

2022 Sustainability Accounting Standards Board index



In addition to reporting in accordance with the [GRI Standards](#), we link our reporting with the Sustainability Accounting Standards Board (SASB) standards. SASB has developed voluntary, industry-specific disclosure standards to help businesses communicate financially-material sustainability information to investors. We report metrics for the industries that are most closely aligned to our mix of businesses: Asset Management & Custody Activities and Insurance. We have focused on the metrics that are the most relevant, and for which data is available, while striving to provide SASB disclosures that are consistent with those of industry peers. We will continue to evaluate additional SASB disclosures in the future. All data is as at and for the year ended December 31, 2022 unless otherwise stated.

Topic	Accounting metric	Code	Response
Industry: Asset Management & Custody Activities and Insurance (topic applies to both)			
Transparent information & fair advice for customers	Description of approach to informing customers about products	FN-IN-270a.4 FN-AC-270a.3	Client experience 2022 Sustainability Report – page 38
Industry: Asset Management & Custody Activities			
Employee diversity & inclusion	Percentage of gender and racial/ethnic group representation for (1) executive management, (2) non-executive management, (3) professionals, and (4) all other employees	FN-AC-330a.1	2022 Sustainability Report – pages 34, 50
Incorporation of environmental, social, and governance factors in investment management & advisory	Amount of assets under management, by asset class, that employ (1) integration of environmental, social, and governance (ESG) issues, (2) sustainability themed investing, and (3) screening	FN-AC-410a.1	2022 Sustainability Report – pages 25-27, 49 Sustainable investing
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment and/or wealth management processes and strategies	FN-AC-410a.2	Sustainable investing 2022 Sustainability Report – pages 23-29 SLC Management Sustainable Investing Policy MFS Responsible Investing Policy Statement
	Description of proxy voting and investee engagement policies and procedures	FN-AC-410a.3	SLC Management Sustainable Investing Policy MFS Proxy Voting & Procedures Sustainable investing
Business ethics	Description of whistleblower policies and procedures	FN-AC-510a.2	Code of Conduct Governance and ethics
Industry: Insurance			
Incorporation of environmental, social, and governance factors in investment management	Total invested assets, by industry and asset class	FN-IN-410a.1	2022 Annual Report – pages 43-50
	Description of approach to incorporation of environmental, social, and governance (ESG) factors in investment management processes and strategies	FN-IN-410a.2	Sustainable investing SLC Management Sustainable Investing Policy 2022 Sustainability Report – pages 23-29
Policies designed to incentivize responsible behavior	Discussion of products and/or product features that incentivize health, safety, and/or environmentally responsible actions and/or behaviors	FN-IN-410b.2	Client health 2022 Sustainability Report – page 14 Complementary to this metric, outside of insurance policies, we encourage health, safety and/or environmentally responsible actions and/or behaviours through actions described on pages 12, 14-16, 26-29
Systemic risk management	Description of approach to managing capital and liquidity-related risks associated with systemic non-insurance activities	FN-IN-550a.3	2022 Annual Report – pages 50-56, 81, 82, 164 2022 Annual Information Form – pages 49, 50 Risk management