Service Milestones – alongside Sun Life Grepa's efforts to address the needs of its clients, the Company also ensured that sufficient benefits and continued support were provided to its employees. • Reward and Compensation – Consistent with our goal to build a high performance culture, Sun Life Grepa espouses a “pay for performance” philosophy. • Corporate Sustainability – in 2023, we continued our efforts on lessening waste in operations by expanding our practice of converting more traditional paper-based forms to digital formats and having these available for online access in our website, our intranet and our advisor portal. • Promoting Safety in the Workplace – We are committed to maintaining a safe and respectful work environment, where our well-being is strengthened and	
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we are empowered to bring our best selves to work

- **Promoting Diversity and Fairness** – Diversity and inclusion is at the core of our values at the Company. We embrace our diverse workforce where wide perspectives and creative ideas benefit our clients, our partners, and the communities in which we operate. We are committed to hiring, developing and retaining the most qualified individuals to promote and achieve our business objectives
- **Talent Review and Succession Management** – the Company conducts annual Talent Review and Succession Management processes to identify and develop individuals with the capabilities to meet future leadership needs.
- **Corporate Social Responsibility** – Sun Life Grepa allows employee spirit of volunteerism through the

		Share the Passion corporate social responsibility program. Sun Life Grepa values the importance of sustainable social responsibility to empower its surrounding communities and stakeholders for financial awareness and healthy lives. Through our Share the Passion program as well as our donations and strategic sponsorships, we conducted and support initiatives in 2022 that enabled us to provide support and assistance in education and healthy living causes. Source Documents and Link: Sun Life Grepa Culture https://www.sunlifegrepa.com/home/about-us/careers/our-culture/ Employee Development Programs https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Employee-Development-SLGFI.pdf Employee Performance Management https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Employee-Performance-Management-SLGFI.pdf	
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		e-Performance-Management-SLGFI.pdf Employee Rewards https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Employee-Rewards-and-Services.pdf Code of Conduct, Sections Promoting Safety in the Workplace and Promoting Diversity and Fairness https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Code-of-Conduct.pdf Annual Report, Section Corporate Governance, Learning and Development and Section Corporate Social Responsibility https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
Recommendation 15.2			
1. Board sets the tone and makes a stand against corrupt practices by adopting an anti-corruption policy and program in its Code of Conduct.	Compliant	Identify or provide link/reference to the company's policies, programs and practices on anti-corruption The Company is committed to complying with the letter and spirit of anti-corruption and anti-bribery laws in the Philippines and in any country where it operates. The	Not applicable

		Company prohibits the direct or indirect use of bribery, kickbacks, payoffs, or other corrupt practices by employees, advisors, or other parties acting on behalf of the Company, especially in its business relationships including those with suppliers, clients and government representatives. Generally, anti-corruption laws in the country where the Company operates prohibits offering, giving or accepting anything of value to a government official or another person to improperly influence a decision, assist the Company in doing business, or obtain an improper business advantage. Hence, it is a policy of the Company not to allow payments or transfers of anything of value to government officials or representatives unless it is for a legitimate or legal purpose and duly and with prior review and authorization. Employees are expected to recognize and avoid the use of bribery and to report suspected and known incidents of bribery and corruption through the channels set out in the Code of Conduct. The Company's business partners are also expected to conduct	
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themselves lawfully and ethically, and to comply with applicable anti-bribery and anti-corruption laws.

The Company also has gifts and entertainment policy, which disallows employees to receive and give gifts or entertainment unless it is within the allowable amount and meets the conditions set under the policy.

Kindly see the Code of Conduct, Section Rejecting Bribery and Corruption and Section Accepting and Giving Appropriate Gifts.

Kindly also see the Company Policies on Rejecting Corruption and Bribery and Accepting and Giving Gifts and Entertainment in the Company website.

Kindly also see the Procurement Supplier Accreditation and Selection Process.

Source Documents and Link:

Code of Conduct, Section Rejecting Bribery and Corruption

<https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Code-of-Conduct.pdf>

		Sun Life Grepa website, About Us, Corporate Governance, Company Policies https://www.sunlifegrepa.com/home/about-us/corporate-governance/company-policies/ Procurement Supplier Accreditation and Selection Process https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Procurement-Supplier-Accreditation-and-Selection-Process.pdf	
2. Board disseminates the policy and program to employees across the organization through trainings to embed them in the company's culture.	Compliant	Identify how the board disseminated the policy and program to employees across the organization The Code of Conduct is annually disseminated to all directors, officers and employees, posted in the Company website and internal policies database, and explained to new directors, officers and employees during onboarding or orientation. Source Documents and Link: Code of Conduct https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Code-of-Conduct.pdf	Not applicable

		Sun Life Grepa website, Corporate Governance, Company Policies web page https://www.sunlifegrepa.com/home/about-us/corporate-governance/company-policies/	
Recommendation 15.3			
1. Board establishes a suitable framework for whistleblowing that allows employees to freely communicate their concerns about illegal or unethical practices, without fear of retaliation	Compliant	Disclose or provide link/reference to the company whistle-blowing policy and procedure for employees. Indicate if the framework includes procedures to protect the employees from retaliation.	Not applicable
2. Board establishes a suitable framework for whistleblowing that allows employees to have direct access to an independent member of the Board or a unit created to handle whistleblowing concerns.	Compliant	Provide contact details to report any illegal or unethical behavior. The Whistleblower program of the Company provides a formal mechanism and channel for officers and employees to raise feedback, inquiries, serious concerns about a perceived wrongdoing or questionable or unethical behavior or transaction, malpractice, or any risk, involving the Company or any of its officers and employees. The Company strictly prohibits any form of retaliation against those reporting concerns in good faith and guarantees that the whistleblower will be shielded or	Not applicable

		free from reprisals, harassment, or disciplinary action. When stakeholders know or suspect a breach of the Code of Conduct, an internal policy or the law, they may promptly report them through any of the following channels: • For shareholders, advisors, clients, suppliers, business partners, contractors, sub-contractors, and other third parties: – Send report to: Code@sunlife.com • For Sun Life Grepa Board of Directors, officers and employees: – Speak Up with their manager, Human Resources, Legal or Compliance – Send report to: Code@sunlife.com – Raise it to: www.employee-ethics-hotline.com – Report it to: www.clearviewconnects.com – Call ClearView using toll-free numbers:	
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		▪ Dial 1800 1322 0175 (PLDT Landline/Smart) ▪ Dial 1800 8918 0153 (Globe) – Launch the Skype app from their computer or mobile device ▪ Type clearview-connects ▪ Select ClearView Connects – Send report to: P.O. Box 11017, Toronto, Ontario M1E 1N0, Canada Kindly see the Annual Report, Section Whistleblower and Breach Policy. Kindly also see the Sun Life Grepa website, Corporate Governance, Reporting Channels. Source Documents and Link: Annual Report, Section Whistleblower and Breach Policy https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf	
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		Reporting Channels https://www.sunlifegrepa.com/wp-content/uploads/2024/05/Reporting-Channels.pdf	
3. Board supervises and ensures the enforcement of the whistleblowing framework.	Compliant	Provide information on how the board supervised and ensured enforcement of the whistleblowing framework, including any incident of whistleblowing. The Board oversees the integrity, independence, and effectiveness of the policies and procedures for whistleblowing. Kindly see the Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors. Source Documents and Link: Manual on Corporate Governance, Section 2.2.1.2. Specific Duties and Functions of the Board of Directors https://www.sunlifegrepa.com/wp-content/uploads/2024/05/SLGFI-Manual-on-Corporate-Governance.pdf	Not applicable
Principle 16: The company should be socially responsible in all its dealings with the communities where it operates. It should ensure that its interactions serve its environment and stakeholders in a positive and progressive manner that is fully supportive of its comprehensive and balanced development.			

Recommendation 16.1

1. Company recognizes and places importance on the interdependence between business and society, and promotes a mutually beneficial relationship that allows the company to grow its business, while contributing to the advancement of the society where it operates.	Compliant	Provide information or reference to a document containing information on the company's community involvement and environment-related programs. The Company operates in a socially-responsible way across the organization and seeks continuous innovative solutions to make better for its stakeholders including the community where it belongs. Sun Life Grepa is committed to make a positive impact on the world by integrating sustainability in every aspect of its business. Through our Share the Passion program as well as our donations and strategic sponsorships, we conducted and support initiatives in 2023 that enabled us to provide support and assistance in wellness and healthy living causes. Kindly see the activities and programs in the Annual Report, Section Corporate Social Responsibility and Sun Life Grepa website.	Not applicable
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		- Medical and Dental Mission to members of Ahon sa Hiras in Antique Sun Life Grepa together with the A.Y. Foundation conducted a medical and dental mission benefitting over 300 participants under the care of Sun Life Grepa member company Ahon sa Hiras, Inc. in San Jose, Antique. This marks the third time Sun Life Grepa has organized a medical mission for ASHI members, with the first one dedicated to mothers in Dasmarinas, Cavite, and the second time in Mauban, Quezon. During the activity, participants were able to receive essential service including free blood pressure checks, health consultations, tooth extraction, among others. Aside from that, they were also able to learn from wellness talks conducted by speakers from Sun Life Grepa. - Sun Life Grepa joins Cycle PH Sun Life Grepa supported Sun Life Cycle PH event where	
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		employees rode their bicycles for 60kms alongside other cyclists. This annual event promotes cycling as a healthy and sustainable activity that can be enjoyed by professional cyclists and families alike. - SLG Peso Global Sustainability Growth Fun Sun Life Grepa launched its first sustainability-driven product VUL equity fund, the SLG Peso Global Sustainability Growth Fund. It aims to generate long-term capital appreciation by investing in global funds that are focused on Environmental, Social, and Governance factors. The launch of the Fund was just one of the many ways Sun Life Grepa is contributing to build a brighter and more sustainable future for Filipinos. - Annual Donation and Christmas Fund Drive for AY Foundation Similar to the campaign that was launched in 2022, Sun Life Grepa repeated its Christmas Fund Drive from October 1 to November 30, 2023. During this drive, employees were encouraged to make a	
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		financial donation for the AY Foundation's charitable causes. The funds collected were donated to Caritas Manila through the AY Foundation in time for the Yuletide season. This Christmas donation was in addition to the company's annual donation of 1% of total company income or five million pesos to the AY Foundation which was used in various foundation efforts. Kindly see the above activities and programs in the Annual Report, Section Corporate Social Responsibility and Sun Life website Source Documents and Link: Annual Report, Section Corporate Social Responsibility https://www.sunlifegrepa.com/wp-content/uploads/2024/05/2023-Corporate-Annual-Report.pdf Sun Life Grepa website https://www.sunlifegrepa.com/home/about-us/corporate-social-responsibility/	
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CERTIFICATION

The undersigned certify that the responses and explanations set forth in the above Company's Annual Corporate Governance Report are true, complete and correct of our own personal knowledge and/or based on authentic records.

Signed in the City of _____ on the _____ of May 2024.



RICHARD S. LIM
PRESIDENT

Signature over printed name

JOSE ISIDRO N. CAMACHO
INDEPENDENT DIRECTOR

Signature over printed name



SAMUEL V. TORRES
CORPORATE SECRETARY

Signature over printed name

HELEN Y. DEE
CHAIRMAN

Signature over printed name



PETER B. FAVILA
INDEPENDENT DIRECTOR

Signature over printed name



JUAN B. SANTOS
INDEPENDENT DIRECTOR

Signature over printed name



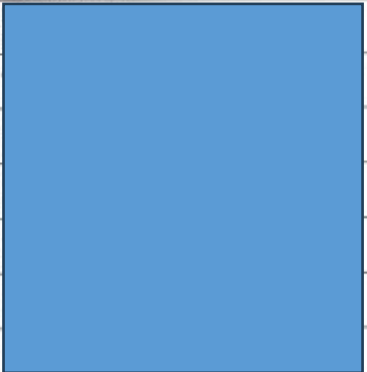
MARIA TERESA A. CO
CHIEF COMPLIANCE OFFICER

Signature over printed name

MAY 30 2024

MAKATI CITY

SUBSCRIBED AND SWORN to before me this _____ day of May 2024, by the following who is/are all personally known to me (or whom I have identified through competent evidence of identity) and who exhibited to me his/their respective identification document as follows:

NAME	ID NO.	DATE / PLACE ISSUED
HELEN Y. DEE		
RICHARD S. LIM		
JOSE ISIDRO N. CAMACHO		
PETER B. FAVILA		
JUAN B. SANTOS		
SAMUEL V. TORRES		
MARIA TERESA A. CO		

DOC. NO. 84;
PAGE NO. 18;
BOOK NO. 30;
SERIES OF 2023.

ATTY. ROMEO M. MONTES, Jr.
Notary Public City of Makati
Until December 31, 2025
Appointment No. M-032 (2024-2025)
PTR No. 10073900 Jan. 2, 2024 Makati City
IBP No. 391330- Jan. 3, 2014 Pasig / Roll No. 27932
MCLE NO. VE-0027570 issued April 3, 2023
101 Urban Ave. Campos Rueda Bldg.
Brgy. Pio Del Pilar, Makati City

CERTIFICATION

The undersigned certifies that the responses and explanations set forth in the above Company's Annual Corporate Governance Report are true, complete and correct of my personal knowledge and/or based on authentic records.

Given this 28th day of May 2024.



HELEN Y. DEE

CHAIRMAN OF THE BOARD

Signature over printed name

CERTIFICATION

The undersigned certifies that the responses and explanations set forth in the above Company's Annual Corporate Governance Report are true, complete and correct of my personal knowledge and/or based on authentic records.

Given this 22nd day of May 2024.



JOSE ISIDRO N. CAMACHO
INDEPENDENT DIRECTOR

Signature over printed name

ATTESTATION

This is to certify that Mr. Jose Isidro N. Camacho, Independent Director of **Sun Life of Grepa Financial, Inc.**, has provided his express consent to have the Certification portion of the **Annual Corporate Governance Report** signed using his electronic signature.

Given this ____ day of May 2024, in Taguig City, Philippines.



SAMUEL V. TORRES
Corporate Secretary

MAY 29 2024

MAKATI CITY

SUBSCRIBED AND SWORN to before me this ____ day of May 2024, by the following who is personally known to me (or whom I have identified through competent evidence of identity) and who exhibited to me his/her respective identification document as follows:

NAME	ID NO.	DATE / PLACE ISSUED
SAMUEL V. TORRES		

DOC. NO. 53 :
PAGE NO. 12 :
BOOK NO. 30 :
SERIES OF 2024.

ATTY. ROMEO M. MONFORT
Notary Public, City of Makati
Exp. December 31, 2025
Appointment No. M-237 (2024-2025)
PTR No. 10073908 Jan. 2, 2024 Makati City
IBP No. 391330- Jan. 3, 2014 Pasig / Roll No. 27932
MCLE NO. VL-0027570 Issued April 3, 2023
101 Urban Ave. Campos Rueda Bldg.
Brgy. Pio Del Pilar, Makati City