

## Sun Life U.S. fact sheet

In the U.S., Sun Life is one of the largest benefits providers, serving employers, partners and members in 50 states and Washington, D.C. We employ 7,800 employees in the United States.

Sun Life has been operating in the United States since 1895. Our products and services are distributed through more than 32,000 independent brokers and benefits consultants, supported by approximately 175 sales representatives in the U.S.

- Top ten group life and disability benefits provider in the U.S., with 100+ years of experience<sup>1</sup>
- Largest independent stop-loss provider in the U.S.<sup>2</sup>
- 2nd largest dental provider in the U.S. with over 33 million members<sup>3</sup>
- Leading turnkey disability provider<sup>4</sup>



### Sun Life U.S. business snapshot

<b>Health and Risk Solutions</b>	<ul style="list-style-type: none"> <li>• Serving self-funded employers, their employees, individuals and families</li> <li>• Health Navigator, powered by PinnacleCare; medical stop-loss; captives</li> <li>• Clinical 360 cost containment program; Collective Health partnership</li> </ul>
<b>Group Benefits</b>	<ul style="list-style-type: none"> <li>• Serving small, middle market, and large employers and their employees</li> <li>• Dedicated National Accounts team</li> <li>• Group and voluntary products and services: life; disability; integrated absence management (including paid family and medical leave); supplemental health (includes hospital indemnity, accident, and critical illness); and dental through our DentaQuest business (below)</li> <li>• Vocational rehabilitation and return-to-work services supported by our Work is Healthy (WiH) philosophy</li> </ul>
<b>DentaQuest</b>	<ul style="list-style-type: none"> <li>• Serving individuals, families, employers and their employees, and partners around the country</li> <li>• Offering dental and vision benefits, and providing dental care at 72 practices in the U.S.</li> <li>• Largest provider of Medicaid and CHIP dental benefits, and growing Medicare Advantage, commercial white-label and employer business</li> <li>• Preventistry® model prioritizes access, quality care and measurable outcomes; focus in underserved communities</li> </ul>
<b>FullscopeRMS</b>	<ul style="list-style-type: none"> <li>• Serving health plans and insurance providers</li> <li>• Turnkey solutions for disability; absence management; stop-loss; supplemental health</li> </ul>
<b>In-Force Management</b>	<ul style="list-style-type: none"> <li>• Serving individuals (closed block)</li> <li>• Covers approximately 90,000 individual life insurance policies</li> </ul>

### 2021 Sun Life U.S. financial highlights

(US\$ millions)

**\$4.5B**  
Total Group Benefits revenue<sup>6</sup>



## Diversity, Equity & Inclusion

At Sun Life U.S. we strive to foster a culture in which all employees feel safe, included and engaged so they are able to bring their authentic selves to work. We embrace 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 fostering and embedding a culture of inclusion within the organization.

- Asian American Heritage Association (AAHA)
- Black Excellence Alliance (BEA)
- BrightWomen
- DiverseAbility
- Hispanic Organization for Leaders & Achievers (HOLA)
- Sun Life Pride

**Allies Acting for Change (AAC)** is a cross-functional team of employees that operates as an extension of the senior leadership, taking steps to address and improve diversity and equity at Sun Life. The AAC focuses on enhancing manager/employee relationships, expanding the recruitment and retention process, internal network building, and transparency of measurements and data.

### DE&I Awards and Recognition



4 consecutive years



13 consecutive years

## Top Employer Awards and Recognition



4 consecutive years



2020

## Philanthropy and Community Engagement

We focus on programming and initiatives that empower and enable people to live healthier lives, and we partner with organizations around the country that align with our shared community values. Since 2012 we have committed our efforts to slowing the advance of diabetes and related complications by aiming to improve equitable access to fitness, nutrition, and wellness programs and education in underserved communities.



### Sun Life U.S. Community Partnerships include:

- American Diabetes Association
- Bentley University Center for Women in Business
- Boston Celtics
- Boston Children's Hospital
- Boston Children's Museum Bridge Program
- LGBTQ Legal Advocates & Defenders (GLAD)
- Kansas City AIDS Service Foundation
- Kansas City Royals
- NAACP Legal Defense and Educational Fund, Inc.
- Smithsonian National Museum of African American History & Culture
- St. Jude Children's Research Hospital
- United Way
- YMCA

### Team Up Against Diabetes Grant Program

Our diabetes grant program gives us the opportunity to directly engage with community organizations and support them in their efforts to improve people's health, prevent type 2 diabetes, and help people living with type 1 diabetes.

### Philanthropy and Community Awards and Recognitions



Spurwink Humanitarian Award (2019)



YMCA of Greater Boston  
1851 Legacy Award for Corporate Citizenship (2019)



Most Charitable Companies  
6 consecutive years

## Sun Life global

Sun Life is a leading international financial services organization providing insurance, wealth and asset management solutions to individual and corporate Clients. Sun Life Financial Inc. trades on the Toronto (TSX), New York (NYSE) and Philippine (PSE) stock exchanges under the ticker symbol SLF. Sun Life employs 50,000 people worldwide, with offices in 27 markets across the globe.<sup>7</sup> As of March 31, 2022, Sun Life had total assets under management of C\$1.35 trillion.<sup>5</sup> View the full [Sun Life 2021 Annual Report](#).

### Our four pillar strategy



**A leader** in insurance and asset management



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



**A leader** in health and benefits



**A regional leader** focused on fast-growing markets

1. Based on LIMRA 2020 Annual U.S. Sales & In-Force Reports for group term life, group short-term disability and long-term disability insurance.
2. Ranking compiled by Sun Life based on data contained in the 2020 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.
3. Ranking compiled by DentaQuest and Sun Life based on internal and publicly listed data.
4. Turnkey provider partners with insurance carriers and health plans to help them bring new products to market.
5. Underlying net income, sales and assets under management are non-IFRS measures. These measures should not be viewed as an alternative to measures of financial performance determined in accordance with IFRS. Additional information concerning non-IFRS financial measures and reconciliations to the closest IFRS measures are available in Sun Life Financial Inc.'s annual MD&A and the Supplementary Financial Information packages that are available on [www.sunlife.com](http://www.sunlife.com) under Investors – Financial results & reports.
6. U.S. total Group Benefits for financial reporting purposes includes the Group Benefits, National Accounts, Stop-Loss & Health and FullscopeRMS businesses.
7. At the end of 2021.

In this presentation, "Sun Life" refers to Sun Life U.S. business group, including Sun Life Assurance Company of Canada and Sun Life and Health Insurance Company (U.S.).

© 2021 Sun Life Assurance Company of Canada, Wellesley Hills, MA 02481. All rights reserved. The Sun Life name and logo are registered trademarks of Sun Life Assurance Company of Canada. Visit us at [www.sunlife.com/us](http://www.sunlife.com/us).

GGFL-10403-p

SLPC 31156 09/21 (exp. 09/22)