

Building a better future

The 2022 Foresters Financial™ Sustainability Report



Foresters
Financial

Our commitment to a better future

On behalf of Foresters Financial Board of Directors, thank you for reading our first Foresters Sustainability Report. Established in 1874, Foresters is one of the original purpose-driven companies. Here, we're highlighting our efforts to make a difference in society *by helping others do more of the good they want to do.*

Our financial success is directly channeled into programs and initiatives that give back to communities and inspire our members to make a difference. We're not driven by shareholders – we're driven to share.

There are different ways to become a member of Foresters. The most typical way is by purchasing a product from Foresters or any of its subsidiaries. We walk with our members, through some of the most important moments of their lives. It's our role to help provide them and their family with a better future.

In North America, our life insurance product suite and underwriting approach are designed to make our solutions easier to access for our members. In the UK, we help hard working families and younger investors access financial advice to maximize and protect their savings and investments.

We are on a life-long journey with our members, and we invest accordingly. We believe the consideration of Environmental, Social and Governance (ESG) factors helps manage risks and identify opportunities, while reflecting Foresters Purpose and its corporate and member values.

Alongside our products are our member benefits.¹ These benefits not only complement our financial solutions but empower our members and producers to do more of the good they want to do, so we can all support our families and communities – and together, build a better society.

From the beginning, we've empowered our members to champion the well-being of their communities and become active participants in our governance. Our members know what their communities need; through our granting programs, we provide financial resources to support the causes they choose in their cities and towns.

Our focus is on families who have financial needs and have a desire to build a better future, together. In partnership with our advisors in Canada, agents in the US, and in-house team of financial advisers in the UK, collectively referred to as producers, we strive to help individuals and families in the moments that matter.

With unwavering commitment, Foresters Financial employees in Canada, the US and the UK seek to deliver on our purpose every single day – and every day they look for new ways to make an even greater impact for our members, their families, their communities and society.

Employee growth and development are an important part of our sustainability approach at Foresters. We're proud to support a growing number of initiatives focused on employee well-being, with a goal that our employees learn and thrive through their Foresters experiences and feel like they truly belong.

It all comes down to driving meaningful change in society. That takes an entire community of like-minded people, access to resources, including financial support and a shared mission to give back – that's the Foresters Financial community – our members, our producers, our team, our leadership and our resources.

Together, we are creating a better future.

Join us and do more of the good you want to do!



Daniel J. Fortin,
Chair of the Board

"With our members always leading the way, we believe we have already been contributing to these sustainable development goals for well over a century."



René Zanin,
Interim President and
Chief Executive Officer

"We're helping our customers and their families achieve their financial goals while enriching the well-being of the people and communities they care about. Our commitment is to create a better future together by helping members live well with benefits like Foresters Go™² or giving back through grants and charity partnerships."



Nici Audhlam-Gardiner,
Chief Executive Officer,
UK and Executive ESG
Sponsor

Creating a better future together



Sustainability efforts are part of everything we do at Foresters. We focus, in particular, on three of the 17 United Nations Sustainable Development Goals:

3 GOOD HEALTH AND WELL-BEING



Goal 3:
[Good health and well-being](#)

11 SUSTAINABLE CITIES AND COMMUNITIES



Goal 11:
[Sustainable cities and communities](#)

13 CLIMATE ACTION



Goal 13:
[Climate action](#)



Creating a better future together

Our sustainability framework is our roadmap to building a better future, together:



At Foresters

We are improving the environmental and social impact of our day-to-day business operations and ensuring good governance.

Our members, employees and producers

We are helping our members to enhance their well-being; our employees to belong, learn and thrive; and our producers to succeed. We want to help our members, employees and producers do more of the good they want to do.

Families and communities

Together, we are enriching the well-being of families and communities.

Society

Through our actions, we are making a difference in society, to shape a better future for everyone.

Sustainability and our purpose

Sustainability is about fulfilling economic, social well-being and environmental needs now, without compromising future generations. This goes hand-in-hand with our purpose of enriching the well-being of our members, their families and communities.

We're here to protect what is important to our members, while creating a better future, together.

At Foresters



The Foresters Financial Difference: *Enriching the well-being of members, their families and communities*

At Foresters Financial, we are a member-first company driven to share, not shareholder-driven. We provide affordable, easy to access life insurance, investment products and a full suite of member benefits to enrich the well-being of our members, their families and their communities.

We share our financial success through benefits that empower our members, employees and producers to *do more*

of the good they want to do through volunteer activities, scholarships³ and community grants.

By uniting with our members, employees and producers through the shared purpose of giving back, we are creating stronger communities and, together, creating a grassroots movement to make a difference in society.



At Foresters



Giving more people access to a better future

We serve hard-working families and strive to help those the financial service industry overlooks, such as the underinsured or uninsured middle market; and, in the UK, those who wouldn't normally have access to advice to maximize and protect their savings and investments.

The power of governance

By **Richard P. Hennick, International Fraternal President (IFP) Chair, Fraternal Committee**

Customers are called members at Foresters because they are part of a community where they can work together through local Branches to make a difference. In our governance structure, members start as volunteers but can rise through the ranks from appointed positions to elected ones. They even have the opportunity to eventually be on our Board of Directors.

When I became a Foresters member in 1989, I had no idea what the company's governance structure was. My journey started as a volunteer. Over time, I took on more responsibility because I saw the impact members could have in the organization, especially when it came to maintaining our purpose of giving back.

Now, as the International Fraternal President, I work with my fellow members on the Board of Directors to champion the voice of the member. I don't know of any other company that gives members an opportunity to rise to the position I hold, or that takes the voice of its clients as seriously as we do. It's an extraordinary example of good governance—through my role, members are embedded in the leadership of the organization, which gives us a crystal clear view into the company's financials. More importantly, we have a voice in how our member benefits grow, how the member experience is shaped and how the organization delivers on our mission.

When I look back on how I got involved with Foresters, I don't remember waking up thinking 'thank goodness I have life insurance.' But I do remember getting up and looking forward to volunteering with the friends I met.

Today, thanks to member benefits, that enthusiasm is still there. Now, I also get exciting opportunities to work with members and producers to support our communities with funding from Foresters grant programs. As a Board member, I am proud of these grants because they let members decide which local causes to support; to do the good they want to do.



At Foresters

Governance: A member-first organization

At Foresters, our unique governance structure allows members to help their communities and Foresters grow. It all starts with our three-tiered member network system.

We have 50 local Branch Councils across Canada, the US and the UK. Each of these Branches supports Foresters purpose through organizing and leading volunteer activities in their communities. These local Branches are overseen by five Regional Councils that help plan their local Branches' activities. At the top of our governance structure is our Board of Directors, a team that manages the business and fraternal affairs of our organization.

When you first become a member leader, you'll start at the local Branch Council level. You can run for Branch Councillor roles every two years during our member leader election, where members of each Branch elect their leaders, including the Branch President and Vice President. From here, you can find new opportunities to move up through the network and take on different roles at the Regional Council or the Board of Directors levels.

A Regional Assembly composed of the Branches within its territory meets every two years. Members of these assemblies elect the Regional Councillors and the Regional Council Presidents who form the Regional Councils.

Finally, the Regional Council Presidents, Regional Councillors, Branch Presidents and Branch Vice Presidents all become voting members of the International Assembly, which meets every four years. The International Assembly is the highest governing body of Foresters. It elects the International Fraternal President and the 14 members of the Board of Directors (the Board), made up of five Fraternal Board Directors, nine Business Board Directors and the President and CEO. Through our unique governance structure, members can have a say in how we operate and who represents them and their communities. Each of these roles provides learning and leadership skill development, travel to exclusive conferences and rewarding volunteer experiences that go above and beyond our traditional granting options.

We even have a [constitution](#) that details our governance structure and the process for joining our ranks.

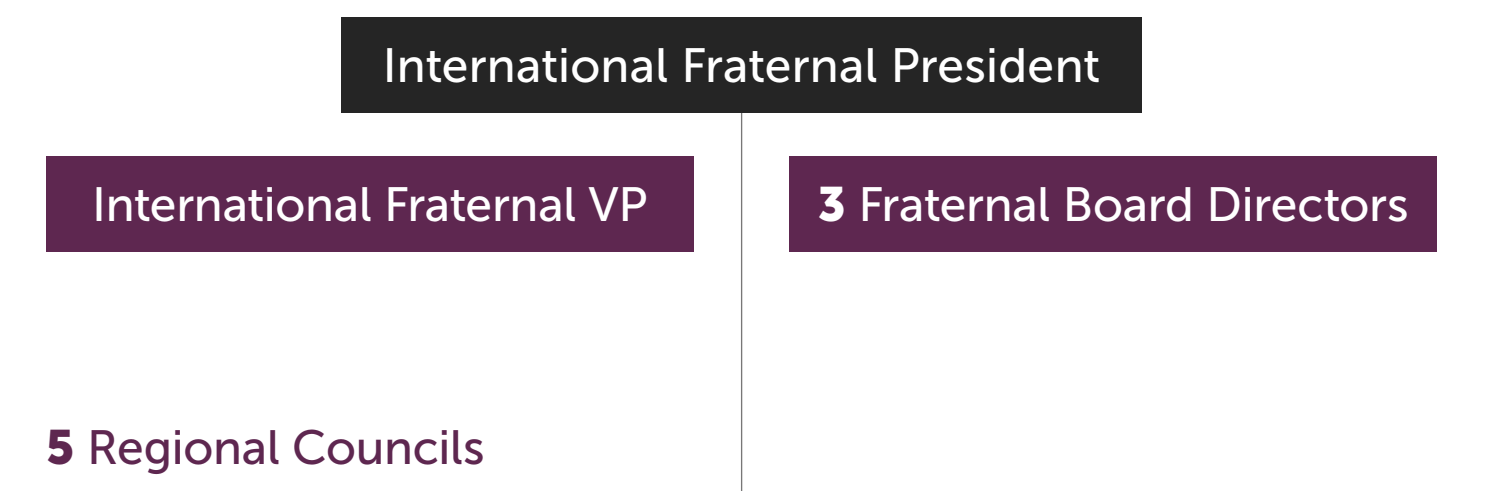
Our sustainability governance

Sustainability is a regular agenda item for our Board of Directors and Board committees, as well as our Executive Team. Our Head of Sustainability works with our leadership and the Corporate Sustainability Committee to set the sustainability strategy and implement our sustainability plan.

A closer look at our Member Network

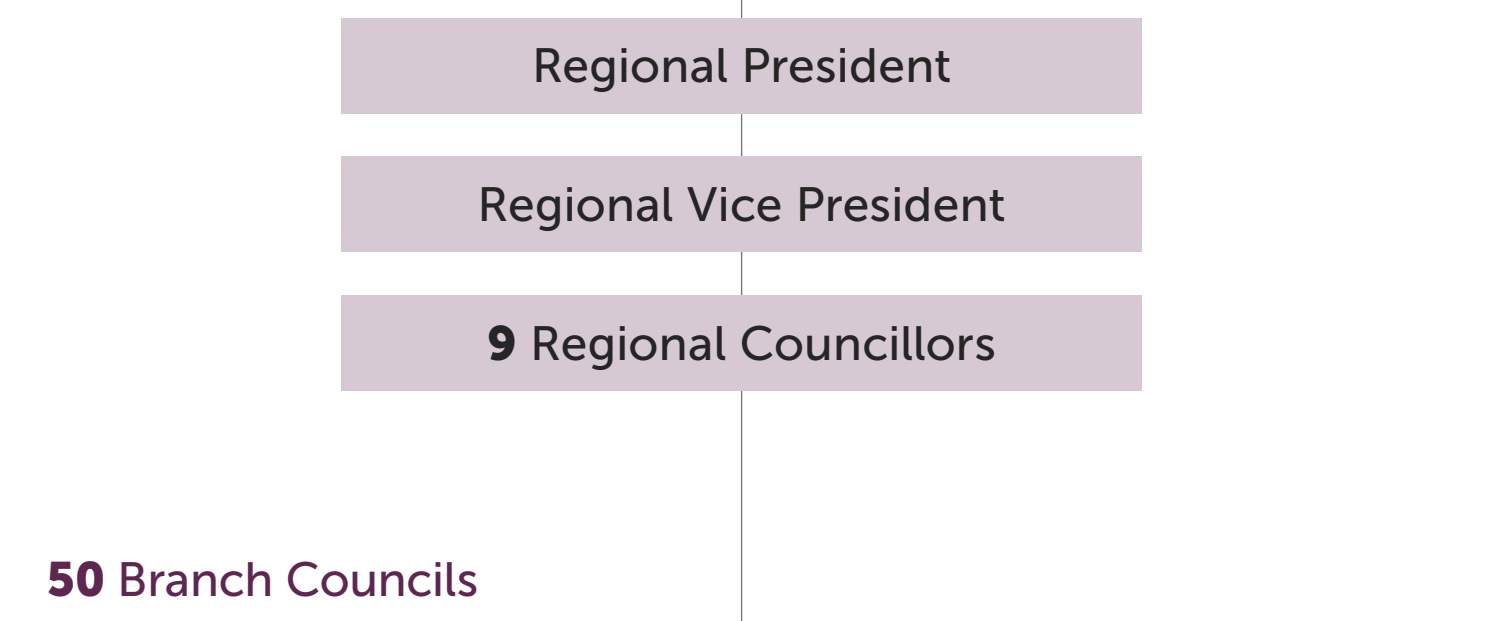
1 Foresters Board of Directors

Foresters 15-person Board is comprised of five Fraternal Board Directors, nine Business Board Directors and the President and CEO.



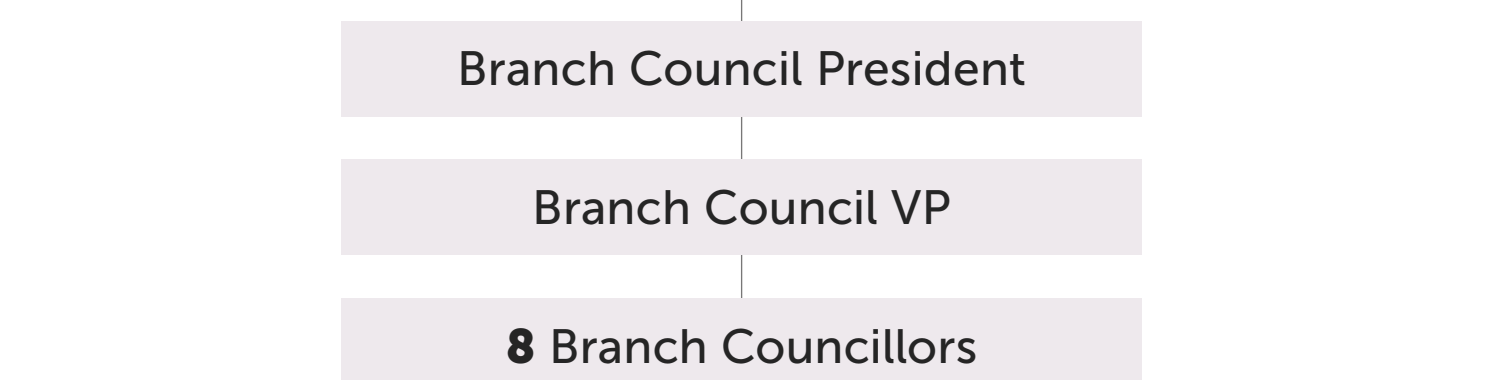
5 Regional Councils

The Regional Councils oversee the Branch Councils in each of their regions.



50 Branch Councils

Local Branch Councils bring the Foresters purpose to life by supporting community activities and other initiatives.



A history forged on sustainability and governance

On April 18, 1906, a 7.9 magnitude earthquake destroyed much of San Francisco. In Toronto, 2,600 miles away, Dr. Oronhyatekha, the legendary head of the Independent Order of Foresters, mobilized the organization to provide emergency assistance for customers who lost homes. Going far beyond the typical mandate of a life insurance company was unprecedented for the industry but not uncommon at Foresters.

Under Dr. Oronhyatekha's leadership, Foresters purpose-driven focus on family and community well-being was forged – arguably making Foresters commitment to sustainability a century ahead of its time.



At Foresters

Improving the impact of our day-to-day business operations

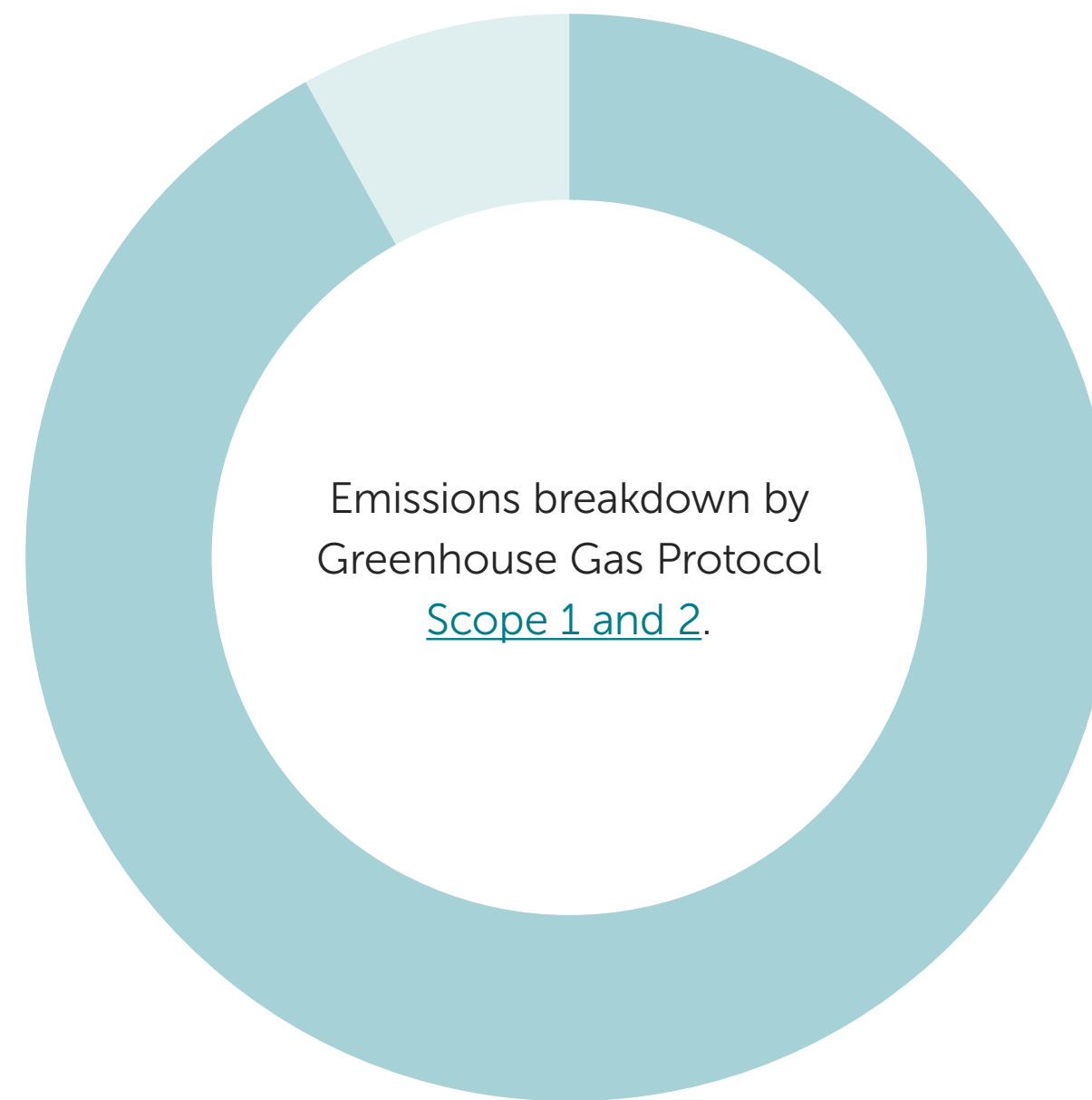
Climate action is one of three United Nations Sustainable Development Goals that are our top priority. Foresters is fully committed to reducing our carbon footprint by implementing a variety of programs to cut waste and elevate our positive impact on society.

Taking climate action in our operations follows a three-step process that begins with assessing our carbon footprint across our operations in North America and the UK – and taking initial steps to reduce our carbon emissions and waste.

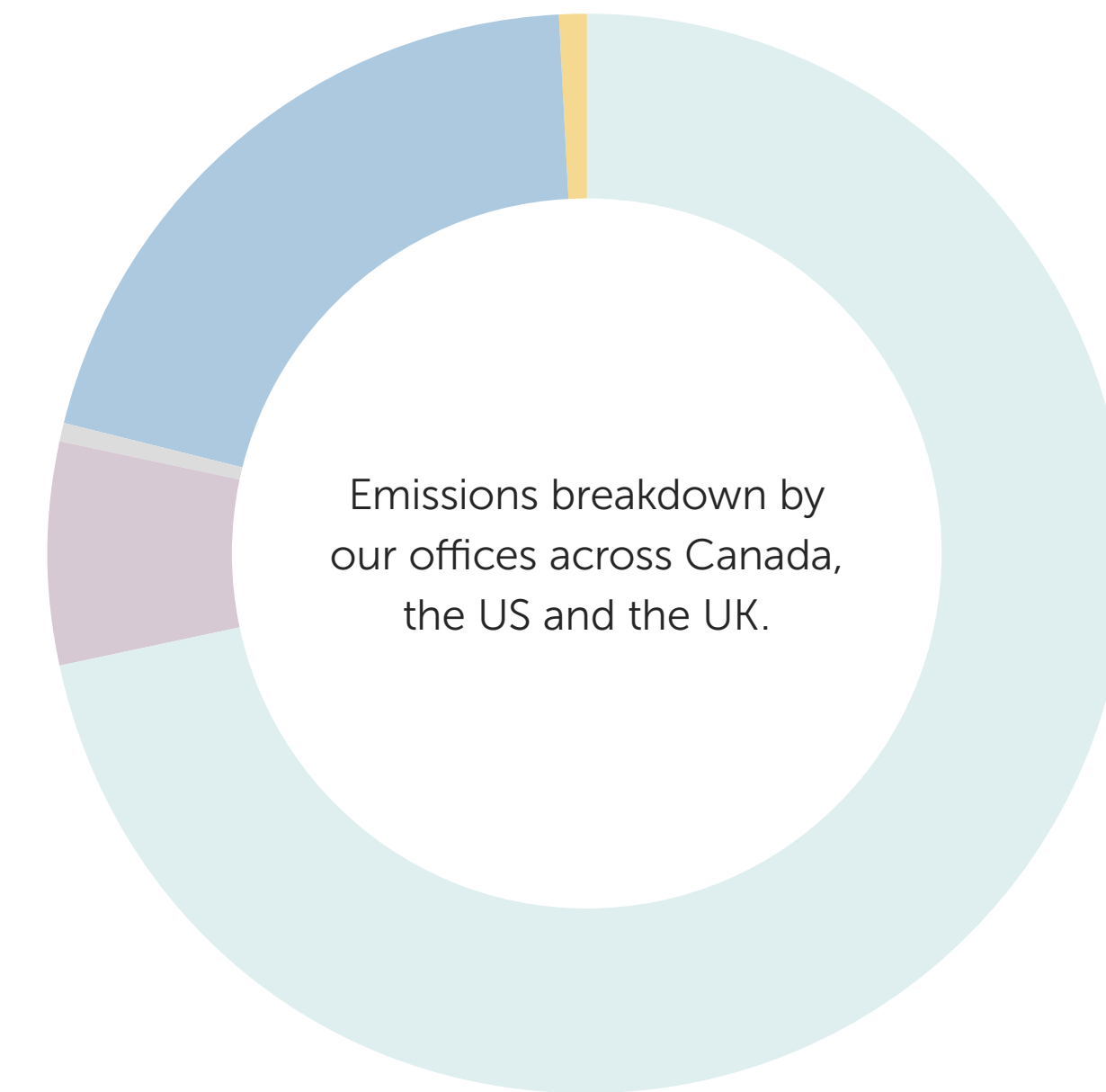
- **Step 1:** Establish the carbon footprint of our operations and take initial measures to reduce our environmental impact. Completed in 2022.
- **Step 2:** Set specific goals and broader strategies to reduce our impact and instill metrics to measure our progress.
- **Step 3:** On-going measurement, exploration and adoption of emerging best practices, overall review of activities and refinement of goals.

Step 1 results: Establishing our carbon footprint

1,110 tonnes of CO₂e emissions from Foresters fuel and electricity use in 2022⁴



- **1023** Scope 1 - Greenhouse gas (GHG) emissions from sources owned and controlled by Foresters. For example, fuels that power our offices.
- **87** Scope 2 - GHG emissions from electricity, steam, heat or cooling purchased and supplied to Foresters.



- **797** Canadian head office
- **74** Canada Protection Plan office
- **8** US office
- **223** UK adviser vehicles
- **8** UK office



At Foresters

Initial measures to reduce our environmental impact



Foresters has been focused on taking initial actions to reduce our environmental impact in our two largest offices in North America and the UK.

In North America, we've made energy-efficiency improvements, including switching to LED lighting. We've acted on waste reduction through expanded use of recycling and organic waste bins, diverting 71% of our total waste from landfill in 2022,⁵ limiting single-use items, and optimizing e-applications and e-contracts to reduce paper.

In the UK, we have purchased electricity on a zero-carbon electricity tariff, saving more than 60 tonnes of carbon dioxide equivalent zero-carbon electricity in 2022⁶ and installed solar panels on the office roof alongside green plants to support pollinators like bees. Energy efficiency measured has included improvements to lighting and windows. We are also transitioning the sales force of financial advisers to hybrid cars, saving more than 100 tonnes of carbon dioxide equivalent compared to driving petrol vehicles in 2022.⁷ Waste reduction initiatives have included the promotion of recycling and the reduction of single-use items.

71%

of our total waste in North America was diverted from landfill in 2022

60

tonnes of carbon dioxide equivalent saved in the UK in 2022 through purchase of zero-carbon electricity

100

tonnes of carbon dioxide equivalent saved in 2022 as we transition our UK sales force of financial advisers to hybrid cars

Our members, employees and producers



Supporting opportunities to grow, inspire change and create a brighter future

At Foresters, our commitment to a better future includes doing more for our members, employees and producers.

For our members and their families, that means giving them financial support that meets their unique needs alongside complimentary benefits that help them live their best lives today. For our employees, we focus on providing avenues for career

growth and continued well-being in and outside of the office. Finally, for our producers, we help their businesses grow through our purpose of giving back to communities.

2.7 million

Certificates and contracts in force

(As of December 31, 2022)



Our members



Launch of sustainable fund in the UK

To help our members invest in line with their values, we launched a new sustainable fund in 2023, one that aims to have an overall positive effect on people and planet.

Value of investments in green bonds⁸ in North America

\$344 million

(Dollar amount in USD)

A strategy that unites us:
Securing the financial future of millions of families

Our customers are our members. When someone becomes a Foresters member, they have the financial strength of a successful, nearly 150-year-old institution standing behind them on their lifelong journey.

We're proud to provide financial protection to hardworking, everyday families through term and permanent life insurance. In the UK, we offer investment products and advice to help families achieve long-term financial health and security.

We are on a life-long journey with our members, and we invest accordingly.

Too many families are underserved or ignored by the financial industry—we strive to help these families meet their long-term financial needs, enjoy peace of mind and do more of the good they want to do.

Investing for a strong future

As a financial services organization, we manage large pools of capital with a long-term view to fulfill our mission of enriching the well-being of our members, their families and their communities.

We seek to partner with investment managers who are aligned with Foresters beliefs and actively engaged on Environmental, Social and Governance (ESG) factors. Our professional managers take the principles of sustainability into consideration as they evaluate risk and opportunity across investments. We believe that this approach will benefit long-term returns.

Our investment philosophy

We seek to maximize our risk-adjusted returns and believe that Environmental, Social and Governance factors (ESG) can impact long-term risk and return outcomes for Foresters funds. Applied within the context of Foresters overall investment objectives, considering ESG factors helps manage risks and identify opportunities while reflecting Foresters Purpose and its corporate and member values.

We believe that climate change, for example, is a significant human, business and financial risk. Therefore, we consider the potential investment implications of a transition to a low-carbon economy and the physical impacts of climate change.

100% of all professional asset managers engaged by Foresters are United Nations Principles for Responsible Investment signatories; a significant majority are supporters of Task Force on Climate-related Financial Disclosures (TCFD) and the Net Zero Asset Manager Initiative.

Our members



Investing in supported housing in the UK

Foresters Financial UK invests a portion of our assets in the Schroders Social Supported Housing Fund (SoHo) to provide a positive social impact alongside attractive potential returns.

This fund invests in developing high-quality supported housing for vulnerable adults with complex care and support needs.

The supply of such housing is severely limited in the UK, and demand has significantly increased. Through forward funding, new social-supported housing can be built that meets the specific requirements of residents.

The fund aims to improve residents' quality of life by providing first-rate community-based homes, with residents confirming that moving to the fund's homes materially improved their well-being.

These supported houses also offer a more cost-effective way to house people with care and support needs than other institutional environments, providing fiscal savings for the public purse.

Over 150 residents have already been housed in 20 homes across the UK, with five new sites opened in 2022 alone. Ultimately, the aim is to create at least 850 best-in-class apartments that become homes for life for residents, close to families that support them to live independently.

Images courtesy of Schroders.

Our members



Member well-being: Solutions with a larger purpose

Foresters not only helps protect the financial future of everyday families, we help them do more today through member benefits: more for them, their families and their communities.

Foresters member benefits include:



Benefits for individual members, such as

- **Foresters Go wellness app** rewards members for healthy living, family activities and giving back to their community.
- **Foresters Renew^{TM9}** provides financial assistance to members seeking to reskill or upskill through education or training to improve their career choices and trajectory.



Benefits for their families, such as

- **Competitive Scholarships** celebrate the next generation of volunteers. Foresters awards 300 scholarships in North America and 75 scholarships in the UK annually to students who demonstrate exceptional leadership through community service and a commitment to academics.

378 scholarships totaling over
\$790,000¹⁰
 (Dollar amount in USD)

“Today, you don’t expect that a company is going to let me as a member use their funds to give back. I’ve never seen that done before.”

Sherisse Washington, Foresters member



Benefits for their communities, such as

- **Both Community Volunteer and Foresters CareTM grants** empower members to get involved in their communities and support the causes they consider important through volunteer activities.
- **Foresters MomentsTM grants** help members host exciting experiences and connect with others around a common goal or interest.

3,588 grants of nearly
\$3.8 million¹¹
 (Dollar amount in USD)



Our members



Nearly
3,000
 Americans living with diabetes were provided coverage through Foresters Strong Foundation term life insurance in 2022.
 (On a non-medical basis)

Case study: Caring for those with diabetes through products and benefits

To help more people gain access to life insurance, Foresters launched an industry-first in the US: Non-medical* life insurance products¹² with relaxed underwriting guidelines for people living with Type 2 diabetes. This means more Americans living with diabetes have access to non-medical life insurance without necessarily paying higher premiums.

To support the health and wellness of members with Type 2 diabetes, Foresters offers access to discounted diabetes management products through our Diabetes Member Benefit.

* Insurability depends on answers to medical and other application questions and underwriting searches and review.

Advocate for Child Trust Funds

In the UK, Foresters is one of the largest providers of [Child Trust Funds](#), long-term children's savings accounts introduced by the government. The plan holder of a Child Trust Fund gets access to their money at 18.

Currently, the parents of teens lacking mental capacity must go through a complicated and potentially costly Court of Protection process to gain access to these funds. As a result, parents may give up and lose the funds they desperately need to give their teens access to services that would make their lives more fulfilling.

We believe all customers should be able to access financial products and support easily, which is why we are advocating for parents to have access to their teenagers' Child Trust Fund or Junior Individual Savings Account funds at maturity, where they have a disability that affects their capacity.

Foresters and other providers support a simpler approach that assures funds support these teens and their families, and we are actively requesting that the Ministry of Justice formally support this strategy.

Insurance and investment products designed for greater inclusivity

- In the US, **BrightFuture¹³ Children's Whole Life**, created for our next generation, helps to provide protection for life, regardless of the insured's future medical conditions, and provides guaranteed cash value.
- In the US, the **Family Health Benefit** rider may help pay a portion of some health expenses resulting from a natural disaster.
- In the US and Canada, **the Charity Benefit provision¹⁴** can help our members help their community. Foresters will pay *an additional* 1% (up to \$100,000) of the face amount of your insurance to a registered charitable organization designated by the member.
- In the UK, our team of in-house advisers provides personal financial planning at no additional charge, enabling everyone to access help to make better financial decisions.
- In the UK, our Islamic fund offers investing compliant with Shariah law.



Our employees

Belong, learn and thrive

Foresters is committed to providing a workplace that makes our employees feel welcomed, respected, appreciated, engaged and cared for. We call it our *belong, learn and thrive* philosophy, and it focuses on:

Inclusion, Diversity and Equity: To create an inclusive workplace through Inclusion, Diversity and Equity (IDE), we act through:

- Five guiding principles: equity, belonging, empathy, a focus on areas we can change and accountability through actionable goals and transparent processes.
- Foresters IDE Council, which is chaired by our AVP of Inclusion, Diversity and Equity and is comprised of executives and employees.
- Employee Resource Groups (ERGs) with representatives across North America and the United Kingdom. These include Pride at Foresters ERG, Foresters Multicultural ERG and Women's + Initiative Network ERG.



Employee Resource Groups at Foresters Financial

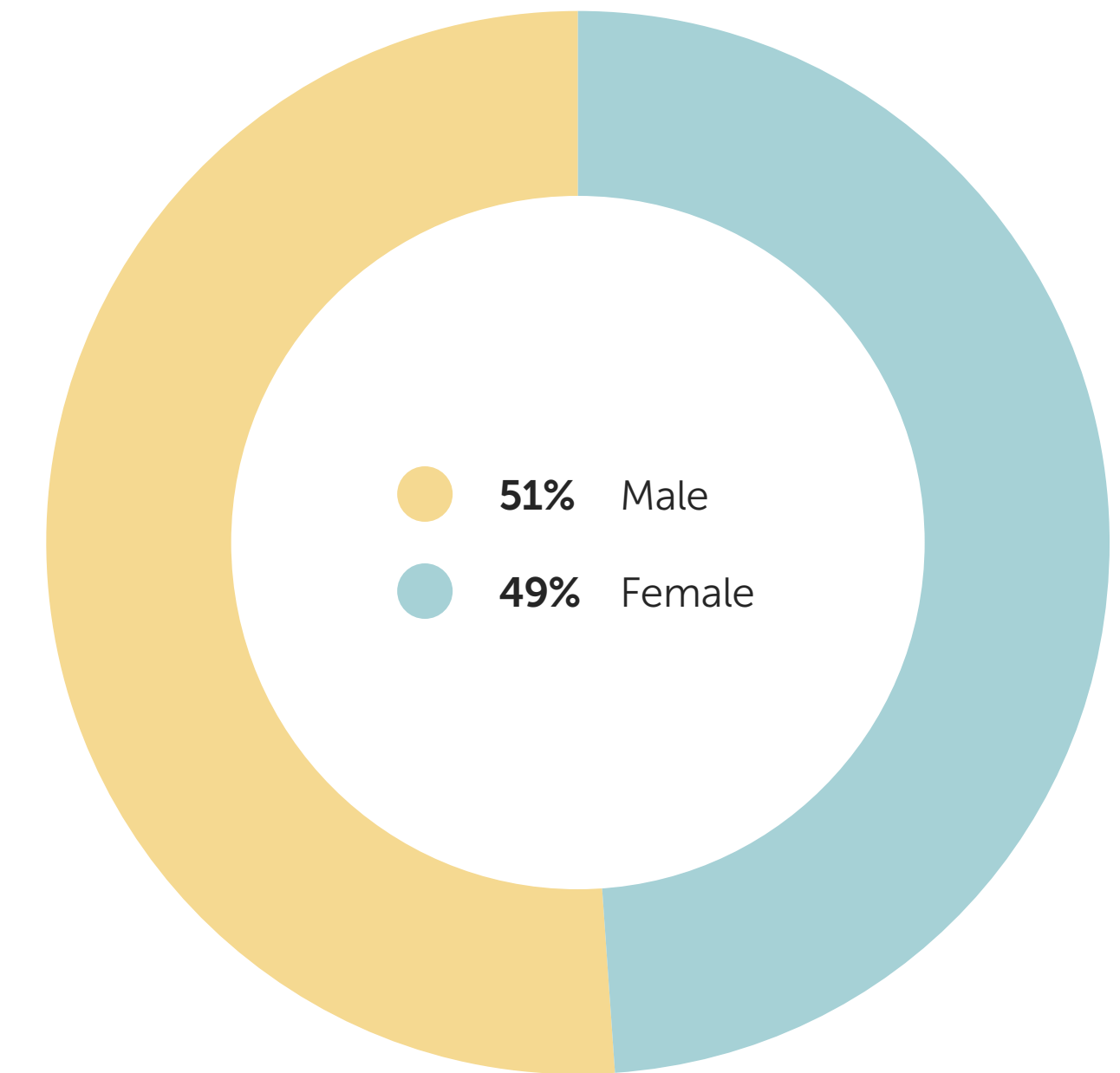
**Foresters
Pride
ERG**

**Foresters
Multicultural
ERG**

**Foresters
Women's
ERG**

Global gender distribution in managers and above

(As of December 31, 2022)



85%

of employees view IDE favorably at Foresters¹⁵

Our employees



Belong, learn and thrive *(continued)*

Well-being: Foresters supports the holistic health and well-being of our employees by providing:

- Access to a multitude of courses to support personal and professional well-being, including mental health awareness training, mindfulness, stress management and nutrition.
- Employee benefits designed to support well-being with access to mental health practitioners, employee and family assistance programs, retirement and savings programs and (depending on the plan in which an employee participates) access to financial planning and health spending or well-being accounts, or both.

Career and professional development: We support employees with their career and professional development, including online learning journeys and virtual sessions.



Working for Purpose: We create opportunities for Foresters employees to live our purpose of giving back to our communities. Many of our efforts focus on fundraising and matching campaigns for charities; and volunteer activities where we roll up our sleeves and help.

More than
22%
of employees volunteered

Approximately
1,478
hours were volunteered by employees

\$112,407
employee charitable donations
(Dollar amount in USD)



All figures as of December 31, 2022

Our producers



Helping producers succeed with a larger purpose

In North America, we sell our plans through agents and advisors. In the UK, we have an in-house team of financial advisers who provide personal financial planning. Collectively, these are our producers, and they are critical partners in our sustainability approach.

Producers stand out when they share our purpose. Foresters works closely with producers to deliver on our purpose of giving back. We create opportunities for producers to connect with community-minded individuals, clients, prospects and charitable organizations.

“I feel proud to be a part of an organization that helps enrich our members’ lives and empowers them to give back in the ways they want to. Thanks to Foresters, I’ve been able to continually return to my community to make a difference and grow my business as a recognizable figure there.”



Jose Machado,
Foresters producer and member

In addition, our inclusive products help producers offer more clients access to affordable solutions while benefiting from our commitment to sustainability:

- **Non-medical product benefits:** Foresters non-medical* suite of life insurance products means no drawing of fluids and no need for transportation, paramedics, medical waste, plastic cups or paper. It’s all done virtually, making non-medical a more sustainable way to underwrite.
- **In the UK,** in addition to our team of in-house advisers providing personal financial planning at no additional charge, enabling everyone to access help to make better financial decisions, we work with [Schroders](#), one of the world’s leading asset managers, which has integrated sustainability factors in their decision making for over 20 years without sacrificing performance.



Delivering the Difference producer events

The Foresters purpose-driven Delivering the Difference Program provides our producers with the resources to host volunteer efforts that benefit local communities. Recent Delivering the Difference events included assembling and donating 300 backpacks filled with school supplies to local elementary schools and a beach cleanup collecting more than 100 pounds of trash.

* Insurability depends on answers to medical and other application questions and underwriting searches and review.



Families and communities



Building communities from the ground up

At Foresters, our employees, members, and producers unite to support their local communities.

Most recently, they came together to celebrate Global Volunteer Month, where Foresters launched The Great Community Clean Up Challenge Day. Made possible

through Foresters Care Grants, almost 150 staffers, members and producers contributed their time and efforts in Canada, the US and the UK to rid their communities of trash.



Families and communities

Foresters Scholarships: Where volunteering counts!

To reward our members and their families for sharing in our purpose of giving back, Foresters provides 300 scholarships in North America and 75 scholarships in the UK each year to student applicants who prioritize academics and volunteering. Specifically:

- Applicants must have completed a minimum of 200 hours of community service within the last 24 months and have a minimum GPA of 3.2 or an 80% average.¹⁶

Foresters community partnerships

Along with hundreds of local organizations supported by our members using Foresters grants, we support national charities. These partnerships create opportunities for our members to get involved, either through member grants, as volunteers or both.

Here are just a few of the organizations that share a similar vision and earn our support and participation:

Our partners in North America and the UK:



The Whole Kids Foundation supports children and their families in learning about nutrition and wellness. By partnering with organizations like Foresters, the Whole Kids Foundation helps provide grants for school gardens and organizes sustainability activities like pollinator preservation events.

Our partners in North America:



Since 2006, Foresters Financial and KABOOM! have built 170 beautiful play spaces across 101 cities in 31 states and provinces throughout North America. Thanks to the hard work of over 11,000 Foresters members and guests for the last sixteen years, we are positively impacting the lives of more than 5.7 million children by providing them with access to play.¹⁷

170

beautiful play spaces built across 101 cities in 31 states and provinces throughout North America

11,000

Foresters members and guests have helped with playground builds

5.7 million

children's lives were positively impacted by providing them with access to play



Case study: Foresters and Whole Kids Foundation – Edible learning spaces

Foresters Financial and Whole Kids Foundation established their partnership in 2021 to “green up communities” in the US, Canada and the UK by teaming with local non-profits and schools to plant edible learning spaces. This includes providing garden grants and hands-on support.

The program helps children connect with their food, be more curious about how different foods grow or taste and be more willing to try nutritional food choices.

Families and communities

Our partners in North America (continued):



Evergreen champions sustainable change in communities across Canada to help make cities more livable, green and prosperous. Since 2020, Foresters has partnered with Evergreen to create a series of sustainable gardens at the Evergreen Brick Works site in Toronto, Ontario that supports pollinators, provides access to nutritious food, and fosters a regenerative ecosystem.



Clean Trails is a community of people focused on keeping the world's natural spaces and the trails that pass through them clear of litter. National Cleanup Day is an initiative by Clean Trails that calls on people to join or start a cleanup project in their communities.



One Tree Planted uses donations from people and businesses to plant trees in areas that need them most to help fight climate change. Individuals can get more directly involved by starting fundraisers or becoming tree ambassadors and organizing their own tree-planting initiatives.

Our partners in the UK:



The Conservation Foundation creates a wide range of programs supporting the preservation of our environment and educating people about the difference we can all make in our world. The Foundation encourages people to become involved in a number of ways including tree planting, community clean-ups, supporting community gardens and more.



Cash for Kids' mission is to improve the lives of disadvantaged children and young people across the UK who are affected by poverty, illness, neglect or have additional needs. We work with grassroots organizations that aim to make a difference in young lives, directly supporting families who often have nowhere else to go. Volunteers looking to fundraise can do so through one of the 22 regional teams across the UK.

Case study: Foresters and Shooting Stars – The Trek to Toronto

The Foresters UK team faced a challenge: If they could collectively walk 3,562 miles over two weeks – the distance from their offices in Bromley, UK, to the Foresters International headquarters in Toronto, Canada – Foresters UK would donate to the team's selected charity: Shooting Stars.

Not only did the 120-person Foresters team walk the equivalent to Toronto; given their total steps, they could have walked to Chicago, taken Route 66, and made it to Los Angeles.

The Trek to Toronto's real goal was to help improve employee well-being while advocating the Foresters Purpose of giving back. The project did much more than accomplish this goal; it resulted in a handsome donation to Shooting Stars, a leading children's hospice caring for babies, children and young people with life-limiting conditions and their families.



Our role in society



Creating a better society requires selfless commitment; it needs people who care as much about the needs of others as their own. We are an organization of caring and committed employees, members and producers who take action every day, to bring about positive change in society.

We encourage everyone, and every organization, to join us and make the world a better place.



Benefit from Foresters Purpose



Our long-term focus on sustainability – making efforts to advance the UN goals of climate action, good health and well-being and sustainable cities and communities – aligns with our mission to enrich the well-being of our members, their families and communities.

Take advantage of what makes us different – affordable financial protection and investments for yourself and your family, plus benefits that improve your life and empower you to share in our purpose of giving back.

Foresters is different from other financial services companies. We provide financial protection and investments that help secure tomorrow, with benefits that help people live well and do more of the good they want to do.

Learn more about the Foresters difference and join us as a member, a producer, a partner, or an employee.

Do more of the good *you* want to do.

Independent assurance

Greenhouse Gas (GHG) 2022 Verification Statement The Independent Order of Foresters

1. Introduction and Scope of Work

This letter provides GHD’s Statement of Verification for The Independent Order of Foresters (Foresters) GHG quantification for the period of January 1, 2022, to December 31, 2022. The verification was conducted in accordance with ISO 14064-3:2019 and the GHG Protocol Corporate Accounting Standard. GHD conducted the verification to a **limited level of assurance** with a materiality threshold of ± 5 percent.

GHD’s responsibility was to express a conclusion as to whether the Scope 1 and Scope 2 emissions and associated values included within Foresters GHG quantifications, were developed in accordance with the applicable standards, criteria, procedures, and methodologies.

2. Assurance Standards and Procedures

GHD completed the verification in accordance with the ISO 14064-3 Specification with guidance for the validation and verification of greenhouse gas assertions and ISO 14064-1 Specification with guidance at the organization level, which represents the Applicable Standards and Criteria documents and were applied throughout the verification process. The limited level verification conducted is believed to provide an appropriate basis for this verification statement. Further detail regarding the verification procedure is provided in Section 2 of the Verification Report and Section 13 of the Verification Plan. A summary of the work performed is detailed throughout the Verification Report.

3. Roles and Responsibilities

It was the role and responsibility of the third-party assurance provider (GHD) to complete the verification and provide Foresters with a verification opinion. Foresters was responsible for furnishing the required documents, data, and information associated with the Project to allow completion of the third-party assurance.

4. Verified Emissions

Using the above noted methodology, GHD has assessed Foresters 2022 GHG emissions inventory to be quantified as:

Scope	Category	Emissions (tCO _{2e})
Scope 1	Stationary and mobile combustion	1,023
Scope 2	Purchased electricity	87
	Total:	1,110

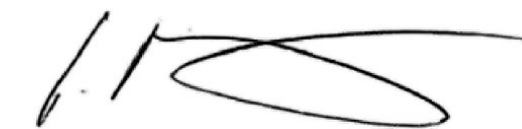
5. Our Conclusion

GHD has, to a limited level of assurance using the above stated verification procedures, reviewed the GHG emissions quantified by Foresters for the 2022 reporting year from the period of January 1, 2022 to December 31, 2022, reported as **1,023 tonnes of carbon dioxide equivalent (tCO_{2e}) for Scope 1 and 87 tCO_{2e} for Scope 2**. Based on our verification, the GHG statement is, in all material aspects, in accordance with the applicable Standards and Criteria and is free of material misstatement.

Regards



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¹ Foresters member benefits are non-contractual, subject to benefit specific eligibility requirements, definitions and limitations and may be changed or cancelled without notice or are no longer available. Some of these benefits may be administered by third parties, such as Foresters Go which is operated by Dacadoo AG. For further details, go to foresters.com.

² Foresters Go is provided by The Independent Order of Foresters and is operated by dacadoo AG.

³ The Competitive Scholarship benefit is administered by International Scholarship and Tuition Services, Inc. (ISTS). Eligible members, their spouse, dependent children, and grandchildren may apply subject to the eligibility criteria. Visit www.foresters.com/member-benefits/scholarship-new-applicants for more information.

⁴ Calculated in accordance with the GHG Protocol <https://ghgprotocol.org/>. Limited independent assurance provided by GHD Limited.

⁵ Based on Wasteco's (Southern Sanitation Inc.) 2022 Material Diversion Report for 789 Don Mills Road.

⁶ Based on the GHG Protocol scope 2 market-based method, this is the difference between the zero greenhouse gas (GHG) emissions associated with Foresters zero carbon contract in the UK and the GHG emissions associated with Foresters UK electricity usage, if using national grid emission factors, as per the UK Government's publication: "Greenhouse gas reporting: conversion factors 2022" <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>.

⁷ Based on the difference in GHG emissions produced by Foresters' hybrid vehicles in the UK, and the emissions that would have been produced if those same vehicles were petrol vehicles, based on 2022 mileage, using passenger vehicle conversion factors, as per UK Government's Greenhouse gas reporting: conversion factors 2022 <https://www.gov.uk/government/publications/greenhouse-gas-reporting-conversion-factors-2022>.

⁸ Green or sustainable bonds held in Foresters asset portfolios have been represented by their respective issuers in public securities filings to be in alignment with green or sustainable principles established by the International Capital Market Association. For more information, please visit <https://www.icmagroup.org/sustainable-finance>. Amounts based on consolidated financial results prepared in Canadian dollars as of January 31, 2023 and converted into USD using the Bank of Canada annual average exchange rate of 1.3350.

⁹ Foresters Renew is administered by International Scholarship and Tuition Services, Inc. (ISTS).

¹⁰ 378 scholarships at a value of \$796,544 were paid out in 2022.

¹¹ 3,588 grants valued at \$3,777,055 were paid out in 2022. Total dollar amount includes Foresters Care Benefit, Foresters Moments, Member-led Community Involvement, Foresters staff-led Community Involvement and Foresters Moments (formerly Fun family), Member Leader Branch Matching Program and Member Leader Fraternal Funding Program.

¹² Foresters products and their riders are underwritten by The Independent Order of Foresters and may not be available or approved in all states and are subject to eligibility requirements, underwriting approval, limitations and state variations. If you have questions regarding Foresters products and their riders, please contact your insurance agent or contact Foresters to be connected with an agent in your area.

¹³ Foresters BrightFuture contracts are underwritten and issued by The Independent Order of Foresters, a fraternal benefit society. Foresters BrightFuture and its riders may not be available or approved in all states and are subject to underwriting approval, limitations, contract terms and conditions, and state variations. Refer to the Foresters BrightFuture Whole Life Insurance contract for your state for these terms and conditions. Foresters BrightFuture and its riders are filed under the form numbers listed below, where "XX" represents either "US" or your state's postal abbreviation, as applicable. Foresters BrightFuture: ICC20-JV-WL-US01 or WL-JV-XX01-2020.

¹⁴ **US:** When a claim is paid to the beneficiaries, Foresters will pay (up to \$100,000) the eligible designated charitable organization in the name of the insured. The designated charitable organization must be an accredited 501(c)(3) organization under the Internal Revenue Code and eligible to receive charitable contributions as defined in section 170(c) of that code. **Canada:** When a claim is paid to the beneficiaries, Foresters will pay (up to \$100,000) the eligible designated charitable organization in the name of the insured. The designated charitable organization must be registered as a charity with the Canada Revenue Agency. The Charity Benefit will only be paid if an eligible beneficiary for the benefit has been designated, prior to, and is in effect on, the date of the death of the insured.

¹⁵ Source: Foresters 2022 Employee Engagement Survey conducted by Mercer (Canada) Limited.

¹⁶ Available to eligible members. For eligibility criteria, please visit www.foresters.com/member-benefits/scholarship-new-applicants.

¹⁷ Figures are as of December 31, 2022.

