

The Global Report Initiative (GRI) provides a framework for sustainability reporting.

Our [2025 Sustainability Report](#) was informed by GRI standards. The following index outlines our GRI disclosures.

In addition to our Sustainability Report, GRI disclosures can be found in our Annual Report, Annual Information Form, Management Information Circular, Manulife Public Accountability Statement, Climate Action Implementation Plan Report, as well as Manulife Investment Management’s reporting including [Manulife Investment Management Sustainability Report](#), [Manulife Investment Management Natural Capital Sustainability Report](#), and [Manulife Investment Management Real Estate Sustainability Report](#).

- AR** [2025 Annual Report](#)
- AIF** [2026 Annual Information Form](#)
- MIC** [2026 Management Information Circular](#)
- PAS** [2025 Manulife Public Accountability Statement](#)

GRI Indicator	Indicator Description	Location/Explanation
<b>GRI 2: General Disclosures</b>		
<b>The organization and its reporting practices</b>		
2-1	Organizational details	Manulife Financial Corporation (“MFC”) is a publicly traded company and the holding company of The Manufacturers Life Insurance Company (“MLI”), a Canadian life insurance company. <a href="#">AR</a> page 13; <a href="#">Sustainability Report</a> pages 4-6; <a href="#">AIF</a> pages 4-7  Global Headquarters 200 Bloor St E, Toronto, ON M4W 1E5 <a href="https://www.manulife.com/en/markets.html">https://www.manulife.com/en/markets.html</a>
2-2	Entities included in the organization’s sustainability reporting	<a href="#">PAS</a> ; <a href="#">Sustainability Report</a> pages 4, 13
2-3	Reporting period, frequency and contact point	<a href="#">Sustainability Report</a> pages 4, 100
2-4	Restatements of information	Restatements are articulated in relevant footnotes.
2-5	External assurance	<a href="#">2025 Manulife Corporate GHG Verification</a> ; <a href="#">2025 Manulife Investment Management Agriculture GHG Verification</a> ; <a href="#">2025 Manulife Investment Management Real Estate GHG Verification</a> ; <a href="#">2025 Manulife Investment Management Timberland GHG Verification</a>

GRI Indicator	Indicator Description	Location/Explanation
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	MFC and its subsidiaries (collectively, “Manulife” or the “Company”) is a leading financial services group with principal operations in Asia, Canada, and the United States. Further information see <a href="#">Sustainability Report</a> pages 4-6, 68-71; <a href="#">AIF</a> pages 4-16; <a href="#">AR</a> pages 5-8, 11-17
2-7	Employees	<a href="#">Sustainability Report</a> pages 95-96
2-8	Workers who are not employees	<a href="#">Sustainability Report</a> pages 95-96
<b>Governance</b>		
2-9	Governance structure and its composition	<a href="#">Sustainability Report</a> pages 10, 23-24, 76; <a href="#">MIC</a> pages 120-137; <a href="#">AIF</a> page 4
2-10	Nominating and selection of the highest governance body	<a href="#">Sustainability Report</a> pages 10, 76; <a href="#">MIC</a> pages 15-17; <a href="#">AIF</a> pages 28-31
2-11	Chair of the highest governance body	<a href="#">Sustainability Report</a> page 10; <a href="#">MIC</a> pages 18, 130-131; <a href="#">AIF</a> page 29; <a href="#">AR</a> page 272
2-12	Role of highest governing body in overseeing ESG strategy and management of impacts	<a href="#">Sustainability Report</a> pages 10, 23-24, 76; <a href="#">MIC</a> pages 54-55, 138-139
2-13	Delegation of responsibility for managing ESG impacts	<a href="#">Sustainability Report</a> pages 10, 23-24, 76; <a href="#">MIC</a> pages 138-139; <a href="#">Manulife Investment Management Sustainability Report</a>
2-14	Process of highest governing body reviewing and approving reported information including material topics	<a href="#">Sustainability Report</a> pages 10-11; <a href="#">MIC</a> pages 138-139
2-15	Conflicts of interest prevented and mitigated	<a href="#">Sustainability Report</a> pages 76, 82; <a href="#">MIC</a> pages 130-131; <a href="#">AIF</a> page 35; <a href="#">Manulife Investment Management Sustainability Report</a>
2-17	Collective knowledge of the highest governance body	<a href="#">Sustainability Report</a> page 10; <a href="#">MIC</a> pages 133-135, 138-139
2-18	Evaluation of the performance of the highest governance body	<a href="#">MIC</a> page 137
2-19	Remuneration policies	<a href="#">Sustainability Report</a> page 10; <a href="#">MIC</a> pages 49-60
2-20	Process for determining remuneration	<a href="#">Sustainability Report</a> page 10; <a href="#">MIC</a> pages 49-60

<b>GRI Indicator</b>	<b>Indicator Description</b>	<b>Location/Explanation</b>
<b>Strategy, policies, and practices</b>		
2-22	Statement from senior decision-maker	<a href="#">Sustainability Report</a> page 7-8
2-23	Policy commitments for business conduct	<a href="#">Sustainability Report</a> pages 54-55, 72-74, 82, 84-88; <a href="#">2025 Code of Business Conduct and Ethics</a>
2-24	Embedding policy commitments	<a href="#">Sustainability Report</a> pages 54-55, 72-74, 82-88; <a href="#">2025 Code of Business Conduct and Ethics</a> ; <a href="#">Vendor Code of Conduct</a>
2-25	Processes to remediate negative impacts	<a href="#">Sustainability Report</a> pages 72-74, 82; <a href="#">2025 Code of Business Conduct and Ethics</a>
2-26	Mechanisms for advice and concerns about ethics and responsible business conduct	<a href="#">Sustainability Report</a> pages 54-55, 72-74, 82; <a href="#">2025 Code of Business Conduct and Ethics</a>
2-28	Membership associations	<a href="#">Sustainability Report</a> page 88
<b>Stakeholder engagement</b>		
2-29	Approach to stakeholder engagement	<a href="#">Sustainability Report</a> page 11
2-30	Collective bargaining agreements	<a href="#">Sustainability Report</a> page 95
<b>Material Topics</b>		
3-1	Process to determine material topics	<a href="#">Sustainability Report</a> page 11
3-2	List of material topics	<a href="#">Sustainability Report</a> page 11
<b>Economic Performance</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> page 11; <a href="#">AR</a> pages 153-157
201-1	Direct economic value generated and distributed	<a href="#">Sustainability Report</a> pages 42-51, 90, 98; <a href="#">AR</a> ; <a href="#">PAS</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">Sustainability Report</a> pages 64-65

<b>GRI Indicator</b>	<b>Indicator Description</b>	<b>Location/Explanation</b>
<b>Corporate Governance and Business ethics</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 54-55, 72-74, 82, 90
205-2	Communicating and training about anti-corruption policies and procedures	<a href="#">Sustainability Report</a> pages 82, 90; <a href="#">2025 Code of Business Conduct and Ethics</a>
207-1	Approach to tax	<a href="#">Sustainability Report</a> page 83
207-2	Tax governance, control, and risk management	<a href="#">Sustainability Report</a> pages 77-78, 83
207-4	Country-by-country reporting	<a href="#">Sustainability Report</a> pages 91
415-1	Political contributions	<a href="#">Sustainability Report</a> page 88; <a href="#">2025 Political Activities and Contribution Report</a>
<b>Climate Change</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 20-35; <a href="#">Climate Action Implementation Plan Report</a>
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">Sustainability Report</a> pages 20-35; <a href="#">AR</a> pages 54-55, 64, 78, 85-86
305-1	Direct (Scope 1) GHG emissions	<a href="#">Sustainability Report</a> page 93; Manulife Investment Management <a href="#">Natural Capital Sustainability Report</a> ; Manulife Investment Management <a href="#">Real Estate Sustainability Report</a>
305-2	Energy indirect (Scope 2) GHG emissions	<a href="#">Sustainability Report</a> page 93; Manulife Investment Management <a href="#">Natural Capital Sustainability Report</a> ; Manulife Investment Management <a href="#">Real Estate Sustainability Report</a>
305-3	Other indirect (Scope 3) GHG emissions	<a href="#">Sustainability Report</a> pages 93-94; Manulife Investment Management <a href="#">Natural Capital Sustainability Report</a> ; Manulife Investment Management <a href="#">Real Estate Sustainability Report</a>
305-4	GHG emissions intensity	<a href="#">Sustainability Report</a> page 93; Manulife Investment Management <a href="#">Real Estate Sustainability Report</a>
<b>Biodiversity and Nature Loss</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 36-38; Manulife Investment Management <a href="#">Natural Capital Sustainability Report</a>
304-2	Significant impacts of activities, products and services on biodiversity	<a href="#">Sustainability Report</a> pages 36-38, 92; Manulife Investment Management <a href="#">Natural Capital Sustainability Report</a>
304-3	Habitats protected or restored	<a href="#">Sustainability Report</a> pages 36-38, 92; Manulife Investment Management <a href="#">Natural Capital Sustainability Report</a>

<b>GRI Indicator</b>	<b>Indicator Description</b>	<b>Location/Explanation</b>
<b>Sustainable Finance</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 12-18; <a href="#">Manulife Investment Management Sustainability Report</a>
203-1	Infrastructure, investments, and services supported	<a href="#">Sustainability Report</a> pages 12-18, 42-51, 53; <a href="#">Manulife Investment Management Sustainability Report</a>
<b>Diversity, Equity, and Inclusion</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 52-53
405-1	Diversity of governance bodies and employees	<a href="#">Sustainability Report</a> pages 52-53, 76, 90, 96
405-2	Gender pay equity	<a href="#">Sustainability Report</a> pages 53, 96
<b>Employee Wellness</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 64-65
403-1	Occupational health and safety management system	<a href="#">Sustainability Report</a> pages 66-67
403-2	Hazard identification, risk assessment, incident investigation	<a href="#">Sustainability Report</a> pages 66-67
403-3	Occupational health services	<a href="#">Sustainability Report</a> pages 66-67
403-4	Worker participation, consultation and communication on occupational health and safety	<a href="#">Sustainability Report</a> pages 66-67
403-5	Worker training on occupational health and safety	<a href="#">Sustainability Report</a> pages 66-67
403-6	Promotion of worker health	<a href="#">Sustainability Report</a> pages 64-67
403-9	Work-related injuries	<a href="#">Sustainability Report</a> page 95
<b>Human Rights</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 72-74; <a href="#">Manulife Investment Management Sustainability Report</a> ; <a href="#">2025 Modern Slavery Act Statement</a>
<b>Financial Inclusion</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 49-51
203-2	Significant indirect economic impacts	<a href="#">Sustainability Report</a> pages 42-51, 53; <a href="#">PAS</a>

GRI Indicator	Indicator Description	Location/Explanation
<b>Operational efficiency</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 20-39, 92-93
302-1	Energy consumption within the organization	<a href="#">Sustainability Report</a> page 92; Manulife Investment Management <a href="#">Real Estate Sustainability Report</a>
302-3	Energy intensity	<a href="#">Sustainability Report</a> page 92; Manulife Investment Management <a href="#">Real Estate Sustainability Report</a>
303-5	Water consumption	<a href="#">Sustainability Report</a> page 92; Manulife Investment Management <a href="#">Real Estate Sustainability Report</a>
306-4	Waste diverted from disposal	<a href="#">Sustainability Report</a> page 92; Manulife Investment Management <a href="#">Real Estate Sustainability Report</a>
<b>Talent attraction and retention</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 56-58
401-1	New employee hires and employee turnover	<a href="#">Sustainability Report</a> page 95
401-2	Benefits provided to full-time employees	<a href="#">Sustainability Report</a> pages 64-65
404-1	Average hours of training per year per employee	<a href="#">Sustainability Report</a> pages 61, 96
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Sustainability Report</a> pages 59-61
<b>Digital customer experience</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 68, 79-81, 84-86
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Sustainability Report</a> pages 84-86, 90
<b>Responsible Artificial Intelligence</b>		
3-3	Management of material topics	<a href="#">Sustainability Report</a> pages 11, 79-81