

In the U.S., Sun Life is one of the largest providers of employee and government benefits, serving approximately 50 million members in 50 states and Washington, D.C. We employ more than 8,500 employees in the United States, including associates in our 80 partner dental practices and affiliated companies in asset management.

Sun Life has been operating in the U.S. since 1895. Our group products and services are distributed through more than 32,000 independent brokers and benefits consultants, supported by approximately 165 sales representatives around the country. We also administer Medicaid and Medicare Advantage dental benefits through our DentaQuest business.

Sun Life U.S. industry rankings

- Largest dental benefits provider by membership with approximately 35 million members¹
- Largest Medicaid dental benefits provider through DentaQuest, part of Sun Life U.S.²
- Largest independent medical stop-loss provider³
- Top 10 group life and disability benefits provider, including the leading turnkey disability provider⁴

Sun Life U.S. products and services

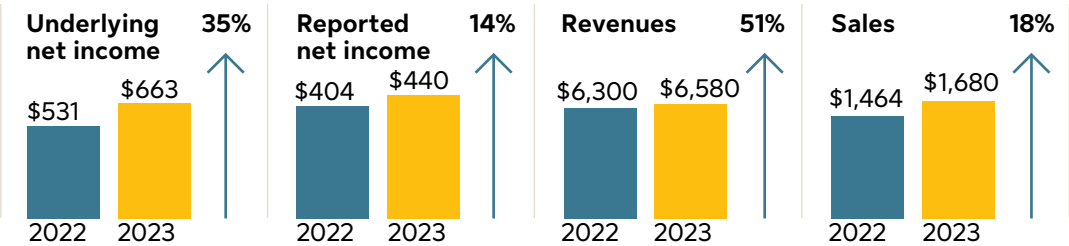
- Life Insurance
 - Disability insurance and return-to-work services
 - Absence and leave management
 - Behavioral health and clinical supports
 - Family leave insurance
- Healthcare navigation
 - Medical stop-loss insurance
 - Partner care services and programs
 - Dental and vision benefits
 - Government dental benefit solutions
- Healthcare professional specialty disability insurance
 - Supplemental health insurance (critical illness, accident, hospital indemnity)
 - Turnkey reinsurance solutions
 - Digital, API and AI capabilities

Sun Life U.S. business snapshot

Health and Risk Solutions	<ul style="list-style-type: none">• Serving self-funded employers, their employees and families; health plan and insurance providers• Group captives; Collective Health partnership• Clinical 360+ data analytics, care programs, cost containment and clinical expertise• Turnkey stop-loss solutions through FullscopeRMS
Group Benefits	<ul style="list-style-type: none">• Serving small, middle market, and large employers, employees and their families; health plan and insurance providers• Dedicated National Accounts team• Return-to-work services, including clinical intervention, vocational rehabilitation and accommodations• Turnkey disability, absence management, and supplemental health solutions through FullscopeRMS
Dental	<ul style="list-style-type: none">• Serving Medicaid, CHIP and Medicare Advantage and commercial members• Proprietary claims adjudication system for all lines of dental business in a single platform• Offering 140,000 in-network providers• Dental practices and Teledendistry.com to increase access to care for underserved communities• Preventistry® model centered on prevention that drives quality of care over quantity of services
In-Force Management	<ul style="list-style-type: none">• Closed block, serving individuals• Covers approximately 200,000 individual life insurance and annuity policies• Run-off reinsurance

2023 Sun Life U.S. financial highlights

(US\$ millions)



Diversity, Equity and Inclusion

Sun Life U.S. fosters an inclusive culture where everyone can bring their authentic selves to work. We are committed to strengthening diversity, equity and inclusion in our workforce, reflecting the communities where we live, work and do business.

Our **Inclusion Networks** are voluntary, employee-led groups that provide personal and professional development opportunities, engage in community partnerships and events, and play an important role in maintaining a culture of inclusion within the organization:

- Asian American Heritage Association (AAHA)
- Black Excellence Alliance (BEA)
- BrightWomen
- DiversAbility
- Emerging Professionals Network (EPN)
- (Hispanic & Latin-American Alliance) HOLA, Adelante
- Sun Life Pride
- Veteran's Engagement Team (VET)

Allies Acting for Change (AAC) is a cross-functional team of employees that operates as an extension of senior leadership. AAC meets throughout the year to assess business practices and recommend actions to make lasting progress on DE&I. The AAC's recommendations have resulted in more inclusive hiring and retention practices, and curated career coaching for Black and other professionals of color.

Sun Life U.S. DE&I professional partnerships include:

- CEO Action for Diversity & Inclusion
- International Association of Black Actuaries
- National African-American Insurance Association

Philanthropy and Community Engagement

We focus on programs and partnerships that aim to address health inequity in underserved communities, broaden access to health services and help people live healthier lives. Support is focused on diabetes, nutrition, oral health, mental health and youth development.

The **Sun Life Health Access** grant program allows us to directly support organizations around the country that provide health services, educational programs, nutrition access and fitness support to their local underserved and at-risk communities.

The **DentaQuest Health Access Heroes** program recognizes individuals and organizations who are championing change in health systems to improve equitable access to health and dental care, supporting the country's most vulnerable communities.

Sun Life U.S. community partnerships include:

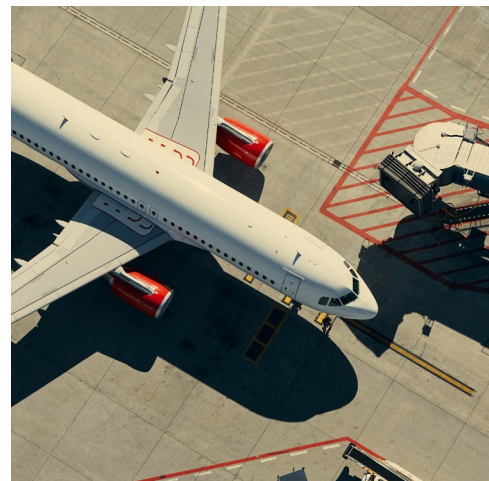
- American Diabetes Association
- America's ToothFairy: National Children's Oral Health Foundation
- Bentley University
- Black Mental Health Alliance
- Boston Celtics
- Boston Children's Museum
- Boys and Girls Club of Greater Kansas City
- Boys and Girls Club of Southern Maine
- Embrace Boston
- Hartford Yard Goats
- LGBTQ Legal Advocates & Defenders (GLAD)
- Kansas City AIDS Service Foundation
- Kansas City Royals
- Maine Celtics
- NAACP
- National Alliance on Mental Illness
- St. Jude Children's Research Hospital
- United Way
- YMCA



Sun Life Global

Sun Life is a leading international financial services organization providing asset management, wealth, insurance and health solutions to individual and institutional Clients. Sun Life has operations in a number of markets worldwide, including Canada, the United States, the United Kingdom, Ireland, Hong Kong, the Philippines, Japan, Indonesia, India, China, Australia, Singapore, Vietnam, Malaysia and Bermuda. As of March 31, 2024, Sun Life had total assets under management of C\$1.47 trillion.

[View the full Sun Life 2023 Annual Report.](#)



Our four-pillar strategy

AM

A global leader in both public and alternative asset classes through MFS and SLC Management

CAN

A leader in insurance and asset management

US

A leader in health and benefits

ASIA

A regional leader focused on fast-growing markets

1. Based on membership as of August 31, 2024. Ranking compiled by Sun Life and based on data disclosed by competitors.

2. Based on membership as of September 2023. Ranking compiled by Sun Life using publicly available data from the September 2023 Medicaid & CHIP Enrollment Data Highlights, state Medicaid agencies and other sources, and information disclosed by competitors.

3. Ranking compiled by Sun Life based on data contained in the 2023 Accident and Health Policy Experience Report from the National Association of Insurance Commissioners ("NAIC"). An independent stop-loss carrier is defined as a stop-loss carrier that does not also sell medical claim administration services.

4. LIMRA 2023 Annual Sales & In-force Reports for Group Life & Disability. Long-term disability results exclude reserve buy outs. Group Term Life, long-term disability and short-term disability results exclude business sold through associations; includes BIF managed by Sun Life for insurance carrier partners.

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