

2021 Sustainability Highlights



Life's brighter under the sun

Sun Life's Purpose is to help our Clients achieve lifetime financial security and live healthier lives. Our commitment to sustainability brings our Purpose to life.

Sustainability is a strategic priority for us and is essential to our business success. Our sustainability plan focuses on our areas of expertise where we can have the most positive social and environmental impact:

- increasing **financial security**,
- fostering **healthier lives**, and
- advancing **sustainable investing**.

These efforts build from our foundation of operating as a **trusted and responsible business**.

We support five Sustainable Development Goals where we believe we can have the greatest influence and impact. These are: #3 Good health and well-being, #5 Gender equality, #7 Affordable and clean energy, #8 Decent work and economic growth and #13 Climate action.



50,000
employees^{1,2}



Offices in
27
markets²



118,400
advisors³



¹ Rounded to the nearest hundred. Represents full-time equivalent employees and includes 24,589 regular employees, 1,233 temporary employees and employees in Asia joint ventures (23,576 regular employees and 614 temporary employees). ² Refer to [Report Scope - Note 4](#) in 2021 Sustainability Report. ³ Refer to [Report Scope - Note 1](#) in 2021 Sustainability Report.



Financial Security

We aspire to increase the lifetime financial security of our Clients, employees and communities. We're advancing financial security through innovative products and services, proactive education and improved access to and use of insurance and wealth products.

Helped drive good financial habits and decisions —

1.4M

positive financial actions taken by Clients in Canada towards financial security. For example, thanks to Ella, our digital coach, Clients placed

\$690M

in savings products and obtained

\$951M

of insurance coverage.



US\$24.5M

in savings for Sun Life and our stop-loss Clients through our Clinical 360 program in the U.S. Combining data analytics and clinical experts, the program leads to better treatment outcomes for plan members and lower costs for our Clients.

~138,000

microinsurance policies issued since 2018 — improving access to affordable insurance for underserved and low-income people in Asia

Used digital tools to improve **financial confidence** and published resources with tips on planning and saving for retirement for Clients



Healthier Lives

We aspire to improve health and wellness outcomes for all. To achieve this, we offer Clients and employees products and tools to help them live healthier lives. At the same time, we're working to improve health and wellness in society. We do that by improving access to and use of health and disability insurance. We also invest in community health and thought leadership.

378,000

positive health actions taken by Clients in Canada after a nudge from our digital coach, Ella

Accelerated support for Client and employee mental health

In Canada and the U.S., we expanded mental health resources for employers and our own employees. In Asia, we arranged access to mental health webinars through our Employee Assistance Program and other providers.

\$42.7M

committed to **diabetes initiatives** globally since 2012. Diabetes is a global epidemic affecting 1 in 10 adults¹. In many cases, Type 2 diabetes can be prevented. That's why we have focused our giving on diabetes awareness, prevention and care.



Published our annual [Stop-Loss & Health Research Report](#) with insights on high-cost medical claims and emerging clinical trends in the U.S.

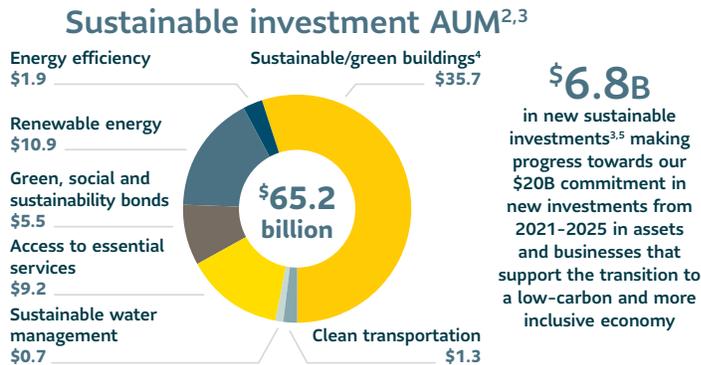
¹ International Diabetes Federation. "IDF Diabetes Atlas 10th edition". 2021.

All figures as at and for the year ended December 31, 2021, unless otherwise noted.



Sustainable Investing

We aspire to deliver sustainable returns for Clients and drive the transition to a low-carbon, inclusive economy. To pursue our aspiration, we manage capital with sustainability embedded in our investment processes, invest in sustainable assets and businesses and offer our Clients and employees¹ sustainable investing opportunities.



As participants⁶ in **Climate Action 100+** we expanded our engagement activities aimed at ensuring the world's largest greenhouse gas emitters take necessary action on climate change

Sun Life's general account achieved a **5-star rating** in the **2021 GRESB Real Estate Benchmark**

¹ Majority of funds offered through employee retirement savings plans integrate ESG factors into investment considerations.

² Portfolio at December 31 (general account and third-party Clients). Client asset values included represent a non-IFRS financial measure.

³ Criteria for investments based on ICMA Green Bond Principles, ICMA Social Bond Principles, ICMA Sustainability Bond Principles, GRESB Real Estate Benchmark, and PRI Impact Investing Market Map. Where issuers do not obtain a third-party opinion or provide an internal opinion on their issuance, our investment professionals apply judgment to assess whether the use of proceeds meets the standards set out in the ICMA principles. Does not include all holdings in companies that may be defined as sustainable under other taxonomies. Direct investments only; does not include third-party funds.

⁴ Real estate assets include investment properties, owner-occupied property and real estate in limited partnership investments.

⁵ Value at transaction date. Client asset values included represent a non-IFRS financial measure.

⁶ SLC Management, Crescent and MFS are participating.



Trusted and Responsible Business

We are committed to operating as a trusted and responsible business that is Client-focused, competitive, forward-thinking, financially and environmentally resilient, and sustainable for the long term. Key priorities include Client experience, talent management, diversity, equity and inclusion, climate and environmental action, risk management, data security and privacy, and governance and ethics.



Committed to a new greenhouse gas (GHG) emissions reduction target of **50% by 2030** across our global corporate real estate and corporate travel

Announced goal of **net-zero GHG emissions by 2050** in investments and operations

Supported our Clients with **\$18.7B** claims and benefits paid globally³



Achieved **CarbonNeutral** company certification across our global operations⁴



¹ Refer to **Report Scope - Note 5** in 2021 Sustainability Report.

² Canada: those who voluntarily self-identify as Visible Minorities per the Employment Equity Act; U.S.: those who voluntarily self-identify as People of Color per the Equal Employment Opportunity Commission.

³ Refer to **Report Scope - Note 1** in 2021 Sustainability Report.

⁴ Includes the offices of MFS and SLC Management affiliates (BentallGreenOak, InfraRed and Crescent).

DEMONSTRATING OUR LEADERSHIP



FTSE4Good

Member of **Dow Jones Sustainability Indices**
Powered by the S&P Global CSA

To learn more, read our 2021 Sustainability Report at sunlife.com/sustainability.

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#SunLifeSustainability