



Supporting the Sustainable Development Goals




Sun Life supports the United Nations Sustainable Development Goals (SDGs). Our work is aligned to five SDGs where we believe we can have the greatest impact. The chart below offers examples of how our activities contribute to the specific targets of these SDGs.

SDG	Relevant SDG targets	Sun Life's Contribution
<div><div>3</div><div>GOOD HEALTH AND WELL-BEING</div><div></div></div>	<b>3.4</b> By 2030, reduce by one-third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being	<b>Healthier lives</b> <ul style="list-style-type: none"><li>Supporting broader awareness-building on mental health issues in society</li><li>Focusing on mental well-being as one of Sun Life's three areas of employee well-being</li><li>Supporting the fight against diabetes with \$57.9 million committed globally, since 2012</li><li>Offering coverage, risk protection and management resources for chronic health issues previously not recognized by the industry</li><li>Enabling employers and individuals to use innovative digital tools that enhance access to health-care services</li><li>Supporting the expansion of access and affordability of oral health through administering a program that provides dental coverage on behalf of the Government of Canada to Canadians who meet all eligibility requirements</li></ul>
	<b>3.8</b> Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all	<b>Climate resilience</b> <ul style="list-style-type: none"><li>Supporting research and thought leadership initiatives focused on the interconnectivity of climate risk and health</li><li>Addressing climate and health data gaps to advance our climate resilience program through research collaborations</li><li>Broadening climate education and engagement through voluntary employee education</li></ul>
	<b>3.9</b> By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination	
	<b>3.d</b> Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks	


Click on each topic above for 2024 examples

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<div><div>5</div><div>GENDER EQUALITY</div><div></div></div>	<b>5.1</b> End all forms of discrimination against all women and girls everywhere	<b>Inclusion</b> <ul style="list-style-type: none"><li>Employee-led internal inclusion networks, with over 10,000 memberships across all groups</li><li>Code of Conduct addresses the prevention of human trafficking, and maintenance and and fostering of a respectful, inclusive and healthy work environment without discrimination or harassment</li><li>Regularly monitoring pay programs to ensure pay equity for all employees</li><li>Elevating conversations to bring into focus topics related to women's health</li><li>Supporting employees through programs to help improve work-life balance and inclusion for working families</li><li>Evolution of Sun Life Global Solutions (SLGS) inclusion charter to be more inclusive and representative of the people we serve and the communities in which we operate</li><li>Strengthening employee understanding of inclusion education across our learning channels with close to a 20% increase in engagement from 2023</li></ul>
	<b>5.2</b> Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking and sexual and other types of exploitation	<b>Talent management</b> <ul style="list-style-type: none"><li>Investing over \$41.7 million in employee training and development<sup>1</sup></li></ul>
	<b>5.4</b> Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate	<b>Governance and ethics</b> <ul style="list-style-type: none"><li>Operating within an inclusive culture to produce better outcomes by adopting a Board Composition Policy. 46% of Board members self-identifying as women in 2024</li></ul>
	<b>5.5</b> Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life	<b>Employee well-being</b> <ul style="list-style-type: none"><li>Enhancing regional offerings for employees including inclusive paid family and medical leave programs (maternity, paternity, parental/adoption, compassionate and sick) at or exceeding minimum legal rules</li><li>Supporting mental well-being for employees on a leave of absence through the creation and ongoing development of resources for our people leaders to support their employees, while providing proactive well-being support for the return to work</li></ul>


Click on each topic above for 2024 examples

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<b>7</b> AFFORDABLE AND CLEAN ENERGY 	<b>7.1</b> By 2030, ensure universal access to affordable, reliable and modern energy services	<b>Sustainable investing</b> <ul style="list-style-type: none"> <li>Investing in renewable energy and energy efficiency projects, with \$16.6 billion invested in 2024</li> <li>Investing in energy security projects including a co-located battery storage which contributes to improving grid stability and providing backup power during contingencies, while creating economic opportunities</li> <li>Financing renewable energy, energy efficiency, green buildings and clean transportation projects, through the issuance of our third sustainability bond</li> <li>Investing in a green bond issued by a utility group in China. The bond is financing projects such as renewable energy production and energy efficiency activities</li> </ul> <b>Climate resilience</b> <ul style="list-style-type: none"> <li>Continuing actions to improve energy efficiency and streamline consumption by adopting energy-efficient technologies across our global offices. For example, procuring renewable energy and installing solar panels and LED lighting to improve energy efficiency</li> <li>Expanding data collection to capture a broader range of emission categories</li> <li>Implementing net zero and net-zero ready building standards into the design and development of select new buildings in Canada</li> </ul>
	<b>7.2</b> By 2030, increase substantially the share of renewable energy in the global energy mix	
	<b>7.3</b> By 2030, double the global rate of improvement in energy efficiency	

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<b>8</b> DECENT WORK AND ECONOMIC GROWTH 	<b>8.3</b> Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services	<b>Financial security</b> <ul style="list-style-type: none"> <li>Improving access to affordable insurance products<sup>2</sup> in Asia, with 2.2 million lives covered under these offerings</li> <li>Providing and expanding access to insurance coverage and wealth solutions for all people</li> </ul> <b>Climate resilience</b> <ul style="list-style-type: none"> <li>Diverting and eliminating waste in our major office sites, including investing in waste management systems that accommodate recycling and compost streams in several offices in North America and Ireland</li> </ul> <b>Talent management</b> <ul style="list-style-type: none"> <li>Investing in building technology skills among current and future workers</li> <li>Investing in online training and leadership development for employees and leaders</li> <li>Offering progressive employment practices and a wide range of career opportunities for all people (including women, young people and persons with disabilities)</li> </ul> <b>Inclusion</b> <ul style="list-style-type: none"> <li>Creating psychologically safe workplaces and providing training to help build inclusive thinking and leadership</li> <li>Committing to ensuring managers make unbiased, performance-driven pay decisions; regularly monitoring pay programs to ensure pay equity for like-for-like roles</li> </ul>
	<b>8.4</b> Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the 10-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead	
	<b>8.5</b> By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value	
	<b>8.10</b> Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all	

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<div>13</div> <div>CLIMATE ACTION</div> 	<b>13.1</b> Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries	<a href="#">Climate resilience</a> <ul style="list-style-type: none"> <li>Setting a goal of reducing GHG emissions in our global offices by 50% by 2030</li> <li>Developing a climate resilience roadmap to assess the climate-related risk exposure of our office portfolio and charting the emissions reduction pathway of our offices in North America</li> <li>Prioritizing the most effective and business-relevant actions to strengthen climate risk management and support ongoing emissions reduction in our global offices through 2030 and onward</li> <li>Disclosing our approach to managing climate risks and resiliency, and understanding the opportunities related to climate change. Please refer to our <a href="#">Office of the Superintendent of Financial Institutions (OSFI) B-15 Climate Risk Management Report</a></li> <li>Participating in industry and community events to help advance an understanding of climate resilience</li> <li>Supporting research and thought leadership initiatives focused on the interconnectivity of climate risk and health</li> <li>Offering voluntary education opportunities to our employees globally, focused on how they can reduce their environmental impact through our climate change academy</li> </ul>
	<b>13.3</b> Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning	<a href="#">Sustainable investing</a> <ul style="list-style-type: none"> <li>Surpassing Sun Life's sustainable investment goal of \$20 billion in new sustainable investments between 2021 and 2025 by contributing an additional \$4.5 billion in new investments in 2024<sup>3,4</sup>. This brings the total to \$22.1 billion invested as part of this goal.</li> <li>Improving the efficiency, resiliency and wellness parameters of our real estate investment portfolio in North America by aligning to relevant green building certificates such as BOMA BEST, LEED<sup>®5</sup>, IREM Certified Sustainable Property, Fitwel and ENERGY STAR<sup>®</sup> certified 2024.</li> <li>Developing a wide range of educational content for Clients, such as podcasts, articles and papers, on ESG trends and opportunities</li> </ul>

Click on each topic above for 2024 examples

All data is as of December 31, 2024. All dollar amounts are in Canadian currency, unless otherwise stated.

<sup>1</sup> [Refer to Sustainability Data Scope - Note 1.](#)

<sup>2</sup> Affordable insurance products help people in the mass market (including lower-income segments) meet risk protection needs at an accessible price point. The criteria for a product to be considered affordable insurance varies by country and is based on factors such as: insurance premium amount relative to average income, coverage period, underwriting requirements and/or government regulation. Includes Asia Joint Venture (Malaysia) and ASEAN Markets (Philippines and Vietnam) only.

<sup>3</sup> Values as at transaction date.

<sup>4</sup> General account and certain third-party Clients, where relevant. More information on AUM methodology, including asset managers and criteria included in the calculation, is available upon request. Client asset values included represent a non-IFRS financial measure. Investments counted toward Sun Life's sustainable investment goal meet one or more of the criteria for investments based on ICMA Green Bond Principles, ICMA Social Bond Principles, ICMA Sustainability Bond Guidelines, GRESB Real Estate Benchmark, and/or 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. Assets included may not align with criteria in Sun Life's Sustainability Bond Frameworks. Does not include all holdings in companies that may be defined as sustainable under other taxonomies.

<sup>5</sup> LEED<sup>®</sup>, and its related logo, is licensed in Canada to the Canada Green Building Council and is used here with permission.