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GRI Index

General Standard Disclosure		Section/Location	Annual Review Page
Organizational Profile			
102-1	Name of the organization	2020 Annual Review – Our Approach to Reporting	2
102-2	Activities, brands, products, and services	2020 Annual Review – Who We Are GWLRA website	3 website
102-3	Location of headquarters	2020 Annual Review – Our Approach to Reporting	2
102-4	Location of operations	2020 Annual Review – Who We Are	3
102-5	Ownership and legal form	2020 Annual Review – Our Approach to Reporting	2
102-6	Markets served	2020 Annual Review – Who We Are	3
102-7	Scale of the organization	2020 Annual Review – Who We Are, Deliver Strong, Long-Term Returns, Data Tables	3, 11–13, 29
102-8	Information on employees and other workers	2020 Annual Review – Data Tables	29–30
102-9	Supply chain	2020 Annual Review – Supporting a Better, More Sustainable World, Making a Positive Impact, Stakeholder Engagement GWLRA website	10, 22, 26 website
102-10	Significant changes to the organization and its supply chain	2020 Annual Review – Data Tables	27–30
102-11	Precautionary Principles of approach	GWLRA website	website
102-12	External initiatives	2020 Annual Review – Performance Scorecard, Supporting a Better, More Sustainable World, Achieve Performance Excellence, Stakeholder Engagement	8, 9, 10, 14, 26 website
102-13	List of the main memberships of industry or other associations, and national or international advocacy organizations	2020 Annual Review – Stakeholder Engagement GWLRA website	26 website
Strategy			
102-14	Statement from senior decision-maker	2020 Annual Review – President's Message	4–5
102-15	Key impacts, risks, and opportunities	2020 Annual Review – Performance Scorecard, Supporting a Better, More Sustainable World, Deliver Strong, Long-Term Returns GWLRA website	8–9, 10, 11 website
Ethics and Integrity			
102-16	Values, principles, standards and norms of behavior	2020 Annual Review – Performance Scorecard, Operate with Integrity and Trust GWLRA website	9, 24 website
102-17	Mechanisms for advice and concerns about ethics	2020 Annual Review – Performance Scorecard, Operate with Integrity and Trust GWLRA website	9, 23 website



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General Standard Disclosure		Section/Location	Annual Review Page
Governance			
102-18	Governance structure	2020 Annual Review – Corporate Governance GWLRA website	Z website
102-19	Delegating authority	2020 Annual Review – Corporate Governance GWLRA website	Z website
102-20	Executive-level responsibility for economic, environmental, and social topics	2020 Annual Review – Corporate Governance GWLRA website	Z website
102-21	Consulting stakeholders on economic, environmental, and social topics	2020 Annual Review – Stakeholder Engagement GWLRA website	26 website
102-22	Composition of the highest governance body and its committees	2020 Annual Review – Corporate Governance GWLRA website	Z website
102-23	Chair of the highest governance body	GWLRA website	website , website
102-24	Nominating and selecting the highest governance body	GWLRA website	website
102-25	Conflicts of interest	2020 Annual Review – Operate with Integrity and Trust GWLRA website	25 website
102-26	Role of highest governance body in setting purpose, values, and strategy	2020 Annual Review – Corporate Governance GWLRA website	Z website
102-27	Collective knowledge of highest governance body	2020 Annual Review – Corporate Governance GWLRA website	Z website
102-28	Evaluating the highest governance body's performance	2020 Annual Review – Corporate Governance GWLRA website	Z website
102-29	Identifying and managing economic, environmental, and social impacts	2020 Annual Review – Vision and Strategy, Corporate Governance, Performance Scorecard, Supporting a Better, More Sustainable World, Deliver Strong, Long-Term Returns GWLRA website	6, 7, 8-9, 10, 11 website
102-30	Effectiveness of risk management processes	2020 Annual Review – Corporate Governance GWLRA website	Z website
102-31	Review of economic, environmental and social topics	GWLRA website	website
102-32	Highest governance body's role in sustainability reporting	GWLRA website	website
102-33	Communicating critical concerns	2020 Annual Review – Corporate Governance GWLRA website	Z website



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General Standard Disclosure		Section/Location	Annual Review Page
Stakeholder Engagement			
102-40	List of stakeholder groups	2020 Annual Review – Stakeholder Engagement GWLRA website	26 website
102-42	Identifying and selecting stakeholders	2020 Annual Review – Stakeholder Engagement GWLRA website	26 website
102-43	Approach to stakeholder engagement	2020 Annual Review – Stakeholder Engagement GWLRA website	26 website
102-44	Key topics and concerns raised	2020 Annual Review – Stakeholder Engagement GWLRA website	26 website
Reporting Practice			
102-45	Entities included in the consolidated financial statements	2020 Annual Review – Our Approach to Reporting	2
102-46	Defining report content and topic Boundaries	2020 Annual Review – Our Approach to Reporting	2
102-47	List of material topics	GWLRA website	website
102-48	Restatements of information	2020 Annual Review – Data Tables	27–30
102-49	Changes in reporting	2020 Annual Review – Data Tables	27–30
102-50	Reporting period	2020 Annual Review – Our Approach to Reporting	2
102-51	Date of most recent report	2020 Annual Review – Our Approach to Reporting	2
102-52	Reporting cycle	2020 Annual Review – Our Approach to Reporting	2
102-53	Contact point for questions regarding the report	2020 Annual Review	38
102-54	Claims of reporting in accordance with the GRI Standards	2020 Annual Review – Our Approach to Reporting	2
102-55	GRI content index	2020 Annual Review – GRI Index	31–37
102-56	External assurance	2020 Annual Review – Our Approach to Reporting, Minimize Our Environmental Footprint	2, 18



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Specific Standard Disclosure		Section/Location	Annual Review Page
GRI 103: Management Approach 2016			
103-1	Explanation of the material topic and its Boundary	2020 Annual Review – Vision and Strategy, Performance Scorecard GWLRA website	6, 8-9 website
103-2	Management approach and its components	2020 Annual Review – Corporate Governance, Managing for the Long Term GWLRA website	7, 18 website-1 website-2 website-3
103-3	Evaluation of the management approach	2020 Annual Review – Data Tables GWLRA website	27-30 website-1 website-2
GRI 200: Economic Standard Series 2016			
201 – Economic Performance			
201-1	Direct economic value generated and distributed	2020 Annual Review – Showing Strength in Adversity, Data Tables	11-12, 27-30
201-2	Financial implications, risks and opportunities due to climate change	2020 Annual Review – Managing for the Long Term, GWLRA website Great-West LifeCo website	8, 18 website-1 website-2
203 – Indirect Economic Impacts			
103	Management approach	2020 Annual Review – Managing for the Long Term, Making a Positive Impact GWLRA website	17, 22 website
203-1	Infrastructure investments and services supported	2020 Annual Review – President's Message, Vision and Strategy, Performance Scorecard, Supporting a Better, More Sustainable World, Showing Strength in Adversity, Putting Values into Practice, Making a Positive Impact GWLRA website	4, 6, 8-9, 10, 11-13, 16, 22-24 website
203-2	Significant indirect economic impacts	2020 Annual Review – Business Excellence and Innovation, Making a Positive Impact	16, 22
204 – Procurement Practices			
103	Management approach	GWLRA website	website
205 – Anti-Corruption			
103	Management approach	2020 Annual Review – Doing What's Right GWLRA website	25 website
205-2	Communication and training on anti-corruption policies and procedures	2020 Annual Review – Doing What's Right GWLRA website	24 website



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Specific Standard Disclosure		Section/Location	Annual Review Page
206 – Anti-Competitive Behavior			
103	Management approach	GWLRA website	website
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	In 2020, there were no such legal actions.	N/A
GRI 300: Environmental Standard Series 2016			
302 – Energy			
103	Management approach	2020 Annual Review – Performance Scorecard, Managing for the Long Term GWLRA website	8–9, 17–18 website
302-1	Energy consumption within the organization	2020 Annual Review – Data Tables GWLRA website	27 website
302-3 / CRE1	Energy intensity	2020 Annual Review – Data Tables GWLRA website	27 website
302-4	Reduction of energy consumption	2020 Annual Review – Data Tables GWLRA website	27 website
303 – Water			
103	Management approach	2020 Annual Review – Performance Scorecard, Managing for the Long Term GWLRA website	8–9, 17–18 website
303-1	Water withdrawal by source	2020 Annual Review – Data Tables GWLRA website	28 website
CRE 2	Building water intensity	2020 Annual Review – Data Tables GWLRA website	28 website
305 – Emissions			
103	Management approach	2020 Annual Review – Performance Scorecard, Managing for the Long Term GWLRA website	8–9, 17–18 website
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	2020 Annual Review – Data Tables	27
305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	2020 Annual Review – Data Tables GWLRA website	27 website
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	2020 Annual Review – Data Tables GWLRA website	27 website
305-4 / CRE3	Greenhouse gas (GHG) emissions intensity	2020 Annual Review – Data Tables GWLRA website	27 website
305-5	Reduction of greenhouse gas (GHG) emissions	2020 Annual Review – Data Tables GWLRA website	27 website



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Specific Standard Disclosure		Section/Location	Annual Review Page
306 – Waste 2020			
103	Management approach	2020 Annual Review – Performance Scorecard, Managing for the Long Term GWLRA website	8–9, 17–18 website
306-3	Waste generated	2020 Annual Review – Data Tables GWLRA website	27 website
307 – Environmental Compliance			
103	Management approach	GWLRA website	website
307-1	Non-compliance with environmental laws and regulations	In 2020, there was no significant non-compliance in these areas.	N/A
308 – Supplier Environmental Assessment			
103	Management approach	2020 Annual review – Stakeholder Engagement	26
GRI 400: Social Standard Series 2016			
401 – Employment			
103	Management approach	2020 Annual Review – Performance Scorecard, Connecting to What Matters	9, 20–21
401-1	New employee hires and employee turnover	2020 Annual Review – Data Tables	30
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	GWLRA website	website
403 – Occupational Health and Safety			
103	Management approach	GWLRA website	website
403-1	Workers representation in formal joint management–worker health and safety committees	2020 Annual Review – Data Tables	29
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	2020 Annual Review – Data Tables	29
404 – Training and Education			
103	Management approach	2020 Annual Review – Connecting to What Matters	20–21
404-1	Average hours of training per year per employee	2020 Annual Review – Data Tables	30
404-2	Programs for upgrading employee skills and transition assistance programs	2020 Annual Review – Managing for the Long Term, Connecting to What Matters, Doing What's Right, Data Tables	18, 21, 25–26, 30
404-3	Percentage of employees receiving regular performance and career development reviews	2020 Annual Review – Stakeholder Engagement	26



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Specific Standard Disclosure		Section/Location	Annual Review Page
405 – Diversity and Equal Opportunity			
103	Management approach	2020 Annual Review – Performance Scorecard, Managing for the Long Term, Connecting to What Matters	9, 17–18, 20–21
405-1	Diversity of governance bodies and employees	2020 Annual Review – Data Tables GWLRA website	29–30 website
406 – Non-discrimination			
103	Management approach	2020 Annual Review – Performance Scorecard, Managing for the Long Term, Connecting to What Matters, Stakeholder Engagement	9, 18, 21, 26
406-1	Total number of incidents of discrimination and corrective actions taken	In 2020, there were no incidents.	N/A
410 – Security Practices			
103	Management approach	2020 Annual Report – Stakeholder Engagement GWLRA website	26 website
413 – Local Communities			
103	Management approach	2020 Annual Review – Making an Impact GWLRA website	22 website
416 – Customer Health and Safety			
103	Management approach	2020 Annual Review – Supporting a Better, More Sustainable World, Putting Values into Practice, Connecting to What Matters	10, 14, 20
416-1	Percentage of significant product and service categories for which health and safety impacts are assessed for improvement	2020 Annual Review – Data Tables	28–29
416-2	Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes	In 2020, there were no significant non-compliance incidents.	N/A
418 – Customer Privacy			
103	Management approach	2020 Annual Review – Performance Scorecard, Doing What's Right GWLRA website	9, 25 website
419 – Socioeconomic Compliance			
103	Management approach	GWLRA website	website
419-1	Non-compliance with laws and regulations in the social and economic area	In 2020, there was no significant non-compliance in these areas.	N/A
417 – Marketing and Labelling 2016 / Product and Service Labelling			
CRE8	Type and number of sustainability certification, rating and labelling schemes for new construction, management, occupation, and redevelopment	2020 Annual Review – Performance Scorecard, Supporting a Better, More Sustainable World, Managing for the Long Term, Data Tables	9, 10, 18–19, 28