



Q4'24 financial & operating results

For the period ended December 31, 2024

Sun Life Financial Inc. (unaudited)



In this presentation, Sun Life Financial Inc. ("SLF" or "SLF Inc."), its subsidiaries and, where applicable, its joint ventures and associates are collectively referred to as "we", "us", "our", "Sun Life" and the "Company". Reported net income (loss) refers to Common shareholders' net income (loss) determined in accordance with IFRS.

Forward-looking statements

Certain statements in this presentation and certain oral statements made by senior management during the earnings conference call on February 13, 2025 (collectively, this "presentation"), including, but not limited to, statements that are not historical facts, are forward-looking and are subject to inherent risks, uncertainties and assumptions. The results or events predicted in these forward-looking statements may differ materially from actual results or events and we cannot guarantee that any forward-looking statement will materialize. Except as may be required by law, we do not undertake any obligation to update or revise any forward-looking statements made in this presentation.

Non-IFRS financial measures

The Company prepares its financial statements in accordance with international financial reporting standards ("IFRS"). This presentation includes financial measures that are not based on IFRS ("non-IFRS financial measures"). The Company believes that these non-IFRS financial measures provide information that is useful to investors in understanding the Company's performance and facilitate the comparison of the quarterly and full year results from period to period. These non-IFRS financial measures do not have any standardized meaning and may not be comparable with similar measures used by other companies. For certain non-IFRS financial measures, there are no directly comparable amounts under IFRS. These non-IFRS financial measures should not be viewed as alternatives to measures of financial performance determined in accordance with IFRS. For more information about these non-IFRS financial measures, refer to the Non-IFRS Financial Measures section on slide 22 and in our Annual MD&A for the period ended December 31, 2024 ("2024 Annual MD&A") in section M – Non-IFRS Financial Measures.

Drivers of earnings

Certain 2023 results in the Drivers of Earnings and Contractual Service Margin ("CSM") Movement Analysis were refined to more accurately reflect how the business is managed.

Additional information

Additional information concerning forward-looking statements and non-IFRS financial measures is included at the end of this presentation.

Currency

Unless otherwise noted, all amounts are in Canadian dollars.

Rounding

Amounts in this presentation are impacted by rounding.



Kevin Strain

President and Chief Executive Officer

Q4 2024 financial highlights

Profitability

Underlying net income¹

\$965 M (2)%

Reported net income

\$237 M (68)%

Underlying EPS¹

\$1.68 +0%

Reported EPS

\$0.41 (68)%

New business CSM^{1,2}

\$306 M (20)%

Financial Strength

Underlying ROE¹

16.5%

Reported ROE¹

4.0%

SLF Inc. LICAT ratio³

152%

Financial leverage ratio¹

20.1%

Total CSM

13.4 B +13%

Growth

Net wealth sales & AM net flows¹

\$(13.6) B (40)%

Group - Health & Protection sales¹

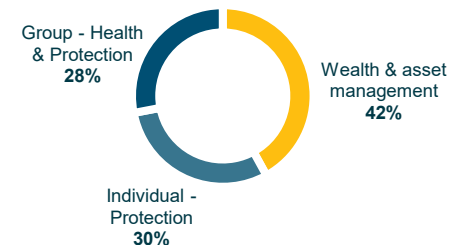
\$1,270 M (13)%

Individual - Protection sales¹

\$743 M +5%

Diversified Business Mix⁴

Year-to-date at December 31, 2024



All results compared to Q4'23.

¹ Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

Footnotes 2-4: Refer to slide 24.

Delivering on our Purpose and strategy

Asset Management and Wealth

Delivered strong growth in SLC Management

- Achieved strong capital raising of \$10.2 billion¹
- Achieved strong net flows of \$14.1 billion¹

MFS continued to diversify offerings to better meet Client needs

- Strong long-term retail fund performance²
- Solid momentum in fixed income and separate managed accounts and launched five active ETF strategies

Asia

Accelerated momentum in fast-growing markets

- Realized value from our diversified, high-quality distribution with solid bancassurance results and continued growth in agency scale and sales
- Individual - Protection sales were up driven by High Net Worth, strong results in India and robust Hong Kong growth
- Launched expanded partnership with CIMB Niaga, including integrated digital capabilities

Health

Continued strength in core business and improving results

- Achieved strong results in Canada's group benefits business
- Continued growth in U.S. group benefits business
- Improving results in U.S. Dental driven by stabilization in membership, repricing and ongoing management actions

Digital

3.5 million Clients and their family members have access to virtual health solutions through **Dialogue's integrated platform**, including primary care and mental health support

Launched a new **Generative AI** tool in Philippines, Advisor Buddy, to help **5,000 new advisors** speed up their onboarding journey

People and Culture

Exceptional Employee Engagement index with an average score of **88%**, surpassing industry norms for **5+ consecutive years**

In 2024, we were recognized as the **Great Place to Work**[®] in Canada, India, Indonesia, Ireland, Malaysia, Philippines, Singapore, Vietnam and the United States³

¹Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A
Footnotes 2-3: Refer to slide 24.

Full year 2024 financial highlights

Profitability

Underlying net income¹

\$3,856 M +3%

Reported net income

\$3,049 M (1)%

Underlying EPS¹

\$6.66 +5%

Reported EPS

\$5.26 -%

Financial Strength

Underlying ROE¹

17.2%

Reported ROE¹

13.6%

Growth

Assets under management¹

1.54 T +10%

Wealth sales & AM gross flows¹

\$196.1 B +13%

Group - Health & Protection sales¹

\$2.7 B (7)%

Individual - Protection sales¹

\$3.0 B +20%

New Business CSM^{1,2}

\$1,473 M +18%

Book value per common share

\$40.63 +11%

Key Business Highlights

AM

- Record third-party assets under management and administration¹ of \$1.1 trillion
- \$23.9 billion of capital raising¹ at SLC Management; net inflows¹ of \$16.6 billion

CAN

- Record underlying net income¹ of \$1.5 billion, up 6% y/y with solid results across all businesses
- Wealth AUM¹ reached \$189.2 billion, up 13% y/y

US

- Grew U.S. Client revenues to US\$8.2 billion driven by successful execution of health strategy
- Record Employee Benefits underlying net income

ASIA

- Achieved 17% y/y growth in underlying net income¹ to \$701 million, a record result
- Nearly doubled Individual - Protection sales¹ in Hong Kong to \$1.4 billion
- Total Asia CSM grew 30% y/y to \$6 billion

All results compared to FY2023.

¹ Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

² Impact of new insurance business on CSM, also referred to as "new business CSM", represents growth from sales activity in the period, including individual protection sales (excluding joint ventures), and defined benefit solutions and segregated fund wealth sales in Canada.



Tim Deacon

Executive Vice President &
Chief Financial Officer

Q4 2024 results

Profitability (\$ millions)	Q4'24	Q4'23	Change
Wealth & asset management	486	439	+11%
Group - Health & Protection	266	365	(27)%
Individual - Protection	339	284	+19%
Corporate expenses & other	(126)	(105)	(20)%
Underlying net income ¹ (\$ millions)	965	983	(2)%
Reported net income (\$ millions)	237	749	(68)%

Growth	Q4'24	Q4'23	Change
Net wealth sales & asset management net flows ¹ (\$ billions)	(13.6)	(9.7)	(3.9) B
Total AUM ¹ (\$ billions)	1,542	1,400	+10%
Group sales ¹ (\$ millions)	1,270	1,459	(13)%
Individual sales ¹ (\$ millions)	743	707	+5%
New business CSM ^{1,2} (\$ millions)	306	381	(20)%

Financial strength	Q4'24	Q3'24	Change
SLF Inc. LICAT ratio ³ (%)	152	152	-
SLA LICAT ratio ^{3,4} (%)	146	147	(1) pp
Financial leverage ratio ¹ (%)	20.1	20.4	(0.3) pp
Book value per share (\$)	40.63	39.88	+1.9%

¹ Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

Footnotes 2-6: Refer to slide 24.

Results Highlights

Underlying results consistent with prior year; fundamentals remain solid:

- **Wealth & asset management:** up 11% y/y on higher fee income across businesses, partially offset by lower net investment results in Canada
- **Group - Health & Protection:** down 27% y/y on unfavourable morbidity experience in U.S. medical stop-loss and less favourable morbidity experience in Canada, partially offset by business growth in Canada
- **Individual - Protection:** up 19% y/y on improved protection experience and higher Asia joint venture contribution
- **Corporate expenses & other:** higher net loss due to investments in Asia

Reported net income includes lower tax-exempt investment income, an impairment charge in Vietnam, market-related impacts, and other items

Total AUM¹ up 10% y/y due to market appreciation, partially offset by net outflows

Total insurance sales down 7% y/y driven by lower Group sales, partially offset by higher Individual sales in International, India and Hong Kong

Total CSM up 13% y/y on strong organic CSM growth and currency impacts

- **New business CSM down 20% y/y** driven by sales mix

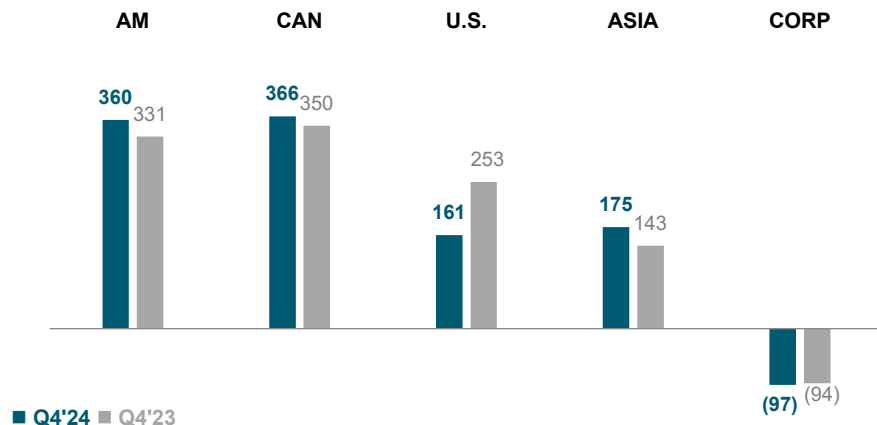
Strong capital position

- Organic capital generation^{1,5} of \$350 million, net of dividends, driven by underlying net income and new business CSM
- SLF LICAT of 152%, in-line with the prior quarter, reflecting organic capital generation offset by market impacts and share buybacks
- Low financial leverage ratio of 20.1%; \$1.4 billion in holdco cash^{1,6}

Q4 2024 results

Underlying net income¹ (\$ millions)

Impact of currency translation increased underlying net income by **\$16M**²



Year-over-year growth

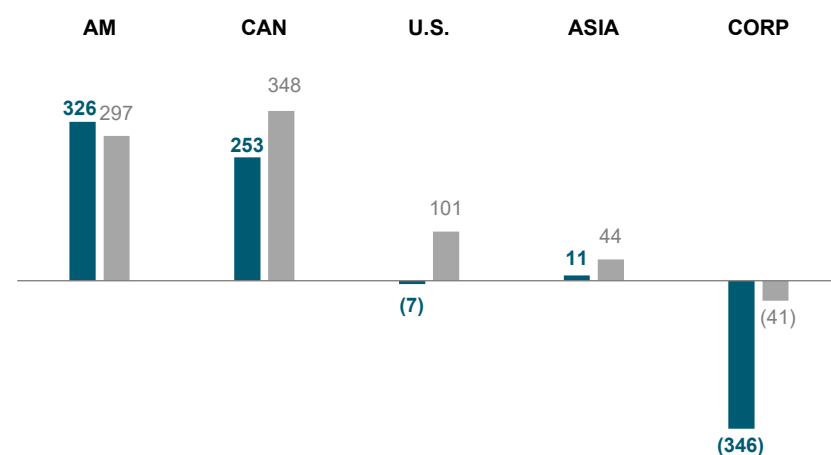
Region	Year-over-year growth
AM	+9%
CAN	+5%
U.S.	(36)%
ASIA	+22%
CORP	(97)%

Constant currency² year-over-year growth

Region	Constant currency ² year-over-year growth
AM	+6%
CAN	+5%
U.S.	(38)%
ASIA	+20%
CORP	(97)%

Reported net income (\$ millions)

Impact of currency translation increased reported net income by **\$17M**²



¹ Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

² Percentage changes are reported on a constant currency basis, which excludes the impacts of foreign exchange translation.

MFS: A global leader in public asset management

Business Group Results (US\$)

Profitability	Q4'24	Q4'23	Change
Underlying net income ¹ (\$ millions)	216	191	+13%
Reported net income (\$ millions)	216	183	+18%
Pre-tax net operating margin ^{1,2} (%)	40.5	39.4	+1.1 pp
Total revenue (\$ millions)	835	782	7%
Expenses (\$ millions)	548	528	4%

Growth	Q4'24	Q4'23	Change
Total net flows ¹ (\$ billions)	(20.4)	(11.2)	(9.1) B
Institutional net flows ¹ (\$ billions)	(15.3)	(2.1)	(13.2) B
Retail net flows ¹ (\$ billions)	(5.1)	(9.2)	+4.1 B
Total assets under management ¹ (\$ billions)	606	599	+1%
Institutional AUM ¹ (\$ billions)	180	197	(9)%
Retail AUM ¹ (\$ billions)	426	401	+6%
Average net assets ("ANA") ¹ (\$ billions)	630	567	+11%

Quarterly Highlights (US\$)

- Underlying net income up 13% compared to the prior year as higher fee income from ANA growth was partially offset by higher expenses; Reported net income up 18% y/y
- Pre-tax net operating profit margin of 40.5% improved from 39.4% y/y on higher ANA
- Ending AUM of \$606 billion up 1% y/y reflecting market appreciation, partially offset by net outflows; down 6% q/q
- Institutional net outflows of \$(15.3) billion primarily reflects Client rebalancing activity and portfolio restructuring
- Retail net outflows of \$(5.1) billion reflects industry preference for short-term risk-free rate products and growth-oriented stocks
- Long-term retail fund performance remains strong with 95% of fund assets ranked in the top half of their respective Morningstar categories based on 10-year performance

¹ Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

² Pre-tax gross operating margin was 36.5% in Q4 2024 and 35.2% in Q4 2023.

SLC Management: Growing a premier alternatives platform

Business Group Results

Profitability	Q4'24	Q4'23	Change
Fee-related earnings ¹ (\$ millions)	79	92	(14)%
Pre-tax fee-related earnings margin ^{1,2} (%)	23.0	24.2	(1.2) pp
Pre-tax net operating margin ^{1,2} (%)	21.1	21.8	(0.7) pp
Underlying net income ¹ (\$ millions)	59	70	(16)%
Reported net income (\$ millions)	25	47	(47)%

Growth	Q4'24	Q4'23	Change
Total assets under management ^{1,3} (\$ billions)	250	223	+12%
Total AUM net flows ¹ (\$ billions)	14.1	3.9	10.3 B
Assets under administration ¹ (\$ billions)	15.9	49.8	(68)%
Fee-earning AUM ¹ (\$ billions)	193	177	+9%
Fee-earning AUM net flows ¹ (\$ billions)	6.5	5.6	0.9 B
AUM not yet earnings fees ¹ (\$ billions)	30.2	20.9	+45%
Capital raising ¹ (\$ billions)	10.2	5.5	4.7 B
Deployment ¹ (\$ billions)	6.3	7.3	(0.9) B

Quarterly Highlights

- Underlying net income down 16% y/y on lower fee-related earnings (“FRE”), which was partially offset by higher net seed investment income
- FRE down 14% y/y as higher fee-earning AUM was offset by higher expenses, primarily reflecting higher incentive compensation
- FRE margin and net operating margin lower from the prior year on higher incentive compensation
- Reported net income lower y/y reflecting market impacts and lower underlying net income
- Fee-earning AUM increased 9% y/y driven by continued deployment and market growth, partially offset by realizations
- Capital raising of \$10.2 billion reflects strong activity in Crescent Capital and BGO

¹ Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.
Footnotes 2-3: Refer to slide 24.

Canada: A leader in health, wealth, and insurance

Business Group Results

Profitability	Q4'24	Q4'23	Change
Wealth & asset management (\$ millions)	101	92	+10%
Group - Health & Protection (\$ millions)	153	159	(4)%
Individual - Protection (\$ millions)	112	99	+13%
Underlying net income ¹ (\$ millions)	366	350	+5%
Reported net income (\$ millions)	253	348	(27)%
Underlying ROE ¹ (%)	23.0	21.9	+1.1 pp
Reported ROE ¹ (%)	15.9	21.8	(5.9) pp

Growth	Q4'24	Q4'23	Change
Net wealth sales & AM net flows ¹ (\$ millions)	101	996	(895) M
Wealth & asset management AUM ^{1,2} (\$ billions)	189	167	+13%
Group - Health & Protection sales ¹ (\$ millions)	88	174	(49)%
Group - Health & Protection net premiums ¹ (\$ millions)	1,800	1,644	+9%
Group - Health & Protection fee income (\$ millions)	131	100	+31%
Individual - Protection sales ¹ (\$ millions)	142	171	(17)%

Quarterly Highlights

- Underlying net income up 5% y/y on higher fee income and strong business growth, partially offset by lower net investment results
- Wealth & asset management** earnings up on business growth and higher fee income, partially offset by unfavourable credit experience
 - Wealth & asset management AUM up 13% y/y driven by market appreciation and net inflows
- Group - Health & Protection** earnings reflect business growth, which was more than offset by less favourable morbidity experience
 - Group sales down 49% y/y due to higher large case sales in the prior year
- Individual - Protection** earnings up on favourable mortality experience
 - Individual sales down 17% y/y reflecting lower third-party sales
- Reported net income down y/y driven by market-related impacts and favourable ACMA impacts in the prior year

¹ Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

² Wealth AUM includes General fund assets, Segregated fund assets and Third-party AUM, excluding Third-party mutual funds assets.

U.S.: A leader in health & benefits

Business Group Results (US\$)

Profitability	Q4'24	Q4'23	Change
Group - Health & Protection (\$ millions)	82	153	(46)%
Individual - Protection ¹ (\$ millions)	33	34	(3)%
Underlying net income ² (\$ millions)	115	187	(39)%
Reported net income (\$ millions)	(1)	77	(101)%
Underlying ROE ² (%)	9.5	16.1	(6.6) pp
Reported ROE ² (%)	(0.1)	6.7	(6.8) pp

Growth	Q4'24	Q4'23	Change
Employee Benefits sales ² (\$ millions)	203	246	(17)%
Medical Stop-Loss sales ² (\$ millions)	561	572	(2)%
Dental sales ^{2,3} (\$ millions)	66	114	(42)%
Net premiums ² – GB & Dental (\$ millions)	1,993	1,915	+4%
Fee Income – GB & Dental (\$ millions)	95	92	+3%

Quarterly Highlights (US\$)

- Underlying net income down 39% y/y
- Group - Health & Protection** earnings down 46% y/y driven by unfavourable morbidity experience in medical stop-loss, due to higher claims severity
 - Dental results benefited from plan repricing and management actions to improve expense experience
 - In the quarter, experience-related items included unfavourable medical stop-loss, disability and dental experience
 - Net premiums up 4% y/y driven by growth across businesses
 - Sales down 11% y/y on lower government Dental and employee benefits sales, reflecting our disciplined pricing approach
- Individual - Protection** earnings in-line with the prior year
- Reported net income down y/y on market-related impacts and a non-recurring provision in Dental

¹ Effective Q2 2023, the run-off reinsurance business was moved from the Corporate business segment to the U.S. business segment.

² Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

³ Effective Q4 2023, prior period amounts related to sales in the U.S. Dental segment have been restated to reflect new information.

Asia: A regional leader focused on fast-growing markets

Business Group Results

Profitability	Q4'24	Q4'23	Change	CC ¹
Individual - Protection (\$ millions)	179	138	+30%	+26%
Wealth & asset management (\$ millions)	25	16	+56%	+59%
Regional Office expenses & other (\$ millions)	(29)	(11)	(164)%	(157)%
Underlying net income ² (\$ millions)	175	143	+22%	+20%
Reported net income (\$ millions)	11	44	(75)%	(89)%
Underlying ROE ² (%)	12.6	10.5	+2.1 pp	n/a
Reported ROE ² (%)	0.8	3.2	(2.4) pp	n/a
Growth	Q4'24	Q4'23	Change	CC¹
Net wealth sales & AM net flows ² (\$ millions)	668	729	(61) M	(74) M
Wealth & asset management AUM ² (\$ billions)	42	37	+14%	+5%
Individual - Protection sales ² (\$ millions)	601	536	+12%	+10%
Total weighted premium income ² (\$ millions)	1,918	1,674	+15%	+12%
New business CSM ^{2,3} (\$ millions)	201	223	(10)%	(12)%

Quarterly Highlights (% in constant currency¹)

- Underlying net income up 20% y/y on improved protection experience, higher contributions from joint ventures and higher fee income
- Total CSM grew by 30% y/y on strong organic CSM growth and currency impacts; New business CSM of \$201 million
- Individual - Protection** earnings up 26% y/y on better protection experience and higher joint venture earnings
 - Individual sales up 10% y/y driven by High Net Worth, India and Hong Kong
- Wealth & asset management** earnings up 59% y/y on higher fee income from higher AUM
- Reported net income lower y/y driven by an impairment charge on an intangible asset in Vietnam

¹ Percentage change is reported on a constant currency basis, which excludes the impacts of foreign exchange translation. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

² Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

³ New business CSM represents growth from sales activity in the period, including individual protection sales (excluding joint ventures).

Performance against our medium-term financial objectives

Measure ¹	Medium-term financial objectives ^{2,3}	Prior Medium-term financial objectives ^{2,3}	2024 Results
Underlying EPS growth Growth in EPS reflects the Company's focus on generating sustainable earnings for shareholders.	10%	8 - 10%	5%
Underlying ROE ROE is a significant driver of shareholder value and is a major focus for management across all businesses.	20%	18%+	17.2%
Underlying dividend payout ratio Payout of capital versus shareholder value, based on underlying net income.	40 - 50%	40 - 50%	49%

¹ Underlying EPS, underlying ROE and underlying dividend payout ratio are non-IFRS financial measures. See section M - Non-IFRS Financial Measures in our 2024 Annual MD&A. Underlying dividend payout ratio represents the ratio of common shareholders' dividends to diluted underlying EPS. See section J - Capital and Liquidity Management - 3 - Shareholder Dividends in our 2024 Annual MD&A for further information regarding dividends.

² Although considered reasonable, we may not be able to achieve our medium-term financial objectives as our assumptions may prove to be inaccurate. Accordingly, our actual results could differ materially from our medium-term financial objectives as described above. Our medium-term financial objectives do not constitute guidance. Our medium-term financial objectives are forward-looking non-IFRS financial measures and additional information is provided on slide 23.

³ In 2024, we increased our underlying EPS growth medium-term financial objective to 10% from our previous objective of 8%-10%, and increased our underlying ROE medium-term financial objective to 20% from our previous objective of 18%+. These updates are supported by strong business performance. Our medium-term financial objective for underlying dividend payout ratio did not change.



Appendix

Drivers of earnings¹

Underlying drivers of earnings (DOE)

\$ millions, pre-tax

	Q4'24	Q3'24	Q4'23
Risk adjustment release	104	101	106
Contractual service margin recognized for services provided	235	236	215
Expected earnings on short-term (group) insurance business	440	421	407
Expected insurance earnings	779	758	728
Impact of new insurance business	(21)	(23)	(15)
Experience gains (losses) ²	(23)	67	56
Total net insurance service result - Underlying	735	802	769
Expected investment earnings	243	245	230
Credit experience	(48)	(80)	(25)
Earnings on surplus	129	161	158
Joint ventures & other	78	81	64
Total net investment result - Underlying	402	407	427
Other fee income ²	91	98	66
Expenses – other ^{2,3}	(513)	(482)	(489)
Asset management – Underlying	505	457	460
Earnings before income taxes – Underlying	1,220	1,282	1,233
Income tax (expense) or recovery	(212)	(232)	(203)
Dividends, distributions, NCI ⁴	(43)	(34)	(47)
Common shareholders' underlying net income (loss)	965	1,016	983

Non-underlying net income adjustments

\$ millions, post-tax

	Q4'24	Q3'24	Q4'23
Common shareholders' underlying net income (loss)	965	1,016	983
Market-related impacts	(179)	29	(193)
Assumption changes and management actions (ACMA)	11	36	(1)
Management's ownership of MFS shares	-	(10)	(11)
Acquisition, integration and restructuring ⁵	(30)	312	(42)
Intangible asset amortization	(223)	(35)	(38)
Other ⁵	(307)	-	51
Common shareholders' reported net income (loss)	237	1,348	749

Market-related impacts reflect unfavourable interest rate and equity market impacts and real estate experience

Acquisition, integration and restructuring includes SLC Management's acquisition-related liabilities and integration costs related to DentaQuest

Intangible asset amortization includes an impairment charge on an intangible asset related to bancassurance in Vietnam reflecting updates resulting from changes in regulatory and macro-economic factors

Other items include lower tax-exempt investment income and a non-recurring provision in U.S. Dental

Certain 2023 results in the Drivers of Earnings and CSM Movement Analysis were refined to more accurately reflect how the business is managed.

¹ The Drivers of Earnings analysis contains non-IFRS financial measures. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A. Refer to the Basis of Presentation section in our Supplementary Financial Information package for the period ended December 31, 2024 for more information about certain amounts that are presented on a net basis to reflect how the business is managed, compared to a gross basis in the Consolidated Financial Statements. Footnotes 2-5: Refer to slide 24.

DOE experience gains/(losses)¹ – details

\$ millions	Pre-tax			Post-tax		
	Q4'24	Q3'24	Q4'23	Q4'24	Q3'24	Q4'23
Net equity market impact	(13)	48	18	(15)	36	8
Net interest rate impact	(109)	(3)	(272)	(86)	38	(53)
Impact of changes in the fair value of investment properties	(99)	(57)	(182)	(78)	(45)	(148)
Market-related impacts	(221)	(12)	(436)	(179)	29	(193)
Mortality	12	6	(8)	10	3	(5)
Morbidity	(25)	83	124	(22)	60	91
Policyholder behaviour	-	(6)	(11)	-	(5)	(11)
Expenses	(13)	(29)	(33)	(10)	(25)	(26)
Other insurance experience	3	13	(16)	5	11	(16)
Insurance experience gains / (losses)	(23)	67	56	(17)	44	33
Credit experience (investments)	(48)	(80)	(25)	(34)	(61)	(18)
Other investment experience	16	26	16	11	19	14

Certain 2023 results in the Drivers of Earnings and CSM Movement Analysis were refined to more accurately reflect how the business is managed.

¹ Represents a non-IFRS financial measure. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

Contractual service margin movement analysis¹

\$ millions, pre-tax	Q4'24	Q3'24	Q4'23
CSM at beginning of period	12,836	12,512	11,452
Impact of new insurance business ²	306	383	381
Expected movements from asset returns & locked-in rates ^{3,4}	191	185	152
Insurance experience gains/(losses) ⁴	(14)	(63)	(19)
CSM recognized for services provided	(308)	(286)	(264)
Organic CSM Movement³	175	219	250
Impact of markets & other ⁴	(127)	191	114
Impact of change in assumptions ⁴	141	(95)	76
Currency impact	341	9	(106)
Disposition	-	-	-
Total CSM Movement	530	324	334
CSM at end of period	13,366	12,836	11,786

CSM Highlights

- **Total CSM** ended Q4'24 at \$13.4 billion, up **13% y/y** largely driven by organic CSM growth and currency impacts
- **New business CSM** of \$306 million, down **20% y/y** due to sales mix in Canada and Asia
- **CSM recognized for services provided** over the last twelve months represented **9.6%** of total CSM

Certain 2023 results in the Drivers of Earnings and CSM Movement Analysis were refined to more accurately reflect how the business is managed.

¹ Contractual service margin movement analysis includes both non-participating and participating policyholder CSM.

² Impact of new insurance business on CSM, also referred to as "new business CSM", represents growth from sales activity in the period, including individual protection sales (excluding joint ventures), and defined benefit solutions and segregated fund wealth sales in Canada.

³ Expected movements from asset returns & locked-in rates primarily reflects: i) the expected returns on assets supporting VFA contracts and ii) the increase in average locked-in rates from the passage of time on in-force business and new business added at higher rates. Locked-in rates refer to the term structure associated with locked-in discount rates, set when the insurance contract was sold, or on transition to IFRS 17. VFA contracts include Participating life insurance, Segregated funds, and Variable Universal Life (VUL).

⁴ Certain measures in the CSM Movement Analysis are non-IFRS financial measures. Refer to the Non-IFRS Financial Measures section in the appendix to these slides and in our 2024 Annual MD&A.

Earnings on surplus – Supplemental details

Earnings on surplus – supplemental details

\$ millions, pre-tax

	Q4'24	Q3'24	Q4'23
Core investment income	134	151	160
Realized investment gains / (losses)	2	13	(5)
Other ¹	(7)	(3)	3
Earnings on surplus	129	161	158
Interest on debt	(80)	(79)	(79)
Earnings on surplus net of debt cost	49	82	79

EOS Highlights

- **Core investment income** down q/q due to lower surplus holdings and yields

¹ Includes timing differences on derivatives, currency and other items.

Credit experience– Supplemental details

Credit experience – supplemental details

\$ millions, pre-tax

	Q4'24	Q3'24	Q2'24
Ratings/Net impairments ¹	(51)	(71)	(12)
Expected credit loss ²	3	(9)	(2)
Credit experience	(48)	(80)	(14)
Release of credit within expected investment earnings ³	37	37	35
Net Credit Experience	(11)	(43)	21

¹ On fair value through profit / loss assets.

² On fair value through other comprehensive income and amortized cost assets.

³ Release of credit risk adjustments are reported in the Expected Investment Earnings line of the Drivers of Earnings.

Use of Non-IFRS Financial Measures

We report certain financial information using non-IFRS financial measures, as we believe that these measures provide information that is useful to investors in understanding our performance and facilitate a comparison of our quarterly and full year results from period to period. These non-IFRS financial measures do not have any standardized meaning and may not be comparable with similar measures used by other companies. For certain non-IFRS financial measures, there are no directly comparable amounts under IFRS. These non-IFRS financial measures should not be viewed in isolation from or as alternatives to measures of financial performance determined in accordance with IFRS. Additional information concerning non-IFRS financial measures and, if applicable, reconciliations to the closest IFRS measures are available in section M - Non-IFRS Financial Measures of our 2024 Annual MD&A and the Supplementary Financial Information package on www.sunlife.com under Investors - Financial results and reports.

Non-IFRS Financial Measures

Underlying net income is a non-IFRS financial measure that assists in understanding Sun Life's business performance by making certain adjustments to IFRS income. Underlying net income, along with common shareholders' net income (Reported net income), is used as a basis for management planning, and is also a key measure in our employee incentive compensation programs. This measure reflects management's view of the underlying business performance of the company and long-term earnings potential. For example, due to the longer term nature of our individual protection businesses, market movements related to interest rates, equity markets and investment properties can have a significant impact on reported net income in the reporting period. However, these impacts are not necessarily realized, and may never be realized, if markets move in the opposite direction in subsequent periods or in the case of interest rates, the fixed income investment is held to maturity.

Underlying net income removes the impact of the following items from reported net income:

- i. Market-related impacts reflecting the after-tax difference in actual versus expected market movements,
- ii. ACMA – captures the impact of method and assumption changes, and management actions on insurance and reinsurance contracts, and
- iii. and Other adjustments (Management's ownership of MFS shares, Acquisition, integration, and restructuring, Intangible asset amortization, and Other).

Additional detail on these adjustments is provided in section M - Non-IFRS Financial Measures of our 2024 Annual MD&A.

All factors discussed in this document that impact our underlying net income are also applicable to reported net income. All EPS measures in this presentation refer to fully diluted EPS, unless otherwise stated. Underlying EPS excludes the dilutive impacts of convertible instruments.

Other non-IFRS financial measures that we use include: after-tax profit margin for U.S. Group Benefits, assets under administration (in SLC Management), assets under management ("AUM"), AUM not yet earning fees, capital raising, cash and other liquid assets, measures based on a currency adjusted basis, CSM movement analysis (organic CSM movement, impact of new insurance business on CSM, expected movements from asset returns & locked-in rates, impact of markets & other, insurance experience gains/losses, impact of change in assumptions, CSM market sensitivities), deployment, drivers of earnings, earnings on surplus, experience-related items attributable to reported net income and underlying net income, fee-earning AUM, fee-related earnings and operating income, financial leverage ratio, impacts of foreign exchange translation, LICAT market sensitivities, organic capital generation, pre-tax fee-related earnings margin, pre-tax net operating margin, return on equity, sales and flows, third-party AUM, total weighted premium income ("TWPI"), underlying dividend payout ratio, underlying EPS (diluted), and effective income tax rate on an underlying net income basis.

Forward-Looking Statements

From time to time, the Company makes written or oral forward-looking statements within the meaning of certain securities laws, including the "safe harbour" provisions of the United States Private Securities Litigation Reform Act of 1995 and applicable Canadian securities legislation. Forward-looking statements contained in this document include statements (i) relating to our strategies, plans, targets, goals and priorities; (ii) relating to our growth initiatives and other business objectives; (iii) relating to the actions being taken to improve results in U.S. Dental and stop-loss businesses; (iv) relating to share buybacks under our normal course issuer bid; (v) our set out in our 2024 Annual MD&A under the heading K - Risk Management - Market Risk Sensitivities - Interest Rate Sensitivities; (vi) that are predictive in nature or that depend upon or refer to future events or conditions; and (vii) that include words such as "achieve", "aim", "ambition", "anticipate", "aspiration", "assumption", "believe", "could", "estimate", "expect", "goal", "initiatives", "intend", "may", "objective", "outlook", "plan", "project", "seek", "should", "strategy", "strive", "target", "will", and similar expressions. Forward-looking statements include the information concerning our possible or assumed future results of operations. These statements represent our current expectations, estimates, and projections regarding future events and are not historical facts, and remain subject to change.

Forward-looking statements are not a guarantee of future performance and involve risks and uncertainties that are difficult to predict. Future results and shareholder value may differ materially from those expressed in these forward-looking statements due to, among other factors, the matters set out in our 2024 Annual MD&A under the headings D - Profitability - 5 - Income taxes, G - Financial Strength and K - Risk Management and in SLF Inc.'s Annual Information Form for the year ended December 31, 2024 under the heading Risk Factors, and the factors detailed in SLF Inc.'s other filings with Canadian and U.S. securities regulators, which are available for review at www.sedarplus.ca and www.sec.gov, respectively.

Medium-Term Financial Objectives

The Company's medium-term financial objectives are forward-looking non-IFRS financial measures. Our ability to achieve those objectives is dependent on our success in achieving growth initiatives and business objectives and on certain key assumptions that include: (i) no significant changes in the level of interest rates; (ii) average total return on real estate and equity investments of approximately 8% per annum; (iii) credit experience in line with expectations; (iv) no significant changes in the level of our regulatory capital requirements; (v) no significant changes to our effective tax rate; (vi) no significant increase in the number of shares outstanding; and (vii) other key assumptions include: no material changes to our hedging program, hedging costs that are consistent with our expectations, no material assumption changes and no material accounting standard changes. Our underlying ROE is dependent upon capital levels and options for deployment of excess capital. Our medium-term financial objectives do not reflect the indirect effects of interest rate and equity market movements including the potential impacts on goodwill or the current valuation allowance on deferred tax assets as well as other items that may be non-operational in nature.

Our target dividend payout ratio of 40%-50% of our underlying net income assumes that economic conditions and our results will enable us to maintain our payout ratio in the target range, while maintaining a strong capital position. The declaration, amount and payment of dividends is subject to the approval of the Company's Board of Directors and our compliance with the capital requirements in the *Insurance Companies Act* (Canada). Additional information on dividends is provided in the section J - Capital and Liquidity Management - 3 - Shareholder Dividends in the 2024 Annual MD&A.

Although considered reasonable by the Company, we may not be able to achieve our medium-term financial objectives as the assumptions on which these objectives were based may prove to be inaccurate. Accordingly, our actual results could differ materially from our medium-term financial objectives as described in this presentation. Our medium-term financial objectives do not constitute guidance.

Risk Factors

Important risk factors that could cause our assumptions and estimates, and expectations and projections to be inaccurate and our actual results or events to differ materially from those expressed in or implied by the forward-looking statements contained in this document, are set out below. The realization of our forward-looking statements essentially depends on our business performance which, in turn, is subject to many risks. Factors that could cause actual results to differ materially from expectations include, but are not limited to: **market risks** - related to the performance of equity markets; changes or volatility in interest rates or credit spreads or swap spreads; real estate investments; fluctuations in foreign currency exchange rates; and inflation; **insurance risks** - related to mortality experience, morbidity experience and longevity; policyholder behaviour; product design and pricing; the impact of higher-than-expected future expenses; and the availability, cost and effectiveness of reinsurance; **credit risks** - related to issuers of securities held in our investment portfolio, debtors, structured securities, reinsurers, counterparties, other financial institutions and other entities; **business and strategic risks** - related to global economic and geopolitical conditions; the design and implementation of business strategies; changes in distribution channels or Client behaviour including risks relating to market conduct by intermediaries and agents; the impact of competition; the performance of our investments and investment portfolios managed for Clients such as segregated and mutual funds; shifts in investing trends and Client preference towards products that differ from our investment products and strategies; changes in the legal or regulatory environment, including capital requirements and tax laws; environmental and social issues and their related laws and regulations; **operational risks** - related to breaches or failure of information system security and privacy, including cyber-attacks; our ability to attract and retain employees; legal, regulatory compliance and market conduct, including the impact of regulatory inquiries and investigations; the execution and integration of mergers, acquisitions, strategic investments and divestitures; our information technology infrastructure; a failure of information systems and Internet-enabled technology; dependence on third-party relationships, including outsourcing arrangements; business continuity; model errors; information management; **liquidity risks** - the possibility that we will not be able to fund all cash outflow commitments as they fall due; and **other risks** - changes to accounting standards in the jurisdictions in which we operate; risks associated with our international operations, including our joint ventures; market conditions that affect our capital position or ability to raise capital; downgrades in financial strength or credit ratings; and tax matters, including estimates and judgements used in calculating taxes.

The Company does not undertake any obligation to update or revise its forward-looking statements to reflect events or circumstances after the date of this document or to reflect the occurrence of unanticipated events, except as required by law.

Footnotes

From slide 4

² Impact of new insurance business on CSM, also referred to as "new business CSM", represents growth from sales activity in the period, including individual protection sales (excluding joint ventures), and defined benefit solutions and segregated fund wealth sales in Canada.

³ Life Insurance Capital Adequacy Test ("LICAT") ratio of SLF Inc.; our LICAT ratios are calculated in accordance with the OSFI-mandated guideline, Life Insurance Capital Adequacy Test.

⁴ Business Mix based on underlying net income, excluding Corporate expenses and other. Wealth & asset management includes MFS Investment Management, SLC Management, Canada Individual Wealth, Group Retirement Services, Asia Wealth & asset management. Group – Health & Protection includes Canada Sun Life Health, U.S. Group Benefits (Employee Benefits and Health and Risk Solutions) and U.S. Dental. Individual – Protection includes Canada Individual Insurance, U.S. In-force Management and Asia Individual – Protection.

From slide 5

² Ranking compiled by Sun Life based on data disclosed by Morningstar as of December 2024: 95% of MFS's U.S. retail long-term fund ranking in the top half of their respective Morningstar categories based on 10-yr performance.

³ Source: Great Place to Work 2024.

From slide 8

² New business CSM represents growth from sales activity in the period, including individual protection sales (excluding joint ventures), and defined benefit solutions and segregated fund wealth sales in Canada.

³ LICAT ratio of Sun Life Financial Incorporated and of Sun Life Assurance Company of Canada ("SLA"). Our LICAT ratios are calculated in accordance with the OSFI-mandated guideline, Life Insurance Capital Adequacy Test.

⁴ SLA is SLF Inc.'s principal operating life insurance subsidiary.

⁵ Organic capital generation measures the change in capital, net of dividends, above LICAT requirements excluding the impacts of markets and other non-recurring items.

⁶ Cash and other liquid assets at SLF Inc. and its wholly owned holding companies.

From slide 11

² Based on a trailing 12-month basis.

³ Total AUM including the General Account was \$409 billion at December 31, 2024.

From slide 17

² Effective Q4 2023, prior period amounts in the DOE related to Expenses - other for health, wealth and asset management businesses in Canada have been restated to improve comparability of data over time and with other business units; related amounts in Other fee income and Experience gains (losses) have also been restated accordingly. In addition, effective Q3 2023, the Other Fee Income line for the U.S. business segment has been refined to include Group Benefits and Health & Risk Solutions fee income net of corresponding expenses in order to align with the presentation of the Dental business in this line. We have updated prior period amounts to reflect this refinement.

³ Expenses - other removes non-underlying Other adjustments, including Management's ownership of MFS shares, Acquisition, integration and restructuring, and Intangible asset amortization. Certain Other adjustments - other may also be removed from Other expenses.

⁴ Dividends on preferred shares, distributions on other equity instruments, and non-controlling interests ("Dividends, distributions, NCI").

⁵ Refer to the Notes page ii, Adjustments - Acquisition, Integration and Restructuring and Adjustments – other in our Supplementary Financial Information package for the period ended December 31, 2024 for additional details.