

# Our larger purpose

The 2023 Foresters Financial Purpose  
and Sustainability Impact Report



**150**  
YEARS **Foresters**   
Financial



# Making a difference together

On behalf of the Foresters Financial™ executive team, thank you for reading our 2023 Purpose and Sustainability Impact Report.

As this report is released in 2024, we're celebrating a significant milestone – our 150th anniversary. That's one and a half centuries of providing financial security and protection to millions of customers – or more appropriately noted, "members" – while always following our larger purpose: Enriching family and community well-being. It's this guiding compass that's the foundation of our sustainability approach.

From that foundation, we focus on our members' financial future and opportunities to live well, today.

We offer life insurance, investment products and innovative complimentary member benefits<sup>1</sup> that enrich the well-being of our members, their families, and their communities.

**"Our solutions provide financial security for our members today while protecting future generations."**

We empower people to give back in their own way.

Foresters members, employees and distributors – the people selling our certificates across Canada and the US and the in-house team of financial advisers in the UK – give their time, compassion, skills and sweat to make a difference in their communities. They use benefits like Foresters community grants to support the local causes and organizations they believe are most important.

But we must also do our part.

Using three of the 17 UN Sustainable Development Goals that matter most to our efforts – good health and well-being, sustainable cities and communities, and climate action – as our guide, we're supporting our members, investing in communities, and reducing our carbon footprint across our offices.

Creating financial security and empowering more people to do more good – that's sustainability to us and why we continue to be guided by our larger purpose.

**"Life's most persistent and urgent question is, what are you doing for others?"**  
**Martin Luther King Jr.**



**Matt Berman**  
President and Chief Executive Officer



**"Sustainability goes hand-in-hand with our purpose of enriching the well-being of our members, their families and communities. From our products to our offices, members, employees and everything in between, we are working to embed our sustainability approach in everything we do. I am incredibly proud to share the measurable progress our organization is making."**

**Clare Jenkinson**  
Head of Sustainability



**"Sustainability is not just a trend for us; it's a core responsibility. As we mark this milestone anniversary, we're more excited than ever about the future. Our commitment to making the world a better place remains as strong today as it was 150 years ago when we began this journey."**

**Caroline Rendall**  
Chief Risk Officer, and Executive Sustainability Sponsor

# Making a difference together

## Looking back at 2023 and forward to our goals in 2024

### 2023 highlights

From meaningful investments that help our members live well and do more good to reducing our carbon footprint and empowering employees to give back, we accomplished a lot in 2023.

### 2024 targets

This year, our plan is to continue investing in our members to support their communities, while also inspiring more employees to help causes that are meaningful to them.

**US \$7.5 million+** Invested in member benefits.<sup>2</sup>

Maintain and improve **US \$7.5 million+** Invested in member benefits.

**US \$2.2 million+** Invested, from the total US \$7.5 million+, in Community Volunteer and Foresters Care™ grants.

Maintain and improve **US \$2.2 million+** Invested, from the total US \$7.5 million+, in Community Volunteer and Foresters Care™ grants.

2023  
**25%**  
Of Foresters employees who volunteered.



2024 target  
**75%\***  
Of Foresters employees volunteering.

\* Volunteering is fundamental to our culture. Historically, our data has shown higher levels of volunteer hours in years prior to 2023. The 25% of employees who volunteered in 2023 is significantly underreported, so we are setting a 2024 target of 75% to more accurately reflect our ambition for employees to live our purpose.

2023  
**18%**  
Reduction in carbon emissions from our own fuel and electricity use.<sup>3</sup>

2023  
**8.7%**  
Invested in green, social or sustainable bonds (with our North American core managers), surpassing our 7.5% target for the year.<sup>4</sup>



2024 target  
**7.5%+**  
Invested in green, social or sustainable bonds (with our North American core managers).

♦ Figures on this page have been adjusted to reflect that, despite our request, our energy supplier was unable to allocate Renewable Energy Guarantees of Origin (REGO) for the period November 2022 – March 2024.

# Making a difference together

## Life insurance, investments and member benefits

Secure your future, elevate your well-being and support your community.

We achieve our purpose of enriching the well-being of our members, their families and communities through protection and investment products that provide life-long financial security. We combine these products with unique benefits designed to enhance the lives of our members and empower those who love to give back — so they can make a difference in their communities.

### Inclusive life insurance products in Canada and the US

At Foresters, we celebrate the life in life insurance and offer a broad selection of life insurance products and flexible riders that provide long-term financial security.

- Term life insurance with up to 30 years of protection and no medical exams.
- Whole life insurance that can pay dividends and build cash value.
- Universal life insurance that can build cash value and is flexible to suit your evolving needs.
- Accidental death insurance.
- Riders like Family Health, Charity Provisions<sup>5</sup> and Accelerated Death benefits.

### Investment solutions and protection in the UK

At Foresters, we help families in their goal to achieve financial resilience and establish good savings habits for the future through our solutions, advice and education.

- Savings and investing plans, from ISAs to Personal Pension Plans.
- Investment funds, including sustainability-focused strategies.
- Personal financial planning for members and their families to close the advice gap.
- Life and critical illness insurance and mortgage protection.

### Member benefits

Members can also tap into a full suite of complimentary benefits that support their wellness and empower them to give back. Discover more about Foresters member benefits further in our sustainability report.

### Grants for giving back: Members decide how to use their Foresters Community grants

- Community Volunteer grants help members get involved in meaningful volunteer activities.
- Foresters Care™ grants let members make a positive difference with two yearly grants.

### Wellness

- Foresters Go™<sup>6</sup> is a wellness app that rewards members for healthy behaviours, volunteerism and having fun.

### Educational and professional growth

- Competitive Scholarships<sup>7</sup> reward students with strong grades and a passion for volunteering.
- Foresters Renew™<sup>8</sup> provides funds to upskill, reskill and grow careers.

### Financial

- Member Discounts™ offers deals on necessities, electronics, family-focused activities and more.
- LawAssure<sup>9</sup> is an online document preparation service for wills, powers of attorney and healthcare directives.



### Life insurance and benefits for those with diabetes

To reach more people who need access to life insurance, Foresters launched the first non-medical\* life insurance products<sup>10</sup> in the US with relaxed underwriting guidelines for people living with Type 2 diabetes. This way, more Americans living with diabetes have an opportunity to secure their financial future without necessarily paying higher premiums.

In addition, Foresters created a special health and wellness benefits program for members with Type 2 diabetes, including discounted pricing on trusted diabetes management products from a trusted global leader in diabetes care.

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

# Sustainability and our purpose

## Creating a better future together

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.

The Sustainable Development Goals set by the United Nations are a framework used by governments and business and set out the most important issues facing the world today. Through our purpose, we prioritize three of the 17 Sustainable Development Goals set by the United Nations.



**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 distributors

We are helping our members to enhance their well-being; our employees to belong, learn and thrive; and our distributors to succeed.

## Families and communities

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

## Society

We're making a difference in society through our actions, helping to shape a better future for everyone.

# At Foresters



## The Foresters Financial difference: *Being there for our members, their families and their communities*

As a member-led organization, Foresters was founded on the larger purpose of enriching family and community well-being. We are driven to share, not shareholder-driven.

Our financial success allows us to give back to our members, employees and distributors, empowering them to positively impact their communities through volunteer work, scholarships and grants.

The life insurance and investment products we offer seek to give more people access to affordable solutions to protect their futures.

# At Foresters

## Making a difference through member action

### Governance spotlight

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

Foresters members are part of a community working to make a positive impact through local Branches, and we couldn't be more grateful to those who have stepped forward as Branch Councillors in the past year. Their willingness to take on this role and their commitment to giving back to the community are truly inspiring.

Today, I am excited to keep supporting these Branch Councillors and all our members by working together to help the local causes they care about through Foresters grants. I'm especially proud that our members, employees and distribution partners are always willing to roll up their sleeves and work together on local volunteer projects.

Our governance structure provides opportunities for members to ascend to leadership roles, and we are committed to listening to and incorporating the perspectives of our members in our decision-making processes. This dedication to good governance sets us apart from other companies and is a testament to our commitment to serving our members.





# At Foresters

## Empowering members, strengthening communities

Foresters has a distinct governance system that gives members a voice in how their communities are represented. This system is built upon the three-tiered Member Network, which serves as the foundation that helps us deliver on our purpose.

How our governance and leadership structure works is all set out in our [Constitution](#).

### Joining our Member Network

Becoming a new member leader starts at the local Branch Council level. Every two years, members can nominate themselves for positions as Branch Councillors. Successful candidates can become Branch President or Vice President. From here, they can progress to higher leadership positions within the organization, with potential roles at the Regional Council or even the Foresters Board of Directors (the Board).

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, the highest governing body of Foresters, elects the International Fraternal President and the 14 other members of the Board, comprised of four further Fraternal Directors, nine Business Board Directors and the President and CEO.

Each role offers unique opportunities for volunteer experiences and leadership skill development.

Members who participate in governance can also help shape the member benefits offered by Foresters to all members. The popular benefit Foresters Renew, which provides funds for members to enhance their career skills, was proposed by a member leader.

### Our sustainability governance

Our Board of Directors and Board committees, as well as our Executive Committee, place a high priority on sustainability. To ensure we're doing our part, our Head of Sustainability collaborates with leadership and the Corporate Sustainability Committee to establish and execute a comprehensive sustainability strategy.

### Governance through the Member Network

- **Fifty local Branch Councils across Canada, the US and the UK** that support Foresters Purpose by organizing and leading community volunteer efforts.
- **Five Regional Councils** that assist local branches in planning their activities.
- **Foresters Board of Directors** is the highest level of our three-tiered Member Network and provides effective oversight on our operations. Some members have progressed through the Member Network and have been elected to the Board.



### 150 years of enriching family and community well-being

Foresters has always been about creating a more caring future. Here are a few highlights of how our members and Foresters have helped society:

- From the 1910s to the 1960s, Foresters turned its efforts to large-scale support for charities, retirement communities and global campaigns during both World Wars through to the Vietnam War.
- The 1980s and 1990s saw members and employees working on countless causes, from the Bowling for Miracles campaign to supporting the Sick Kids Hospital (Toronto) through radiothons that became a regular volunteer event.
- In the 2000s, our members wanted a deeper feeling of community. Through our community grants, our Growing a Better Future program and partnerships with organizations like KABOOM!, our members stayed connected through giving back.

To learn more about how Foresters has helped members give back over the last 150 years, visit [foresters.com/150years](https://foresters.com/150years).

# At Foresters

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



Climate action, one of the 17 United Nations Sustainable Development Goals, is one of our priorities. To tackle climate change within our operations, we utilize a three-step strategy aimed at lowering our carbon emissions. It starts with evaluating our carbon footprint in our operations in Canada, the US and the UK, and then taking action to reduce our carbon emissions and waste.

- **Step 1:** In 2022, we determined the carbon footprint of our activities and implemented actions to minimize our impact on the environment.
- **Step 2:** In 2023 we established our long-term plan, which includes broader strategies to reduce our impact and metrics to track our progress.
- **Step 3:** We're assessing and refining our approach on an ongoing basis by monitoring progress, seeking out new methodologies and adjusting objectives as needed.



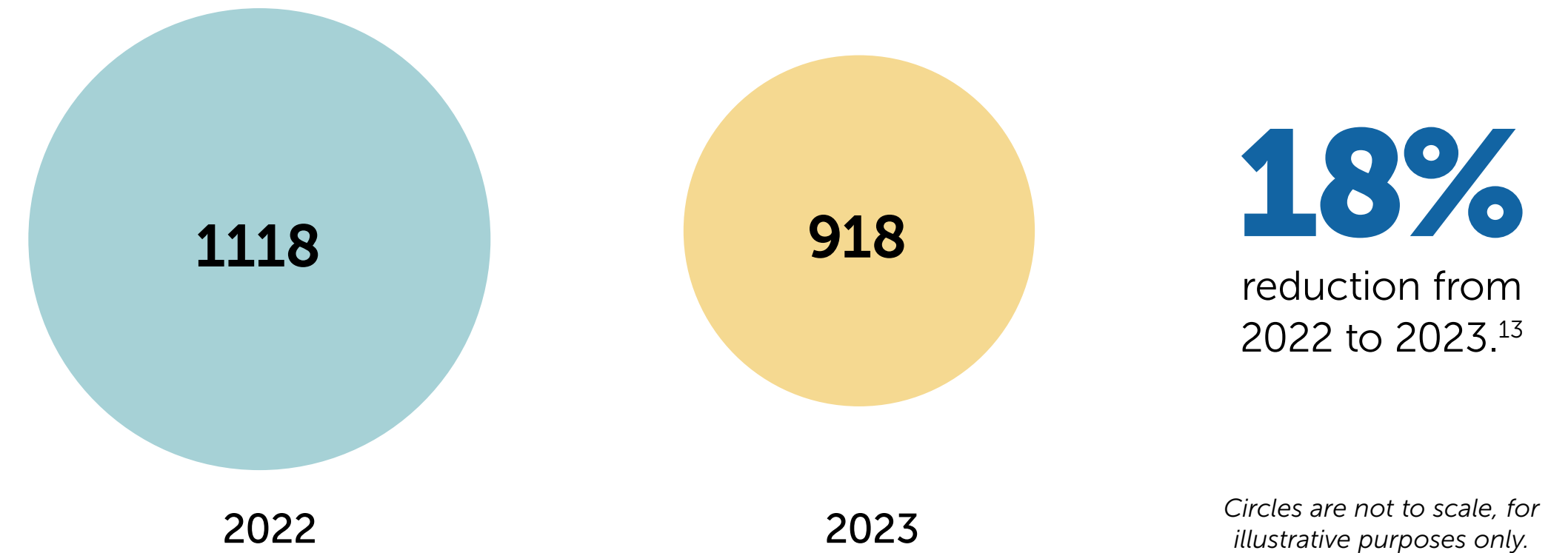
### Our environmental footprint

Carbon emissions at Foresters Toronto headquarters dropped in 2023 by over 20% compared to 2022.<sup>11</sup> This decrease was due to our teams occupying fewer floors in the building, using less power during peak demand times, turning off power during off-work hours, reducing or turning off power during national holidays and weekends, alongside milder weather. The installation of LED lighting contributed to a more than 10% reduction in electricity consumption.

In the UK, we are in the process of converting our field force cars to hybrid and electric models, increasing to 88% in 2023. These actions have resulted in a 4% reduction in carbon emissions in 2023 compared to 2022.<sup>12</sup>

## Global Foresters office and fleet carbon footprint 2022 vs. 2023

Tonnes of CO2e in our own operations (Scope 1 and 2)



“Menkes Property Management Services Ltd. is actively engaged in managing 789 Don Mills, Toronto, Ontario, where the Foresters head office is located. We are enhancing building efficiencies and promoting decarbonization. Through the delivery of top-tier management, communication and operational services, our joint efforts prioritize sustainability and the health and well-being of tenants.”

**Clarke Stewart**  
Senior Manager, Sustainability, Menkes

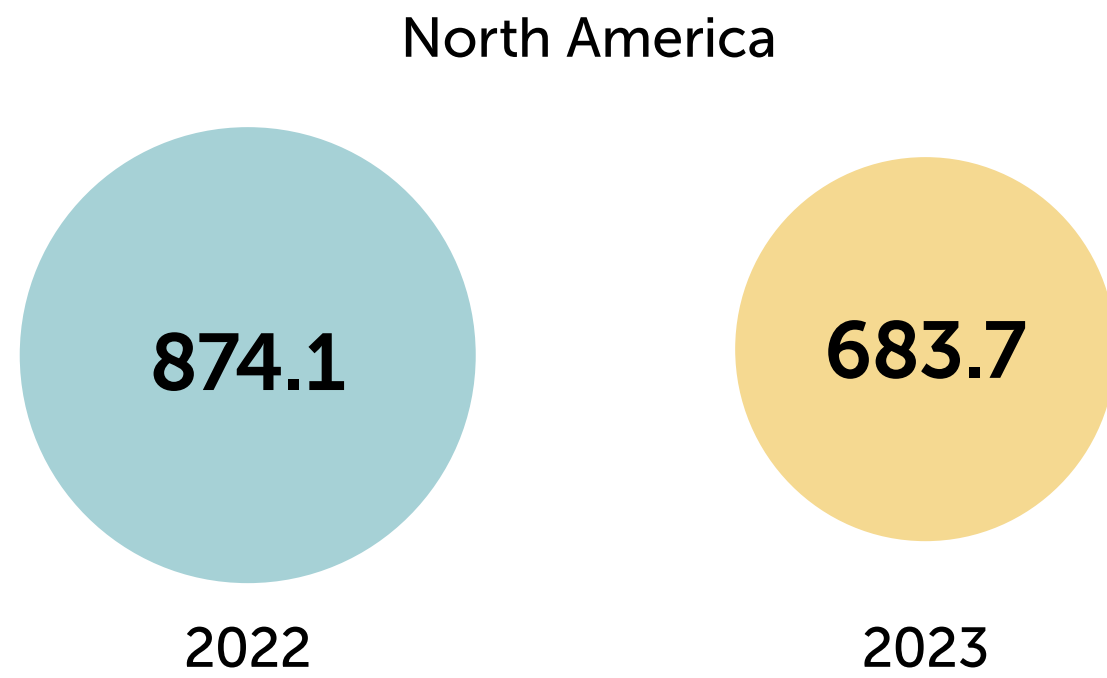
♦ Figures on this page have been adjusted to reflect that, despite our request, our energy supplier was unable to allocate Renewable Energy Guarantees of Origin (REGO) for the period November 2022 – March 2024.

# At Foresters



## Foresters North American and UK office and fleet carbon footprint 2022 vs. 2023

Tonnes of CO2e in our own operations (Scope 1 and 2)



Circles are not to scale, for illustrative purposes only.



### Environmental footprint reduction highlights:

# 20%

Drop in carbon emissions in 2023 at Foresters Canadian headquarters compared to 2022.<sup>14</sup>

# 4%

Drop in carbon emissions from UK head office and fleet in 2023 compared to 2022.<sup>15</sup>



### Looking ahead

In 2023, Foresters obtained a new office space for their headquarters in Toronto, Ontario, Canada, with plans to relocate by 2027. The new building is designed to be more efficient, aligning with the City of Toronto’s goal to achieve net zero status by 2030 in the home and buildings sector. Additionally, the new office provides various employee-centric features, such as ample green spaces surrounding the premises.

♦ Figures on this page have been adjusted to reflect that, despite our request, our energy supplier was unable to allocate Renewable Energy Guarantees of Origin (REGO) for the period November 2022 – March 2024.

# Our members, employees and distributors



## Inspiring a positive impact for all

Our dedication to a brighter future starts with our commitment to supporting the growth and well-being of our members, employees and distributors.

We provide financial security and benefits to our members and their families to help them live their best lives.

When it comes to our employees, we invest in their career development and overall quality of life, both in and outside the workplace.

We are dedicated to helping our distributors thrive, knowing that their success is closely tied to the well-being of the communities they serve.

# Our members

## Delivering our larger purpose with strength

Our members rely on us to help secure their financial futures and need us to be there when it counts — whether today or for future generations.

That's why we maintain our longstanding financial strength. It's key to delivering on our larger purpose.

For the last

# 23

consecutive years, The Independent Order of Foresters\* has maintained an

# "A"

(Excellent) rating from the A.M. Best Company.<sup>16</sup>

\* Foresters Financial is a trade name and/or trademark of The Independent Order of Foresters (a fraternal benefit society) and its subsidiaries.



# Our members

## Member benefits: Our focus on well-being enriches members, families and their communities

With a full suite of complimentary member benefits that go beyond financial protection and investments, our members can do more for themselves, their families and their communities today.



In 2023 we proudly invested  
**US \$7.5 million**<sup>17</sup>  
 in member benefits.

Our members



### Benefits for individual members, such as

- **The Foresters Go wellness app** rewarding members for healthy behaviours, volunteerism and having fun.
- **Foresters Renew** providing financial assistance to members looking to reskill or upskill through education or training to grow in their careers.

Member well-being: Solutions with a larger purpose



### Benefits for their families, such as

- **Competitive Scholarships** that celebrate the next generation of volunteers by awarding scholarships to up to 375 outstanding post-secondary students from Canada, the US and the UK. These scholarships can be worth up to \$2,500 for students in Canada and the US, and £1,000 for those in the UK. Students can earn the scholarship by showing impressive leadership qualities through their dedication to community service and academic achievements.

Foresters member benefits include:



### Benefits for their communities, such as

- **Community Volunteer and Foresters Care grants** that empower members to get involved in their communities and support the causes they care about through volunteer activities.
- **Foresters Moments™ grants** to help members host exciting experiences, connect with others and create lifelong memories.

# Our members

## Supporting our members as volunteers

Our members are passionate volunteers ready to give their time to help their communities, and it's that passion that inspires us to engage with them and support their give-back efforts.



“Foresters has always been dedicated to enhancing the lives of our members through benefits that help them do the good they want to do every day. Benefits like Foresters Care, Community Volunteer grants and Foresters Moments, alongside our financial solutions, seek to make a positive difference that lasts a lifetime.”

**René Zanin**  
Global Chief Legal, Administrative and Membership Officer



# US \$2.2 million+

Invested, from the total CA \$10 million+, in Community Volunteer and Foresters Care grants.<sup>18</sup>

# US \$0.8 million+

Total investments in benefits allocated to community sponsorships and donations in 2023.<sup>19</sup>

# Our members

## Investing for their future



### Investments

Our members are backed by a respected and thriving organization providing security and peace of mind through life insurance – plus investment products in the UK – for 150 years.

To protect their financial futures and fulfil our purpose, we invest significant amounts of capital prudently, for the long term.

### Investment philosophy

Our investment approach optimizes returns while managing risks by factoring in Environmental, Social and Governance (ESG) considerations. We work with professional asset management firms that believe ESG risks are important factors in their investment decision-making process. We also conduct an annual ESG survey across the asset managers with whom we work to track their alignment with our philosophy.

In North America, our total investment portfolio includes a range of sustainable and socially responsible assets exceeding US \$895 million in value. This includes investments in green, social and sustainable bonds, as well as infrastructure projects that support clean energy and long-term care.

We also invest in municipal bonds, which can fund public projects such as higher education and hospitals.

We exceeded our target of investing **7.5%** in green, social or sustainable bonds with our North American core managers, achieving a total of **8.7%** or **US \$352 million**. Our aim for 2024 is to continue to surpass this target.<sup>20</sup>

---

**100%** of all professional asset managers engaged by Foresters are [United Nations Principles for Responsible Investment](#) signatories.<sup>21</sup>

### Foresters sustainable fund in the UK

Introduced in the UK in 2023, the Foresters Stakeholder (Schroders) Sustainable Future Managed Fund carefully selects assets and markets worldwide that align with our investment manager’s rigorous sustainability criteria. In addition to assessing carbon emissions, the fund managers consider other factors, like waste management, diversity and inclusion, community engagement and fair compensation practices, to ensure that our investments have a positive impact on people and the planet. It is available to UK investors seeking to include a sustainable option in their overall allocation.



### Foresters investment in green, social and sustainable bonds: Making a local impact

One of Foresters sustainable investments is in the George Street Revitalization (GSR) project. This project will revitalize the northernmost block of George Street in Toronto and transform Seaton House, a men’s shelter, into a state-of-the-art facility that offers specialized care for vulnerable populations.

The revitalization project will feature a long-term care home, transitional and emergency shelter programs, transitional housing and a community hub.<sup>22</sup>



# Our employees

## Living our larger purpose

Foresters is dedicated to creating a work environment where our employees feel valued, supported, cared for and included. Each day at Foresters ties back to being a part of a culture where all employees can thrive and do meaningful work.

### What employees say...

**91%** Feel good about how Foresters contributes to communities. (Benchmark: 78%)<sup>23</sup>

**81%** Say Foresters is an environmentally responsible company. (Benchmark: 76%)<sup>24</sup>

**84%** See Foresters IDE efforts favourably.<sup>25</sup>

**90%** Believe Foresters promotes an inclusive environment regardless of identity.<sup>26</sup>



## Inclusion, Diversity and Equity (IDE)

### We follow five guiding principles in our approach to IDE:

- 1. Belonging
- 2. Equity
- 3. Empathy
- 4. Focus on areas we can change
- 5. Accountability through actionable goals and transparent processes

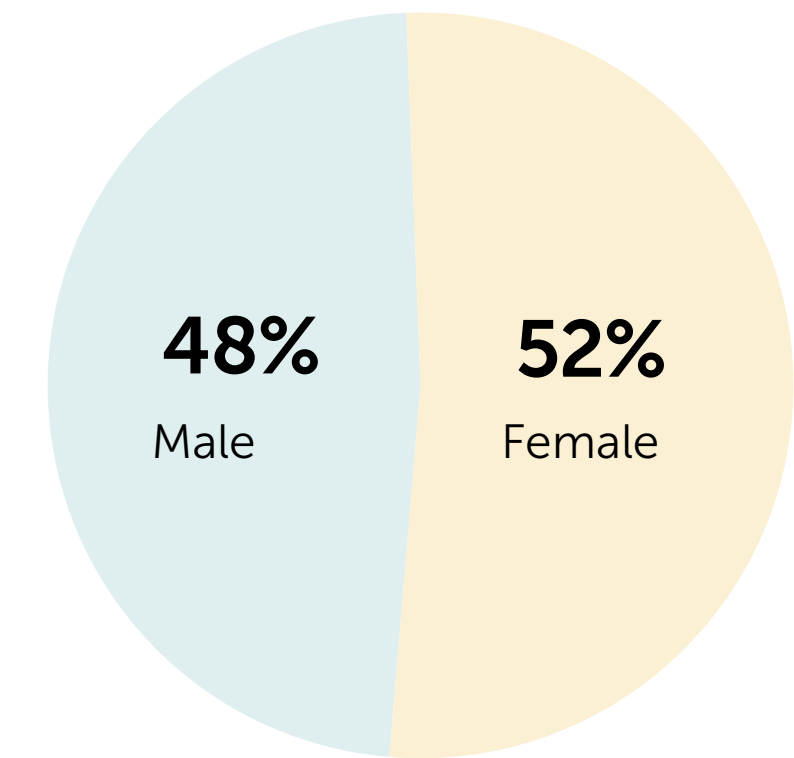
The Foresters IDE Council is led by our Assistant Vice President of Inclusion, Diversity and Equity and includes both executives and staff members.

### Employee Resource Groups at Foresters:



## Global gender distribution in managers and above

(As of December 31, 2023)<sup>27</sup>



**Employee spotlight:** You're welcome at Foresters. Learn more about IDE at Foresters: <https://www.foresters.com/en/careers/inclusion-diversity-and-equity>.

"People can come in, and do come in, and are just their wonderful, fabulous, authentic selves."



**Todd V.**  
Co-chair, Pride@Foresters ERG

# Our employees

## Living our larger purpose (continued)



### Well-being

Foresters provides a wide variety of courses and a full suite of employee benefits to help individuals improve their personal and professional well-being. Employees can tap into training on mental health awareness, mindfulness, stress management, financial planning and more.

**Employee & Family Assistance Program:** Available to all Foresters employees, this program is a valuable resource for employees and their families who are struggling with intense emotional reactions to various events, whether it be global, local or personal.)

**Foresters partners with over 30 service providers in Canada, the US and the UK to support employees' physical, mental, social and financial well-being.**

### Career and professional development

We want our team to enjoy rewarding, successful careers. That's why we offer a range of resources and opportunities for professional development, including online learning pathways and virtual training sessions.

What employees say...

# 79%

Say Foresters is committed to creating a workplace that supports employee health and wellness. (Benchmark: 54%)<sup>28</sup>

What employees say...

# 82%

Say their immediate manager supports their professional development. (Benchmark: 79%)<sup>29</sup>

### Working for Purpose program

We create opportunities for our employees to embody our purpose for a positive impact on our communities. Initiatives include fundraising, matching campaigns for charities and hands-on volunteer work.

At least  
**25%**  
of employees spent over  
**1,800**  
hours volunteering in 2023 alongside members (up from 22% in 2022).

The target for 2024 is to have  
**75%\***  
of employees engaged in  
volunteering activities, amounting to  
**3,200**  
hours.

\* Volunteering is fundamental to our culture. Historically, our data has shown higher levels of volunteer hours in years prior to 2023. The 25% of employees who volunteered in 2023 is significantly underreported, so we are setting a 2024 target of 75% to more accurately reflect our ambition for employees to live our purpose.



# Our distributors

## Helping distributors achieve a larger purpose

Distributors shine when they join us in our purpose of enriching the well-being of families and their communities. Foresters collaborates closely with our distributors to create opportunities for them to engage with like-minded individuals in their communities, as well as members, potential clients and charitable groups.

Together, we're providing captivating, engaging and empowering experiences, introducing fresh perspectives, innovative ideas and practical resources that families can use to improve their overall well-being.

Our distributors share in our overarching mission to protect the financial futures of our members and their families.

Through our inclusive product range that includes non-medical life insurance and offerings for individuals with diabetes, our distributors can provide more clients with greater access to cost-effective protection and savings solutions while also benefiting from our sustainability initiatives.

**Through our distributors across Canada, the US and the UK, we're able to reach more families and help them with their financial needs and goals.**

# 2.6 million

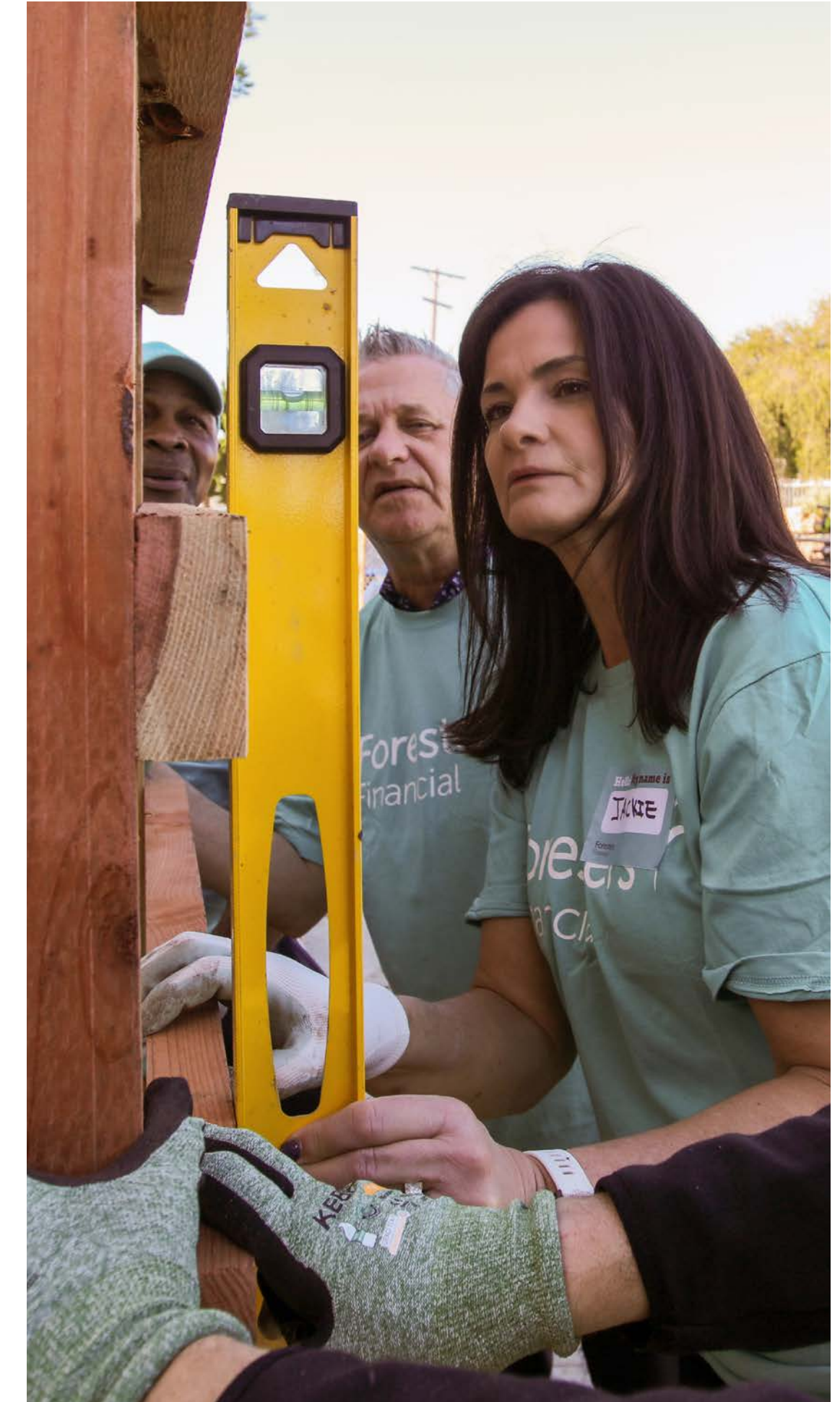
Certificates and contracts in force.<sup>30</sup>

# US \$460 million+

Claims paid out by Foresters in 2023 in North America.<sup>31</sup>

# US \$6.9 billion

Assets under management in the UK, which represents the value of investments we manage on behalf of our customers.<sup>32</sup>



# Our distributors

## Helping distributors achieve a larger purpose *(continued)*



### UK: Addressing the advice gap

According to a 2023 report from the UK Financial Conduct Authority, "only 8% of UK consumers received full financial advice in 2022."<sup>33</sup>

This advice gap is affecting millions of people who either can't afford financial advice or do not know where to turn for it, and we're committed to changing that. We help everyday families improve their financial well-being with accessible support and advice they need to invest and protect themselves. Our basic financial advice is offered through our team of advisers at no direct charge.

### US: Creating more opportunities for our distributors

Foresters is focused on making it easier and faster for independent agents to provide financial security to everyday families. In 2023, more independent agents came to us about offering life insurance for the ITIN (Individual Taxpayer Identification Number) market. Seeing this as an opportunity to provide life insurance to more people, we developed a unique ITIN program (launching in 2024) so independent agents can help more potential clients.

Through a combination of world-class tech platforms and a reflexive application that provides structured data to underwriting engines (launching in 2024), we are helping distributors get faster point-of-sale decisions and improved approval rates.



**Distributor spotlight:** Foresters, Quility and KABOOM! joined forces to create a more accessible playground in Asheville, NC, which caters to the sensory needs of young learners and pre-k students at Eliada Homes. This playground is expected to positively impact more than 350 children and their families for years to come.



**Delivering the Difference program:** Foresters Delivering the Difference program is designed to empower our distributors to make a positive impact in their local communities by providing them with the resources to organize and host volunteer initiatives.

# Families and communities

## Doing good and giving back for 150 years

Since 1874, Foresters has always been about creating a more caring future. Today, our members are still keeping that original vision going strong. Through our Community grants, partnerships with organizations like KABOOM! and our Growing a Better Future program, our members are always lending a hand and enriching communities across Canada, the US and the UK.



# Families and communities

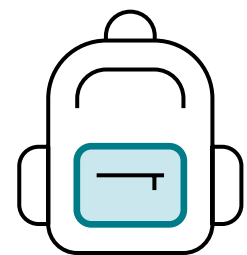
## Building communities from the ground up



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

As an example, Foresters care package activities provide essential support to individuals facing challenging circumstances, including those affected by homelessness, natural disasters and poverty, as well as the elderly, at-risk populations, students in need and underprivileged children and families struggling to meet their basic needs.

In the past year, our members have generously distributed nearly 70,000 care packages worth a total of US \$1.2 million<sup>34</sup> to communities and groups that needed support.



25,606

Child and educational support care packages



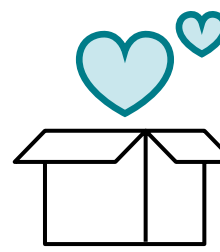
7,315

Ongoing wellness care packages



25,053

Humanitarian aid care packages



5,908

Holiday event care packages

### Foresters community partnerships

Foresters is proud that our members use our grants to support hundreds of local organizations. At the same time, we also support a variety of national charities that create opportunities for our members to participate in, whether through their grants, volunteering or both. Below are some organizations that align with our vision and receive our support and engagement:



**Whole Kids Community Garden:** The Whole Kids Foundation empowers young people and their families to adopt healthy habits by collaborating with organizations such as Foresters.

**MyBnk:** MyBnk is the UK's leading specialist financial education charity for children and young people, delivering age-tailored financial education programs to five- to 25-year-olds, reaching up to 30,000 young people per year. Over 75% of MyBnk's work is now with young adults in vulnerable circumstances. In partnership with Foresters, MyBnk directly educates young adults from vulnerable circumstances, such as care leavers and other young people in challenging circumstances.

# Families and communities

## Building communities from the ground up



**Foresters UK Playground Build at James Wolfe Primary School, a large not-for-profit school with special needs facilities:** The new playground will provide a much needed outside space for more than 800 children, where they have many opportunities to learn through play. The outside space development will allow physical, social, imaginative and cognitive development for the children at the school.

### Alberta Food Forest in partnership with 5th World

As part of Foresters *Growing a Better Future* program, we collaborated with 5th World to develop a 6,000-square-foot food forest at Hull Services in Calgary, Canada. Our mission of enriching family and community well-being aligns with 5th World's mission to empower individuals to restore the earth and ensure a sustainable future.

A group of 21 Foresters volunteers planted over 400 herbaceous plants and 32 nitrogen-fixing support shrubs. The food forest features 29 fruit trees, a cover crop of nitrogen-fixing clovers and low-growing fescue grasses and a terraced earthwork design that captures over 50,000L of spring snow melt water, supplemented by three downspouts from the school roof. An irrigation system supports the food forest's establishment and long-term productivity.



# Our role in society

For 150 years, Foresters has been dedicated to creating positive change through individual actions.

Our commitment to long-term sustainability aligns with our mission to enrich the well-being of our members, their families and their communities.

Our financial security and investment opportunities help pave the way for a better future, while our benefits strive to uplift and support our members and their goals of doing the good they want to do. It's both of these unique offerings that make Foresters stand out.

We are an organization founded with a larger purpose: *Enriching the well-being of families and communities.*

If helping your community and achieving financial security matter to you, we would love to show you more about what sets Foresters apart.

Join us - as a member, distributor or employee – to support the causes you care about. Let's make a better world for all.

Visit [foresters.com](https://foresters.com) to learn more.





- <sup>1</sup> Foresters member benefits are non-contractual, subject to benefit-specific eligibility requirements, definitions and limitations and may be changed or canceled 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](https://foresters.com).
- <sup>2</sup> A US \$7.5 million investment was made in member benefits, including competitive scholarships, Foresters Renew, LawAssure, Lifelong Learning, Foresters Go, Member Deals, critical illness coverage, terminal illness coverage, orphan benefits, senior member benefits, community volunteer grants, Foresters Moments, Foresters Care, branch matching, and member engagement. However, this investment does not include community sponsorships and donations.
- <sup>3</sup> Calculated internally using utility bill data and company car mileage. In cases of shared occupancy in a building, total emissions have been proportioned accordingly. Where data is unavailable, estimates have been utilized, based on past results. Figure is rounded to the nearest whole number.
- <sup>4</sup> Green, social 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>.
- <sup>5</sup> **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 insured's death.
- <sup>6</sup> Foresters Go is provided by The Independent Order of Foresters and is operated by Dacadoo AG.
- <sup>7</sup> The Competitive Scholarship benefit is administered by International Scholarship and Tuition Services, Inc. (ISTS). Eligible members, their spouses, dependent children, and grandchildren may apply subject to the eligibility criteria. Visit [www.foresters.com/member-benefits/scholarship-new-applicants](https://www.foresters.com/member-benefits/scholarship-new-applicants) for more information.
- <sup>8</sup> International Scholarship and Tuition Services, Inc. administers Foresters Renew.
- <sup>9</sup> LawAssure is provided by Epoq, Inc. Epoq is an independent service provider not affiliated with Foresters. Some features may not be available based on your jurisdiction. LawAssure not available in the Yukon, the Northwest Territories and Nunavut. LawAssure is not a legal service or advice or a substitute for a lawyer's legal advice or services.
- <sup>10</sup> The Independent Order of Foresters underwrites Foresters products and their riders, which may not be available or approved in all states and is 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.
- <sup>11</sup> Carbon emissions are Scope one and two, calculated internally using utility bill data. Commentary and electricity consumption are sourced directly from Menkes. This calculation only includes Foresters proportionate share of the total building's emissions.
- <sup>12</sup> Carbon emissions are Scope one and two, calculated internally using utility bill data and mileage from all fleet vehicles. Figure is rounded to the nearest whole number.
- <sup>13</sup> Calculated internally using utility bill data and company car mileage. In cases of shared occupancy in a building, total emissions have been proportioned accordingly. Where data is unavailable, estimates have been utilized based on past results. Figure is rounded to the nearest whole number.
- <sup>14</sup> Carbon emissions are Scope one and two, calculated internally using utility bill data. This calculation only includes Foresters proportionate share of the total building's emissions.
- <sup>15</sup> Calculated internally using utility bill data and company car mileage. Where data is unavailable, estimates have been utilized based on past results.
- <sup>16</sup> The A.M. Best rating assigned on September 6, 2024 reflects the overall strength and claims-paying ability of The Independent Order of Foresters (IOF) but does not apply to the performance of any non IOF issued products. An "A" (Excellent) rating is assigned to companies that have a strong ability to meet their

ongoing obligations to policyholders and have, on balance, excellent balance sheet strength, operating performance and business profile when compared to the standards established by A.M. Best Company. A.M. Best assigns ratings from A++ to F, A++ and A+ being superior ratings and A and A- being excellent ratings. See [ambest.com](https://www.ambest.com) for our latest rating. Foresters Financial is a trade name and/or trademarks of The Independent Order of Foresters (a fraternal benefit society) and its subsidiaries.

- <sup>17</sup> A US \$7.5 million investment was made in member benefits, including competitive scholarships, Foresters Renew, LawAssure, Lifelong Learning, Foresters Go, Member Deals, critical illness coverage, terminal illness coverage, orphan benefits, senior member benefits, community volunteer grants, Foresters Moments, Foresters Care, branch matching, and member engagement. However, this investment does not include community sponsorships and donations.
- <sup>18</sup> A US \$7.5 million investment was made in member benefits, including competitive scholarships, Foresters Renew, LawAssure, Lifelong Learning, Foresters Go, Member Deals, critical illness coverage, terminal illness coverage, orphan benefits, senior member benefits, community volunteer grants, Foresters Moments, Foresters Care, branch matching, and member engagement. However, this investment does not include community sponsorships and donations.
- <sup>19</sup> Includes charity donations raised by employees, as well as all donations directly from Foresters.
- <sup>20</sup> Green, social 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>.
- <sup>21</sup> <https://www.unpri.org/signatories>
- <sup>22</sup> City of Toronto Social Bond Newsletter 2023. Page 12. Available at: <https://www.toronto.ca/wp-content/uploads/2023/06/9917-2023SocialBondNewsletterFinal.pdf>
- <sup>23</sup> Results from our 2023 Employee survey across all of Foresters. The benchmark is from Mercer, a global organization, based on data collected from more than one million employees participating in 218 surveys conducted over the last five years.
- <sup>24</sup> Results from our 2023 Employee survey across all of Foresters. The benchmark is from Mercer, a global organization, based on data collected from more than one million employees participating in 218 surveys conducted over the last five years.
- <sup>25</sup> Results from our 2023 Employee survey across all of Foresters. The benchmark is from Mercer, a global organization, based on data collected from more than one million employees participating in 218 surveys conducted over the last five years.
- <sup>26</sup> Results from our 2023 Employee survey across all of Foresters. The benchmark is from Mercer, a global organization, based on data collected from more than one million employees participating in 218 surveys conducted over the last five years.
- <sup>27</sup> Figures are rounded to the nearest whole number.
- <sup>28</sup> Results from our 2023 Employee survey across all of Foresters. The benchmark is from Mercer, a global organization, based on data collected from more than one million employees participating in 218 surveys conducted over the last five years.
- <sup>29</sup> Results from our 2023 Employee survey across all of Foresters. The benchmark is from Mercer, a global organization, based on data collected from more than one million employees participating in 218 surveys conducted over the last five years.
- <sup>30</sup> Certificates are issued across the US, Canada and the UK. The UK certificates also include the Communication Workers Fund and Tunbridge Wells Schroders Managed Fund. As of December 31, 2023. Figure is rounded to the nearest decimal place.
- <sup>31</sup> Encompasses death and disability claims across all Foresters organizations.
- <sup>32</sup> As of December 29, 2023.
- <sup>33</sup> FCA. (2023). Greater support for people's financial decisions, under regulator and government proposals. [online] Available at: <https://www.fca.org.uk/news/press-releases/greater-support-peoples-financial-decisions-regulator-government-proposals>.
- <sup>34</sup> As part of Community Volunteer grants, care packages are classified as care packages by the member submitting the request. The member estimates the number of care packages distributed and provides the category of care package, such as Children, Youth and Education or Health and Wellness.